

United
Way



United Way
of the Greater Triangle

BOOK OF IMPACT

2022-2023



Dear friends,

The 2022-2023 fiscal year was one of great change for United Way of the Greater Triangle. It was marked by huge steps forward in both strategizing for the sustainability of our work, and in terms of executing some exciting projects.

I've had the great honor of leading this organization for nearly 6 years, half of which occurred during the toughest years of the COVID-19 pandemic. After more than three years of intense focus on the immediate and long-term solutions our communities needed to heal, it was time to turn our gaze inward.

In this Book of Impact, you will read stories about some of the individuals and families whose futures have been strengthened by United Way's funded nonprofit partners within the last fiscal year. You'll see data that will connect your donations to the impacts being made within the Wake, Durham, Orange, and Johnston County communities that our grants support. Finally, you'll also see how we have taken big steps within the last year to strengthen our current internal strategies and built a platform for success that will lead us through the next years. Some of those important changes include:

- **United Way's New Strategic Framework:** Working in partnership with Frontline Solutions, a Black-owned and equity-first consulting firm, we spent months developing a strategic framework that will lead the organization into the future. The result of these efforts includes a fine-tuned mission statement that gets us even closer to our long-term goals for the Triangle community.
- **Strengthening Strategic Partnerships for Year-Round Impact:** Employees want to find purpose in their work and local companies are eager to provide it. Together with key corporate partners including Weatherby Healthcare and First Citizens Bank, United Way kicked off customized year-round engagement strategies that got employees closer to the focus areas they're most passionate about and hands-on in supporting the best solutions. (More on page 8)
- **Community-Controlled Funding Model:** In partnership and with support from Peter Buffett's NoVo Foundation, we've kicked off the Neighborhood Impact community-controlled funding model to put the financial decision-making power back into the hands of the leaders closest to their neighborhood's challenges. (More on page 20).

Your support makes it possible for the United Way team to plan and implement this important work. I hope you enjoy the stories laid out in this year's Book of Impact and feel proud of everything you've helped to make possible. I sure am.

In service,

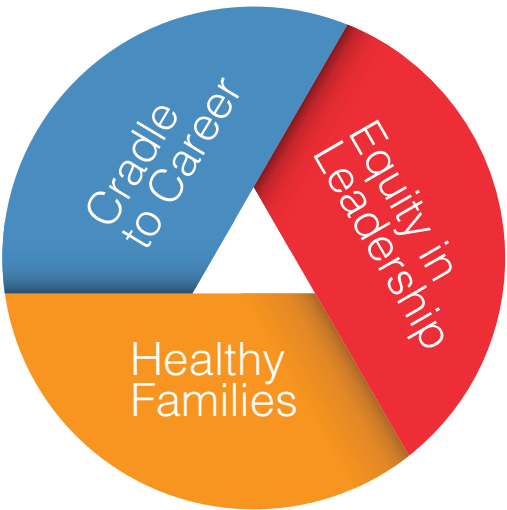
A handwritten signature in dark ink, appearing to read "Eric Guckian". The signature is fluid and cursive, with a long horizontal line extending to the right.

Eric Guckian,
President & CEO,
United Way of the Greater Triangle

OUR MISSION:

WE INVEST IN COMMUNITY-DRIVEN SOLUTIONS THAT ADVANCE ECONOMIC AND RACIAL JUSTICE.

OUR 3 PILLARS:



Cradle to Career

We invest in programs that support individuals' educational journeys from early learning programs to college and workforce development.

Equity in Leadership

We empower communities, amplify the voices of under-represented nonprofit leaders in the Triangle, and prepare the broader community for their success through anti-racism capacity building and equity-focused initiatives.

Healthy Families

We support families needing help with critical needs including healthy food, affordable housing, improved health, and general safety.

\$5.88M

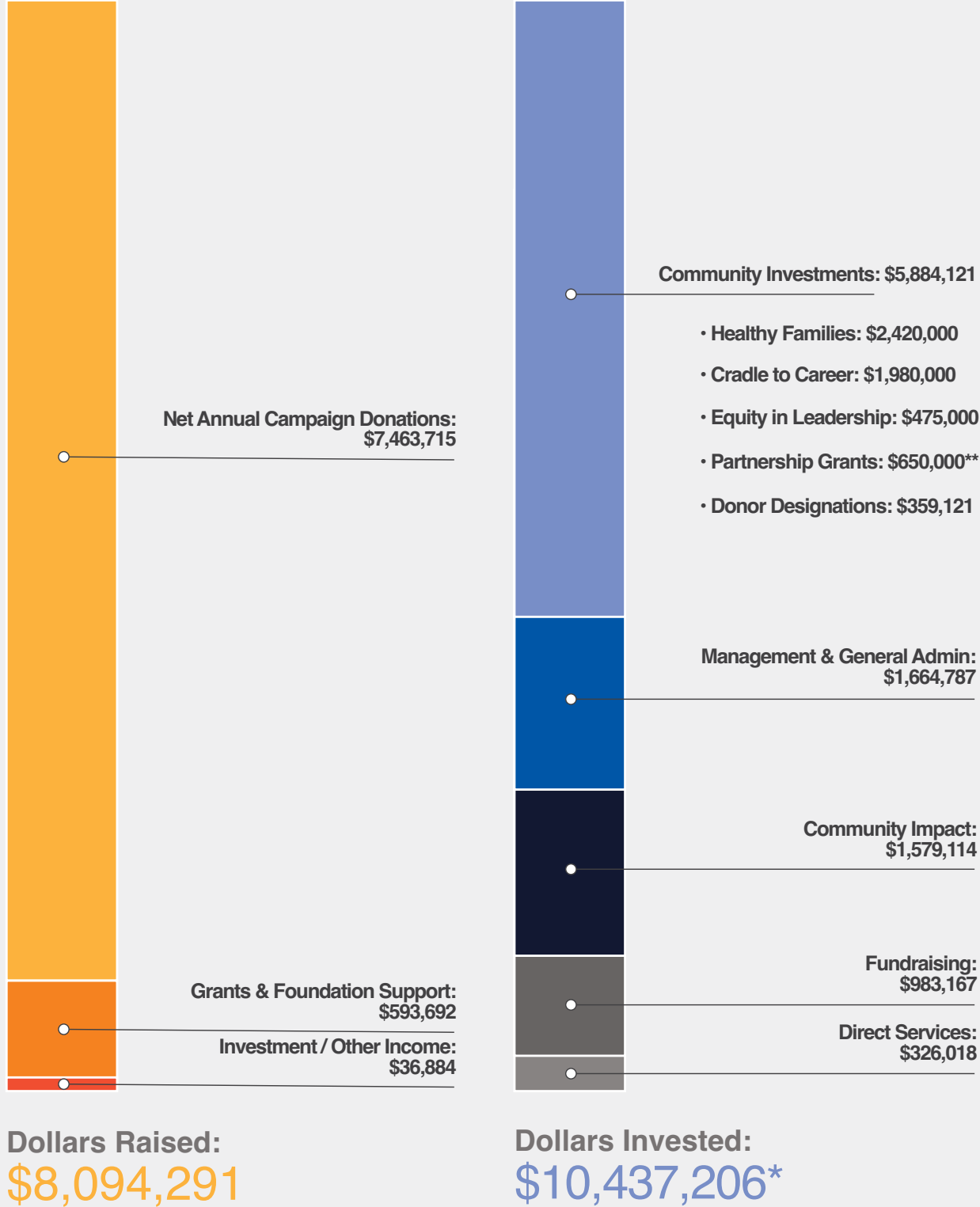
INTO THE COMMUNITY

(Community Impact Fund + Donor Designations)

<div>FOOD</div> <div>1,636,359</div> <div>Food insecure people received adequate, nutritious meals</div>	<div>WORKFORCE</div> <div>15,565</div> <div>Adults found, maintained, or grew in livable wage jobs because they have increased skills and reduced barriers</div>	<div>HOUSING</div> <div>7,377</div> <div>Families found homes that are safe and affordable</div>
<div>LITERACY</div> <div>552,705</div> <div>Children and adults now have the reading skills to be successful in the classroom or to be more competitive in the job market</div>	<div>MENTAL HEALTH</div> <div>77,779</div> <div>Children and adults, through treatment and improved environments, moved beyond traumatic stress</div>	<div>COLLEGE / CAREER READINESS</div> <div>35,939</div> <div>Young people now have the education & credentials for college or a career.</div>
<div>SUPPORT FOR STUDENT NEEDS</div> <div>65,535</div> <div>Young people now have the support and tools to manage emotions, make positive decisions and succeed in school</div>	<div>KINDERGARTEN READINESS</div> <div>204,261</div> <div>Children entered kindergarten ready to learn and succeed</div>	<div>PARENTAL ENGAGEMENT</div> <div>152,923</div> <div>Parents now have the skills to positively support the learning and development of their children</div>



Impacts in these 9 focus areas are reported to us annually by the nonprofit partners that receive Community Impact Fund dollars.



* In 2020, philanthropist MacKenzie Scott donated \$5M to support United Way of the Greater Triangle's mission with the expectation that the funds must be spent within three years. Those funds were reported as revenue in that fiscal year. Similarly, in 2021 the NoVo Foundation granted \$2.25M to the United Way of the Greater Triangle to fund Neighborhood Impact work, and that grant, while payable over three years, was reported as revenue all in FY22. These gifts present an incredible opportunity to invest more in the Triangle community, get more creative with our approaches, and make a bigger impact than ever before. The dollars invested in FY23 include one-third of MacKenzie Scott's gift, which was reserved from the total for this purpose by United Way's Board of Directors. If you have any questions, please email Dave Mills, United Way of the Greater Triangle's Chief Financial Officer, at dmills@unitedwaytriangle.org.

** In FY23, United Way of the Greater Triangle was contracted by several local and national entities — including Live Well Wake and Siemer Institute — to build and facilitate grant processes that integrate equity and impact to support local nonprofits.



According to the state of North Carolina’s most recent Charitable Solicitation Report, state residents give big – to the tune of \$47.5 million dollars between July 2021 and June 2022.

It’s no secret that giving makes a difference. But giving can mean far more than donations.

Just ask companies like Weatherby Healthcare, which transformed its once annual workplace giving campaign to support United Way into a year-round engagement strategy that helps more than 150 local employees stay educated on the challenges the Triangle faces and invested in supporting the solutions that matter.

“I can’t think of a better organization to help us make a difference in our communities than United Way of the Greater Triangle, especially with the organization’s vast network of donors and partners,” says Mike DePaolis, Senior Vice President of Sales at Weatherby Healthcare. *“Together we have, and will continue, to make a difference in the Triangle through fundraising and meaningful volunteer service.”*

That dedication matters, whether your company is big or small.

“Nonprofit organizations rely heavily on volunteer support and Inter-Faith Food Shuttle is no different. Last year, volunteers engaged in over 20,130 hours of support. All those volunteer hours equate to saved salaries for our organization and allow us to use those funds for more food purchases and other program expenses,” said Melvin Acosta, Inter-Faith Food Shuttle’s VP of Operations and Logistics. *“Simply put, volunteers are the lifeline of our work.”*

Here are four corporate partners whose creative efforts aren’t just making it possible for United Way to pursue its mission, they’re paving the way for the next generation of giving:



With support from the company’s engagement committee, **First Citizens Bank** employees have volunteered for more than 300 hours (or about two full weeks) with United Way partners over the past five years. From working on community gardens with Inter-Faith Food Shuttle and packing 592 meals for the organization’s Backpack Buddies program to delivering 185 meals to homebound seniors with Meals on Wheels, sorting hundreds of books with WAKE Up and Read, hosting mock job interviews with Dress for Success, and organizing a 20,000-item supply drive for Families Together, First Citizens employees have been able to learn through hands-on engagement just how impactful United Way’s nonprofit partners can be. Additionally, First Citizens Bank makes a \$5,000 donation to the nonprofit partner they choose to volunteer with each year!

Those efforts add up. Over the last 20 years, First Citizens Bank and employees have donated more than \$7.2M to support United Way and its partners. It’s thanks to that dedication that First Citizens Bank has claimed a rightful spot on our top 10 corporate partners list for many years.



In 2022, **RSM US LLP**’s Triangle offices connected with United Way for support with employee engagement opportunities to fulfill their local corporate social responsibility goals. Their local leader (a former United Way board member and current Tocqueville donor) knew connecting their colleagues to United Way’s nonprofit partners would help employees gain a better understanding of the challenges present in the Triangle and educate them on the critical role they can play in improving the region.

Together, United Way and RSM’s leadership identified partner agencies that were aligned with their employee’s primary focus areas: literacy and young children. From there, RSM’s campaign committee created an engagement plan that gave 50+ employees opportunities to volunteer with United Way nonprofit partners including Book Harvest, Diaper Bank of North Carolina, and WAKE Up and Read.

As a result of this strategic engagement, RSM employees have reported feeling more connected to their communities and the company’s overall workplace giving contributions increased from \$35,000 in 2021 to organizations outside of United Way to \$52,800 in 2022, of which \$45,000 supported United Way-funded partners.



Coastal Credit Union has generously supported United Way of the Greater Triangle for more than 20 years, but their gifts go far beyond dollars. Thanks to the dedication of their local leadership, Coastal has set a precedent as early supporters of United Way’s new equity-focused initiatives and their status as the first-ever sponsor of United Way’s 10 to Watch program is the preeminent example.

Since 2018, Coastal Credit Union has invested nearly \$300,000 to support the 10 to Watch initiative as well as United Way’s Rapid Response Fund, which ultimately raised more than \$1.4M for COVID recovery in the Triangle. But that’s not all. In 2022, Coastal also committed to donating \$100,000 to support housing accessibility within the four-county region that United Way supports.

It’s thanks to both their belief in United Way’s mission and trust in the team’s ability to best support the Triangle’s most vulnerable residents that Coastal employees have donated more than \$1.6M through United Way over the past 25 years.



Weatherby Healthcare and its employees have given more than \$500,000 in 7 years to support United Way of the Greater Triangle’s mission, with leadership utilizing creative activities including live auctions, karaoke, and golf tournaments to up the ante. But in 2022, Weatherby decided that still wasn’t enough. They wanted to get closer to the issues that matter to the Triangle – and they wanted to do it year-round.

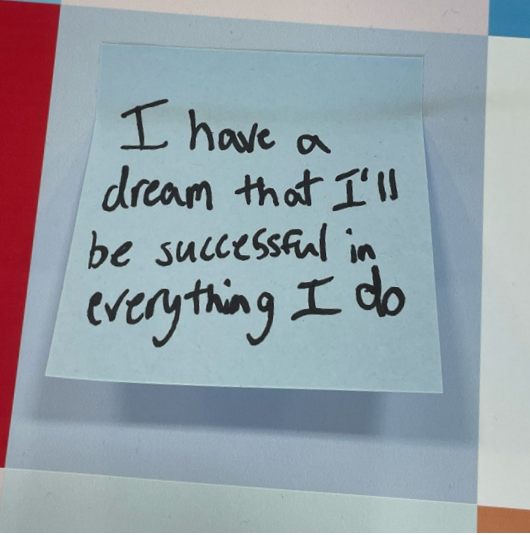
In partnership with United Way’s Director of Community Engagement, Weatherby and United Way crafted a year-round engagement strategy unique to the interests and goals of the company’s employees and leadership. That strategy got employees hands-on with The Diaper Bank of NC and saw more than 100 of them volunteer to score grant applications as part of United Way’s 2023 grant application process. Ultimately, their dedication raised more than \$11,000 to support United Way and its nonprofit partners.

A day on, not a day off

The Martin Luther King Jr. Day of Service was established to challenge Americans to transform the MLK Day holiday into a day of citizen action in honor of Dr. King. Nearly 30 years after it was enacted into federal law, millions of people each year commit to making it a “day on, not a day off.”

Triangle residents are no exception and in 2023, more than 200 people, young and old, contributed 3 hours of service during United Way’s youth-driven experience that centered the voices of today’s young people in conversations around community service, life transitions, and what it’s like growing into adulthood amongst today’s challenges.

Thanks to support from these volunteers -- as well as key partners including EVOLVE Mentoring, Empower All, and the Boys and Girls Clubs of Wake County -- more than 500 winter kits were packaged and distributed to homeless neighbors during the cold winter months.



“I participated in a thought-provoking exercise centered around the concept of dreaming. We talked about MLK’s dream and then related the lesson to our own dreams for ourselves and the community. We then wrote down said dreams on sticky notes, putting them on a communal poster. I not only enjoyed reflecting on my own dreams, but also reading my peers’ dreams as well.”

Maggie West
Empower All participant
and rising college freshman

“I saw parents supporting their kids, and community leaders coming out to support young people. Everything was centered around [the young people] and for us to be there to support them. That’s important because we want them to grow up to replace us one day. They can’t do that if they don’t see enough people showing up to care for them. If it was just one organization, they would have enjoyed that, but the impact they got, lessons that they learned, and the chance to actually build community, I think that really made a greater impact than it would if it had just been United Way.”

“When a trend happens, people jump on it. But United Way is really centered in community work and excellence and support in showing up. I saw hope.”

“I saw a lot of young people from a lot of different backgrounds, organizations, and ages coming together. They weren’t just sticking with their clubs; they were building community. I saw them out and excited to be celebrating MLK Day on a day they could have spent at home.”

Tolulope Omokaiye
Founder & Chief Executive,
EVOLVE Mentoring

“As a new nonprofit, one thing that we have spent our time doing is really combing through and understanding what it means to run a nonprofit and then looking at other nonprofits that have been in existence for longer. United Way is truly a pillar in the community and when we talk about partnering with other organizations on events, we strategically partner with those that center and focus marginalized voices.”

“Being housed at the Boys and Girls Club was a central location to really talk about the history of a community that serves historically marginalized people. You could feel the energy in the room, people excited to be a part of something bigger than themselves.”

Valencia Hicks-Harris,
Founder & Executive Director,
Empower All

“Teens from all over Wake County came together as a community to help others. Not only did we experience something awesome, we were a part of it as well. Being able to help pack bags with supplies for others made me feel like I made a difference.”

Caiden M.,
Wake Forest Boys & Girls Club
Participant

“It meant so much to be able to use our space to convene young people from all over the Triangle. Looking around and seeing all of the teens work together for such a good cause was truly the definition of community. They are truly making the world a better place!”

Lindsey Doerr,
Volunteer Engagement Manager,
Boys & Girls Clubs serving Wake Co.



Mark your calendars!
United Way’s 2024 volunteer experience in celebration of the 30th annual Martin Luther King Jr. Day of Service will be back at the Raleigh Boys & Girls Club in partnership with key community partners. The 2024 event will again focus on engaging youth in service. For more information, keep an eye on United Way’s website:

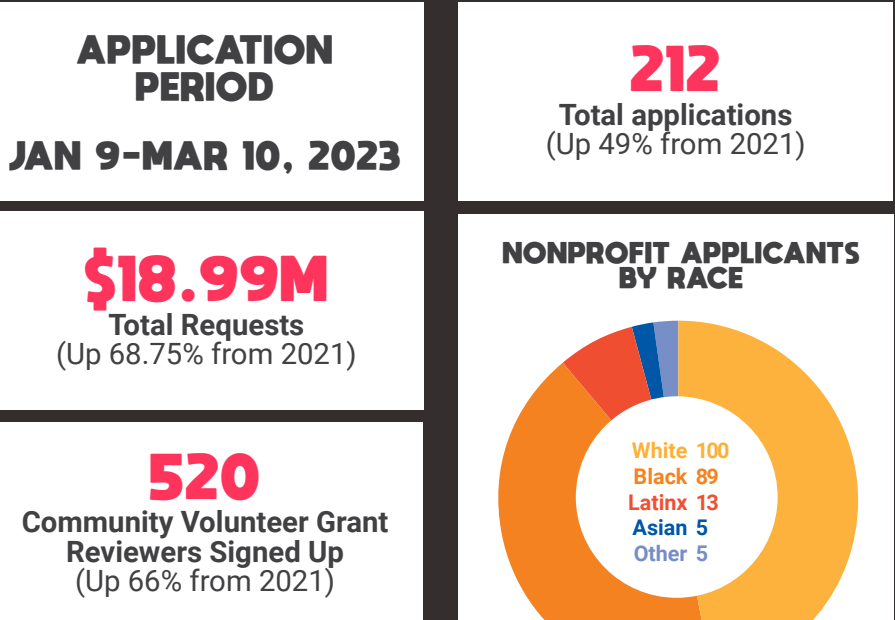
www.unitedwaytriangle.org

"United Way of the Greater Triangle's process for choosing community partners is transparent, intentional, and data-driven. As a board member for more than 4 years, this wasn't my first time participating in the process from beginning to end but the experience continues to make me proud to serve this organization. The transparency the United Way team provides to the board, staff, and community is setting the standard for philanthropy in the Triangle." - Roger Kemble, United Way of the Greater Triangle Board Member

APPLICATION DATA:

Every other year, United Way of the Greater Triangle's Request for Proposals (RFP) period seeks to find the most impactful nonprofit organizations in the Triangle. The finalists receive United Way funding over the following two years.

We're proud to introduce United Way's 2023-2025 grant recipients. These 58 nonprofits and collaboratives were selected through a community-driven process during which 520 local volunteers signed up to read and score 212 applications based on potential impact, along with a focus on equity and anti-racism.



RFP* BY THE NUMBERS

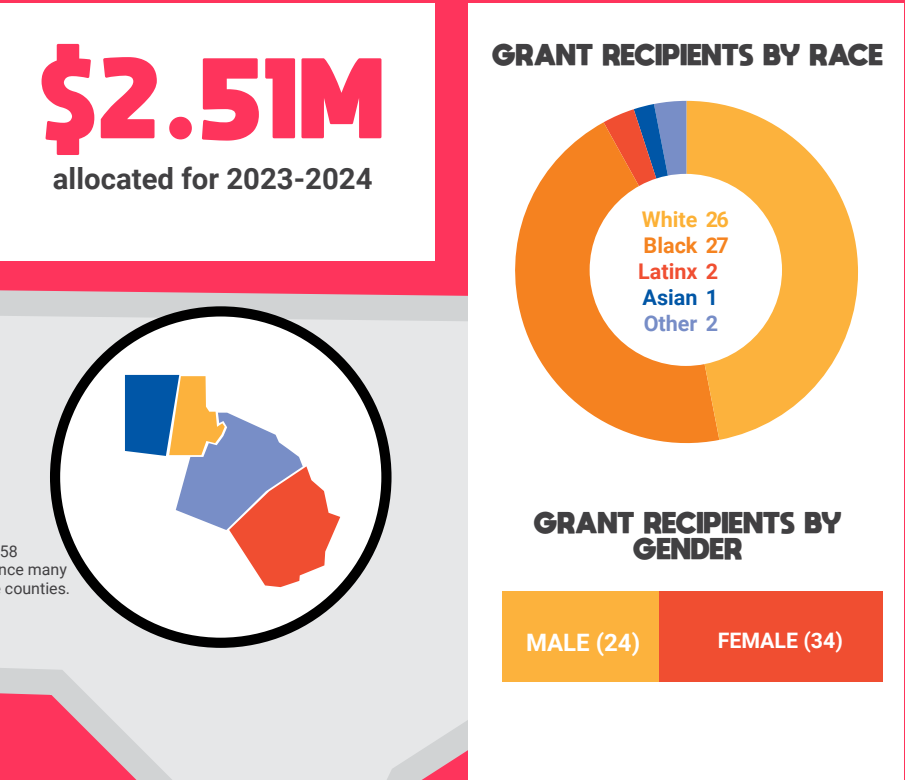
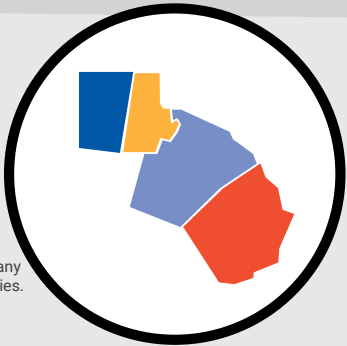
* Request for Proposals

FUNDED PARTNER DATA:

NONPROFIT SUPPORT BY COUNTY:*

Orange: 26
Durham: 35
Wake: 40
Johnston: 11

*Total will be higher than the 58 funded nonprofit partners since many organizations serve multiple counties.



These partners represent \$2.51M in community investment through United Way of the Greater Triangle's Community Impact fund.

Underlined names indicate a collaborative, consisting of several organizations working together.

- AMikids Infinity Wake
- Big Brothers Big Sisters of the Triangle
- Book Harvest
- Boys & Girls Clubs of Wake Co.
- Boys & Girls Clubs of Durham and Orange Counties
- CASA
- Center for Child & Family Health
- Charles Hamilton Houston Foundation, Inc.
- Community Empowerment Fund
- Diaper Bank of North Carolina
- Dress for Success Triangle NC
- Durham Children's Initiative (DCI)
- Durham Habitat
- Durham Literacy Center
- Echo
- El Centro Hispano, Inc
- El Futuro
- Equity Before Birth
- Evolve
- Families Together
- Galatians Community Health
- H.E.A.R.T.S. (Helping Each Adolescent Reach Their Spark)
- Hope Renovations
- Housing for New Hope
- Inter-Faith Food Shuttle
- InterAct
- Johnston County Industries (Adolescent Parenting Transitions)
- Johnston Health Foundation
- LatinxED
- Made in Durham
- Meal on Wheels Durham
- Musical Empowerment
- Neighbor To Neighbor
- Now Serving
- Oak City Cares
- Open Table Ministry
- Passage Home
- PORCH Chapel Hill - Carrboro
- Refugee Community Partnership
- Southeast Raleigh Community Learning Center
- Southeast Raleigh Promise
- StepUp Durham
- StepUp Ministry
- SUSO-NC (Stand Up Speak Out)
- Sustaining the Family Table
- TABLE
- The Caring Place, Inc.
- The Daniel Center for Math and Science
- The Hope Center at Pullen
- The Marian Cheek Jackson Center
- TheGifted Arts
- Transplanting Traditions Community Farm
- Triangle Area Parenting Support
- Urban Ministries of Wake County
- Village of Wisdom
- YMCA of the Triangle
- Youth Mentoring Collaborative
- Youth Villages North Carolina

Dignity Is Not A Privilege

How Diaper Bank of North Carolina is covering bottoms and distributing dignity

Michelle Old adopted her youngest son at one day old. For the first year and a half of his life, he was very sick with a weakened immune system that required up to five hospital visits per month. Michelle needed to change his diaper 30-40 times per day because something as simple as a diaper rash could lead to infection.

"I was spending a lot of time in a hospital room with this little boy that I love dearly, and I started thinking 'what do families do if they can't easily pick up that next diaper and their child's sick?'"

That experience inspired Michelle to launch the Diaper Bank of North Carolina from her kitchen table. Her goal was to provide 50,000 diapers

per year in just Durham. 10 years later and her organization is now the largest diaper bank in the country, providing 7.5M diapers per year through three warehouses across the state.

"One in two families experience diaper need. There's no assistance for diapers. WIC and food stamps don't cover them, and they can cost over a hundred dollars a month," Michelle explained. "Families are literally making choices between buying food or buying diapers. 100% of the time they will choose to feed their children and try to make those diapers last as long as they can."

From both research and experience, Michelle and her team know that if a family is struggling to afford diapers,

they're likely fighting for other needs too. That's why they distribute all products through organizations working directly with families. These partnerships have led to as much of an 83% increase in home visits and client retention – all because social workers come to the appointments with diapers in hand.

"We've seen a 30% increase in the number of families requesting help lately, the majority of them single mothers with young children," shared Marcus Harris Foundation, one of the Diaper Bank's partner agencies. "All of them have told us... they wouldn't be able to afford the [diapers and baby supplies] on their own. Your support means everything to them right now."

While Diaper Bank's offerings have expanded since launching to include period products and adult incontinence supplies, Michelle's vision has always been big enough for everyone.

"What I did imagine, and what I do imagine, is that families don't have to struggle so hard for basic hygiene items, that seniors don't have to struggle for their dignity items every month, and that students can go to school and not have to worry about not having period products. So, I will continue to do this work for another 10 or 20 years until we make sure that that's not an issue here in our community."

For more information about Diaper Bank of NC's mission and impact, visit www.ncdiaperbank.org.



" United Way has been an amazing partner in helping us amplify our work to others so that we can get the support that we need to do this work every day. Not only have they helped with funding, but they're helping us get our message out, which is so important. "

- Michelle Old, Founder & CEO, Diaper Bank of NC

TEN TO WATCH

THE SECOND COHORT LOOKS BACK... AND FORWARD

White individuals make up the majority of nonprofit leaders and carry the most assets. According to the Urban Institute's 2021 Nonprofit Trends and Impact Report, "79% of executive directors and 79% of board chairs [in the US] identify as non-Hispanic white." Another study by Bridgespan found "on average the revenues of the Black-led organizations are 24% smaller than the revenues of their white-led counterparts."

But why?

Data also tells us that 57% of BIPOC leaders "have lived experience that is representative of one or more of the communities their organization serves" compared to just 18% of their white counterparts. BIPOC-led organizations are also more likely to take public action in support of racial equity to create the long-term systemic change that will support thriving communities of color.

One thing is clear: nonprofit organizations led by people of color are not getting equal access to the resources and relationships needed to create real community change. United Way's 10 to Watch initiative is one step in the right direction.

Since 2018, the initiative has invested a total of \$1.25M in 20 organizations led by people of color and/or women with annual operating budgets under \$1M per year. These leaders also received access to hands-on leadership training and funder relationships through United Way's network.

2023 marks the end of United Way's second 10 to Watch cohort, but it's not the end of their stories. Here's how these leaders say the experience changed them:



Annie Schmidt

Senior Manager of Field Capacity Building, National Institute on Mental Illness

At the time she was accepted into United Way's second 10 to Watch cohort, Annie was the Executive Director of NAMI Wake County. She experienced the program's benefits for 10 months before leaving to pursue a new position at NAMI's national organization. While her time with 10 to Watch was short, her insight is still valuable.

"The cohort was really good about holding space for open dialogue on anti-racist work and how we can be effective and efficient at it. I left the cohort feeling empowered to be more vocal in larger group settings about navigating challenges of anti-racism within ourselves and within our advocacy for just mental health systems."



Geraud Staton

CEO, Echo

Echo empowers individuals to achieve upward mobility through entrepreneurship. Echo was founded in November 2022 following a merger between two organizations, Audacity Labs and Helius. Geraud was the Executive Director of Helius at the time he was accepted into United Way's second 10 to Watch cohort.

"I think that the community is in a better place to accept what Echo is doing. When I started Helius, the groups that we worked with were not seen as viable groups. We had people who would tell us that people who are in or near poverty have more important things than dealing with a business, which is absolutely not true. Many folks that we work with have had side hustles forever. It seems like the worse off they are financially, the more likely they are actually to have a side hustle and the more important it is to get that side hustle actually working. With the exposure that we've gotten, we're able to convince people that no, this is a group of people that not only needs this, but they're actually more likely to be successful."



Jenice Ramirez

Co-Executive Director, Education Justice Alliance

At the time she was accepted into United Way's second 10 to Watch cohort, Jenice was Executive Director of ISLA (Immersion for Spanish Language Acquisition). Jenice left ISLA in January 2023 for her new position as Co-Executive Director at Education Justice Alliance. While her experience with 10 to Watch ended with that job transition, her insight is valuable.

"For a long time, I didn't see myself as a strong enough leader. I looked at myself as a person that was just doing the work being in community. I loved the work that I was doing but I wasn't doing it by myself. In the last few years, I've recognized it's not about what you want or what you think. It's about what the community says and what the community thinks. If you are a true leader that really wants to see change, you can't think that you're the one with the answers."



Joy Spencer

Executive Director, Equity Before Birth

Equity Before Birth is saving the lives of Black and Brown birthing people by increasing access to critical services and support.

"I would say I completely grew as a leader. I guess, in a sense, I never saw myself as a leader. Even when I was offered the position, I said 'look, helping families is what I do, but find somebody else to do the actual leadership part.' This opportunity has taught me I am a leader in my own right. I am an untraditional leader, but that doesn't mean I'm not a leader."



Nora El-Khoury Spencer

Founder & CEO, Hope Renovations

Hope Renovations empowers women and gender-expansive folks to pursue living-wage jobs in the construction trades while providing repairs and renovations that enable older adults to stay in their homes as they age.

"What we're doing is innovative. Having United Way behind us and being part of something that's so visible has given us relevance to a lot of funders. When we apply for grants or when we talk to donors, I can proudly say 'I've achieved this. Hope Renovations has achieved this. You should put your support behind us for a lot of different reasons but certainly because United Way is putting their support behind us. If they believe in us, you should too.' I think that's been a huge benefit to us in terms of just bringing in the funding to be able to develop our capacity."



Ronda Taylor Bullock, Ph.D.

Lead Curator (Executive Director), we are

we are (working to extend anti-racist education) provides anti-racism training for children, families, and educators. They use a three-pronged approach to dismantle systemic racism in education by offering summer camps for children in rising 1st-5th grade, professional development for educators, and workshops for parents & families.

"Over these last two years, I've put a stronger emphasis on what it means to take breaks and be intentional about rest. Not just so that I can get back up and do more work, but so I can be healthier, have a clearer brain, and be even more critical and present when I'm in spaces. That's helped me as a leader because when I embody wellness as a practice, my team sees that and it's a model for how we all can move forward."



Tameka Brown

Founding Executive Director, H.E.A.R.T.S.

Helping Each Adolescent Reach Their Spark (H.E.A.R.T.S.) educates and equips all adolescent parents with the tools needed to become independent and self-sufficient.

"H.E.A.R.T.S. has been able to grow by providing awareness about who we are and what we do. We have been able to grow our staff. We have been able to grow our policies and procedures. I have been able to grow as an individual and as a leader. I've been able to show up authentically myself and become comfortable with networking about my organization and the population that we serve."



Tojan B. Rahhal

CEO and President,
Engineering World Health

Based in Durham, Engineering World Health engages students and professionals from around the globe to improve healthcare delivery in low-resource countries.

"The 10 to Watch program really supported the growth of our organization's capacity over the past two years because they believed in us. It comes down to that, right? We were able to attract some corporations to support us because now it's a program that's believed in and the leadership is believed in. It really was truly impactful to have that support from 10 to Watch."



Tolulope O. Omokaiye

Founder & CEO,
EVOLVE Mentoring

EVOLVE Mentoring Inc. serves youth and young adults to help with their transition to adulthood through life skills, mentoring, and collaboration with partn MBSK) initiative to help close the achievement gap for Black and Brown youth and young adults in Wake County.

"Being part of 10 to Watch has shifted my perspective on how to scale our organization smartly to maximize our impact while minimizing burnout. We've reduced some of what we do at EVOLVE now because we were busting at the seams with mission creep after COVID. We've figured out how to meet in the middle between direct service and aspects of the systems changes needed to close the achievement gap and champion equity. Being a part of this has helped me shape the future of my organization. Being a part of United Way helped me figure out the balance of running an organization with heart while not forgetting the business behind it all."



Tova Hairston

Executive Director,
Boomerang Youth

Boomerang Youth provides alternative to suspension, after school, and summer camp programming for students in Chapel Hill-Carrboro City and Orange County Schools.

"As the leader of this organization, my experience with 10 to Watch provided me enough support, opportunities, and resources to really be deliberate about my development as a leader. What is my philosophy as a leader? What are my core values to myself? But it has also helped make sure that I have the storytelling skills, the techniques, and the connections throughout the community to make sure that others understand the importance of our role, not just for students, but literally the future of Orange County. That would not have been possible without the 10 to Watch."

To learn more about 10 to Watch and meet all of the leaders, visit United Way's website: www.unitedwaytriangle.org.



Kerwin Pittman knows the impact of America’s prison system because he’s lived that experience and paid the price. As a former gang member in Raleigh, Pittman spent nearly 11½ years in jail, including a year in solitary confinement. Now he’s doing his part to rebuild the community, and United Way’s Neighborhood Impact initiative is helping him achieve the goals most important to the neighborhoods he knows best.

The Neighborhood Impact initiative was launched in 2021 to empower community leaders to define what is right and wrong in their communities and decide on the solutions. Guided by its **people, place, and proximity** models for funding decisions, the initiative’s ultimate goals are to shift power in definition and decision-making, amplify lived experience as expertise, and restore community autonomy through reimagined systems.

Kerwin is one of five community leaders selected by United Way of the Greater Triangle this year to execute a new “Heart Trust” community-controlled funding model designed to achieve those exact goals. Each leader is native to Raleigh or Durham with a history of living, working, and raising families in the area. They were chosen for both the expertise of their chosen neighborhoods and the

passion they hold for their communities. Using \$750K per year provided by Peter Buffett’s NoVo Foundation, these leaders are tasked with stewarding the funds where they’re best positioned for the biggest impact in their communities. United Way will serve as a support system for those decisions but unlike traditional funding decisions, will not serve as the intermediary.

This shift in how United Way is making – or in this case not actively making – funding decisions is designed to support community self-reliance. People from the community that are directly impacted by philanthropic investments are defining the material and intangible needs of their community and deciding on solutions that cultivate and increase their autonomy, self-reliance, and independence.

The “Heart Trust” group held its first retreat at Bright Black Candles’ Studio and Scent Showroom in April 2023. In that meeting and the ones that have followed, the leaders outlined their expectations for the group, decided how to split available funds amongst region-specific and region-collaborative projects, and also outlined a potential timeline for investments.

Kerwin notes: “United Way of the Greater Triangle’s Heart Trust model will serve as a beacon for major funders and philanthropists, as well as for communities across the state. This transformative shift in approaches to solving our community’s problems is the epitome of ‘we see you, we hear you, we love you, we care.’”

The organizations receiving Heart Trust funds are:

- Black August in the Park
- Earthseed Land Collective
- Education Justice Alliance
- Emancipate NC Justice League
- Feed Durham
- Fertile Ground Cooperative
- Handéwa
- Hawk’s Nest Healing Garden
- LGBTQ Center of Durham for Pride
- P4E (Pupusas for Education, People for Equity)
- Part & Parcel/Autism Support & Advocacy Center
- Refund Raleigh
- Respite in the Round
- RREPS (Recidivism Reduction Education Programs & Services)
- West End Community Foundation



THE HEART TRUST LEADERS:

ERIN DALE is the Executive Director of The Partnership Funds and Founding Member and President of the Fertile Ground Food Cooperative in Southeast Raleigh. She has over 23 years of experience in successful coalition work on campaigns including increasing the minimum wage, public financing of judicial campaigns, and same-day voter registration. She is a mother, community activist, political strategist and cultural worker in Raleigh, North Carolina. She is founder of Alchemi LLC, a cultural arts and political strategy company. Erin was raised in a military family with roots in Tennessee and Texas.

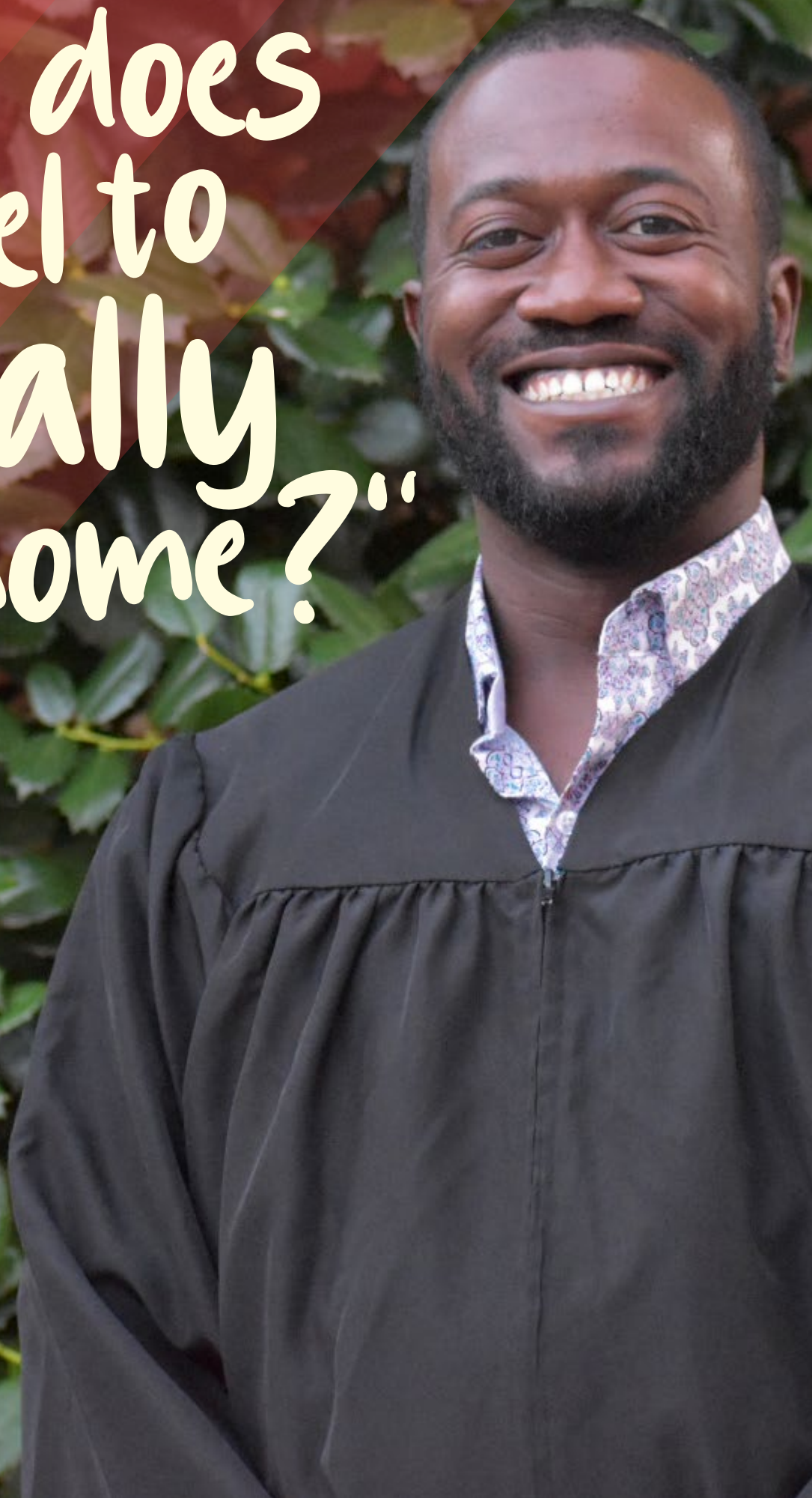
JESSE HUDDLESTON is the Senior Neighborhood Coordinator at the Duke-Durham Neighborhood Partnership and the Director of Music Ministry at CityWell United Methodist Church. Jesse also serves on multiple boards and committees, including the Pauli Murray Center for History and Social Justice, the Durham Community Safety & Wellness Task Force, and Pride: Durham, NC. As a Black genderqueer human being coming from a family rooted in North Carolina and full of artists, educators, and ministers, Jesse develops and practices their deep passions for people, equity, public service, and the arts through expansive, creative vocations focused on engaging in community and connecting people locally. Jesse graduated with a Bachelor’s in Sociology from Duke University as well as a Master’s in Counseling from the University of North Carolina at Greensboro.

MARY OXENDINE is the Durham County Food Security Coordinator, where she leads and coordinates county-level efforts to address food insecurity. She works with the community and county staff to develop a comprehensive, equitable, and sustainable approach to addressing the root causes of food insecurity in Durham County. Mary is Native American, a member of the Lumbee and Tuscarora tribes, and grew up on the contemporary lands of the Lumbee Tribe in Robeson County, NC. She has lived in Durham and the Triangle since 2001.

KERWIN PITTMAN is the Founder and Executive Director of Recidivism Reduction Educational Program Services, Inc (RREPS), a nonprofit geared towards reducing the recidivism rate in North Carolina. He is a National Social Justice Activist and Criminal Justice Reform Policy Expert. Kerwin advocates primarily in the social justice field, particularly criminal justice reform. He also sits on the North Carolina Task Force for Racial Equity in Criminal Justice, created and headed by North Carolina’s Governor Roy Cooper, as well as the State Reentry Council Collaborative. Kerwin is a 2022 Soros Justice Fellowship recipient, which supports outstanding individuals with distinctive voices to create change around the U.S. criminal legal system. Kerwin’s first book, “Love Yours: A Guide On How To Love Yourself” was published in 2018.

TIESHA HINTON is the Community Engagement Manager for the City of Raleigh. She began her career as a community organizer in a Cleveland, Ohio-based community development corporation before serving the City of Durham as a Housing Research Consultant. She was employed with the City of Winston-Salem from 2015 to 2021, serving most recently as the founding director of the Office of Diversity, Equity, and Inclusion. She was born and raised in Southeast Raleigh.

"How does it feel to finally be home?"



StepUp Ministry helped Patrick find his own path into the future.

Patrick is a proud father, husband, entrepreneur, and employee of the Holly Springs School District. But his life hasn't always been this stable.

Originally from Brooklyn, New York, Patrick moved out of his mother's house when he was 15 years old. He felt lost and found himself searching for a new type of family. That search led him to gang-heavy environments, but as he puts it "I knew quickly that wasn't the lifestyle for me, so I didn't really stay in it a long time."



So, Patrick kept searching and that pursuit moved him south, first to Greensboro where he began a 7-year career with Chik-Fil-A and found a mentor that helped him develop the management and leadership skills he needed to grow into adulthood. That career then led Patrick to plant roots in Raleigh, and it's from that soil that Patrick grew.

"I wanted to be around family finally. At the age of 33, I remember asking my mother 'do you mind if I come and stay with you for a while?' And she was open

to it, which was a big deal because I hadn't stayed with my mother since I left home," Patrick explained.

When he arrived, his mother had some hard questions for him, like: "How does it feel to finally be home?" and "What have you accomplished in that time?"

Patrick began to question the progress he'd made up to that point.

"I had to become an adult at such a young age. But I had learned through life. I didn't get a chance to learn the skills that you learn when you're under your parents' household. While I was staying at my mother's house, there were a lot of things that I was questioning about my life."

Patrick was ready to take the next step. His mom suggested that he check out StepUp Ministry in Raleigh.

Founded in 1988, StepUp Ministry (StepUp) is a non-profit organization that annually helps 600 individuals in Wake County transform their lives through employment and life skills training. In fact, their mission is to provide pathways for people to overcome barriers and transform their lives. The organization's Life Skills program is designed to teach adults the tools needed to navigate the ups and downs of daily life, including budgeting, managing emotions, goal setting, and conflict resolution. Patrick's mom – along with many of his family members – had already graduated from that program.

"I loved it. The peace that you feel and the family vibe that you feel when you walk through the door. I was just like, okay, I can do this," he said.

Patrick says the bonds he built with his mentors and classmates, and the accountability that came from those relationships, are what kept him in the program. StepUp became the family he had been seeking for so long.



Since joining StepUp's Life Skills program in April 2022, Patrick has married the love of his life, gained his "bonus daughter", began a career as a state licensed life insurance broker, and landed a position at Holly Springs High School. He's planning to go back to college so that he can use his voice and experience to positively impact young people in the classroom.

To learn more about StepUp, visit www.stepupministry.org.

2022 Mighty Giveback partners:

CASA
Community Empowerment Fund
EmPOWERment Inc.
Families Together
Habitat for Humanity Durham Co.
Habitat for Humanity Orange Co.
Habitat for Humanity Wake Co.
Hope Renovations
Housing for New Hope
Passage Home



Since the pandemic began in March 2020, United Way of the Greater Triangle has raised and invested over \$22.5 million into the Triangle community. That impact wouldn't have been possible without the organization's partnership with Band Together.

For four years, the two organizations have worked together to tackle the Triangle's toughest challenges from pandemic relief to affordable housing. With support from individual donors and corporate sponsors, the two nonprofits have raised nearly \$3 million and supported thousands of our neighbors in need. 2022 was no different.

Thanks to your generous support, we raised \$1,008,723 last year to support 11 local nonprofits that are increasing access to affordable housing in our communities.

Home is a foundation.

Having a safe and affordable home frees up time that families can use to support their children's education, ensure they have enough healthy food to eat every day, and begin building toward a life of social mobility. Affordable housing is still a critical need for Triangle residents.

As the cost of housing continues to rise for everyone, we must continue to act so that our neighbors most in need now have the greatest chance of thriving in the future. We cannot do it without you.

That's why the 2023 Mighty Giveback benefit concert, happening on October 7, 2023 and featuring Jason Isbell & The 400 Unit, will support 20 Triangle nonprofits focused on housing accessibility.

With an ambitious \$1M fundraising goal, here's how each of our 2023 impact partners could help make affordable housing a reality in the Triangle:

Proceeds from the 2023 concert will provide each of this year's partners with about \$40,000 of funding. This is how that helps make affordable housing a reality in the Triangle:

\$40,000:

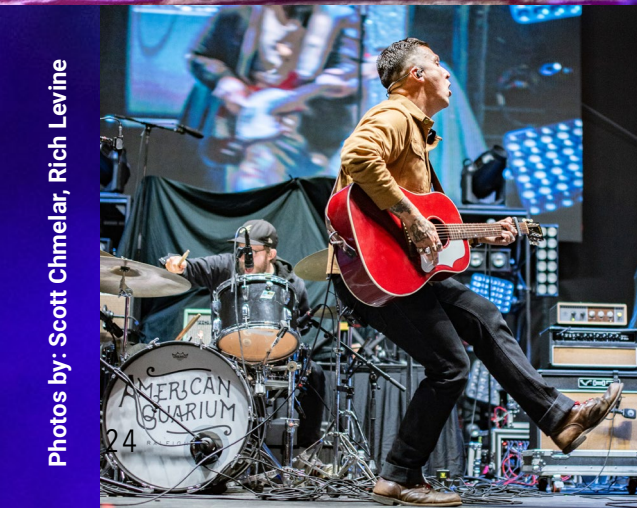
- supports 600 times that someone experiencing a housing crisis was connected to resources
- can provide 48 months of transitional housing for families with children
- supplies 145 beds to individuals and families transitioning from unhoused to house
- supports rent to 76 individuals unable to pay for community housing for one month.
- provides 52 months of rent for a family of four to stay in an affordable rental unit
- pays for 8 home repairs

2023 Mighty Giveback partners:

CASA
Community Empowerment Fund (CEF)
Compass Center
Durham County Land Trust
EmPOWERment Inc.
Families Together
Habitat for Humanity Durham Co.
Habitat for Humanity Orange Co.
Habitat for Humanity Wake Co.
Hope Center at Pullen
Hope Renovations
Housing for New Hope
InterAct
InterFaith Council (IFC)
Marian Cheek Jackson Center
Oak City Cares
Passage Home
Refugee Community Partnership
Southeast Raleigh Promise
Youth Villages



Photos by: Scott Chmelar, Rich Levine





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Executive Committee,
Nonprofit Representative
EmPOWERment Inc.



Creighton Blackwell
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Committee
Coastal Credit Union



Autrice Campbell-Long
Community Investment
Committee
Community Leader



Jay Irby
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First Citizens Bank



Roger Kemble
Community Investment
Committee
Kemble Advisors LLC



Byron Kirkland
Immediate Past Chair
Smith Anderson



Heidi Chan
Philanthropy Cabinet
*AmeriHealth Caritas
North Carolina*



Mike DePaolis
Philanthropy Cabinet
Weatherby Healthcare



Clayton Dorn
Philanthropy Cabinet
UPS



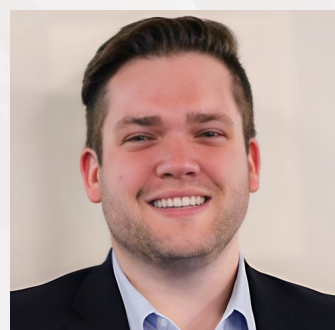
Peter Morris
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Joan Nelson
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Rahul Pagidipati
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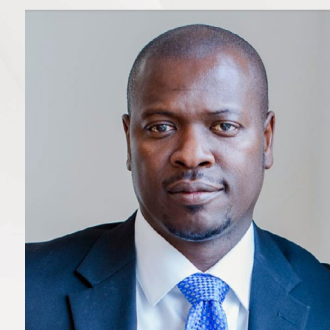
Louis Duke
Duke Energy Foundation



David Ellis
Governance &
Nominating Committee
Wake County Government



Jess George
Secretary
Google Fiber



Ron Pringle
Philanthropy Cabinet,
Nonprofit Representative
Inter-Faith Food Shuttle



David Reese
Governance &
Nominating Committee
*Foundation Health Leadership
and Innovation*



Bradley Retzlaff
EY



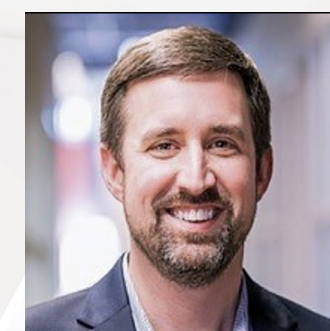
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Philanthropy Cabinet
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Phillip Graham
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Committee Co-Chair
RTI International



David Haines
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Committee Chair
Deloitte



Evan Sitton
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Ashley Ahlers
Director,
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Nick Allen
Chief Programs Officer



Allyson Cobb
Director,
Community Engagement



Derinda Rodriguez
Manager,
Ops/Finance



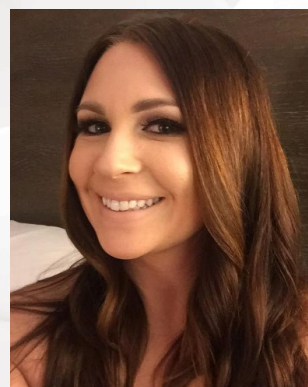
Emilie Smith
Chief of Staff



Pallavi Sukhia
Manager,
Individual Philanthropy



Eric Guckian
President & CEO



Kelly Higdon
Executive Assistant



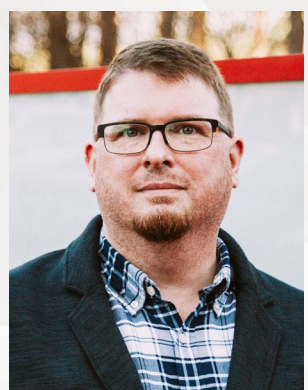
Jeff Howell
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Nadia Trevizo
Manager,
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Crystal Wilson
Chief Outreach Officer



Joe Lavender
Sr. Manager,
Creative Services



David Mills
Chief Financial Officer



Hannah Parker
Manager, Volunteers &
Community Engagement



OUR MISSION:
WE INVEST IN COMMUNITY-DRIVEN
SOLUTIONS THAT ADVANCE ECONOMIC
AND RACIAL JUSTICE.



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