



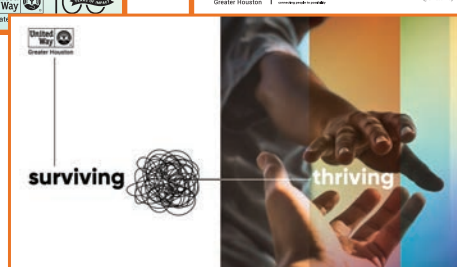
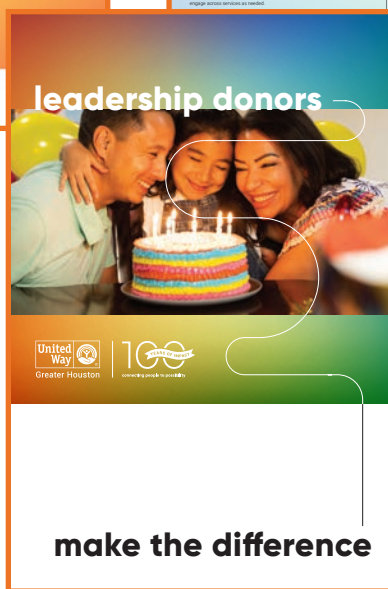
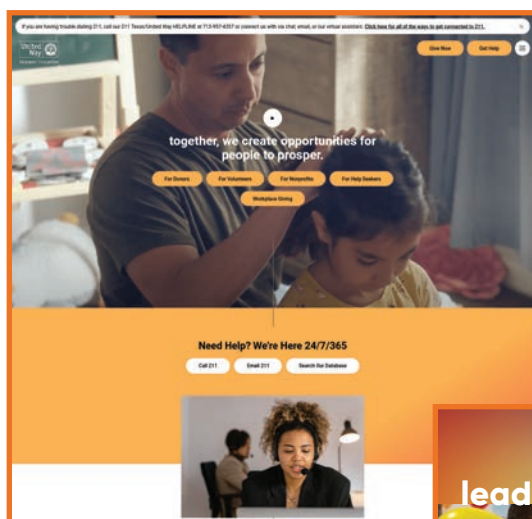
connecting people

to possibility

2022 - 2023 annual report

award winning brand refresh

This year, we refreshed our brand to better reflect how we work with our community to connect people to possibility. Our new brand has been recognized with three ADDY Awards and a Lantern Award! We also built a new website. See it at unitedwayhouston.org.



friends

From our beginnings as the Houston Community Chest in 1922 to our time as the United Fund, then United Way of the Texas Gulf Coast, and beginning in 2007, United Way of Greater Houston, it has been our great honor to serve this community for 100 years.

A century of service is an extraordinary milestone and we have loved celebrating it all year with you – the donors, volunteers, partners, and clients who make everything we do possible.

And there has been so much to celebrate! In April 2022, we launched a new strategy aimed at working more deeply in partnership with our neighbors to help them achieve financial stability. Through this process, we realigned our community investment strategy and welcomed new funded partners, introduced Navigators to help individuals, and built an Integrated Client Journey so that clients can move more seamlessly from surviving to thriving with guidance and support along the way. We believe that this will allow United Way to take our impact to the next level as we enter our second century of service.

We celebrated many other milestones as well. This year, we celebrated 20 years and 15 million people connected with help, hope, and critical resources via our 211 Texas/United Way HELPLINE. United Way Bright Beginnings, our model quality early childhood initiative, also marked 20 years, having prepared more than 15,000 children for success in school and in life. We rocked out with you at the 10th annual United Way Women Who Rock lunch, and cheered on the incredible parents achieving their dreams with help from the Women Who Rock Child Care Scholarship.

This past year, we launched a new mission and vision, a new website, and a refreshed brand, all centered around how this community comes together with

United Way to connect people to possibility. We built new partnerships and deepened others, found meaningful ways to collaborate, and harnessed data to inform decisions and guide our path forward.

We celebrated Greater Houston's rich diversity as many of you put your heads together with us to talk about how we can lift up underrepresented voices and engage more deeply with all members of our community.

And we were moved by how you rallied together with your colleagues, friends, and neighbors to support our shared mission. You told the story of the impact we make together, you hosted events to get people excited and involved, you gave your time and energy to volunteer service. More than 50 of you even rappelled off a 26-story building to make your support known in a big way!

It has truly been an incredible year.

None of the work we do is possible without the caring individuals, philanthropic organizations, and dedicated partners who work shoulder-to-shoulder with us every day to connect people to possibility.

We are so grateful to all of you who have been part of our first 100 years of impact. We have big dreams for the future, and we invite each and every member of our community to join us, to be part of this movement and life-changing work to help our neighbors and our community prosper.

As we reflect on our history and look to our future, we are proud to be your United Way, the United Way of Greater Houston, and to partner with you to make sure our neighbors land on their feet—and stay there.



Amanda McMillian
President and CEO



Willie Chiang
Chair of the Board

connecting people to possibility

14% of households across Greater Houston are living on incomes below the federal poverty threshold, and another 33% of households are working hard but can't afford the basic necessities of life.



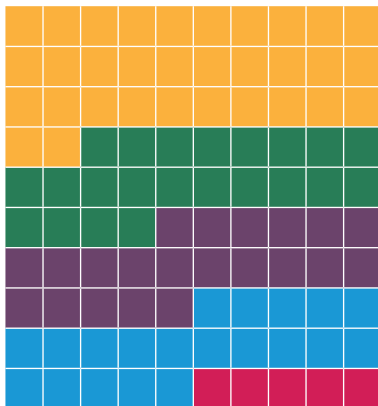
And that's not okay.

We unite donors, volunteers, and community partners to help our neighbors land on their feet—and stay there.

In 2022, United Way of Greater Houston launched a new strategy aimed at creating opportunities for people to prosper through financial stability services, coupled with early childhood and youth development programs, and health care programs that help families not only gain financial stability but also build stronger, more sustainable futures. These services are supported by a foundation of basic needs assistance and support for those escaping violent situations.

To bring this work to life, United Way partners with and invests in more than 100 nonprofit organizations working across 13 priority regions in Fort Bend, Harris, Montgomery, and Waller counties. We have introduced Navigators and an Integrated Client Journey to accelerate our neighbors' paths to financial stability. And we continue to lead collaboratives and special initiatives, operate the 211 Texas/United Way HELPLINE, and serve as a resource in times of crisis – all to make sure our neighbors have opportunities to achieve financial stability.

here is a snapshot of
how we invested in our
community last year:



32% financial stability

23% basic needs

21% early childhood and youth development

18% health care

6% escape from violence

our work and investments are focused on those experiencing ALICE

ALICE (Asset-Limited, Income-Constrained, Employed) represents those who are working, sometimes two or three jobs, but are unable 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.

The ALICE Report, a county-by-county study of what it takes to make ends meet, tells us that in our community, 14% of families are surviving on incomes below the Federal Poverty Level, and another 33% of families are employed, but struggling to afford the basic necessities.

Updated ALICE Report data is on the way!

The United for ALICE research team has been hard at work and we are excited to share the updated ALICE Report and data in 2023.

integrated client journey



The Integrated Client Journey allows clients to create their own customized pathways based on their goals and needs. Rather than working separately to address individual needs, programs are orchestrated to make it easy for clients to engage across services, breaking down barriers and helping ensure success. Services are focused on financial stability, supported by physical and behavioral health care, early childhood education, and youth development programs. These services are supported by a foundation of basic needs assistance and support for those escaping violent situations like domestic abuse and human trafficking.

The Integrated Client Journey is aided by a new technology tool that supports greater continuity of care between service providers, tracks client progress, and identifies gaps in services and best practices.

United Way onboarded all funded partners and Navigators were hired.

ICJ technology tool went live and Navigators began serving clients.

spring 2022

summer 2022

fall 2022

2023

20 Navigation teams trained and onboarded. Training included coaching skills, trauma-informed care, cultural humility, motivational interviewing, cross cultural practice, and use of common tools, among other topics.

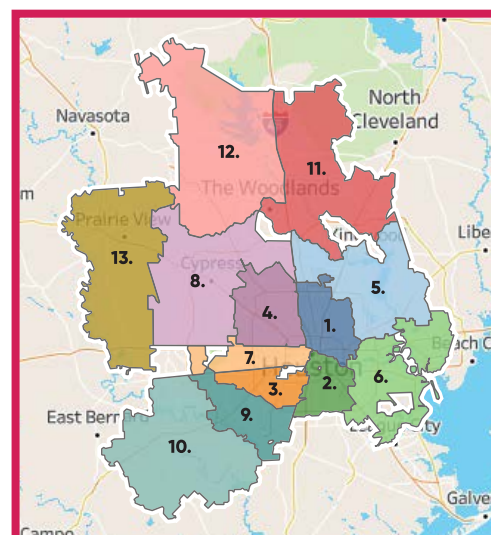
All funded partners began receiving referrals from Navigators and received training on the technology tool.

navigators

In 2022, United Way of Greater Houston deployed Navigators to serve as personal guides, working one-on-one with individuals and families, helping them create their own personalized journey to financial stability and access services along the way.

Navigators play a key role in the Integrated Client Journey. They assist clients in defining their goals and then provide an individualized pathway to specific services and programs through referrals and utilizing relationships to make connections for specific services.

20 navigation teams based within 15 United Way funded partner agencies are now working with clients across 13 priority regions.



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)							▶



	navigators	financial stability	early childhood and youth development	health care	basic needs	escape from violence	strategic opportunity fund
Hope and Healing Center & Institute				▶			
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			▶		▶		

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. We do that 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 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 and policies. Our investment process also considers how the organizations we invest in promote and prioritize diversity, equity, inclusion, and belonging.

CenterPoint Energy Emerging Leaders Institute

As seasoned nonprofit executives retire or move on to new opportunities, the nonprofit sector faces a void of emerging leaders, particularly leaders of color, prepared to step into leadership roles.

CenterPoint Energy and United Way of Greater Houston have joined forces to develop an initiative designed to prepare mid-level nonprofit managers to assume executive responsibilities. The inaugural Emerging Leaders cohort was launched in January 2023 and featured a robust curriculum focused on the core competencies required of effective leaders. Cohort members reflect Greater Houston's rich diversity and represent nonprofit organizations serving an array of underserved communities poised for growth under leadership that reflects their cultural and ethnic backgrounds.



diversity, equity, inclusion, and belonging



United Way Project Blueprint

Now in its 35th year, United Way Project Blueprint was launched in 1987 at a time when Houston's rich diversity was just beginning to emerge. United Way board member Dr. Dorothy Caram recognized the changes that were underway and captured the attention of the Kellogg Foundation and United Way of America as they piloted board diversity initiatives with 24 individual United Ways across the United Way system. Today, Project Blueprint is one of just a few of those programs that have remained true to the vision of diversifying nonprofit boards of directors. Project Blueprint graduates are well prepared to step into board leadership roles and are Houston's primary resource for diverse board candidates.

Class XLII is in progress and, upon graduating, its members will join a network of more than 900 graduates serving their communities.



Continuing the Conversation on DEIB

Our February Best Practices and Community Engagement Session brought corporate and community leaders together to talk about employee resource groups and diversity, equity, inclusion, and belonging. Panelists Lilliam Folgueira of Service Corporation International, Jackie Garcia of Microsoft, Demand Hammond of Service Corporation International, Rametha Nair of Phillips 66, and Shavonne Spencer of ExxonMobil, shared insights from their workplaces and personal experiences. Attendees representing organizations across our community engaged in thoughtful conversations, shared ideas and best practices, and inspired us with their energy and authenticity.



211: connecting our neighbors

with help and hope for 20 years

In 2022, the 211 Texas/United Way HELPLINE celebrated 20 years and 15 million people connected with help, hope, and critical resources, including 1.2 million last year alone. With 20 years of experience, new partnerships, and more ways than ever to connect, 211 is proud to be one our community's most valuable resources.

The 211 Texas/United Way HELPLINE is a free, confidential social services helpline operated by United Way of Greater Houston 24 hours a day, seven days a week, 365 days a year. Whether you need help finding child care, food, care for an aging parent, or a haven from domestic violence, 211 is the number to call when you don't know who to call. Our HELPLINE specialists are good listeners, blending understanding and expertise to provide information and referrals drawn from a comprehensive database of social services.

With dedicated United Way THRIVE, veterans, and older adult specialists on staff, the 211 Texas/United Way HELPLINE connects families and veterans with resources to meet their unique needs. The 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.

Celebrating 20 Years & 211 Day

On February 9, elected officials, board members, and leaders from across the business and nonprofit sectors joined United Way to celebrate the 211 Texas/United Way HELPLINE's 20th anniversary, our incredible HELPLINE specialists, and 211 Day on February 11 (2/11). City of Houston Mayor Sylvester Turner and representatives from Harris County Judge Lina Hidalgo's office joined the celebration and presented proclamations recognizing the work and impact of 211.

**See All of the Ways
to Connect at:**



Meeting People Where They Are

211 has made it easier to find the help you need by offering a variety of ways to get connected with resources.

text: by texting their zip code to 898211, help seekers are sent resources directly to their mobile device.

chatbot: the launch of the 211 chatbot in 2022 provides an additional means of accessing 211 as well as an accessible option for individuals utilizing speech to text software.

live chat: 211's live chat is answered by HELPLINE specialists 24/7. This tool allows for increased access while also engaging with a HELPLINE specialist.

in 2022:



77,470

people connected with
utility assistance



19,048

people connected with food
programs and services



29,027

people connected
with housing or
shelter



26,250

people connected with
income support/public
benefits assistance



67,930

people connected with rent
or mortgage assistance

**explore the
data at:**



The Number to Call in Times of Disaster

When tornadoes devastated families in Pasadena in January, 211 was on the ground and the phones providing help. 211's disaster and outreach teams were on hand to assist in ensuring residents had the resources they needed after this disaster. During a four-day period following the Pasadena tornadoes, 211 staff worked with 430 individuals on the ground, and answered 350 calls and texts for help.

AARP Caregiver Program

This year, 211 piloted a collaboration between AARP and United Way Worldwide that's designed to help meet the needs of family caregivers. The Caregiver Outreach Program identifies family caregivers and matches them with critical resources to:

- Address basic necessities like housing, food, and employment that take the focus off of caregiving

- Connect to services and organizations in the community, with guidance from someone who knows the community
- Simplify access to specialized help while anticipating changes in care situations in tandem with the caregiver

By simply dialing 211, caregivers can get the answers they desperately seek. This initiative creates a one-stop shop where they can find essential services, including health care, food, and emergency financial assistance.

DoorDash Partnership

For those in our community who aren't able to get out to access food, 211 partnered with DoorDash to provide meal delivery free of cost for isolated individuals. In 2022, this partnership provided 21,096 meals delivered directly to those in need.

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 5,000 people in our community with free rides to help them access these much-needed services since 2019.

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. Mission United helps military families 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.



united way THRIVE supports families

in their efforts to achieve financial stability

United Way THRIVE is at the heart of our work going forward and 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.

highlights of united way THRIVE's

14th year*:

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.



46,610

families helped on the pathway to financial stability



27,742

tax returns completed with more than \$45 million in refunds

41%

increase in clients taking advantage of safe and affordable loans

36

families purchased a home

1,487

clients placed into new or better jobs, for an average wage of \$16.63 hour



10,989

families received financial education and coaching



58%

of financial coaching clients increased their credit score, with an average increase of 136 points

10,225

individuals received workforce development services



*Year 14 was shorter than usual due to the launch of our new strategy on April 1, 2022 and includes the eight months from August 1, 2021 – March 31, 2022.

THRIVE Coaching Network

The THRIVE Coaching Network continues to evolve to address current and emerging 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.

Opportunity Youth Health Care Employment Pathways

With generous support from JPMorgan Chase, United Way of Greater Houston is leading a collaborative to connect opportunity youth to careers in the health care sector. Participating United Way THRIVE partners recruit young people ages 16-24 who are disconnected from education or employment to enroll in training programs and participate in special hiring events with Memorial Hermann Health System where participants are interviewed and can receive job offers on the spot. Participants then proceed to further training programs, either in-house at Memorial Hermann or with their sponsoring THRIVE partner organizations, after which they proceed to entry-level positions with growth potential and competitive salaries at Memorial Hermann sites across the Houston area.

The success of this model has attracted interest from other employers, and this year, we also piloted a hiring event with HCA Healthcare.



early childhood and youth development

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

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 20 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 2,351 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 2,000 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.



M.A.T.H. in a Flash

In partnership with ConocoPhillips and Houston Public Media, we continued M.A.T.H. in a Flash, a series of animated math problems that air during PBS Kids programs and help children solve problems and learn about multiplication, fractions, graphing, angles, and shapes.

Opportunity Youth

The Alliance of Community Assistance Ministries (ACAM) stewards the Greater Houston Opportunity Youth Collaborative and hosts stakeholder convenings to describe local efforts to support opportunity youth and to foster collaboration among people and organizations that might find new ways to work together in support of Opportunity Youth and Young Adults (OYYA) across Houston. ACAM is spearheading one of two major reconnection strategies associated with this work; ACAM's efforts are geared toward creating employment pathways for OYYA who are recent graduates of HISD.

The second major reconnection strategy is focused on connecting Opportunity Youth with health care careers. This employment pathway program is led by United Way of Greater Houston, with generous support from JPMorgan Chase, and includes THRIVE partner organizations, which provide wrap-around support services to participating youth, including enrollment in job training programs, and soft skills training, as well as an employment partnership with Memorial Hermann, which provides training programs and a hiring program.



celebrating 20 years of united way bright beginnings

Since 2002, United Way Bright Beginnings has prepared more than 15,000 children to reach their full potential.

Compelled by overwhelming research indicating that investments in early childhood education yield tremendous returns through greater success in school and in life, United Way of Greater Houston and ExxonMobil founded United Way Bright Beginnings in 2002.

United Way Bright Beginnings 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. As United Way Bright Beginnings students have entered elementary school, they have excelled, outperforming their peers on achievement tests, demonstrating greater language abilities, and boasting higher attendance rates.



**United Way
Bright Beginnings**

20 years of impact



**more than
15,000** children
engaged in high-quality programs

**48 high-
quality** center-
based and **26**
**home-
based** child
care programs



64% of current
home-based
programs have been
part of Bright
Beginnings since
Bright Beginnings
began working with
home-based programs **in 2014**



**20,000 hours
of free
coaching** and
professional
development provided to child care
programs and the families they
serve



50% of current center-
based programs have
been part of Bright
Beginnings for **more
than 10 years**



Alumni have
consistently **higher
STAAR
achievement
test scores,**
higher attendance rates, and lower
disciplinary rates than their peers
over the last eight years

47% of United Way
Bright Beginnings
centers have achieved
**NAEYC
accreditation,**



compared to **4%** of all licensed
child care centers in Greater
Houston.

Another 37% of Bright
Beginnings centers are currently
pursuing accreditation.

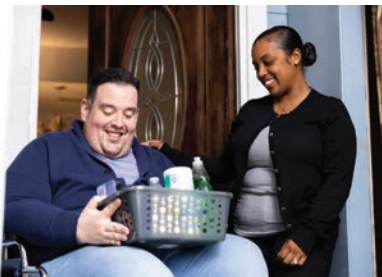
268 providers
earned a Child
Development
Associate credential



Thank you, ExxonMobil, for
20 years of support.

What Sets Bright Beginnings Apart?

- High-quality classrooms led by trained and consistent staff who employ a developmentally appropriate curriculum, maintain a safe environment, and provide warm interactions with children.
- A philosophy inspired by the Reggio Emilia approach to early childhood education, which believes that children are capable of constructing their own learning and the role of the teacher is to act as a researcher, documenting and supporting the self-directed experiential individual learning of each student.
- Support for early childhood education professionals, including education, training, and information to help them develop and provide the very best education and care to the children they serve.
- One-on-one coaching and in-depth training to support center teachers and directors as they grow as professionals, and to help them build confidence, implement best practices, and work through challenges.
- A focus on helping centers achieve accreditation by the National Association for the Education of Young Children, the gold standard in terms of high-quality care.
- A partnership with Brazelton Touchpoints Center, which studies and provides longitudinal evaluation and data to help guide Bright Beginnings' work, including social and emotional development data, standardized test data, and data related to attendance, grade retention, and disciplinary indicators.



in the bay area, fort bend, montgomery, and waller counties

United Way of Greater Houston's Centers increase the access to availability of health and human services across our region.

Within our four United Way Centers, community members can access 37 agencies providing 58 programs. At each center, clients can access services like financial and employment coaching, physical and behavioral health care, basic needs assistance, immigration assistance, and senior and youth programs. Having access to all these different services under one roof is a huge benefit to our neighbors who struggle with barriers like transportation.

Highlights From Our Bay Area Center

- United Way's Bay Area Center hosts the Bay Area Collaborative Partners, which brings Bay Area nonprofit organizations, government agencies, and faith-based organizations together to network, share resources and programs, and problem solve client needs. Thirty community agencies participate in these networking meetings.
- Our Bay Area Center hosts quarterly resource fairs that provide food, backpacks, and other community resources. In 2022, more than 300 families took advantage of these resource fairs.

Highlights From Our Fort Bend Center

- United Way's Fort Bend Center hosts Fort Bend CONNECT, a non-partisan network of service organizations that come together to share information and resources that benefit citizens of Fort Bend County. Fort Bend CONNECT offers monthly informational meetings on topics such as transportation, veteran's issues, disability services, and mental health services. Fort Bend CONNECT also offers networking opportunities with representatives from a wide variety of organizations, agencies, and ministries serving the Fort Bend community. Nearly 100 agency and community representatives regularly join Fort Bend CONNECT meetings.
- United Way of Greater Houston and Fort Bend County Office of Homeland Security and Emergency Management lead and convene Fort Bend Recovers, a collaborative network of nonprofit, faith-based, and governmental partners working together to address the long-term needs of Fort Bend County residents following a disaster.

Highlights From Our Waller County Center

- United Way's Waller County Center hosts the Western Area Networking Alliance (WANA), a network of nonprofit organizations, government agencies, and faith-based groups providing social services in Waller County and the surrounding areas. WANA brings together partner agencies and other social service organizations to collaborate and share information that will aid the community.
- The Waller County Center also hosts quarterly resource fairs that provide food, vaccinations, information, and referrals to our neighbors. Many of the WANA partners attend these fairs to share resources with community members. This past year, more than 800 Waller County residents attended four resource fairs at the Waller County Center.

Highlights From Our Montgomery County Center

- United Way Bright Beginnings has expanded in Montgomery County, welcoming Kid's World Learning Center in Willis to the Bright Beginnings family.
- United Way's Montgomery County Center hosts a non-partisan network of service organizations and government agencies that come together to network and share information that will assist them in their service to the community.

Celebrating 10 Years of Women Who Rock in Montgomery County

United Way Women Who Rock celebrated its 10th anniversary this year with a record amount raised for the Women Who Rock Child Care Scholarship Program. 750 supporters joined United Way and keynote speaker, astronaut Jessica Watkins, for the annual luncheon, which will provide 15 child care scholarships to help parents of young children as they further their education. This scholarship has supported more than 119 parents as they have pursued post-secondary education and has celebrated 22 graduates so far.

Special thanks to our Women Who Rock 10th Anniversary Co-Chairs Nicole Robinson Gauthier of Lone Star College Foundation, Andrea Gonzalez of Avanade, Inc., Sarah Trend of ExxonMobil, and the Women Who Rock Committee.



Thank You to Our Sponsors

presenting sponsor



10th anniversary sponsor



headliners

Chevron Phillips Chemical	Entergy	Tachus Fiber Internet	Sarah & Cliff Trend
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lead guitar

Bechtel	Mid America Mortgage	SWBC Mortgage
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band manager

Better Bookkeepers	Memorial Hermann The	Perez McGill Law Firm, PLLC
Corporate Incentives	Woodlands Medical Center	Robert Half
Hastings Law Firm	Houston Methodist The	Wells Fargo
Lone Star Family Health Center	Woodlands Hospital	Western Midstream
	Peg Welbes	The Young Learners

photo booth sponsor

Lockhart Lending Team

video sponsor

Silver Rock Productions

united way nonprofit connection

helps nonprofits better serve our community

Nonprofit Connection continued to provide leadership and professional development and capacity building services for area nonprofits throughout 2022 - 2023.

Collaborative partnerships included the Nonprofit Law Institute with Houston Young Lawyers Association; fall and spring financial series with Your Part-Time Controller; Points of Light volunteer management mini-series with Volunteer Houston; Dini Spheris's six-part fundraising series; and Best Boards with Rice University Center on Philanthropy and Nonprofit Leadership.

2022 Power Tools for Nonprofits Conference

United Way Nonprofit Connection again joined forces with CenterPoint Energy to present the 2022 Power Tools for Nonprofits Conference. The event drew more than 700 nonprofit professionals for a day of learning, information sharing, and networking. Keynote speakers included futurist Andy Hines, and diversity and inclusion author and consultant Jess Pettitt. Seven content tracks and 28 individual sessions were led by subject-matter experts.

CenterPoint Energy Emerging Leaders Institute

Recognizing the growing need for diverse nonprofit professionals ready to step into leadership roles, United Way Nonprofit Connection worked closely with CenterPoint Energy to develop a robust leadership development curriculum designed to prepare emerging leaders, especially leaders of color, to step into leadership roles in underserved communities. A unique aspect of the program has been the collaboration with the Texas A&M Mays School of Business, which provided robust opening and closing segments of the program, along with group coaching and the creation of individual leadership portfolios. The initial Emerging Leaders

cohort is composed of mid-managers representing an array of Houston-area nonprofits.

Project Blueprint

As Project Blueprint celebrates its 35th year, Class XLII began its intensive introduction to board service with a retreat at the Arboretum. The opening session featured Rice University's Dr. Stephen Klineberg who delivered engaging remarks highlighting Houston's demographic transformation. This session continues to set the stage for class members' immersion into roles they will play as future nonprofit board leaders. Other sessions include comprehensive overviews of financial, legal, fundraising, and strategic planning responsibilities of board members.

Board Fair

The United Way Nonprofit Connection Board Fair has been one of Greater Houston's primary nonprofit recruitment resources for more than 30 years. The 2022 Board Fair hosted 28 nonprofit organizations actively recruiting board and committee members. Participating agencies reported successful candidate recruitment among the more than 150 guests representing corporate, public, and private sectors.

First Friday Leadership Lessons

Nonprofit Connection launched First Friday Leadership Lessons, a series of conversations on leadership. CEOs of prominent leadership development organizations, including Nory Angel of American Leadership Forum; Brett Perlman of Center for Houston's Future; Judson Robinson, III of Houston Area Urban League; and Stephen Ives of YMCA of Greater Houston were among speakers who shared their unique perspectives on leadership.

Greater Houston Grantmakers' Forum

United Way of Greater Houston continues to convene the Greater Houston Grantmakers Forum (GHGF), a network of philanthropic partners from across Greater Houston that come together to build knowledge of community strengths, needs, and grantmaking practices. GHGF boasts a membership of almost 200 partners representing private, family, and corporate foundations. This year, GHGF explored equitable grantmaking practices, served as thought leaders in addressing the local nonprofit leadership pipeline, and served as a peer resource exchange strengthening the grantmaking sector across Greater Houston.

Women in Philanthropy

For more than a decade, United Way of Greater Houston has coordinated Women in Philanthropy. This intimate network of influential women across the philanthropic sector explores nonprofits making a significant impact across the spectrum of community need. Meeting monthly, members have the opportunity to participate in site visits and tours of local nonprofits. The group has explored programs focused on financial literacy for women and girls, supportive housing models, workforce development, and early childhood education.

Nonprofit Leadership Collaborative

The Nonprofit Leadership Collaborative welcomed 200 guests for its final forum, Love as a Leadership Strategy, featuring authors Mohammad Anwar, Frank Danna, Jeffrey Ma, and Christopher Pitre. Nonprofit Connection is a founding partner of the Collaborative, an initiative that has brought prominent authors and thought leaders such as Robert Putnam, Ronald Heifetz, Marshall Goldsmith, Dan Heath, and Jim Kouzes to Houston exclusively for nonprofit audiences.

Workshops and Trainings

United Way Nonprofit Connection hosts workshops, trainings, and development

opportunities throughout the year. All programming is developed in partnership with experts who provide their expertise on a pro bono basis. This year's workshop topics included grantwriting, legal matters, fundraising, and volunteer management.

Nonprofit Connected developed and delivered customized training programs for Alliance of Community Assistance Ministries, Equity and Inclusion Grant Program, Houston Food Bank, Houston Methodist Diversity, Equity and Inclusion Grant Program, the Rice University Jones Graduate School of Business Capstone program, and the Texas Alliance of Information and Referral Specialists.



partnerships

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 network and our community.

Understanding and Improving Outcomes for Financially Struggling Families in Partnership With Kinder Institute for Urban Research

United Way of Greater Houston and the Kinder Institute for Urban Research at Rice University have established a research-practice partnership aimed at improving outcomes for the many financially struggling families and individuals in Greater Houston. Over the last year, we jointly developed and conducted a survey of community organizations, with nearly 300 respondents from almost 90 organizations, which culminated in an eight-episode listening session to establish a joint research agenda. The input from partner organizations has helped to shape our joint research agenda 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.

Complete Communities – Houston Financial Empowerment Center

In April 2022, United Way made a substantial investment in the Houston Financial Empowerment Center (HFEC), a key economic mobility program within City of Houston Mayor Sylvester Turner's Complete Communities initiative. Complete Communities is focused on improving neighborhoods that have historically been underserved and under-resourced.

The HFEC launched in January 2020 as a free, on-demand, professional financial counseling service for all Houstonians regardless of income, employment status, or resident status. Professionally trained counselors help individuals manage their finances, pay down debt, increase savings, establish and build credit, and access safe and affordable banking products.

As Houston continues to recover from recent disasters and the global pandemic, the HFEC provides an economic recovery tool for individuals and families to regain control of their finances by helping them develop paths to financial stability and economic mobility.

Frito-Lay Food Access Event

In September, Frito-Lay and H-E-B teamed up with United Way of Greater Houston, Houston Food Bank, and Impact Church of Houston to provide food and other resources to 500 local families. Frito-Lay provided nonperishable food items, produce, milk, and Frito-Lay snack packs, and H-E-B provided gift cards to help each family purchase proteins and other perishable items. The 211 Texas/United Way HELPLINE and SNAP were on-site to connect families with additional community resources.

Partnering With Entergy to Provide Relief

Summer brought a number of challenges for Entergy Texas customers: near record-breaking temperatures across the state led to historic peak electricity usage, the cost for goods and services increased significantly due to inflation, and the surge of natural gas prices caused higher-than-usual gas bills.

Entergy Texas partnered with United Way of Greater Houston to provide \$1.3 million in bill assistance to Entergy customers experiencing ALICE (Asset Limited, Income Constrained, Employed) across the state. In September 2022, qualifying Texas Entergy residential customers were able to apply for a one-time \$150 credit on their Entergy bill. The partnership provided much-needed relief to more than 8,500 families.

Narrowing the Digital Divide

Comcast and the Houston Texans teamed up with United Way to surprise three of our funded partners with digital equity grants to help close the digital divide. They also provided a grant to bolster 211's efforts to support our community with access to digital resources for job searches, resume building, and related needs.

We also joined forces with EY, Comcast, and Urban Enrichment Institute to provide 300 Chromebooks to local youth. EY donated Chromebooks and had volunteers on-hand to provide one-on-one digital literacy training, and Comcast shared information about the Affordable Connectivity Program to help families access affordable internet services.

disaster

recovery, resiliency, and preparedness

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. Year-round, we plan, prepare, and work to help our neighbors and our community be better positioned when disaster strikes.

Disaster Summit

In April, United Way of Greater Houston partnered with OneStar to bring the annual Houston Nonprofit Disaster Summit to the entire Lone Star State. The theme of this year's summit was "Reimagining the Future of Recovery" and brought together nonprofit, faith-based, and government partners to connect and collaborate on changes to the nonprofit disaster sector and how organizations can adapt and thrive in a rapidly changing environment.

East Harris County Severe Weather

On January 24, 2023, East Harris County was impacted by severe weather and tornadoes that affected more than 1,000 families in Pasadena, Deer Park, and Baytown. To help our neighbors in their recovery efforts, United Way of Greater Houston and Greater Houston Community Foundation made an investment of \$350,000 to provide emergency financial assistance, home repair assistance, and unmet needs/financial assistance funds that can be used to help with insurance deductibles; roof, fence, and window repairs; transportation; replacing furniture and major appliances; rent and deposits; utility down payments; and locating affordable housing.



Partnership With Greater Houston Community Foundation

In 2021, we announced a strategic partnership with Greater Houston Community Foundation to coordinate response and recovery efforts in times of disaster. This partnership is centered around utilizing established systems and processes to activate and fundraise quickly in the aftermath of a disaster when a swift response is critical. In 2022, we expanded that partnership to focus on strengthening our community's preparedness and resiliency.

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

Long-Term Recovery Committees

Year-round, United Way leads and convenes 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. 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 40 long-term recovery committee meetings with 1,000 attendees.

Learn more about the Harris County Long-Term Recovery Committee at their new website, harriscountyrecover.org.



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. This past year, 7,000 volunteers contributed 25,000 hours to United Way of Greater Houston through nearly 300 volunteer projects.



Centennial Book Buddies

In honor of our centennial, volunteers and corporate partners made 2,023 Book Buddy Literacy Kits to help children build their home libraries! These kits include a handmade character puppet, a brand new high-interest book, and other fun literacy tools like branded pencils, erasers, bookmarks, and word search booklets.

MLK Day of Service/Black History Month Book Drive

In its third year, the MLK Day of Service Book Drive collected more than 2,044 books featuring diverse characters and written and illustrated by people of color. The books were given to students at three schools in Harris and Montgomery counties. This year, Regions Bank partnered with United Way to host book drop-off spots at 48 of their Greater Houston-area branches. We are grateful for the continued support of our corporate partners that hosted drives including Amegy Bank, The Friedkin Group, SLB, and Woodside Energy.



Impact and Leadership Circle Book Sort

Impact and Leadership Circle members spent time sorting, preparing, and putting notes of encouragement in 830 books written, illustrated by, or featuring characters of color collected from our MLK Day of Service book drive. The books were given to students across our community as part of Read Across America Day on March 2.



Read Across America Day

On Read Across America Day, United Way volunteers visited local elementary schools to read with 800 students in 42 classrooms! Volunteers got kids excited about reading and gave out 800 books collected as part of our MLK Day of Service Book Drive.

Women's Initiative Mother's Day Volunteer Project

Leading up to Mother's Day, ExxonMobil Women's Initiative members got together to do something special for United Way Bright Beginnings parents. Volunteers handcrafted more than 115 Mother's Day cards and donated gift cards to put inside of them as gifts for parents whose children are in United Way Bright Beginnings. These gifts helped the parents of Bright Beginnings students cover essential items their families need to succeed.



Backpack Bash

Thanks to generous corporate partners and volunteers, this year's Backpack Bash backpack and school supply drive provided more than 800 backpacks full of supplies to students in eight Out 2 Learn programs and seven United Way Bright Beginnings centers.



Fall Family Day of Action

More than 60 volunteers and their families came out for the annual Day of Action in October. The group made 743 dental hygiene kits, more than 85 kitchen essentials kits, 50+ Book Buddies, and 11 blankets to help ease the burden of 1,000 families in Greater Houston.



LINC Holiday Cheer Project

LINC members helped make sure children in United Way Bright Beginnings had holiday gifts to unwrap by collecting books, toys, and basic needs items, like coats and diapers, and wrapping them for 80 families to share over the holidays.



Women's Initiative Wrap and Wine Volunteer Project

After weeks of collecting engaging and educational books, Women's Initiative members gathered to spread holiday cheer and wrap more than 900 books as gifts for children in United Way Bright Beginnings. Having high quality books at home gives Bright Beginnings families the tools they need to build a strong literacy foundation.

Loaned Executives

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

the community campaign

fuels our work

Under the leadership of Campaign Chair Eric Tanzberger, we are increasing our forward momentum, raising more than \$57 million in our Community Campaign, with an additional \$8 million in revenues primarily from certain foundation and government grants, bequests, and sponsorships. It is with tremendous gratitude that we thank the individuals, corporations, foundations, partners, and others whose generosity helps our neighbors land on their feet—and stay there.

Campaign Co-Chairs

Decie Autin	Caitlin Geisinger
Stephanie Bottos	Stephen Ives
Jason Canter	Victoria Lazar
Amy Chronis	Jan Claire Phillips
Nick T. Clausi	Tai Prince
Clara Cooper	Tracie Renfroe
Mitchell Crocker	Karen Kershner Slack
Neil Duffin	Steve Stephens
Caroline Fant	George Yang

Million Dollar Corporate Donor Circle

This year, 12 incredible companies contributed one million dollars or more to the annual campaign.

- ExxonMobil: \$10.9 million
- ConocoPhillips: \$3.6 million
- Phillips 66: \$3.3 million
- CenterPoint Energy: \$1.4 million
- Entergy: \$1.38 million
- Service Corporation International: \$1.38 million
- H-E-B: \$1.36 million
- TechnipFMC: \$1.3 million
- SLB: \$1.2 million
- Williams: \$1.1 million
- Memorial Hermann Health System: \$1.1 million
- Enbridge: \$1.1 million



Alexis de Tocqueville Society

Under the leadership of Co-Chairs Amy Chronis, Nick Clausi, and Dr. George Yang, 494 generous members of the Alexis de Tocqueville Society contributed more than \$14 million this year, including 48 new members who gave \$571,000.

Alexis de Tocqueville Society Major Donors

120 Major Donors (\$25,000-plus) contributed more than \$9.4 million to United Way of Greater Houston this year. These donors provide a foundation of support that helped lift up 2 million of our neighbors last year.

Forty-Three Families Contributed \$100,000 or More

Our Luminaries (\$1,000,000-plus), Humanitarians (\$500,000-\$749,999), Platinum Visionaries (\$250,000-\$499,999), Visionaries (\$200,000-\$249,999), Platinum Benefactors (\$150,000-\$199,999), and Benefactors (\$100,000-\$149,999) are outstanding community champions whose leadership and support helps our neighbors land on their feet—and stay there. This stellar group of 43 families contributed nearly \$7 million this year. We proudly recognize and thank these extraordinary Alexis de Tocqueville Society members.



Luminaries

Nancy and Rich Kinder

Humanitarians

John B. Hess

Platinum Visionaries

The Robert and Janice
McNair Foundation

One donor wishes to
remain anonymous

Visionaries

Charles Butt

Jeri and Marc Shapiro

Janet and John Carrig

Bonnie and David Weekley

Lynn and John Elsenhans

Platinum Benefactors

Joan and Stanford Alexander
Mr. and Mrs. Dan Friedkin

Wendy and Jeff Hines

Benefactors

Dorothy and Mickey Ables

Becky and David McClanahan

Skip and Shirley Allen

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Polly and Murry Bowden

Anna and Scott McLean

Mo and Ric Campo

Amanda McMillian and
Benjamin Holloway

Linda and Willie Chiang

Gary Petersen Family

Nancy and Charles Davidson

Jeanine and Douglas
J. Pferdehirt

Anne S. Duncan

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The Twilight and Marc
Freedman Foundation

Stephanie and Brad Tucker

Greg and Gail Garland

Phoebe and Bobby Tudor

Sandy and Kent Ketchum

Linda and Steve A. Webster

Ryan and Lisa Lance

Cyvia Wolff

Rochelle and Max Levit

Two donors wish to
remain anonymous

Bruce and Kate March

Women's Initiative

Led by Co-Chairs Decie Autin, ExxonMobil annuitant, and Karen Kershner Slack of Slack & Co. Contracting, 592 members of the Women's Initiative contributed more than \$4.6 million this year. In addition to fostering a network of leading professionals in Greater Houston, the Women's Initiative signature Wrap and Wine Volunteer Project collected and wrapped more than 900 books as gifts for students in United Way's Bright Beginnings.

Young Leaders

992 United Way Young Leaders, led by Tai Prince of TechnipFMC and Caitlin Geisinger of Burns & McDonnell, contributed more than \$2 million in support of United Way's work this year. In 2022, Young Leaders were thrilled to return to in-person programming and events, including roundtable discussions with United Way of Greater Houston's Board of Trustees and the Fall Day of Action, in which Young Leaders, along with their friends and family, helped uplift our community through a variety of volunteer activities.

LINC (Lead. Impact. Network. Change.)

This year, 377 LINC members (individuals under the age of 30) contributed \$360,000 to United Way of Greater Houston. LINC creates a path to philanthropy for emerging leaders who want to make a difference in their communities. LINC provides young professionals with volunteer activities like a holiday toy drive, along with engaging networking opportunities, like speaker events and trivia nights.

Impact Circle

This year, 641 Impact Circle members contributed more than \$2 million to United Way of Greater Houston's annual campaign. Co-Chairs Stephanie Bottos of Valero Houston and Mitchell Crocker of Houston Christian University created engaging volunteer opportunities throughout the year, including the MLK Day of Service Book Drive, which collected more than 800 books celebrating stories of diversity by artists and illustrators of color for Read Across America Day.

Leadership Circle

Led by Jason Canter of ExxonMobil, 230 Leadership Circle members contributed \$1.4 million this year in support of United Way of Greater Houston's Community Campaign. Members of this distinctive group participated in volunteer activities across our community and celebrated their achievements with a special appreciation dinner in their honor.

Law Initiative

The United Way Law Initiative, under the leadership of Co-Chairs Tracie Renfroe, partner at King & Spalding, and Victoria Lazar, executive vice president, chief legal officer and secretary for TechnipFMC, supported by a strong committee, raised more than \$904,000 for the United Way of Greater Houston campaign. Thirty-one law firms ran a campaign or made a corporate gift to United Way, including four running a campaign for the first time.

Planned Giving

Through planned gifts, individuals who have already created remarkable legacies of volunteerism and support have stepped forward to ensure that United Way can fulfill its mission for years to come. These generous donors have committed more than \$5 million to United Way, ensuring a future full of possibility.

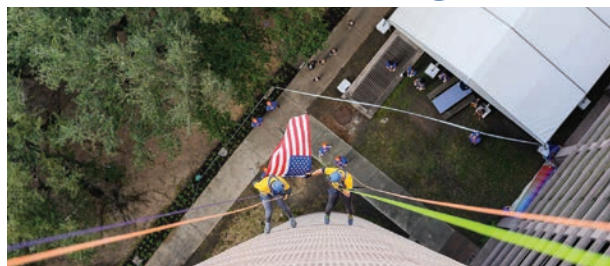
We are thankful to the foundations that invested in our work this year.

Andrews Foundation
Bank of America
Bayou Charitable Trust
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Comcast NBCUniversal
The Cullen Foundation
The Elkins Foundation
Fred and Mabel R. Parks Foundation
Harris County Office of County Administration
HCA Houston Healthcare
John P. McGovern Foundation
JPMorgan Chase Foundation
PNC
The Robert and Janice McNair Foundation
Robert W. Knox, Sr. & Pearl Wallis Knox Charitable Foundation
PepsiCo Foundation
Texas Mutual Insurance
Truist Foundation
Wells Fargo Foundation
The Wortham Foundation

reaching new heights

stretching the limits

and having fun



Rappel for a Reason

On November 4, after raising \$1,500+ each, nearly 50 brave individuals rappelled off the 26-story Galleria DoubleTree Hotel to show their support for United Way in a big way! It was an energizing day with friends, teams, and sponsors gathered on the ground to show their support and cheer for the rappellers. We are so grateful to everyone who made the first Rappel for a Reason a huge success!

Thank You to Our Rappellers

Sarah Adams
Service Corporation
International

Laif Afseth
Amegy

Jennifer Ashe
Amegy

Bayasa Batsaikhan
Deloitte

Ashley Billard

Cherri Carbonara
Carbonara Group

Emily Cloud
Phillips 66

Stalin Colinet
KPMG

Jonathan Cook
Deloitte

James Crandall
Williams

Hanna Darnall
Amegy

Diesel
Houston Dynamo

Beth Dombrowa
Service Corporation
International

Adam Dorminey
JPMorgan Chase

Melissa Garza

Sara Hallam
Williams

Scott Hallam
Williams

Dr. Angel Harris
United Way of
Greater Houston

Diane Harrison
Deloitte

Angela Mary Hazlett

Sapna Hohman
Service Corporation
International

Martha Janousek
Williams

Jerry Kendall

Dwayne Koehn
Plains

Andrea Low
Service Corporation
International

Liam Mallon
ExxonMobil

James Marshall
TechnipFMC

Amanda McMillian
United Way of
Greater Houston

Lisa Nelson
Amegy

Kevin O'Neil
Plains

Olivia Pfannenstiel
Williams

Kathleen Pluchinsky
Stacy Cashiola Prinz
Service Corporation
International

Scott Pruyn
Plains

Katherine Richards

Chase Roe
JPMorgan Chase

Joseph Rohi
International SOS

Syed Safdar
Deloitte

Brandon Slack
JPMorgan Chase

Bob Strode

Eric Tanzberger
Service Corporation
International

Jenna Thomas

William Venegas
DoubleTree

Janna Webber
Hines

Shyann West
SLB

Vanessa Wollin
United Way of
Greater Houston

Thank You to Our Sponsors



Service Corporation
International

Deloitte. PLAINS



Martyn E. Goossen



Engaging Young Leaders

United Way board member Scott Hallam invited some of our Young Leaders to talk about their experiences and goals while taking on some daring activities! Young Leaders Co-Chair Tai Prince joined Scott for an aerial yoga session and Young Leaders member Ge'Juan Cole teamed up with Scott to try axe throwing. Their conversations were turned into short video clips we shared on social media to show people what Young Leaders is all about.

Young Pipeline Professionals

In October, United Way partnered with Young Pipeline Professionals (YPP) for their first service event. YPP volunteers, led by Matthew McCutchen of Phillips 66 and Tyler Tunic of Williams, assembled 250 Halloween-themed dental kits for children to promote dental hygiene after trick or treating. They also spent time networking and learned about United Way's work and impact from Young Leaders Co-Chair Caitlin Geisinger of Burns & McDonnell, Scott Hallam of Williams, and Dr. Angel Harris of United Way.



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!

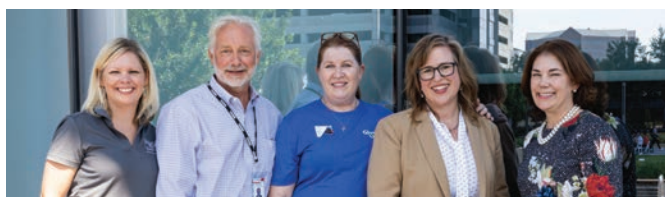


ExxonMobil

"United Way of Great Houston's mission of helping neighbors in need is one everyone should support. ExxonMobil has been a partner for the better part of a century, and we're proud of playing a part in making our hometown and its communities stronger. United Way of Greater Houston works every day simply to help those who are struggling to locate basic needs like food and housing, gain a stable financial foothold, escape abuse, and more. This is noble work which we salute."

Liam Mallon

President, ExxonMobil Upstream Company



ConocoPhillips

"Since 1988, ConocoPhillips has been a proud partner of United Way of Greater Houston and its efforts to create opportunities for local families to gain financial stability and build stronger, more sustainable futures for themselves and their children. With 47% of households across the Greater Houston area living below the federal poverty threshold or unable to afford the basic necessities of life, the United Way and its partner agencies work tirelessly to help our neighbors in need, and the Houston community to thrive."

Ryan M. Lance

Chairman and CEO, ConocoPhillips



Phillips 66

"Sharing our time and talent to make an impact in the communities where we live and work is key to our mission of providing energy and improving lives. Volunteering is a reminder of what it means to be a good neighbor."

Mark Lashier

President and CEO, Phillips 66



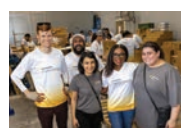
CenterPoint Energy

"CenterPoint Energy is proud of our longstanding work with United Way, helping connect our neighbors and customers in crisis to urgently needed services for more than 30 years. As an organization that touches countless individuals throughout the communities we serve, we are confident that our support is going to help those that need it most."

Lynnae Wilson

Senior Vice President, CenterPoint Energy Electric Business

We also thank Million Dollar Circle members, Enbridge, Entergy, and SLB for their outstanding support.





Service Corporation International

"At SCI, we believe in giving to causes that enhance and promote the well-being of individuals from all walks of life. One way we do that is by supporting United Way of Greater Houston, which reaches myriad community-based organizations dedicated to strengthening the local community. As Community Campaign Chair, I saw the collective power we have to help thousands of Houstonians land on their feet and stay there. Together, we can make a difference."

Eric Tanzberger
Senior Vice President and Chief Financial Officer, Service Corporation International



TechnipFMC

"It's great to see our employees come together and support United Way each year with donations and volunteering. TechnipFMC always punches well above our weight when it comes to giving back to the communities in which we live and work."

Justin Rounce
Executive Vice President and Chief Technology Officer, TechnipFMC



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



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



Memorial Hermann

"At Memorial Hermann, improving health is at the heart of everything we do. As an organization, we've committed to do all we can to uplift our communities and address the social needs that can negatively impact people's health, including poor access to food and shelter and lack of a clear path to financial stability. We share these goals with the United Way and are a proud supporter of the United Way's work in Greater Houston. Memorial Hermann is honored to continue our partnership with the United Way to create healthier communities, now and for generations to come."

Dr. David L. Callender
President and CEO, Memorial Hermann

thank you



community supporters

Special thanks 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
Entergy
H-E-B
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Enbridge
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The Friedkin Group
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Plains
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Deloitte
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We also thank those donors who wish to remain anonymous.

volunteer of the year

Sue Payne



Sue Payne was named the 2022 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.

Sue Payne has shared her time, passion, and expertise with United Way of Greater Houston in so many ways for so many years.

Sue was elected to United Way's Board of Trustees in 2014 and served in that role for eight years, providing leadership and guidance to the organization through changing times.

Her thoughtful counsel has been invaluable during some of United Way's most transformational moments.

As a member of the Strategic Alignment Committee, and chair of the sub-committee charged with developing and building out the Integrated Client Journey and the single investment process, Sue was actively involved in helping set the direction of the core work under United Way's new vision.

As a member of the Community Impact Committee, Sue championed United Way's efforts to support the development of children and youth and brought a sharp eye to the committee's oversight and stewardship roles.

Sue also served as chair of United Way's Education Council, overseeing the organization's initiatives and investments related to academic success for children and youth including United Way Bright Beginnings, Out 2 Learn, Houston's Kids, United Way M.A.T.H., and parent engagement programming. She not only led the Council, but also provided significant thought-partnership as United Way

transitioned this work as part of its new vision.

As Sue worked tirelessly to ensure United Way's work and investments were strategic, sound, and impactful, she also served as a leader on the campaign side, helping raise funds to fuel United Way's community impact.

Sue co-chaired the Women's Initiative during the 2009-2010 and 2010-2011 campaigns and served on the Women's Initiative Steering Committee from 2015 to 2021. She is an incredibly generous supporter of United Way's work and has been an Alexis de Tocqueville Society member since 2003, a Major Donor for more than 10 years, and past co-chair of the Alexis de Tocqueville Society.

Sue was also actively involved with the United Way campaign at ExxonMobil, where she spent 37 years in global oil and gas exploration, development, and production, and served as chief operating officer of the National Math and Science Initiative, working with teachers nationwide to increase student proficiency in science, technology, engineering, and math.

Sue has been a tireless advocate for United Way's work, especially its work around early childhood education and creating a pathway for children and youth to succeed.

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

centennial awards

recognizing a legacy of service

Volunteer of the Century: Scott McLean

United Way is honored to recognize Scott McLean as our Volunteer of the Century. Scott is a long-time and dedicated volunteer who has devoted his time, energy, and expertise to United Way in so many capacities over the years.

Over more than 25 years, Scott has given his time and talent to help us make meaningful progress in garnering resources and executing strategies that help families in our community land on their feet—and stay there. He has served as chair of United Way's Board of Trustees and Executive Committee and as chair of the CEO Search Committee. In 2017, he was elected as United Way of Greater Houston's first-ever Trustee Emeritus.

Scott led the Community Campaign in 2008 – 2009, raising extraordinary resources in the wake of two storms – Hurricane Ike and the global economic crisis. In the aftermath of Hurricane Harvey, Scott, along with a small group of volunteers

and United Way staff, raised more than \$54 million for hurricane relief.

Scott chaired the Alexis de Tocqueville Society twice and led the effort to increase giving at the Tocqueville Society's Benefactor level while also helping to establish the Visionary level. Scott, along with his wife Anna, also chaired the capital campaign to build a new home for the growing 211 Texas/United Way HELPLINE.

Scott's commitment to United Way is unmatched and our organization and our community are better and stronger for his selfless service. It is our great honor to recognize Scott as our Volunteer of the Century.



Company of the Century: ExxonMobil

We are thrilled to honor ExxonMobil as our Company of the Century. United Way of Greater Houston and ExxonMobil have been community partners for more than 70 years. During that time, the two organizations have worked together to improve the lives of thousands of our neighbors and to make our entire community stronger and more resilient.

Over the last seven decades, ExxonMobil and its employees have invested more than \$700 million in our community through United Way of Greater Houston. The ExxonMobil team has also given tens of thousands of volunteer hours to improve facilities, plant gardens, build playgrounds, and support our funded partners and clients. ExxonMobil leaders have lent their time and expertise to United Way through service on our board, committees, and in other volunteer leadership roles. Four ExxonMobil presidents have chaired the annual United Way Community Campaign.

20 years ago, ExxonMobil partnered with United Way to create United Way Bright Beginnings, and ExxonMobil has provided two decades of generous support to that initiative, which has

prepared more than 15,000 children for success. The company has also been a long-time lead sponsor of United Way Women Who Rock, helping to provide child care scholarships that allow parents to pursue higher education.

As a Caring Champion, ExxonMobil helps underwrite United Way events and activities throughout the year. They have also been long-time supporters of our Loaned Executive program, lending United Way the talent of their employees to help share our story and rally others to get involved.

We are grateful for all of the extraordinary ways ExxonMobil has supported United Way of Greater Houston over the years, and it is our privilege to recognize them as our Company of the Century.



Trailblazer Award: Lynne Liberato

Lynne Liberato has been a true trailblazer for United Way of Greater Houston. She has served as chair of United Way's Board of Trustees and as a long-time member. As chair of the board, Lynne led the adoption of a plan to grow revenue and impact. She was also the architect and founding chair of the United Way Law Initiative and helped establish and lead the United Way THRIVE Council.

Under her leadership as Campaign Chair, the Community Campaign raised more than any other year in our history. Lynne has also served as chair of the Women's Initiative and as a member of the Alexis de Tocqueville Society Steering Committee,

Legacy Award: The Fraga Family

The Fraga Family, including brothers Lupe and Felix, and Lupe's son Stephen, has a long legacy of leadership and community service, and United Way of Greater Houston is fortunate to be one of the organizations the Fragas have championed over the years. Lupe and Stephen both served on United Way's Board of Trustees and Executive Committee, and Stephen also served as a member of the Strategic Thinking Committee and as chair of the Community Impact Committee.

Felix and Stephen were both recognized as United Way Volunteers of the Year, in 1987 and 2020 respectively. Felix devoted much time and passion to speaking on behalf of United Way, sharing his own experience and rallying others to join the cause. His nephew

helping both groups become cornerstones of our campaign.

In the wake of Hurricanes Katrina and Rita, Lynne led a small group of board members guiding United Way's response. She went on to lead the organization's Long-Term Recovery Committee.

For her leadership and innumerable contributions, we are proud to recognize Lynne with the Trailblazer Award.



Stephen followed in those footsteps, sharing the United Way story at campaign events and sharing his expertise with our Young Leaders.



Lupe, Felix, Stephen, and the entire Fraga family have been deeply involved in our community for decades, creating an unrivaled family legacy of giving back. United Way is honored to be part of that family tradition and to honor the Fraga family with the Legacy Award.

Hero Award: Dorothy Ables

Dorothy Ables has been a hero for United Way of Greater Houston for decades. She is a long-time volunteer and board member and has served on the Executive Committee and CEO Search Committee and as chair of the Resource Development Committee.

Dorothy co-chaired the Alexis de Tocqueville Society in 2008 and 2009 and is one of the architects behind the group's match program and Major Gifts Society. She also helped establish the United Way Women's Initiative and remains an active member of the group.

As chair of the 2012 - 2013 campaign, Dorothy set an ambitious goal and surpassed it, setting a new record, with contributions topping \$81.5 million. Dorothy is currently the chair of our Building Possibilities Campaign, a capital campaign supporting needs related to United Way's new strategy.



Dorothy is a dedicated and strategic volunteer who has served United Way in so many ways. She is a true community hero, and we are thrilled to recognize her with the Hero Award.

Pillar Award: Gerald Smith

Gerald Smith is a pillar of our United Way and our community. He has been a dedicated United Way volunteer leader for more than 30 years. He has served on United Way's Board of Trustees and as chair of the board and the Board Governance and Nominating Committee. During that time, he helped lead United Way of Greater Houston's first agency funding transition.

Gerald and his wife, Anita, are long-time Alexis de Tocqueville Society members. Gerald chaired the Alexis de Tocqueville Society during the 2000 - 2001 campaign, and the group set

a record for new members under his leadership. Gerald's leadership was also pivotal in helping United Way build relationships with diverse communities and establish an African American giving society.

Gerald's strategic vision and thoughtful counsel have been invaluable to United Way over the last three decades, and we are excited to honor him with the Pillar Award.



thank you _____ centennial caring champions

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

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united way of greater houston 2022 – 2023 board of trustees

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For a complete financial summary, visit unitedwayhouston.org.