

your. commitment

TO A NEW NARRATIVE



United Way of
Greater Charlottesville



2023 ANNUAL REPORT

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Cover photo by Dominique Attaway



our commitment

Dear United Way Family,

It is such a pleasure to share heartfelt thanks for your commitment, in partnership with United Way of Greater Charlottesville, to writing a new narrative for our community.

Your leadership is yielding transformative results. Beyond strengthening our regional leadership in providing increased access and opportunity in early childhood education, your support has enabled the creation of urgent new programming to address specific needs of families in our community in real time.

Further, your input has been invaluable. We know that issues of gun violence, housing/homelessness, and the mental health of our children are top-of-mind. We also know that poverty is, in many cases, a primary indicator of unfavorable outcomes in each of these areas.

That is why we are committed to changing the landscape of opportunity for 1,800 families in our region through the Envision initiative—and your partnership is essential to our success.

We are committed to helping families access the resources they need to become financially resilient. We are committed to ensuring that their children receive the education they need to succeed in life. And, we are committed to connecting our community, so that we can all better understand the unique and valuable life experiences that others bring to the table.

As we continue to envision this new narrative together, please join us in welcoming our incoming Board Chair (beginning June 2024), Dr. Norm Oliver, whose professional career has centered on the recognition that the health and vitality of a community is driven in large part by its social condition. Dr. Oliver had the singular experience of leading the Virginia Department of Health through the Covid-19 pandemic. We are so grateful that Dr. Oliver is bringing his considerable talent and expertise to United Way of Greater Charlottesville.

Thank you for taking the time to check in on what we have built together. We remain humbled by the support of this community and ask that you never hesitate to reach out to share your vision for a Greater Charlottesville where every person can thrive.

Sincerely,

Ravi Respeto, President & CEO

Amanda Litchfield, Board Chair

our people

One of United Way of Greater Charlottesville's most powerful assets as an organization is the diversity of our staff and board. Intentional and ongoing focus on building that diversity has brought a rich tapestry of skills, perspectives, and experiences to our organization that help us best represent and serve our community.

Over the past year, we have added three talented and experienced Early Education Specialists to our team to help us expand the footprint and efficacy of our School Readiness programs and new role as organizational lead for Ready Region Blue Ridge, as well as a new Marketing Manager to guide our messaging and voice in the community. These additions bring us to a total of 22 staff members, a number that has grown steadily and responsibly from 12 in 2020, thanks to the support and guidance of our Board of Directors and Advisory Council.



Our Values

We approach our work humbly and with respect. We honor and see the dignity in our fellow community members. We are committed to promoting equity internally and through our public-facing programs. We speak up for the voiceless so that they may speak for themselves. Regardless of the challenge or cost, we aim to do what is right. We work with community members, nonprofits, and corporate partners to build more vibrant communities.

Our Mission

United Way of Greater Charlottesville connects our community, enabling individuals and families to achieve their potential.

Our Vision

A strong, equitable community where every person can thrive.

Remembering Alice Handy

As we continue to celebrate the life of Alice Warner Handy, we acknowledge the legacy she has left in our community as a groundbreaking leader in the fields of nonprofit governance and higher education. Her lifetime belief in the power of education and human services to transform lives inspired her work ensuring the financial future of institutions that we consider ourselves exceedingly fortunate to be numbered among: University of Virginia, Thomas Jefferson Foundation, Focused Ultrasound Foundation, and Charlottesville Area Community Foundation, to name a few. Alice served on the United Way of Greater Charlottesville Endowment Trustees from 2019 to 2023 and Board of Directors from 2020 to 2023. Her grace, skill, and passion will not soon be forgotten.

Board of Directors

Amanda Litchfield
Chair

James E. Brown
At Large

Kent Couling
Endowment Chair

Sarad Davenport
Marketing Chair

Josh Gentine
Operations Chair

Rebecca Ivins
At Large

Eddie Karoliussen
Nominating Chair

Blair Kelly
Envision Campaign Chair

Ashley Reynolds Marshall
Program Chair

Kevin McDonald
DEI Chair

Norm Oliver
Board Vice Chair

Siri Russell
Data Chair

Carrie Stanton
Governance Chair

Xavier Urpi
Audit & Finance Chair

Karen Woody
At Large

Advisory Council

Liz Borches

Dick Brownlee

Tamika Carey

Mike Chinn

Deborah Conway

Shannon Copeland

Peggy Echols

Wendy Ferguson

Scott Hamler

Bill Kehoe

Mark Kurtz

Arlene Lee

Don Long

Eric Mayberry

George Michie

Court Nexsen

Joyce Pastors

Charlie Rogers

Bryan Thomas

Elsie Thompson

Sarah Tremaine

Juan Wade

Bill Wardle

Operations / Admin Team

Ravi Respeto
President & CEO

Liza Frazier
Chief Financial Officer

Barbara Hutchinson
Chief Strategy Officer

Callie Hamm
Executive Assistant & Office Manager

Patrick Hayes
Data Analyst

Financial Stability Team

Ella Jordan
Senior Financial Stability Director

Tucker Morris
Financial Stability Coordinator

School Readiness Team

Meredith Locascio
Senior Ready Region Blue Ridge Director

Kearsley Hinely
School Readiness Director

Nicole Alexander
Senior Early Education Specialist

Amanda Meadows
Early Education Specialist

Megan Meyers
Ready Region Blue Ridge Manager

Lina Montoya
Early Education Specialist

Brianna Sarceno
Early Education Specialist

Terrell Thompson
Family Engagement Specialist

Engagement Team

Caroline Emerson
Chief Engagement Officer

Ben Wilkes
Development Director

Nedra Fleming
DEI Coordinator

Rebecca Martin
Donor Services Coordinator

Markiana Smith
Donor Engagement Manager

Miranda Zelena
Marketing Manager

“One of United Way of Greater Charlottesville’s most powerful assets as an organization is the diversity of our staff and board.”

Amanda Litchfield



All staff and board listings are current as of August 2023



Impact

the promise

Envision is a promise—a collective willingness to rethink how we, as a community, address generational poverty.

Through your commitment to financial stability and early childhood education for all, you are helping write a new narrative for Greater Charlottesville that is centered on trust, partnership, and collaboration.

Binding this narrative is an acknowledgement that we cannot solve problems we don't understand, and a self-awareness of the intersection of poverty and race. In our community, 32% of Black families make less than \$35,000 a year, compared to 11% of white families. In total, over 9,000 families cannot afford the essentials of life.*

It is worth mentioning that the majority of the programs documented in this Annual Report have been active for three years or less (you'll see the longevity of each program noted as we go along). Thanks to your leadership and support, we continue to sharpen, diversify, and scale the programs that United Way of Greater Charlottesville offers within our core impact areas of Financial Stability, School Readiness, and Connected Community.

We do so through the lens of Envision, our five-year initiative to help lift 1,800 families out of poverty. Since launching this bold new initiative in Fall 2021, we have understood our community's needs more deeply every day. The families we serve continue to face disparities in health, education, and financial outcomes. In the past year, those disparities have been highlighted and, in many cases, exacerbated by rising costs of living, inflation, and stagnant wages in frontline industries.

But it is not without resolve that we embarked on Envision. In fact, we built a system that can be adapted in real time, because we knew we would face unforeseen challenges along the way. That is why data has and will continue to be a critical element of our success. Rigorous and consistent data collection and evaluation allow for ongoing program evaluation and course correction. They also amplify the value that our organization can provide as a partner to local and state government entities, the nonprofit community in Greater Charlottesville, and our allies in the private sector. The data shared in this report is just the beginning of what we can achieve through our shared vision of a strong, equitable community where every person can thrive.

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95

Families—roughly 285 individuals—served (Financial Stability)

7,513

Children and their families supported (School Readiness)

2,860

Community members engaged (Connected Community)

The information included in this report reflects United Way of Greater Charlottesville's impact during fiscal year 2023, or "FY23," which, for us, runs from July 2022 to June 2023.

**Orange Dot Report 5.0*



Impact Area:

Financial Stability

Direct Services for Families

United Way of Greater Charlottesville helps families achieve financial independence through innovative direct services provided by our staff. These programs have been developed to meet existing needs in our community and to leverage the unique assets of our organization as a collaborator.

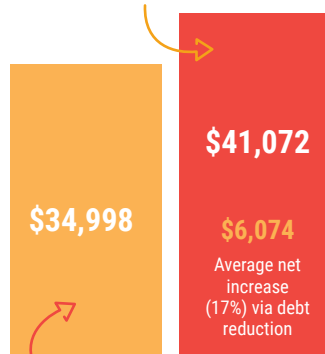
FAMILY INVESTMENT PROGRAM

Year 3

This partnership with Habitat for Humanity of Greater

Charlottesville takes a holistic, high-engagement approach to help families meet personalized financial stability goals. In FY23, the Family Investment Program enabled 15 families to decrease bad debt, raise household income and investments, and purchase

Median household income after debt reduction:



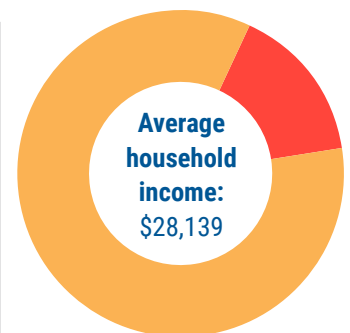
Median household income before debt reduction:

homes through Habitat's Pathways to Homeownership program. This fall, five of those families will move from Southwood Mobile Home Park to the newly redeveloped Southwood neighborhood. Your strategic investment in debt reduction and financial counseling has enabled a \$6,074 average net increase in household income for participating families.

DRIVING LIVES FORWARD

Year 3

In our community, one of the most persistent limitations to a family's ability to scale economically is access to reliable, affordable transportation. 100% of FY23



Average annual car payment without down payment assistance: \$3,840 (14% of annual income)

program participants shared that they needed a vehicle in order to maintain employment. Driving Lives Forward—a collaboration between Carter Myers Automotive, Virginia National Bank, and United Way of Greater Charlottesville—

connects families to quality vehicles and affordable auto loan financing, which helps them build credit for future investments. Due to rising interest rates and current scarcity in the used car market, FY23 program efforts focused on reducing monthly loan payments through down payment assistance. Without your support, car payments would cost participating families an average of 14% of their annual household income.

Our Work As a Convener

In addition to providing direct services, United Way of Greater Charlottesville facilitates access to a holistic network of partner nonprofits focused on helping local families achieve financial stability. By coordinating peer organizations around shared

goals and governance, we are able to more efficiently and effectively eliminate barriers to economic mobility for individuals and families in our community.

FINANCIAL RESILIENCY TASK FORCE Year 1

The unique value of the Financial Resiliency Task Force's cross-organizational partnership cannot be overstated. For the first time, area nonprofits with shared organizational missions and impacts in the field of poverty reduction have created a system for collaborative work. This system has been codified in a Memorandum of Understanding to ensure that the achievement of shared goals is both realistic and actionable. Members have engaged in three years of rigorous planning that has resulted in tools and

Current Financial Resiliency Task Force Member Organizations:

City of Promise
Community Investment Collaborative
Habitat for Humanity of Greater Charlottesville
Monticello Area Community Action Agency
Network2Work@PVCC
New Hill Development Corporation
Piedmont Housing Alliance
Uhuru Foundation
United Way of Greater Charlottesville

processes built specifically for the Greater Charlottesville community. United Way of Greater Charlottesville's primary role—in addition to the provision of direct services—is to centralize organizing responsibilities including the procurement of technology and staff infrastructure, evaluation of progress metrics, accountability

for delivery of partner services, and implementation of course corrections.

In FY23, 59 families committed to achieving financial independence over the next three years through the Financial Resiliency Task Force's network of partner services. This inaugural cohort is now working through personalized action plans that include job training, financial counseling, affordable childcare, stable housing, and reliable transportation. Among the early success stories from the cohort is Victoria Jackson, a single mother of three who, over the past year, has gained full-time employment as a legal assistant, created an emergency savings plan and a household budget, and paid off bad debt. Victoria is now working toward the credit and financing she needs to purchase her family's first home.

MOVING LIVES FORWARD

CHARLOTTESVILLE
CMA's Colonial Buick GMC
CMA's Colonial Cadillac
CMA's Colonial Lincoln
CMA's Colonial Nissan
CMA's Volvo Cars of Charlottesville

RICHMOND
CMA's Colonial Chevrolet
CMA's Colonial Honda
CMA's Colonial Hyundai
CMA's Colonial Kia
CMA's Colonial Subaru

RUCKERSVILLE
CMA's Family Auto Center

STAUNTON
CMA's Valley CDJR
CMA's Valley Honda
CMA's Valley Nissan
CMA's Valley Subaru
CMA's Valley Volkswagen

WILLIAMSBURG
CMA's Williamsburg Ford

WOODSTOCK
CMA's Skyline CDJR

CMAcars.com

"As an auto dealer and community partner, I feel strongly that we needed to be a part of the solution to affordable transportation." — Liza Borches, President & CEO of Carter Myers Automotive



FY23 Minority Enterprise Grantees at the Minority Business Alliance 10th Anniversary Gala.

Small Business Grantmaking

Targeted grantmaking to the minority-owned small business community has grown from United Way of Greater Charlottesville's efforts to promote entrepreneurship and alternative pathways to wealth-building among economically-disadvantaged populations.

MINORITY ENTERPRISE GRANTS

Year 3

Launched during the height of the Covid-19 pandemic to sustain local small businesses,

"This sort of infrastructure is what helps a minority business grow. It helps level the playing field."

this partnership with the Charlottesville Regional Chamber of Commerce, and, in particular, its Minority Business Alliance, has grown from awarding two grants in FY20 to 10 in FY23.

Businesses supported in FY23 represent industries including digital marketing,

in-home care for seniors, mental health counseling, and sports medicine. Owner of The Tax Ladies, LLC and grant recipient Libby Edwards-Allbaugh shared that, "This sort of infrastructure is what helps a minority business grow. It helps level the playing field."

ENVISION MINORITY ENTERPRISE GRANTS

Year 1

The inaugural year of Envision Minority Enterprise Grants brought together the City of Charlottesville and Albemarle County Offices of Economic Development to support business owners who have

limited access to capital for growth and expansion.

This program supplements United Way of Greater Charlottesville's existing partnership with the Charlottesville Regional Chamber of Commerce by providing larger grants to more established businesses. Additional visibility and marketing provided through United Way's Connected Community impact area offers a true ecosystem of support for local minority-owned businesses.



Mayra and Silvestre Aguirre

Participants Family Investment Program

Could you tell us about your family?

Mayra: Silvestre and I met at church in 2005. He had moved to Charlottesville recently and I had been here for about six years. We got married and now have two children, a fifteen-year-old girl and a thirteen-year-old boy. **Silvestre:** We like to spend time together as a family. We go to the park or to the kids' favorite: Kings Dominion—any excuse to dedicate time to our children.

What do you do for a living?

Mayra: I have been housekeeping for twenty-three years and I enjoy the work. I was working full-time for a family for many years, but unfortunately lost my job about a year ago. Now I am doing smaller housekeeping jobs while I look for another

full-time opportunity. **Silvestre:** I manufacture electronics at a local company. I learned most of my skills on the job from my coworkers. A few other people who live in Southwood also work at my company.

What does the idea of “home” mean to you?

Mayra: It is a happy and overwhelming thought. It is a safe place where my kids can live and grow. We want to give them a place they can always come back to, whether they choose to attend college somewhere close or far away. **Silvestre:** Our goal is to have a place where we can live together as a family for many years to come.

Do you have any concerns about buying your first home

“Our goal is to have a place where we can live together as a family for many years to come.”

or what it might take to move in?

Mayra: My number one concern is not having the money for our monthly mortgage payments. Not only that, but also the money for electricity, gas, and other costs. I worry about one of us getting sick and how that could affect us financially.

What has it been like working with United Way?

Mayra: Marvelous. The support we have received, especially from Ella Jordan and Barbara Hutchinson, shows that they truly care about us and our family. **Silvestre:** The way they treat

us is personal, direct, and humane.

Is there anything else you would like to say?

Mayra: After I lost my job, I was devastated. When United Way offered to help our family, they gave us the gift of peace. **Silvestre:** The situation we were in was unimaginable. We committed to purchasing a new home and Mayra lost her job almost immediately afterward. We started working with United Way at that same time, and the support we have received has truly changed our lives.



Impact Area:

School Readiness

Over the past year, United Way of Greater Charlottesville has begun implementing a statewide strategy developed in partnership with the Virginia Department of Education and Virginia Early Childhood Foundation to deliver more equitable early childhood education opportunities in 21 cities and counties.

READY REGION BLUE RIDGE

Year 1

A single organization was selected in each of seven regions across the Commonwealth of Virginia to lead the deployment and training of cutting-edge new curriculum and progress metrics, manage data collection across demographics and developmental benchmarks, and administer

comprehensive state-level funding to support the growth and development of hundreds of early learning sites. United Way of Greater Charlottesville is the lead for Ready Region Blue Ridge, which includes the Thomas Jefferson Planning District as well as 15 additional cities and counties. In this role, the team at United Way of Greater Charlottesville is responsible for helping public school systems,

private centers, and family day homes qualify for funding and wrap-around support through Virginia's Quality Birth-to-Five program. Sites that do not meet benchmarks for resource provision receive coaching from United Way of Greater Charlottesville staff to help them qualify in the next funding cycle. In FY23, Ready Region Blue Ridge served 192 early learning sites and over 6,000 children.

READY REGION

Blue Ridge

15,878

Single-parent households

44,161

Children under the age of five

43%

Of students arrived at kindergarten without key skills

8,102

Childcare slots needed to bridge the gap

MIXED DELIVERY PROGRAM

Year 11

In 2014, United Way of Greater Charlottesville was one of three organizations state-wide selected to participate in a pilot program developed by the Virginia Department of Education for what is now called Mixed Delivery.

A critical aspect of the strategy implemented through Ready Regions, the Mixed Delivery Program focuses on expanding access to preschool services by strengthening the financial stability of private and community-based providers (many of which are staffed by the population group served by our Financial Stability programs).

Through Mixed Delivery, United Way of Greater Charlottesville is able to increase the number of grant-funded slots that are available to economically-disadvantaged children in our community, while creating opportunities for salary increases that encourage employee retention at participating early learning sites. In FY23, due to



The Mixed Delivery Program allows parents to select an early education provider that is right for their child.

increasing need, as well as the strength of our program and partner infrastructure, the Virginia General Assembly awarded United Way of Greater Charlottesville 514 of the 2,000 Mixed Delivery slots available for distribution across the Commonwealth.

109%

Since 2019, there has been a 109% increase in the number of families seeking early childhood education in Ready Region Blue Ridge.

96%

In FY23, the number of students served by our Mixed Delivery Program increased by 96% in an effort to match that demand.

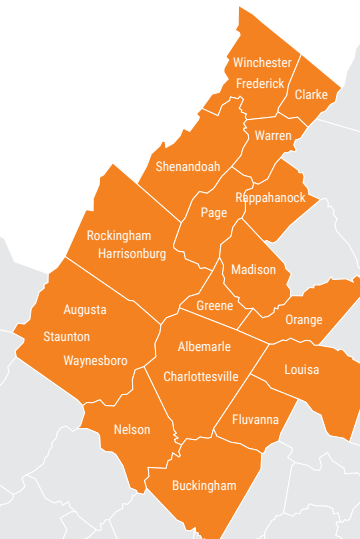
READY REGION BLUE RIDGE 2023 REACH

 **192 Early Learning Sites Served**

 **487 Classrooms**

 **1,451 Teachers**

 **6,193 Children**





Early education is a local business operation. By supporting higher wages for teachers, you are helping ensure the economic well-being of our community.

COORDINATED ENROLLMENT: "GO2GROW"

Year 3

In FY21, United Way of Greater Charlottesville launched a comprehensive online enrollment portal for early education programs in the Greater Charlottesville area called Go2Grow.

In its first year of operation, United Way of Greater Charlottesville processed 1,069 applications to public and private centers in the City of Charlottesville and Albemarle County. In FY23, 1,926 Go2Grow applications were

processed by our team, an 80% increase from just two years prior.

Data collection that we have integrated into the Go2Grow application enables our team to more accurately understand and serve our community. For example, in FY23, 74% of Go2Grow applicants living in the City of Charlottesville report that they were receiving social service subsidies. For that reason, the Go2Grow platform now informs families of their eligibility for publicly funded early education programs that may provide free or reduced-cost options.

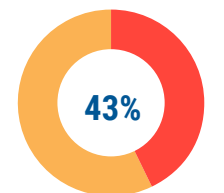


The process and content of the Go2Grow application are informed by the Ready Region Blue Ridge Family Council, a group of parents who are actively utilizing United Way of Greater Charlottesville and/or Ready Region services, and who contribute feedback and guidance to inform ongoing program development across our School Readiness impact area.

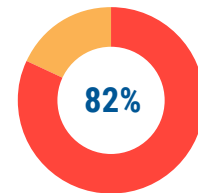
EARLY LEARNER SCHOLARSHIP PROGRAM

Year 40+

This flagship United Way of Greater Charlottesville program serves economically-



of Early Learner Scholarship recipients identified as Black or African American

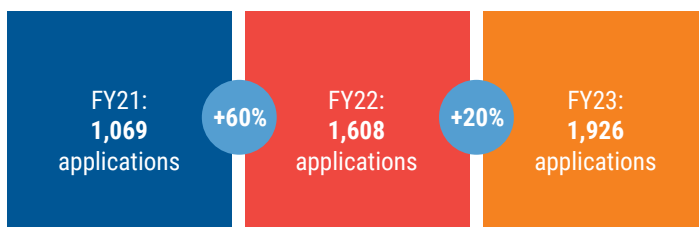


of Early Learner Scholarship recipients were from households led by a single parent

disadvantaged families in our community by facilitating high-quality childcare and early education placements for infant, toddler, and preschool-aged children, while providing financial relief for working parents. In FY23, 66 scholarships were awarded.

We were limited

in providing additional scholarships due to the lack of available slots for infants and toddlers at early learning centers in our community. Of the 66 families who received scholarships in FY23, 43% identified as Black or African American, and 82% were households led by a single parent.





Kelcee Jones

Member Ready Region Family Council
Participant Mixed Delivery Program
Participant Go2Grow

Where did you grow up?

Buckingham County—with my mom, dad, and three older brothers. We lived next door to my grandmother. My mom still lives in the same house!

What was it like having three older brothers?

It made me tough and well-rounded. I ran track and played basketball in high school. I even made regionals in shotput.

What do you do for work?

I am a case manager at the Shelter for Help in Emergency, which provides services to victims of domestic violence. It is different than my previous role at Charlottesville Public Housing Association of Residents (PHAR), but I am still getting to serve at-risk communities. I found my passion for helping others while I was a stay-at-home mom during the pandemic.

Could you tell us about your experience as a new mom?

Having two kids under the age of two during the pandemic was tough on me. I suffered from postpartum depression with my first child. I felt stagnant; like I wasn't living my purpose, despite being a whole mom. When I had my second child, I knew I had to be proactive. My boyfriend encouraged me to look into nonprofits. That's when I came across PHAR. In my role as Housing and Redevelopment Organizer, I helped residents contribute to redevelopment projects at Crescent Halls, South First Street, and Westhaven.

What has it been like finding childcare as a working parent?

Finding affordable childcare in our area is extremely difficult to navigate, especially if you're a working parent. When I

“Finding affordable childcare in our area is extremely difficult to navigate, especially if you're a working parent.”

first started working, I was on Virginia's childcare subsidy program, but I was still paying more than I could afford. I connected with United Way, and they funded slots for both my daughter and my son at Shining Stars through the Mixed Delivery program. Unfortunately, Shining Stars had to close in August due to staff shortages. We found a new slot for my daughter in the pre-k program at Scottsville Elementary School through Go2Grow. I will be relying on her grandfather to pick her up, because the program lets out at 2:30pm and she can't go to Boys and Girls Club until she turns five. Lina Montoya at United Way helped me find a spot for my son at Barrett Early

Learning Center—and for now, we are stable.

Why did you get involved with the Ready Region Family Council?

I'm a hands-on parent. I like being involved with my kids and advocating for people with similar needs. The curriculum at Shining Stars challenged my daughter more than her previous childcare provider, and I wanted to help create those opportunities for other local families. It felt good to notice that my feedback was incorporated into the Go2Grow application while I was filling it out for my daughter. I saw ways we can improve next year's application to better serve parents like me.



Impact Area:

Connected Community

Promoting a Culture of Volunteerism

United Way of Greater Charlottesville partners with stakeholders across the social impact sector to create year-round opportunities for community members to experience impact and connection through volunteerism.

LAURENCE E. RICHARDSON DAY OF CARING Year 32

United Way of Greater Charlottesville's annual community-wide volunteer

event is a visible testament to the power of giving back. In FY23, Day of Caring brought together over 1,600 volunteers to complete 150 projects, providing \$250,000 in total value of service. These efforts benefited local schools, nonprofits, and faith-based organizations throughout the City of Charlottesville and Albemarle, Fluvanna, Greene, Louisa, and Nelson Counties.

CARING FOR COMMUNITY AWARDS Year 4

Announced and celebrated annually at the Day of Caring Kickoff Breakfast, the Caring for Community Awards recognize exceptional

community service by individuals and organizations across public, private, and nonprofit sectors. With over 100 nominations and 1,000 votes, FY23 was our biggest year yet!

Building Bridges for Social Equity

Programs offered as a part of Envision encourage a deepened understanding of race and equity through media, storytelling, and community-driven event platforms. They also provide access to relationships and networks that can help people from historically marginalized groups scale economically.

ENVISION RADIO Year 2

Our weekly radio show and podcast highlights Black business, government, nonprofit, and community leaders while exploring issues of race and equity. Episodes air live on NewsRadio WINA 98.9FM and AM1070 on Saturday mornings at 7:00am and are available on your favorite streaming service. We have recorded over 100 episodes over the past two years.

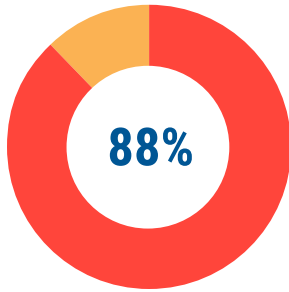
Scan here
to listen to
the latest
episodes



ENVISION FORUM

Year 1

The inaugural Envision Forum brought together over 100 community members and featured speakers from K-12, higher education, and the business sector



of attendees made a new friend or connection at the Envision Forum.

to provide actionable tips and recommendations for implementing diversity, equity, and inclusion practices in daily life. Participants rated the event an 8/10 in terms of impact on their personal and professional lives, and 88% made a new friend or connection.

TOM TOM FESTIVAL

Year 4

Our ongoing partnership with the Tom Tom Foundation took new shape at the 11th annual Tom Tom Festival this past April. We announced the Envision Minority Enterprise Grants program to a crowd of

One participant shared that the session, "... helped me broaden my perspective, build my network of peers, and most importantly, see that there is a great deal of commonality in what we all face in this field."

over 250 community members at the second-ever Tom Tom Downtown Mall Block Party.

We also hosted a community conversation about the future

of early childhood education. The conversation included staff and leadership from early education centers across the community, faculty from the UVA School of Education and Human Development, Charlottesville City Schools, and Albemarle County Public Schools, as well as business and community leaders.

One participant shared that the session, "...helped me broaden my perspective, build my network of peers, and most importantly, see that there is a great deal of commonality in what we all face in this field."



Participants at Tom Tom discussed gaps in care and how to expand our community's early education capacity.

Clarissa Douthard shared about the desperate need for access to childcare on a United Way-hosted panel at the 2022 Virginia Film Festival.



VIRGINIA FILM FESTIVAL

Year 3

The 2022 Virginia Film Festival gave us the opportunity to build community around themes and topics related to our Financial Stability and School Readiness impact areas. One of the feature films of this past year's festival, *Clarissa's Battle*, tells the story of a single mother who is leading a national movement for childcare access and affordability through her organization Parent Voices Oakland. Clarissa, along with the filmmaking team, attended the festival in-person to speak as a part of a United Way-hosted panel about their work and attend a special meet-and-greet with early education stakeholders in our community.

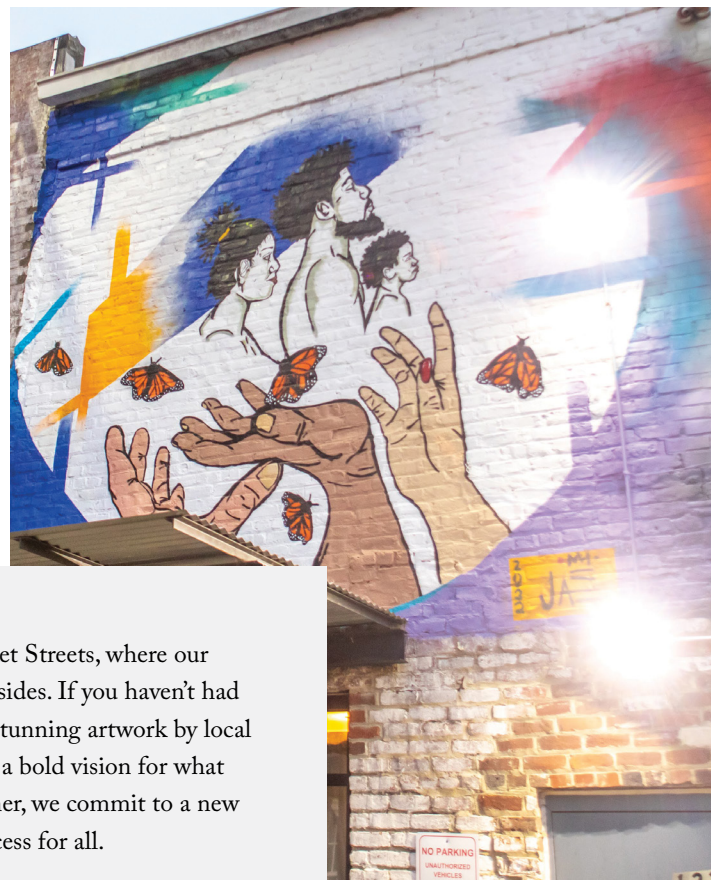
BLACK BUSINESS EXPO

Year 3

The 6th annual Charlottesville-Albemarle Black Business Expo gave us the opportunity to support the minority-owned business community in Greater Charlottesville. We hosted a live taping of Envision Radio and acquired new listings for our digital and print Black Business Guide.

ENVISION MURAL

...and hello from 2nd and Market Streets, where our Envision Mural permanently resides. If you haven't had the chance to pay it a visit, the stunning artwork by local muralist Jae Johnson articulates a bold vision for what our community can be if, together, we commit to a new narrative of opportunity and access for all.





Welford “Mack” McLellan, Jr.

Dean of Students, Diversity, & Inclusion Renaissance School
Speaker Envision Forum
Guest Envision Radio

You are from Baltimore originally. What brought you to the Charlottesville area?

Three years after earning my master's degree in clinical social work at the University of Maryland, I was doing mindfulness work with high school students in Baltimore when the Contemplative Science Center at UVA reached out about an open position. I ended up taking the job. I moved here expecting to leave after my six-month contract was up—but here I am, seven years later.

What led you to the field of education?

My parents taught me about service at an early age. When I was growing up in Baltimore in the 1980s, people didn't live in neighborhoods based on socioeconomic class. My best friend's family was on government assistance. I had the opportunity to

talk with my parents about the differences in what people had. My dad cooked regularly for my friends in the neighborhood and my mom made the Christmas Day soup for the soup kitchen over the holidays. They showed me that if you have the means to take care of people, you do it. My way of serving is through my work with children, their caretakers, and marginalized groups.

Could you tell us about your role at the Renaissance School? The focus of my work is ensuring the mental health and well-being of our students. I want to empower them with skills and tools so they can take care of themselves when I'm not around. Part of that work is teaching them the value of service. The more we serve others and are a part of our

“The more we serve others and are a part of our community, the healthier we are mentally.”

community, the healthier we are mentally.

Why did you get involved with United Way? United Way is improving the mental health of our community. By approaching low-income families and people of color with a service mindset and a diverse group of employees that reflects their lived experiences, United Way is making people feel seen, heard, and loved. When United Way supports me as an individual, it is supporting the communities that I serve—not just at the Renaissance School, but also through the reading events I organize and the animated films I produce for diverse youth to see themselves centered in

storytelling. For that reason, it is impossible to fully understand the impact that you all are having. When United Way asks me to be a part of something, I already know the answer will be yes.

Is there anything else you would like to share?

I sometimes use the word “mindfulness” to describe the work I do—but all too often, mindfulness is about individuals centering themselves for personal benefit. I prefer to use the Zulu word “simunye,” which means “we are one”. If we look at our community with simunye in mind, we can't help but give to those who need us.

Thank You!

We are so thankful for all of the individuals, foundations, businesses, and nonprofits who have supported United Way of Greater Charlottesville this year. With your generosity, we are able to maintain a consistent vigilance and ready response to meet the most pressing needs of our community.

Legacy Circle

United Way of Greater Charlottesville honors those whose planned gifts ensure that our work will endure.

Anonymous (2)
Gordon Black*
Robert Blaeser*
Suzanne J. and Robert L. Brooks
Fallica Charitable Lead Annuity Trust
C & Alma Hall Charitable Trust
Ludwig Kuttner
Miette and George Michie
Elizabeth Nalley*
Jim Richardson
Robert Scharlemann*
Wilma and Newton Thomas*
Train Family Fund
Michele and Wade Tremblay
Worrell Family

Lifetime Circle

United Way of Greater Charlottesville recognizes those who have made cumulative gifts of \$25,000 or more in their lifetime.

Anonymous (4)
Michael Arenton
Guy Babineau
Carol Bauer
Kathy and James L. Berlin
Diane and Spencer Birdsong
Mr. Howard W. Blauvelt*
Dr. and Mrs. David Bogdonoff
Liza and Pete Borches
Kathy Bowers and Richard Comfort
Suzanne J. and Robert L. Brooks
Diane and Dick Brownlee
Bruce Cabell*
Mr. and Mrs. William R. Cartwright

Betsy and John Casteen
Edith Catlin*
Didi and Peter Chapin
Mary and Mike Chinn
Carol and Stephen Clarke
Gail L. and David R. Clelland
The Conboy Duke Foundation
Deborah and George Conway
Kari and Kent Couling
Ruth Cross*
Susan and David Dallas
William Dalton
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Margery and Thomas M. Daniel
Cynnie Davis
Bridget and Tim Davis
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Alison DeTuncq and Paul Archer
Sally and Charles Du Bose
Peggy and John Echols
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Donna and J. Michael Fitzgerald
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Amanda and Joel Litchfield
Valerie and Don Long
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Michelle and Lawrence McConnell
Carolyn and Gary McGee
Sarah and Grey McLean
Andrea Mejia and Craig Volden
Miette and George Michie
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Reid Nagle
John Nunley
Judy and Richard L. Nunley
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Sue and Reuben Rainey
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Kathy Rhyne and Chuck Axten
Grace D. Riggs*
Dudley Rochester
Ken Rosen
Rotgin Family Fund at the Charlottesville Area Community Foundation
Karen and John Rowlingson
Elizabeth and Mark Sackson
Mr. and Mrs. Leonard W. Sandridge, Jr.
Susan Wells Sargeant
Caroline and Jim Satira
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Jane-Ashley and Peter Skinner

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 William Smith
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 David Whitcomb
 Mickie and David Wood
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Envision Circle

(\$10,000+)

Anonymous (2)
 Liza and Pete Borches 20
 Mary and Mike Chinn 20
 Margery and Thomas M. Daniel 15
 Wendy Ferguson
 Teresa and John Hickey
 Barkley and Chris Laing 10
 Sarah and Grey McLean 10
 Miette and George Michie 5
 Reid Nagle 5

Judy and Richard L. Nunley 20
 Kathy Rhyne and Chuck Axten 10
 Susan Wells Sargeant 5
 Sarah Tremaine 5
 Nancy and William G. Wardle 20
 Mickie and David Wood 30

Changemakers Circle

(\$5,000 - \$9,999)

Suzanne J. and Robert L. Brooks 30
 Diane and Dick Brownlee 20
 Didi and Peter Chapin 10
 Kari and Kent Couling 5
 Helena Devereux
 Ellen and Michael Geismar 10
 Meredith and Josh Gentine
 Frances Lee-Vandell 5
 Pattye Leggett 30
 Carrie and Justin Stanton 10
 Elsie and W. McIlwaine Thompson 20
 Cathy and Kirk Train 30
 Mary Walter and George K. Yin 10

Impact Circle

(\$2,500 - \$4,999)

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 Carol and Stephen Clarke 10
 Peggy and John Echols 5
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 Andrea and Peter Gavin
 Laretta and Peter Harbilas 10
 Bebe Heiner and Bill Atwood 20
 Laurie and Blair Kelly 20

Carol and Steve Krohn 20
 Amanda and Joel Litchfield 15
 Valerie and Don Long 20
 Lolly and Tyler Lux
 Evans and Court Nexsen 5
 Angie and Dan Oakey
 Susan McLeod Prindle 30
 Sally and Michael Rettig 15
 William Sihler 20
 Jody and Robert Smith 10
 Teresa Sullivan and Douglas Laycock 10
 Susan and Richard Tremblay 10
 Mary Lyndon Whitmore 15
 Louise Wyatt

Community Circle

(\$1,000 - \$2,499)

Anonymous (3)
 Elyse and John Ashley*
 James Barton
 Ruthe Battestin 5
 Sara Bethea
 Bernard Bress 10
 Joyce Brown and Christopher Pax
 Edith Catlin* 10
 Caroline and Adam Childers
 Deborah and George Conway 30
 Susan and David Dallas 5
 Francesca and Eduard de Lange* 20
 Polly and David Deck 20
 Drs. Cindy and John Dent 5
 David Dunwody
 Elizabeth and Jake Dwyer
 Sally Garland 10
 Helen Gatling-Austin
 Claudette Grant and Juandiego Wade 20

Years of Giving

One of the most important ways we can show our appreciation for the contributions of our donor community is by acknowledging the longevity of your commitment. Those with a numbered sticker next to their name have given to United Way of Greater Charlottesville for at least that many years.

Years of Giving Key:

30	30+ Years
20	20+ Years
15	15+ Years
10	10+ Years
5	5+ Years

Carolyn P. and David W. Grow **20**
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 Matthew Toler **5**
 Timothy Traaseth
 Sasha Farmer Tripp and Kelley Tripp **10**
 Sam Uppala **5**
 Miles Vance
 The Honorable and Mrs. J. Harvie Wilkinson III **10**

Organizations

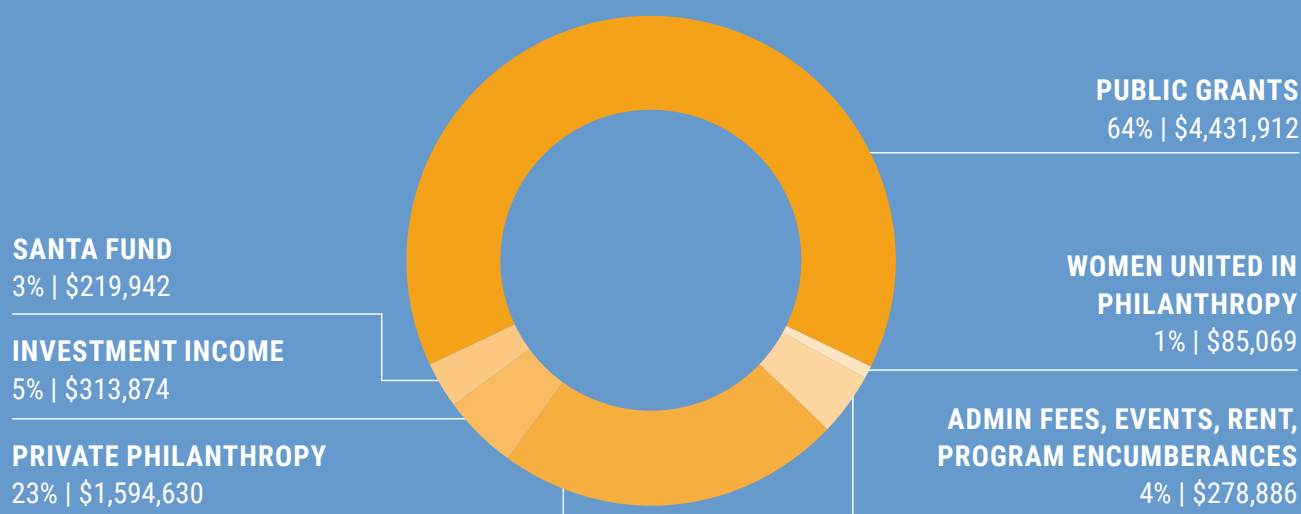
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 Albemarle County
 Albemarle County Office of Economic Development
 Amazon
 AmazonSmile Foundation
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 Bankers Insurance
 Better Living
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We have made every effort to ensure the accuracy of these listings and encourage you to reach out if you notice any errors or omissions.

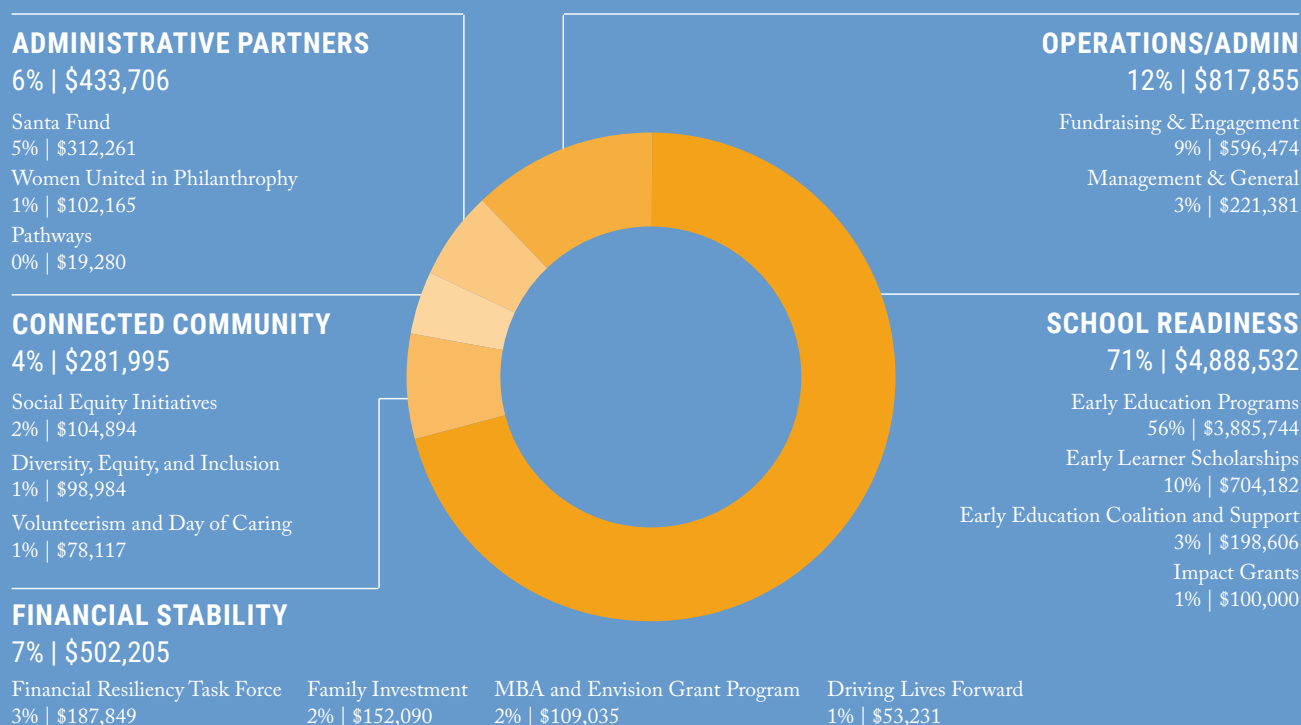
FY2023 Total Revenues

\$6,924,293



FY2023 Total Expenditures

\$6,924,293



*The figures presented in this financial statement are unaudited. Percentages are approximates.

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