

connecting people



to possibility



2023
2024

annual report

Inaugural Young Leader of the Year: Tai Prince

In 2023, we awarded the first-ever Young Leader of the Year Award to Tai Prince, corporate social responsibility manager at TechnipFMC. The Young Leader of the Year Award recognizes a bold young professional who is a pacesetter in their company or organization, leads by example, and makes a name for themselves through hard work, active engagement, and great results. Tai is all of the above. She has served as a Young Leaders Council member, chair of Young Leaders, and co-chair of TechnipFMC's United Way campaign. She is the leader of the BOLD (Black Organization for Leadership and Development) employee resource group at TechnipFMC, an advocate for STEM, and a role model for women in energy. Tai is a thoughtful leader and a tireless community volunteer who is involved with several community organizations and causes. Thank you for all you do, Tai!



United Way of Greater Houston recognized as an Outstanding Diverse Organization

United Way of Greater Houston was honored to be recognized as a 2024 Outstanding Diverse Organization by the Houston Business Journal. HBJ's Diversity in Business Awards recognize organizations that harness diversity within their workforces and actively take the lead to promote and champion diversity within the community.



Amanda McMillian named one of Houston Business Journal's Most Admired CEOs

United Way of Greater Houston President and CEO Amanda McMillian was named among the region's Most Admired CEOs by the Houston Business Journal in 2023. These CEOs were recognized for their outstanding career achievements, leadership skills, and commitment not only to their profession, but also to the community.



friends,

This year began with the celebration of a monumental milestone—100 years of service to Greater Houston. We gathered in May to toast the people, partners, and community that made it possible, including Company of the Century, ExxonMobil, and Volunteer of the Century, Scott McLean.

We are proud to build on the legacy of service that so many of you helped create, and to embark on another century of helping our neighbors and our community thrive.

And this past year, we did just that.

We wrapped up our first full year of Navigators working one-on-one to help clients along their own personalized journeys to financial stability. We launched a technology tool to support that work and collaborated with our partners to help more of our neighbors thrive.

In partnership with Greater Houston Community Foundation, we launched the Greater Houston Disaster Alliance to lead our community's philanthropic disaster response, strengthen year-round disaster preparedness, and ensure that our region has the social services network and systems in place to respond rapidly, equitably, and effectively in times of disaster.

Thanks to a grant from Harris County, we put our experience developing high-quality child care programs through United Way Bright Beginnings to work, partnering with BakerRipley to launch Early REACH, an initiative to provide high-quality child care to 800 more children by creating additional space within existing programs.

We continued working to lift up diverse voices in our community this year. We celebrated the 35th anniversary and 43rd graduating class of Project Blueprint, our unique board development program that prepares emerging and current leaders of color for leadership roles on nonprofit and public sector boards and committees. In June, we were honored to become the home of a special Juneteenth mural co-created with renowned artist Reginald Adams. In October, we hosted a session on mental health as part of our Diverse Perspectives

series. And we celebrated the legacy of Martin Luther King Jr. and Black History Month with a book drive focused on collecting children's books featuring diverse characters, written and illustrated by people of color.

In February, we kicked off the second three-year open funding process as part of the new strategy we launched in 2021, incorporating learnings, celebrating our progress, and feeling excited about the future.

Everything we achieved this past year was made possible by you—our donors, partners, and friends. Whether you read with kids or rapped for a reason, whether you supported a workplace campaign or this year's record-breaking Women Who Rock event, whether you shared a story, gave your time, talent, and treasure, or supported United Way as you shopped or dined, you provided the fuel that enabled us to help our neighbors land on their feet—and stay there.

Thank you for being part of our legacy and our future.



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 31% of households are working hard but can't afford the basic necessities of life. **And that's not okay.**

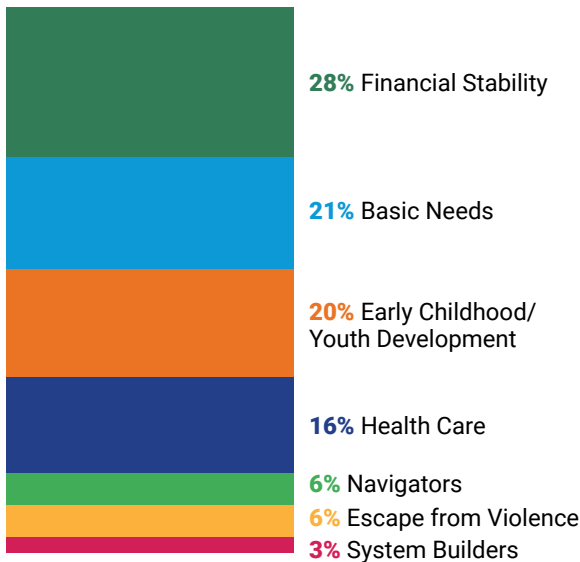
We unite donors, volunteers, and community partners to help our neighbors land on their feet—and stay there.

With your help, United Way of Greater Houston creates 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 unite the public sector, the private sector, and you, to help bring lasting change to our community.

Navigators and an Integrated Client Journey 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's a snapshot of how we invested in our community last year:



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. Individuals and families experiencing ALICE may be hidden in plain sight – your child care worker, teacher's aide, the cashier at your supermarket, healthcare 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 31% of families are employed, but struggling to afford the basic necessities.

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, and how the organizations we invest in promote and prioritize diversity, equity, inclusion, and belonging.

Celebrating 35 years of Project Blueprint

United Way Project Blueprint prepares aspiring leaders of color for board service, ensuring that Greater Houston's nonprofit sector reflects the rich diversity of our community. Begun in 1988 by United Way board member Dorothy Caram, Project Blueprint is a vital resource for nonprofits committed to board diversification. To date, 43 classes with 1,014 graduates have completed this signature program, a testament to Dr. Caram's vision.

In February 2024, Project Blueprint launched Class 44, continuing the longstanding tradition of preparing members of Houston's rich diverse communities for board service.



"Dr. Caram is the architect of Project Blueprint. She doesn't speak about her role frequently because she knows the legacy and empowerment that she created with Project Blueprint."

- Adrian Garcia, Harris County Precinct 2 Commissioner and Project Blueprint Class XIII graduate

CenterPoint Energy Emerging Leaders Institute

With generous support from CenterPoint Energy, Nonprofit Connection recently launched the third cohort of the CenterPoint Energy Emerging Leaders Institute, aimed at addressing the need for more diverse nonprofit professionals ready to step into leadership roles. This unique program combines training by Texas A&M's Mays School of Business Center for Executive Development with content-rich sessions that highlight emotional intelligence and build on strategies for personal, team, and community leadership.

A lasting celebration of Juneteenth

United Way celebrated Juneteenth with the dedication of a special mural co-created with renowned local artist Reginald Adams, that highlights the journey of slaves in servitude to community leaders and emphasizes the values of empathy, compassion, and social responsibility. This piece, which is now proudly on display in our Community Resource Center, was created as part of a project led by Interfaith Ministries for Greater Houston, Volunteer Houston, and Houston Arts Alliance.

Mental health matters

We continued our Diverse Perspectives series with an event focused on mental health in October. A panel of mental health experts, including Patricia Daza, Ph.D., ABPP, Marcellina Melvin, MA, and Jenny Tzu-Mei Wang, Ph.D., led a powerful discussion on breaking the stigma surrounding mental health, empowering individuals with essential resources, and fostering non-judgmental well-being in the workplace.



211: connecting our neighbors

In 2023, the 211 Texas/United Way HELPLINE connected 1.2 million of our neighbors with help, hope, and critical 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 financial stability, 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.

Many ways to connect

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.

211 facts:

- The number of calls to the 211 Texas/United Way HELPLINE has **quadrupled** since 2005.
- HELPLINE specialists can assist callers in over **150 languages**.
- Our 211 answers calls for **33 counties during the day and 70% of Texas** after-hours and on weekends.
- Our 211 contracts are for **three Area Information Centers** for the Gulf Coast region, Coastal Bend region and North Central Texas region.
- In the last 21 years, our 211 has made **16.8 million** connections to help.
- We have **9,018 assistance programs** in our resource database.





Project Dash at work

Target Hunger is one of several community partners that has leveraged local delivery creatively. They ensured our neighbors are prepared for a disaster by delivering comprehensive Hurricane/Disaster Emergency packages, which consist of preparedness materials, flashlights, waterproof phone cases, secure document bags, and other supplies. Houston Food Bank also utilizes our Project Dash partnership to help clients access transportation to food pantries or food deliveries.

Supporting energy assistance

During the last year, our 211 team provided intake and support for more than 7,000 individuals seeking utility assistance through a partnership with BakerRipley for the Comprehensive Energy Assistance Program.

Project Dash delivers food and essentials

Project Dash empowers food banks, food pantries, and other social impact organizations to use DoorDash logistics to power the delivery of charitable food and other essential items. In 2023, our 211 Texas/United Way HELPLINE facilitated more than 9,750 Project Dash deliveries to support our neighbors.

Free transportation via Ride United

Through our Ride United Transportation Access program, we provided 610 of our neighbors with transportation for health care, employment, and social services through Lyft this year. The free transportation provided is valued at more than \$108,000.

Strike Team provides emergency support

A new Strike Team is set to provide disaster and crisis response services to individuals and families in Harris, Fort Bend, Montgomery, and Waller counties. Through an emergency/crisis care coordination approach, they will work with individuals to develop individual stabilization plans and partner with community service providers to provide expedited care and ongoing resources that support sustainability and resiliency.

Helping children grow

We are proud to partner with Help Me Grow Gulf Coast (HMG), a new initiative that launched in Harris and Galveston counties in late 2023. HMG Gulf Coast connects children and their families to programs and services that enhance children's development, behavior, and learning. Families benefit from a specialist who will listen, match, and link them to available services, and who will provide ongoing support with care coordination.

Supporting caregivers

Family caregivers frequently face challenges that may seem overwhelming. 211 identified 496 family caregivers this past year and matched them with essential resources to support them. These resources included basic necessities, support groups, counseling services, and various care arrangements within the home, from assisted living and rehabilitation to palliative/hospice care. This comprehensive support aims to alleviate the burden on caregivers, allowing them to redirect some of their focus on caregiving to their own well-being.

Serving those who serve

We serve those who serve through 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 veterans service specialist who will guide them from beginning to end, helping them access resources to meet their unique needs.



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 | | • | • | • | | | |
| 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 | | | | • | | | |
| 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 | | | • | | • | | |

navigators and an integrated client journey support individuals and families on their path to financial stability

As part of the new strategy we launched in 2022, United Way developed an Integrated Client Journey and trained Navigators to support clients along the way.

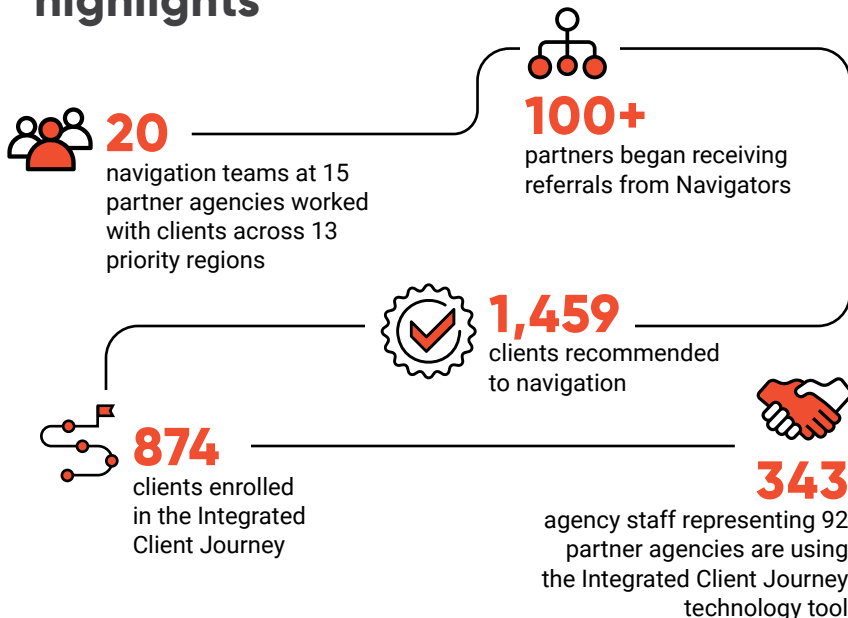
The Integrated Client Journey allows clients to create their own customized pathways based on their goals and needs, and orchestrates programs to make it easy for clients to engage across services, breaking down barriers and helping ensure success.

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 technology tool that supports greater continuity of care between service providers, tracks client progress, and identifies gaps in services and best practices.

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 use of relationships to make connections for specific services.



highlights



- Navigators have increased their expertise across pivotal issue domains and training modules, encompassing mandated reporting, aiding clients in crisis, obtaining client consent, and more. Additionally, they have broadened the array of resources and tools employed in direct client interaction by fostering alliances with funded partners and external agencies, thus enhancing their network and capabilities.
- Efforts were undertaken to **connect with other systems-level** provider partners to provide a more seamless service connection for clients and professionals serving them.

Using data to drive impact

United Way is receiving valuable data from a variety of sources, including quarterly aggregate reporting on clients served; individual data on navigation clients from the Integrated Client Journey technology tool; data from surveys and focus groups with funded partners, community members, and clients; community data from 211 and ALICE; third party evaluations from United Way Bright Beginnings, Early Reach, United Way M.A.T.H.; and funding investments. We continually assess and analyze data to help guide our work and investments, fill gaps, and measure impact.

Community Leadership Council

To best serve our community, we must understand the needs, goals, and lived experiences of our neighbors. Comprised of individuals with recent ALICE experience, the United Way Community Leadership Council brings together community members who are passionate about making a difference, advocating for positive change, and building a space of trust and support within our community. Community Leadership Council members share their experiences and expertise to help influence and shape United Way of Greater Houston’s work and investments.

ICJ Advisory Group

We recognize that agency insights are pivotal to ensuring we are building an efficient and effective Integrated Client Journey (ICJ). Funded, systems-level, and external partners were invited to convene in a six-session series that sought to bridge front-line experience with real-time solutions. Discussion items included agency success, collaboration efforts, service gaps, data, challenges, and capacity building to ensure strong pipelines within the network. Cohort One consisted of 12 agencies across all funded services areas and regions. Cohort Two will welcome systems-level and community partners to the discussion to expand ICJ efforts to reach the broader community.



In its first year, United Way of Greater Houston invested \$33 million across 13 regions to support the Integrated Client Journey, resulting in a total of 717,044 clients served. From the regional investment model, there was an increase in the percentage of clients served in outlying regions of Harris, Fort Bend, and Waller counties.



united way THRIVE supports families in their efforts to achieve financial stability

United Way THRIVE is at the heart of our work 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.**

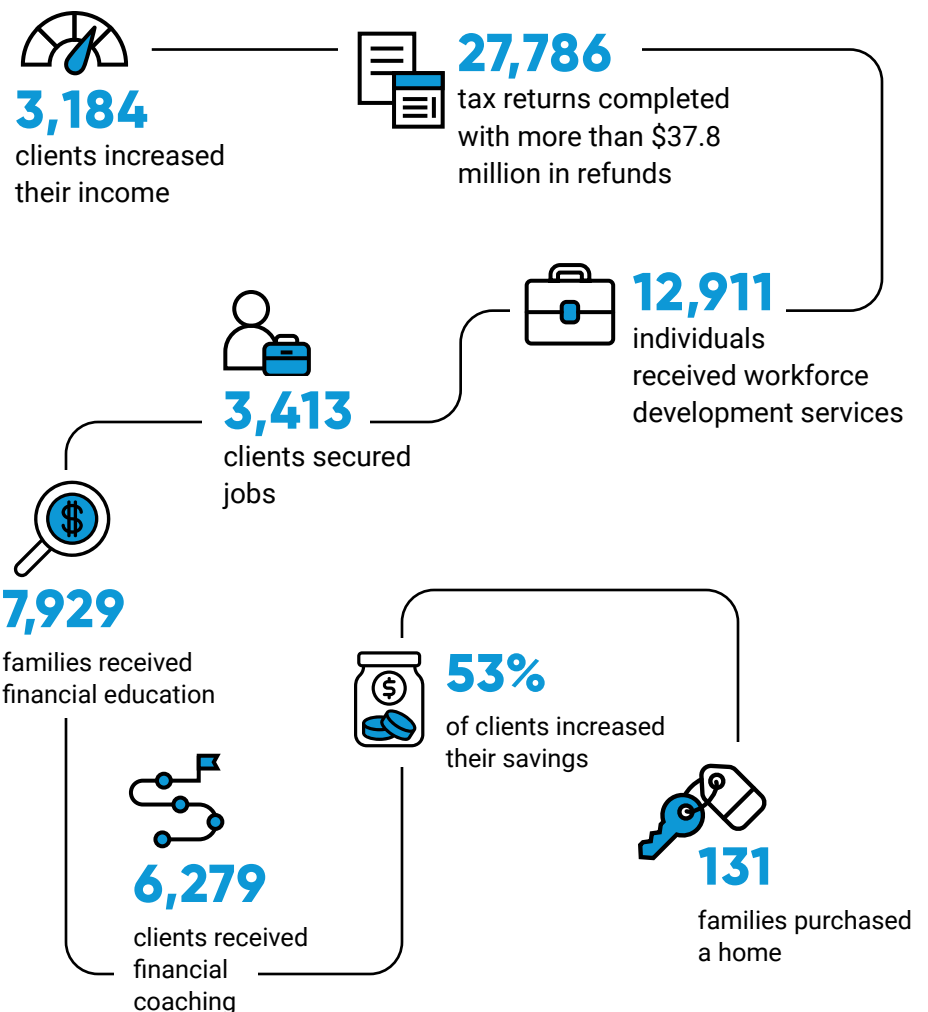
United Way THRIVE is a collaborative of nonprofit partners plus government agencies, community colleges, employers, and other partners that work together to provide comprehensive services to support hardworking, lower-income families in their efforts to achieve financial stability.

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.

Last year:

United Way THRIVE helped 66,680 families establish a pathway to financial stability



Supporting clients with student loans

The pause on student loan payments and interest was lifted by the government in October 2023, leaving financial coaches and clients alike worried about how to repay loans and unsure of their options. United Way THRIVE partnered with Savi to support clients in paying off their student loan debt. Our partnership with Savi helps student loan borrowers explore ways to refinance federal student loan debt, streamlines the application process for loan forgiveness programs, offers webinars on the latest policy updates and how to use the online student loan repayment tool, and personalized loan counseling, so borrowers can choose the right path for repaying student loans.



Partnership with National Disability Institute

United Way THRIVE has teamed up with the National Disability Institute (NDI) to support clients in achieving financial stability. NDI aims to support Black, Indigenous, and People of Color (BIPOC) individuals with disabilities who are facing unique systemic challenges as a result of their intersecting identities. THRIVE, along with the coalition, works to break down the unintentional silos that can impede holistic practical solutions to the complex economic challenges faced by individuals of color with a disability by promoting an ecosystem of collaboration between key stakeholder groups, organizations serving individuals with disabilities, organizations offering financial empowerment services, and organizations serving communities of color. Together, we have hosted events including resource fairs and resource mapping activities, and virtual and in-person learning and webinars to help connect communities with the services and resources needed to obtain financial stability.



Opportunity Youth

With the generous support of JPMorgan Chase, United Way THRIVE is continuing its work to support young adults in obtaining career opportunities in health care. Our Opportunity Youth Health Care Pipeline is now in its third year and has connected nearly 240 young adults ages 18-24 to health care careers.



early childhood and youth development

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

United Way Bright Beginnings

Bright Beginnings, a partnership between United Way of Greater Houston and ExxonMobil, is an early childhood education initiative that provides quality child care to approximately 1,000 low-income children in our community each year, helping them achieve social, emotional, physical, and cognitive milestones and enter school ready to succeed.

And it works! Bright Beginnings alumni have consistently higher STARR achievement test scores, higher attendance rates, and lower disciplinary rates than their peers.

Bright Beginnings is inspired by educators in the schools of Reggio Emilia, Italy, who believe that children are capable of constructing their own learning and that the role of the teacher is to act as a researcher, documenting and supporting the self-directed experiential individual learning of each student.

A key component of Bright Beginnings is teacher and director development. Bright Beginnings offers training, coaching, and resources to support educators seeking certification or degrees. More than 265 providers have earned a Child Development Associate certification so far. Bright Beginnings also invests in a learning community where a diverse group of educators can offer their individual contributions as part of a shared journey toward quality care and engaging learning opportunities for children.



Early REACH

This year, United Way of Greater Houston, BakerRipley and Harris County, launched Early REACH (Raising Educational Access for Children in Harris County), an initiative aimed at creating capacity for an additional 800 children to receive free quality child care through existing child care programs.

In its first year, Early REACH has contracted with 20 Harris County child care centers to create more than 600 new child care spots, providing high-quality early childhood services to more than 400 families.

United Way leads the recruitment of child care centers and works with them to improve the quality of care. BakerRipley is responsible for contracting with child care centers and recruiting and enrolling families and children.

86% of students in United Way-funded programs demonstrated school readiness.

[learn more here](#)



United Way M.A.T.H.

United Way M.A.T.H. (Mastering Algebra Together Houston) 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.

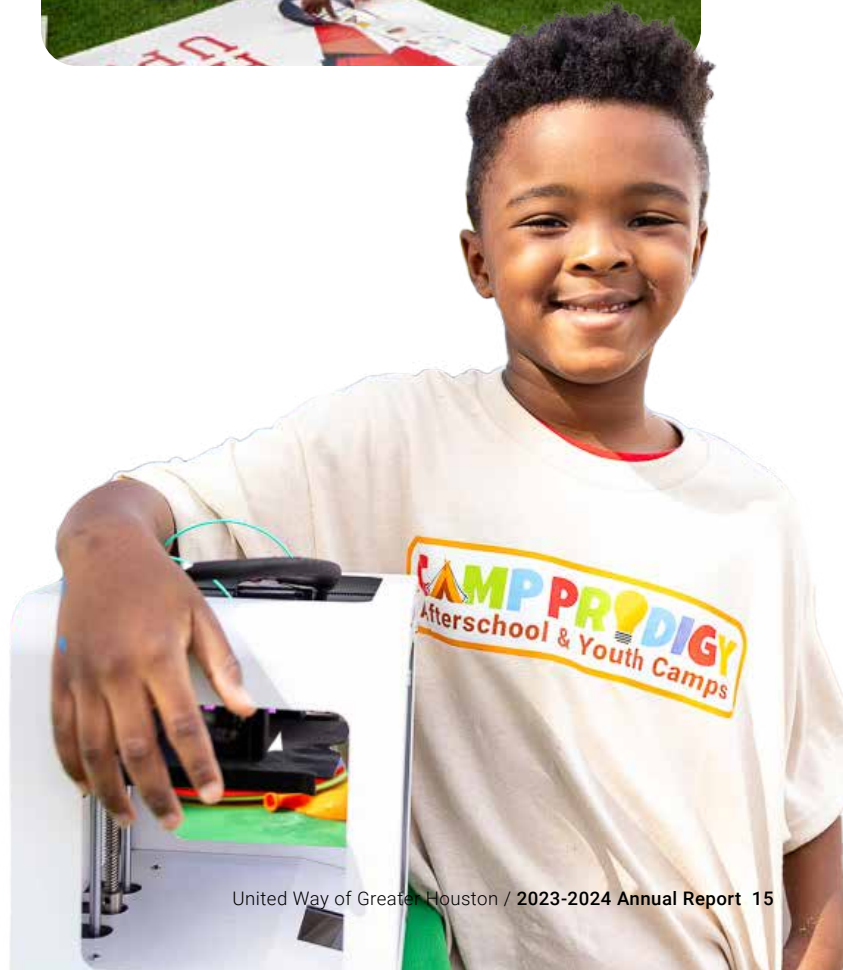


Out 2 Learn

Out 2 Learn (O2L), 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-time (OST) programs. This year, O2L funded projects that helped build opportunities and remove barriers, such as transportation, technology, and cost, that stop youth and families from participating in OST programming for 2,283 young people. O2L's network of OST professionals grew exponentially this year, and the team is overjoyed to serve as an OST intermediary for professionals to network, participate in the quality improvement process and gain professional development.



O2L network members joined United Way for the first O2L Partner Fair in February 2023, building new programmatic partnerships that were showcased during the spring and summer breaks.



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.**

Greater Houston Disaster Alliance

In May 2023, with then-mayor Sylvester Turner and County Judge Lina Hidalgo in attendance, United Way of Greater Houston and Greater Houston Community Foundation launched the Greater Houston Disaster Alliance (GHDA). With more than 35 years of combined experience in philanthropic disaster response efforts, the two organizations launched the GHDA to strengthen year-round disaster preparedness and ensure that our region has the social services network and systems in place to respond rapidly, equitably, and effectively in times of disaster. Special thanks to our lead funding partners, Phillips 66 and Enbridge, for making the GHDA possible.

[learn more here](#)



2023 Disaster Summit: Reimagining the Future of Disaster Recovery

In 2023, 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 more than 200 nonprofit, faith-based, and government partners to learn how we can work together to reshape the recovery process for a more equitable and inclusive future in Texas. Christa López from Deloitte Risk and Financial Advisory and Francisco Sanchez from the U.S. Small Business Administration delivered keynotes.

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 20 long-term recovery committee meetings with 500 attendees.



united way centers in the bay area, fort bend, montgomery, and waller counties

We connect people to possibility in the Bay Area, Fort Bend, Montgomery, and Waller counties by increasing access, availability, and awareness of health and human services in each of these communities.

Within our four United Way Centers, community members can access a variety of agencies and 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 of these services under one roof is a huge benefit to our neighbors who struggle with barriers like transportation.

Highlights from our Bay Area Center

Through a partnership with Workforce Solutions, weekly job fairs are held at our Bay Area Center to connect individuals seeking employment with potential employers. United Way also provides a resource room that allows job seekers to work on their resumes, identify job listings, and submit online applications. In 2023, 46 job fairs were held with 3,000 attendees and 50 employers.

In 2023, the Bay Area Tax Center, a partnership with BakerRipley, provided free tax preparation for 951 households returning \$1.4 million in tax refunds to the community.

United Way's Bay Area Center hosts the Bay Area Collaborative Partners, which brings together 30 Bay Area nonprofit organizations, government agencies, and faith-based organizations to network, share resources and programs, and problem-solve client needs.

Highlights from our Fort Bend Center

This year, in partnership with Attack Poverty, United Way participated in a Food Insecurity Task Force to identify food insecurity needs and gaps in services and continue to address food needs in Fort Bend County.

In 2023, the Fort Bend Tax Center, a partnership with BakerRipley, provided free tax preparation for 1,585 households, returning \$1.9 million in tax refunds to the community.

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. Nearly 100 agency and community representatives regularly join Fort Bend CONNECT meetings.

This year, we conducted an environmental scan and assessment of our Fort Bend Center that will inform our goals in order to increase engagement, impact, visibility, and presence in Fort Bend County.

Highlights from our Montgomery County Center

In 2023, United Way administered the Emergency Food and Shelter Program in Montgomery County that distributed \$276,000 for food and shelter programs.

The United Way Montgomery County Center partnered with Entergy Texas to provide approximately 30,000 pounds of school supplies to support our teachers and students in all six Montgomery County School Districts.

The Montgomery County Tax Center, a partnership with BakerRipley, provided free tax preparation for 591 households, returning \$532,000 in tax refunds to the community.

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 that collaborate and share information to aid the community.

United Way's collaborative network in action

An elderly gentleman who had been released from the hospital and needed help with food and utilities reached out to our Waller County Center. His refrigerator was not working, and he needed help with groceries because he had lost his SNAP and Medicare benefits. We connected the client with the Houston Food Bank to assist with his SNAP application, with Change Happens for help re-applying for Medicare, and with Katy Christian Ministries to help with utilities. We also set him up with a mini refrigerator donated by Hope Disaster Recovery and food from the Brookshire Pattison Food Pantry. **This is the power of United Way's network at work!**

united way nonprofit connection helps nonprofits better serve our community

Nonprofit Connection provided leadership, professional development, and capacity building services for area nonprofits helping to strengthen our region's entire nonprofit sector. Nonprofit Connection offers workshops and webinars on timely topics, hosts leadership development groups, like Leader Circles and CEO Roundtables, facilitates Greater Houston Grantmakers' Forum and Women in Philanthropy, and partners with others in our community to help local nonprofits do their best work.

Celebrating 30 years of Power Tools for Nonprofits

Created by CenterPoint Energy in 1993 and coordinated by United Way of Greater Houston, the annual Power Tools for Nonprofits Conference celebrated its 30th anniversary in 2023.

More than 600 nonprofit professionals attended the 2023 event, taking advantage of seven development tracks and 28 session topics. Keynote speakers included Gallup's Robert Gabsa who addressed the challenges of the new workplace, and best-selling author Becky Margiotta who shared powerful insights on how to heal the world without breaking yourself.

30 years of Power Tools:

- 14,600 participants
- 2,300+ unique organizations served
- Nearly 100% of attendees give the conference high ratings for quality and relevance

Thanks to the generosity of CenterPoint Energy, Power Tools continues to provide a unique and affordable professional development opportunity for nonprofit staff across the community.



Black Leadership Matters

Partnering with Rice University's Center on Philanthropy and Nonprofit Leadership, Nonprofit Connection hosted a virtual series entitled Black Leadership Matters. Highlighting the personal experiences of Black professionals in leadership roles, attendees learned about the unique challenges faced by Black women in fundraising, Black CEOs in the nonprofit sector, and Black nonprofit board members.

United Way Board Fair

The United Way Board Fair has been one of Greater Houston's primary nonprofit recruitment resources for more than 30 years. At the 2023 event, 34 nonprofit organizations representing an array of missions met with a diverse pool of potential board and committee candidates.

Built for Texas

United Way Nonprofit Connection, along with OneStar Foundation, United Ways of Texas, and the Bush School at Texas A&M, hosted the 2024 Built for Texas convening highlighting the findings from the latest Built for Texas research report. More than 150 guests learned about growth in the state's nonprofit sector, the importance of collaboration, and ways in which the data can be used to support economic stability, collaboration, and advocacy.

2023 United Way Wage & Benefit Survey

The 2023 nonprofit turnover rate of 13% stands in sharp contrast to the corporate rate of just 3.8%. Eager to learn how competing nonprofits are using compensation as a means of appealing to potential employees, especially as organizations face escalating recruitment and retention challenges, more than 100 area nonprofits participated in the 2023 Wage & 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.

Best Boards

Best Boards at Rice University is a unique event that brings nonprofit board members together for a day of connecting with peers and nonprofit staff and enhancing their knowledge of good governance. The conference, a partnership between United Way Nonprofit Connection and the Rice Center for Philanthropy and Nonprofit Leadership, is designed to help nonprofit board members and staff work together more effectively.

United Way Community Job Bank

United Way's Community Job Bank is a free and popular nonprofit job board where nonprofits can feature their open positions and connect directly with potential job candidates—and this year, it got a new look and an improved user experience!

[check it out here](#)



Bringing corporate experience to the nonprofit sector

- PNC Bank joined forces with Nonprofit Connection to provide a series of workshops highlighting issues facing nonprofit organizations, including managing liquidity during inflation, financial wellness, and cybersecurity and fraud prevention.
- Nonprofit Connection continued its Fall Financial Series with Your Part Time Controller, hosting sessions addressing federal grants management and overhead, two topics that are easily misunderstood by nonprofit boards and staff charged with grant and financial management.
- The Dini Spheris Development Workshop Series provided a robust overview of virtually every aspect of fundraising, from the fundamentals to more complex topics including development plans and data maximization.
- Bank of America joined Nonprofit Connection to share results of the 2023 Bank of America Study of Philanthropy, decoding the motivations and strategies of donors. Highlights included recent trends in giving and volunteering among affluent households and fundraising strategies and tactics to respond to these findings.
- The Deloitte Nonprofit Leadership Seminar was a welcome opportunity for nonprofits to share common challenges and uncover new solutions to long-standing problems. Participants had the opportunity to work directly with Deloitte leaders and learn from their diverse areas of expertise.
- Presented by United Way Nonprofit Connection and the Houston Young Lawyers Association, the 2023 Nonprofit Law Institute conveyed critical information nonprofits need about legal compliance in the employment, governance, and social media arenas.



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 network and our community.



Coffee & Quality

United Way's Coffee & Quality, an initiative that began in 2019 as a way to help nonprofits understand how to use data and evaluation for continuous quality improvement, is expanding thanks to a \$1.5 million grant from the Houston Endowment. The grant is supporting the expansion of the program through a new fellowship program and a case study with Rice University's Kinder Institute for Urban Research. Through the fellowship program, 10 to 12 organizations will establish and sustain their data and evaluation practices over a three-to-four-month period. They can also access resources to help update a technology tool they have or create one to enable their data capabilities.

The expansion will support the Coffee & Quality Learning Cohort as well. Participants in the learning cohort spend three months doing a deep dive into data visualization and data storytelling, and then meet quarterly to strengthen their skills. The 6th Learning Cohort concluded in March 2024. As part of their graduation ceremony, they were challenged to visualize the ALICE data alongside their chosen agency, program, population, or community data to create a compelling data story centered around the theme: "from surviving to thriving."



Improving outcomes for financially struggling families with Kinder Institute for Urban Research

United Way and the Kinder Institute for Urban Research at Rice University continue working together to improve outcomes for financially struggling families. Several projects are underway as part of our joint research agenda, including a financial stability study through the Kinder Institute's Greater Houston Community Panel (GHCP), an Integrated Client Journey study to understand "readiness" as an early predictor for client success, an evaluation of the Opportunity Youth health care pipeline, and Coffee & Quality expansion efforts.

Closing the digital divide

In October, Comcast celebrated their Digital Inclusion Week by partnering with United Way to donate laptops to clients of United Way funded partners Wesley Community Center and Memorial Assistance Ministries. The laptops helped ensure families have the technology and access they need for school, work, and other necessities.

In November, we partnered with EY, Comcast, and Urban Enrichment Institute to supply 274 Chromebooks to students in our community. EY



generously donated the laptops and the Comcast team was on hand to tell families about the Affordable Connectivity Program and other offerings to help ensure everyone can harness the power of technology.

Relaunch of Houston Association of Volunteer Administrators

This year, United Way of Greater Houston, in partnership with Volunteer Houston and Interfaith Ministries for Greater Houston, led the relaunch of the Houston Association of Volunteer Administrators (HAVA). HAVA is a program led by volunteer engagement professionals to educate, empower, and elevate each other. It fell dormant during the pandemic, leaving a void for volunteer management professionals eager to build their skills and network with their peers.

A new HAVA Advisory Council was recently convened, and information sessions were held in January 2024. More than 100 participants expressed interest in becoming members of the new HAVA. A platform that will provide members with access to training, networking, and special events designed to enhance their experience is in development. HAVA is a key community resource for our nonprofit partners and highlights United Way's convening and capacity building power.

gathering for good



Going over the edge to help people thrive

On November 3, 60 brave individuals, who each raised \$1,500 or more, 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. Thank you to everyone who rappelled, donated, made signs, cheered us on, and shared on social media.

Special thanks to our sponsors:

Helmet Sponsor

Burns & McDonnell

Anchor Sponsor

Houston Chronicle

Community Sponsors

Accenture • Plains • Zachry

We also thank Kathy and Marty Goossen and the Robin Family for their generous support.



You made your mark

In October, H-E-B stores kicked off a season of giving back as they invited customers to add a donation to United Way at checkout. Other community-minded restaurants, shops, and retailers joined in to donate a percentage of sales, invite customers to round up their purchase, or create other ways to engage their customers in supporting our community. And our community showed up to shop, dine, and help United Way connect people to possibility.

Thank you to these partners and to everyone who shopped, ate, and made a difference:

| | |
|--------------------|------------------|
| The Breakfast Klub | Mendocino Farms |
| Chipotle | MOD Pizza |
| H-E-B | Reggae Hut |
| Kendra Scott | Shipleigh Donuts |
| Kulture | Tiff's Treats |

It's getting hot in here

United Way Young Leaders and LINC members brought the heat to their own rendition of Hot Ones in January. Renowned chef Chris Shepherd and H-E-B executive and United Way Community Campaign Chair Armando Perez took on the challenge, keeping their cool as they navigated hot conversations and even hotter wings. Young Leaders Co-Chairs James Crandall and Caitlin Geisinger joined the duo for the "Last Dab" experience,



coming in at 135,000 mouth-blistering Scoville units.

Thanks to all of our Young Leaders and LINC members for joining us and to our Caring Champions, H-E-B, and Stella Artois for sponsoring this event.

Rockstars supporting rockstars

In March, more than 900 incredible women (and men!) came together to support parents in their pursuit of post-secondary education at United Way Women Who Rock. Keynote speaker Jade Simmons fired up the record crowd in support of the United Way Women Who Rock Child Care Scholarship. The scholarship underwrites child care so parents can work towards a degree or certification and provides recipients financial and employment coaching along with support to ensure they have what they need to achieve their goals.

Thank you to our incredible sponsors:

Presenting Sponsor: ExxonMobil

Headliner Sponsors: Entergy Texas, Tachus Fiber Internet, Sarah & Cliff Trend

Lead Guitar Sponsors: Bechtel Corporation

Band Manager Sponsors: Better Bookkeepers, Chevron Phillips Chemical, Corporate Incentives, Deloitte, Fabulous Finance Friends, Hastings Law Firm P.C., Ladies for Learning, Lone Star Family Health Center, Memorial Hermann The Woodlands Medical Center, Houston Methodist The Woodlands Hospital, MCABW, Robert Half, SWBC Mortgage, United Way's Women's Initiative, Waste Connections, Peg Welbes, Western Midstream, Wham & Rogers PLLC, The Young Learners

Video Sponsor: Silver Rock Productions

volunteers are at the heart of all we do

We are so thankful for the volunteers who give their time and talent to connect people to possibility. This past year, more than 10,000 volunteers contributed 31,300 hours to United Way of Greater Houston. **The time they have so generously given is valued at \$934,618—but to United Way and the people we serve, it is priceless!**

Day of Caring

Corporate volunteers came out in force this past year to volunteer at more than 340 Day of Caring projects. More than 9,500 volunteers representing 67 companies spent time sorting and packing food, planting, refreshing facilities, spending time with clients, and showing our neighbors how much they care.



MLK Day of Service/Black History Month Book Drive

In its fourth year, our 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. Regions Bank partnered with United Way again this year to host book drop-off spots at their area branches. We are grateful for the continued support of our corporate partners that hosted drives including Phillips 66, Texas Instruments, and The Friedkin Group.



Speed Mentoring

During the past year, two Speed Mentoring events brought Women's Initiative and Stay United members together to share their wisdom and experience with young professionals. Mentors offered mentees valuable career guidance, sharing ideas around building skills, crafting your personal brand, and how to address some of today's workplace challenges.



Fall Family Day of Action

In October, 129 volunteers and their families joined forces to brighten the spirits—and lives—of our neighbors. Joined by Project Blueprint Class XLIII, volunteers:

- Created seven encouragement banners for 211 call specialists
- Made 20 fleece blankets to keep people warm in the winter
- Designed 40 greeting cards to send joy to homebound seniors
- Built 79 Book Buddy Literacy Kits to inspire early readers
- Put together 103 Kitchen Essentials Kits to allow people to make a meal for their families
- Made 154 affirmation bookmarks to encourage young women to be confident and pursue their dreams
- Assembled 1,200 dental hygiene kits to help kids keep their smiles clean

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 110 Mother's Day cards and donated gift cards to put inside each 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.



LINC Holiday Cheer

LINC members got together to make the holiday season brighter for children in United Way Bright Beginnings, donating toys and essentials, like coats, hats, socks, and diapers, for 100 Bright Beginnings students. LINC members spread holiday cheer as they wrapped presents and toasted to the magic of the season.



Loaned Executives

We thank the 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 for sponsoring Loaned Executives.



WI Holiday Wrap and Wine

In December, Women's Initiative members gathered to donate and wrap more than 900 books as holiday gifts for 300 United Way Bright Beginnings students, brightening their holidays and helping them develop a love of reading.



Impact Circle and Leadership Circle Book Sort

United Way Impact Circle and Leadership Circle volunteers sorted, labeled, and wrote notes of encouragement in 1,000 books collected during United Way's MLK Day of Service and Black History Month book drive. The books will impact hundreds of Greater Houston school children by promoting a love of literacy and celebrating diverse stories by authors and illustrators of color.



the community campaign fuels our impact

Under the leadership of Community Campaign Chair Armando Perez, contributions to the 2023-2024 campaign topped \$56 million with an additional \$7 million in revenues primarily from 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 Cabinet

| | |
|-------------------|---------------------|
| Dorothy Ables | Rachel Iwicki |
| Jeanne Abundis | Victoria Lazar |
| Jefferson Alegria | Stephanie Linhart |
| Sonya Bishop | Brittany McClure |
| Stephanie Bottos | Scott McLean |
| Amy Chronis | Cassandra McZeal |
| Martin Cominsky | Jan-Claire Phillips |
| Clara Cooper | Dianne Ralston |
| James Crandall | Tracie Renfroe |
| Mitchell Crocker | Steve Stephens |
| Theresa Einhorn | Sarah Trend |
| Caitlin Geisinger | Tony Viator |
| Marty Goossen | |

Million Dollar Corporate Circle

This year, 11 incredible companies contributed one million dollars or more to the annual campaign.

- ExxonMobil: \$12.1M
- Phillips 66: \$3.8M
- ConocoPhillips: \$3.6M
- H-E-B: \$1.9M
- TechnipFMC: \$1.4M
- Service Corporation International: \$1.3M
- Memorial Hermann: \$1.26M
- SLB: \$1.2M
- Williams: \$1.13M
- CenterPoint Energy: \$1.1M
- Enbridge: \$1M



Alexis de Tocqueville Society

Led by Co-Chairs Amy Chronis (Deloitte), Sarah Trend (ExxonMobil), and Marty Goossen (JPMorgan Chase), 527 generous members of the Alexis de Tocqueville Society have collectively donated \$15.2 million this year in support of United Way of Greater Houston. Among these contributors are 74 new or regained members who, together, contributed \$1.05 million.

Alexis de Tocqueville Society Major Donors

United Way of Greater Houston received more than \$10.6 million from 137 donors who contributed \$25,000 or more this year. These generous contributors lay the foundation of support that helped United Way impact the lives of more than 2 million of our neighbors in the last year.

Forty-Three Donors 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) provided phenomenal support of \$6.9 million this year! We are deeply grateful to these leading Alexis de Tocqueville Society members for helping us connect people to possibility.



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

- | | |
|-----------------------------------|---|
| Andrews Foundation | Kinder Foundation |
| Bayou Charitable Trust Foundation | Koonce Family Foundation |
| Blue Cross Blue Shield of Texas | PNC Foundation |
| CenterPoint Energy Foundation | The Powell Foundation |
| The Cullen Foundation | R B & R Adams Family Foundation |
| The Elkins Foundation | The Robert and Janice McNair Foundation |
| Fifth Third Bank Foundation | The Sarofim Foundation |
| Fred and Mabel R Parks Foundation | Texas Mutual Insurance |
| Hess Foundation | Truist Foundation |
| Houston Endowment | Verizon Foundation |
| J Squared Family Foundation | Wells Fargo Foundation |
| John P. McGovern Foundation | The Wortham Foundation |
| JPMorgan Chase Foundation | |

"We're proud to stand alongside United Way of Greater Houston in their mission to empower hardworking individuals and families to achieve financial stability. We believe in their strategic vision and are proud to support their efforts to lift up our neighbors and build a stronger, more resilient community." – Nancy Kinder, President and CEO of Kinder Foundation

LUMINARIES

R B & R Adams Family Foundation
Kinder Foundation

HUMANITARIAN

John B. Hess

PLATINUM VISIONARIES

The Robert and Janice McNair Foundation

VISIONARIES

Charles Butt
Janet and John Carrig
Lynn and John Elsenhans
Jana and Richard Fant
Wendy and Jeff Hines
Amanda McMillian and Benjamin Holloway
Jeri and Marc Shapiro
Bonnie and David Weekley

PLATINUM BENEFACTORS

Joan and Stanford Alexander Family
Linda and Willie Chiang
Mr. and Mrs. Dan Friedkin
Anna and Scott McLean
Jeanine and Douglas J. Pferdehirt

BENEFACTORS

Dorothy and Mickey Ables
Skip and Shirley Allen
Polly and Murry Bowden
Mo and Ric Campo
Nancy and Charles Davidson
Anne S. Duncan
Mr. and Mrs. Greg Ebel
The Elkins Foundation
Patti and Richard Everett
The Twilight and Marc Freedman Foundation
Greg and Gail Garland
Sandy and Kent Ketchum
Ryan and Lisa Lance
Bruce and Kate March
Becky and David McClanahan
John P. McGovern Foundation
Gary Petersen Family
Liane and D. Martin Phillips
Amy and Tom Ryan
Pat and Jeff Sheets
Stan and Kathy Strong
Stephanie and Brad Tucker
Phoebe and Bobby Tudor
Linda and Steven A. Webster
Cyvia G. Wolff
Two donors wish to remain anonymous

Women's Initiative

Co-Chairs Jeanne Abundis (KPMG) and Cassandra McZeal (ExxonMobil) spearheaded an outstanding Women's Initiative campaign that saw membership increase to 758 members, raising more than \$5.27 million this year. In addition to creating a robust network of accomplished professionals, the Women's Initiative hosted an array of volunteer projects, professional development opportunities, and social activities.

Young Leaders

Led by Co-Chairs James Crandall (Williams), Caitlin Geisinger (Burns & McDonnell), and Tony Viator (SLB), United Way Young Leaders generously donated more than \$2.17 million this year in support of United Way initiatives. Young Leaders attended a discussion between Bobby Tudor, CEO of Artemis Energy Partners, and last year's inaugural Young Leader of the Year, Tai Prince, about the future of the energy industry. They also hosted a rendition of Hot Ones, featuring a spicy conversation between United Way Campaign Chair Armando Perez and James Beard Award-winning chef Chris Shepherd.

LINC (Lead. Impact. Network. Change.)

This year, 289 members of LINC (supporters under 30) contributed \$277,690 to the United Way Community Campaign. LINC opens the door to philanthropic engagement for emerging professional leaders who aspire to make a positive impact on our community. Led by Co-Chairs Jefferson Alegria (Houston Methodist), Rachel Iwicki (ExxonMobil), and Brittany McClure (CenterPoint Energy), LINC offers young professionals rewarding volunteer opportunities, including an annual holiday toy drive for children in our community who need extra support during the holidays.

Impact Circle

Co-Chairs Stephanie Bottos (Valero Houston) and Mitchell Crocker (Houston Christian University) orchestrated engaging volunteer opportunities throughout the year for 1,005 Impact Circle members. Impact Circle members collectively contributed \$2.97 million to United Way of Greater Houston's annual campaign.

Leadership Circle

Sonya Bishop (Phillips 66) and Stephanie Linhard (ExxonMobil), Leadership Circle Co-Chairs, helped raise \$2.17 million this year from 361 Leadership Circle members in support of the United Way of Greater Houston Community Campaign. Members of this exceptional group actively engage in volunteer activities across our community, embodying a commitment to create lasting change in the Greater Houston area.

Law Initiative

The United Way Law Initiative, led by Co-Chairs Tracie Renfroe (King & Spalding), Dianne Ralston (SLB), and Victoria Lazar (community volunteer), alongside a dedicated committee, successfully raised over \$848,000 for the United Way of Greater Houston campaign. Led by Haynes and Boone with \$173,528 raised, 27 law firms participated in the campaign, with two firms contributing for the first time.

Planned Giving

Thank you to the generous donors who have selflessly planned to leave a long-term legacy of caring and support to our community through a planned gift to our United Way. Because of their kindness and foresight, we have more than \$5 million in planned gifts to help create brighter futures for neighbors in our community.

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!



to continue this work with the United Way to meet even our most intractable social challenges.”

Mark Lashier, President & CEO, Phillips 66

ExxonMobil

“United Way of Greater 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



Phillips 66

“Connecting with the communities where we live and work is a key part of our mission to provide energy and improve lives. Our partnership with the United Way of Greater Houston helps us connect, inspiring our employees to make a difference locally. We are eager



ConocoPhillips

“I believe that supporting the United Way of Greater Houston isn’t just about giving back; it’s about investing in the well-being and resilience of our community. By joining forces with United Way, we’re not just writing a check; we’re actively shaping a brighter future for all Houstonians, empowering them to thrive and succeed together.”

Ryan M. Lance, Chairman and CEO, ConocoPhillips



H-E-B

“H-E-B partners came together in a powerful way to support the United Way of Greater Houston as they uniquely bring together resources to take many from surviving to thriving.”

Armando Perez, Executive Vice President, H-E-B Houston



TechnipFMC

“Once again, the TechnipFMC family is excited to support this fantastic cause. There is always so much energy and enthusiasm linked to the various United Way activities, and knowing everything we do helps so many people really makes it worthwhile.”

Justin Rounce, Executive Vice President and Chief Technology Officer, TechnipFMC



Service Corporation International

“Supporting the communities where we work is a natural extension of our caregiving culture. That’s why we are proud of our continued partnership with the United Way of Greater Houston. Through 211 tours, volunteerism and our annual campaign activities, our associates see the need in our community and are proud to play a part in the United Way’s efforts to help Houstonians land on their feet and stay there.”

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

An incredible legacy

In honor of former ExxonMobil employees Roy and Barbara Adams' legacy of service and charitable support, the RB&R Adams Family Foundation made a \$2 million gift to support United Way's work to help families and individuals achieve financial stability and a sustainable quality of life. The gift provides a match to help inspire new and increased giving. We are so grateful for the Adams family's commitment to United Way and our community.

"My parents were passionate about service and devoted to giving back. They believed strongly in United Way of Greater Houston's work to help families thrive and in the value United Way brings to our community," said Russell Adams, president of the R B & R Adams Family Foundation. "I'm proud to honor my parents' legacy by investing in United Way's mission and work."



Memorial Hermann

"For more than 30 years, Memorial Hermann has been a strong and proud supporter of United Way of Greater Houston. Each year, we come together with United Way to further our shared goals of strengthening our community and supporting families in living healthier lives. Memorial Hermann is honored to continue our long-standing partnership with United Way in support of a healthier and thriving Houston community."

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



Williams

"Our annual United Way campaign underscores our unwavering commitment to Houston and the United Way of Greater Houston. The campaign gives Williams and our employees a way to come together, rallying around a shared objective of giving back to our community and showcasing our values in action."

Chad Teply, SVP, Transmission and Gulf of Mexico, Williams Operations



CenterPoint Energy

"For over a century, the United Way of Greater Houston has been helping connect our neighbors and customers in crisis to urgently needed services. We know our support is serving critical needs and creating a lasting impact. Together, we can lead the way in providing opportunities for a better tomorrow in the communities where we live and work."

Lynnae Wilson, Senior Vice President, CenterPoint Energy Electric Business



Enbridge

"As a company deeply rooted in the Greater Houston community, Enbridge recognizes the importance of helping our neighbors thrive. Our longstanding partnership with United Way of Greater Houston has allowed us to contribute meaningfully to disaster response efforts through initiatives like the Greater Houston Disaster Alliance. We are also proud to have a 31-year

history of achieving a million dollar plus campaign for our community. Together, we've witnessed the profound impact of collective action on our community's resilience. Enbridge remains committed to serving and supporting our community, ensuring that together we can do amazing things."

Cynthia L. Hansen, Executive Vice President and President, Gas Transmission and Midstream, Enbridge

We also thank Million Dollar Circle member, SLB for their outstanding support.



thank you, community supporters

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

\$10,000,000+

ExxonMobil

\$2,500,000 - \$9,999,999

Phillips 66

ConocoPhillips

\$1,000,000 - \$2,249,999

R B & R Adams Family Foundation

H-E-B

TechnipFMC

Service Corporation International Memorial Hermann

SLB

Williams

CenterPoint Energy

Enbridge

Kinder Foundation

\$500,000 - \$999,999

Amegy Bank

NOV

Valero Refining-Texas L.P.

Plains

Shell Oil Company

Hines

Woodside Energy

Hess Corporation

JPMorgan Chase

John B. Hess

\$250,000 - \$499,999

Burns & McDonnell Engineering Company Inc.

Houston Texans

The Friedkin Group

United Way of Greater Houston

PCL Industrial Construction Co.

Westlake

The Sarofim Foundation

Murphy Oil Corporation

Reynolds and Reynolds

Zachry Group

The Powell Foundation

Calpine Corporation

The Dow Chemical Company

Houston Methodist

The Cullen Foundation

The Robert and Janice McNair Foundation

Verizon Wireless

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volunteer of the year: Armando Perez

Armando Perez was named the 2023 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.**

Armando's leadership, expertise, and counsel have benefitted United Way of Greater Houston in so many ways over the years.

Armando was elected to United Way's Board of Trustees in 2016 and has served on the board for the last eight years, including serving as chair of the board in 2020-2021 and 2021-2022. During that time, Armando provided strong leadership and guidance to the organization as it transformed its vision, strategic plan, work, and investments.

As United Way worked to redefine its position in the community and develop what would become Second Century Vision, Armando chaired the Positioning Task Team, one of five task teams that were integral in laying the groundwork for the creation of Second Century Vision.

Armando is thoughtful, strategic, asks the right questions, and inspires us to make sure we are doing everything we can for our community, all of which were invaluable to United Way as we planned and worked toward the launch of the organization's new vision in 2022.

In addition to launching a new strategic plan, we faced two unprecedented disasters during Armando's tenure as board chair—a global pandemic and a devastating winter storm. Armando's leadership was essential to helping United Way deftly serve our community through those two disasters while continuing our everyday work to help our neighbors achieve financial stability and success.

While board chair, Armando also supported the establishment of an important ongoing partnership with Greater Houston Community Foundation to lead future disaster recovery efforts and to build community resiliency to help lessen the blow of future disasters.

Armando has been a tremendous champion for United Way in our community and at H-E-B. Armando is actively involved in the United Way campaign at H-E-B, and he and the H-E-B team step up to support United Way in big ways year after year. They are long-time members of United Way's Million Dollar Corporate Circle

and made a generous additional \$1 million gift to the Building Possibilities capital campaign.

In addition to all of the ways Armando outwardly supports United Way, he has worked tirelessly behind the scenes to forge new connections to United Way and to leverage opportunities to keep us top of mind in the community.

He is a dedicated and strategic volunteer and thought partner, and someone United Way can always count on.

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



celebrating 100 years of impact

In May 2023, we held an event that was a century in the making—our Centennial Celebration! We were honored to celebrate this milestone with our donors, volunteers, partners, and supporters. The last hundred years of impact wouldn't have been possible without you!



Congratulations and thank you to our centennial award recipients who have each had a resounding and immeasurable impact on our community.

A special thank you to our presenting sponsor, ExxonMobil, and all the other sponsors that made this milestone celebration possible.



Company of the Century Award
ExxonMobil

Volunteer of the Century Award
Scott J. McLean

Hero Award
Dorothy Ables

Trailblazer Award
Lynne Liberato

Pillar Award
Gerald Smith

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The Fraga Family



united way of greater houston 2023 – 2024 board of trustees

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Greater Houston

thank you

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



Greater Houston

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Houston, TX 77058
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531 FM 359 S
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For a complete financial summary, visit unitedwayhouston.org.