

# MOVING

# FORWARD

# TOGETHER

**2021-2022 ANNUAL REPORT**



United Way of Greater Houston





# FRIENDS,

The issues and obstacles our neighbors face are complicated. But we exist for one simple reason: to create opportunities for people to prosper.

Everything we do, from providing a 24/7 place to call for help to helping people get back on their feet in the wake of crises, and from making sure people can meet their basic, immediate needs, to supporting people as they build a pathway to a better future, is in service of that mission.

And you make it all possible.

Your generosity, your belief in our mission, your time, your talent – you fuel all of the work we do.

We've spent a lot of time over the last year helping our friends and neighbors through crises. We've also spent a lot of time operationalizing transformational plans for the future.

As of April 1, 2022, what we have been calling our Second Century Vision is no longer a vision; it is now everything we do. We've been dreaming about it and planning for it – alongside so many visionary volunteers, donors, and partners – for several years, and we are thrilled to see it come to life.

We are excited about our path forward and are confident that our focus on financial stability services, coupled with early childhood and youth development programs and health care programs will help families in our community not only become financially stable, but also build stronger, more sustainable futures for themselves and their children.

Everyone has different goals, different needs, and different strengths, and helping families not only land on their feet but stay there requires a tailored approach and support at every stop. That is why

our strategy includes Navigators to coach families as they create their unique financial stability plan, a technology platform to streamline coordination and access to services, and support with the basics that allows people to focus on the future.

As we prepared for the new this year, we also continued work to help our neighbors recover from the persistent effects of the COVID-19 pandemic and the February 2021 winter storm. We brought people together to have tough but critical conversations about diversity and equity, conversations that are helping us better connect, better serve, and better partner with our multicultural community. Together with you and our partners, we helped bridge the digital divide, delivered meals and support to those who are homebound, connected people with new careers, and so much more.

We have much to celebrate in the year ahead: 100 years of service to our community, 20 years of United Way Bright Beginnings, 15 years of operating the 211 Texas/United Way HELPLINE, new strategies, and new partnerships. As we look forward to those milestones and to fresh opportunities to serve and strengthen our community, we look back on what we have accomplished this past year with deep gratitude for you and for all you do for our United Way and our community.



Amanda McMillian  
President and CEO



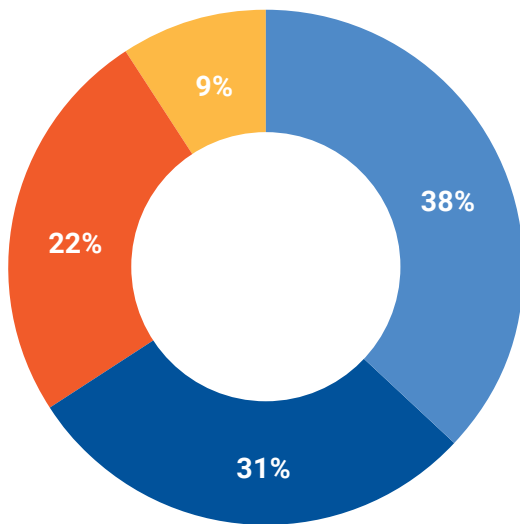
Armando Perez  
Chair of the Board





# CREATING OPPORTUNITIES FOR PEOPLE TO PROSPER

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



## 38% CHILDREN & YOUTH

**204,000** young people got help building a foundation for future success

## 31% FAMILIES & NEIGHBORHOODS

**614,000** families got help becoming self-sufficient and strong

## 22% REBUILDING

**774,000** people got help rebuilding their lives after crises

## 9% SENIORS

**30,000** seniors got help to remain independent and healthy

Together, we work to create opportunities for individuals and families to thrive and to achieve what every family wants: a pathway to self-sufficiency and a sustainable quality of life.

With your support, United Way of Greater Houston helps our neighbors break down the barriers that keep them in a state of struggle and prevent them from becoming financially stable. Together, we provide a safety net to help people meet their immediate basic needs and help our neighbors achieve long-term financial stability and success.

Your support makes everything we do possible.

# ALICE



## OUR WORK AND INVESTMENTS ARE FOCUSED ON ALICE

ALICE (Asset Limited, Income Constrained, Employed) represents those who are working but struggle to afford the basic necessities of housing, food, child care, health care, and transportation. Those experiencing ALICE may be hidden in plain sight - your child care worker, the cashier at your supermarket, the salesperson at your big box store, a home health aide, an office clerk.

In our community, 14% of families are surviving on incomes below the Federal Poverty Level, and the ALICE Report indicates that another 33% of individuals in Greater Houston are employed, but struggling to afford the necessities.

Workers experiencing ALICE educate our children, keep us healthy, and make our quality of life possible, yet do not earn enough to support their own families. They are forced to make tough choices, such as deciding between quality child care or paying the rent, which have long-term consequences not only for their families, but for us all.

## SOME OF THE CHALLENGES ALICE FACES

Households experiencing ALICE 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.

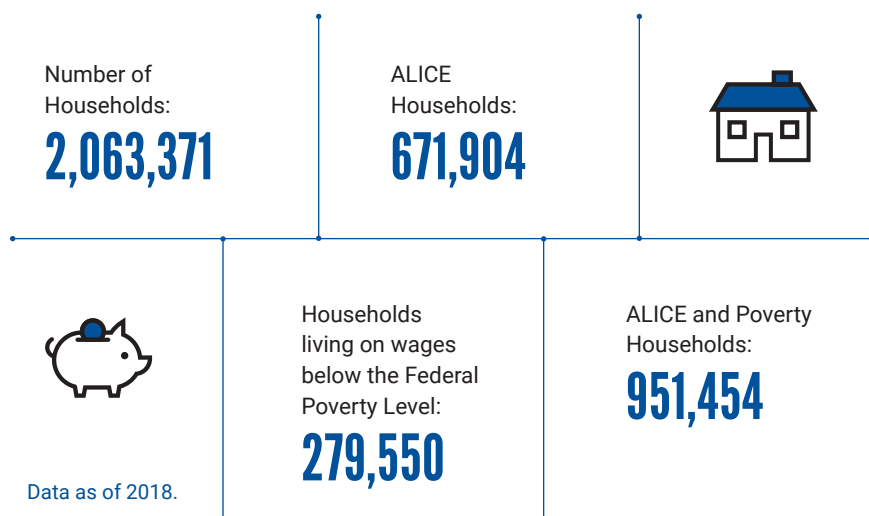
Having enough food is a basic challenge for those experiencing ALICE. Chronic food insecurity leads to less healthy eating and increased stress, both of which contribute to poor health.

Families experiencing ALICE 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.

ALICE households struggle to afford day-to-day expenses, making it nearly impossible to save for emergencies or future financial goals. Without savings, they are vulnerable to unexpected emergencies and ongoing financial hardships.

COVID-19 and its economic repercussions increased the number of households that are ALICE and made life even tougher for those who are already experiencing ALICE.

## ALICE IN OUR FOUR-COUNTY SERVICE AREA: POPULATION: 6,127,389





# DIVERSITY, EQUITY, INCLUSION, AND BELONGING

United Way of Greater Houston is committed to building stronger communities by creating the opportunity for individuals and families to thrive through the creation and funding of programs to address the economic, educational, and assistance disparities caused by generations of systemic institutional racism and other barriers, and to do so in an equitable, reflective manner, regardless of race, gender, gender identity, sexual orientation, religion, nationality, culture, age, physical ability, or lived experience.

## Investing With a Focus on Diversity, Equity, Inclusion, and Belonging

Our new investment process considers how the organizations and services we invest in serve Black, Indigenous, and People of Color (BIPOC), groups that have historically been held back by unjust systems, policies, and attitudes. Our investment process also considers how the organizations we invest in promote and prioritize diversity, equity, inclusion, and belonging.

## United Way Project Blueprint

United Way Project Blueprint prepares emerging and current leaders in our multicultural community for leadership on nonprofit and public sector boards. Participants take part in an extensive curriculum that prepares them to become successful board members.

This past year, the 33 members of Project Blueprint classes XXXIX and XL graduated and were connected with board service opportunities aligned with their individual community service passions and preferences. They join a network of more than 900 Project Blueprint graduates serving their communities.

## Representation Matters

We are fortunate to live in a diverse community, and yet we know we must do more to lift up the experiences, perspectives, and voices of those who are often underrepresented. This past year, we developed strategies to engage diverse markets, beginning with convening African American, Hispanic, and Asian American Pacific Islander neighbors to begin our new journey.

## Creating a Forum for our Diverse Community

In November, United Way held a town hall focused on diversity and leadership. Moderator Dr. Tammy Smithers and panelists Stephen Fraga, Wayne McConnell, Anita Webber Smith, and George Yang led a discussion about their experiences as leaders, how we can amplify the voices of diverse leaders, and how United Way can help lift up issues of race, equity, and inclusion in our community.





## OUR GUIDING PRINCIPLES FOR ACHIEVING DIVERSITY, EQUITY, INCLUSION, AND BELONGING

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**Value** the visible and invisible qualities that make each of us who we are as well as the differences that make each of us unique.

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**Welcome** and honor the varied life experiences and perspectives that advance our mission and work to create opportunities for people in our community to thrive.

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**Believe** that each community member, donor, volunteer, advocate, and employee must have a voice in solving community problems and advancing our quest for diversity, equity, inclusion, and belonging.

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**Commit** to intentionally and continuously include diversity and inclusion practices at the center of our daily work, powering our mission of impacting lives across our region.

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**Recognize** that structural racism, ethnic discrimination, and other barriers have existed and contributed to persistent disparities which United Way of Greater Houston seeks to dismantle.

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**Acknowledge** that these inequities are the result of policies and practices that work to marginalize entire populations of people.

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**Denounce** any form of racism or discrimination, as it actively undermines the well-being and vitality of our communities.

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**Listen, learn from, and actively engage** our community members and leaders, especially those whose voices have been historically marginalized.

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**Work** with residents as well as public and private partners to co-create solutions that ensure everyone has the resources, support, opportunities, and networks they need to thrive.

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**Reflect** and mirror the very communities we are attempting to positively impact, making United Way of Greater Houston culturally competent and relevant for generations to come.



## ALICE AND BLACK, INDIGENOUS, AND PEOPLE OF COLOR

Racial and ethnic disparities are growing, not shrinking. ALICE research documents the persistent and widening disparities in income and wealth between Black households and households of other races and ethnicities.

60% of Black households and 58% of Hispanic households in Greater Houston are unable to afford basic household essentials in their communities.

The Kinder Institute for Urban Research found that where you live determines to a great extent how much access you have to quality education, health care, housing, public services, and more. One-third of the Black population and almost one-third of the Hispanic population of Texas live in an economically distressed community.





# 211 TEXAS/UNITED WAY HELPLINE

## 211 TEXAS/UNITED WAY HELPLINE ANSWERS THE CALL 24/7/365

In 2021, the 211 Texas/United Way HELPLINE connected 1.1 million of our neighbors with help, hope, and critical resources.

A free, confidential social services helpline operated by United Way of Greater Houston, 24 hours a day, seven days a week, the 211 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, 211 Texas/United Way HELPLINE connects families and veterans with resources to meet their unique needs. 211 Texas/United Way HELPLINE is also the

information resource before, during, and after disasters, connecting people in need with up-to-the-minute information and critical services.

### New Text and Chat Features

- As part of our response to the 2021 Winter Storm, we launched a text campaign that sent Winter Storm resources out to 17,119 affected families by text message.
- In January of 2022, we launched a new chatbot that gives those seeking help an easy-to-access option and allows 211 to increase its capacity to respond to inquiries, especially during disasters and other peak times.
- 211's Live Chat feature was expanded in 2021 and specialists handled 6,700 chats to help connect people with resources.

## IN 2021:



**77,111**

people connected with utility assistance



**32,802**

people connected with income support/public benefits assistance



**56,751**

people connected with health care



**44,033**

people connected with housing or shelter



**18,726**

veterans/active military/family members connected with tailored services



**77,681**

people connected with rent or mortgage assistance

Explore the data at [unitedwayhouston.org/work/211/211-data-dashboard/](https://unitedwayhouston.org/work/211/211-data-dashboard/).



## The Number to Call in Times of Disaster

Throughout the pandemic, the 211 Texas/United Way HELPLINE has provided reliable and up-to-date resources for our neighbors in need. In 2021 alone, 211 connected 131,000 of our neighbors with COVID-19-related resources and information.

During the 2021 Winter Storm, 211 connected 19,000 callers with assistance and provided assistance via text message to 17,119 individuals.

When Hurricane Ida hit in August of 2021, 211 connected 1,786 people in our area with assistance while also helping to answer 211 calls for our affected neighbors in Louisiana.

### Ride United Partnership with Lyft

For several years, United Way has partnered with Lyft to provide free rides to veterans and to people with specific health care, employment, and disaster relief needs. As part of the program, our 211 Texas/United Way HELPLINE has connected 4,500 people in our community with free rides to help them access these much-needed services since 2019.

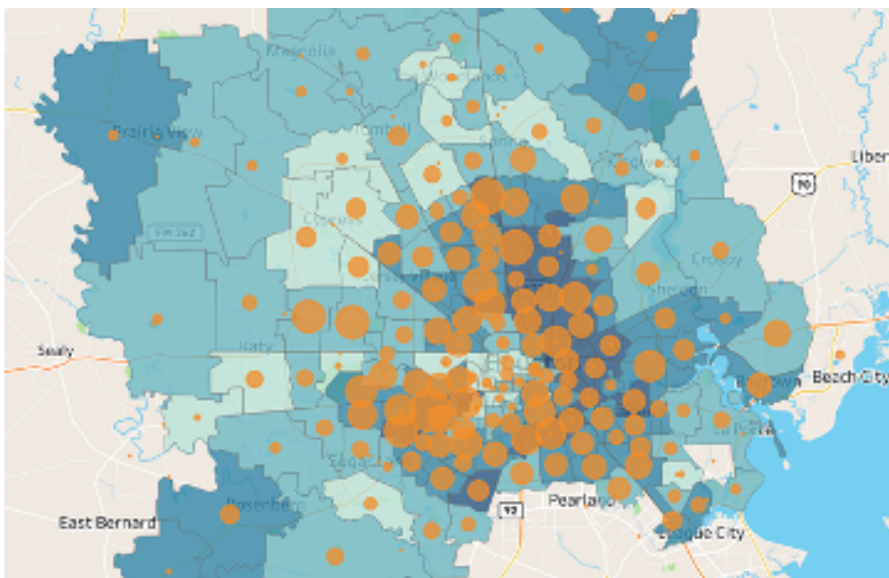


Most recently, United Way and 211 leveraged the partnership with Lyft to remove one critical barrier to COVID-19 vaccination by providing rides to and from vaccination sites for low-income, uninsured, and at-risk individuals. This transportation program provides equitable, attainable, and convenient access to COVID-19 vaccines and boosters. Utilizing the Lyft network, the 211 Texas/United Way HELPLINE is able to ensure eligible clients have access to transportation for their vaccination appointments.

### Serving Those who Serve Through Mission United

With United Way Mission United, all it takes is one call to 211 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.



## ALICE AND 211

This map shows the concentration of ALICE households across our area in shades of blue overlaid with the number of calls to 211 for utility assistance, food assistance, rent or mortgage assistance, health care, and housing or shelter.

# UNITED WAY THRIVE

## 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 of nonprofit partners plus government agencies, community colleges, employers, and other partners that work together to provide comprehensive services to support hardworking, lower-income families in their efforts to 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 savings match programs and access to safe and affordable loans.

## HIGHLIGHTS OF UNITED WAY THRIVE'S 13TH YEAR:



**53,575**

families helped on the pathway to financial stability



**30,593**

tax returns completed with more than \$46.1 million in refunds

**394**

loans were dispersed, providing over \$1.3 million in safe and affordable loans

**89**

families purchased a home

**1,289**

clients placed into new or better jobs, for an average wage of \$15.62/hour

**9,300**



families received financial education and coaching, with coaching clients collectively increasing their savings by \$1.1 million



**1,236**

individuals increased their credit score

**11,281**

individuals received workforce development services



## Boosting Digital Access

The COVID-19 pandemic brought the digital divide to the forefront, and many THRIVE clients needed support related to digital access and digital literacy. Clients needed digital tools and knowledge to gain and maintain employment and to access and participate in educational trainings and programs. United Way THRIVE provided \$320,000 to seven partner agencies to help expand digital coaching, upgrade partner agency computer labs, create lending libraries, and update wi-fi and hotspots for individuals and families.

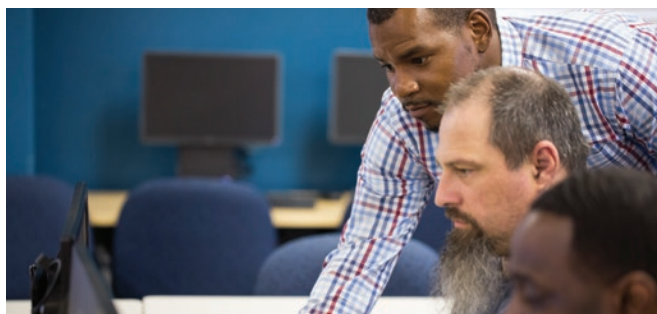
## THRIVE Coaching Network

The THRIVE Coaching Network continues to evolve to meet the needs of current and upcoming employment trends. Since 2014, the THRIVE Financial Coaching Network has provided a layered approach including in-person training, peer support, one-on-one technical assistance, and virtual support that leads to lasting positive outcomes for clients. Building on best practices and learnings from that approach, THRIVE has established the Workforce Coaching Network to support workforce coaches in acquiring skills and resources to assist clients more effectively in reaching their employment goals. Moving forward, these two groups will work in concert to ensure a high standard of quality services across the system.

## Skilling America

In March 2021, THRIVE invited partners to participate in a pilot to vet a proposed learning tool for developing workforce coaches. The platform, Skilling America, supports workforce coaches across the education, workforce development, economic development, and employment systems. It concentrates on the critical, sometimes overlooked frontline coach, equipping them with training, certification, networking, and, ultimately, a professional society of workforce development professionals. This e-learning platform provides self-paced training on tools, technology, data, and methods to help individuals with limited access to opportunity gain advancement and sustainable wages. Upon completion of all modules, coaches receive a certification.

As the Workforce Coaching Network grows, it will be critical to provide coaches with effective and timely resources to ensure consistent quality of services, and therefore Skilling America will be made available to all workforce coaches in the United Way network.







# YOUTH SUCCESS

## HELPING YOUNG PEOPLE SUCCEED

We know that helping young people succeed helps our families, our neighborhoods, and our community thrive. Through early childhood education, out-of-school enrichment, mentors, and other academic support, we are helping prepare the next generation to lead our families, businesses, and communities.

### United Way Bright Beginnings

This innovative early childhood education program is sponsored by ExxonMobil and designed to help children from vulnerable families achieve social, emotional, physical, and cognitive milestones and enter school ready to succeed. This past year, 33 United Way Bright Beginnings Centers provided 1,043 children with quality early childhood education. United Way Bright Beginnings alumni are less likely than their peers to drop out of school (49% v. 72%), consistently have higher rates of attendance, and are less likely to be chronically absent. To help mitigate the continued impacts of COVID-19, United Way Bright Beginnings provided centers with tools and training to help them navigate the pandemic and best serve children and families.

### Summer Grants

Summer learning looked radically different this past year because of COVID-19, but United Way-supported summer learning projects continued with partners pivoting to virtual and hybrid models. This past summer, 14 grant-funded projects kept nearly 1,500 young people engaged, learning, and safe during the summer months.

### Out 2 Learn

Out 2 Learn, a partnership between United Way of Greater Houston, Houston Endowment, the City of Houston, and the Harris County Department of Education's CASE for Kids, improves the quality of and access to out-of-school programs. This year, Out 2 Learn funded 36 projects to help remove barriers, including language, technology, and cost barriers, that stop youth and families from participating in out-of-school programming. These projects touched the lives of 142,588 young people.

### United Way M.A.T.H.

United Way M.A.T.H. is a partnership between United Way of Greater Houston and ConocoPhillips. We continued the fight against summer learning loss this past summer by partnering with the YMCA of Greater Houston to bring United Way M.A.T.H. Camp to approximately 1,500 elementary school students. M.A.T.H. Camp helped students strengthen their mastery of content they learned during the previous school year, build the skills to continue learning during the next school year, and avoid additional learning loss.

### Math in a Flash

In partnership with ConocoPhillips and Houston Public Media, we continued this series of animated math problems that air during PBS Kids programs, reaching 7 million views this year. This year, we expanded our Math in a Flash Problem Solvers videos, which highlight how professionals use math in their jobs every day. This series garnered 1.2 million views and won a Telly Award.



### Parent and Family Engagement

Parents and family members play an important role in kids' success, so this past year, we partnered with ALAR Institute, Children's Museum Houston, Houston Area Urban League, and St. James to support 8,833 students and family members in Aldine, Alief, Houston, and Spring Branch ISDs with ESL classes, STEM and reading support, nutritional needs, and other resources.



# UNITED WAY CENTERS

## UNITED WAY CENTERS IN THE BAY AREA, FORT BEND, MONTGOMERY, AND WALLER COUNTIES

United Way of Greater Houston's Centers across our region increase the access to and availability of health and human services in outlying 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 a variety of agencies and programs, plus United Way THRIVE services, information and referral, and meeting space.

This past year, United Way Centers brought 64 programs through 40 agencies into the communities they serve.

### United Way THRIVE at our Centers

Each of our Centers houses a United Way THRIVE Center, a community-based one-stop shop providing individuals and families with services to support them in their efforts to achieve financial stability. At each center, clients can access bundled services like employment, financial, and resource support coaching, and vocational training. This past year, 4,335

THRIVE clients received critical services and support at our United Way Centers.

### Women Who Rock Child Care Scholarship

The ninth annual Women Who Rock event, a signature Montgomery County event that supports the Women Who Rock Child Care Scholarship, brought inspiring women (and men!) together to raise \$124,000 to provide child care scholarships and other support to young parents who are committed to continuing their education beyond high school. This includes bachelor's degrees, associates degrees, and professional certifications. The Women Who Rock Child Care Scholarship has supported more than 100 young parents pursuing post-secondary education and, to date, 22 young parents have received their degrees or certifications thanks to the scholarship and the generous donors who support it.

## ALICE IN OUR CENTER AREAS

35% of Bay Area households are struggling to make ends meet.

38% of Fort Bend and Montgomery County households are struggling to make ends meet.

49% of Waller County households are struggling to make ends meet.





# DISASTER PREPAREDNESS AND RECOVERY

In times of disaster, United Way of Greater Houston is here to provide critical information and resources, to invest in immediate relief, and to lead long-term recovery efforts.

## 211: A Critical Resource Before, During, and After Disasters

In times of disaster and every day, the 211 Texas/United Way HELPLINE is our community's go-to resource. In 2021, the 211 Texas/United Way HELPLINE:

- Connected 131,000 callers with COVID-19-related information and resources
- Connected 19,000 callers with assistance related to the 2021 Winter Storm and provided assistance via text message to 17,119 individuals
- Connected 1,786 people in our area with assistance related to Hurricane Ida

## 2021 Winter Storm

In February of 2021, the Texas Severe Winter Storm paralyzed our community. Freezing temperatures, icy roads, and power and water outages created unforeseen hardship, especially as our community continued to grapple with an ongoing pandemic.

Recognizing the dire hardships created by the extreme winter weather, Houston Mayor Sylvester Turner and Harris County Judge Lina Hidalgo established the Houston Harris County Winter Storm Relief Fund and enlisted United Way of Greater Houston and Greater Houston Community Foundation, organizations which have long track records in disaster response and recovery, to oversee and administer the Fund.

With a fundraising-focused advisory board led by David Lesar, CenterPoint Energy president and CEO, the Fund raised \$17.5 million in donations with the support of generous companies, foundations, and individuals. As of December 15, 2021, the Grants Committee disbursed all available funds through six rounds of funding to 58 unique nonprofit partners providing

critical financial resources and recovery services to vulnerable families impacted by the winter storm throughout the City of Houston and Harris County. Through its nonprofit partners, the Fund served more than 27,093 individuals living in 8,393 households through emergency financial assistance and home repairs to help families recover from busted water pipes and freeze damage.

To learn more, visit [www.winterstormrelieffund.org](http://www.winterstormrelieffund.org).

## Disaster Summit

In April of 2021, United Way of Greater Houston brought together leaders and professionals dedicated to our community's disaster recovery and resiliency efforts for the Regional Disaster Summit: REstoring Our Community through RELief, REcovery, and REsilience. More than 300 disaster professionals attended the summit to learn about best practices and innovative solutions within the field of disaster recovery and resiliency.

## Using Disaster Data to Improve Resiliency

Understanding Houston, an initiative of Greater Houston Community Foundation, in partnership with United Way of Greater Houston, hosted three Disaster Data Dive + Workshops this past year. The workshops were interactive sessions with nonprofit organizations in which we explored subtopics for disasters in Houston: Risks, Vulnerability & Impacts, Response & Recovery, and COVID-19. Central to the workshops were discussions on how we can collectively work toward building a more resilient and equitable region.



## Long-Term Recovery Committees

Year-round, United Way leads and convenes four Long-Term Recovery Committees representing each county in our service area: Fort Bend Recovers, Harris County Long-Term Recovery Committee, MC Cares, and Waller County Recovery Committee. These committees meet on an ongoing basis to ensure disaster preparedness and operational readiness to respond to local disasters in our community. They comprise nonprofit, faith-based, and governmental organizations that work on developing a collective response to meet the needs of our community. This past year, United Way convened 80 Long-Term Recovery Committee meetings with 2,065 attendees.



## Partnering for Swift and Coordinated Disaster Response

This past year, we announced an important ongoing partnership with Greater Houston Community Foundation in order to coordinate response and recovery efforts after future disasters. This partnership will utilize established systems and processes to activate and fundraise quickly in the aftermath of a disaster when a swift response is critical. The partnership will benefit from our collective deep-rooted relationships within the philanthropic community, including corporations, foundations, and individuals who recognize the importance of a collaborative disaster-recovery approach.

When the winter storm struck, Mr. Edwards, a cancer patient receiving weekly chemotherapy, was hit hard, going without power and water for several days and sustaining significant damage to his home.

He had decided to forgo homeowners insurance for the first time in 15 years and was now facing burst pipes, a water-damaged roof, and a severely damaged garage.

With no other options, he began to use his limited savings to do the repairs himself with the assistance of his family, but money was tight and he needed help.

Through the Houston Harris County Winter Storm Relief Fund, Mr. Edwards received direct financial assistance, enabling him to continue his home repairs and start on the path of financial recovery.





# NONPROFIT CONNECTION

## UNITED WAY NONPROFIT CONNECTION HELPS NONPROFITS BETTER SERVE OUR COMMUNITY

United Way of Greater Houston believes that a strong nonprofit sector is essential to a strong community.

United Way Nonprofit Connection continues to be Houston's primary resource for nonprofit management and leadership development.

### 2021 Power Tools for Nonprofits Conference

Partnering with CenterPoint Energy, United Way of Greater Houston Nonprofit Connection coordinated the 2021 Power Tools for Nonprofits Conference. More than 600 people logged on to take advantage of 24 sessions addressing an array of timely topics. Day one keynote speaker Dan Heath captivated the audience with insights from his newest book, "Upstream." Houston's Dr. Rob Pennington, executive coach, and founder of Resource International, served as keynoter on day two of the conference, introducing his unique Gain Stakeholder Cooperation process, designed to help coworkers work out differences and conflicts.

### Board Fair

The United Way Nonprofit Connection Board Fair has been Houston's primary nonprofit board recruitment resource for more than three decades. For its first-ever virtual Board Fair in December, Nonprofit Connection employed software to simulate a conference environment for 32 area nonprofits eager to identify board candidates for their organizations. Each agency had its own virtual exhibit space, and 248 registrants were able to visit an array of nonprofits represented by board and staff leadership. All of the participating nonprofits reported that they connected with promising board candidates and planned to move forward quickly with recruitment efforts.

### United Way Wage and Benefit Survey

United Way's Wage and Benefit Survey is the only Houston-area nonprofit compensation study, providing a comprehensive overview of salaries and other benefits information organized by budget and nonprofit size. The 2021-22 Wage and Benefit Survey was launched in August 2021 and results were released in December 2021, featuring specific salary information by more than 100 job titles, along with data regarding a broad range of benefits

provided. All area nonprofits were invited to participate in the survey and participants received a complimentary copy of the final report. With demand for talent exceeding supply, competitive salaries are an essential recruitment tool. In addition to being a vital planning tool, the Wage and Benefit Survey enables nonprofit boards to meet their due diligence requirement.

United Way Nonprofit Connection partnered with the Rice Center for Philanthropy and Nonprofit Leadership to present Nonprofit Compensation Practices for 2022 on the OpenRICE platform. The session featured results of the Wage and Benefit Survey, along with a timely update on current employment realities.

### Emerging Leaders

As nonprofits face the Great Resignation, it is evident that the pool of mid-career nonprofit professionals prepared to step into leadership roles is painfully small. With senior leaders retiring or moving on to other opportunities, the need for next-generation leaders is increasing exponentially. In response to this growing demand, Nonprofit Connection launched its first emerging leaders cohort. Ten aspiring leaders were selected to participate in this six-month



personal and professional development experience. Content was designed to guide participants in the development of hard and soft skills essential for leadership roles.

### **Project Blueprint**

Project Blueprint has long reflected United Way's commitment to diversity, equity, and inclusion. Despite the pandemic, Project Blueprint continued to prepare community leaders to serve on nonprofit boards, with classes XXXIX and XL meeting virtually. Beginning with a memorable presentation featuring Rice University's Dr. Stephen Klineberg, class members completed the in-depth curriculum that prepared them to step into nonprofit board positions. Following their graduation, 33 new Project Blueprint alumni were connected with board opportunities aligned with their specific interests and passions.

### **First Friday Leadership Lessons**

In response to the looming loss of seasoned leaders in the nonprofit sector, First Friday Leadership Lessons was created to tap into the wisdom of recognized leaders to learn how they are preparing the next generation of leaders to step into the void. Nory Angel, president, American Leadership Forum Houston; Stephen Ives, president and CEO, YMCA of Greater Houston; Brett

Perlman, CEO, Center for Houston's Future; and Judson Robinson III, president and CEO, Houston Area Urban League, shared their personal leadership journeys and discussed the ways in which their organizations are reframing traditional models of leadership.

### **Nonprofit CEO Roundtable**

Continuing a partnership with Silver Fox Advisors, a membership organization composed of retired executives who serve as advisors, coaches, and consultants to small businesses, United Way Nonprofit Connection facilitated the formation of a second Nonprofit CEO Roundtable. Recruitment of leaders of color was a high priority for this cohort. A dozen nonprofit leaders are currently participating in the second CEO Roundtable, honing their management skills and enjoying the wisdom provided by seasoned business leaders and opportunities to network with their peers.

### **Dimensions of Diversity with YMCA of Greater Houston**

Partnering with the YMCA of Greater Houston's Equity Innovation Center, United Way Nonprofit Connection offered two rounds of Dimensions of Diversity. This interactive workshop was designed to develop an awareness of the different dimensions of diversity and provide guidance on how to apply those

in everyday life. Participants learned to define and explain the benefits of diversity and inclusion, recognize their own perceptions of the world, and identify opportunities for inclusive practices.

### **Building the Perfect Board with Houston Food Bank**

United Way Nonprofit Connection joined forces with the Houston Food Bank to create a board development training series tailored to the needs of Food Bank partners. The virtual sessions provided practical strategies to help participants develop board recruitment and retention strategies that result in a board that understands its role and responsibilities and is equipped to serve.

### **Volunteer Engagement Mini-Series with Volunteer Houston**

As volunteers began to return to pre-pandemic activities, United Way Nonprofit Connection and Volunteer Houston recognized the need to refresh volunteer management tactics. We partnered to offer a comprehensive mini-series based on the Points of Light Volunteer Engagement Training Program. The series addressed the most effective concepts, tools, and practices used by volunteer managers and coordinators, and equipped attendees with the tools needed to reinvigorate their volunteer initiatives.

As one of the most diverse regions in the country, it's vital that Greater Houston's nonprofit and public sector boards reflect our rich diversity. Graduates of Project Blueprint Class XL join a network of 900+ program alumni serving their communities.







# PARTNERSHIPS THAT MOVE THE NEEDLE

In addition to our nonprofit and corporate partners, United Way of Greater Houston partners with a variety of organizations that enhance and enrich the work we do and help strengthen our United Way and our community.

## **Creating a Tool to Coordinate Services and Help Clients Along Their Journeys**

Boston Consulting Group partnered with United Way of Greater Houston to develop a proof of concept for our new Integrated Client Journey technology tool. The Integrated Client Journey technology tool will be used by agencies and Navigators to collect client data and track progress along a client's journey towards self-sufficiency. Client information will be entered once and will be accessible by all of the agencies that provide assistance along the client's journey, making the client's experience more seamless and helping partners better coordinate services. Navigators, those who assist clients on their journey, will have access to a client's personalized dashboard that shows agencies visited, services provided, and progress made to date. The proof of concept was used to launch an RFP process to identify a vendor to build out the tool.

## **Understanding and Improving Outcomes for Financially Struggling Families**

United Way of Greater Houston and the Kinder Institute for Urban Research at Rice University have established a formal research collaboration aimed at improving outcomes for the many financially struggling families and individuals in Greater Houston. As part of this agreement, the organizations will develop and share research aimed at deepening the community's understanding of the challenges faced by those experiencing ALICE and the impact of strategies aimed at helping these individuals and families improve financial stability and resilience. A research collaboration focused on family financial stability in Greater Houston is a first-of-its-kind for the region and presents opportunities to study barriers to success for this population as well as the impact of programs and support.

## **Evaluating and Improving United Way Bright Beginnings**

In June 2019, United Way selected Brazelton Touchpoints Center (BTC) to become the new evaluation team for United

Way Bright Beginnings based on their strong background and expertise in early childhood; affiliation with Harvard medical school and Boston Children's Hospital; multi-disciplinary team; wide lens to understand our subpopulations and the broader community context of our centers, staff and families; strong commitment to data collection; experience with long-term evaluation projects and longitudinal studies; and dedicated evaluation team with local representatives. The evaluation team has reviewed and assessed previous program data, implemented new, improved, and more efficient processes for data collection and reporting, and has worked with United Way and Collaborative for Children to review Bright Beginnings programming and professional development plans, data collection, and other evaluation needs.

## **Partnering for Swift and Coordinated Disaster Response**

This past year, we announced an important partnership with Greater Houston Community Foundation in order to coordinate response and recovery efforts after future disasters. This partnership will utilize established systems and processes to activate and fundraise quickly in the aftermath of a disaster. The partnership will benefit from our collective deep-rooted relationships within the philanthropic community, including corporations, foundations, and individuals who recognize the importance of a collaborative disaster-recovery approach.





# THE FUTURE

On April 1, 2022, our Second Century Vision, the strategic vision we have been dreaming about, planning for, and working tirelessly to implement, officially became our reality. It is no longer our Second Century Vision. From now on, it is simply what we do.

We are excited about our path forward and are confident that our focus on financial stability services, coupled with early childhood and youth development programs and health care programs will help families in our community not only become financially stable, but also build stronger, more sustainable futures for themselves and their children.

Everyone has different goals, different needs, and different strengths. Helping families not only land on their feet but stay there requires a tailored approach and support at every step. That is why our strategy includes Navigators to coach families as they create their unique financial stability plan, a technology platform to streamline coordination and access to services, and support with the basics that allows people to focus on the future.

To achieve this bold vision and new direction, it was critical for United Way to embark on a data-driven investment process and evolve our community investment strategy and service delivery.



### Key things to know about the process:

- This two-year strategic process began with outreach within 13 focus regions throughout our four-county area (Fort Bend, Harris, Montgomery, and Waller counties)
- Promoting inclusiveness and reach, United Way opened the funding application process to all Greater Houston nonprofits providing services in priority areas that aspired to be part of this bold vision
- Over \$100 million in requests were received from 139 agencies compared to \$36.4 million available for investments
- More than 150 volunteers spent nearly 5,000 hours reviewing 401 applications
- 105 nonprofits received funding, including 82 existing United Way partners and 23 first-time partners
- Existing partners that applied for funding and received a reduced investment of 30% or more from their former investment level are receiving nine months of funding at the 2021-2022 level to ease with the transition
- Investments were prioritized based on investment category (financial stability, early education and youth development, health care, escape from violence, and basic needs) and within 13 regions throughout our four-county coverage area based on the level of the ALICE (Asset Limited, Income Constrained, Employed) and BIPOC (Black, Indigenous and People of Color) populations



# UNITED WAY'S NETWORK: PARTNERS AND SERVICE AREAS

	NAVIGATORS	FINANCIAL STABILITY	EARLY CHILDHOOD AND YOUTH DEVELOPMENT	HEALTH CARE	BASIC NEEDS	ESCAPE FROM VIOLENCE	STRATEGIC OPPORTUNITY FUND
AccessHealth	▶			▶	▶		
The Alliance	▶	▶	▶	▶		▶	
Alliance for Community Assistance Ministries							▶
Angel Reach, Inc.		▶					
AVANCE-Houston, Inc.		▶	▶				
AVDA (Aid to Victims of Domestic Abuse)					▶	▶	
Avenue 360 Health and Wellness				▶			
Avenue CDC			▶				
Avondale House		▶					
BakerRipley	▶	▶			▶		
Bay Area Council On Drugs & Alcohol, Inc.				▶			
Bay Area Turning Point, Inc.					▶	▶	
Big Brothers Big Sisters Lone Star			▶				
Boy Scouts of America-Sam Houston Area Council			▶				
Boys & Girls Clubs of Greater Houston, Inc.			▶				
The Bridge Over Troubled Waters		▶	▶	▶	▶	▶	
Bread of Life				▶			
Capital Good Fund		▶					
CAPITAL Idea - Houston		▶					
Career and Recovery Resources, Inc.		▶		▶			
Catholic Charities of the Archdiocese of Galveston-Houston	▶	▶		▶	▶	▶	
Center for Pursuit		▶					
The Children's Assessment Center				▶			
The Children's Museum of Houston			▶				
Children's Safe Harbor				▶		▶	
Chinese Community Center		▶	▶	▶			
Christian Community Service Center		▶			▶		
The Coalition for The Homeless of Houston/Harris County							▶
CollegeCommunityCareer			▶				
Communities in Schools of Houston					▶		
Community Assistance Center		▶			▶		
Community Family Centers					▶		
The Council on Recovery	▶			▶			
Covenant Community Capital		▶					
Covenant House Texas		▶		▶	▶		
Cy-Hope, Inc.			▶		▶		
Easter Seals of Greater Houston	▶	▶	▶	▶	▶		
Epiphany Community Health Outreach Services					▶		
Evelyn Rubenstein Jewish Community Center of Houston					▶		
Family Houston		▶		▶			
Family Ties, Family Resource Services		▶			▶	▶	
Focusing Families		▶				▶	
Fort Bend County Women's Center, Inc.		▶	▶	▶	▶	▶	
Fort Bend Regional Council on Substance Abuse, Inc.				▶			
Fort Bend Senior Citizens Meals on Wheels					▶		
Girl Scouts of San Jacinto Council			▶				
Girls Empowerment Network			▶				
Girls, Inc. of Greater Houston			▶				
Goodwill Industries of Houston		▶					
Greater Houston Partnership/UpSkill Houston							▶
Harris County Domestic Violence Coordinating Council (HCDVCC)							▶
Hope and Healing Center & Institute				▶			





	NAVIGATORS	FINANCIAL STABILITY	EARLY CHILDHOOD AND YOUTH DEVELOPMENT	HEALTH CARE	BASIC NEEDS	ESCAPE FROM VIOLENCE	STRATEGIC OPPORTUNITY FUND
Hope Disaster Recovery	▶				▶		
Houston Area Urban League		▶	▶				
Houston Area Women's Center		▶		▶	▶	▶	
Humble Area Assistance Ministries	▶	▶		▶	▶		
HYPE Freedom School			▶				
Interfaith Caring Ministries					▶		
Interfaith Ministries for Greater Houston					▶	▶	
Interfaith of The Woodlands					▶		
Jewish Family Service		▶	▶	▶	▶		
Katy Christian Ministries		▶	▶		▶	▶	
The Landing		▶			▶	▶	
L.I.F.E. Houston					▶		
Legacy Community Health Services, Inc.				▶			
Local Initiatives Support Corporation							▶
Meals on Wheels Montgomery County					▶		
Multicultural Education and Counseling Through the Arts			▶				
Memorial Assistance Ministries	▶	▶		▶	▶		
Mental Health America of Greater Houston							▶
Montgomery County Women's Center		▶		▶	▶	▶	
The Montrose Center	▶	▶		▶	▶		
My Brother's Keeper Outreach Center		▶			▶		
Neighbors in Action, Inc.					▶		
The Network of Behavioral Health Providers							▶
NestQuest Houston, Inc.					▶		
New Caney New Horizons, Inc.		▶					
Northwest Assistance Ministries	▶	▶		▶	▶		
On the Road Lending		▶					
Partnership for the Advancement & Immersion of Refugees			▶				
Prison Entrepreneurship Program		▶			▶		
The Salvation Army, Greater Houston Command	▶	▶	▶		▶	▶	
San Jose Clinic				▶			
Santa Maria Hostel, Inc.				▶	▶		
SEARCH Homeless Services			▶		▶		
Second Mile Mission Center		▶			▶		
SERJobs		▶					
Southeast Area Ministries					▶		
Spring Branch Community Health Center				▶			
Star of Hope Mission		▶					
Target Hunger	▶				▶		
Texas Hearing Institute			▶	▶			
Texas Society to Prevent Blindness				▶			
United Against Human Trafficking		▶			▶	▶	
University Speech, Language & Hearing Clinic				▶			
Urban Enrichment Institute			▶				
Volunteers of America, Texas	▶	▶		▶	▶		
Wesley Community Center	▶	▶	▶	▶	▶		
West Houston Assistance Ministries		▶			▶		
The Women's Home		▶		▶	▶		
The Women's Resource of Greater Houston		▶					
The Workfaith Connection		▶					
Writers in the Schools			▶				
YES to YOUTH - Montgomery County Youth Services				▶			
YMCA of Greater Houston			▶		▶		



# VOLUNTEERS

## VOLUNTEERS ARE AT THE HEART OF OUR WORK

Though our world looked different this year, thousands of caring volunteers stepped up, got creative, and shared their time and talent to help our neighbors and our community through an especially tough time. This past year, more than 6,400 volunteers contributed 18,000 hours to United Way of Greater Houston. The time they have so generously given is valued at \$515,000 – but to United Way and the people we serve, it is truly priceless!

### Investment Volunteers

150 volunteers gave nearly 5,000 hours of volunteer service as part of United Way of Greater Houston's new investment process. Volunteers attended virtual training, reviewed applications, attended conversations with agencies, evaluated programs, determined the best services for the region, and made funding recommendations. Volunteers participated in one or more of three phases: initial review to determine whether applicants met basic requirements, a deeper review to evaluate the quality of the proposal and fit to the needs of the region, and an assessment of the financial strength of applicant organizations by volunteers with skills and background in banking and financial services.

### MLK Day of Service Book Drive

In its second year, the MLK Day of Service Book Drive grew to collect more than 1,600 new books by authors of color and featuring characters of color, a 200% increase over our inaugural year.

Prior to the books being given to students, a bookplate was placed on the inside cover and a inspirational note handwritten by a volunteer was tucked inside.

### Impact Circle Book Sort

United Way Impact Circle members gathered to sort and organize hundreds of books written by diverse authors and donated to the MLK Day of Service Book Drive. The books were then distributed to HISD elementary students during our annual Read Across America volunteer event.

### Read Across America

After a year of virtual volunteerism, we were thrilled to be back in schools for Read Across America 2022! 45 in-person volunteers and 16 virtual volunteers read to and shared a love of reading with 1,134 students at four elementary school campuses. Each student received a brand new book to help build their home library.

### 211 Disaster Response Volunteers

This year, United Way launched a new volunteer program to ensure we are

prepared to increase the capacity of the 211 Texas/United Way HELPLINE in times of disaster. In the first year, 20 volunteers signed up to complete training and stay active and ready to answer the phone if disaster strikes in our area.

### Day of Action

In October, United Way volunteers were able to gather in-person to give back! During a morning of service at Houston Food Bank, 72 United Way volunteers packaged food for our neighbors in need. Together, volunteers prepared 9,840 pounds, or 18 pallets, of food – the equivalent of 15,780 meals! Another 130 volunteers made breakfast bags and snack packs at home, contributing nearly 1,000 grab-and-go food kits.

### Stay United Mentors

Stay United members volunteered to mentor Young Leaders and LINC members this year through a Brown Bag Series aimed at leveraging the experience of retirees to help young professionals grow personally and professionally. Stay United members Theresa Einhorn, Don Fries, Rob



Johnson, and Michelle Thomas hosted two sessions: Advancing Your Career Strategically and Daily Measures of Success. 50 Young Leaders and LINC members attended each session, gaining insights and advice, and bouncing questions and ideas off Stay United members.

### **Women's Initiative Wrap and Wine Volunteer Project**

Women's Initiative members collected 900 books to help make the holiday season brighter for United Way Bright Beginnings students. Members gathered to wrap books and catch up with friends. The books members collected and wrapped were presented to 450 students at five United Way agencies.

### **LINC Holiday Cheer Event and Book Nooks**

In December, LINC members gathered to donate and wrap toys and essential items to give as holiday gifts to United Way Bright Beginnings students. Thanks to the generosity of LINC members, more than 60 Bright Beginnings students received special holiday gifts.

In March, LINC members got together to build, paint, and decorate 11 Book Nooks, reading benches that create fun, comfortable spaces for students to read and provide them immediate access to quality literature. Each bench seats two - three children comfortably and includes a box of donated books for teachers to start or expand their libraries.

### **Loaned Executives**

We thank the 10 Loaned Executives who helped share the United Way message and support the Community Campaign this year. Special thanks to ExxonMobil, Williams, and Hanover Company for lending employees, and to Asia Chemical Company for sponsoring a Loaned Executive.







## THE COMMUNITY CAMPAIGN FUELS OUR WORK

Under the leadership of Campaign Chair Scott Hallam, contributions to the 2021-2022 Community Campaign grew to \$57.05 million! It is with sincere gratitude that we salute the individuals, corporations, foundations, partners, and others who stepped up in a big way to help our neighbors and our community thrive!

### Campaign Co-Chairs

Claudia Aguirre	Scott McLean
Stephanie Bottos	Tara Nutik
Cody Brackeen	Sue Payne
Jason Canter	Jan-Claire Phillips
Nick Clausi	Tai Prince
Mitchell Crocker	Tracie J. Renfroe
Neil Duffin	Judson Robinson III
Caroline A. Fant	Karen Kershner Slack
Jeff Kaplan	Steve Stephens
Maurisa Lenz	George Yang

### Million Dollar Corporate Donor Circle

This year, 12 companies contributed one million dollars or more to the annual campaign. ExxonMobil topped the list with \$11.3 million, followed by ConocoPhillips with \$3.3 million, and Phillips 66 with \$3 million. Rounding out the million dollar circle: CenterPoint Energy (\$1.7 million); H-E-B (\$1.4 million); Memorial Hermann Health System (\$1.2 million); TechnipFMC (\$1.2 million); Williams (\$1.2 million); Service Corporation International (\$1.2 million); Enbridge (\$1.1 million); Schlumberger (\$1 million); and BHP (\$1 million).

### Alexis de Tocqueville Society

Led by Nick Clausi, Sue Payne, and Dr. George Yang, the Alexis de Tocqueville Society contributed more than \$16 million this year, with 601 members, including 96 new members contributing \$1.2 million.

### 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 135 Major Donors who impact our United Way and our community in a major way, collectively giving more than \$10.3 million.

### Forty-Four Families Contributed \$100,000 or More

Our Luminaries (\$1,000,000-plus,) Visionaries (\$200,000-\$999,999), and Benefactors (\$100,000-\$199,999) are extraordinary leaders whose generosity ensures United Way has a strong foundation for the future. This incredible group has grown to 44 families contributing more than \$7.3 million. We proudly recognize and thank our Luminaries, Visionaries, and Benefactors.



## Luminaries

Nancy and Rich Kinder

## Visionaries

Joan and Stanford

Alexander

Morgan and

Chris Brown

Charles Butt

Janet and John Carrig

Steve and Pat Chazen

Lynn and John

Elsenhans

John B. Hess

Wendy and Jeff Hines

The Robert and Janice

McNair Foundation

Susan and Faye

Sarofim

Jeri and Marc Shapiro

Bonnie and David

Weekley

One donor wishes to

remain anonymous

## Benefactors

Dorothy and

Mickey Ables

Skip and Shirley Allen

Polly and Murry Bowden

Mo and Ric Campo

Ann and Clarence

Cazalot

Linda and Willie Chiang

Nancy and Charles

Davidson

Anne and Charles

W. Duncan, Jr.

The Elkins Foundation

Patti and Richard

Everett

Jana and Richard Fant

Mr. and Mrs. Dan

Friedkin

Greg and Gail Garland

Sandy and Kent

Ketchum

Ryan and Lisa Lance

Rochelle and Max Levit

David M. and Becky

McClanahan

Kathrine G. McGovern

Anna and Scott McLean

Amanda McMillian and

Benjamin Holloway

Debbie and Jack

B. Moore

Gary Petersen Family

Jeanine and

Douglas J. Pferdehirt

Liane and D.

Martin Phillips

Amy and Tom Ryan

Stephanie and

Brad Tucker

Phoebe and

Bobby Tudor

Linda and Steven

A. Webster

Bob and Barb Zorich

One donor wishes to

remain anonymous

## Women's Initiative

The United Way Women's Initiative, led by Tara Nutik of Deloitte Houston and Karen Kershner Slack of Slack & Co Contracting, contributed \$4.8 million this year, with 680 members. Throughout the year, members networked, learned, and served, hosting a book drive and wrapping event, gathering for small in-home happy hours, and holding an outdoor reception in October as a welcome back to in-person gatherings.

## Young Leaders

1,500 United Way Young Leaders, led by Tai Prince of TechnipFMC and Cody Brackeen of Comerica Bank, contributed more than \$2.78 million to support United Way's work during 2021-2022. This year, in addition to networking and opportunities to hear and learn from business and community leaders as part of our Conversations on Leadership Luncheon, Young Leaders contributed books to the MLK Book Drive and enjoyed happy hours at local breweries.

## LINC

450 young professionals got engaged in our community and contributed more than \$400,000 as part of United Way LINC. Together this year, they built 11 Book Nooks, collected holiday gifts for 60 children, and developed a newsletter to help them stay connected with United Way and each other.

## Impact Circle

Co-chairs Mitchell Crocker of CenterPoint Energy and Stephanie Bottos of Valero Houston helped make this year an engaging one for our Impact Circle members who give between \$2,500-\$4,999. 980 Impact Circle members contributed more than \$2.9 million to United Way this year and came together to volunteer at the Houston Food Bank as well as sort and distribute books to students as part of the MLK Book Drive.

## Leadership Circle

Led by Maurisa Lenz of Greater Houston Partnership and Jason Canter of ExxonMobil, 320 members contributed more than \$1.9 million to support the annual campaign. Leadership Circle members were invited to attend a special dinner in their honor and engaged in volunteer activities throughout the year.

## Law Initiative

The United Way Law Initiative, led by Tracie Renfroe of King & Spalding and Jeff Kaplan of LyondellBasell, and supported by a strong committee and 27 law firms, including six new firms, contributed \$1.1 million this year.

## Planned Giving

United Way of Greater Houston is fortunate to have the support of dedicated donors who have chosen to secure its future through planned gifts, including almost \$5 million in documented planned gifts. We thank these generous individuals for helping provide for the needs of future generations.



### We are so thankful to the foundations that invested in our work this year.

Bank of America  
Bayou Charitable Trust  
The Brown Foundation  
CenterPoint Energy Foundation  
The Cullen Foundation  
The Elkins Foundation  
Albert and Ethel Herzstein Foundation  
Hildebrand Foundation  
JPMorgan Chase Foundation  
John P. McGovern Foundation  
The Robert and Janice McNair Foundation  
PNC Foundation  
The Port of Houston  
Strake Foundation  
Truist Foundation  
Wells Fargo Foundation  
The Wortham Foundation





# A MILLION THANKS

The teams at these extraordinary organizations stepped up in big ways this year to contribute more than a million dollars to United Way, and to volunteer, help others understand the needs in our community, and share the United Way message. Thank you to our Million Dollar Circle members!

## **ExxonMobil**

"With a century's worth of service to help our neighbors and improve lives, United Way of Greater Houston has woven itself into the fabric of the entire region. ExxonMobil has been proud to work alongside United Way for 70 of those 100 years. We look forward to what the next century brings as United Way continues its mission to strengthen our community."

*Liam Mallon*

President, ExxonMobil Upstream Company

## **ConocoPhillips**

"For the past 35 years, ConocoPhillips has been a proud partner of United Way of Greater Houston and its efforts to support our local community members through some of their toughest times. From providing safety net programs to help people take care of their basic and immediate needs, to offering education and job training programs to help them achieve financial stability and quality of life, United Way and its partner agencies work tirelessly to help our Houston community thrive."

*Ryan M. Lance*

Chairman and CEO, ConocoPhillips

## **Phillips 66**

"Phillips 66 is proud of its 10-year partnership with United Way, a key ally in our efforts to help local communities thrive. Our work is felt in real and meaningful ways – from helping our neighbors with basic needs such as food and housing to supporting education and job training. Our impact makes a real difference."

*Kevin Mitchell*

Chief Financial Officer, Phillips 66

## **CenterPoint Energy**

"By partnering with United Way, we know our support is reaching those who need it most and creating the greatest impact for the communities we serve in these unprecedented times. With the support of our employees, CenterPoint Energy is incredibly proud of its longstanding history, spanning decades, of supporting United Way."

*Alicia Dixon*

Director of Community Relations, CenterPoint Energy

## **H-E-B**

"H-E-B is proud to support United Way of Greater Houston as we partner with this tremendous organization to amplify our commitment to the communities that we serve. United Way utilizes the same approach as H-E-B - a data driven, thoughtful and collaborative framework to help lift lives. Together, along with so many other supporters of United Way, we are making Houston stronger."

*Armando Perez*

Executive Vice President, H-E-B Houston

## **Memorial Hermann**

"At Memorial Hermann, we're proud to partner with United Way because its purpose aligns beautifully with our vision. Memorial Hermann has committed to creating healthier communities, now and for generations to come. To achieve sustainable community health, however, we must ensure that people have the resources, knowledge and opportunities they need to live healthier lives. For 100 years, United Way of Greater Houston has been working toward that very goal – and we're delighted to lend our support."

*Dr. David L. Callender*

President and CEO, Memorial Hermann



## TechnipFMC

"Our United Way campaign is a perfect example of our core value of Realizing Possibilities. Each dollar donated and every hour spent volunteering helps the people in need across our community to realize new opportunities, join life-changing programs and find a pathway toward long-term stability and success."

*Jonathan Landes*

President, Subsea, TechnipFMC

## Williams

"I've seen firsthand the impact United Way of Greater Houston has on our community in helping families and individuals attain a sustainable quality of living. The Houston community is vast and diverse, and United Way is a great opportunity for Williams employees to engage and serve our neighbors and communities."

*Scott Hallam*

Senior Vice President, Transmission and Gulf of Mexico, Williams

## Service Corporation International

"At Service Corporation International (SCI), we believe in giving back and are committed to supporting causes that enhance and promote the well-being of individuals from all walks of life. Through partnerships with organizations such as United Way of Greater Houston we're able to make a difference in the communities where our associates live and work by reaching a myriad of community-based organizations dedicated to strengthening the local community."

*Eric Tanzberger*

Senior Vice President and Chief Financial Officer, Service Corporation International

## Enbridge

"Enbridge and United Way have a long-standing partnership, and a relationship that runs deep. We've had company representation on United Way board since 1987 - an astonishing 34 years. I am proud to be part of this legacy as Enbridge's current board member and even more proud of the work the United Way does to strengthen the fabric of our community."

*Bill Yardley*

Executive Vice President and President, Gas Transmission and Midstream, Enbridge

**We also thank Million Dollar Circle members, BHP and Schlumberger, for their outstanding support.**





# THANK YOU COMMUNITY SUPPORTERS

Thank you to the following organizations and individuals who contributed \$50,000 or more to this year's campaign.

## **\$1,000,000+**

ExxonMobil  
ConocoPhillips  
Phillips 66  
CenterPoint Energy  
H-E-B  
Nancy and Rich Kinder  
Memorial Hermann Health System  
TechnipFMC  
Williams  
Service Corporation International  
Enbridge Inc.  
Schlumberger  
BHP

## **\$200,000 - \$999,999**

Joan and Stanford Alexander  
Amegy Bank  
AT&T / CWA  
Morgan and Chris Brown  
Burns & McDonnell Engineering Company Inc.  
Charles Butt  
Janet and John Carrig  
Caterpillar, Inc.  
Steve and Pat Chazen  
Chevron Phillips Chemical Company L.P.  
The Cullen Foundation  
Deloitte  
The Dow Chemical Company  
Lynn and John Elsenhans  
EOG Resources, Inc.  
EY  
The Friedkin Group  
John B. Hess  
Hess  
Wendy and Jeff Hines  
Hines  
Houston Methodist  
Houston Texans  
JPMorgan Chase  
Kinder Morgan  
LyondellBasell  
The Robert and Janice McNair Foundation  
Murphy Oil Corporation  
N.F. Smith & Associates  
NOV  
PCL Industrial Construction

Plains All American Pipeline  
Reynolds and Reynolds  
Rice University  
Susan and Faye Sarofim  
Jeri and Marc Shapiro  
Shell Oil Company  
Target Stores, Inc.  
United Way of Greater Houston  
UPS  
Valero Refining-Texas, L.P.  
Vinson & Elkins LLP  
Bonnie and David Weekley  
Wells Fargo Bank, N.A.  
Westlake Chemical Corporation  
Zachry Group

## **\$100,000 - \$199,999**

Dorothy and Mickey Ables  
ABS  
Skip and Shirley Allen  
Baker Botts L.L.P.  
Bank of America  
Bank of Texas  
Polly and Murry Bowden  
Bracewell LLP  
The Brown Foundation, Inc.  
Cadence Bank  
Mo and Ric Campo  
Ann and Clarence Cazalot  
Chevron  
Linda and Willie Chiang  
Nancy and Charles Davidson  
Anne and Charles W. Duncan, Jr.  
The Elkins Foundation  
Patti and Richard Everett  
Jana and Richard Fant  
Faye Sarofim & Co.  
FedEx  
Mr. and Mrs. Dan Friedkin  
Frito Lay, Inc.  
Greg and Gail Garland  
Haynes and Boone, LLP  
Kelsey-Seybold Clinic  
Sandy and Kent Ketchum  
Kiewit Energy Group, Inc.  
King & Spalding LLP  
KPMG LLP  
Ryan and Lisa Lance  
Rochelle and Max Levit  
David M. and Becky McClanahan

Kathrine G. McGovern  
Anna and Scott McLean  
Amanda McMillan and Benjamin Holloway  
Debbie and Jack B. Moore  
Paul Murphy  
Gary Petersen Family  
Jeanine and Douglas J. Pferdehirt  
Liane and D. Martin Phillips  
Raymond James & Associates  
Amy and Tom Ryan  
SABIC Americas Inc  
Tellepsen Corporation  
Texas Mutual Insurance  
TPC Group  
Stephanie and Brad Tucker  
Phoebe and Bobby Tudor  
Turner Industries  
Linda and Steven A. Webster  
Worley  
Bob and Barb Zorich

## **\$75,000 - \$99,999**

Greg and Melinda Armstrong  
Barrios Technology  
BakerRipley  
Comerica Bank  
Neil and Marianne Duffin  
Entergy Texas  
Enterprise Holdings  
GEICO  
Bob and Elena Goldman  
Frank and Carol Gruen  
Kimco Realty  
Mr. and Mrs. Mark E. Lashier  
The Lubrizol Corporation  
Bruce and Kate March  
Magellan Midstream Partners, L.P.  
Craig S. Miles  
Pat and Jeff Sheets  
Silver Eagle Distributors Houston, LLC  
J. Michael and Pamela Kennedy Stinson  
Stan and Kathy Strong  
Mr. and Mrs. Howard T. Tellepsen, Jr.  
Kalen and Michael Webb

## **\$50,000 - \$74,999**

Akin Gump Strauss Hauer & Feld LLP  
Ken and Ruth Arnold  
Asia Chemical Corp., Inc.  
Decie Autin and Dan Coleman  
Janice Barrow  
Irene and Brian Binash  
The Stephen and Carol Cassiani Family Foundation  
Comcast  
Ellen R. DeSanctis  
Easter Seals Greater Houston  
Monte and Gail Edlund  
Fluor  
Frost  
Gexa Energy, L.P.  
Greater Houston Partnership  
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We also thank those donors who wish to remain anonymous.



## VOLUNTEER OF THE YEAR

# STEVE STEPHENS



Steve Stephens, CEO of Amegy Bank, was named the 2021 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.

Steve led the way through one of the most challenging campaigns most of us can remember.

During Steve's tenure as campaign chair, we faced two major disasters – a global pandemic and an unprecedented winter storm - plus an economic crisis, continued troubles in energy, historic job loss, and a host of other challenges.

Steve's leadership was essential to United Way not only getting through those challenges, but to finding creative ways to make the most of them – like giving the campaign a boost by hanging a huge banner from the Amegy Bank building encouraging everyone passing by on 610 to support United Way.

It was a challenging year by every measure, and especially in terms of fundraising, but Steve was undeterred.

He spent countless hours on the phone – and on Zoom – sharing the message that, in tough times, investing in our community through United Way is more important than ever.

And even as the pandemic and then the winter storm called on us to support our neighbors through those crises, Steve made the case to everyone who would listen to also support the everyday work of United Way that helps people meet their most critical needs and then get on a pathway to financial stability and reaching their goals and dreams.

He inspired people to get involved and inspired those who were able, to give to help lift up our neighbors and our community.

Steve did it all with the kind of passion that keeps people pushing through even the toughest challenges. He is genuine and disarming. He makes everyone he talks to feel like they are a valued member of his team.

Steve is a true champion for United Way and has worked tirelessly to ensure that United Way is able to carry out its mission to create opportunities for people in our community to thrive.

Thank you, Steve, for all you do for United Way and our community.

**"As our city experienced two major disasters – a global pandemic and a once-in-a-century winter storm, Steve inspired people to get involved through our annual campaign to help lift up our neighbors in need," said Amanda McMillian, president and CEO of United Way of Greater Houston. "Steve is a true champion for United Way and has worked tirelessly to ensure that we are able to carry out our vision to create opportunities for people in our community to thrive, helping more than two million of our neighbors last year alone."**





# THANK YOU CARING CHAMPIONS

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





United Way of Greater Houston

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For a complete 2021-2022 financial summary, visit [unitedwayhouston.org](http://unitedwayhouston.org).