



The Wda

Thursday, June 25, 2009

Hagerstown, MD

WASHINGTON COUNTY

MAKING AN IMPACT: THE CHANGING WORK OF UNITED WAY

For over fifty years

your United Way has been known and respected as an efficient fundraiser for a select group of our area nonprofits. The value-added dimension of the allocations process has been the cornerstone of the United Way brand for many years here in Washington County. The strength of the network of our funded partners and the quality of the relationships we've built with corporations, community leaders, and community organizations sets us apart from other funding agencies. Our access in the workplace and our collaboration with all of our partners is strong. So, your question might be - why are you changing?

The easiest answer to that incredibly complex question is - the world is changing—our marketplace is changing. United Way's message as a fundraiser can easily be lost in an electronic era of on-line giving and endless donor choice. The role of the middleman, while once very relevant, is no longer of as much value. Investors want a more personal relationship with their charitable giving. We need to help build that relationship. Donors want to be able to connect their investments to real results, and want to know how we, non-profits, are using their dollars to bring about community change. At the same time that individuals are becoming more focused so, too, are our business partners. Corporations have their own philanthropic agendas and seek collaborative partners in their efforts to meet performance objectives. While these fundraising challenges illustrate quite well the need for change, the most compelling motivator for our transformation is a desire to stay relevant, to add greater value, and to assure life-changing results for the people of this community.

So where do we go from here? United Way of America and several leading United Ways across the country have been the champions of a new organizational model, what is referred to as the "Community Impact Model." To transform

to a Community Impact United Way, we will be required to make a cultural shift from an organization defined by campaign productivity to an organization

respected and supported because of the results it achieves through investments in response to targeted community needs. The key elements of the Community Impact Model require us to focus on a limited number of long-term priority areas; develop a well-defined systems of outcome measurements for reporting of results; work to diversify our revenue streams; and to foster a year-round relationship with our investors. Building on the existing strengths and experience in needs identification, stakeholder facilitation, funding of quality agencies, and strong volunteer leadership, the United Way "product" under this new model is "impact," our primary customer is the committed investor, and our beneficiary is now the community as a whole.

This type of change will take time, but we are committed to seeing this through in a way that brings about lasting change. We hope you will join us in building a brighter future for our community.

Annual Report 2008—2009

WANT TO GET INVOLVED IN YOUR COMMUNITY?

Search volunteer opportunities with local non-profits by visiting washingtontynonprofits.org

Brought to you by the Chamber of Commerce and Leadership Washington County

United Way's Website

is becoming more interactive! Here are just a few exciting features:

- blogging,
- LIVE UNITED** stories,
- improved photo gallery,
- online giving,
- social network links, videos
- and a fully stocked campaign toolkit!

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A YEAR IN REVIEW

OUR MISSION: UNITED WAY OF WASHINGTON COUNTY MOBILIZES OUR COMMUNITY TO PROVIDE OPPORTUNITIES, ADDRESS VITAL ISSUES AND IMPROVE LIVES FOR ALL CITIZENS.

OUR VISION: ALL CITIZENS OF WASHINGTON COUNTY WILL HAVE AN OPPORTUNITY TO REALIZE THEIR HOPES, DREAMS AND POTENTIAL THROUGH OUR CARING COMMUNITY

OUR VALUES: LEADERSHIP AND COLLABORATION; INTEGRITY AND TRUST; RESULTS AND ACCOUNTABILITY; INCLUSION AND DIVERSITY

Dear Friends,



LIVE UNITED

Leah Gayman,
Executive Director

Difficult times require our greatest performance.

As I look back at our work over the last year, I feel great pride in our accomplishments and see promise in all of our efforts. To each and every one of our volunteers, I want to thank you for your passion and commitment to our mission. You are each truly an inspiration!

Last year was an exceptional year. For many area families, some of the most basic needs were increasingly beyond reach. Our fundraising efforts did a lot to help meet these needs. I am so proud to be a part of a community that cares so much about one another. As we

look to the future, we recognize the need for change. We see that, while the work we do makes an incredible difference for the people we serve, we can do more. As an organization we cannot afford to be complacent when the conditions surrounding us demand our attention. Our community cannot accept these conditions—and therefore, neither can we. We need to challenge ourselves and our systems to create opportunities for a better life for everyone.

Please take some time to read through the report and learn about some of the changes that will be coming over the next few years. The Annual Report has been written to provide you with a solid understanding of the need for and the design behind our transformation. Our mission is lasting community change. We want to reignite a movement that gets people working together toward a common goal and that creates opportunities for everyone.

Thank you for all you do to improve lives in Washington County. I look forward to working with you. If you have any questions or would like to discuss the transformation, please don't hesitate to contact me directly. 301.739.8200 x 11

Take Care,

GIVE. ADVOCATE. VOLUNTEER.
LIVE UNITED™



Looking Back at 2008

- This past October we were blessed with over 600 volunteers at our annual Day of Caring! With 35 teams, 11 of which were new, we went out to 50 different projects - helping a record number of people. What a demonstration of caring. That's what it means to LIVE UNITED.
- Thanks to the hard work and dedication of our campaign volunteers led by co-chairs Tim Henry and Noel Williams, we raised almost \$1.64 million for the people of Washington County.
- Roger Stenersen, Campaign coordinator for WCPS, was honored as the Campaign Coordinator of the Year for his outstanding commitment to the community, volunteerism, and the mission of United Way.
- In partnership with NBC 25, the United Ways of Washington County, the Eastern Panhandle, Frederick and Franklin County held the "Tri-State Lives United Auction," which raised over \$10,000 and promoted our campaigns and community initiatives.
- So many of our campaign partners went the extra mile in 2008. After volunteering during the holidays to bring food to families and running an exceptional campaign highlighted by increased giving of 71%, United Way awarded Berwick Offray with the Michael G. Callas Award for Campaign Excellence.

UNDERNEATH EVERYTHING WE ARE. UNDERNEATH EVERYTHING WE DO. WE ARE ALL PEOPLE CONNECTED INTERDEPENDENT, UNITED. WHEN WE REACH OUT A HAND TO ONE, WE INFLUENCE THE CONDITION OF ALL. THAT'S WHAT IT MEANS TO LIVE UNITED.

BOARD OF DIRECTORS



Dear Community Supporters,

I choose to LIVE UNITED because we need a new way of addressing the social issues in Washington County. As ONE community and with ONE voice, we must be bold and attack the challenges found in education, income and health that are the barriers to a better life for our neighbors. To reach this goal, we must engage every single resident of Washington County to solve the critical issues facing our community.

LIVE UNITED

The United Way of Washington County, MD is evolving from a traditional fundraising group to an organization focused on collaboration and lasting community change. Through the Community Impact model, we will work with stakeholders to analyze the needs of the community and bring together the many organizations necessary to solve those challenges.

John Latimer, IV
Board President

I ask you to take a stand . . . join us and LIVE UNITED in 2009. By working together and leveraging the many talents of our community, we will succeed and transform Washington County.

Sincerely,

LIVE UNITED™

WHY DO YOU LIVE UNITED?

"To help others is to honor those that have helped us along the way."

Trey Alter

"Living United both reflects the reality of human existence and the ultimate measure of community success. There is no better message adults can deliver to young people than having them see us feel good about helping others in need. The best of communities are those that place the helping of others at the top of their hierarchy of community values."

Guy Altieri

"Living United is believing in our community through faith and works, and always being prepared to give our time, talents, and money."

Bob Barnhart

"I want to use whatever knowledge and experience I have to support the many organizations who work to help disadvantage people, particularly those with disabilities."

Bill Beard

"My mother told me to be a good neighbor by reaching out to help those in need. I've tried to do that."

Bill Bulla

"So much more can be accomplished for the good of our community if we work together, collaborating to leverage the many talents that exist among us."

Kelly Colbert

"To focus on ensuring our community is working together to resolve issues and make Hagerstown the best it can be for all of us and our children. Pay it forward!"

Deb Gorbosky

"To help strengthen a community that has provided me invaluable opportunities, in the hope it will provide the same to others for years to come..."

Meg Harsh, Vice President

"To provide opportunities whenever or wherever possible to those whom otherwise might not have these opportunities."

Skip Kauffman

I think it's said best in the words of Pericles—"What you leave behind is not what is engraved in stone monuments, but what is woven into the lives of others."

Ryan Lampton

"One person can make a difference, but a united community can make changes happen for all."

Phyllis Landry

"Living United is the best way I know to help others in making our community a better place to live, work and raise a family."

Al Martin, Treasurer

"Our world is a tapestry of beautiful color—a complicated and intricate weave. To LIVE UNITED means understanding how the thread of my existence can contribute to the design for those who walk with me, and those who come after me."

Donna Newcomer

"I believe each of us have a responsibility to give to the greater good – to make a difference in our community. The LIVE UNITED message reminds us that each of us have a role in bringing about change."

Dave Perkins

"I have the simple responsibility to make my community a better place to live for all citizens."

Joe Ruzicka

"I wish to help foster a nurturing community for children, including my own, to thrive in."

Andrew Sargent

"I would like to see a community where all stakeholders are moving in the same direction and collaborating where possible to improve the quality of life for all of our county's citizens."

Brad Sell

"All of us together working to improve the lives of everyone living in our community."

Rod Shoop

"Being part of a movement where all children are born and raised in a safe, healthy and nurturing environment to become healthy and responsible adults."

Stephanie Stone

"Service to your community provides the foundation for community growth."

Earl Stoner

"Helping those in our community achieve a respectable standard of living at a time when personal circumstances challenge that standard."

Mike Zampelli

RUNNING A SUCCESSFUL UNITED WAY CAMPAIGN



Involve your CEO

Recruit a campaign team

Promote and publicize

Make the ask

Say THANK YOU!

2009 United Way Campaign

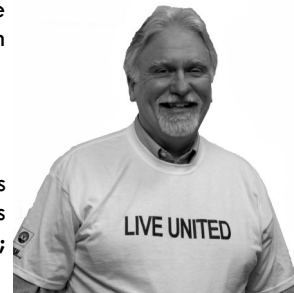


Greg Snook, Co-Chair

Greg Snook and Mike Harsh...or Butch Cassidy and the Sundance Kid!...or Stan Laurel and Oliver Hardy...or Sean Hannity and Keith Olberman???

We're both Williamsporters – and proud of it!

Each of us has served in elected office – Greg 16 years as Washington County Commissioner and Mike 12 years as Williamsport Town councilman - neither of us ever lost an election; both of us knew when to quit!



Mike Harsh, Co-Chair

Each of us has been married for over 30 years to our first wives, Ruth Ann (Gozora) and Linda (Hartnett) . . .

Both of us are “abu el banat” (father of daughters) Greg’s Katie and Sarah and Mike’s Katy and Rachael and Laura .

So, we haven’t needed an opinion for a long time! Nor, for that matter, had the courage to express one!

That’s why we are rarin’ to go to help raise money and services for our neighbors and friends. We know that United Way of Washington County profoundly assists folks in improving their opportunity to learn and grow and thrive. Ultimately, we both believe that the true nature of our community is solidly grounded in generosity and compassion for those of us in the greatest need. "Live United" and we nurture increased individual and family ability toward independence, so that those we help today will be able to help others tomorrow.

Soon we will be on our own and coming your way. When we call, be sure to answer—otherwise, we just won’t go away... ~Greg Snook and Mike Harsh

FUN CAMPAIGN

THEME IDEAS

- IRON CHEF
- MARDI GRAS
- NIFTY FIFTY
- OLYMPICS
- SUPERHERO
- SPORTS
- SURVIVOR
- HOLLYWOOD
- VEGAS
- GAME SHOW
- MAGIC
- WILD WEST
- FEAR FACTOR

I took this job for selfish reasons. I figured if I surrounded myself with inspirational people, maybe some of it would rub off on me. What a genius move! Working at United Way has put me in circles with some of the best people I have met in my life. And if there was one message I want to convey... it would be thanks.

Thank you for donating; running a campaign; letting me into to talk to your employees, co-workers and club members... and thank everyone else for laughing at the appropriate times in my presentation. Thank you for coming on presentations, even though you have your own agency. Thank you for challenging what we do, it gave me the chance to clear up misconceptions that someone else in the room may have had. Thank you for incentivizing your employees; volunteering on the campaign; giving me encouragement. Thank you for caring about your community. Thank you for inspiring me.

By supporting United Way, you are supporting your employees, co-workers, children, parents, friends and their families, neighbors, your kid’s soccer coach, Grandma’s best friend... everyone who has been touched by the work of United Way.

And while we know this year will be difficult, we are striving for a successful campaign. Our message is more important now than ever. Our community needs us. We’d love to talk to you about getting involved—giving in whatever way you can. Greg and Mike are both engaging, experienced speakers with a true passion for this community. And I bring free stuff, so you won’t regret it!



Addie Nardi,
Resource Development
Director

WILL YOU HELP UNITED WAY SPREAD THE WORD? GO NOW TO

WWW.GIVE5WC.ORG

AND SEE JUST HOW EASY IT IS TO CHANGE LIVES.
PASS THIS WEB ADDRESS ALONG TO YOUR FRIENDS AND FAMILY.
WORKING TOGETHER WE CAN MAKE A DIFFERENCE.

Which issues keep you up at night? Are any of those things getting worse? Maybe you are doing something about it; maybe you're not. Maybe the problem is that you have all the passion in the world, but don't know how to help -or worse, you just feel helpless.

Many of us don't have the means to make the type of financial investment that brings about substantial change. Believe me, it doesn't just take money to make a difference. We all have something we can offer —what if yours is your voice? Through your voice you can use your passion to inspire action, educate, motivate, and transform lives. You might be surprised to find there are others just like you ~ eager to lend a voice to find a solution.

You can use your voice in so many different ways. It's not just about changing a system or finding a solution ~ speak out in praise of a program, reinforce the great things you're seeing in your community. It can be incredibly refreshing and motivational to hear uplifting stories from people who truly care about this community.

Being an advocate doesn't mean you have to storm Capitol Hill! You can use your voice in so many ways—be quiet, be loud, be visible, write your thoughts, say them, even sing them. And when you do you'll turn around to find that others are following your lead.

BORN LEARNING



Born Learning Fest 2008—Born Learning is a movement aimed at teaching parents how to make everyday activities a chance for learning. Just think about all the things we can teach our children while just doing a little grocery shopping.

Born Learning was selected by the Washington County School Readiness Collaboration and implemented locally through a partnership with United Way in an effort to raise awareness about the importance of early learning to improve school readiness.

Early childhood education is vital to strong schools and a strong economy. Quality early learning in the first few years provides a solid foundation for school success.

Research shows that investing in early learning pays huge dividends later on – in reduced crime, fewer teen pregnancies, more high school graduates and more individual success in work and in life.

In Washington County, 72% of kindergartners were fully ready for school, according to the 2008-09 Maryland Model for School Readiness data. This is an increase of 3% over the previous year - hopefully this keeps trending upward. Materials have been distributed to a wide variety of organizations, including Pre-K centers, elementary schools, Washington County Health Department and libraries . In addition, on October 4, 2008 over 500 children, parents, grandparents and caregivers came out to the Born Learning Fest, which was held at University Plaza in downtown Hagerstown. The goal of the Fest was to provide parents and caregivers with every day activities to enhance early learning. Among these activities were several educational games , crafts, music, dress-up area – all designed to be interactive between a child and their parents. Books were also given to each child who attended.

The Born Learning Campaign is a good example of creating awareness about an issue. Born Learning is a national United Way public engagement effort designed to provide parents and caregivers with the resources needed to create quality learning opportunities for young children. It really stresses the role of the parent as the child's first teacher.



BORN LEARNING TRAILS INTERACTIVE AND EDUCATIONAL COMING FALL 2009 TO WASHINGTON COUNTY



Everyday opportunities are a chance for learning, a chance to talk about shapes, colors, letters, numbers, and even "What do you want to be when you grow up?"

No matter what motivates someone to volunteer, its benefits are many. Money is definitely needed to keep programs running and to improve the community – but what a difference a volunteer makes! Whether it is mentoring a teen, reading to children, driving someone to a doctor’s appointment or serving on a board, that personal touch and passion people invest into their community is invaluable.

Everyone has a special talent to share, and some skills may be hidden until revealed through a volunteer activity. Caring brings out the best in all of us. There are always a great group of people there to help any time United Way needs it. These volunteers lend their time to fundraise during the campaign, organize Day of Caring, rally at events, and provide leadership and guidance.



These special people don’t just wear the LIVE UNITED t-shirt, they live it!

CARING IS TIMELESS

Holly Harr: *Joining Passion with Opportunity*

If someone wants to witness the legacy of caring being kept alive in our community, they need only attend the Student Service Learning Honors Night. This event honors Washington County Public School students who have spent their time volunteering above and beyond the required community service hours they need to complete before graduation.

Too often, when you change the word “volunteering” to “community service” it takes on a more negative feeling. However, students across our county have taken something they *have* to do and made it into something they are *inspired* to do. And for Holly Harr, something she pledges to continue doing.

Holly Harr, a senior at South Hagerstown High School, is one of these incredible students. Holly took her love for horses and turned it into a rewarding project – volunteering at Star Equestrian Center’s therapeutic riding program. Assisting children with disabilities and teaching them how to ride, this program promotes self-confidence, socialization skills and muscle strength improvement.

Holly’s volunteerism has definitely been an exchange of benefits. She has gained a lot from her work at Star.

“It has definitely forced me to open up and not be as shy,” Holly said. “It has taught me how to get along with people of all ages and abilities. It was a joy to see children with disabilities go from wheelchair to the top of a horse – riding and smiling the whole time.”

Holly lights up anytime she talks about her experiences volunteering at Star Community.

Early experiences, like Holly’s, are definitely essential for the future of communities. It just takes a little bit of encouragement to turn a spark of interest into a lifetime of service.

Bill Bulla: *Giving Comes Naturally*

For many, volunteering starts when they experience great need or hardship during their lifetime. For some, the obligation to serve is instilled by parents. Bill Bulla has witnessed both of these and is a perfect example of service as a natural part of life.

Growing up during the Depression, Bill saw first-hand the sacrifices of his parents when food and money were scarce. He watched his mother lend a helping hand to others, while also tending to the needs of her own family.

“My mother was always going out of her way to help the neighbors,” Bill said. “She would tell me that there would always be someone who needs help and that I should do what I can.”

As Bill grew up, his definition of “neighbors” translated into anyone who needed him.

“If there is a problem, I want to help.” Bill said. “It is so rewarding to use my talents while also putting a smile on someone’s face.”

Using his talents keeps Bill very busy because his skills are numerous. It’s even hard for Bill to remember everything in which he is involved because there are so many. United Way, American Cancer Society, Girl Scouts, Lion’s Club and Habitat for Humanity are just a few of the organizations that are included on this long list.

“He is always there when we need him no matter what project we are working on.” Leah Gayman said.

Longevity and commitment are also words that are associated with Bill because once his participation begins with an organization, you can bet that he’ll continue to be a part in some way. His involvement with United Way has spanned 3 decades.

Bill isn’t someone who needs recognition for all that he does. Even though you can see him travelling all around town, he is what we consider a hidden treasure of Washington County. You may not always know it, but if something great is happening – Bill is probably there. Thanks Bill!



I LOVE KIDS. I NEED TO GIVE BACK. I WAS HELPED BY AN AGENCY. IT MAKES ME FEEL GOOD. I NEED TO KEEP ACTIVE. I WAS ASKED. I LIKE HELPING PEOPLE. I WANT TO DO SOMETHING DIFFERENT FROM MY JOB. IT’S FUN. I WANT TO MEET NEW PEOPLE. I WANT TO LEARN ABOUT MY COMMUNITY. SOMEONE ONCE HELPED ME. I LOVE KIDS. I NEED TO GIVE BACK. I WAS HELPED BY AN AGENCY. IT MAKES ME FEEL GOOD. I NEED TO KEEP ACTIVE. I WAS ASKED. I LIKE HELPING PEOPLE. I WANT TO DO SOMETHING DIFFERENT FROM MY JOB. IT’S FUN. I WANT TO MEET NEW PEOPLE. I WANT TO LEARN ABOUT MY COMMUNITY. I WAS HELPED. I FEEL I NEED TO BE A PART OF THE CHANGE I WANT TO SEE IN MY COMMUNITY. I LOVE HELPING....

Day of Caring "Just a Day?"

Ruth sat peeking out of her window as volunteers painted the porch outside her home. Getting a glimpse of the outside from her window is something Ruth does often because she has been bed-ridden for 17 years. This day was a little bit different. Today was brightened by compassionate volunteers who took the time to show they cared. What day was this? It was United Way's annual Day of Caring.

In 2008, the mobilization of the Day of Caring was pretty impressive - 600 volunteers completed over 50 projects. Reaching as far south as Knoxville and far west as Hancock, volunteers took on a wide variety of tasks, which included: painting to yard work, cleaning, delivering agency literature, sorting food and helping to plant a memorial garden. Repairs and maintenance were also done at 15 elderly and disabled residents' homes.

With the volunteers all wearing "Live United" T-shirts, this huge effort was visible across the county. As United Way representatives went around checking in on projects, people were stopping to say, "Hey, we just saw one of you down the street." It was a great opportunity to talk to them about the generosity going on in their community.

However, the impact of this day isn't in the numbers. The true meaning is revealed in the stories shared, relationships developed and memories made. Through painting, surroundings are brightened at a place where youth gather or abused women are sheltered. Houses are given some much needed TLC,



where the owners are willing, but just aren't able to fix them up anymore. Many times, the visit and conversations are the things of most value. This day had its share of amazing stories. After hearing about a weatherization project being done for a wheelchair-bound resident, a donor contacted United Way offering

to pay for the resident's fuel bills for an entire year - and they wanted to do so anonymously!

There are numerous examples of this type of generosity. This day brings out the caring in so many.

One question we often get is "Why is this just one day?" While United Way will be working on other volunteer opportunities, the main goal of Day of Caring is to inspire volunteerism throughout the year. It can be thought of as a "pep rally" for volunteers. It educates them about agencies and programs and gets them excited to help. Many times they enjoy their project so much, that they continue the relationship or seek out other ways to get involved.

It is truly heartwarming to see the enthusiasm for this day grow by leaps and bounds each year. This year's event is scheduled for October 7. We hope to see you there!



Citi volunteers were inspired to continue helping residents at the Francis Murphy Senior Living Center after a Day of Caring project.

2008 DAY OF CARING PARTICIPATING TEAMS AND SPONSORS

- Antietam Cable Advertising
- Antietam Exchange Club
- Boy Scouts-Mason Dixon Council
- Buffalo Wild Wings
- Callas Contractors
- Citi
- City of Hagerstown
- Coca-Cola Enterprises
- Columbia Gas
- Community Mediation Center
- Covenant Presbyterian Church
- DLLR
- First Data
- First United Bank and Trust
- Grace Academy Missions Team
- Hagerstown Magazine
- Hagerstown Rotary
- Hagerstown Trust Co.
- Hagerstown Community College
- Herald Mail Co.
- HPG Windows and Doors
- Leadership Washington Co.
- Leiter's Catering
- M & T Bank
- Otterbein UMC
- Pepsi-Cola of Williamsport
- Pictures Plus
- Redland Brick
- Review and Herald Publishing
- Sign Here
- Sunrise Rotary
- Susquehanna Bank
- Thompson Ace Hardware
- Trinity Lutheran Church
- Valley Mall
- Volvo Powertrain
- Wash Co. Government
- Wash Co. Health System
- Weis Markets
- Wolf's Furniture

**You must be wondering...how can I
get involved? It's simple.
Let us help.**

**2009 Day of Caring
OCTOBER 7th
301.739.8200 x 15**

**A SPECIAL
THANK YOU TO**



**LEAD SPONSOR
2008 Day of Caring**

COMMUNITY IMPACT



Jenny Fleming,
Community Impact Director

Nothing Changes if Nothing Changes

Have you ever pictured Washington County differently? Those of us who live in the area can probably list many ways our county has changed in the past few years. We have seen population growth, new businesses, lost industries, increased educational opportunities, and a physical landscape that is altered regularly. What concerns me most about our community, the community I grew up in, are those things that are not changing, but should be.

Community Impact is about digging deeper and building a better understanding of the issues people face. By exploring the root cause of the problem, we are able to address the issues and develop strategies for positive change. Community Impact forces us to create a vision for the future of our community – one that is safe, where people are healthy and have opportunities to reach their potential and attain their definition of a fulfilling life. In order for us to realize this vision, we have to put a stake in the ground and challenge certain community conditions.

I was cleaning out my basement this weekend and found a box of books that I read as a teenager. My favorites were the books which allowed you to pick alternate endings to the story. If you did not like the outcome of one storyline, you could go back and choose another. I bet we all can think of scenarios in our lives where we would like to go back and make a different decision! That is what I love about Community Impact – our ideas and efforts can affect the way things will be in the future.

Take Michelle, she's a girl who attends an afterschool program. While there, she is given homework assistance, a hot meal, exposure to positive role models and taught important life skills. Great stuff, but what's the rest of her story? Well, get to know Michelle a little better and you hear her talk about the day she came home after the center closed, there was a police car in front of her house taking away her father...again. Michelle really didn't know what to think, but guessed that either her father had again beaten her mother or was again caught selling drugs. Michelle's mother is doing the best she can, but things have gotten a little shaky recently after injuries from the abuse caused her to miss a lot of work. When she can work, the money she makes barely puts food on the table. Sometimes she has to make a decision between paying the rent, covering utility costs, or feeding her family.

Michelle and her family face a myriad of problems every day. What if we could work together and make changes to try to make her life different? The focus of Community Impact is even more far-reaching. Instead of concentrating solely on Michelle's problems, we direct our attention to the issues impacting her and the many other children and families facing similar challenges.

This can work. We can do this. We are not starting from scratch. Think of all the great organizations, programs and partnerships with invaluable resources already in place, ready to springboard our work. As Director of Community Impact, I look forward to being a part of this transformation. We must keep challenging ourselves to remember that "nothing changes if nothing changes."

Fundraising indicators of change

- United Way continues to lose share of the philanthropic dollar
- "Middle man" role no longer viewed as valuable
- Competition for charitable dollars is increasing- people are giving to United Way out of practice not passion
- Corporations are restructuring, becoming more global and have focused their giving on specific issues
- Donors want to be a part of their community investment



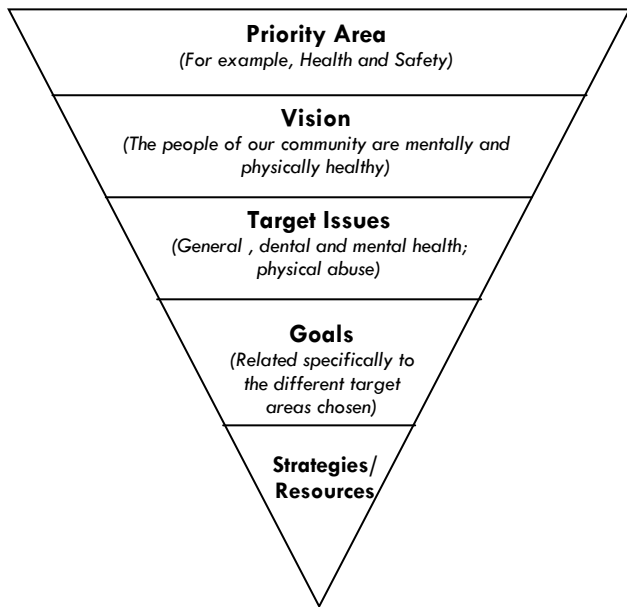
WHAT IS COMMUNITY IMPACT?

Improving lives by mobilizing communities to create lasting change in community conditions

STEP I. FOCUS: Selecting a limited number of issues and strategies in which to invest time, relationships, technology, expertise, money, and other resources to improve people's lives

*If we had unlimited resources – we could do it all.
But we don't, so we can't.*

Getting focused is essential for delivering meaningful results with limited resources



To select strategies for investment, we will need to make a series of thoughtful decisions about what's best for Washington County, each providing greater specificity and focus, until we are at a point where we can select specific strategies that in turn will guide our investments.

STEP II. ALIGN: At its most basic level, alignment refers to a group of individuals working toward a common goal with coordinated effort. One of the most significant challenges faced by nonprofits today is properly aligning around the organization's mission and strategy. As missions and strategies change, an organization's systems, processes and structures often have to adapt to be in sync.

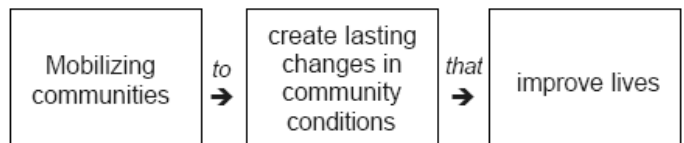


Alignment refers as much to a mindset and a culture as it does to organizational structure.

To achieve community impact, the entire community must be seen as a potential source of the resources we need to succeed and the efforts of community partners must be aligned by a coordinated strategy targeted on a shared outcome. Existing partners may be asked to play new or different roles and new, non-traditional partners may be sitting at the table.

STEP III. TRANSFORM: –A fundamental change in the very essence of our business

As we can see from the illustration on the right, for United Ways that have made the transformation to a Community Impact Model, "Community Impact" means "Improving lives by mobilizing the community to create lasting changes in community conditions." In essence, this work is the mission of United Way of Washington County. The middle box can sometimes be more difficult to explain. The story below will help to bring to life the ideas surrounding "lasting change in community conditions."



A young man is walking by the river one morning when he looks out into the water and sees a baby floating by. Horrified, he races to the water, grabs the baby, and brings the baby to shore. Thankfully, the baby is fine. Relieved, the man looks back to the water, only to see another baby floating down the river. Again, he dives in and rescues the baby. He saves this baby as well. Once more, the man looks into the water, but this time he sees dozens of babies. He calls out to the community for help. The community is mobilized. They jump right in and begin helping him to save babies. This community is improving lives. Many of the babies are saved. But the babies keep coming...no one is going upstream to tackle the ogre who's throwing them in.

United Way will always fund programs that improve lives, but we have to do more.

We must gather a contingent of volunteers and head upstream...

TRANSFORMING RESULTS

After the School Bell Rings!

By Bill Bulla

After the bell rings to end the school day, many young people are turned loose to face the most critical time in their lives. And, it leaves working parents, who should be focused on their jobs, worried about their children returning to an empty house.

The after-school unsupervised hours, before parents return home from work, are the peak hours for juvenile crime, substance abuse, teen pregnancy, and other problems. Juveniles are at the highest risk of being victims of violence between 2 p.m. and 6 p.m. The peak hour for juvenile crime is from 3 p.m. to 4 p.m., that first hour most students are dismissed from school.

After-school programs provide a wide array of benefits to children, their schools, and the entire community. First and foremost, after-school programs keep children of all ages safe and out of trouble. They also help to improve the academic performance of participating children. For many children, their math and reading scores have improved. Most of these programs convert learning to a more relaxed and enhancing activity. The programs contribute to raising children's self-confidence, as well as, academic performance.

In Washington County, several United Way partner youth-oriented agencies are addressing this very critical issue. The Girl Scouts outreach program has been able to establish a community partnership with the Washington County Board of Education, which recognizes this major problem. The Board of Education provides a 21st Century After School Learning Center at eight elementary schools in Washington County. Students, both boys and girls, are targeted who need additional help with reading and math skills. One hour is spent on academics and the second hour is spent on enrichment. Girl Scouts has collaborated with the 21st Century After School Learning Centers to facilitate a financial literacy program during the enrichment hour. Each school is visited for six consecutive days by an outreach specialist who provides activities for the students to learn about earning, saving, investing, budgeting, and spending.

The Girl Scout financial literacy program enhances the 21st Century math and reading program and engages the students to make good, life-long financial decisions. Nearly 260 students have been served through this outreach effort. Thanks to the support of the United Way of Washington County, the community partnership between the Girl Scouts of Shawnee Council and the Washington County Board of Education has been an exemplary one. Both teachers and parents report that children who participate in these programs are safer and more successful in school.

In addition to the Girl Scouts, other United Way partner agencies are aware of the need of after school programs, and have been addressing the issue for several years. One such agency is Girls, Incorporated of Washington County.

This organization has addressed this critical period in children's lives by having vehicles at nine schools each day to transport the girls to the agency's building.

Upon arrival the girls are treated to a snack before they sit down to do their homework for the next day's classes. This supervised study period helps to improve the academic performance of the children.

Then the girls are offered varying enrichment activities. Among these are classes in computer skills, science lab, leadership and economics. These programs offer opportunities to learn new skills, prepare for a successful career, improve grades, and develop relationships with caring adults. These skills can be critical in helping youth develop in positive ways and to avoid behavior problems and conflict. The children are then provided a healthy dinner between 6 and 7 p.m. and returned to their parents.

Families enrolling their children in these programs indicate their children are safer and more successful in school. The parents develop a greater interest in their child's learning. In addition, children develop new interests and skills and improve their school attendance. And it all happens each day after the school bell rings!

...but what about people who don't have access to a program? How do we impact their lives?

COMMUNITY IMPACT IS ABOUT MOVING UPSTREAM TO CHANGE COMMUNITY CONDITIONS THAT IMPACT US ALL

From: Measuring programs by client numbers and program outcome

To: Measuring program outcomes AND community and population changes

From: Allocating dollars to an assortment of agencies and programs

To: Strategic investments in community-change partnerships

From: Agencies are the key partners

To: Agencies are one of the many partners

From: Allocating dollars based on what partner agencies received last year and the changes in the campaign

To: Investments made in programs based on their role in community-change strategy

From: Raising dollars to reach a campaign goal

To: Mobilizing resources to support impact strategies

From: Raising money

To: Developing all types of resources to include: money, volunteers, technology, etc.



Handy Helpers program at Girls Inc. teaches important life skills to girls of all ages. From hanging blinds to changing a tire, these girls are given the 'tools' to succeed in life.

**How many times have you said,
"why isn't SOMEBODY doing something about this?"
Well, be that SOMEBODY.**

LEADERSHIP GIVING

TOCQUEVILLE SOCIETY MEMBERS

(\$10,000 and above)

Leonard Mathias Bequest
James and Georgia Pierne`*
James and Ann Shifler
John Waltersdorf



United Way's Tocqueville Society Program aims to:

- Change lives through philanthropic leadership focused on investing in programs that produce long-lasting results
- Communicate the vital role of personal philanthropic action in creating changes to the underlying causes of social problems
- Enhance local recognition of long-standing service volunteers
- Foster philanthropic action and voluntary community service
- Expand high-level personal giving
- Strengthen local leadership development



Alexis de Tocqueville

Only 26 years old when he came to America in 1831, Alexis Charles-Henri de Tocqueville traveled extensively, recording his observations of life in the young nation. Though he only spent nine months in the United States, he gleaned an insightful view of American society. His observations, readings and discussions with eminent Americans formed the basis of *Democracy in America*, a detailed study of American society and politics published in two volumes, in 1835 and 1840.

Tocqueville recognized, applauded, and immortalized American voluntary action on behalf of the common good. He wrote: **"I must say that I have seen Americans make a great deal of real sacrifices to the public welfare; and have noticed a hundred instances in which they hardly ever failed to lend a faithful support to one another,"** eloquently capturing the essence of personal philanthropy that persists, almost three centuries later. The observation on philanthropy made by Alexis de Tocqueville in 1831 is true today; Americans understand that advancing the common good means creating opportunities for a better life for all. The name Tocqueville Society was chosen because of Alexis de Tocqueville's admiration for the spirit of voluntary association and effort toward its advancement.

DIAMOND LEVEL GIVING (\$5,000 TO \$9,999)

John and Teresa Barr*
Howard and Anne Kaylor
Donald and Meg Harsh
Thomas W. Pangborn Estate
Charles Pitzer
Anthony and Cathy Thim

PLATINUM LEVEL GIVING (\$3,000 TO \$4,999)

William and Phyllis Beard *
Will and Diane Crampton
Robert and Rebecca Ernst*
Grant and Leah Gayman
John and Mary Newby*
William and Selina Reuter
James and Darlene Stojak*
William and Francis Young

GOLD LEVEL GIVING (\$2,000 TO \$2,999)

Howard and Virginia Bowen
Buck and Paula Browning
James and Mary Lou Bryan
Matthew and Bonnie Courtney
John League and April Dowler
James and Patricia Hamill
Klaus and Becky Hein
John and Anna Hershey*
Michael Hough
Craig MacLean
Steven and Melanie McCarty
Lynn and Shirley Meyers
Thomas and Esther Newcomer
Dick and Dale Phoebus*
William Pitzer
John and Bobbi Schnebly
Greg and Ruth Anne Snook
Christopher Russell Walter
Susan Wood
Frederick and Caroline Wright
Michael and Kathy Zampelli

LEADERSHIP GIVING

What is **Leadership Giving**? At the heart of every worthwhile endeavor are leaders whose caring and personal commitment set the course for the actions of others. In Washington County, thousands of generous and caring individuals are partnering with United Way to change lives and build community.

As a leadership giver, you can combine public purpose with private giving to make a strategic investment in a range of different health and human service issues in our community. Because United Way only funds programs with proven methods, you can be assured that your investment is really making a difference right here in your community.

SILVER LEVEL GIVING (\$1,000 TO \$1,999)

Robert Abruzzino
Trey and Alaina Alter*
Jane Anderson
Robert Ankerbrand
David Baker
Alan and Julie Barr-Strasburg
Gary and Janet Batey
David Beachley
Ryan Bender
Christine Bianco
R. Scott and Heidi Bitner
Karen Bodine
Jef Bohn
John and Denise Bowen
William Bowman
Norman and Pamela Bradford
Michael Brechbill
Robert and Susan Bruchey
Tim and Kendra Bryan
Jack and B. Marie Byers
W. Wayne and Dorothy Byrd
Arnold and Ruth Anne Callahan*
Timothy Campbell
Terry and Peggy Carroll
Emile and Jeannine Charest
Robert and Janice Cirincione
Gary Devor Sr.
Richard and Kandyce Douglas
R. Lee and Ann Marie Downey
Eldon and Shirley Eichelberger
Merle Elliott
Robert Fisher
Danny and Jenny Fleming
Patrick and Heather Flickinger
Ann Garrott
Florence Graff
Raymond and Alma Grahe
James Grattan
Marjorie Grumbacher
Peter Gutenberger
Derek and Kim Hamilton
Thomas Hard

Thomas Hardinge
Timothy and Gayl Harner
Nancy Hauber
Laura Henderson
Tim and Linda Henry
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James and Cynthia Holzapfel
John Hornbaker
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Doris Horst
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Frederic and Susanne Kass
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Eugene Manning
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Edward and Marsha Knicley-Masood
James and Dawn Miller
Mary Money-Waldman
Elizabeth Morgan
Steven and Melanie McCarty
Brenda McComas
Robert McKee
Valen Meadows
Jeffrey and Sabine Miles
George Messner
Russell and Ann Hoffman
Gaye McGovern*
Bradley Michael
Michael and Rochelle Morrell
Franklin Morrisey

Linda Moss
Loretta Mulcahey
Paul and Harriet Muldowney
Gary Naugle
Alan and Cindy Noia*
Kent and Katherine Oliver
Timothy and Terri Palkovitz
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Dominick and Kathleen Perini
Cynthia and Peter Perini
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Thomas Perry
Paul and Sally Perryman
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Samuel Reel
Richard Reichenbaugh
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Andrew and Amy Sargent
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Diane Stahl
Wendy Thompson
Elvin and Mary Towe
Samuel Turnbull
Franklin and Elizabeth Turner
Joseph and Ruthanna Ungvasky
Matthew and Bernadette Wagner
Deborah Wasilius
Rodney Weagley
Thomas White
Carol and John Williams
Noel and Shari Williams*
Douglas and Kathy Wright
Gary and Sue Wright*
Reverend Stephanie Yancy
Bryan Yeatts
Michael and Marlene Young
Robert and Marianne Zeigler

“A great leader's courage to fulfill his vision comes from passion, not position.”

—John Maxwell

LEADERSHIP GIVING

BRONZE LEVEL GIVING (\$500 TO \$999)

James Acre
Deborah Addo-Samuels
Guy and Sue Ellen Altieri
Teresa Karn Angle
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David Baer
Laura Baker
Dale and Carol Bannon*
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Marlo Barnhart
Tina Barse
Henry Barthalow
Jennifer Baxter
Samuel and Lois Bayer
Larry and Susan Bayer
Mary Baykan
Edward and Elizabeth Beachley
Donovan Beachley
Eileen Beck
Dixie Benedict
Linda Bennett
Steven Berry
Sharon Blickenstaff
Neil and Judith Bohner
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Vincent Bourdeau
Ronald Bowers
Howard Boyer
Philip and Margaret Bray
Ronald and Danielle Brezler
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Steven Burgan
Rebecca Bushey
Roger Byrd
Karen Calandrelle
Vincent Cantone
Donna Chalkley
Matthew Chaney
Terry Chrisman
Shannon Cianelli
Michael Connor and Sandra Cifor
Melanie Clifford
Robert and Susan Clise
Ms. Mary A. Clopper
Lori Cockerham
Kelly and Jill Colbert
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Faith Copeland
T. Chris Copley
Frances Cordell
Randall and Susan Cornelius
Richard Coulter
Deron and Megan Crawford
Daniel Craytor
David Crotty
Philip Crouch
Timothy Davis
Christopher Davis
Dino Delaportas
Kimberly Reno
Donald DeShong
Robert and Karen Devinney
Donald DeVore

Matthew Diovio
William Divelbliss
Wesley and AnJie Doll
Kathleen Donnelly
Timothy Drabic
Sarah Druck
Scott Duff
Bryan Durning
Arnold Eby
Scott Einherst
Theresa Eisenhuth
Dave and Karen Elliott
Franklin and Carol Erck
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Samuel Fiery
Robert Fisher
Brendan Fitzsimmons
Bartholomew Flannery
Michael Flicek
William Flook II
Sandra Ford
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Ronald Fritz
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G. Glenn Fuscick
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Sidney Gale
Juan Garcia
C. Wayne and Hazel Gaumer
Charles and Jacqueline Gaver
Fred and Sylvia Gayman
Ronald Gibson
Luther Giffin
Gregory Gilbert
Louis Giustini
Mark and Debra Gorbsky
Kathy Gore
John Gorman
Donald Gozelanczyk
Christina Griffith
D. Griffith
Robert and Maureen Grimsley
Heather Guessford
Misty Guyer
H. Gerald and Jane Guyton
William Hadley
Jacques Hager
Jerry and Lola Hagerty
Arnold Hammann
Lawrence Hammond
Hal Hammond
Linda Hann
Allen Harp
Alice Harr
Clyde Harrell
Mark and Trish Harrell
Steven Harshman
Ellen Hayes
Travis Hays
David Hedges Jr.
Charles Held
Dale Helfrick
Daniel Herr
Whitney Herring
Downs Hewitt
Paul and Karen Highbarger
Fredric Hirsch

Leslie Hobbs
Alan Hoberg
Dale and Rosalie Hollinger
Fred and Kristi House
John "Jack" Hull
Dennis Hurd
Roxanne Imes
Sharon Itnyre
Bob and Annette Jeffers
Stanley and Barbara Johnson
Rose Jones
David and Nada Jordan
Daryl Keadle
Brenda Keefer
Paul Kinnaman
Barbara Kline
David Konecki
Roger and Patty Kuehl
Rosalba Lampasona
Thomas Lavin
Gary Leasure
Douglas Leather
Greg and Barbara Lloyd
Reid and Donna Lofton
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Anne MacMillan
Kathleen Maher
Virginia Martin
JR and Sherry Mason
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James McFaul
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Nicholas Moser
Carolyn Motz
Louis and Gay Mueller
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Jim and Dori Nipps
Tracey Noll
Thomas O'Connor
Albert O'Connor
Brad O'Connor
Amy Oliver
Timothy O'Reilly
Kelli Palamar
Jana Palmer
Kim Palmer
Caterina Pangilinan
Linda Parrish
Michael Parsons
Pamela Peitz

LEADERSHIP *GIVING*

BRONZE LEVEL GIVING (CONTINUED)

William and Camila Perryman
Bruce Peterson
Paul and Ann Pittman
Matthew Pitts
Arnold and Ann Platou
William and Rebecca Plavcan
Michael and Lori Preston
George Rae
Joseph Reed
George and Deborah Reeser
Donald Reeser
Richard Reynolds
Kent Reynolds
Patrick and Angie Ridge
Joseph and Betty Robeson
Howard and Sheridan Rockwell
Shawn Ross
Joseph and Barbara Rulewich
Marlene Russell
Joe and Betty Ruzicka
Rodney Saloom
John and Susan Sargent
Eric Schanzenbacher
Melanie Schlosser
Ada Elizabeth Schwartz
Garry Seligman
Craig Sencindiver
Dewey Sheaffer

Wilford Sheng
Stephen Shiffer
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R. Noel Spence
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Heather Stevens
Kathleen Stevens
Henry Stickell
Kathy Stiles
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Jodie Stock
Jeffrey and Margaret Stouffer
Linda Stump
Ronald and Laura Sulchek
Dawn Sweitzer
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Jeffrey Taylor
Ida Taylor
Deborah Tedrick
William and Maureen Theriault

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David and Debbie Tosten
Roy Tressler
Nicole Twigg
Mark Vindivich
Belinda Vinson
Dennis Voglesong
Lynn Vores
Daniel Waddelow
James Wade
Susan Walker
Dorothy Jane Wallace
Catherine Ware
Howard Weeks
Dan Wegh
Steven Weiss
Gerald and Penny Wheeler
Thomas and Janese Wills
Richard and Peggy Winters
Robert Wolfe
Rose Wolters
Kathryn Woodlock
Bryan Wright
Glen Wyland
Mervin and Karen Yoder
John and Marge Ziegler
Benjamin Zile
Bruce Zimmerman

*Waltersdorf/Henson Contributors

Stay tuned for these new United Way donor programs!

Women's Initiative

What happens when you get some smart, talented, dynamic women together? They work on changing the world! This new group will be a fantastic place to network with other women in the county... while working towards a common goal.

Loyal Contributors

This program will honor all donors who have given to United Way for five or more years. You've been loyal to United Way; now let us prove our loyalty to you! With special correspondence and events, you will feel like you are part of United Way's family!

Planned Giving/Endowment

What do you want your legacy to stand for? By investing in United Way of Washington County's endowment program, you can be sure that your legacy will stand for Washington County and its residents!

Coming Soon...Summer 2009

United Way's website is being re-designed to become more interactive!
Here are just a few exciting features: Blogging, LIVE UNITED stories, improved photo gallery,
online giving, social network links, videos and a fully stocked campaign toolkit!

FINANCE

FUNDED PROGRAMS

Total amount allocated to programs

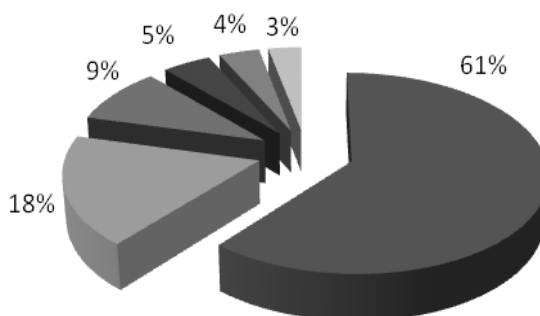
Youth \$392,942

- Community Based Mentoring, *Big Brothers Big Sisters*
- School Based Mentoring, *Big Brothers Big Sisters*
- Boys Scouts, *Boys Scouts- Mason-Dixon Council*
- Cubs Scouts, *Boys Scouts- Mason-Dixon Council*
- Exploring & Venturing, *Boys Scouts- Mason-Dixon Council*
- Learning for Life, *Boys Scouts- Mason-Dixon Council*
- Project Smart, *Boys and Girls Club*
- Girl Scouts Outreach, *Girl Scouts*
- Core Girl Scout Program, *Girl Scouts*
- Health/Sexuality & Life Skills- *Girls Inc.*
- Sports/Adventure & Summer Activities for Girls, *Girls Inc.*
- Adventures in Friendship, *Interfaith Service Coalition*
- After School Program, *Memorial Recreation Center*
- Youth Development, *YMCA*

Families \$187,843

- Medical Day Care Program, *The Arc of Washington Co.*
- Abuser Intervention Program, *CASA*
- Domestic Violence Counseling, *CASA*
- Parent Employment Program, *Horizon Goodwill Industries*
- Service to the Military, *American Red Cross*
- Forensic Examinations, *Safe Place Child Advocacy Center*
- Mental Health Counseling, *Villa Maria*
- Child Care, *YMCA*

Where the money comes from~



- 61% Workplace giving
- 18% Corporate donations
- 9% Residential giving
- 5% Out of Area
- 4% Grants
- 3% Other gifts (In-kind)



"Giving is always a sound investment. Anytime you use your resources to invest in people, you'll always see a return."

JENNY MARTIN,
FINANCE DIRECTOR

CAMPAIGN TOTAL 2008
\$1,643,983.75

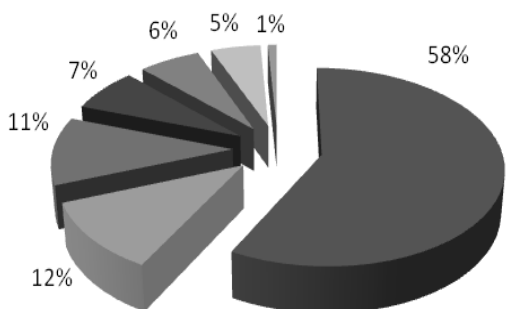
Self-Sufficiency \$236,023

- Domestic Violence Shelter, *CASA*
- Children's clothing & school supplies, *Children in Need*
- Meals on Wheels, *Commission on Aging*
- Housing Counseling, *Community Action Council*
- FLITE, *Community Action Council*
- Brown Bag Pods, *Food Resources*
- Pantry on Wheels, *Food Resources*
- Community Mediation, *Community Mediation Center*
- Keep a Senior Safe and Warm, *Interfaith Service Coalition*
- Senior Home Improvement Prog., *Interfaith Service Coalition*
- Shared Learning Initiatives, *Interfaith Service Coalition*
- Faith In Action Program, *REACH*
- Disaster Services, *American Red Cross*
- Trans. Housing and Substance Abuse Rehabilitation, *W House*
- Residential Substance Abuse Treatment, *Wells House*

Health \$133,192

- Prescription Drug Assistance, *Community Free Clinic*
- Blood Services, *American Red Cross*
- Health & Safety Services, *American Red Cross*
- Veterans Transportation, *American Red Cross*
- Equestrian Program, *Star Community*
- Dental Program, *Walnut Street Community Health Center*

Where your dollars go~



- 58% Program allocations
- 12% Designations to Partners
- 11% UW Admin & Fundraising Est.
- 7% Uncollectible Est.
- 6% Community Services
- 5% Designations to other United Ways
- 1% Dues to UWA

\$300,000 and above

Citi

\$100,000 to \$299,999Volvo Powertrain/
UAW Local 171 and 1247**\$30,000 to \$99,999**Susquehanna Bank
United Parcel Service
Washington County Government
Washington County Hospital
Washington County Public Schools**\$10,000 to \$29,999**Allegheny Energy
Antietam Health Services
City of Hagerstown
DOT Foods, Inc.
Ellsworth Electric Company, Inc.
Ewing Oil Co., Inc.
Hagerstown Trust Company
Martin's Food Stores, Inc.
Nationwide Insurance Company
NBC25
Pauline K. Anderson Foundation, Inc.
Review & Herald Publishing Association
Sharrett, Inc.
The Bon-Ton
The Herald-Mail Company
United Way of Frederick County**\$5,000 to \$9,999**Albright Crumbacker & Itell
Beaver Mechanical Contractors
C. William Hetzer, Inc.
Callas Contractors, Inc.
Centra Bank
Columbia Gas of Maryland, Inc.
CFC of the Eastern Panhandle
Community Health Charities
Erie Insurance Group
FedEx Ground
First Clearing, LLC
First Data Corporation
Hagerstown Community College
Horizon Goodwill Industries
IBM Corporation
Jamison Door Company
Keller-Stonebraker Insurance, Inc.
Lion Ribbon
Maryland Charity Campaign
Maryland Metals, Inc.
Pen Mar Development Corporation
Phoenix Color Corp.
RBC, Inc.
Sovereign Bank
The Arc of Washington County, MD
The Brethren Mutual Insurance Co.

DAY IN DAY OUT IN WASHINGTON COUNTY THESE BUSINESS PARTNERS LIVE UNITED ON BEHALF OF THE LIVES IMPACTED BY YOUR GENEROSITY

The Nora Roberts Foundation
United Way of Metropolitan Atlanta
United Way of Washington County, MD
Wachovia Securities
Wells Fargo
Wright-Gardner Insurance**\$1,000 to \$4,999**AC & T Co., Inc.
Advertising, Inc. of Maryland
Aerotek, Inc.
After Five Productions
Albertsons
American Red Cross
Apparatus Repair & Engineering, Inc.
Associated Engineering Sciences, Inc.
Bank of America
Beachley Furniture Co., Inc.**2008 CAMPAIGN AWARDS****SPIRIT AWARD WINNERS**Citi Campaign Committee
Bob Maginnis – Herald-Mail
Andrew Sargent – Woodmark
WCPS Campaign Committee
Denver Weigel – Apparatus Engineering**COORDINATOR OF THE YEAR**

Roger Stenersen – WCPS

MICHAEL G. CALLAS AWARD Berwick Offray

Best Buy Company, Inc.
Brook Lane Health Services
Cinetic Landis Corp.
CFC of the National Capital Region
Community Action Council, Inc.
Community Foundation of Washington Co.
Community Free Clinic
Constellation Energy
FedEx
First United Bank & Trust
Flameless Heating Supply, Inc.
Gaye McGovern Insurance Agency
Girls Incorporated of Washington Co.
Glessner Alarm & Communications
Greenlawn Memorial Park
GS Images
Hagemeyer North America, Inc.
Hagerstown Bookbinding and Printing
Hagerstown Paint & Glass Co., Inc.
Hamilton Nissan, Inc.
Head Start of Washington County
Hobart Corporation
Holcim
Hospice of Washington County, Inc.
Hub Labels, Inc.
J.C. Penney, Inc.
JLG Industries, Inc.
JP Morgan Chase & Co
Kaplan College
L.L. Bean
Lexmark
Lockheed Martin
Lowe's
M&T Bank
M. S. Johnston Company, Inc.
Macy's
Manpower Staffing Services
Boy Scouts-Mason-Dixon Council
Oral & Facial Surgery
Orrstown Bank
Packaging Services, Inc.
Patriot Federal Credit Union
Plamondon Enterprises Inc.
PNC
R. Bruce Carson Jewelers
REACH
Ridgerunner Publishing, LLC
Rust-Oleum Corporation
Save-A-Lot Foods
Sheetz, Inc.
Smith Elliott Kearns & Co., LLC
Star Community, Inc.
State Farm Insurance Companies
Target
Thomas, Bennett & Hunter Inc.
Tower Bancorp
United Way of Allegheny County
United Way of Central Maryland
United Way of Franklin County
United Way of the Eastern Panhandle
United Way of the National Capital Area
UPS Freight
Wal-Mart
Washington Co. Commission on Aging
Washington County Free Library
Weis Markets
Wolf's Furniture
YMCA