



United Way
Waterloo Region
Communities

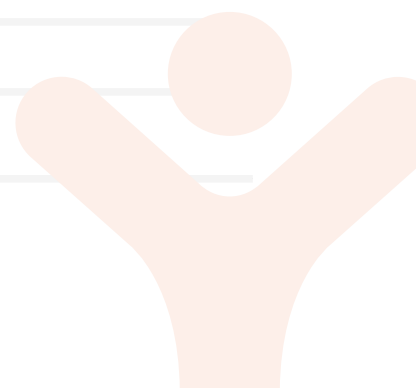


ANNUAL REPORT

2023/2024

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A Letter from our CEO

We exist because of our community and for our community. This year, we have seen another dramatic increase in food bank use, homelessness, substance use, mental health challenges, and other critical issues that point to a region - and a world - in crisis. Through it all, United Way WRC has remained steadfast in our commitment to equity and compassion.

The launch and stewardship of the Government of Canada's Community Services Recovery fund was a major highlight of 2023. Through United Way Centraide Canada's leadership, our national network successfully distributed more than \$100 million in funding. Locally, we were able to distribute over \$1.7 million dollars in support.

At a provincial level, we worked together with United Way partners to lead an inquiry into the housing crisis and solicited the input of nearly 100 local experts to present recommendations in an expert report: Bringing Affordable Housing Home.

As we continue to direct our funding locally, we work in partnership with United Ways across the country to advocate for everyone we serve.

We saw increased attendance at all our events this year and thoroughly enjoyed being able to connect in person with our friends and neighbours. Through our network, we are matching non-profit needs with individuals and organizations able to lend a hand.

In the following pages, we are honoured to share these and other highlights from this past year. As we look back, we learn and grow. We are inspired to innovate and lead forward. To keep moving.

To everyone who participated in the United Way movement in 2023/2024, thank you for your dedication, generosity, leadership, and support. The progress we are achieving would not be possible without you. United we can end poverty. United, we are stronger.



CEO | United Way WRC



Why United Way?

United Way Waterloo Region Communities brings people together to understand community needs and facilitate a wrap around approach to solving complex social issues.

Who We Are?

Local Experts

Our home is Waterloo Region and we focus on understanding issues and solutions unique to our community.

Community Connectors

We collaborate with people, non-profits, and business to support and create innovative solutions to local issues.

Fundraisers

Our community faces more than one critical issue which is why we raise funds to empower multiple, impactful solutions.

Mission

To empower everyone to improve lives and build strong communities.

Vision

For everyone in our community to have opportunities to reach their full potential.

Values

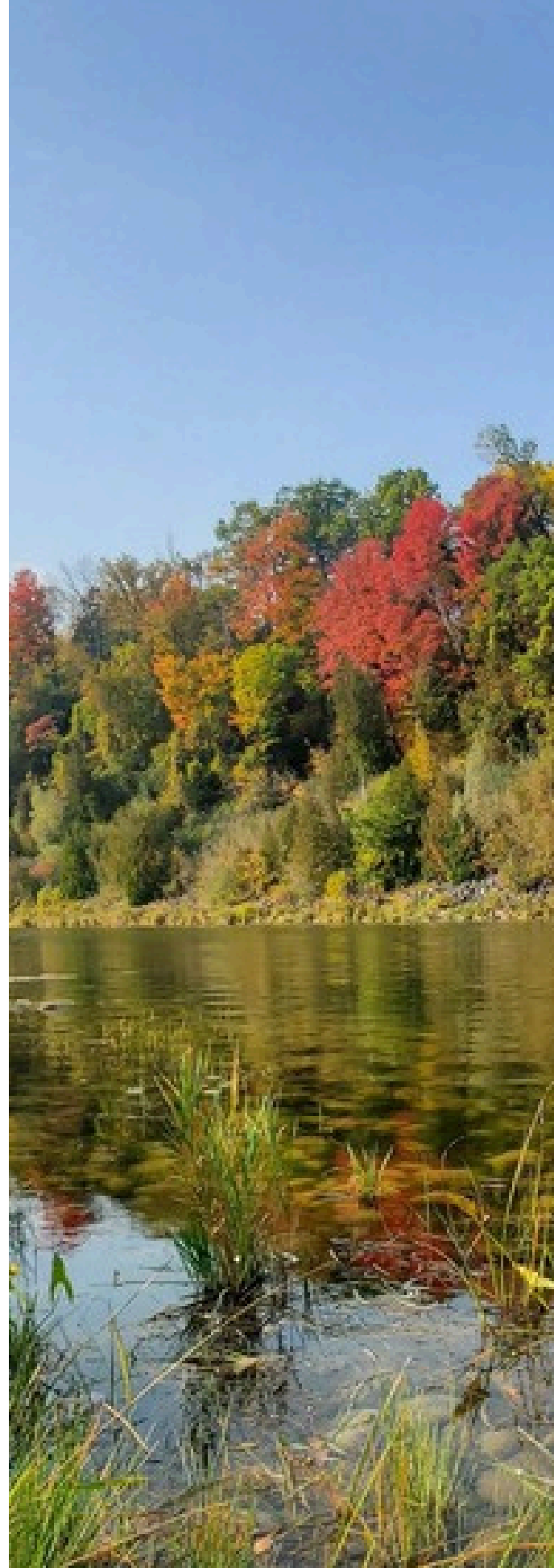
- Trust
- Integrity
- Respect
- Inclusivity
- Accountability

Territorial Acknowledgement

Waterloo Region Communities is our home, built on native land. The land we live and work on is part of the Haldimand Tract, granted to the Haudenosaunee (Ho-den-o-show-nee) of the Six Nations of the Grand River, and are within the traditional territories of the Anishinaabe (Ah-nish-nah-bey) and Chonnonton (Chi-nawn-ton) peoples. The original stewards of these lands have been Indigenous peoples for millennia, and we are grateful for their deep traditional knowledge, philosophies, and contributions.

We offer this territorial acknowledgment as an action step towards reconciliation and as a demonstration of our commitment to restorative practices and systemic change which are required to achieve equity.

At United Way WRC, we support change and are committed to unlearning and relearning, listening, and acknowledging the ways our own practices harm others, reinforce systemic racism, or contribute to the legacy of colonialism. We are all treaty people and seek to continue our work building a future based on principles of justice, equity, and respect.





Equity, Diversity, Inclusion and Indigenization (EDII)

To eliminate poverty, discrimination, and injustice, we commit to removing inequitable barriers in our community work and internal practices. Our history of colonialism, systemic racism, and other oppressions has caused harm, leading to long-term disparities for marginalized groups, including Indigenous, Black, Racialized, 2SLGBTQIA+, and persons with differing abilities.

At United Way WRC, we strive to provide and promote equitable and inclusive access to resources and opportunities. We listen to the community and aim to address and remove attitudes, policies, and practices that cause oppression. Through intentional work, we aspire to create conditions for everyone to thrive.

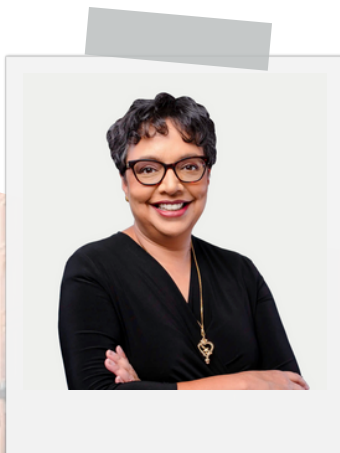
We are dedicated to changing our organization's policies and practices that exclude and oppress. We work closely with individuals and organizations to uplift, fostering partnerships through open funding opportunities and transparent resource distribution. Addressing systemic inequities is essential to ending poverty in our community.

Using the principles of reconciliation and equity, we will make measurable changes to eliminate systemic racism and discrimination, demonstrating our commitment to fighting poverty in all its forms.

A Letter from our Board Chair

It's no secret that charitable fundraising is challenging, especially in the current economic climate. I often get asked, why United Way? Why not another worthy charity or community organization?

I've been a United Way supporter for over 35 years. For me, it's because poverty is complex. United Way is the only charity that I know that funds a broad approach to our community's toughest problems: homelessness, hunger, integrating newcomers, youth unemployment, addiction, illiteracy and mental health to name a few. We know our community. We know its needs. We know how to connect the resources of our community efficiently. We are trusted. When the Government of Canada needed partners to help distribute its \$400 million Community Services Recovery Fund, it looked to United Way. Through that Fund, United Way distributed \$1.7 million dollars locally.



I encourage you to read our Annual Report and look to the numerous organizations and projects we have funded. The dollars we raise and distribute directly improves the lives of our community, our neighbours and our friends. We helped 215,558 people last year!

Years ago, as a bookish, shy, immigrant child, I benefitted from various newcomer projects that were supported by my home town's United Way. I'm still bookish, but I'm not shy and Canada is my beloved home. It is my privilege to pay it forward and I thank each and every one of you for your support of United Way. I encourage you to get more involved – come to an event, help with a workplace campaign, think about United Way as you update your will, donate an item for our silent auction and keep giving. You will not regret it. I never have.

Thank you from the bottom of my heart. Without you, there is no way.

Neena Gupta

Board Chair | United Way WRC

Board of Directors

The governance of United Way Waterloo Region Communities is entrusted to a Board of Directors made up entirely of volunteers. These dedicated individuals are called upon to invest their energies at a professional and time-intensive level. Their devoted commitment to United Way, as well as to the planning and well-being of our community, is a gift for which we are profoundly thankful. We extend our sincere gratitude to our Board of Directors for another year of exemplary service.



Neena Gupta
Board Chair
Partner, Gowling WLG



Karen Wilkinson
President, Karen
Wilkinson Professional
Corporation



Ken Seiling
Retired Regional Chair



Jason Daly
VP Savings & Everyday
Banking Solutions,
Tangerine



Donald Paddock
Finance Director,
DuPont Canada



Lara Swift
Director, Nomadix
Cloud Development



Sardool Bhogal
Broker of Record,
Homewood Real
Estate



Laura Galbraith
Director of Community
Impact, Vidyad



Jeff Pelich
President, Elementary
Teachers Federation of
Ontario (Waterloo Region)



Alexandra Sheehan
Technical Accounting
Manager, Intersect
Power



Rebecca Tascona
Head, North American
Treasury & Payments
Solutions (TPS) Product
Management, BMO



Kim Welch
Retired - Director
Resource Management,
PwC Canada

Campaign Cabinet

Our Campaign Cabinet consists of executive leaders from a variety of industries and sectors across Waterloo Region. By providing their tremendous leadership, time, and commitment, their expertise and knowledge help us strategize and attain our goals – both financially and socially – the Campaign Cabinet is crucial to the success of the annual fundraising campaign. Every year, this hugely talented and influential group generously gives their time to help us raise millions of dollars to improve social services for those in need and strengthen our local communities across Waterloo Region.



Sandi Young
Cabinet Chair
VP HR, Clarion
Medical Technologies



Tonya Bickford
Director & Assistant
Market Leader,
BMO Private Wealth



Derek Kidnie
VP Administration,
Toyota Motor
Manufacturing
Canada Inc.



**Jennette Van der
Laan**
Branch Manager
and Recruiter, RBC



David Farhood
Manager, Cash
Management, TD
Commercial Banking



Chris Hewitt
Chief Marketing
Officer, Sun Life
Financial



Yogesh Shah
Deputy City
Manager, City of
Cambridge



Jennifer Ward
District Vice
President, TD



Amparo Findlay
Designer, Amparo
Findlay Interiors



Shawkey Fahel
Founder &
President, J.G.
Group



Tony La Mantia
President & CEO,
Waterloo Region
Economic
Development
Corporation



Bob Kalbfleisch
President, R.S. (Bob),
Kalbfleisch Consulting
Services Inc.



Sara Cook
Investment
Advisor at BMO
Nesbitt Burns



Farishta Wahab
Assistant Branch
Manager, Sales &
Recruiting at RBC



Kim Bellisimo
HR Leader, Strategist,
Change Agent/
Transformational
Driver, Business
Partner

Volunteer of the Year

The Volunteer of the Year Award honours an individual or group for outstanding volunteer service, celebrating the selfless spirit in which volunteerism is offered. Congratulations and thank you to Sandi Young, our 2023 Volunteer of the Year recipient.

Sandi has been a dedicated and focused volunteer with United Way for five years. Her most recent effort has been in serving as Campaign Cabinet Chair for two consecutive years. Sandi's compassion for the community shows in her attention to detail and continuous effort to bring in more support. Sandi is a volunteer who enthusiastically advocates for United Way and asks for support as much as she is willing to roll up her sleeves and get to work. Her contributions to United Way and the community are many through her connections to sponsors, collaborators, and innovative and compassionate leadership. Thank you, Sandi, for your invaluable contributions to United Way WRC and the community.



Left to right: Joan Fisk (CEO, United Way WRC), Sandi Young (VP Human Resources, Clarion Medical Technologies), Sarah Hainer (Chief of Staff, Gore Mutual Insurance).

Sandi Young

VP, Human Resources
Clarion Medical Technologies

Campaign Cabinet Chair, UWWRC



Labour Partnership

United Way WRC has a long-standing relationship with the Waterloo Regional Labour Council (WRLC) and the Canadian Labour Congress (CLC).

We share the common goal of improving our community by uniting. Together, we have the power to tackle pressing social issues and transform our communities for the better.

The WRLC and CLC encourage and support workplace fundraising for United Way WRC in their unions through campaigns and payroll deductions, while United Way WRC recognizes the vital role of labor in its outreach efforts and supports CLC training programs in the community.

Each organization agrees that strong, active, safe, and respectful communities are built through humane and responsive social services – and that partnerships like this help to foster a better world for all.



Issue Areas of Focus



Community Impact Fund: Giving to the Community Impact Fund allows the Community Investment Team to direct funding, with a lens of equity and inclusion, to the programs they deem most critical.



Affordable Housing & Homelessness: Critical emergency shelters, street-level outreach, supportive and transitional housing, and reducing evictions.



Food Insecurity: Emergency food, access to fresh, healthy food, after-school, weekend and summer school food supports, community meals, and food preparation programs.



Mental Health & Addictions: Specialized supports addressing trauma, one-to-one counselling, group counselling, culturally appropriate counselling, addiction treatment, and education.



Children & Youth: Overall health and well-being of our community's young people through counselling, mentorship, tutoring, leadership, and volunteer opportunities.



Literacy, Employment Skills & Assistive Devices: Basic life skills, literacy and numeracy skill building, homework help, tutoring and family support for newcomers, technological skills and providing assistive devices for people living with disabilities.



Hate, Gender-Based & Family Violence: Support for victims of violence, crime, and discrimination with awareness building and community education.



Leadership, Volunteerism & Capacity Building: Leadership skill development, support for volunteerism, organization capacity development, and collaboration between service providers.



Community & Social Supports: Reduce isolation and loneliness through programs like neighbourhood community development, senior support, and removing barriers to participation in the community.



Innovation & Systems Change: Problem-solving through technology, building capacity, and actualizing new programs and partnerships to create better opportunities to move our community forward.

IMPACT REPORT

UNITED, WE ARE
STRONGER

United Way WRC
invested **\$2,648,871**
into **76** local non-profit
organizations, helping a total
of **215,558** individuals across
Waterloo Region Communities.



\$608,200

10,623
people served

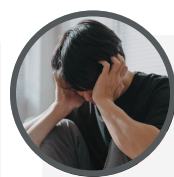
**Affordable Housing
& Homelessness**



\$475,755

57,610
people served

Children & Youth



\$341,916

33,240
people served

**Mental Health
& Addictions**



\$208,000

15,770
people served

Food Insecurity



\$87,000

622
people served

**Literacy, Employment
Skills & Assistive
Devices**



\$98,500

465
people served

**Leadership,
Volunteerism & Capacity
Building**



\$571,500

92,406
people served

**Community & Social
Supports**



\$188,000

2,970
people served

**Hate, Gender-based
& Family Violence**



\$70,000

1,852
people served

**Innovation &
Systems Change**

What Does Impact Look Like?



Funded Partner Stories



"We are so appreciative of the general operating support that has helped support us in our mission of ensuring students across Waterloo Region have access to food while at school. This funding has helped us expand our resources, keep up with the growing need, and provide fresh, nutritious, and energy-providing food to youth across Waterloo Region. With the growing need for student nutrition programs, and increasing food prices, we simply could not do what we do without your ongoing support. Thank you for your generous funding, ongoing support and partnership during this funding term!"

"Funding from United Way is critical to our ability to provide safe shelter options to, predominately, vulnerable women and children in Waterloo Region. This funding allows us to support women and children towards housing stability and independence. Through community inclusion efforts, funding through United Way funding, women and children are encouraged and support to maintain and grow their community connections, a vital component of sustaining housing. These community inclusion efforts also support children to remain included in community activities, support their ongoing learning, access to safe adults, and maintain their involvement in culturally appropriate activities."

YWCA Kitchener - Waterloo

Nutrition For Learning



What Does Impact Look Like?



Funded Partner Stories



“Without the crucial support of United Way, survivors from racialized communities would have been left without the vital lifeline of trauma-informed counselling, essential for healing from the harrowing impacts of sexual violence. ”

**Sexual Assault Support
Centre Waterloo Region**

“Funding from United Way has been crucial in sustaining two of our most underfunded programs, counselling and neighbourhood work. Both programs rely heavily on donations, and we continue to see an unprecedented increase in demand for these services.”

Camino Wellbeing + Mental Health



“Catherine is a senior with a priority to find a job as a harsh life situation meant she needed to start paying rent. These changes in her life left her in a difficult position. “I had awesome jobs over the years working on the companies’ computers. I never realized I knew nothing about the Internet. Not knowing the Internet is like not knowing how to read. Literacy Group changed my life.”

The Literacy Group

Local Funded Partners

- 211
- A Better Tent City
- Adventure4Change
- All Saints Anglican Church
- Anishnabeg Outreach
- Argus Residence for Young People
- Bereaved Families of Ontario - Midwestern Region
- Big Brothers Big Sisters of Waterloo Region
- Brain Injury Association Waterloo-Wellington
- Bridges to Belonging
- Bring on the Sunshine
- Cambridge Food Bank
- Cambridge Shelter Corporation
- Camino Wellbeing + Mental Health
- Canadian Arab Women's Association
- Canadian Aweil Youth Association
- Child Witness Centre of Waterloo Region
- Children & Youth Planning Table of Waterloo Region
- Community Care Concepts of Woolwich, Wellesley and Wilmot Townships
- Community Justice Initiatives of Waterloo Region
- Community Kitchen Cooperative KW Inc.
- Community Support Connections
- COMPASS Refugee Centre
- COPE Kids
- Crow Shield Lodge
- DeafBlind Ontario Foundation
- Focus for Ethnic Women, Waterloo Region Inc.
- Food4Kids Waterloo Region
- Greenway-Chaplin Community Centre
- Hearts Open for Everyone
- House of Friendship
- Immigration Partnership
- Interfaith Community Counselling Centre
- John Howard Society of Waterloo-Wellington
- Kinbridge Community Association
- Kind Minds Family Wellness
- Kitchener Waterloo AccessAbility
- Kitchener-Waterloo Multicultural Centre
- KW Habilitation Services
- Langs Farm Village Association
- Levant Canada
- March of Dimes Canada
- Muslim Social Services Waterloo Region
- Nutrition for Learning
- oneROOF Youth Services
- Peace For All Canada
- Porchlight Counselling & Addictions Services
- Preston Heights Community Group
- Reception House Waterloo Region
- Rhythm & Blues Cambridge
- Services and Housing In the Province (SHIP)
- Sexual Assault Support Centre of Waterloo Region
- SHORE Centre
- Social Development Centre Waterloo Region
- Somali Canadian Association of Waterloo Region
- SPECTRUM: Waterloo Region's Rainbow Community Space
- Strong Start Charitable Organization
- Supportive Housing of Waterloo (SHOW)
- The AIDS Committee of Cambridge, Kitchener, Waterloo and Area (ACCKWA)
- The Healing of the Seven Generations
- The Literacy Group of Waterloo Region
- United for Literacy
- Volunteer Action Centre Waterloo Region
- Waterloo Region Family Network
- Wilmot Family Resource Centre Inc.
- Women's Crisis Services of Waterloo Region
- YMCA of Three Rivers (Midwestern Ontario)
- YW Kitchener-Waterloo
- YWCA Cambridge



Granting & Funds

Thanks to our donors and community collaboration, we've made an incredible impact.

\$2,648,871

INVESTED INTO THE
COMMUNITY

76

COMMUNITY PARTNERS
FUNDED



\$608,200 Invested into

Affordable Housing & Homelessness

A home provides the foundation for individual health and wellbeing and is the launching pad for positive social interactions and being engaged in your community. No one can reach their goals without safe, appropriate housing.

2024 Funded Partners





\$87,000 Invested into

Literacy, Employment Skills & Assistive Devices

Not everyone has access to the opportunities that build critical life skills (like basic literacy, numeracy, and computer skills) or the assistive technology needed to be able to participate. These skills and devices are critical to being able to find and maintain meaningful employment.

2024 Funded Partners



\$475,755 Invested into

Children & Youth

Donations support mental health, physical safety, and overall health and wellbeing of our community's children and youth through programs like age specific counselling, mentorship programs, after school and weekend food, homework help and tutoring, bullying prevention, community centre spaces, and leadership and volunteer opportunities.

2024 Funded Partners





\$208,000 Invested into

Food Insecurity

Not having enough healthy food to eat on a regular basis can have detrimental effects on your life as well as your ability to function at your best. Give to provide supports like emergency food, increasing access to fresh and healthy food, and food preparation programs.

2024 Funded Partners



\$341,916 Invested into

Mental Health & Addictions

United Way WRC funding ensures that individuals and families who need support, like counselling or crisis referrals, receive it. It also helps address waitlists that have become much longer in recent years, so that those who need the support can get it in a timely manner.

2024 Funded Partners





\$571,500 Invested into

Community & Social Supports

A lack of opportunities for connection affects our ability to maintain a strong support system and can diminish our quality of life. Donations support opportunities for people to reduce isolation and loneliness through programs and services like neighbourhood community development, volunteering, and senior supports.

2024 Funded Partners



\$70,000 Invested into

Innovation & Systems Change

Innovation and Systems Change creates better opportunities to solve problems through investing in cutting edge technology, building workplace capacity, and bringing new programs and partnerships to life.

2024 Funded Partners





\$98,500 Invested into **Leadership, Volunteerism & Capacity Building**

A healthy, vibrant community depends on building strong leaders and a robust network of services and supports. Giving ensures that we build the capabilities of our leaders, including young people, and those who have been marginalized; support volunteerism; and build capacity and resiliency in our local non-profit sector.

2024 Funded Partners



\$188,000 Invested into **Hate, Gender-based & Family Violence**

Safety and wellbeing is as much a basic need as shelter or food. Give to programs and services like safe spaces and warm meals for families escaping domestic violence, refugee and immigration supports, supports for survivors of sexual assault, culturally sensitive family and child counselling.

2024 Funded Partners

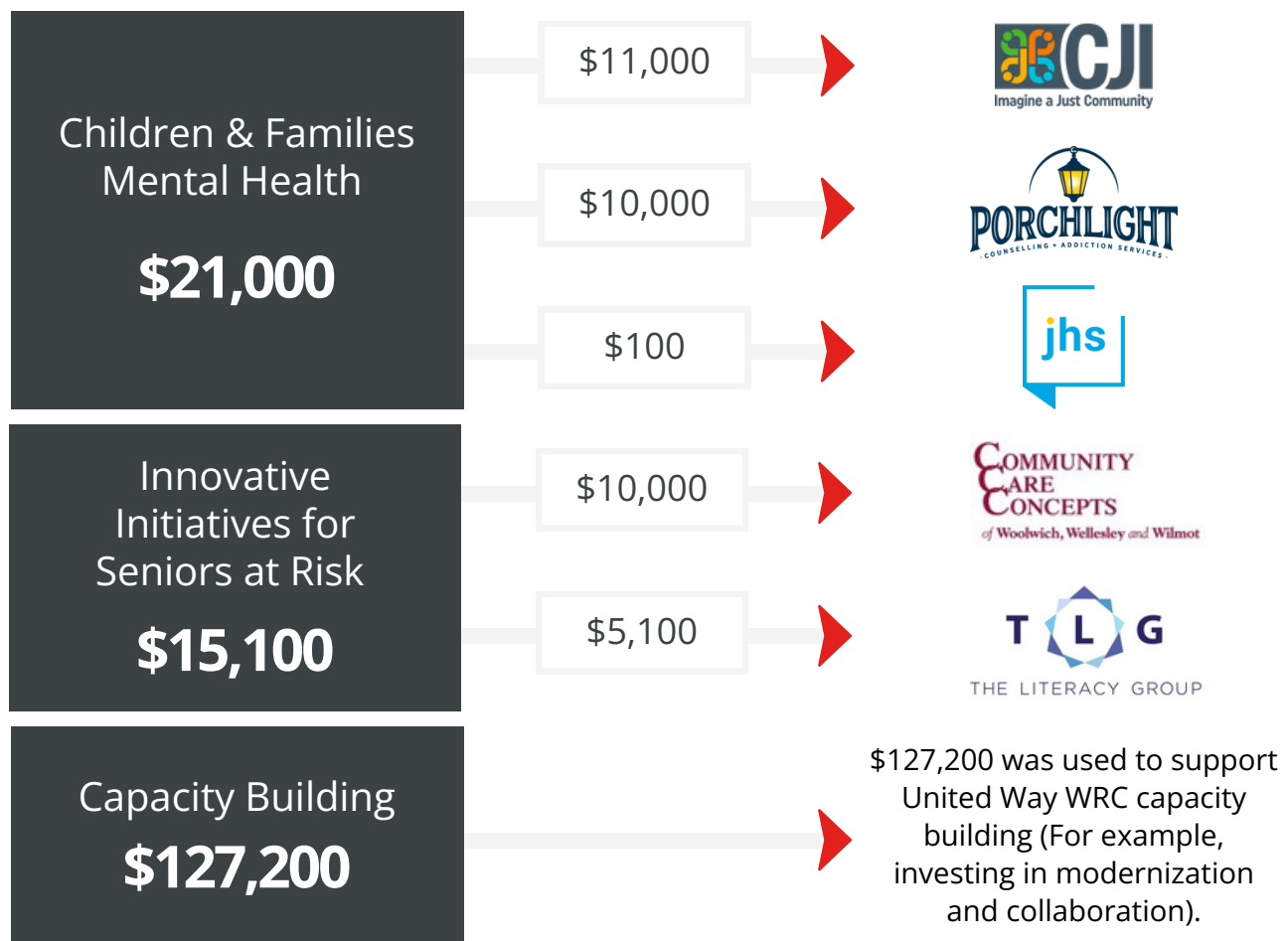


Endowment Funds

United Way WRC has established endowment funds with Waterloo Region Community Foundation. Endowment funds provide a consistent revenue source because the original gift is never spent - it remains intact as a legacy forever, a reminder of your gift to the community. Annually United Way WRC invests the disbursements from each fund to align with the intent of that fund.

The Forever Fund

Forever Fund grants, generated by an endowment fund, are used to support programs and initiatives within Waterloo Region. Grants are available in the following two investment streams:

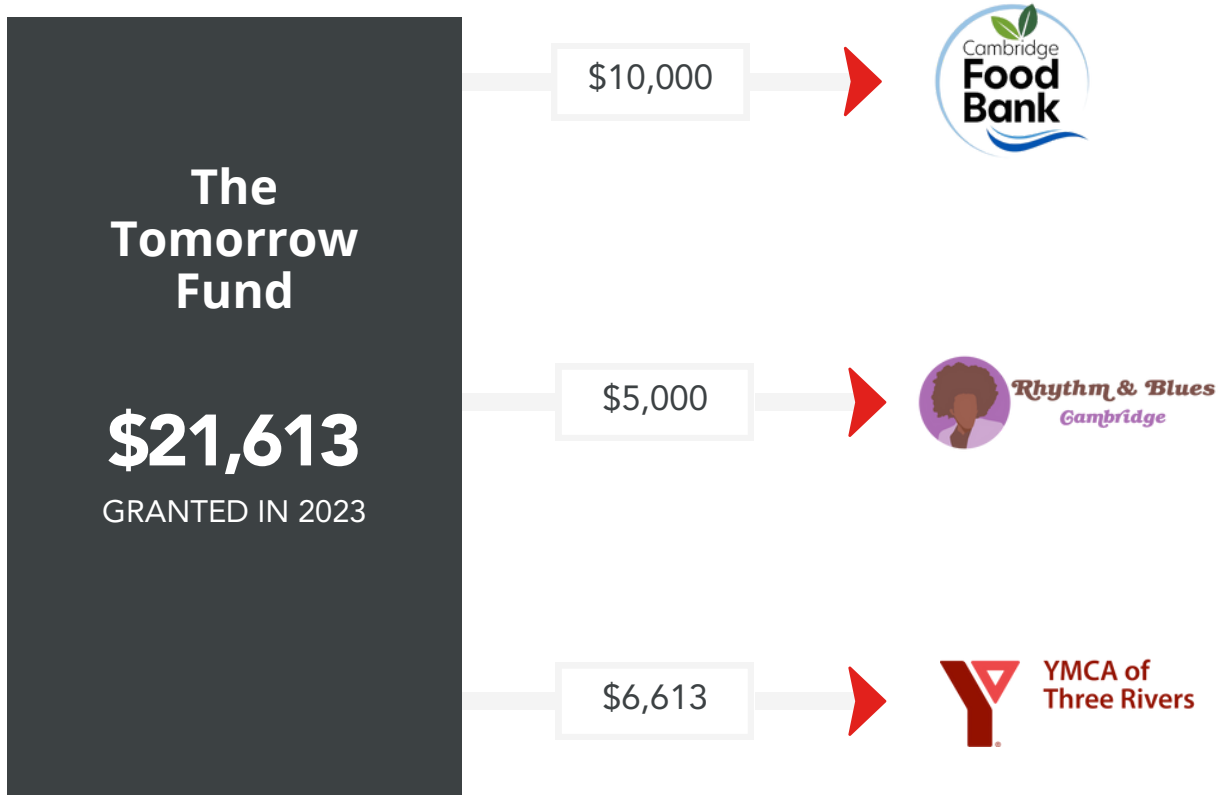


These crucial funds have been made possible through the generosity of donors who have established an enduring legacy through United Way. If you'd like to learn more about how you can contribute to the ongoing health of our community through a legacy gift, please contact us.

Endowment Funds

The Tomorrow Fund

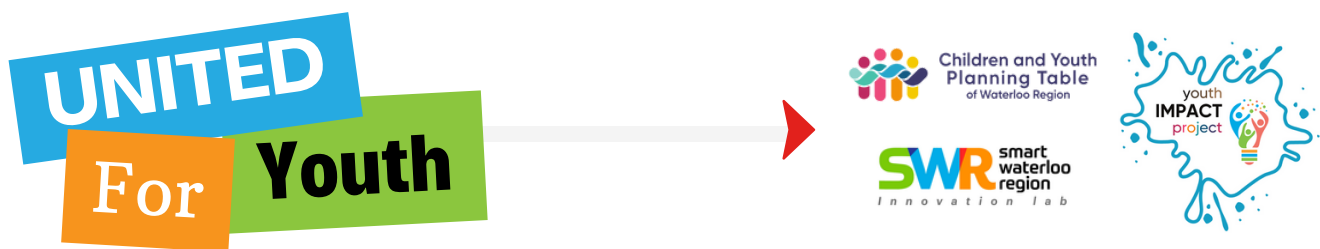
The Tomorrow Fund was established to serve the needs of the Cambridge and North Dumfries communities. Currently the fund addresses emerging or long-term community needs through new or innovative programs or initiatives that address capacity building and long-term sustainability.



Specialized Funds

United For Youth: Youth Impact Project

United Way WRC has committed \$300,000, over three years, to Smart Waterloo Region Innovation Lab (SWRIL) to deliver training and fund youth inspired projects through children and youth serving community organizations. The training will help develop a community-wide framework to support youth innovation and compassion with the goal of improving child and youth well-being. United for Youth aspires to empower and support the youth of our region as leaders and change-makers. Children and youth, equipped with a unique perspective, perceive community issues through distinct lens, fostering innovative and diverse solutions to community issues.



Community Services Recovery Fund (CSRF)

The Community Services Recovery Fund is a one-time investment of \$400 million by the Government of Canada to help Community Service Organizations, charities, non-profits, and Indigenous governing bodies located in Canada. This funding is in partnership with Community Foundations of Canada, United Way Centraide Canada, and the Canadian Red Cross.

United Way Waterloo Region Communities (UWWRC) and Waterloo Region Community Foundation (WRCF) worked together as part of this initiative to distribute \$3,000,000 million in funding to support 64 projects across Waterloo Region

Community Services Recovery Fund



FINANCIAL OVERVIEW

Sources of Revenue

Total Revenue

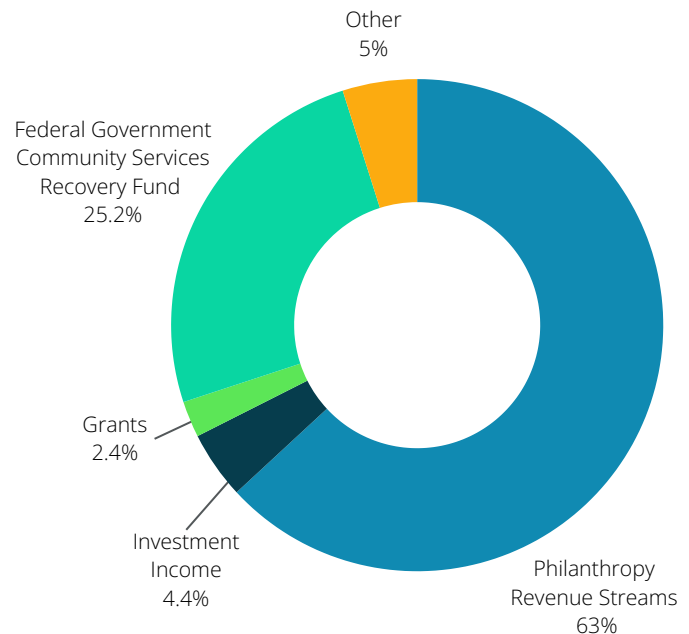
Philanthropy Revenue Streams	\$4,313,035
Investment Income	\$303,466
Grants	\$163,000
Federal Government Community Services Recovery Fund	\$1,719,569
Other	\$334,506
Total Revenue	\$6,833,976

[View United Way WRC's 2023-2024 audited financial statements:](https://www.uwaywrc.ca/about-us/operations/finances/)

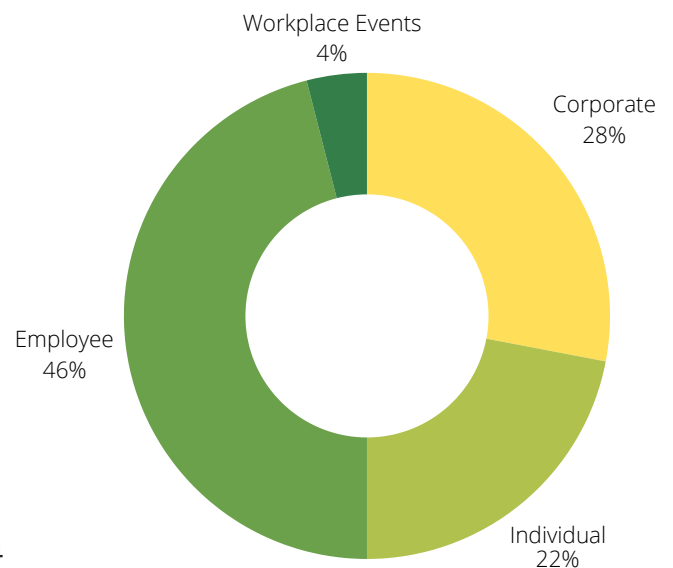
www.uwaywrc.ca/about-us/operations/finances/

Reporting based on fiscal year ending March 31, 2024

Total revenue by Percentage



Philanthropy Revenue Streams



FINANCIAL OVERVIEW

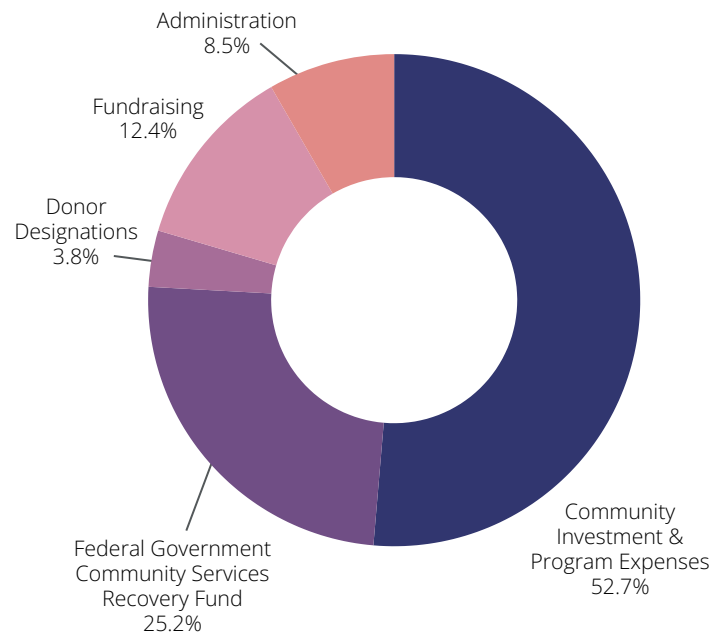
Your Dollars at Work

Expenditures

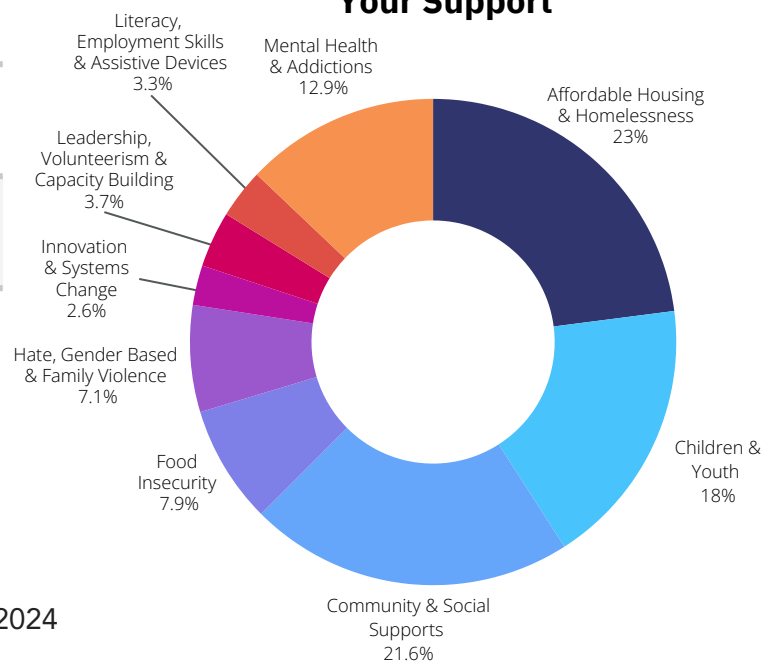
Community Investment & Program Expenses	\$3,600,683
Federal Government Community Services Recovery Fund	\$1,719,569
Donor Designations	\$259,405
Fundraising	\$848,755
Administration	\$584,157
Surplus/Deficiency	(\$178,593)
Total Funds at Work	\$6,833,976

Affordable Housing & Homelessness - 23%	Children & Youth - 18%
Community & Social Supports - 21.6%	Food Insecurity - 7.9%
Hate, Gender Based & Family Violence - 7.1%	Leadership, Volunteerism & Capacity Building - 3.7%
Innovation & Systems Change - 2.6%	Mental Health & Addictions - 12.9%
	Literacy, Employment Skills & Assistive Devices - 3.3%

Expenditures



The Impact of Your Support



Reporting based on fiscal year ending March 31, 2024

WITHOUT YOU, THERE IS NO WAY.

Honour Roll

United Way sincerely thanks every donor, no matter what the size of the gift. We use this report as an opportunity to extend a special thank you to the donors that give at a major level and to encourage others who are able to give as generously.

Philanthropists' Circle - \$25,000+

- Bob and Judy Astley
- Bryan Dare and Malkin Howes-Dare
- The Estate of Bob Gmelin
- Tom and Kathy Hallman
- Terry and Barra Lalande
- Dr. William Rickert and Mrs. Karen Dotzenroth-Rickert
- Karen Wilkinson
- Anonymous (3)

Platinum \$10,000 - \$24,999

- | | |
|---|---|
| • Dian and John Bell | • Ray and Wendy Miske Neighbourhood Association Fund (Waterloo Region Community Foundation) |
| • Hazen and Janis Gilks | • Gary and Sue Parker |
| • The Griffin Family | • Joan and David Petras |
| • The Estate of Audrey Hertzberger | • Rebecca Tascona |
| • Werner Hohn | • Greg and Marie Voisin |
| • Fabien Jeudy | • Rita Westbrook |
| • Hartman and Brenda Krug | • Mike Williams and Emily Layng |
| • Mary and Brian Law | • Anonymous (2) |
| • McMurtry Family Fund (Waterloo Region Community Foundation) | |

*Honour Roll reporting based upon calendar year 2023

Donations made through third party processors do not always provide us with donor information. If your name is missing please reach out to us at 519-888-6100 or info@uwaywrc.ca

Gold \$5,000 - \$9,999

- The Bertrand Family
- Doug and Cindy Brooks
- The Estate of Daisy Chaplin
- Robert Correll
- Joan and Bryan Fisk
- Dr. Stephen and Mrs. Nancy Garrett
- Neena Gupta and Brad Svorkdal
- The Jim and Sue Hallman Family Fund (Waterloo Region Community Foundation)
- Mary Kelly
- Dr. Gary Keyes
- Gordon MacKay
- Dr. Jonathan Newman & Dr. Georgia Mason
- Michael and Sharon O'Neill
- Douglas and Sandra Peers
- Pollock Family Fund (Waterloo Region Community Foundation)
- Ian and Jo Ann Richardson
- Anne and Gordon Savage
- Chris Sponder
- Greg and Cindy Weiler
- Anonymous (4)

Silver \$2,500 - \$4,999

- Neil Anstett
- Allan and Deborah Asmussen
- Carmen and James Austin
- Christy Baker
- Karen and Gregory Bell
- Robert and Gale Blackburn Charitable Fund
- Robert and Judith Blowes
- Susan Cadell and Didier Thevenard
- Donna Carbell
- Stuart Clark
- Anthony and Lee Anne Clarke
- Robert and Susan Connell
- Tara Conway
- David DeVidi and Jane Forgay
- John Doherty
- Rachael Donovan
- Sheryl Doyon
- David Farhood
- Mark Feeney
- Blair Fingland
- Michelle and Pat Fisher
- The Brian and Pauline Fisher Fund (Waterloo Region Community Foundation)
- Keith Francis
- Brian and Lily Freiburger
- Carol Glass and Martyn Harvey
- Sandra and Arthur Groff
- Jason Higgins
- Geoffrey William Johnson Gift Fund
- Dr. and Mrs. James M Kavanagh
- Derek Kidnie

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

- Mary Kuntz
- Scott and Jackie Leger
- Barry and Rosa Lehmann and the Lehmann's Charitable Account
- Sarah Lichti
- Dr. Heather MacDougall
- Karen and Dave Maidment
- Steve and Pat Manske
- Alexandra McLeish
- Carolyn Melkert
- Thomas D Mitchell
- William J Mitchell
- Tom Norton
- Donald and Laurie Paddock
- Pfeifer Family
- Ingrid Pregel
- Ric Hewson and Dorothee Retterath
- Tim and Carrie Rickert
- Brian Ruby
- Ken Salem
- Kathryn and Ken Seiling
- Marie-Josée Sheppard
- James M Skidmore
- Tim and Teresa Sothern
- Al Taylor
- Chris Van Kooten
- Alannah Virtanen
- Frank Voss
- John A Walker
- James and Trish Weber
- William Wilson
- Anonymous (13)

Bronze \$1,200 - \$2,499

- James Abott
- Michael Alkier
- Tim and Karen Anderson
- Jennifer and Trevor Annett
- Kelly Anthony and Joel Dubin
- Suman and Derek Armitage
- Armstrong Gates Family
- Allison Arnold
- Nicole Auty
- Marc Avaria
- Naideen and Neil Bailey
- Brice and Karen Balmer
- Bill and Eileen Bartels
- Douglas Bates
- Betty Bax
- Wilfred and Joan Baxter
- Mandy Bell
- Margaret Beney
- Dr. Prabhu Benjamin
- Todd Bissett
- Rick and Susan Black
- Marianne Blasman
- Mike Borkovich
- Alan Bowler

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Bronze \$1,200 - \$2,499 (continued)

- Judy Bowyer
- Kenneth Brace
- Jason Bradley
- Natalie Brady
- Bonnie and Peter Bremner
- Jennifer Brown
- Sharon Brown
- Eric Buchanan
- Eric Buller
- Faye Bulloch
- Joel Campagna and Tina Kovacs
- Katherine Campbell
- Allison Cann
- Pam Cant
- Mick Chaney
- Jordan Charbonneau
- Rita and Ron Cherkewski
- John Cleminson
- Cameron Conn-Grant
- Kim and Bill Conway
- Sara Cook
- Paul Cormier
- Joan Coutu
- Trisha Crawley
- Mark Crowell
- Katelyn Culliton
- Pat and Bill Cunningham
- Norman and Patricia Damaren
- Richard A Daugherty
- Kyle Daun
- Doug and Louise Dawdy
- Scott and Janet Dawe
- Ken Denholm
- Shaun Devine
- Leontin Drasovean
- Chris Dreyer
- Paul and Kim Duxbury
- Glen and Joan Dyrda
- John Earl
- Marianne and Jim Erb
- Mark and Sandra Ewald
- Judith Falbo
- Eugene and Lesley Fenton
- Paul Fieguth
- Jerry and Marg Finnen
- Bette and Gary Flaxbard
- Stacey Fletcher
- Jim and Linda Foley
- Jeff Fray
- Rebecca Freiburger
- Lorie and Brad Freund
- Paul and Liz Fryer
- Tom Galloway
- Fred and Mary Ann Gaskin
- David Gault
- Elizabeth and Don Gayman
- Keith and Debbie Geddes
- Danielle Glendinning
- Vivek Goel
- Raymond Ross and Rona Goldensher
- Gregory Goolkasian
- Jen Govier
- Karen Grogan
- David Grothen
- Lynn Hall

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Bronze \$1,200 - \$2,499 (continued)

- Jennifer Hall
- Catherine and Feridun Hamdullahpur
- Gordon Harris
- Lucia Harrison
- Steve and Patti Haskell
- Eric Helleiner
- Jacqueline Hewson
- Angela Hinchberger
- Alison Hitchens
- Betty Hooper
- Brent and Andrea Horst
- Bob and Janice Howison
- GE Huddleston
- Sarah Hughes
- Cheryl Hugill and Harry Kozak
- Carol Hulls
- Thomas Hunter and Dr. Laura Shoemaker
- Kathryn and David John
- Richard Johnson
- Lara Johnston
- Barbara Jonas
- Lisa Keeping
- Sandra and John Kendall
- Brennan Kennedy
- Dan Keon
- Dave King
- Michael James Konopka
- Cameron Kozlowski
- Bryce and Kelly Kraeker
- Eric Kraemer
- Corrine Krauss
- Stephanie Krug
- Sofie Lachapelle
- Kevin Lambert and Dr. Lynda Benedet
- Steve Lambert
- Sharon and Stuart Lamont
- William Langdown
- Brian Laube
- Jillian Lawrie
- Robert Lawton
- Rev. Robert and Mrs. Emily Leland
- Jim Lewis
- Choui Lim
- WK Liu
- Fred and Julie Loach
- Glen and Yvette Loffree
- Barb Loveys
- Laura Lucchetti
- Dale Lukas
- Kim MacFarlane
- Deborah and Bill MacLatchy
- Catherine Malone
- Robert and Nancy Mann
- Manuel A Martins Professional Corp
- Dr. Jeffrey G Matyas
- Greg and BJ McCauley
- Ron and Mary McDermaid
- Norma and Nathan McDonald-Ewing
- Scott and Dianne McGaire
- Randy and Marianne McGlynn
- Patti McKague
- Anders and Anjanette McKenzie
- Dr. Norah McRae

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Bronze \$1,200 - \$2,499 (continued)

- Amanda Melnick
- Tom and Jocelyn Mennill
- Wilfred and Ruth Meston
- Angela Miller
- Ian Milligan
- Paul Morris
- Matthew Morrissey
- Mike and Adele Mossman
- Kevin and Elaine Mullan
- Penelope Muncaster
- Sally Murdock
- Wanda and David Murison
- John Neil
- John and Yvonne Newbery
- Ron and Janet Nicholson
- Trina Parker
- Nicola Parker-Smith
- Allan Pasquini
- Jeff Pelich
- Thomas Pellegrini
- Leighe Pequegnat
- Robert and Gail Pettitt
- Carl Piellusch
- Nancy Priest
- Caron Prosser
- Diane Provencher
- Mark Rea
- Elaine and Kevin Read
- Christopher Redford
- Mark Renfer
- The Jack and Mary Reynolds Fund
at the United Church of Canada
- Chad Rich
- Jacqueline Robertson
- Tim and Leanne Rollins
- Greg and Angela Romanick
- Bryan and Konstantina Rowe
- Kathy Russell
- Vince Ryan
- Christopher and Jennifer Schaefer
- Jon and Lynn Schmehl
- Alison Scott
- Joanne and Walt Scott
- Linda Scott Campbell
- Dr. Adel Sedra
- Jonathan Shilling
- Steven and Myrna Singer
- Pat Skinner and Mike Cocker
- Diana Skrzydlo
- Christina Skublics
- Jeffrey Small
- AJ Smerek
- Carolyn Smyth
- Dietmar and Mary Ellen Sommerfeld
- John and Gaetanne Sorrentino
- Kyle Sparkman
- Kay Steckle
- Marilyn Stephenson
- Kevin Stewart
- Karen Suk-Patrick and Duncan
Patrick
- Mohamed and Tazim Suleman
- Brian and Jill Taylor
- Sheldon Taylor
- Dr. Marilyn Thompson
- Lynne Green and David Thompson

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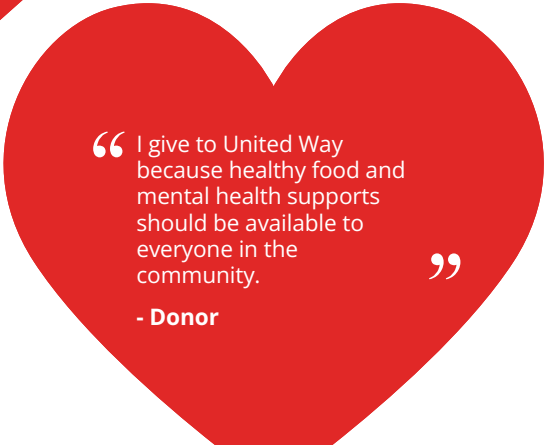
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Bronze \$1,200 - \$2,499 (continued)

- Chris Timbury
- Peter and Jocelyn Tostick
- Ryan Turnpenny
- Peter Van Beek
- Frank Vandrus
- Sheila Vaughan
- Todd Vitali
- Victor Vitorino
- Bryce and Nancy Walker Family Fund (Waterloo Region Community Foundation)
- Jennie Wallace
- Sharlene Walsh
- Mark Warywoda
- John and Sandra Watson
- Natalie Weber
- David and Beth Weckman
- Jennifer Weir
- Mary Wells
- Ross Wells and Judy Stephens-Wells
- Shelley Wickenheiser and Dean Varley
- Marilyn Wilkinson
- Scott and Sandy Willcox
- Susan Williams-Bonet
- Leanne Winter
- Pam Wolf
- Michael Wolf
- John and Michelle Wolfe
- Philip and Mary Woodford
- Ronald and Jan Woynarski
- Marilyn and Dave Wylie
- Sandi Young
- Robert Young
- Deborah Zettel-Schmitt
- Anonymous (104)

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“ I give to United Way because healthy food and mental health supports should be available to everyone in the community. ”

- Donor

THANK YOU FOR YOUR ONGOING SUPPORT

Organization Honour Roll

United Way sincerely thanks every workplace and organization that contributes to our community. We use this report as an opportunity to extend a special acknowledgment and thank you to those that give at a major level and to encourage others who are able, to give as generously.

\$100,000+

- BMO Financial Group
- Conestoga College
- Equitable Life Insurance
- EY
- Manulife
- Sun Life Financial
- Toyota Motor Manufacturing Canada Inc.
- Toyota Tsusho Canada Inc.
- University of Waterloo

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\$25,000 - \$100,000

- Allianz Global Assistance
- Astley Family Foundation
- BWXT Canada Ltd.
- Clarion Medical Technologies
- Costco Wholesale
- Gore Mutual Insurance
- Government of Canada
- Government of Ontario
- Gowling WLG
- GrandBridge Energy
- Intact Insurance - BrokerLink
- KPMG
- LCBO
- RBC
- Regional Municipality of Waterloo
- Reliance Home Comfort
- Rockwell Automation Canada Inc.
- Scotiabank
- TD Bank Group
- Waterloo Region Community Foundation
- Wilfrid Laurier University
- Anonymous (1)

\$10,000 - \$25,000

- Challenger Motor Freight Inc.
- CIBC
- City of Waterloo
- Corporation of the City of Cambridge
- Crich Holdings & Buildings Limited
- Dare Foods Limited
- Elementary Teachers Federation of Ontario Waterloo Region
- Enbridge Gas Inc
- First Canadian Insurance
- Kuntz Electroplating Inc.
- LANXESS Energizing Chemistry
- P&H Milling Group
- PricewaterhouseCoopers LLP
- Strite Industries Ltd.
- The Canada Life Assurance Company
- United Way Waterloo Region Communities Employee Giving Campaign
- Virtek Vision International
- Waterloo Regional Police Service
- Wawanesa Mutual Insurance Co.

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WITHOUT YOU, THERE IS NO WAY.

Our Sponsors

Thank you to all of our sponsors. Without you, we could not build the community we all want to live in. Your generosity and collaboration have allowed us to continue with the important work that helps make a difference in so many lives, in so many ways.



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