

CONNECTING COMMUNITY

2016/2017



Metro United Way
metrounitedway.org

GIVE. ADVOCATE. VOLUNTEER.



Dear Friends,

When we joined hands in leadership of Metro United Way at the start of 2017 – as new President & CEO and as new Chairman of the Board of Directors - we were committed to hit the ground running. This has been an eventful year as we celebrate Metro United Way's 100th anniversary and we have both worked diligently to keep that promise. The important work we accomplish together is about improving lives person by person and family by family. For all of us who work on behalf of Metro United Way, it is a deeply personal way to care for those in our community who need our help. This annual report brings that message home.



Throughout our hundred years, Metro United Way has worked to identify and address our community's most pressing problems. The issues people don't like to talk about and the ones that can't be solved overnight. Those are the problems we seek to address head on. With the generous support of individuals, corporations, foundations and strategic partners, we are uniquely positioned to make a significant impact – a lasting impact – in our fight for the education, financial stability and health of every person in the seven county region we serve so that every child, family and individual can achieve their full potential.

There is no single solution. The key to social change is how we work together. The world is full of people and organizations dedicated to helping others. But thousands of individual efforts don't necessarily add up to widespread progress. That's why Metro United Way's approach is so important – and so effective. We are on the ground, working with nonprofits, businesses and government to lead collective action that drives results at scale.

Because of you, together we improved the lives of countless people. Every number has a name, and every name has a story. We are fighting for each one. You'll see some of these stories and the impact you've helped to make in the pages that follow.

Metro United Way has been a force for change in this community for a century. None of this would have been or is possible without the commitment of our network of community resources, the dedicated service of our volunteers and the generosity of our donors. To all of you who support Metro United Way, we offer our heartfelt thanks. But our work is not done. So, whether you are a lifelong or new supporter of Metro United Way, we look forward to our continued partnership toward a greater community for all.

With gratitude,

A handwritten signature in black ink that reads "Theresa Reno-Weber".

Theresa Reno-Weber
President & CEO, Metro United Way

A handwritten signature in black ink that reads "Chris Hermann".

Chris Hermann
Metro United Way Board Chair

MISSION

Improve lives and our community by engaging people to give, advocate and volunteer.

VISION

A community whose people achieve their fullest potential through education, financial stability and healthy lives.

VALUES

Think We Before Me | Prioritize team and community over self. Be a constant ambassador of MUW both inside and out of the office.

Build Up | Cultivate growth in self, colleagues and community through succeeding AND failing forward.

Break Through | Demonstrate courage, innovation and resiliency by embracing change, and encouraging and taking action on new ideas.

Own It | Take personal responsibility and accountability for one's role and actions.



TOGETHER, WE ACHIEVED

It wasn't a sit-back-and-relax kind of year. It wasn't a set-the-cruise-control kind of year. It was a bring-people-together, take-on-the-challenges kind of year.

At Metro United Way, we fight for the education, financial stability and health of every person in Jefferson, Shelby, Bullitt and Oldham counties in Kentucky and Floyd, Clark and Harrison counties in Indiana.

Our strong network of services that address the needs of young children, families and our seniors touches 1 in 3 or nearly 400,000 individuals in our community each year. These aren't just numbers; each one represents a life that you've helped change. See their stories at metrounitedway.org/stories.

Thanks to you, we stepped up to the plate and had great wins in 2016!



"I CAN TRULY SAY THIS, IN LEARNING ABOUT METRO UNITED WAY OVER THE PAST COUPLE OF YEARS I TRULY BELIEVE OUR COMMUNITY OF LOUISVILLE WOULD NOT SURVIVE WITHOUT METRO UNITED WAY."

- HILLARY SIMMONS, PAPA JOHN'S

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PREPARING CHILDREN TO LEARN

What if we could prevent the achievement gap before it started?

The path to success starts at birth. Your support is helping ensure more children are ready for kindergarten by providing:

- High-quality early education and care that promotes early literacy and social skills
- Intensive supports to help children with learning challenges to stay on track
- Resources for parents and caregivers to support healthy development of their children

Innovative partnerships:

- Ready for K Alliance – We lead our community's Ready for K Alliance comprised of more than 100 partners and organizations for aligned strategies to boost improved early educational attainment.

"I HAVE A FEELING THAT THE EXCELLENCE ACADEMY IS GOING TO BE ONE OF THE GREATEST DOORS THAT HAS OPENED IN MY LIFE."

- MRS. ROSE, TRINITY HOUSE EARLY LEARNING CENTER

- Excellence Academy – Our Excellence Academy early learning centers – in partnership with Community Coordinated Child Care (4-C) and the Lift a Life Foundation – strengthen the skills of preschool teachers and help our children arrive at kindergarten ready to learn.
- ASQ – Our Ages & Stages Questionnaires make it easy for parents to understand how their child is developing and provides them with activities to help them as they continue to learn and grow.



Charles's view of children, curriculum and his job satisfaction shifted through the EA.

60%

of the children who participate in our Excellence Academy early learning program are ready for their first day of kindergarten compared to 40% of their like peers.

Through their work, the Ready for K Alliance has seen a

190%

increase in on-time kindergarten registration in MUW's priority zip codes.

**FAMILIES OF
2,042**

children participated in our Ages & Stages Questionnaires (ASQ) to measure their child's development with 90% of parents reporting the information they receive is helpful.



HELPING KIDS SUCCEED IN SCHOOL

What if every kid had the chance to be all they can be?

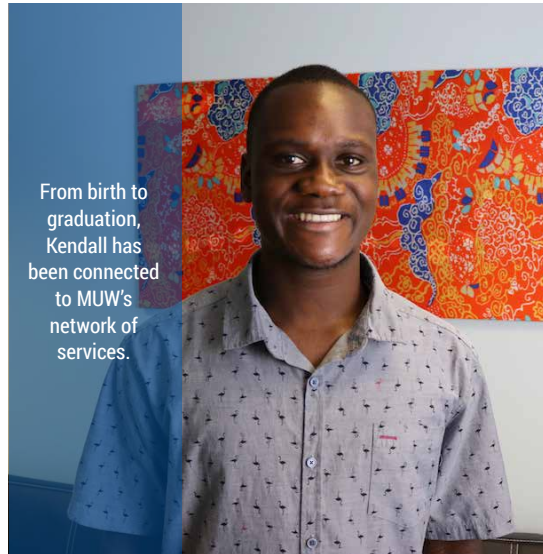
No matter the neighborhood, the town, the city or their family's income level? Thanks to you, the next generation is receiving the critical support they need to succeed in school – and beyond. Metro United Way's youth development efforts focus on building community engagement, promoting healthy choices and providing leadership opportunities.


With your gifts and volunteerism, we support:

- Academic programs that keep students on track to graduate
- Mentors that inspire youth to stay in school
- Initiatives that foster leadership skills and create bonds to the community

Innovative Partnerships:

- BLOCS – We partner with Jefferson County Public Schools, Louisville Metro Government and the Alliance for Youth in BLOCS to create a premier out-of-school time system to help ensure our youth graduate high school on time, prepared for college, work and life.
- BMA – We build family and neighborhood networks to help children learn across multiple settings from birth to adulthood; our Black Male Achievement Initiative works to build a network of support to ensure black boys and young men achieve their fullest potential.



 [@55KDEGREES: WE LOVE TO SEE TEENAGERS LEARNING #SOFTSKILLS FOR COLLEGE & CAREER SUCCESS! @NBMBAAHQ @METROUNITEDWAY @BMACHIEVEMENT](#)



**OVER
20,000**

youth benefited from quality out-of-school time programs and services toward achieving academic success.

**OVER
95%**

of the 61 sites participating last year in Youth Program Quality Intervention assessment improved their scores.

SUPPORTING INDIVIDUALS AND FAMILIES IN NEED

What if a better life was just around the corner?

Thanks to you, individuals and families who are living on the edge of financial disaster are on a path out of poverty and toward financial stability. If families and individuals have secure financial footing, they are less likely to require other services and more likely to succeed.

Metro United Way helps those who are struggling to regain their footing and supports their continued climb toward self-sustainability and victory over their circumstances.

Our approach focuses on:

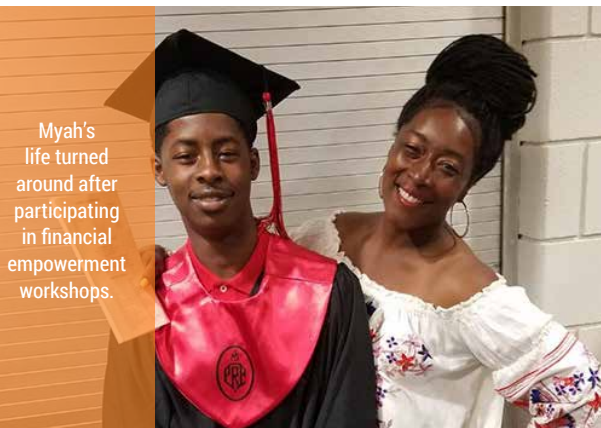
- Family engagement and a neighborhood network of support
- Job training and placement
- Budget coaching and financial education
- Assistance with food, heat, housing and other basic needs

Innovative Partnerships:

- VITA – We support the Volunteer Income Tax Assistance (VITA) program to offer free tax

preparation and financial literacy services in our community. VITA services help build our community's financial resources in the form of larger tax refunds and savings on tax preparation fees.

- Metro United Way's 2-1-1 information and referral network, in partnership with the Center For Women and Families, is a free and confidential service that assists people to face life challenges. Available 24 hours a day, 7 days a week, 365 days a year, 2-1-1 has unique partnerships including Louisville Linked and Healthy Babies Louisville to serve from basic needs to education challenges.



Myah's life turned around after participating in financial empowerment workshops.

"NEEDLESS TO SAY, I WAS ABLE TO SURVIVE BEING A SINGLE PARENT WITH THE HELP OF METRO UNITED WAY"

- HARVETTA RAY, FAMILY SCHOLAR HOUSE

9,260

individuals utilized the Volunteer Income Tax Assistance (VITA) program with an average refund amount of \$1,652 and \$15.3 million in total tax refunds.

OF THE 92

families served by the Siemer Institute, 42% increased their income, 70% maintained or improved their housing situation, and 99% were able to keep their children in their same school or make a supported school transfer.

Our 2-1-1 information and referral service helped

119,490

individuals find the help they needed for a wide-range of services; 99% of clients seeking food assistance were connected to the help they needed.





GIVE. ADVOCATE. VOLUNTEER.



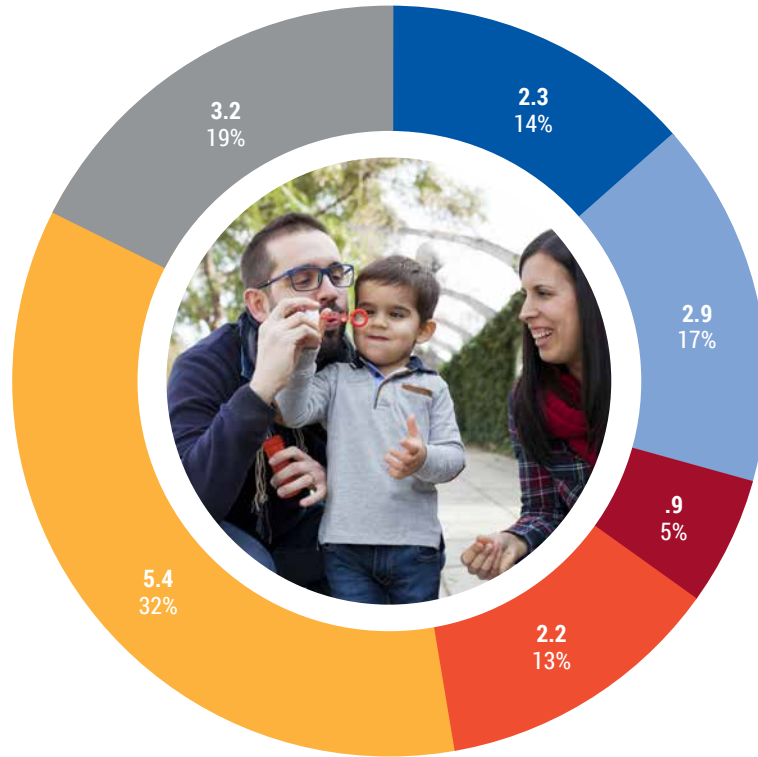


Our work is fueled by our United Way family. Our donors invest in community resources like Welcome Baby Bundles and Little Free Libraries. Our advocates influence policy and spread the word about important issues like protecting child care funding. And our volunteers give their time and effort on projects like providing free tax preparation to families working to gain financial footing. **You make the difference.**



THANK YOU FOR JOINING OUR FAMILY!

We believe that a good quality of life can be achieved when people are educated, financially stable and healthy. And when people thrive, they can build – and sustain – a vibrant community. We couldn't do this work without you. **Thank you for your support.**



CAMPAIGN PROCEEDS AVAILABLE FOR DISTRIBUTION

■	Early Childhood Education.....	\$2,308,043 (14%)
■	High School Graduation.....	\$2,894,165 (17%)
■	Financial Independence.....	\$916,514 (5%)
■	Health.....	\$2,281,992 (13%)
■	Basic Needs.....	\$5,402,481 (32%)
■	Designations to Non-MUW Agencies.....	\$3,264,332 (19%)
	Total Community Investment.....	\$17,067,527 (100%)

FINANCIAL RESULTS (Fiscal Year Ended 4/30/17)

INCOME:

2016 Annual Campaign	\$24,700,000 (100%)
Allowance for Uncollectible Pledges.....	(\$741,000) (-3%)

Net Campaign Proceeds.....\$23,959,000 (97%)

EXPENSES:

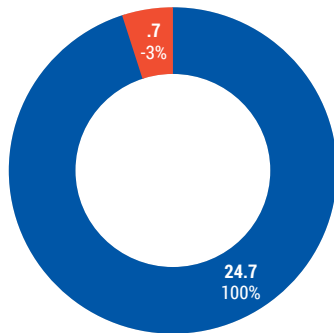
Management & General	\$1,623,655 (7%)
Fundraising	\$2,735,884 (11%)
Community Programmatic Services & Support.....	\$3,131,935 (13%)
Less Support from Board Reserves.....	(\$600,000) (-2%)
Total Internal Operating Expenses.....	\$6,891,473 (29%)

Campaign Proceeds Available for Distribution.....\$17,067,527 (71%)

Total Expenses.....\$23,959,000 (100%)

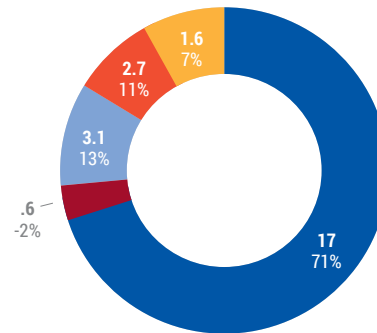
SOURCES OF REVENUE (\$ in millions)

- 2016 Annual Campaign
- Allowance for Uncollectible Pledges



USES OF REVENUE (\$ in millions)

- Campaign Proceeds Available for Distribution
- Community Programmatic Services & Support
- Fundraising
- Management & General
- Less Support from Board Reserves



ACCOUNTABILITY CHECKLIST

Transparency

All supporters, partners and others have access to Metro United Way documents on our website at metrounitedway.org, including:

- Our mission and how we accomplish it
- Summary of annual audited financials
- IRS tax return (Form 990)
- Annual Report
- Board of Directors roster
- Partner listing
- Donor Bill of Rights

Volunteer-Led Organizational Self-Assessment

Every three years, Metro United Way evaluates organizational performance by conducting a volunteer-led self-assessment. The last organizational self-assessment was conducted in fall, 2016. Our complete audited financial statement can be found on Guidestar.

Does Metro United Way have an active Board of Directors comprised of citizen leaders that meets regularly?
The Board is comprised of 44 local community leaders representing business, government and other sectors.

Does the Board of Directors review and approve the annual budget and monthly financial statements?
The annual budget and monthly financial statements are approved by the Board following thorough review by the Finance Committee.

Does the Board of Directors review and approve the annual independent audit report as well as the auditor's management letter comments?
The annual audit is approved by the Board following thorough review by the Finance Committee and the Executive Committee.

Does the Board of Directors review its bylaws and governance documents at least once every three years? Yes

Does Metro United Way have additional oversight committees?
Finance Committee, Human Resources Committee, Investment Committee and Community Impact Cabinet.

Does Metro United Way have ethics and conflict of interest policies?
The Board members and staff are required to sign a Code of Ethics and a Conflict of Interest Statement annually.

Does Metro United Way adhere to an investment policy approved by the Board of Directors? Yes

Does Metro United Way have a diversity and inclusion policy? Yes

Is the CEO's performance and compensation reviewed and approved?
The Board Chair heads a five person committee that reviews the CEO's performance and recommends a salary adjustment for approval by the full Board.

Is the senior management team's performance and compensation reviewed and approved?
The CEO conducts annual performance appraisals of the senior management team. The Board of Directors and Executive Committee approve the salary adjustment "pool" that is distributed to all staff.

Does Metro United Way prohibit providing donor information to third parties? Yes

Does Metro United Way have adequate insurance coverage? Yes

Does Metro United Way have a Board-approved business expense reimbursement policy? Yes

VOLUNTEER BOARD LEADERS

Chris Hermann – Chair
Community Volunteer

Dr. Muhammad Babar
Kentuckiana Geriatrics &
Palliative Services

Michael Betson
UPS Air Group and Air
District

Christopher L. Bottorff
Centra Credit Union

Dr. Terry Brooks
Kentucky Youth Advocates,
Inc.

Jeffrey A. Calabrese
Stoll Keenon Ogden PLLC

Dr. Karen M. Cost
Norton Healthcare

Ashley Duncan
Transit Authority of
River City

Mark Eddy
Leadership Southern Indiana

Theresa Reno-Weber
President & Secretary
Metro United Way

Amer Beharic
Norton Healthcare, Inc.

Kent Blake
LG&E and KU Energy, LLC

Robert W. Bracy
Greater Louisville Central
Labor Council

Christopher S. Burnside
Frost Brown Todd, LLC

Angela M. Corbett
GE Appliances, a Haier
Company

Gale R. Cox
Re/Max Real Estate Center

Nicole R. Durbin
Citizen's Union Bank - Bullitt
County

Libby A. Elswick
WesBanco Bank, Inc.

Pat Hargadon
Farm Bureau Insurance

Jerry Henderson
BKD, LLP

Aimee M. Jewell
Young Professionals
Association of Louisville

Glenn Levine
U.S. Bank

Robert A. McIntosh
Community Volunteer

Lynnie Meyer
Norton Healthcare, Inc.

Jeffrey W. Nally
Community Volunteer

Hex Persephone
Community Volunteer

Rene'e Reynolds
Community Volunteer

Randy Schuette
American Synthetic Rubber
Company, LLC

Dr. William D. Stout
University of Louisville

Col. Morris A. Turner
Fort Knox

Vincent Walker
Chase

Deborah B. Williams
PNC

Jennifer Helgeson
Boys & Girls Clubs of
Kentuckiana

Dr. Louis S. Jensen Jr.
NAFC Schools

Mark A. Kristy
Community Volunteer

John Marshall
Jefferson County Public
Schools

Jo A. McKim
Jefferson County Public
Schools

Jane C. Morreau
Brown-Forman Corporation

Kent Oyler
Greater Louisville, Inc.

Holly Dukes Prather
Leadership Louisville Center

Carlos Rivas
ProFormance Health and
Well-Being, LLC

C. Michael Stewart
Voluforms

Justin M. Suer
Ivy Tech Community College
of Indiana

Pattie Dale Tye
Humana Inc.

Anne S. Wilhelmus
Community Volunteer

Metro United Way supporters are hand raisers and game changers. Our volunteers lend their time and expertise all year long. They Live United.

**IN KENTUCKIANA, ~~NEARLY HALF OF OUR KIDS~~
THEIR FIRST DAY. THROUGHOUT OUR COMMUNITY,
GRADUATE HIGH SCHOOL COLLEGE & CAREER READY
~~DON'T~~ EARN ENOUGH TO MAKE ENDS MEET. KENTUCKY
ENSURES EVERYONE CAN ACHIEVE THEIR FULL**

TOGETHER, WE CAN

~~DON'T ENTER KINDERGARTEN READY TO LEARN~~
~~TY, ONLY SIXTY SIX PERCENT OF YOUTH~~
~~READY. TWENTY FIVE PERCENT OF FAMILIES~~
~~NTUCKIANA IS NOT A COMMUNITY THAT~~
~~POTENTIAL.~~

CHANGE THE STORY.

WHY LIVE UNITED? BECAUSE WE CAN MAKE A GREATER IMPACT TOGETHER.

Metro United Way is a community organization, and ultimately our success is driven by, and on behalf of, our community. Our second century brings new challenges as well as opportunities to build on successes. We are profoundly grateful to all of those who have joined our fight for the education, health and financial stability of every person in the seven county region we serve, and especially to all those whose generosity as donors and volunteers has built our organization into what it is today – and all those who will support and nurture it over the next 100 years.



Changing the odds to create a legacy of achievement for generations to come.

LIVE YOUR DAY UNITED

