

2009
ANNUAL
REPORT

United Way
Fox Cities



MISSION STATEMENT

United Way Fox Cities improves lives by bringing diverse people together to build a stronger, more caring community for everyone.

VISION

The Fox Cities is a diverse and dynamic community, where people willingly share the responsibility of ensuring a safe and healthy community for all.

CORE VALUES

Accountability • Community • Caring • Integrity • Commitment

GUIDING PRINCIPLES

To carry out our mission, we ...

- Offer all people of the Fox Cities the opportunity to improve our community.
- Respect the dignity and worth of all people.
- Promote involvement and volunteerism in all aspects of our work.
- Identify and address the underlying conditions of critical health and human service needs.
- Mobilize individuals, businesses, and organizations to contribute resources to strengthen our community.
- Foster strong partnerships and collaborative efforts that enhance our community.
- Create an environment where volunteers and staff take pride in the quality of their work and the positive impact it has on our community.
- Will be flexible, innovative, and responsive to new ways of conducting our business.
- Are accountable for the efficient and effective use of all resources.
- Measure the impact of our community investments and communicate the results.

Living United Through 2009

LIVE UNITED: An idea big enough to change the lives of every resident in our community. A challenge great enough to invite everyone to become a part of it.

This call to action serves as a rallying point for individuals throughout our community to connect to brighter futures for themselves and, more importantly, to help create better tomorrows for others.

More than a slogan, LIVE UNITED is a declaration and invitation to give, advocate and volunteer. For United Way Fox Cities this means continuing our commitment to improving lives by making lasting changes in community conditions.

Terrie Pohjola
SECURA INSURANCE
COMPANIES

BOARD CHAIR
UNITED WAY FOX CITIES

Peter C. Kelly

PRESIDENT AND CEO
UNITED WAY FOX CITIES

Highlights of 2009 include:

- Our Community Impact volunteers participated in the investment process; a very thorough review of all the programs we fund through partner agencies. Data was collected and reviewed on identified common outcomes related to priority issues. In addition, common outcomes were created for quality child care, positive youth development, life skills related to employment and financial literacy, and shelter and housing.
- Led by Co-Chairs, Greg Bell and Dean Gruner, United Way completed a successful fundraising campaign. Thanks to the generosity of local companies and donors, United Way will meet its financial commitments for fiscal year 2010, investing in programs that develop children and youth, strengthen families, promote health, healing and crisis intervention and provide basic needs and self-sufficiency.
- Our Emerging Leaders program grew to over 200 members. Emerging Leaders are individuals who want to make a real difference in our community. United Way offers this dynamic group of young professionals opportunities to get involved in the community, volunteer, grow professionally, network, and gain skills that will help them become community leaders in the Fox Cities.

None of this is possible without the support that you continue to provide. We thank you for helping us build a stronger, more caring community. United we can change what we see in the world.



Peter C. Kelly
and Terrie Pohjola



Accountability

Strengthening Families

Our Community Impact model is all about mobilizing the community to improve lives by creating lasting changes in the Fox Cities. Following the release of the 2006 LIFE Study, volunteers of United Way's four impact areas and Community Impact Council began a review of the study's findings. Based on their extensive education on community issues and the findings of the LIFE Study, a list of priority issues was developed through a facilitated process. These priorities serve as United Way Fox Cities' Community Impact Agenda and are the foundation for the investment strategies and work of the four impact areas.

Our Initiative: Family Mentoring

In order to assist local families in becoming more self-sufficient, United Way joined with the ThedaCare-led Community Health Action Team (CHAT) and created a Family Mentoring Program.

The program is designed to match a team of mentors with families desiring to make long-term changes in their lives through the accomplishment of meaningful, self-sufficiency goals. CAP Services administers the program.

The program began operation in September 2007 and the first families began participation in December 2007.

Results to Date

- 31 families have been served by the program and 20 families are on the current caseload.

UNITED WAY PRIORITY: Enhance parenting skills.

Catholic Charities of the Diocese of Green Bay

- Family Strengthening and Diversity Services
- Child Care Resource and Referral
- Parent Referral Program

Community Family Resource Centers

- Family Enrichment

Family Services of Northeast WI

- Parent Connection/Family Wellness Program
- Parent Connection/Home Visitation Program

UNITED WAY PRIORITY: Increase literacy, English as a second language and cultural integration activities among diverse populations.

Fox Valley Literacy Coalition

- Building a Literate Community

Valley Packaging Industries

- Employment and Literacy Program

UNITED WAY PRIORITY: Promote skills enhancement and independent living for persons with disabilities.

The Arc Fox Cities

- Adult Education
- Adult Social Recreation and Respite
- Advocacy
- Camp
- Community Education
- Family Program
- Special Olympics

- Families are able to identify and work on at least one self-sufficiency goal.
 - › 100% have identified at least one self-sufficiency goal.
 - › 93% are working on at least one self-sufficiency goal.
- Families show improvement on the self-sufficiency assessment tool.
 - › 85% improved one step in one area after six mos.
 - › 67% improved one step in two areas after one yr.
- Families demonstrate improved problem-solving and decision-making skills.
 - › 85% of families reported they learned and were able to use new problem-solving and decision-making skills.
 - › 83% of families were able to identify at least three people they trust and can go to for guidance and advice.

Cerebral Palsy of Mideast WI

- Family Support
- Out-of-Home Respite Care
- Residential Camp Sandy Wheels
- Social Development Program
- Toy Lending Library

Valley Packaging Industries

- Early Intervention Program

YMCA of the Fox Cities

- Camp Hope
- Special Needs Programs

UNITED WAY PRIORITY: Promote options for older adults, families and caregivers to successfully adjust and adapt to changes in later life.

Lutheran Social Services of WI and Upper MI

- Older Adult Services

YMCA of the Fox Cities

- Senior Programs

OTHER

American Red Cross, Outagamie Chapter

- Services to Armed Forces



Cerebral Palsy of Mideast WI.

Developing Children and Youth



“Youth Go is a place where youth are free to be themselves, where they can express their creativity, where they are encouraged to discover their strengths, and where they can turn in times of need. Without United Way it would be virtually impossible for us to offer so many programs and activities at no cost to our participants who deserve every opportunity to help them succeed.”

Kelly Hicks,
Executive Director,
Youth Go

Our Initiative: Early Language and Literacy Initiative (ELLI)

Research clearly indicates that quality child care and early learning pay off: 90% of a child’s brain growth occurs before the age of three. A child’s success depends on the learning experiences they have early on, before they even step foot in school.

In 2007, United Way partnered with Child Care Resource and Referral to launch the Early Language and Literacy Initiative (ELLI).

ELLI provides a solid base from which quality

literacy and learning environments can be built and best practices applied. The initial investment in a child care center has long term implications for children, families, communities, and the school districts. More children will be entering school ready to learn, laying the foundation for more success in school and into adulthood.

Results from the three pilot childcare centers for ELLI indicate:

- 40% improvement in the quality of teacher and child interactions.
- 111% increase in language and literacy experiences for children.
- 58% improvement in the learning environment in child care rooms.
- 80% of children entering kindergarten showed readiness in language and literacy skills.

Funding partners include Thrivent Financial for Lutherans, Pitney Bowes, and John J. and Ethel D. Keller Fund within the Community Foundation for the Fox Valley Region.

UNITED WAY PRIORITY: Enhance and promote quality child care.

Child Care Resource and Referral

- Child Care Provider Recruitment Program
- Room to Grow Program

Project Bridges Day Care and Preschool

- Language Scholarship Program
- Sliding Fee Program
- Special Needs Program

YMCA of the Fox Cities

- Birth to 5 Child Care Program
- Birth to 5 Growth and Development Program

UNITED WAY PRIORITY: Provide positive youth development and youth activities.

The Arc Fox Cities

- YARC Program
- Youth 3-12 Program

Best Friends of Neenah-Menasha

- Community-Based Mentoring Program
- Site-Based Mentoring Program

Big Brothers Big Sisters of the Fox Valley Region

- Community-Based Mentoring Program
- School-Based Mentoring Program

Boys’ and Girls’ Brigade Association

- Character Development & Leadership Training

Boys and Girls Clubs of the Fox Valley

- After School Program

Girl Scouts of the Northwestern Great Lakes

- Educational Program
- Membership and Outreach

Hmong-American Partnership

- Elementary Program
- Youth Program

YMCA of the Fox Cities

- School Age Child Care Program
- Youth Programs

Youth Go

- Education Program
- Recreation Program
- Support and Wellness Program

Providing Basic Needs and Self-Sufficiency

Our Initiative: *The Connector*

United Way and Valley Transit worked in partnership to launch *The Connector*, an innovative transportation initiative created to increase access to more employment opportunities for second and third shift workers.

Launched in October 2007, over 25,000 rides have been provided to more than 800 individuals in the Fox Cities. With an average of 1,000 rides provided on a monthly basis, this service is helping to remove transportation as a barrier to employment.

Because *The Connector* provides public transportation in an expanded geographic region with extended operating hours, jobs that were once out of reach are now a reality.

Thrivent Financial for Lutherans joins United Way in helping to fund this community-supported transportation service.

Results to Date

- **90%** of the 25,000 rides were employment related.
- **72%** successfully improved their employment situation.
- **83%** were able to apply for more jobs.



"A safe home is something we all deserve, yet, for many in our community, the only home they know is one filled with fear. Without access to safe shelter, families facing domestic violence experience an even greater possibility of having to return to an abusive home. Harbor House's Shelter Program is working to turn fear into hope. With the support of United Way Fox Cities, we can assure access to safe shelter for all those in need."

Beth Schnorr,
Executive Director
of Harbor House

UNITED WAY PRIORITY: Improve access to transportation.

Lutheran Social Services of WI and Upper MI

- Making the Ride Happen

Neenah-Menasha Dial-A-Ride

- Transportation for Older Adults

Non-Profit Affordable Housing Based Rental Services (NAHBRS)

- Courtesy Shuttle Program

Wisconsin Interfaith Needs Response (WINR)

- WINR Donated Wheels Program

UNITED WAY PRIORITY: Improve availability and access to shelter and affordable housing.

American Red Cross, Neenah-Menasha Chapter

- Local Disaster Services

American Red Cross, Outagamie Chapter

- Disaster Services

Christine Ann Domestic Abuse Services

- Emergency Shelter/24 Hour Helpline

Emergency Shelter of the Fox Valley

- Services • Shelter Program • Prevention Program

Harbor House Domestic Abuse Programs

- Shelter Program

Housing Partnership of the Fox Cities

- Transitional Housing Program

Villa Hope

- Transitional Services Program

Villa Phoenix*

- CBRF/Transitional Housing Program

* Villa Phoenix did not request funding for 2009.

UNITED WAY PRIORITY: Improve availability and access to food, clothing, energy assistance, and legal services for low-income individuals and families.

ADVOCAP

- Winnebago County Nutrition Program

American Red Cross, Neenah-Menasha Chapter

- Emergency Household Supplies

Valley Packaging Industries

- Community 2000 Program

Legal Action of Wisconsin

- Civil Legal Advice & Representation to Low-Income Persons

UNITED WAY PRIORITY: Enhance life and independent living skills – decision-making and problem solving skills, basic, academic and language skills, financial literacy and employment skills.

CAP Services

- Skills Enhancement Program

Financial Information and Service Center (FISC)

- Community Education and Awareness • Individual and Family Financial Counseling • Long-Term Self-Sufficiency Program

UNITED WAY PRIORITY: Promote options for older adults, families and caregivers to successfully adjust and adapt to changes in later life.

American Red Cross, Outagamie Chapter

- Shopping and Errand Program



Promoting Health, Healing and Crisis Intervention



Our Initiative: School Based Mental Health

United Way, in partnership with the Menasha Joint School District, developed a pilot project that offers school-based mental health services for students experiencing difficulty accessing mental health services elsewhere in the community.

Many of the students are uninsured or under-insured, come from families with limited resources and experience other barriers that prevent access to care. The mental health therapy is provided by a consortium of agencies: Catholic Charities, Family Services and Lutheran Social Services.

Results to Date

- 87 students have received mental health services and 52 students are currently receiving services.
- 81% experienced reduced symptoms.
- 79% reported increased functioning.
- 60% had increased school attendance.
- 81% showed improved academic performance.



“United Way has made a significant positive impact on the ability of Fox Cities Community Health Center to provide medical care to members of our community who do not have health insurance or the financial resources to afford primary preventative care.”

Kristene Stacker,
Fox Cities Community Health Center

UNITED WAY PRIORITY: Improve access to mental health services.

Boys and Girls Clubs of the Fox Valley

- Center for Grieving Children
- Youth and Family Counseling Program

Catholic Charities of the Diocese of Green Bay

- Mental Health Counseling

Family Services of Northeast WI

- Outpatient Counseling Services

Fox Valley Children’s Mental Health Center

- Child and Family Counseling Program

Friendship Place

- Social, Educational and Recreational Outreach

Lutheran Social Services of WI and Upper MI

- Counseling Program

NAMI Fox Valley

- Education and Support Program
- Consumer and Family Advocacy

Reach Counseling Services

- Counseling Program

UNITED WAY PRIORITY: Prevent Intimate crimes and support victims.

Christine Ann Domestic Abuse Services

- Children and Teen Program
- Client Advocacy Services
- Offender Intervention Program

Harbor House Domestic Abuse Programs

- Children’s Program
- Community Education/Volunteer Program
- Women’s Program

Reach Counseling Services

- Education and Advocacy Program
- Sexual Abuse Treatment Program

Sexual Assault Crisis Center – Fox Cities

- Crisis Intervention
- Prevention Education
- Support Groups

UNITED WAY PRIORITY: Improve access to physical health and dental care for the uninsured and under-insured.

AIDS Resource Center of Wisconsin

- Life Care Services
- Prevention Services

Fox Cities Community Health Center

- FCCHC Smiles
- No Patient Left Behind
- No Woman Left Behind

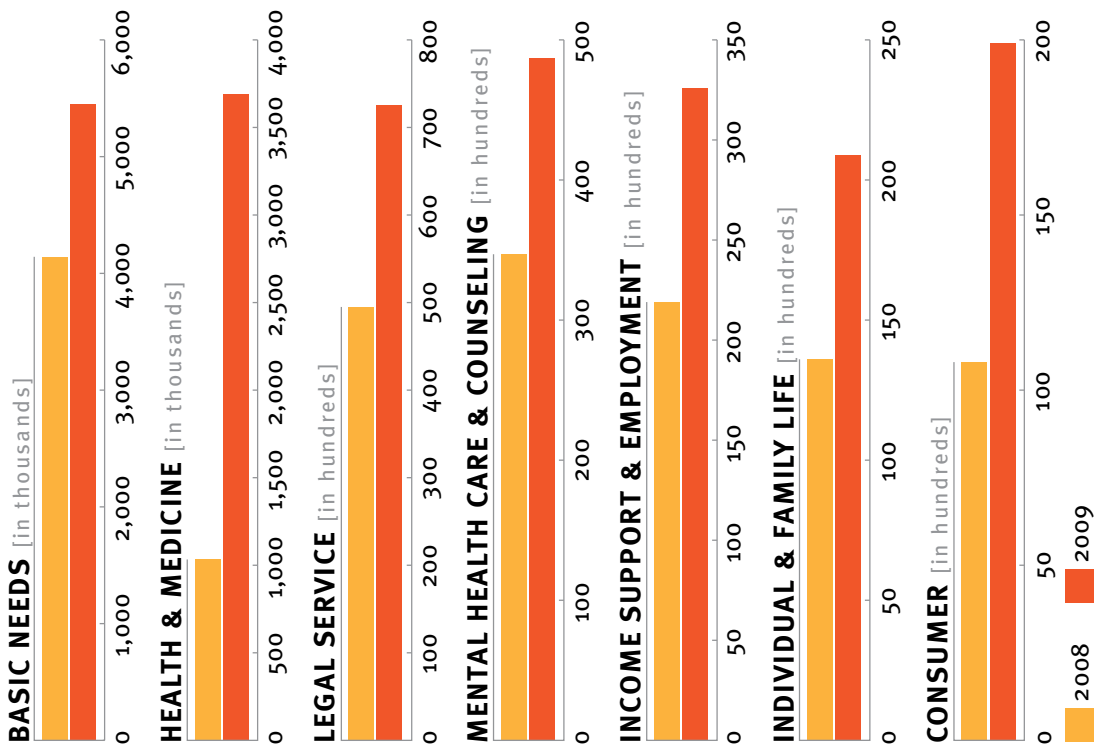
Neenah-Menasha Dental Clinic

- Children’s Dental Care

OTHER

Family Services of Northeast WI

- Fox Valley Community Education



[We hear you.]

TOP PROBLEMS & NEEDS

The bar chart represents the increase in 2-1-1 calls in 2009 over 2008. In a year that had economic challenges more people turned to 2-1-1 for help. In 2009, requests for information on Basic Needs increased by 32% over 2008. Health and Medical needs increased by 257% over the previous year, due to the H1N1 flu and BadgerCare Plus Core Plan calls. Legal Services saw a 72% increase in requests for referrals and Mental Health Care and Counseling needs increased by 40%.

United Way 2-1-1

2-1-1 is changing the way people find help. In 2009, United Way 2-1-1 celebrated four years of operation as a Regional 2-1-1 Call Center, serving ten counties: Calumet, Fond du Lac, Green Lake, Manitowoc, Marquette, Outagamie, Sheboygan, Waupaca, Waushara, and Winnebago.

2-1-1 is a simple phone number that connects people with the vital resources they need in their communities. 2-1-1 is free and confidential and available 24 hours a day, seven days a week.

United Way 2-1-1 serves as an entry point to the social services system and eases access to basic community services for those experiencing barriers. In 2009, the 2-1-1 call center saw a 30% increase in callers who never before needed to access the social services system.

2009 in Review: 2-1-1 serves as a hub

for community information in times of disaster. United Way 2-1-1 worked with the Wisconsin Dept. Public Health and local health departments in managing information on the Pandemic Flu. A flu clinic locator was developed to inform the public of vaccination clinics for the ten counties. 2-1-1 is an active partner with the Wisconsin Conference of the United Methodist Church to help manage the 2008 Flood Recovery Program.

United Way 2-1-1 answered 14,934 calls in 2009, representing a 29% increase from 2008. Visitors to the 211now.org website increased from 87,165 in 2008 to 111,695 in 2009, a 28% increase. Call specialists made more than 18,154 referrals in the past year.



Emergency Food and Shelter Program

In 2009, approximately \$300 million appropriated by Congress was distributed nationwide to help expand the capacity of food and shelter programs. A formula involving population, poverty, and unemployment is applied to determine eligibility.

United Way Fox Cities works with two local Emergency Food and Shelter Program Boards

to distribute funding to three counties. In 2009 United Way Fox Cities assisted in the distribution of \$254,581 throughout the three counties with Winnebago County receiving \$118,812, Outagamie County receiving \$110,771, and Calumet County receiving \$24,998.



Red Cross Food Pantry

Liz Ho,
Sara Klunk
and Kaitlyn Mayer



United Way Youth Board

Co-Leaders: *Liz Ho, *Sara Klunk, and *Kaitlyn Mayer

MEMBERS:

James Adams	*Liz Ho	Nathan Reynebeau
Chase Bleich	Maggie Huiting	Carly Riedl
Chelsea Breyer	Ben Johnson	Emily Robinson
*Courtney Breyer	Brenna Johnson	Melanie Rohloff
Samuel Burton	Jacob Johnson	Sam Santkuyl
*Marc Busko	Tom Klister	Jarrood Schuh
*Jamie Buss	*Sara Klunk	*Isaac Schulte
*Eric Christensen	Kristie Kobussen	Kendra Schulte
Emma Coenen	Kayla Kronebusch	Kaitlyn Strick
Madeline Coutu	*Garrison Kubis	Megan Stumpf
Kayla Cowan	Domenica Laka	Laurel Taylor
Jacob Drewa	Brandon Li	Nathaniel Thomas
Melissa Ebben	Jack Little	Drew Wadel
Tanisha Escamilla	Jordan Marx	*Caina Weiner
Jeremy Evers	*Kaitlyn Mayer	Daniel Williamson
Libby Funk	Sirinda Pairin	*Tyler Wills
Steven Gruber	Alissa Rashid	*Becca Zimmerman

Youth Board members are students from high schools in United Way Fox Cities' service area. The Youth Board is responsible for awarding a limited number of grants to youth-oriented programs in the Fox Cities. Through group activities, guest speakers, general discussions, and community service projects, Youth Board members explore issues affecting today's youth in our community.

With the increase in Youth Board members from a wider range of high schools this year, we have been able to make more of an impact in the community. Youth Board members again decided to apply grant funds to Adopt-A-Family through

the Salvation Army and have already volunteered at five community events which include:

- Raking leaves at the Bruce B. Purdy Nature Preserve at the Apple Creek YMCA.
- Helping at the Youth Go Haunted House Children's Day event.
- Serving Thanksgiving dinner at St. Mary's Church in Menasha.
- Helping kids and families make holiday decorations at the Community Christmas Event at the Bergstrom-Mahler Museum in Neenah.
- Ringing bells for the Salvation Army Red Kettle Drive.



* Designates that they have served for more than one year on the Youth Board.

AFL/CIO Community Services Liaison Program

Organized labor has a working relationship with United Way that spans a 60-year



AFL-CIO Community Services and United Way Partnership

history. Emergency assistance through community resources is offered to union members in need in time of layoffs, strikes, or disasters. Seminars for the unemployed are offered providing

information on available resources, locations of services and program eligibility. In 2009, projects included assistance with the National Association of Letter Carriers Food Drive,

Labor Council Christmas Giving Program, Plumber and Steamfitters Local 400 Heat's On Program, and Timber Rattlers baseball game and picnic for members of The Arc Fox Cities.

FOCUSED FUNDING

BASIC NEEDS GRANTS

HOUSING PARTNERSHIP OF THE FOX CITIES

Transitional Housing Supportive Services	\$10,000
Affordable Housing Programs	\$10,000

REBUILDING TOGETHER FOX VALLEY

Year Round Services	\$15,000
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ST. JOSEPH FOOD PROGRAM

Milk Program	\$15,449
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SAMARITAN COUNSELING CENTER OF THE FOX VALLEY

Samaritan Fund/Low Income Client Assistance	\$5,000
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VALLEY PACKAGING INDUSTRIES

Community 2000	\$10,000
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FOX CITIES COMMUNITY HEALTH CENTER

General Operations	\$20,000
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BAY LAKES COUNCIL, BOY SCOUTS OF AMERICA

Door Hangers for Food Drive	\$4,000
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EMERGENCY SHELTER OF THE FOX VALLEY

Street Outreach	\$10,000
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TOTAL	\$99,449
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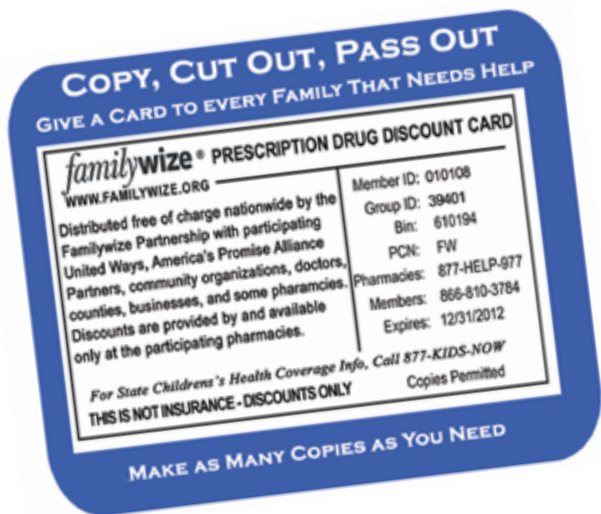
In response to current economic conditions, 2009 United Way Focused Funding Grants were designated to agencies or programs providing basic needs services such as food, clothing, housing, dental care, physical and mental health care, and services directed at preventing homelessness such as rental and utility assistance. In 2010 Focused Funding Grants will again be designated to basic needs.



“The grant the Fox Valley Warming Shelter received from United Way Fox Cities allowed us to continue operating beyond our first season. At the time we applied for funding we had no funds on hand to hire a staff or purchase needed shelter supplies. The generous donation of \$40,000.00 was the seed money that kept our mission of sheltering the homeless alive. Today we are well on our way towards constructing our building, from which we can continue our mission. Looking back, without the support of the United Way our mission may never have become a reality.”

Brad Vivoda, Executive Director,
Fox Valley Warming Shelter

This grant was awarded in 2008 and distributed over a two-year period.



FamilyWize Prescription Drug Discount Card

The FamilyWize Prescription Drug Discount Card enables you to receive discounted pricing on prescription drugs. It can offer immediate savings on prescription drugs at participating pharmacies for people that have no health insurance, during deductible periods and for prescription medicine not covered by health insurance, Medicare and other benefit plans. This is not insurance, nor is it intended to replace insurance.

The card provides an average savings of up to 30% or more off the pharmacy's usual and customary retail price of prescription drugs, with the highest savings on generic drugs.

Uninsured and underinsured Americans, in communities large and small, in all 50 states, have already saved more than \$90 million dollars. In the Fox Cities \$107,278.60 has been saved in prescription drug costs in Calumet, Outagamie and Winnebago Counties as of December 2009.

FamilyWize cards are available at the United Way Fox Cities office, or via the web at www.Familywize.org.



Bob Kreider,
Circle of Caring Chair



Circle of Caring

In 2009 United Way created the Circle of Caring as a way to recognize community members whose dedication and generosity to our endowment allow us to serve our community. Circle of Caring members are men and women with vision, recognized for their commitment to making our community the best it can be.

Bob Kreider is the Circle of Caring Chair. Our inaugural year was very successful, with 10 families joining the Circle of Caring by either remembering United Way Fox Cities in their estate plan or making an outright gift of \$1,000 over a three-year period.

A gift to the United Way Fox Cities' endowment can ensure that your spirit of caring will continue to touch the community for years to come. Investing in the United Way through your estate plan helps build a stronger community today and forever by addressing the pressing issues the community is facing at that time.

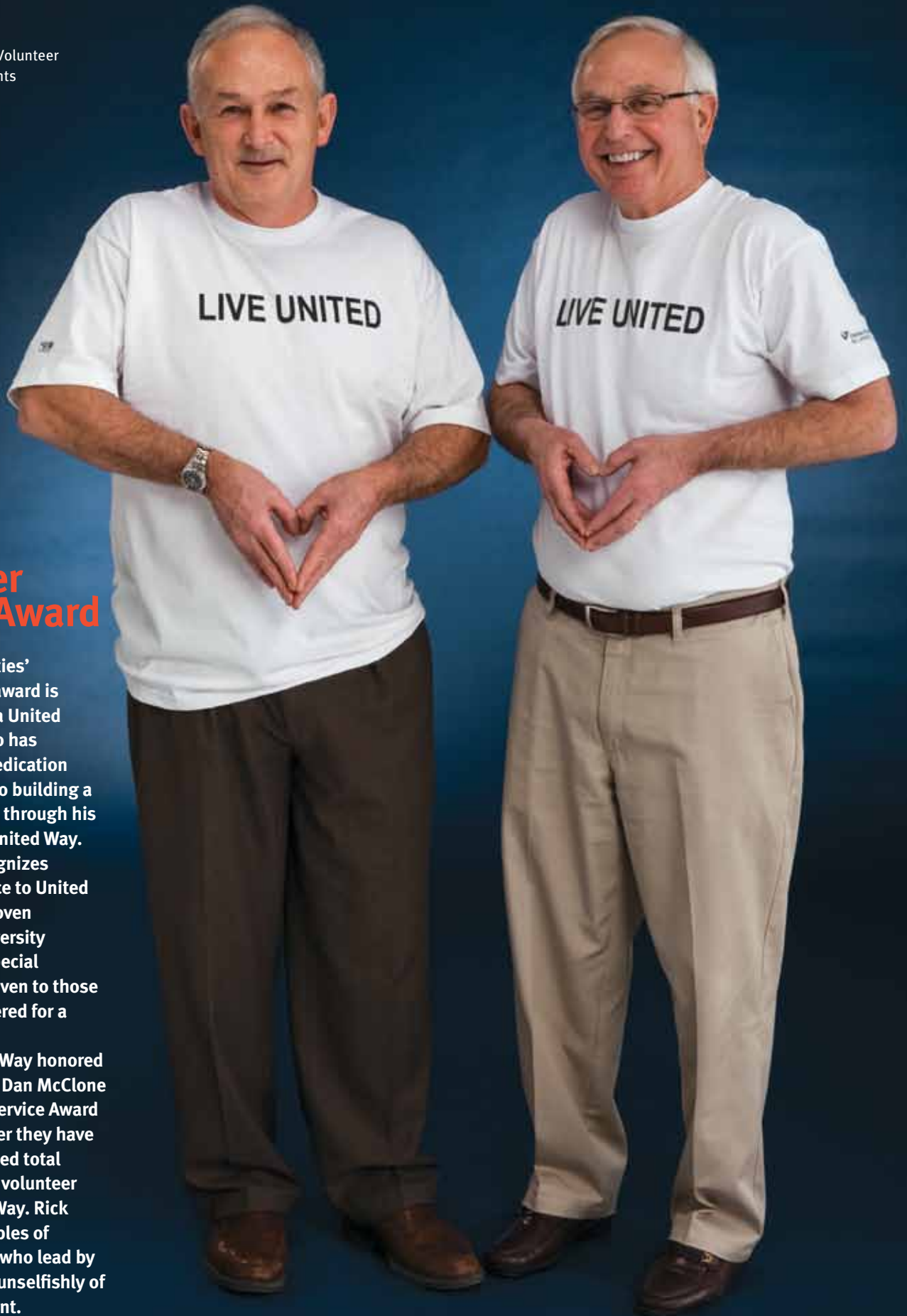
CIRCLE OF CARING VOLUNTEERS

Bob Kreider ~ Chair
Rick Detienne
Dave Gitter
Mike Hochholzer

CIRCLE OF CARING MEMBERS AS OF DECEMBER 31, 2009

John & Rose Bykowski
Otto & Joyce Bytof
Sandy Drexler & Tom Sather
Bob & Natalie Gehringer
Peter & Kate Kelly
Linda Kennedy & Steve Lande
Bob & Rosemary Kreider
Rick & Holly Schinler
Jon & Becky Stellmacher
Margaret Walsh

Dan McClone and Rick
Detienne, United Way Volunteer
Service Award Recipients



Volunteer Service Award

United Way Fox Cities' most prestigious award is given annually to a United Way volunteer who has demonstrated a dedication and commitment to building a better community, through his or her work with United Way.

The award recognizes outstanding service to United Way Fox Cities; proven dedication and diversity of involvement. Special consideration is given to those who have volunteered for a number of years.

In 2009 United Way honored Rick Detienne and Dan McClone as our Volunteer Service Award recipients. Together they have provided a combined total of over 35 years of volunteer service to United Way. Rick and Dan are examples of caring individuals who lead by example and give unselfishly of their time and talent.

Commitment

Tom Palmer, Community Impact Chair
and Julie Wulterkens, Vice Chair



Community Impact Volunteers

Our experience tells us that the best way to advance the common good is to focus on the causes of serious community problems and prevent them in the first place. Our community impact volunteers represent various sectors of our community. They come together to address the most critical needs in our community. They learn about key community issues, identify unmet needs, determine ways to meet those needs, evaluate results and make funding decisions.



Dean Gruner
and Greg Bell,
Campaign Co-Chairs

Emerging Leaders

United Way Fox Cities' Emerging Leaders Program encourages dynamic, rising leaders age 40 and under to inspire change, and connects and engages them with other leaders in the community. This program provides an opportunity to make a difference through philanthropic giving and to be recognized in the community as a prominent donor and volunteer.

Emerging Leaders
Dustin McClone, Chair,
and Meghan Healy



Campaign Volunteers

United Way brings thousands of people together for a common goal: a healthy, safe, thriving community. While one person does make a difference, many "ones" add up to make certain we meet our community's ongoing needs.

This year more than 100 committed volunteers rallied the community to raise the necessary financial resources to fund programs and initiatives that will be accessed by more than 100,000 people throughout the Fox Cities community.

Contributing Companies

United Way Fox Cities recognizes the following companies and their employees for their combined giving of \$1,000 or more to the 2009 community campaign. We value the hundreds of supporters at all levels who invest in United Way allowing us to make long-lasting changes in community conditions where we live and work.

\$1,000,000+

Kimberly-Clark Corporation*
IAMAW Local 1855
USW Local 2-482

\$500,000-\$999,999

Miller Electric Mfg.*

\$250,000-\$499,999

ThedaCare*
Thrivent Financial for Lutherans*

\$100,000-\$249,999

Appleton Papers, Inc.*
USW Local 2-469
Bemis Company Inc*
Guardian Life Insurance
Pierce Manufacturing Company
SECURA Insurance*

\$50,000-\$99,999

Affinity Health System*
Alta Resources*
Bergstrom Corporation*
Community First Credit Union*
Gulfstream Aerospace Corporation
Integrity Insurance
J. J. Keller & Associates
M & I Bank*
Menasha Corporation*
USW Local 2-201
Neenah Paper
USW Local 2-16
USW Local 2-1170
RR Donnelley
IBT/GCC Local 77-P
SCA Tissue North America*
USW Local 2-324
USW Local 2-1279
Scheels Sports*
The Boldt Company*
U.S. Oil, Inc.
We Energies
IBEW Local 2150

\$20,000-\$49,999

Appleton Area School District*
Associated Bank, NA*
AT&T
CWA Local 4621
Bassett Mechanical*

UA Local 400
SMWIA Local 18
Bel Brands U.S.A.
IBT Local 662
Festival Foods
Fox Communities Credit Union
Fox Valley Technical College
Galloway Company
IBT Local 662
Georgia Pacific
Great Northern Corporation*
USW Local 2-932
Jewelers Mutual
Insurance Company
Laminations*
Plexus Corp.
Principal Financial Group*
Schenck SC*
The Post-Crescent Gannett*
CWA Local 4621
TIDI Products

\$10,000-\$19,999

Albany International
USW Local 2-857
American TV, Appliance & Furniture
Children's Hospital of Wisconsin - Fox Valley*
Curwood
Endries International Inc.
Equitable Reserve Association
Faith Technologies*
First National Bank - Fox Valley
Hand & Upper Extremity Center**
Hoffman, LLC
Lakeview Credit Union
McClone Insurance Agency, Inc.
Neenah Joint School District
Oral & Maxillofacial Surgery
Fox Cities, S.C.*
Outagamie County
Primary Care Associates of Appleton**
Radiology Associates of Appleton**
School Specialty*
Shopko
Sonoco Greenville
Thilmany LLC
USW Local 2-20
Time Warner Cable
United Way Fox Cities, Inc.

UPS Parcel Service
IBT Local 662
Willis of Wisconsin
Woodward Radio Group
YMCA of the Fox Cities

\$5,000-\$9,999

Air Wisconsin Airlines Corporation**
American National Bank-Fox Cities
Ameriprise Financial
Anchor Bank
Appleton Coated Locks Mill
USW Local 2-144
Azco Inc.
Baker Tilly
BLC Community Bank
Business Lending Group, Inc.
Capital Credit Union
Citizens Bank
City of Appleton
Coldwell Banker - The Real Estate Group
Convergys Corporation
Crystal Print, Inc.
Eggers Industries
UBC Local 2832
Enterprise-Rent-A-Car
Godfrey & Kahn, S.C.
Grant Thornton, LLP
Kohl's Department Store
Macy's
Menasha Joint School District
Morton Pharmacy
North Star Asset Management, Inc.
Presto Products
Prospera Credit Union
Target
The Business Bank
The Neuroscience Group of Northeastern Wisconsin
U.S. Bank
UW Fox Valley*
Voith Paper
Webex, Inc.
Wells Fargo Bank
Wipfli, LLP

\$2,500-\$4,999
American Digital Cartography, Inc.
Amusement Devices
Appleton Area Jaycees Inc. **
Asten Johnson, Inc.
IAMAW Local 2073
IBT Local 662
Badger Globe Credit Union
Bank of Kaukauna
Boys & Girls Clubs of the Fox Valley
City of Neenah
CN - Canadian National

Community Blood Center, Inc.
Community Living Solutions
Directions
East Wisconsin Savings Bank
Emergency Shelter of the Fox Valley
Fox Cities Community Health Center
Fox Cities Performing Arts Center
Goodwill Industries of NCW, Inc.
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* Leadership Giving Campaign
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2009 Campaign Leaderboards Reported as of January 28, 2010

PARTICIPATION LEADERBOARD

% PARTICIPATION 2009

1	Festival Foods	94
2	First National Bank - Fox Valley	91
3	Integrity Insurance	90
4	Miller Electric Mfg.	87
5	Citizens Bank	87
6	Woodward Radio Group	86
7	Sonoco Greenville	80
8	Kimberly-Clark Corp	78
9	Prospera Credit Union	78
10	Principal Financial Group	77

CORPORATE PER CAPITA GIVING

1	Bemis Company Inc	\$292.00
2	Miller Electric Mfg.	\$265.18
3	Kimberly-Clark Corp	\$251.07
4	Principal Financial Group	\$247.78
5	The Boldt Company	\$168.42
6	We Energies	\$154.62
7	Integrity Insurance	\$150.86
8	Georgia Pacific	\$133.33
9	Scheels Sports	\$129.53
10	Laminations	\$126.98

Corporate per capita is the total corporate giving divided by total number of employees

EMPLOYEE PER CAPITA GIVING

1	Integrity Insurance	\$310.88
2	Bemis Company Inc	\$292.00
3	Galloway Company	\$289.02
4	Kimberly-Clark Corp	\$255.25
5	Principal Financial Group	\$247.78
6	Laminations	\$240.60
7	Miller Electric Mfg.	\$235.67
8	The Boldt Company	\$232.47
9	SECURA Insurance	\$199.71
10	Woodward Radio Group	\$177.93

Employee per capita is the total employee giving divided by total number of employees

(Companies with 50 or more employees)

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United Way's Leadership Giving program recognizes generous donors who have demonstrated their commitment to improving lives in our community by annually contributing \$1,000 or more. When you make a leadership gift, you play a vital role in the work of United Way. You empower United Way to help people by making an impact on our community's most serious problems.

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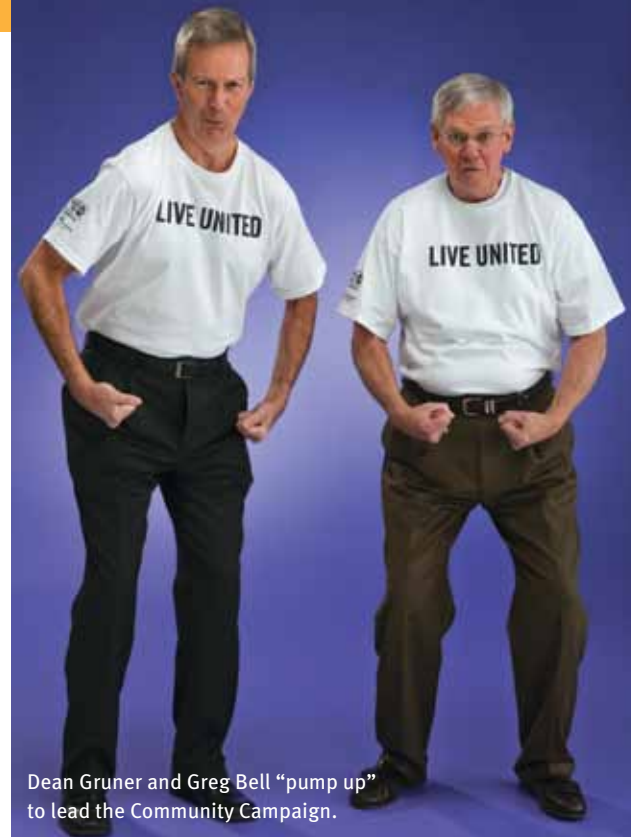
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Emerging Leaders

United Way Fox Cities' Emerging Leaders Program encourages dynamic, rising leaders age 40 and under to inspire change, and connects and engages them with other leaders in the community. This program provides an opportunity to make a difference through philanthropic giving and to be recognized in the community as a prominent donor and volunteer.

Meghan Healy
and Dustin McClone



CORNERSTONE

\$2,500 - \$5,000

Anonymous (1)
Brian & Stacy Danz
Michael & Karen Hatfield
Chris & Jen Hunt
Jeff & Jennifer Hogenson
Tim A. & Jenni Olson

PILLAR

\$1,500 - \$2,499

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\$1,000 - \$1,499

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Chris & Kristen Bergstrom
Ryan Bowden
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April Lynne Gerhartz
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Beth Weishaar
Jonathan J. Williams

Bradley W. Riemenapp
Douglas Roedl
Dr. John & Melissa
Rydlewicz
Kevin Tesch
Dustin & Tami Van Straten
Beth Weishaar
Jonathan J. Williams

EMERGING LEADERS

\$500 - \$999

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Jeffrey J. Baker
Michael Barlow
Ryan Batley
Eric Bauman
Kevin Beauchamp
Brian Bennwitz
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NOTE:

These lists include donations received by December 31, 2009. The lists were prepared with great care to ensure the accuracy of contributor information. Should any errors or omissions be found, please contact the United Way office so that we may extend our apologies and make corrections for the future. Thank you.

Financials

OPERATING BUDGET

2009 Revenue

		% of Total
Annual Campaign Pledges	\$ 6,648,730 *	92.2%
Grants & Government Contract	\$ 86,270	1.2%
Other Income	\$ 479,285	6.6%
Total Revenue	\$ 7,214,285	100.0%

2009 Spending

Partner Program Investments	\$ 4,545,635	64.7%
Grants	\$ 134,581	1.9%
Community Services Provided by United Way	\$ 548,162	7.8%
Designations	\$ 442,635	6.3%
Total Community Investment	\$ 5,671,013	80.7%

Uncollectibles	\$ 240,000	3.4%
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Operating Costs

Mgt & General	\$ 514,893	7.3%
Fund Raising	\$ 597,906	8.5%
Total Operating Costs	\$ 1,112,799	15.8%
Total Costs	\$ 7,023,812	100.0%

Net Increase/Decrease in Net Assets	\$ 190,473 **
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*Net campaign increased 5%

**Unaudited as of December 31, 2009

In-Kind Donors

The following businesses and individuals offered goods or services to UWFC partner agencies or directly to United Way. We thank them for their generosity.

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Albany International	Hampton Inn	Schenck Business
Alcan Packaging	Hmong-American	Solutions
Alta Resources	Partnership	Scheels Sports
AmeriPrint Graphics	Ideas That Deliver	SECURA Insurance
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Appleton Coated	Insight Magazine	Target East Side
Baker Tilly	Integrity Insurance	Target Fox River Mall
Bergstrom Automotive	Jeff Sheffler	Terry & Doug Paschen
The Business Bank	Johnson Bank/Johnson	ThedaCare
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Valley	Linda Track	Industries
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Fox Valley Area Labor Council

Kent Willetts *Appleton*

Julie Wulterkens
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[We hear you.]

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Menasha, WI 54952

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