On behalf of the United Way Board of Directors, we would like to thank our many generous donors and volunteers. We greatly appreciate everything you do enabling us to positively impact our community through our Cradle to Career Commitment. Your support in 2019 allowed United Way of Greater Lafayette to have another successful year in raising resources, investing in community programs, and developing solutions that address our community challenges.

The Cradle to Career Commitment remains our model for moving individuals and families along a path of quality education, stable income, and good health. Our vision is all children are born healthy, enter kindergarten ready, read at the appropriate 3rd grade level, persevere in middle school, and graduate high school prepared for their next steps. We also realize this plan is useless if we do not address basic needs around food, shelter, crisis situations, and health.

We supported this vision with another great annual campaign raising $5.25 million. A special thanks to Campaign Chair Jessica Rebmann, the Campaign Cabinet volunteers, our supporting corporations, and the thousands of individual donors who all played key roles in this success. This includes 916 gifts at the Vanguard level of $1,000 or more, 18 gifts at the Tocqueville level of $10,000 or more and five gifts at the Ordre de Liberte level of $25,000 or more. Please know that your generous support does make a difference in our community.

In addition to appreciating your financial support, we want to recognize our volunteers. United Way’s Volunteer Center continued connecting individuals and teams with volunteer opportunities in the community. These volunteers provide their time and service to non-profits across our community and are critical in sustaining our community support networks and helping fulfill our commitment.

In 2019, we funded key services through four distinct channels. We funded 23 partner agencies with unduplicated services meeting annual criteria of strategic alignment, collaboration, measurable outcomes, and favorable financial conditions. We continued to support 6 newly funded programs and provided new RFP Grants to 5 additional programs, which includes organizations that have never received financial support from United Way while still providing in-house programs like Kindergarten Countdown Camp, Read to Succeed (a partnership with Community Commitment to Education), and VITA (Volunteer Income Tax Assistance).

We also continued our newly established Request for Proposal process. We targeted original or expanded programs focusing on mental health, substance use disorder and older youth development as another round of Community Conversations showed these remain our community’s top concerns. We continued adding partners and expanding services through this process, with our goal of developing a strong innovative network that complements our Cradle to Career Commitment and supports basic needs.

In addition to allocating resources, United Way of Greater Lafayette continued our collaboration efforts. We convened various groups including the Tippecanoe Resilience and Recovery Network (formally the Tippecanoe County Opioid Task Force) and the Mental Healthcare Forum. These, along with other community organizations, tackle the complex community issues through communication, and collaboration facilitated by United Way of Greater Lafayette.

Finally, we ended 2019 in a strong financial position. Our Board and management team reduced our operational budget by cutting costs throughout the year while focusing resources on strategic engagement with our donors and Corporate partners. These steps prepared United Way of Greater Lafayette for the unforeseen challenges of 2020 and provided stability for our funded partners, and our community.

The impact United Way has in Greater Lafayette would not be possible without our dedicated Board of Directors, our hard-working committee members, our generous corporate partners, our selfless non-profit partners, and the thousands of individual donors and volunteers in our community.

Thanks to each of you,

Sam Newton  
President, Board of Directors

Michael Budd  
CEO
CRADLE TO CAREER COMMITMENT

United Way of Greater Lafayette works to create positive changes in our community to make Tippecanoe County an even better place to call home. We want our local children to enter school ready to learn so they can graduate from high school, pursue a degree in college or obtain skilled job training, maintain stable, healthy lives at home, and become engaged, productive members of our community who help us continue creating success for others. We cannot do this work alone. At United Way of Greater Lafayette, we bring people, organizations and resources together to deliver results that meet the needs of people in Tippecanoe County to create the conditions necessary for success.

MISSION

Mobilizing our community to improve lives.

VISION

United Way will add value to the Greater Lafayette community by enabling people to help one another. It will provide leadership in defining community needs and in coordinating resources to address community issues.

VALUES

We are Mission Driven. We believe that change is possible when we all work together. This is at the core of each person on our team.

We believe real change takes All of Us. There is nothing we can accomplish alone.

We are Persistent. We at United Way of Greater Lafayette community by enabling people to help one another. It will provide leadership in defining community needs and in coordinating resources to address community issues.

VALUES

We are Mission Driven. We believe that change is possible when we all work together. This is at the core of each person on our team.

We believe real change takes All of Us. There is nothing we can accomplish alone.

We are Persistent. We at United Way of Greater Lafayette are born healthy.

Born Healthy

All babies in Greater Lafayette are born healthy.

Enter Kindergarten Ready

Children in Tippecanoe County are academically, socially and physically ready to enter kindergarten.

Read at a 3rd Grade Level

Children in Tippecanoe County are reading at grade level by the end of 3rd grade and are prepared for school success.

Persevere in Middle School

Students successfully transition from elementary to middle school and from middle school to high school.

Graduate High School

Students in Tippecanoe County will graduate high school or obtain HSE prepared to pursue a path towards success.

Career Ready & Beyond

Individuals in Tippecanoe County have the hard and soft skills to enter the workforce and be able to sustain gainful employment.

Basic Needs Met*

Tippecanoe County residents can access assistance with food, shelter, safety and health with a goal of moving towards self-sufficiency.

COMMUNITY INVESTMENT PROCESS

Volunteer Recruitment

United Way’s allocations process starts by bringing together a committee comprised of individuals who live and work in the Greater Lafayette area. These volunteers serve as the eyes and ears of the more than 11,000 donors. Volunteers participate in a 12-month process to ensure that funds are distributed fairly, objectively, and with great consideration for their best use.

Volunteer Education

Volunteers learn about the importance of building a stronger community by investing in a system of quality agencies that help people in need. Training includes an overview of key issues in our local community, the Cradle to Career Commitment’s role in addressing community challenges, the allocations process, and the Community Investment Funding Guidelines.

On-Site Visits

Volunteer groups are dispatched to visit United Way funded partners. They conduct an annual in-depth review of agencies through site visits, and review of reports submitted by agencies. Each nonprofit is required to meet the standards to maintain United Way membership and receive funding.

Debriefing

Following the site visits, volunteers meet to discuss their findings about each agency. They also develop specific recommendations for improvement to help agencies stay stable and strong.

Allocations

Agencies request funding based on their particular needs and programs. Based on the knowledge gained through the allocations process, volunteers now must come to consensus about how much money each agency will receive in the coming year. Volunteers determine funding based on the merits of the requests, the capacity of the agencies, and the Community Investment Funding Guidelines.

Approval & Distribution

Once all of the allocation recommendations are compiled, they are vetted through a three-step approval process. The Community Investment Committee submits recommendations to the United Way of Greater Lafayette Executive Committee for review. Once the recommendations have passed review, the Executive Committee presents recommendations to the Board of Directors for final approval. Following approval, funds are distributed to the agencies in the next fiscal year.

INVESTMENT GUIDELINES

Investment Guidelines were established to help the Community Investment Committee carefully assess each United Way partnership to determine whether an agency has demonstrated alignment to the Cradle to Career Commitment and provides measurable program data.

With these guidelines as the basis for funding decisions, volunteers can ensure donors that their contributions are well-spent.
## Community Partnership Annual Funding

<table>
<thead>
<tr>
<th>Organization</th>
<th>Amount</th>
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<tbody>
<tr>
<td>American Red Cross - Tippecanoe County Chapter</td>
<td>$112,500</td>
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<tr>
<td>Bauer Family Resources</td>
<td>$360,000</td>
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<tr>
<td>Big Brothers Big Sisters of Greater Lafayette</td>
<td>$95,400</td>
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<tr>
<td>Boy Scouts of America Sagamore Council</td>
<td>$56,700</td>
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<tr>
<td>Connect 2 Help (2-1-1)</td>
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<tr>
<td>Family Promise of Greater Lafayette, Inc.</td>
<td>$30,800</td>
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<tr>
<td>Food Finders Food Bank</td>
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<tr>
<td>Girl Scouts of Central Indiana</td>
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<tr>
<td>Hanna Community Center</td>
<td>$67,500</td>
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<tr>
<td>Lafayette Adult Resource Academy (LARA)</td>
<td>$69,300</td>
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<tr>
<td>Lafayette Family YMCA</td>
<td>$80,550</td>
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<tr>
<td>Legal Aid Corporation</td>
<td>$55,350</td>
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<tr>
<td>LTHC Homeless Services</td>
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<tr>
<td>Lyn Treece Boys &amp; Girls Club</td>
<td>$235,000</td>
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<tr>
<td>Mental Health America Wabash Valley Region</td>
<td>$216,900</td>
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<tr>
<td>Riggs Community Health Center</td>
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<tr>
<td>Right Steps Child Development Centers</td>
<td>$520,000</td>
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<tr>
<td>The Arc of Tippecanoe</td>
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<tr>
<td>The Salvation Army</td>
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<td>The Tippecanoe Senior Center/ Meals on Wheels</td>
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<td>Wabash Center</td>
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<td>Willowstone Family Services, Inc.</td>
<td>$308,400</td>
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<tr>
<td>YWCA of Greater Lafayette</td>
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**Funded Partners**

$3,475,386

## IN-House Programming

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<td>BornLearning Academy</td>
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<tr>
<td>Kindergarten Countdown Camp (KCamp)</td>
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<tr>
<td>Peer Union Counseling</td>
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<tr>
<td>Read to Succeed</td>
<td>$80,000</td>
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<tr>
<td>Volunteer Income Tax Assistance (VITA)</td>
<td>$49,000</td>
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<tr>
<td>Volunteer Engagement Center</td>
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**IN-House Programs**

$323,775

## RFP Expanded Programming

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<td>Active Parenting - Willowstone Family Services, Inc.</td>
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<td>Bigs in Blue - Big Brothers Big Sisters of Greater Lafayette</td>
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<tr>
<td>Finance Park/Biz Town - Junior Achievement, Greater Lafayette</td>
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<tr>
<td>Let's Talk - Mental Health America, WVR</td>
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<td>Level Up - Valley Oaks Health</td>
<td>$36,000</td>
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<tr>
<td>The Landing - NAMI West Central Indiana</td>
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<tr>
<td>PALS - Purdue University</td>
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<tr>
<td>Recovery Cafe - We Bloom</td>
<td>$30,000</td>
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<td>School Court - Bauer Family Resources</td>
<td>$15,000</td>
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<tr>
<td>SOAR Middle School Program - Tippecanoe School Corporation</td>
<td>$24,000</td>
</tr>
<tr>
<td>Substance Use Treatment - YWCA of Greater Lafayette</td>
<td>$10,642</td>
</tr>
</tbody>
</table>

**RFP Funded**

$236,100
Every two years, UWGL has the opportunity for a $500,000 grant from Indiana United Ways funded by Lilly Endowment, Inc. The fluctuation in revenue directly effects the calculated overhead rate leading to the variability in the overhead costs. A four-year average which includes two grant years and two non-grant years is 14.23%.

In-Kind Contributions

Contributions

Grants

Sponsorship Income

Interest and Dividends, Net of Investment Fees

Realized Gain on Sale of Investments

Endowment Income

Service Fee Income

Net Assets Released from Restrictions

**TOTAL PUBLIC SUPPORT AND REVENUE**

**EXPENSES**

Program Services—

Gross Funds Awarded and Allocation Service Expenses

(Less) Donor Designations

Net Funds Awarded and Allocation Service Expenses

Labor Relations/Community Service

Grant Programs

Total Program Services

Management and General

Fundraising

**TOTAL EXPENSES**

**INCREASE (DECREASE) IN NET ASSETS BEFORE UNREALIZED GAIN (LOSS) ON INVESTMENTS**

**UNREALIZED GAIN (LOSS) ON INVESTMENTS**

**INCREASE (DECREASE) IN NET ASSETS**

**NET ASSETS—Beginning of Year**

**NET ASSETS—End of Year**

*Every two years, UWGL has the opportunity for a $500,000 grant from Indiana United Ways funded by Lilly Endowment, Inc. The fluctuation in revenue directly effects the calculated overhead rate leading to the variability in the overhead costs. A year-four average which includes two grant years and two non-grant years is 14.23%.*

Audited statement provided by Huth Thompson LLP
CHILD & YOUTH SUCCESS
- Kindergarten Countdown Camp classrooms: 11
- Students prepared for kindergarten through pre-k programming: 556
- Read to Succeed Volunteers help children reach their potential: 572
- Children served in high quality childcare: 1,035
- Youth participated in school, community-based, summer or after school programs: 8,051

MENTAL HEALTH
- People trained in mental health first aid and suicide prevention: 664
- Crisis center calls and texts helped people work through difficult times in their lives: 4,111
- Counseling hours provided: 5,567
- Homebased meal clients feel less socially isolated: 97%
- Accessed online mental health screenings: 619
- Clients served through the Mental Health Navigator program: 626

MEALS, NUTRITION, & ACTIVE LIVING
- Meals provided: 5,646,824
- New Supplemental Nutrition Assistance Program (SNAP) enrollments: 769
- Attended nutrition classes: 1,435
- Participated in physical activity and/or healthier food access/nutrition program: 16,913
- 84.6% of children/adults served report eating healthier, increasing physical activity

HOUSING & SOCIAL SERVICE
- Nights of overnight shelter provided: 8,638
- Clients receiving financial assistance: 798
- Individuals diverted from homelessness and/or provided case management: 2,705
- Homeless individuals and children were provided housing: 890

HEALTH & SAFETY
- Smoke alarms installed to keep homes safe: 305
- Units of blood collected: 1,296
- Women receiving breast and pap exams: 2,613
- Prenatal clients served: 1,241
- Free pregnancy tests: 568
- 91% of babies born experienced a healthy outcome

LEGAL & FINANCIAL SERVICES
- VITA appointments in-person and online: 1,897
- Returns prepared free of charge: 3059
- Worth of tax fees saved: $310,000
- Worth of refunds returned to area residents: $2,594,000
- Protective orders issued: 481
- Attended financial education: 743
- Legal cases opened: 147

EMPLOYMENT & CONTINUING EDUCATION SERVICES
- Earned a High School Equivalency diploma: 152
- Completed job training, earned job-relevant licenses, credentials, certificates, or 2-year+ degrees: 301
- Received employment services: 1,210
- Obtained gainful employment with new opportunities: 737
The Volunteer of the Year Award is presented to an individual whose exemplary volunteer service toward United Way of Greater Lafayette has set him or her apart. It recognizes their commitment of time and talent to move the organization towards accomplishing the mission of United Way.

Jessica Rebmann has served United Way in nearly every capacity possible. She joined the Community Investment Committee in 2008 serving two three-year terms including one year as Chair of the committee. She joined the Board in 2012 serving as Board President in 2015. She was part of the executive search committee that brought on a new CEO in 2016 and she was instrumental in setting a new direction for United Way of Greater Lafayette. She stepped on to the Campaign Cabinet in 2017 when she accepted the position of 2nd Vice Chair. There she began to further sharpen her leadership skills on the fundraising side of the work. She led the charge for the 2019 campaign setting ambitious goals and big aspirations that pushed us to stretch ourselves and set us up for future successes. We admire her courage to always stand up for what she believes in even when it may be challenging. Her passion is contagious and her drive and determination is unrivaled. Our community is better because of her.

The Gary Henriott Community Impact Award honors a community member or organization who exemplifies service and leadership to improve our community. It is given to an individual or group who has demonstrated a commitment to action and made an impact to causes, programs or projects that create lasting change in Greater Lafayette.

The Resilience and Recovery Network is a group of local professionals, advocates, and volunteers who really understand the meaning of collective impact. The leadership team brought together over 95 local organizations to work towards providing resources to those struggling with substance use. Due to their efforts, our community has been able to leverage over $6.3 million in grants brought back to Greater Lafayette to address mental health and substance use with many new programs. Their goal is to offer help and hope to those who need it most with multiple pathways for a person to find their road to recovery while focusing on prevention for the next generation.
# 2019 Campaign Highlights

## Best Overall Campaign

**Employees 500 & Up**
- **Winner:** Caterpillar
- **Award of Merit:** Subaru of Indiana Automotive, Inc.

**Employees 101-499**
- **Winner:** Bob Rohrman Auto Group
- **Award of Merit:** Kirby Risk Corporation

**Employees 10-100**
- **Winner:** MBAH Insurance
- **Award of Merit:** Ash Access Technology

## Rookie of the Year

**Corporate**
- **Liquid Spring**

**Individual**
- **Ray King**

## Campaign Coordinator of the Year

- **Elizabeth Creech and Kim Orbik**
  - Bob Rohrman Auto Group

## Bill Defouw Campaign Leadership Award

- **Kyle Clark**
  - Huth-Thompson LLP

## Professional

**Kyle Clark**
- Huth-Thompson LLP

**Anthony Burnett**
- D.A. Dodd, Inc.

**Greg Helms**
- Kettlehut Construction

## Public Service

- **Alicia Clevenger**
  - Lafayette School Corporation

## Health Services

- **Dr. Robert Hagen**
  - Lafayette Orthopaedic

- **Michael Bohlin**
  - Franciscan St. Elizabeth Health

- **Dan Neufelder**
  - Indiana University Health Arnett

## Vanguard

- **Tom Murtaugh**
  - Vanguard Co-Chair

## Special Gifts

- **William Olds**
  - Lafayette Life Insurance (Retired)

- **Erika Steuterman, Major Gen**
  - United States Air Force (Retired)

## Vanguard

- **Dr. Robert Hagen**
  - Vanguard Co-Chair

## Bill Defouw Campaign Leadership Award

- **Kyle Clark**
  - Huth-Thompson LLP

## Campaign Chair Award

- **Jim Smith**
  - Kirby Risk
- **Wendy Cummins**
  - Agave HR Partners

## Campaign Cabinet

### Jessica Rebmann
- **Turquoise Wealth Management Chair**

### Matt Metzger
- **MBAH Insurance 1st Vice Chair**

### Joe Howarth
- **Centier Bank 2nd Vice Chair**

### Bruce Brineman
- **Caterpillar**

### Julie Cole
- **Subaru of Indiana Automotive, Inc.**

### Joseph Markun
- **Caterpillar**

### Jim Smith
- **Kirby Risk**

### Dr. Robert Hagen
- **Lafayette Orthopaedic**

### Dr. Gary Bertoline
- **Purdue University**

### Dr. David Reingold
- **Purdue Chair Purdue University**

### William Olds
- **Lafayette Life Insurance (Retired)**

### Erika Steuterman, Major Gen
- **United States Air Force (Retired)**

### Tom Murtaugh
- **Vanguard Chair Tippecanoe County**

### Alicia Clevenger
- **Lafayette School Corporation**

### Roland Winger
- **Tippecanoe County**

### Dr. Robert Hagen
- **Vanguard Co-Chair Lafayette Orthopaedic**
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<thead>
<tr>
<th>Rank</th>
<th>Company</th>
<th>Total Gift</th>
<th>Corporate</th>
<th>Employee</th>
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</table>
UNITED WAY COMMITTEES

AUDIT & FINANCE COMMITTEE

Evelyn Royer, Treasurer
Purdue Federal Credit Union

Scott Brady
SDI Innovations

Robert Falk
Purdue Federal Credit Union

Debra Spesard
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Caterpillar, Inc

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Lafayette School Corporation

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NIC

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Clay Critters

Matthew Gard
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Purdue University

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Klondike Elementary School

Lindsay Kitchel
RAECO Realty

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Valero

Randy Toleman
Community Member (Retired)

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Tipppecanoe County

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Purdue Federal Credit Union

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Ball Eggleston PC

Angelique Zobitz
Purdue Alumni Association

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Lorri Foster
Purdue University

Kasie Roberson
Purdue University

Kasie Roberson
Purdue University

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Spencer Buchanan
USW Local #115

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Dennis DeMay
AFGE Local #648

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Teamster Local #1070

Bruce Hall
Co-President LEA

John Goertz
Teamster Local #1070

Sheila Klinker
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Patrick Lee
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Julie Martin
Community Member

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Mary Schultz
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Julie Wallace
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