2019 CASE FOR INVESTMENT

LIVE UNITED®
United Way is a powerful network of people and organizations across Northwest Vermont working to connect change to those who need it and improving the quality of life for all of our neighbors.

We bring together individuals, nonprofits, businesses and government entities to tackle our community’s toughest issues together. But we can’t make lasting change without the support of our donors, partners, volunteers and you. Because YOU make change happen.

Our vision for our community

- All children, youth and young adults achieve their potential
- All people are financially stable
- All people have optimal health and well-being

A UNITED REGION

Northwest Vermont is home to more than 218,000 people. From the bustling downtowns of Burlington and St. Albans to the quiet foothills of the Green Mountains and scenic shores of Lake Champlain—our goal is to leave no neighbor in need. We invest in and serve every town in Chittenden, Grand Isle and Franklin counties.
**We connect our community to solutions.**
We do this in a number of ways, because there is no single way to create the results our community deserves.

**We invest**
Our investments are evaluated and selected based on their alignment with five key strategies: Advancing Employment, Promoting Mental Health, Supporting Families, Meeting Basic Needs (Housing, Food, Transportation, Healthcare) and Reducing Substance Use Disorder. These focus areas were chosen after an extensive community review and survey process. When our community members tell us what they want and need, we listen and stand ready to respond.

**We innovate**
Gone are the days of the community chest where donations simply come in and out of our doors. Every investment we make in program funding, strategic initiatives, volunteer mobilization, and community collaboration is evaluated to determine its role in solving complex community problems. These investments roll up to a powerful portfolio of community solutions that last. If a solution doesn't exist, we help to create one.

**We measure**
We hold ourselves and our partners accountable for results. We measure all areas of our work based on a Results-Based Accountability™ model:

1. **How much did we do?**
2. **How well did we do it?**
3. **Is anyone better off?**

**We engage**
Our donors support the fact that we are—and will always be—a volunteer-led organization. Our priorities are defined by our community and every investment is directed and overseen by a group of highly engaged volunteers who live, work and play right here in Northwest Vermont.
We invest in five key strategies prioritized by our community.

**ADVANCING EMPLOYMENT**
Advancing financial stability through job training, skills development, access to resources and workplace innovations that help people get to work, stay at work and succeed at work.

**PROMOTING MENTAL HEALTH**
Promoting mental health through prevention, focusing on wellness and resilience, as well as ensuring access to mental health treatment, crisis services and other supports.

**SUPPORTING FAMILIES**
Supporting the functioning and well-being of families of all ages, through building skills, knowledge, or access to resources.

**REDUCING SUBSTANCE USE DISORDER**
Reducing substance use disorder through prevention, including developing protective factors and promoting resilience, as well as eliminating barriers to treatment and supporting recovery.

**MEETING BASIC NEEDS**
- **Housing**: Providing emergency shelter, permanent supportive housing, housing retention and affordable housing options
- **Food**: Improving access to affordable, healthy food and preventing food insecurity for people of all ages
- **Transportation**: Providing transportation and reducing barriers to accessing transportation options
- **Healthcare**: Reducing barriers to accessing essential health services, including dental, home visiting, hospice and palliative care
CAM’S STORY
Cam was a college freshman with a baseball scholarship and aspirations of becoming a professional player. He would later drop out of school and pawn all of his sports equipment for money to buy heroin.

Cam lost his father, a professional hockey player and Cam’s idol, at a young age. At the same time, his mother was diagnosed with cancer. This experience, he says, helped contribute to his disease: “I was seven when he died and it was painful. It still hurts.” He began to drink heavily and use opiates and other drugs in high school to be more sociable and try to fill the emptiness he felt.

Cam began to use opiates almost every day and was soon introduced to heroin by a friend. When he first tried it, he felt better than he had ever felt. The first time he experienced withdrawal symptoms, it felt like having the flu. “You’re dope-sick,” his friend told him. “I didn’t even know what that was,” Cam says.

At 19, Cam was hospitalized while detoxing from drugs. “My mom took me to the hospital. She didn’t know what to do or how to respond.” At the time, Cam was treated for his medical symptoms and he and his mother were provided a pamphlet of information on where to seek treatment. Cam would later learn that this method is not enough for those struggling with substance use disorder.

“I’ve played sports my entire life. Throughout the disease progressing, I ended up selling all my equipment, pawning everything, for heroin money. And in sobriety, I’m better than I was when I was 18 and at my prime. I’m bigger, I’m faster, I’m stronger, I have the skill, and it blows me away... it’s the rewiring, the brain is fascinating, totally fascinating, and it can rewire. It can find a new route, like a river cuts a new path.”
HELPING OTHERS FIND THEIR PATHS TO RECOVERY

Cam is now five years free of substances and is using his experience to help others. Cam is a Recovery Support Supervisor for Turning Point Center of Chittenden County. His program, supported in part by your donation to United Way, connects patients of UVM Medical Center with signs or symptoms of substance use disorder to peer support that helps them navigate the next steps.

“The opposite of addiction is not sobriety. The opposite of addiction is connection,” says journalist and speaker Johann Hari, who has spent his career exploring the true cause of addiction. For Cam, these are words to live by. Whether it’s finding treatment for someone immediately after overdose, or establishing a relationship long before someone is ready to take the next step toward recovery, Cam is committed to connecting to people who need support.

“As a recovery coach, we support people and we offer all these different routes of recovery, all these different paths for people where they possibly wouldn't have known that these options existed in the past,” he says.

One of those options is medication-assisted recovery, which Cam will recommend to someone if they're ready and direct them to a treatment facility. The Chittenden County Opioid Alliance (CCOA) and United Way were instrumental in setting up a low-barrier treatment program and eliminating the waiting period, a dangerous road block for someone who is ready to seek treatment. This, combined with other systems-change efforts by CCOA, has resulted in a dramatic reduction in opioid-related deaths over the past year.

“CCOA is a group of committed partners from the nonprofit, government and business sectors working together to address the ongoing challenges of the opioid crisis. United Way provides funding and staffing to the alliance.”

In 2016, United Way rallied stakeholders from across the community and created the Chittenden County Opioid Alliance to more deeply address the growing opioid crisis. From 2017 to 2018, Chittenden County reduced opioid-related deaths by 50%.

REDDUCING OPIOID PRESCRIPTIONS
CCOA worked with UVM Medical Center to reduce the prescribing of opioids in the community.

CHANGING SYSTEMS FOR BETTER ACCESS
CCOA partners created the “hub and spoke” model: 9 regional “hubs” for intensive medication-assisted recovery with methadone and buprenorphine; “spokes” provide ongoing treatment and counseling in a community setting.

IMMEDIATE ACCESS TO TREATMENT
CCOA worked to reduce the waiting time for medication-assisted recovery to provide treatment on demand.

HELPING PEOPLE IN RECOVERY GET HIRED
CCOA has created and marketed a recovery-friendly workplace toolkit to provide guidance and support for employers hiring people in recovery.

It's no secret that opioid use disorder has had deep and devastating effects on families, workplaces and our entire community. It continues to impact people of all walks of life. Like any chronic disease, the addicted brain is very difficult to treat—that's why United Way invests in prevention, treatment and recovery—three separate but essential supports needed to help people get and stay well.

CCOA Executive Committee
United Way of Northwest Vermont, University of Vermont Medical Center, Turning Point of Chittenden County, Howard Center, Agency of Human Services, Vermont Department of Health, City of Burlington, Burlington Police Department, Mayor’s Office, Chittenden County Regional Planning Commission.
Thanks to you, we’re investing $4,632,842 in our community this year. For every dollar we raise, we invest $1.71 back into the community. How?

Our community gave $3.3 million through our 2018-19 Community Campaign and United Way leveraged $1.4 million through state, federal and private grants. We also leverage the value of volunteers ($25.43/hour**) to make an even bigger impact.

*gifts to other organizations that bypass our volunteer oversight and investment process

**dollar value of a volunteer hour is a national average calculated using data collected by Independent Sector (independentsector.org)
VOLUNTEER MOBILIZATION

United Way invests funds and staff time to connect volunteers to community organizations and to support the ability of local nonprofits to recruit, retain and recognize volunteers.

VOLUNTEER CONNECTION

We believe that connecting nonprofits with community members who want to volunteer is an important strategy to address critical needs. United Way’s Volunteer Connection is an online, mobile-friendly search and referral service that allows people to match their interests and time with volunteer needs at more than 300 organizations. Volunteer Connection online is a “one click” link to hundreds of ways for people to follow their passion, use their skills, share their compassion or lend a hand.

Volunteers: Search online for hundreds of volunteer needs in Chittenden, Franklin and Grand Isle counties.

Nonprofits: Post volunteer needs online and make connections with potential volunteers.

Businesses: Help employees make an impact through volunteering as individuals or as part of a team.

NEIGHBOR RIDES

United Way recruits volunteers to provide transportation for older adults and people/persons with disabilities. Neighbor Rides volunteer drivers use their personal vehicle to support community members in accessing essential services such as medical appointments and errands like trips to the pharmacy and grocery store. Together with our program partner, Special Services Transportation Agency (SSTA), we are helping keep community members connected to the supports and services they need to maintain optimal health and well-being.

OPPORTUNITIES FOR ADULTS 55+

We recruit and manage volunteers for several United Way-sponsored programs designed for volunteers ages 55+. These programs also leverage other funds from federal, state and local sources.

Foster Grandparents: The Foster Grandparent Program engages volunteers ages 55+ in the important work of helping children reach their full potential in school and in life. Volunteers dedicate a minimum of 10 hours a week developing mentor relationships which promote school readiness, improve overall engagement in learning, provide academic support around early literacy and math, and enhance social-emotional development. Foster Grandparent volunteers receive orientation, monthly learning opportunities and formal recognition to ensure that every volunteer’s experience is positive and impactful. Income eligible volunteers also receive a small stipend.

RSVP of Northwest Vermont: RSVP connects volunteers ages 55+ with the people and organizations in our community who need them the most. We help individuals identify opportunities that will best utilize their talents, interests and availability to affect positive change on some of the most pressing issues in our region. RSVP volunteers receive orientation, on-going learning opportunities and formal recognition ensuring that each volunteer’s experience is successful, satisfying and impactful.

Education: Volunteers in child care, preschool, school and community-based settings serve as tutors, mentors, role models and friends to children, building early literacy and math skills as well as a love of learning.

Healthy Futures: Volunteers provide companionship for seniors; improve access to healthy meals through work at food shelves, congregate meal sites, and delivery of Meals on Wheels; provide transportation for seniors and people with disabilities to life sustaining and enriching activities; and lead free Bone Builders exercise classes to help older adults build balance and strength while reducing the impact of osteoporosis.

Other Community Priorities: RSVP volunteers contribute to dozens of other programs and nonprofit organizations meeting critical needs in our communities. Volunteers assist individuals with income tax preparation or serve as financial coaches, coordinate volunteer programs or recruit other volunteers, facilitate support groups, serve on nonprofit boards and committees, tutor adults in basic skills, lend their skills as writers and much more.

OPERATION HAPPINESS

Operation Happiness is a volunteer-led community effort in Franklin and Grand Isle counties that provides food, gifts, and toys to hundreds of families in need during the holiday season. United Way provides funding to this program through staff support.
United Way invests funds and experienced staff time to support strategic, systems-change efforts and leverages funding from other partners. These investments promote innovative approaches to some of our community’s most complex problems and result in long-term, sustainable improvement in the well-being of our community.

DOMESTIC VIOLENCE SAFE HOUSING

United Way has provided two years of Strategic Initiative funding to support collaboration between Steps to End Domestic Violence and Vermont Department of Children and Families (DCF). This initiative is improving immediate access to safe housing for families fleeing domestic violence.

FRANKLIN COUNTY TEEN INSTITUTE

United Way has been an active partner in the planning and development of this youth-adult partnership to promote health and wellness among youth and cultivate youth voice and leadership in prevention of a harmful relationship with substances. Teen Institute, a program of Franklin County Caring Communities, engages high school students from across Franklin County and Milton, providing training for students and adults to deliver and support prevention efforts in their own schools. United Way is proud to take an active role in the Teen Institute Advisory Committee.

FUNDERS COLLABORATIVE

United Way convenes a diverse group of Vermont funders and community leaders working together to develop opportunities and a framework to create greater impact through funder engagement in community and collaborative investment toward common priorities.

GRAND ISLE COUNTY FOOD ACCESS

United Way is a member of the Partnership for a Hunger Free Grand Isle County, a coalition of local nonprofit organizations and the Vermont Department of Health working together to reduce food insecurity through a blend of best practices and innovation to tailor strategies to the needs and opportunities of the communities in Grand Isle County. As part of the partnership, United Way is leading a community engagement process and data collection effort focused on deepening understanding of the needs, experiences, and ideas of people who may face challenges accessing the food they need for themselves and their families. The engagement process includes a community-wide food access survey with subsequent focus groups to explore key themes and ideas for improvement.

NEIGHBOR RIDES

Neighbor Rides is a multi-stakeholder initiative led by United Way working to ensure that older adults and people/persons with disabilities have access to affordable, accessible and appropriate transportation options. We collaborate across sectors to increase awareness of mobility needs, help build community capacity through volunteer driver recruitment and design tools to foster greater inclusion of community members in transportation design and planning. We believe that transportation is a basic need for everyone.

OPIOID ALLIANCE

Chittenden County Opioid Alliance (CCOA) is a partnership of local nonprofit agencies, state and local government, University of Vermont Medical Center, business leaders and community members committed to reducing the burden of opioids in our community by creating a coordinated system to prevent substance use disorder, treat individuals and their families and support recovery. CCOA seeks to improve collaboration, information sharing and integration of the many efforts and agencies involved in this work. United Way of Northwest Vermont secured seed funding for this initiative and is the fiscal sponsor for the project, employing three staff and providing financial management. United Way CEO Jesse Bridges serves on the Executive Committee and United Way staff are highly engaged with the Working Recovery and Prevention Action Teams. In 2018, the work of the alliance resulted in the elimination of a waiting list for medication assisted recovery, advocacy for implementation of medication assisted recovery in correctional facilities, the creation of a Recovery-Friendly Workplace Toolkit, and a 50% reduction in overdose deaths from 2017 to 2018.
Since 2007, United Way has partnered with local employers in developing innovative practices to improve the retention, productivity, advancement and financial stability of low- to moderate-wage employees. Working Bridges is unique in that the services and practices provided are supported by the employers and offered at the workplace rather than in the community. United Way Resource Coordinators work on-site and are available to employees to provide resources navigation and coaching so that employees can prevent or solve problems that get in the way of work such as transportation, housing, child care and financial issues. Working Bridges employer partners are active in and committed to the development of practices, policies and services that support the needs of employees, and they recognize Working Bridges as an investment in their entire workforce. To date, Working Bridges has developed and implemented several programs designed to improve the overarching goal of economic independence for employees and their families, including: Income Advance Loan, through which employers partner with local credit unions to provide emergency money, credit building and savings opportunities for employees; On-Site Mobile Tax Preparation Assistance, bringing trained volunteers to workplaces to assist employees in preparing their tax returns and access the Earned Income Tax Credit; Financial Education & Coaching, providing employees with tools to set financial goals, develop spending plans, understand credit, savings, and asset building; and English at Work, English language classes delivered at the worksites to promote workplace-specific language learning and promote employee engagement and advancement, workplace communication and overall safety.
ENGAGEMENT & COLLABORATION

We invest in experienced staff who engage with community partners and support collaborations that address community needs. These collaborations function as incubator spaces in which we explore partnerships, develop shared goals, discuss innovative solutions and test new ways to address emerging needs. United Way staff lead or participate in these conversations, advocate for community solutions, and nurture partnerships among the nonprofit, government, and business communities.

ALBURGH CHILD CARE PROJECT

United Way has been a lead partner on a community project working to build a child care facility in Alburgh. A group of local residents and community partners have been working for two years to assess feasibility, explore options, develop a plan and secure funding. United Way has provided staff support and early funding to help keep the effort moving forward.

BUILDING BRIGHT FUTURES

United Way is a member of the Planning Team for Building Bright Futures’ project focused on creating a more integrated and coordinated system for children and families dealing with substance use disorder. United Way also participates in local early childhood councils that include a cohesive group of early childhood providers, including public and private pre-K programs, Parent Child Centers, Early Head Start and Head Start. The groups focus on learning standards, professional development and workforce issues and other common needs.

CHITTENDEN NETWORK FOR CHILDREN YOUTH AND FAMILIES

United Way participates in this network, comprised of nonprofit, private and public human service and education colleagues, working together to focus on improving the health, safety and well-being of children and families in Chittenden County.

HUNGER COUNCILS

United Way collaborates with community partners to increase awareness and understanding of causes and consequences of food insecurity, to engage a broader range of stakeholders in addressing barriers and creating opportunities and to catalyze collective action toward systemic and sustainable solutions, with a goal of ensuring all people can access the food they need. United Way acts as co-chair of the Chittenden County Hunger Council and is a member of the Franklin Grand Isle Counties Hunger Council.
FORMIDABLE FOUR

Affordable housing, child care, transportation and substance use disorder are the challenges facing employers and employees in Franklin County. Multiple community forums have been planned to highlight how these issues impact the workforce in our communities from both the employer and employee perspective. Started by Kathy Lavoie and the Workforce Investment Board, the Formidable Four community movement seeks to address these issues by hosting conversations about solutions and partnerships to help workplaces overcome these barriers. To date, a CEO forum, a community conversation and a forum on child care have taken place, with United Way now leading the community engagement efforts through our Working Bridges initiative.

FRANKLIN/GRAND ISLE COMMUNITY PARTNERSHIP

United Way participates in this dynamic coalition of community partners, including representatives from the health, education, human services and business communities, who meet monthly to learn and collaborate to help improve outcomes of social well-being for children, families and individuals.

HOUSING & HOMELESSNESS

United Way sits on the Steering and Strategic Planning Committees for the Chittenden County Homeless Alliance. The alliance envisions a future in which every person and family in the county has a permanent, safe, decent, affordable home and the necessary means and community supports to sustain it. The alliance is looking at the continuum from homelessness to permanent housing and developing strategies to meet the demands for shelter, transitional housing, permanent supportive housing and housing retention. As a multi-stakeholder group, the alliance continues to explore ways to improve broader participation by the whole community, including individuals who are experiencing, or have experienced, homelessness, in developing appropriate and sustainable strategies.

NONPROFIT EXCELLENCE

United Way works to strengthen the nonprofit sector by promoting collaboration, accountability and effectiveness through: promoting shared learning opportunities around performance measurement and accountability, supporting discussions and efforts around nonprofit collaboration and mergers and providing a strong voice for the nonprofit sector on issues like charitable giving, tax policy and state funding contracts.

SENIOR CENTER STUDY COMMITTEE

The Senior Center Study Committee was created by a resolution of the Burlington City Council to review and make recommendations regarding the long-term provision of senior services within Burlington. Multiple partner agencies along with United Way, represented by CEO Jesse Bridges, made recommendations to City Council to consolidate programmatic and financial services for the city’s two senior centers, improving the effectiveness of program delivery for older adults as well as giving opportunity to further review the financial sustainability of the senior center model. A further recommendation was made to create a Burlington Council on Aging to advise the city on the long-term well-being of older residents.

PREVENTION & WELLNESS PROMOTION

United Way supports community strategies focused on prevention and wellness through program funding, staff support and participation in community efforts. United Way staff participate in a number of prevention focused groups, including the Franklin & Grand Isle Regional Prevention Partnership, the Franklin Grand Isle Prevention Advisory Board, the Franklin Grand Isle Opioid Response Consortium, the Vermont 9-26 Coalition and the Chittenden County Opioid Prevention Action Team.
COMMUNITY INVESTMENTS

PROGRAM FUNDING

ADVANCING EMPLOYMENT  PROMOTING MENTAL HEALTH  SUPPORTING

FAMILIES  REDUCING SUBSTANCE USE DISORDER  MEETING BASIC NEEDS

- Age Well, Meals on Wheels, $25,000
- Association of Africans Living in Vermont (AALV), Project Integration, $24,000
- Boys and Girls Club of Burlington, Drug Abuse Prevention, $26,000
- Burlington Children’s Space, Burlington Children’s Space, $44,000
- Burlington Housing Authority, Housing Retention Services, $27,000
- CarePartners Adult Day Center, Adult Day Program, $5,000
- Champlain Community Services, Way 2 Work - Supported Employment Program, $56,000
- Champlain Islanders Developing Essential Resources (CIDER), Neighbor Meals, $17,000
- Champlain Islanders Developing Essential Resources (CIDER), CIDER Transportation, $17,000
- Champlain Valley Office of Economic Opportunity, Inc. (CVOEO), Chittenden Emergency Food Shelf, $40,000
- Champlain Valley Office of Economic Opportunity, Inc. (CVOEO), Franklin Grand Isle Community Action/NorthWest Family Foods, $39,000
- Champlain Valley Office of Economic Opportunity, Inc. (CVOEO), Housing Assistance Program, $15,000
- Committee On Temporary Shelter (COTS), Family Shelter, $30,000
- Community Health Centers of Burlington, Dental Access Program, $60,000
- The DREAM Program, DREAM Village Mentoring, $16,000
- Franklin County Caring Communities, Watershed Mentoring, $10,000
- Franklin County Senior Center, Nutrition Program, $5,000
- Grand Isle County Mentoring, Grand Isle County Mentoring, $11,000
- The Greater Burlington YMCA, Early Childhood Program, $65,000
- HomeShare Vermont, HomeShare, $20,000
- Howard Center, Career Connections & Project Hire, $23,000
- Howard Center, Integrated Outpatient Services, $70,000
- Howard Center, First Call for Chittenden County, $29,000
- Howard Center, Street Outreach, $21,000
- Howard Center, Low-Barrier Substance Abuse Intervention, $70,000
- Intervale Center, Intervale Gleaning and Food Rescue, $10,000
- KidSafe Collaborative, Child Protection Teams, $14,000
- King Street Center, Food Program, $20,000
- King Street Center, Teen Futures & Junior Senior Buddy Program, $20,000
- King Street Center, Early Childhood/ Afterschool, $38,000
- Lund, Community Substance Use Disorder Treatment, $46,000
- Lund, Children's Services, $50,000
- Lund, Adoption Services, $35,000
- Milton Family Community Center, MFCC Food Shelf, $8,000
- Pathways Vermont, Housing First, $27,000
- Prevent Child Abuse Vermont, Nurturing Parenting Program, $15,000
• ReSOURCE, Workforce Development, $38,000
• Salvation Farms, Vermont Commodity Program, $29,000
• Samaritan House, Samaritan House, $15,000
• Sara Holbrook Community Center, Preschool, $21,000
• Sara Holbrook Community Center, Teen Program, $33,000
• Sheldon Food Shelf, Sheldon Food Shelf, $7,000
• Spectrum Youth & Family Services, The Landing Short-Term Housing for Homeless Youth, $35,000
• Spectrum Youth & Family Services, Riverstone Counseling, $38,000
• Turning Point Center of Chittenden County, Recovery Peer Support, $44,000
• Turning Point Center of Franklin County, Support Staffing, $14,000
• UVM Health Network Home Health & Hospice, Adult Home Health, $38,000
• UVM Health Network Home Health & Hospice, Hospice and Palliative Care Services, $29,000
• UVM Health Network Home Health & Hospice, Family and Children’s Services, Home Visiting Program, $35,000
• Vermont Psychological Services, Connecting Cultures, $38,000
• Vermont Works for Women, Step In To Work, Employment Readiness for Women, $38,000

FOR FULL PROGRAM DESCRIPTIONS, PLEASE VISIT UNITEDWAYNWVT.ORG/PROGRAM-FUNDING
**GIVE**

Whether large or small, every gift matters. We leverage the collective power of 10,000+ donors to keep fighting for every person in every community in Northwest Vermont.

You can give as an **individual** through a one-time or recurring monthly gift, or **host a workplace campaign**. We have all the tools to get you started in creating a fun and engaging experience for your company while helping to transform our community where we all live, work and play. Please connect with Cari Kelley today to get started, cari@unitedwaynwvt.org.

**JOIN**

We have a number of experiences to help you engage with your community on a deeper level, learn about the issues affecting your region and network with other community members who share your passion.

**Women United** – Through advocacy, learning events and philanthropy, Women United connects passionate individuals who fight for the financial stability of women and their families. Support Women United as a **Champion** (annual gift or pledge of $500 or more to United Way) or as a **Friend** (annual gift or pledge of $200 - $499 to United Way). Programming and events run from fall to spring.

**Emerging Leaders United** – ELU connects diverse young professionals age 40 and under. New programming in 2019 offers ELU members the opportunity to serve in a year-round leadership role on United Way’s board or on a committee.

**VOLUNTEER**

Through **Volunteer Connection**, we connect volunteers, businesses and nonprofits through a free, easy-to-use, mobile-friendly website. Nonprofits can post their volunteer needs to thousands of potential volunteers and business groups who can search online to find the perfect volunteer opportunity. Go to unitedwaynwvt.org and click on “Volunteer” to get started today!

**GET INVOLVED. MAKE A DIFFERENCE. FEEL GREAT.**

---

*Volunteer Connection is sponsored by:*

- Argosy Foundation
- SymQuest®
ALEXIS DE TOCQUEVILLE SOCIETY

The Alexis de Tocqueville Society recognizes local philanthropic leaders and volunteer champions who have devoted time, talent, and funds to create long-lasting changes by tackling our community’s most pressing issues. Membership in the Tocqueville Society is granted to those who contribute at least $10,000 annually to United Way.

The United Way Tocqueville Society aims to:

• Change lives through philanthropic leadership focused on United Way's strategic priorities.
• Communicate the vital role of personal philanthropic action.
• Expand high-level personal giving and United Way major and planned giving programs.
• Strengthen local United Way leadership by building a network of leaders.

POMEROY LEADERSHIP CIRCLE

The Pomeroy Leadership Circle recognizes those who pledge gifts of $1,000 or more annually to United Way of Northwest Vermont:

Leaders $7,500 - $9,999  
Founders $5,000 - $7,499  
Patrons $2,500 - $4,999  
Benefactors $1,500 - $2,499  
Friends $1,000 - $1,499

UNITED WAY LEGACY FUND

Our endowment for long-term social change ensures United Way of Northwest Vermont’s mission to improve lives and create a stronger community. The Legacy Fund recognizes gifts to the endowment or those who have included us in their estate plan, will or trust.

National Society
$100,000 - $249,999

Order of Fraternity
$75,000 - $99,999

Order of Equality
$50,000 - $74,999

Order of Liberty
$25,000 - $49,999

Members of the Society
$10,000 - $24,999

Thanks to you, we’re making change happen all across Northwest Vermont. Leaders like you are a force for positive change through your bold commitment to making our community better and more prosperous.
ALEXIS DE TOCQUEVILLE
NATIONAL SOCIETY:
$100,000-$249,999
The Andre LeBoeuf Foundation

ALEXIS DE TOCQUEVILLE ORDER
OF FRATERNITY:
$75,000-$99,999
Don Sinex

ALEXIS DE TOCQUEVILLE ORDER
OF LIBERTY:
$25,000-$49,999
Joseph & Dale Boutin
Bill & Debra Gottesman
Lisa Steele
Christine & Bob Stiller

ALEXIS DE TOCQUEVILLE
MEMBERS OF SOCIETY:
$10,000-$24,999
Mike Boardman
Scott & Carol Boardman
Theresa Alberghini DiPalma &
Robert DiPalma
Jerry & Sheri Ford
Richard S. & Therese T. McCreary
The Metz Family Foundation
Brian & Ute Otley
Mary Powell & Mark Brooks
Pat Robins & Lisa Schamberg
Christopher & Susanne Smith
Brigette & Richard White
Elizabeth Woods

POMEROY CIRCLE LEADERS:
$7,500-$9,999
Michael E. Houghton
Michael Marks & Sally McCay
Paul & Gina Plunkett
Don & Sandy Rendall
Andrea Rogers & R. Avery Hall
Michael & Linda Seaver

POMEROY CIRCLE PATRON:
$2,500-$4,999
Molly Abair
Gary & Jane Alsofarom
Jack & Nancy Barnes
Garry F. Bates
David Blittersdorf
Dan Boardman
Peter & Linda Bouyea
Jesse Bridges
Alden T. & Phoebe E. Bryan
Jay Canning
Ted & Anne Castle
Tom Clavelle & Wendy Saville
Ginny Coolidge
Steve Costello
Robert & Suzanne Crews
John & Melissa Cronin
Laura Dagan
Philip & Mary Ellen Daniels
Richard & Ina Deane
Eugenie Doyle & Samuel Burr
Randy & Cindy Elcan
Willett Foster III
Joseph & Cathy Frank
Jean L. Giard
Andy & Beth Golub
Eric Hanson
David & Patricia Henderson
Drs. Richard Hubbell & Rosemary
Dale
Penrose & Schuyler Jackson

POMEROY CIRCLE BENEFACTOR:
$1,500-$2,499
Karen McAndrew Allen, Esq.
Gene & Jennifer Archambault
Mark & Laura Beliveau
Debby Bergh
Brian & Brooks Boardman
Lillian Boardman
Dennis & Elizabeth Bouldin
Renee Bourget-Place
Rusty & Kathy Brink
Matt Campbell
Sarah Carpenter
Scott & Lisa Carpenter
Joseph & Bonnie Carton
Andrea & Richard Cate
Dr. Thomas & Christina Cavin
James Cohen & Lisa Bridge
Leigh & Christopher Cole
Marcia & Randall Corey
Fred A. & Ann Curran
Christine Curtis & Clyde Stats
Lois D’Arcangelo
John & Sandy Davis
E. Andrew & Birgit Deeds
Dr. Rocki-Lee DeWitt & Josephine Herrera
William & Leonora Dodge
John & Sandra Dooley
Stanley Emery
Jane Ewing
Shaun & Mary Farley
Gary & Jane Farrell
Doug Fisher
Martin Fletcher
Frances Foster
Dr. John & Emily Gennari
Tom Gustafson & Ann Acrovitch
Peter D. & Martha Haskell
Richard & Marcia Hawkins
Nancy Jenkins & Bryan Jackson
Mark & Sarah Jennings
Karla Ann Karstens
Todd & Cynthia Kelley
Ed & Lisa Kent
Stephen Kiernan
Shaun T. King
Arnold Kozak
A. Paul & Arlene F. Krapcho
Lisa & Mark Lagerquist
Michell Langlais
Mark Larivee
Richard & Sheri Larsen
John & Marian Lawlor
Thomas S. Leavitt
Dawn LeBaron
Leslee MacKenzie

Jayne Magnant
James Massie
Jeff McMahan & Heather Ross
Dencie & Mark Mitchell
Elizabeth K. Mitchell
Matthew & Julie Morse
Brian & Laura Murphy
Maureen E. O’Brien
Dr. John Pane & Ms. Elizabeth Bassett
Joshua W. Partlow
Rebecca B. Peterson
Ron & Dawn Plante
Lance Potter
Stacy M. Putnam
Dale & Lisa Randall
Jeff & Colleen Robinson
Stephen Rollins
Frank Sadowski & Deborah McGurn
Randy Sargent
Dr. Don & Mrs. Hope Schultz
Cynthia Seybolt
John & Nancy Simson
Carla Boardman Smalling
Ann Smallwood
Shapleigh Smith & Melissa Volansky
Julie & Scott Springer
John St. Hilaire
Mike Sturm
Dr. John P. Tampas
Eric Tremble
Peter & Tia Trotter
Freda & Michael Tutt
Ruth E. Uphold & Mary Provencher

Dirk J. van Leeuwen
Sean Walsh
William M. Ward
Bill & Judy Whitman
John Willey

POMEROY CIRCLE FRIENDS:
$1,000-$1,499
Harris & Jan Abbott
Afi & Amanda Ahmadi
Brian Aitchison
Robert W. Allen & Marsha E. Camp
Becky & Stew Arnold
Ron Ashley
David & Cathy Attig
David & Joanne Austin
Donna Austin-Hawley & Gary Hawley
Jennifer R. Barrett
Margaret Bartholomew
Jay Barton
Jeffrey Behm
Tammy L. Berrings
Jami Bisson
Robert Bick
Eileen Blackwood
Rick J. Blount
Donna & Patrick Bogue
Eric & Susan Bokelberg
Cindy Boothby
Tim & Jill Bowen
Margaret J. Bozik
Dr. Alain Brizard
Jeffrey P. Brosseau
Logan & Maria Brown
POMEROY CIRCLE FRIENDS, cont’d:

Sara M. Brown
Lynn E. Bryan
Donna Burke
Marianne Burke
Chadd Bushey
Daniel M. Cahill
Robert G. Cain & Jill Sikora-Cain
Brian & Marilyn Cargill
Amy Carmola Hauf & Paul Hauf
Edward Carroll & Jackie Burke
Jennifer & Joshua Castonguay
Luke F. Clavelle
Lonnie Cleland
Drs. Richard & Rose Colletti
Tim & Paula Cope
Peter & Patricia Cottrell
Robert Cummings
Annemarie Daniels
Derrick & Lynn Davis
Desiree de Waal
John DeBrosse
Larry A. Decker
George Demas
Elizabeth M. Demas, Esq.
Claude Deschamps & Brigitte Barrette
Frank & Ducky Donath
Robert Dostis
Ruth Drake
Thomas Dukas
Lori Duncan
Chris & Heidi Echo
Kent Eldridge
The Ellinwood/Ferguson Family
Russell & Nancy Ellis

Marlene Emerson
Veronica M. Fallon & Richard G. Messer
Skip & Liz Fanus
Janet Farina
Matthew D. Farnham
Sally A. Farrar
James Farrell
Jill Federico
Connie Fellion
Mary Kate Fitzpatrick & Jeffery Purcell
Margaret A. Fleming
Teena & Rick Flood
Elisabeth Fontaine
James & Elizabeth Foster
Margaret P. Gagne
Joe & Barbara Gaida
Scott A. Giles
Brooke & Christopher Gillman
Sheila L. Ginter
Gail Godfrey
Christina Gordon & Lisa Hobbs
Rachel Goyette
Anna Grady
Curtis E. Green
John & Deb Greenan
Walter S. Greiner
Jennifer L. Haggerty
Jason B. Hamilton
Keith Hanf
Austin & C. Fagan Hart
James & Mary Ellen Hebert
Dr. & Mrs. Richard Heilman
Melissa Hersh
Angie Holbrook

David B. & Michele A. Holton
Marie Houghton
John & Susan Hughes
Barry & Laurinda Hulce
Arthur Hull
Alan Humphrey
David & Katherine Hutchinson
Timothy & Patrizia Jamieson
Tammy & Glenn Johnson
David & Marie Johnson
Melissa Jones
Dan Kahn-Fogel & Rachel Kahn-Fogel
William Karstens
Keith Kasper & Francine Pomerantz
Sybil Keefe
Dave & Sally Keelty
Michael & Elisabeth Keller
Cari Kelley & Greg Smith
Heather Kendrew
John & Katherine Keshavan
Ken & Amy Kieft
Barry J. King
Mary J. King
Todd Kowalczyk
Susan Kublin & Michael Richard
Jeff & Jennifer LaBonte
Nicole LaBrecque & John Dawson
Wallace Lafferty
Mike Landry
Mark A. Langan
Scott T. LaPlant
Philip A. Lapp
Stephen & Robyn Leffler
Christopher A. LeForce
Rick & Sue Leonard
Dr. Kathryn J. Leo-Nyquist
Dr. Paul & Patty Levi
Steve Lipkin
Steve Litkovitz
David Littlehale
Mark & Greta Lorenzini
Stephen Luce
Subha Luck & Jack Manning
Michelle & Lambert Lussier
James Madej
Johan & Lynda Maitland
Jeff Manney
Maria Marra
Karen Marshall
Joan C. Martin
Nancy Ellen Mathews
Bobbe & Robert Maynes
Thomas E. McCormick
Peter & Jill McDougall
Mark Melendy
Brian & Patti Meyer
Muffie & Sandy Milens
Kate Mitchell
Jeffrey & Pamela Monder
James & Leslie Mooney
Chris & Kim Moran
Greg & Toni Morgan
Gretchen & Jim Morse
Laura Motter
Donald Mueller
Jeanette Myers-Whitney
Arsalan M. Namdar
Paul & Carol Ode
Dom & Claudia Orlandi
Linda Claire Park
R. Allan & Elsie E. Paul
Dr. Malcolm J. Pauelsen
Charles Perrillo Jr.
Dr. Thomas Charles Peterson
Melanie B. Porter
Sandy Post & Flip Brown
Bill & Maureen Post
Kate Purcell & Kevin Plette
Holly & Brian Reed
Ardelle Rich
Peter Ricker
Kelly A. Ross
Victoria Ross
Rob Roy
Kay & Richard Ryder
Patricia Sabalis
Marie Sandoval
Bill & Kate Schubart
James F. Scott
David & Kim Sears
Darlene Seely
Ed Seraydarian
John W. Sharpless & Janet Rutkowski
Debbie K. Sheridan
Edward D. Sheridan
Dr. Tamotsu & Kazuko Shinozaki
Charles P. Smith & Amy V. Mellencamp
Paul R. Smith
Richard S. Smith
Mark & Linda Snelling
Sallie Soule
Janet & Paul Spitler
St. Croix Valley Foundation
Jim St. Peter
Jane K. Stickney
Frances Stoddard
Roger & Kit Stone
Tom Streton
Jan & Larry Sudbay
Monica Sullivan
E. Thomas Sullivan
David & Pietra Sylvester
Dr. Burt Tabakin
Patrick G. Theriault
Peter W. Thompson
Kathe Tiballi
Karen S. Torrey
Tom Torti
Lauren M. Tronsgard-Scott
Tina Truax McCuin & Shaun McCuin
Cynthia Turner
Michael & Anita Tuttle
Karen J. Unsworth
Dave Usher
Elizabeth Van Buren
Pierre Van Der Merwe
Rick J. Vincent
Ashley Wainer
Marcus Walker
Cynthia Warshaw
Brian Waxler
Samantha Wayne
Donald L. Weaver
Miro & Stacy Weinberger
Joyce & Al Weldon
Daniel P. Werme
Roland W. Wilbur
Jon Wilkinson
Bob Willey
Tim & Lisa Williams
Tricia Wunsch
Jon & Kim Zehnacker

**TOCQUEVILLE LEGACY**
Joseph & Dale Boutin

**LEGACY FUND**
1983 Charitable Trust, Jane B. Cook
Dr. David H. & Meredith Babbott
Mr. & Mrs. Robert R. Bensen
David & Joan Boardman
George & Duncan Brown
John & Connie Carpenter
David Coates
Stephen & Susan Crampton
John & Melissa Cronin
Kevin Dwyer
Joe & Barbara Gaida
Dr. Arnold & Virginia Golodetz
Penrose & Schuyler Jackson
Joan Jamieson
Karen Johnson
Spencer Knapp & Barbara Cory
Richard & Sheri Larsen
Dr. Joan Madison
Martha Maksym
Jan Marinelli & Keith Turman
Lois McClure
Roger Monette & Josh Welch
Gretchen Morse
Faith Parker
Ruth Partridge
Katherine Purcell & Kevin Plette
Larry Rudiger & Joe Sorensen
Dr. Ethan A. H. Sims
John & Nancy Simson
Chris & Susanne Smith
Dale & Mary Ellen Spencer
Elizabeth Steele
Benjamin Stein
Glen A. & Rosemarie Wright
Robyn Young

*Italics indicate individual donors who have passed away.*
We engage donors through the workplace and beyond. But it's not just about giving.

We partner with local businesses to enhance their community presence and strengthen their workforce. Together, we explore their philanthropic interests and devise strategies that help employees feel good about the work they do while giving back to their local communities. This often results in a healthier, happier workplace and a stronger brand image for companies.

**TOP 10 WORKPLACE CAMPAIGNS**
- The University of Vermont Medical Center
- Hickok & Boardman Network of Companies
- Green Mountain Power
- The University of Vermont
- People's United Bank
- Vermont Gas Systems, Inc.
- Mylan Technologies, Inc.
- IBM Corporation
- New England Federal Credit Union
- Perrigo Nutritionals

**CAMPAIGN AWARDS**

**Affinity Award** - Campaign results and practices that shine within an industry sector.  
**Dinse Knapp & McAndrew**

**LIVE UNITED Award** - Demonstrating community leadership in answering the call to Give, Advocate, and Volunteer.  
**McSoley, McCoy and Company**

**Keyperson of the Year** - Recognizing the extraordinary efforts of a Campaign Keyperson or Keyperson Committee.  
**Erin Ward, Northwestern Medical Center**

**Campaign of the Year** - Our highest campaign honor, based on results and best practices.  
**FoodScience Corporation**

**President’s Award**
80% participation, $75 per capita employee giving, $35 per capita corporate giving.

**Gold Award**
80% participation, increased corporate and employee per capita giving from previous year.

**Silver Award**
80% participation, increased employee per capita giving from previous year.

**Bronze Award**
80% participation or 30% increase in total dollars from previous year.

**Affinity Group Award**
Highest participation within an industry sector. One of these becomes the best of the best (above, left).

**2019 CAMPAIGN ASSOCIATES SPONSORS**

Special thanks to Joanne LaBrake-Muehlberger for the many years of quality public speaking training she has provided for our Campaign Associates. Joanne offers public speaking training to organizations and individuals. She can be reached at Jlabrake@smcvt.edu.
YOU MAKE CHANGE HAPPEN.

United Way of Northwest Vermont

Proudly serving Chittenden, Franklin and Grand Isle counties
(802) 864-7541

unitedwaynwwt.org