



A YEAR OF OPPORTUNITIES



2018-2019 ANNUAL REPORT





FRIENDS,

This time last year, we were knee-deep in sheetrock, mold remediation, and disaster case management. In many cases, we still are. Recovery from Hurricane Harvey continues for many and so does United Way of Greater Houston's work to help our neighbors get back in their homes and on their feet.

The nation watched in awe as we came together in the wake of Hurricane Harvey, as neighbors helped neighbors, and people gave selflessly to lift up others. Many saw the news and thought it took a disaster to bring out that kind of community spirit, but here in the Greater Houston area, we know that spirit is a way of life. Now, a year and a half after Harvey, it is as strong as ever.

And this year, we saw that spirit on display in the 10,500 volunteers who painted walls, laid floors, and planted trees. We saw it in donations of socks and school supplies, time spent mentoring young people and delivering meals to seniors, and thousands of hours given to making sure every dollar we invest in our community is well-spent and makes a difference.

We saw it in your generosity, your commitment, and your heart.

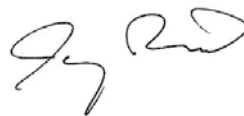
And it changed people's lives.

In fact, it changed nearly 2 million people's lives – some through the basics, like food and housing, and others through things like education, job training, safe and enriching places to go after school, a coordinated network of services for veterans, quality early childhood education, transportation to work, and disaster recovery work that for some, has only just begun.

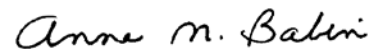
Also this year, we celebrated our first decade of helping families achieve financial stability through United Way THRIVE. We celebrated our capacity to connect 1.2 million of our neighbors with help through our 2-1-1 Texas/United Way HELPLINE. We celebrated graduations, new jobs, first homes, and first steps.

But none of the things we accomplished or celebrated this year were possible without you—our donors, our volunteers, and our partners. Your love for this community and your commitment to its future fueled all of the good highlighted in this report, just as you fuel the work we do each and every day.

For that and for all you do, we are so grateful.



Jamey Rootes
Chair of the Board

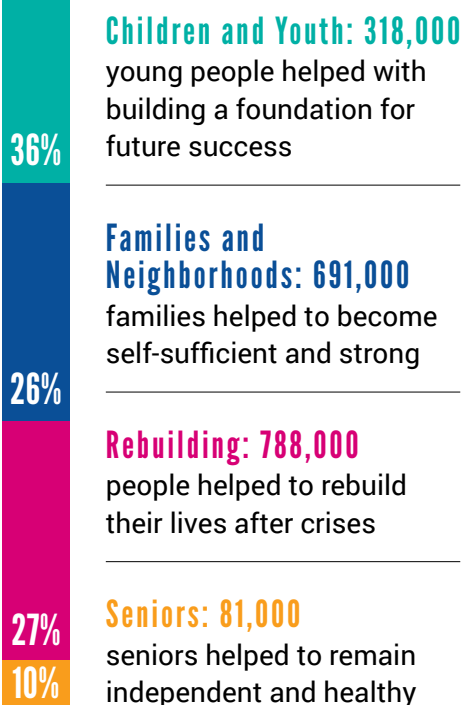


Anna M. Babin
President and CEO



WE CREATE OPPORTUNITIES FOR PEOPLE TO THRIVE

HERE IS A SNAPSHOT OF HOW WE INVESTED IN OUR COMMUNITY THIS PAST YEAR:



Percentages are rounded and denote United Way's community investment by area.

"If you look around, everywhere you see the fingerprint of United Way."

Y. Ping Sun, United Way Board Member

We know that when you struggle just to make ends meet, it is hard to focus on the future. That is why we invest in helping people succeed wherever they are in their journey.

Sometimes that means providing families with affordable quality child care so parents can work and children begin building the foundation for future success. Other times it means supporting seniors with meals and interaction so they can remain independent and their families don't have to worry. For some it means safety net programs that help with the basics, like food and housing, while for others it means programs like United Way THRIVE that help them build and travel a pathway to financial stability and long-term success.

United Way of Greater Houston:

- invests in quality services throughout our community
- leads special initiatives, like United Way THRIVE and United Way Bright Beginnings
- operates the 2-1-1 Texas/United Way HELPLINE
- awards grants for community projects and needs
- provides capacity-building services for nonprofits in our area
- brings people and partners together to address community-wide issues

OUR VOLUNTEER-LED COMMUNITY INVESTMENT PROCESS ENSURES IMPACT AND GOOD STEWARDSHIP

Our investment decisions are intentional, backed by research and data, made by trained volunteers, and approved by our volunteer Board of Trustees.

United Way's biennial Community Investment Process ensures that donor contributions are invested in programs and services that make a proven impact in our community.

Through research, data, program outcomes, partnerships, and community conversations, United Way of Greater Houston takes both a big picture and an up-close look at what is going on in our community. We study the issues facing our neighbors and the needs in our area, consider current efforts to address the needs, and assess our potential for impact.

Then, United Way develops a strategy to address those needs with real and lasting change. The Community Investment Process ensures that United Way of Greater Houston's investments achieve measurable results and have a lasting impact.



2018 COMMUNITY INVESTMENT PROCESS BY THE NUMBERS:

220 volunteers on 14 teams

100 new volunteers

63 site visits

13 bus tours

165 United Way programs and
services reviewed

10,000 hours spent reviewing,
analyzing, and making
recommendations

"United Way adds value by doing what we as donors would all do if we only had the time: researching the most pressing needs of our community, finding and funding the local agencies best suited to respond to those needs, and following through to assure that every program is working efficiently and effectively."

Mark Ditman,
Rice University



Thank you to our Community Investment volunteers who ensure that our investments are sound and our work is impactful.

UNITED WAY THRIVE SUPPORTS
FAMILIES IN THEIR EFFORTS TO

ACHIEVE FINANCIAL STABILITY

United Way THRIVE gives families the tools, resources, and support to attain what every family wants: good jobs with good wages, safe and affordable housing, financial security, and success for their children.

United Way THRIVE is a collaborative that supports hardworking families in their efforts to achieve financial stability and their dreams.

Launched in 2008 and led by United Way of Greater Houston, United Way THRIVE comprises more than 20 nonprofit partners, plus government agencies, employers, community colleges, and other partners that work together to provide comprehensive services to help hardworking, low-income families become self-sufficient and financially stable. THRIVE helps families build stronger financial futures by acquiring skills and education, obtaining better jobs, developing good financial habits, and building savings.

THRIVE has achieved such great success thanks to its client-focused and bundled service delivery, collaborative network of partners, and commitment to helping families work toward their own goals and dreams. This unique combination, together with continuous quality and service improvement, sets United Way THRIVE apart in its ability to help families achieve financial stability.

United Way THRIVE helps families achieve financial stability by focusing on three key goals:

INCREASING INCOME includes job training and education, finding higher paying jobs, and free income tax preparation.

BUILDING SAVINGS involves developing better financial habits through financial education and coaching, reducing debt, and starting a savings plan.

ACQUIRING ASSETS means saving for a car, a home, higher education, or a business through matched savings programs and access to low-cost loans.

Innovative employer-led pilots

United Way THRIVE continues to seek innovative partnerships to help close the skill gap, give hardworking families an opportunity to thrive, and position our region for long-term economic competitiveness. This year, we were partners in three employer-led pilot programs:

- We partnered with CHI St. Luke's for the second time to screen, train, and prepare individuals for living-wage careers as Patient Care Technicians. THRIVE partners worked with Lone Star College to provide job training to participants and ongoing United Way THRIVE services, like financial education and coaching, are helping the 28 graduates maximize their income and meet their goals.
- S&B Engineers and Constructors partnered with United Way THRIVE to screen, interview, and train women to begin high-paying jobs with growth potential in the construction industry. In addition to craft training, participants receive training in soft skills and financial literacy. Three graduates were even invited to the White House to share their experiences!

The second cohort of Patient Care Technicians as part of United Way THRIVE's partnership with CHI St. Luke's.



- In partnership with TD Industries, 12 women were selected to train to become sheet metal and plumber helpers, and to receive a continuum of United Way THRIVE services, including financial and workforce coaching and academic tutoring.

Financial Coaching Network

Working with a financial coach is one of the keys to THRIVE clients' success. Coaches and clients work together to create personalized plans for organizing finances, reducing debt, reprioritizing spending, building savings and other assets, improving credit, and achieving long-term financial goals.

To help more families benefit from financial coaching, United Way THRIVE offers in-depth financial coaching training to case managers at United Way THRIVE partner agencies, thanks to a multi-year grant from Wells Fargo. These case managers are then able to deliver "just in time" coaching to clients and help them figure out when they need deeper services.

There are currently more than 60 active financial coaches in the financial coaching network serving hundreds of clients, with a significant number of clients acquiring access to financial products, increasing income and savings, and benefitting from other United Way THRIVE services.



United Way THRIVE Financial Coaching Network graduates



HIGHLIGHTS OF UNITED WAY THRIVE'S 10TH YEAR:

62,385 families put on the path to financial stability

35,000 tax returns completed with more than \$46 million in refunds returned

16,575 families benefitted from financial education and coaching

14,700 families received workforce development services

3,865 clients opened a savings account, cumulatively saving more than \$3.1 million

3,000 new or better jobs obtained

10:1 return on investment

In January 2019, United Way THRIVE launched Houston SAVES, a pilot savings campaign in partnership with JPMorgan Chase and EARN (a national nonprofit that houses a financial technology platform that incentivizes savings) that aims to help 350+ Greater Houston area residents build savings. As families set aside at least \$20 monthly, they are matched \$10 a month for a total of \$60 in rewards over six months. On average, families accessing EARN save \$500.



CELEBRATING A DECADE OF HELPING FAMILIES

ACHIEVE FINANCIAL STABILITY

In January of 2019, we celebrated the first 10 years of United Way THRIVE's work to help hardworking families become financially stable. This collaborative is creating generational change for families and creating economic impact across our region. Learn more at unitedwayhouston.org/thrive10.

HIGHLIGHTS OF THRIVE'S FIRST DECADE

211,208

unduplicated clients helped along
the path to financial stability

49,127

people received workforce
development services,
resulting in more than
\$370 million
in new wages

10:1

RETURN ON
INVESTMENT

EVERY YEAR FOR
10 YEARS

\$1.1 BILLION

in value generated for clients
through increased wages, savings,
assets, and reduced debt

118,127

clients received free tax
preparation services, returning
\$468.5 million
to the local economy



\$12.4 MILLION

saved by United
Way THRIVE
clients



\$40 MILLION

increase in
disposable income
among United Way
THRIVE clients



\$6 MILLION

in unsecured
debt eliminated



47,498

clients received
financial
education and
coaching



265

pursued higher
education



645

bought
homes



134

invested in small
businesses

MEET ALICE

ALICE stands for Asset Limited, Income Constrained, Employed, and represents families that are working but can barely afford the basic necessities of housing, food, child care, health care, and transportation.



ALICE is your child care worker, your parent on Social Security, a recent graduate who can't find work in their field, the cashier at your supermarket, the salesperson at your big box store, a home health aide, an office clerk.

United Way of Greater Houston and United Ways of Texas invested in the ALICE Report for Texas, a county-by-county look at what it actually takes to make ends meet and how many families are really struggling to get by. The ALICE Report provides better measures and language to describe the population that is struggling financially and the reasons why. These measurements provide a broader picture of financial insecurity than traditional federal poverty guidelines.

The ALICE Report underscores the importance of United Way THRIVE and United Way of Greater Houston's other work to help families meet their immediate needs and establish and travel a path to a more successful future.

If you are ALICE, call the 2-1-1 Texas/United Way HELPLINE to get started.

WHAT ARE SOME OF THE CHALLENGES ALICE FACES?

The two highest costs for a family are housing and child care. When making financial choices to fit within their budget, ALICE families have to sacrifice safety and proximity to good schools to secure affordable housing. ALICE families also must prioritize affordability when it comes to child care, often resulting in children who are not prepared to start school and additional strain on the family.

ALICE households have few means to change the educational trajectory that places low-income students in poorer quality schools and increases their risk for not graduating high school or attending college.

Having enough food is a basic challenge for ALICE households. Chronic food insecurity leads to less healthy eating and increased stress, which both contribute to poor health.

ALICE families face circumstances that make it difficult for them to achieve and maintain good health. When health issues go untreated, they become more serious and more costly, and lead to other poor outcomes.

BY THE NUMBERS:

\$24K VS \$61K

The Federal Poverty Level (FPL) for a family of four is \$24,300, while the ALICE Report shows that family needs \$61,404 just to get by in Harris County

40%

of Greater Houston area households are ALICE (\$61,404 for a family of four) or below and struggle to meet basic needs

Learn more about ALICE and read the full ALICE Report for Texas at unitedwayhouston.org/alice.

2-1-1 TEXAS/UNITED WAY HELPLINE

ANSWERS THE CALL 24/7

In 2018, 2-1-1 connected 1.2 million of our neighbors with help and hope.

A free, confidential helpline operated by United Way of Greater Houston, 24 hours a day, seven days a week, 2-1-1 Texas/United Way HELPLINE continued to break records in 2018, connecting 1.2 million people with help.

The 2-1-1 Texas/United Way HELPLINE is the largest helpline of its kind in the country and one of our community's most valuable resources. With dedicated United Way THRIVE, seniors, and veterans specialists on staff, 2-1-1 Texas/United Way HELPLINE connects families and veterans with resources to meet their unique needs. 2-1-1 Texas/United Way HELPLINE is also the information resource before, during, and after natural disasters, connecting people in need with up-to-the-minute information and critical services.

2-1-1's ongoing disaster recovery role

The 2-1-1 Texas/United Way HELPLINE is our community's go-to resource in times of disaster.

Connecting more than 403,000 people with help related to Hurricane Harvey, 2-1-1 continued to help our neighbors find recovery resources in 2018, helping 109,680 people with disaster recovery assistance last year alone.

This past year, 2-1-1 piloted a program with National Voluntary Organizations Active in Disaster that positioned the HELPLINE as our community's central disaster case management entry point, giving families a single point of contact through which they can access disaster case management services throughout our community. During the pilot, 2-1-1 facilitated the registration of 20,391 families.

IN 2018:

208,726 people connected with food assistance

201,514 people connected to utilities assistance

194,436 people connected with health care

177,744 people connected with rent or mortgage assistance

109,680 people connected with disaster recovery services

123,965 people connected with housing or shelter



In 2018, 2-1-1 connected 18,100 veterans, servicemen and women, and their family members with tailored resources.

The 2-1-1 Texas/United Way HELPLINE also facilitates STEAR, the State of Texas Emergency Assistance Registry, which provides local officials with critical information about those who may need assistance in case of a mandatory evacuation. Last year, 2-1-1 helped 26,000 individuals register for STEAR.

MISSION UNITED

The Greater Houston area is home to more than 300,000 veterans, the second largest veteran population in the United States. Veterans, military personnel, and their families often face challenges accessing services.

With United Way's MISSION UNITED, all it takes is one call for veterans, active duty military members, and their families to be connected with a dedicated case coordinator who will guide them from beginning to end, helping them find and access resources to meet their unique needs, including employment assistance, food, housing, health care, financial services, and legal assistance.

United Way of Greater Houston regularly brings together organizations that serve veterans to exchange information, collaborate, and solve issues facing veterans. And, MISSION UNITED awards

grants to organizations that provide specific services to veterans.

Partnership with Lyft

United Ways partnered with Lyft in 12 cities, including Houston, to pilot a program providing limited free rides to people with specific non-emergency transportation needs related to health care, disaster assistance, employment, and veterans. Over the last year, 2-1-1 Texas/United Way HELPLINE specialists coordinated 250 free rides for individuals in our community.



The number of calls to our 2-1-1 Texas/United Way HELPLINE has more than doubled in the past decade and continues to increase each year.

2008 **575,000 CALLS**

2018 **1,200,000 CALLS**

HELPING YOUNG PEOPLE SUCCEED

Last year, we supported mentoring programs for 20,000 young people.



We know that helping young people succeed helps our families, our neighborhoods, and our community thrive.

This past year, a group of volunteers and staff members studied research, community needs, and the programs and services we invest in and determined that we can best support the success of our children by narrowing the focus of our education-related work to a time when kids are most vulnerable: before and after school and during the summer months.

As part of the transition, we have ended our peer-to-peer tutoring program and have begun transitioning out of Reading Together. This will be our final year of Reading Together at Atherton and Sutton Elementary Schools. We are so grateful to the hundreds of volunteers who have given their time to help students improve their reading skills over the last six years!

Summer Learning Initiatives are collaborative programs designed to curb the learning loss many students experience during the out-of-school months and to ensure their success in the classroom when the new school year starts.

Through book clubs, kindergarten prep camps, and STEM activities, we kept 4,000 students and 2,500 parents engaged in learning last summer.



United Way M.A.T.H. (Mastering Algebra Together Houston), a partnership with ConocoPhillips, continues to help students build algebra skills outside of the classroom.

This past summer, more than 900 students participated in United Way M.A.T.H. Camps, helping them sharpen their skills and stemming the learning loss many students experience while out of school.

Out 2 Learn is a partnership between United Way of Greater Houston, Houston Endowment, the City of Houston, the Harris County Department of Education's CASE for Kids, Harris County Precinct 1, and City of Houston Parks and Recreation, committed to improving the quality of and expanding access to out-of-school programs in our community.

As the backbone of Out 2 Learn, we invested in out-of-school programs in six underserved communities this past year, serving nearly 1,400 children.

We trained more than 200 after-school programs in Youth Program Quality Intervention, a tool to help organizations improve the quality of their youth programs.

We convene out-of-school providers quarterly to continue learning and share best practices.

To find high-quality after-school programs, visit out2learnhou.org or dial 2-1-1.

United Way Bright Beginnings, a partnership between United Way of Greater Houston and ExxonMobil, is an innovative early education program designed to help children from lower-income families achieve social, emotional, physical, and cognitive milestones and enter school ready to succeed.

This past year, 37 United Way Bright Beginnings Centers provided 1,000 children with quality early childhood education, including three new centers: two in the Bay Area and one in Fort Bend.

OTHER GRANTS AND INVESTMENTS HELP US MEET SPECIFIC COMMUNITY NEEDS

Another way we invest in our community is through special grants for specific programs, projects, and needs.

Teams of volunteers review all of our grant processes and determine which organizations and community projects receive funding.

Basic Needs Initiative Grant

As part of our efforts to monitor and address changing community needs, we invite community assistance ministries to apply for grants based on the volume of referrals from the 2-1-1 Texas/United Way HELPLINE. In 2018-2019, United Way invested \$850,000 in 17 community assistance ministries to support their work to meet families' basic needs in the areas of rent, utilities, food, medical, and transportation assistance.

Community Building Grants

Community-building is a vital part of United Way of Greater Houston's mission. To support this important work, United Way has created a fund that is available to community groups for innovative health and human service projects. Grants from \$1,000 to \$10,000 provide funding for short-term projects or one-time expenses that will have a positive impact in the community. This past year, volunteers reviewed 44 grant proposals and awarded 15 organizations with Community Building Grants totaling nearly \$85,000.

MISSION UNITED Grants

United Way's MISSION UNITED supports our veterans and their families with a coordinated network to help with job readiness; financial education, coaching, and counseling; health care; basic needs assistance; and more. We invest in those services for veterans, military personnel, and their families through specific grants. This past year, volunteers awarded grants totaling \$200,000 to 11 organizations serving veterans.



The Mercer Society received a United Way Community Building Grant to purchase a small mobile kitchen, equipment, and a curriculum that connects food and cooking with lessons in math, language arts, science, and social studies.



Career Gear received a MISSION UNITED grant to support its work to help veterans begin new careers as civilians. Career Gear's Mission Possible is a series of classes that help veterans and their spouses prepare for, seek, and begin civilian employment. Veterans can also take advantage of access to professional clothing, LinkedIn assistance, help creating business cards, and more.

2018 BY THE NUMBERS:

\$85,000 one-time grants
awarded to 15 organizations
for community projects

\$200,000 in grants
awarded to 11 organizations
serving veterans

\$850,000 awarded to 17
organizations providing basic
needs assistance

DISASTER RECOVERY WORK

HAS HELPED 65,000 AND CONTINUES



Since Hurricane Harvey hit, we have worked around the clock and with a strong network of community partners to help our neighbors recover.

United Way's primary role in times of disaster is to lead long-term recovery, which often takes three to five years. Long-term recovery efforts continue as we work with long-term recovery committees and partners to help more families get back in their homes and on their feet.

Thanks to so many generous donors, we raised more than \$51 million to help with recovery efforts, \$49 million of which has already been invested in basic needs, disaster case management, minor home repair, and unmet needs.

The 2-1-1 Texas/United Way HELPLINE connected 403,000 people with help related to Harvey.

To mark Harvey's one-year anniversary, United Way partnered with BakerRipley for a Day of Action that brought together nearly 100 volunteers from Praxair, Schlumberger, Tudor, Pickering, Holt & Co., CenterPoint Energy, and UPS to help four homeowners in Kashmere Gardens and the Aldine area finish their home repair projects and get back into their homes.



As part of the Day of Action, volunteers distributed Welcome Home baskets full of household items and supplies to 33 families that recently completed their recovery. Mattress Mack joined to announce Gallery Furniture's donation of \$10,000 in furniture and \$3,600 in accessories to each of the 33 families. And, to follow up on their visit to Houston last fall, NBC's TODAY Show stopped by to see our volunteers in action and report on the recovery progress!

BY THE NUMBERS:

\$28 million Minor home repair to help families get back in their homes as quickly as possible

\$6.6 million Disaster case management, the most efficient and comprehensive way to help families with recovery

\$6.45 million Unmet needs, things preventing families from fully recovering for which no other assistance is available

\$4.8 million Basic needs like rent/mortgage assistance, utilities, food, health care, transportation

65,000 families (and counting) were able to recover thanks to United Way's disaster recovery fund

\$3.4 million Restricted by donors for specific recovery efforts

UNITED WAY CENTERS

IN THE BAY AREA,
FORT BEND, MONTGOMERY,
AND WALLER COUNTIES

United Way of Greater Houston operates Centers in neighboring communities to increase the access and availability of health and human services in each of these areas.

United Way Centers house a wide variety of health and human service providers that help with basic needs, counseling, services for children and youth, employment services, and other critical needs.

Within our four Centers, community members can access 46 agencies providing 59 programs, plus United Way THRIVE services, information and referral, and meeting space.

United Way THRIVE at Centers

United Way of Greater Houston's Centers each house United Way THRIVE Centers, community-based one-stop shops providing families and individuals with services designed to promote financial stability.

At each center, clients can access United Way THRIVE services like financial coaching, employment counseling, and help managing debt. On-site resource rooms allow clients to access training, work on resumes and job applications, and conduct job searches.

Expanding United Way THRIVE in Montgomery County

Our Montgomery County Center is now home to a United Way THRIVE Center, which provides employment and financial coaching, resource and benefits support, vocational training, job-readiness training, and other resources to help Montgomery County residents achieve financial stability.

In January 2019, our Montgomery County Center joined our Bay Area and Fort Bend Centers in becoming home to a tax center, providing free tax preparation to residents earning \$58,000 or less.

To help kick off the beginning of tax season in Montgomery County, we partnered with Entergy to host Super Tax Day, a day focused on raising awareness of free tax preparation services.



BY THE NUMBERS:

This past year, thanks to the United Way THRIVE Centers in the Bay Area, Fort Bend, and Waller counties:

525 new clients received financial stability services

10 hiring fairs were hosted

224 clients secured new jobs

\$3.3 million in refunds and \$1.5 million in Earned Income Tax Credits returned through free tax preparation

In February 2019, 24 clients graduated from United Way THRIVE's Texas Insurance Agent Certification Course at our Bay Area Center, ready to take the state license exam and start careers in the insurance industry. In addition to the vocational training, THRIVE is also supporting them with job-readiness, soft-skills training, and financial education and coaching.



United Way Nonprofit Connection launched the Interim Executive Initiative this year to address the growing leadership void caused by CEO transitions, hosting an introductory session for 30 candidates and placing three as interim executives.



UNITED WAY NONPROFIT CONNECTION

HELPS NONPROFITS BETTER SERVE OUR COMMUNITY

Our Nonprofit Connection provides resources, tools, training, and publications to help nonprofits increase their capacity to serve and do their best work.

Leadership Development

This past year, United Way Nonprofit Connection facilitated peer learning and development opportunities that helped more than 100 established and emerging nonprofit leaders share knowledge, build skills, and develop networks.

Nonprofit Connection also provided more than 1,000 nonprofit professionals with computer classes and workshops on topics like fundraising, finance, leadership, strategic thinking, marketing, social media, human resources, and technology.

Board Fair

The annual United Way Board Fair seeks to match nonprofit organizations with individuals who can serve their organizations as board members. This past year, more than 200 individuals came out to learn about the work of and explore board service with 40 local nonprofit organizations.



Project Blueprint

United Way Project Blueprint prepares emerging and current leaders in our multicultural community for leadership roles on nonprofit and public sector boards and committees. Project Blueprint participants take part in a series of intensive training sessions that



help them develop leadership skills and the skills to become successful board members. The 25 members of Project Blueprint Class XXXVI graduated in May and have been placed on boards and as United Way Community Investment volunteers.

Wage and Benefit Survey

The only local nonprofit compensation study, United Way of Greater Houston's biennial Wage & Benefit Survey provides a comprehensive overview of salaries and other benefits that helps area nonprofits embrace best practices, engage in sound decision making, and meet IRS due diligence requirements.



VOLUNTEERS

ARE AT THE HEART OF OUR WORK

We are so thankful for the volunteers who give their time and talent to help us carry out our mission, lift up our neighbors, and make our community a better place for us all to live and work.

2018 BY THE NUMBERS:

10,500 volunteers contributed 70,000 hours to United Way of Greater Houston

\$1.7 million value of the time given by volunteers (to us it is priceless!)





Thousands gave their time through United Way Day of Caring projects.

Day of Caring

Thousands of volunteers gave their time and talent to better our community through United Way Day of Caring projects this year. They planted gardens, painted walls, built playgrounds, and hosted meals and activities for clients, tackling projects that made a difference for the people we serve at more than 320 Day of Caring events.

Back to School Bash

To make sure our United Way Bright Beginnings and Out 2 Learn students and their siblings were ready to start school, our Leadership Donors filled nearly 600 backpacks with pencils, folders, and other supplies.

Project Undercover

This year, 25 companies and donors from throughout the community collected and donated 21,000 pairs of socks and underwear to help 2,100 students start the year focused on their classes, not the necessities.



Love notes

Volunteers went online to write 100 valentines to seniors who often experience isolation. We printed and delivered the sweet cards, helping share the love from one community member to another.

Read Across America Day

United Way volunteers celebrated Read Across America Day on March 2 by reading with 35 classes in four elementary schools! The 67 volunteers who participated inspired 770 students to find joy in reading and continue to work hard in school.

Reading Rally

Nearly 500 elementary school students joined United Way, volunteers, and the Houston Texans at the Health Museum for a day of reading activities and games at this year's Reading Rally.



Volunteers celebrated Read Across America Day by reading to kids.



Women's Initiative volunteers filled backpacks with supplies during the Back to School Bash.

Women's Initiative

This year, Women's Initiative members gave their time to meaningful projects that support women and children.

In April, Women's Initiative members collected basic needs and bath items to fill gift baskets for the mothers of United Way Bright Beginnings students. They put together 255 gift baskets, which Bright Beginnings students gave to their moms for Mother's Day.

To help make sure students started school with all the right supplies, Women's Initiative members volunteered their time to make sure every backpack donated at our Back to School Bash was filled with the supplies needed.

Making the holiday spirit bright, Women's Initiative members donated and wrapped more than 1,000 books that were given to Out 2 Learn and United Way Bright Beginnings students as holiday gifts.

LINC

United Way LINC members continued to focus on volunteering this year, contributing 1,139 hours to signature projects.

This year, LINC members teamed up to create 32 Book Nooks to place in local classrooms. Book Nooks are reading benches that give students a fun, comfortable place to read and give them access to literature—each Book Nook comes with box of donated books!



Numbers and Neutrons brought LINC members together with elementary school students for a night of math and science.

The fifth annual Numbers and Neutrons event brought LINC members together with elementary school students for a night of math and science activities. LINC members engaged students in space-related activities and talked with students about how they use math and science in their careers.

Making sure some of the youngest in our community had holiday gifts to unwrap, LINC members donated gifts and basic needs items for 150 United Way Bright Beginnings students and got together to celebrate the holiday season by wrapping gifts and writing cards.

Women Who Rock

More than 700 Women (and men!) Who Rock came together for this annual lunch that celebrates the power of women and raises money for the Young Mother's Child Care Scholarship, which provides child care scholarships to young moms so they can pursue post-secondary education. This year's event netted \$119,000 which will provide scholarships to deserving young women.



Women Who Rock raises money for child care scholarships.

Stay United

Stay United is a new volunteer group connecting current and future retirees with service and educational projects, friends and networks, and opportunities to use their skills for the greater good. In addition to giving their time to help feed families by helping distribute food at a food fair and helping plant a community garden, Stay United members lent their knowledge and expertise in unique ways.



Service projects are one way Stay United volunteers connect with our community.

Stay United Executive Network

Stay United volunteer consultants are paired with nonprofit organizations to provide business experience and expertise to help nonprofits increase their impact. Volunteers will spend time working with eight area nonprofits in areas like project management and strategic planning.

Speed Mentoring

Stay United members were among the 42 mentors at United Way's first Speed Mentoring event, which gave United Way Young Leaders, Women's Initiative members, and LINC members an opportunity to learn from seasoned professionals. Stay United members and other mentors shared experiences, advice, and insight from their own lives and careers with younger donors and volunteers.

Volunteers went online to write 100 valentines to seniors.



THE CAMPAIGN

THAT FUELS OUR WORK



Under the leadership of Campaign Chair Scott Prochazka, contributions to United Way topped \$70.5 million this year!

It is with sincere gratitude that we salute the corporations, individuals, foundations and other donors who made this year a memorable one.

Million Dollar Corporate Donor Circle

This year, 15 companies contributed one million dollars or more to the annual campaign. ExxonMobil topped the list with \$13.3 million, followed by ConocoPhillips with \$3.3 million and Anadarko Petroleum Corporation with \$3 million. Rounding out the million dollar circle: CenterPoint Energy (\$2 million); Phillips 66 (\$1.9 million); Schlumberger (\$1.7 million); TechnipFMC (\$1.5 million); Enbridge (\$1.4 million); LyondellBasell (\$1.4 million); Shell Oil Company (\$1.4 million); H-E-B (\$1.2 million); Kinder Morgan (\$1.2 million); Memorial Hermann Health System (\$1 million); NOV (\$1 million); and Service Corporation International (\$1 million).

Campaign Vice Chairs

| | |
|---------------------|-----------------------|
| Dorothy M. Ables | David McClanahan |
| Jeanne Abundis | Cassandra McZeal |
| Marc Boom, MD | Jack Moore |
| Pierce Bush | Ron Oran |
| Chip Casey | Steve Pastor |
| Thao Costis | Jim Postl |
| Mitchell Crocker | Jean-Francois Poupeau |
| Pamela Darwin | Steven Roll |
| Neil Duffin | Becky Rush |
| Melanie Gray | Brenda Schroeder |
| John Grempe | Steve Stephens |
| Jonathan C. Homeyer | Christi Thoms-Knox |
| Lynne Liberato | Bobby Tudor |
| Bruce G. Macklin | Marc Watts |
| Margaret M. Mattix | Melissa Young |

The Alexis de Tocqueville Society

Led by Becky Rush, senior vice president, Wealth Management, Merrill Lynch Wealth Management, and Steve Roll, retired, Schlumberger, the Alexis de Tocqueville Society contributed more than \$17.1 million this year, with 763 members. ExxonMobil had the most Alexis de Tocqueville Society members with 168 donating more than \$2.9 million, which includes gifts of more than \$886,000 from ExxonMobil retirees.

Alexis de Tocqueville Society Major Donors

Major Donors (\$25,000-plus) are a powerful force for good in our community. This year, we salute the 148 Major Donors who impact

COMMUNITY CAMPAIGN BY THE NUMBERS:

\$70.5 million raised

\$33.2 million contributed by leadership donors

\$17.1 million contributed by Alexis de Tocqueville Society members

\$9.2 million contributed by the Chairman's Club members

\$5.3 million contributed by Women's Initiative members

\$4.3 million contributed by Impact Circle members

\$4.2 million contributed by Young Leaders

\$2.7 million contributed by Leadership Circle members

our United Way and our community in a major way, collectively giving \$9.7 million. We also thank the 25 donors who used the Challenge Match to be recognized as Major Donors, bringing the group's total membership to 173 donors collectively giving \$10.1 million.

Thirty-Nine Families Contributed \$100,000 Or More

Our Visionaries (\$200,000-plus) and Benefactors (\$100,000-plus) are extraordinary leaders whose generosity ensures United Way has a strong foundation for the future. This incredible group has grown to 39 families contributing more than \$6 million. We proudly recognize and thank our Visionaries and Benefactors:

Visionaries

Charles Butt
Janet and John Carrig
Pat and Steve Chazen
Wendy and Jeff Hines
Nancy and Rich Kinder
Janice and Robert C. McNair
Susan and Faye Sarofim
Bonnie and David Weekley

Benefactors

| | |
|---------------------------------|------------------------------------|
| Joan and Stanford Alexander | Gail and Greg Garland |
| Shirley and Skip Allen | Cindy and John Grempe |
| Carolyn and Bob Allison | Sandy and Kent Ketchum |
| Polly and Murry Bowden | Rochelle and Max Levit |
| Chris Brown | Kate and Bruce March |
| Mo and Ric Campo | Becky and David M. McClanahan |
| Ann and Clarence Cazalot | Kathrine G. McGovern |
| Nancy and Charles Davidson | Anna and Scott McLean |
| Anne and Charles W. Duncan, Jr. | Peggy and Merrill A. (Pete) Miller |
| The Elkins Foundation | Debbie and Jack B. Moore |
| Lynn and John Elsenhans | John L. Nau, III |
| Patti and Richard Everett | Amy and Tom Ryan |
| Jana and Richard Fant | Jeri and Marc Shapiro |
| Cherie and Jim Flores | Stephanie and Brad Tucker |
| Debra and Dan Friedkin | Phoebe and Bobby Tudor |
| | Cyvia Wolff |

Women's Initiative



Women's Initiative members have unique opportunities to network, learn and serve.

The United Way Women's Initiative, led by Brenda Schroeder, retired Contracting and Procurement manager with Shell, and Cassandra McZeal, manager, Computational Sciences Function at ExxonMobil Upstream Research Company, made their community spirit known in 2018-2019, contributing more than \$5.3 million to United Way. Members had unique opportunities to network, learn, and serve, including hosting a book collection and wrapping event and hearing from speakers on topics like human trafficking and the future of the workforce.

Young Leaders

Nearly 2,200 United Way Young Leaders, led by Mitchell Crocker, senior technical analyst, CenterPoint Energy, and Jeanne Abundis, partner, KPMG, contributed more than \$4.2 million to support United Way's work during 2018-2019. This year, in addition to networking and opportunities to hear and learn from business and community leaders, Young Leaders volunteered at a food fair, preparing and distributing meals to veterans and other community members.



United Way Young Leaders contributed more than \$4.2 million.

Law Initiative

Under the leadership of Co-Chairs Chip Casey, assistant general counsel, Mergers & Acquisitions and Commercial Projects, ExxonMobil, and Ron Oran, partner, Foley Gardere, the United Way Law Initiative contributed more than \$1.7 million this year and expanded their reach by finding new ways to engage the Greater Houston legal community.



The Law Initiative hosted a General Counsel panel giving members a chance to hear from those they do business with.

We thank the 30 Loaned Executives who helped share the United Way message and support the Community Campaign this year. Thank you to ExxonMobil, Zachry Group, BHP, Asia Chemical, and Hanover Company for lending employees, and to Anadarko, Chevron, Fluor, Jacobs Engineering, and Shell Oil Company for sponsoring Loaned Executives.





VOLUNTEER OF THE YEAR NEIL DUFFIN

Neil Duffin, president of ExxonMobil Production Company, was named 2018 Volunteer of the Year by United Way of Greater Houston.

The prestigious Robert W. Kneebone Volunteer of the Year Award is the highest honor given by United Way of Greater Houston to a volunteer for extraordinary leadership and community service.

Two weeks before we were scheduled to kick off the 2017-2018 Community Campaign, for which Neil served as chair, Hurricane Harvey hit. Neil decided to postpone the campaign and immediately rallied together donors, volunteers, and corporate partners to respond to Harvey's devastation.

With Neil leading the way, we launched a campaign to support hurricane recovery, which ultimately raised more than \$51 million. While we knew so many people needed our help recovering from Harvey, we also knew that the nearly 2 million people who count on us for help every year still needed us, maybe more than ever.

And so, two months after Harvey hit and with incredible thoughtfulness and determination, Neil kicked off the Community Campaign, asking those who could to dig deep to ensure that United Way would be here to help our neighbors through Hurricane Harvey and the challenges of everyday life.

He called on executives, recruited new supporters, spoke to hundreds of employees and volunteers, educating, engaging, and inspiring every person he met along the way – and asking every one of those people to join us in our work.

He spent countless hours sharing the United Way message and the stories of people United Way has helped, helping people understand the importance of the role they play in changing lives and creating a better place for us all to live and work.

And his efforts yielded great results. Between the United Way Relief Fund and the Community Campaign, more than \$120 million was contributed to United Way under Neil's leadership – the most of any year in United Way's history.

In a year during which it mattered more than ever, Neil asked companies to find a way to support both United Way's hurricane recovery work and United Way's everyday work to help people build better lives.

Neil is thoughtful and strategic. A marathon runner, he can see the finish line and the steps needed to get there. His ability to share that with others – to help them see why and how much United Way matters as well as how they, as one person, contribute to that, was exactly what a year like this one demanded.

In addition to his contributions as campaign chair, Neil chaired ExxonMobil's campaign in 2014. He has also served as a member of the United Way Board of Trustees and Executive Committee, helping guide United Way's strategy and sharing his experience and expertise to help United Way set and reach big goals.

Neil is an advocate for all we do, a friend, a supporter, and a compassionate volunteer. Our United Way has benefited tremendously from his good judgment, his thoughtfulness, and his kindness.

Thank you, Neil, for all you do.

THANK YOU, CARING CHAMPIONS

In addition to championing their own company campaigns, Caring Champions sponsor campaign activities throughout the year.





United Way of Greater Houston

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For a complete 2018-2019 financial summary, visit unitedwayhouston.org.