

990

Return of Organization Exempt From Income Tax

OMB No. 1545-

0047 2023

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations) Do not enter social security numbers on this form as it may be made public.

Go to www.irs.gov/Form990 for instructions and the latest information.

Open to Public Inspection

Department of the Treasury Internal Revenue Service

A For the 2023 calendar year, or tax year beginning 07-01-2023, and ending 06-30-2024

- B Check if applicable: Address change, Name change, Initial return, Final return/terminated, Amended return, Application pending

C Name of organization: UNITED WAY INC, UNITED WAY OF CENT & NE CONNECTICUT. Doing business as: UNITED WAY OF CENTRAL AND NORTHEASTERN CONNECTICUT. Address: ONE STATE STREET 1710, HARTFORD, CT 06103.

D Employer identification number: 06-0646653. E Telephone number: (860) 493-6800. G Gross receipts \$ 16,280,603.

F Name and address of principal officer: ERIC HARRISON, ONE STATE STREET 1710, HARTFORD, CT 06103.

H(a) Is this a group return for subordinates? No. H(b) Are all subordinates included? No. H(c) Group exemption number.

I Tax-exempt status: 501(c)(3)

J Website: WWW.UNITEDWAYINC.ORG

K Form of organization: Corporation

L Year of formation: 1924. M State of legal domicile: CT

Part I Summary

Activities & Governance

Revenue

Expenses

Net Assets or Fund Balances

Table with 3 columns: Description, Prior Year, Current Year. Rows include mission statement, membership counts, revenue (11,071,303 to 12,627,633), expenses (3,247,715 to 12,201,195), and net assets (22,131,987 to 19,356,288).

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete.

Sign Here: Signature of officer ERIC HARRISON, Date 2025-03-24.

Paid Preparer Use Only: Preparer's name, signature, date, firm name (KAHN LITWIN RENZA & CO LTD), EIN, and address.

May the IRS discuss this return with the preparer shown above? See Instructions. Yes No

Part III Statement of Program Service Accomplishments

Check if Schedule O contains a response or note to any line in this Part III



1 Briefly describe the organization's mission:

OUR MISSION IS TO CLOSE GAPS IN CHILD LITERACY, WAGES, HOUSING, AND LIFE EXPECTANCY TO ELIMINATE POVERTY.

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? Yes No

If "Yes," describe these new services on Schedule O.

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? Yes No

If "Yes," describe these changes on Schedule O.

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a (Code: ) (Expenses \$ 3,690,308 including grants of \$ 3,690,308 ) (Revenue \$ )

COMMUNITY IMPACT GRANT FUNDS: THESE FUNDS SUPPORT OUR COMMUNITY THROUGH GRANTS MADE TO LOCAL NON-PROFIT AGENCIES IN GREATER HARTFORD AND ARE AIMED TOWARDS ACCELERATING IMPROVEMENT IN THE FOLLOWING PROGRAMMATIC AREAS: READING; COMMUNITY IMPACT; BASIC NEEDS; RAPID RE-HOUSING AND ALICE. ADDITIONALLY, OUR UNITED WAY DISTRIBUTED \$293,500 IN OPERATING GRANTS. \$931,658 OF THESE EXPENSES ARE DONOR INVESTMENTS RAISED VIA THE UNITED WAY ANNUAL CAMPAIGN AND DISBURSED TO SPECIFIC 501C3 AGENCIES PER THE RECOMMENDATION OF EACH DONOR. PLEASE READ OUR ALICE REPORTS, AVAILABLE HERE: HTTPS://ALICE.CTUNITEDWAY.ORG/IN RESPONSE TO THE 13 PERCENT RISE IN PEOPLE IN OUR REGION EXPERIENCING HOMELESSNESS, UNITED WAY IS MOBILIZING PEOPLE AND RESOURCES THROUGH OUR RAPID RESPONSE FUND. OUR GOAL IS TO KEEP PEOPLE SECURE OR TO STABILIZE HOUSING.

4b (Code: ) (Expenses \$ 4,490,066 including grants of \$ ) (Revenue \$ )

COMMUNITY IMPACT PROGRAMMING: OUR COMMUNITY IMPACT PROGRAM EXPENSES ARE UTILIZED TOWARDS INITIATIVES THAT SUPPORT THE ELIMINATION OF POVERTY. -CHILD LITERACY- COMMUNITY INVESTMENT AND BASIC NEEDS -LIFE EXPECTANCY -WAGES -ALICE -WORKFORCE SOLUTIONS CHILD LITERACY OUR UNITED WAY CREATES OPPORTUNITIES FOR CHILDREN TO IMPROVE THEIR LITERACY SKILLS AND HELPS THEM ACHIEVE DEVELOPMENTAL AND ACADEMIC MILESTONES. WE INVEST IN PROGRAMS AND INITIATIVES THAT IDENTIFY AND ADDRESS DEVELOPMENTAL CHALLENGES AND CONNECT CHILDREN AND YOUTH WITH OPPORTUNITIES TO GAIN ACADEMIC SKILLS. WE ARE ALSO WORKING TO SUPPORT COMMUNITY-WIDE SYSTEMS FOR ACADEMIC DEVELOPMENT. UNITED WE READ WE KNOW THAT READING IS AN ESSENTIAL TOOL FOR SUCCESS IN SCHOOL, WORK, AND LIFE. RESEARCH TELLS US THAT READING PROFICIENTLY BY THE START OF FOURTH GRADE IS AN IMPORTANT PREDICTOR OF HIGH SCHOOL GRADUATION AND CAREER SUCCESS. YET ONLY 40 PERCENT OF FOURTH GRADERS IN CONNECTICUT ARE MEETING THIS CRUCIAL MILESTONE. MOREOVER, STRUGGLING READERS ARE DISPROPORTIONATELY BLACK OR HISPANIC AND/OR FROM LOW-INCOME HOUSEHOLDS, AND SCORE ON AVERAGE THIRTY-FIVE POINTS BELOW WHITE OR HIGHER-INCOME PEERS ON STANDARDIZED READING TESTS THE LARGEST GAP IN THE NATION. DOLLY PARTON'S IMAGINATION LIBRARY DOLLY PARTON'S IMAGINATION LIBRARY IS A FREE SUBSCRIPTION PROGRAM THAT PROVIDES ONE BOOK PER MONTH TO HARTFORD CHILDREN FROM BIRTH TO AGE FIVE. THE BOOKS ARE DELIVERED DIRECTLY TO A CHILD'S HOME TO HELP BUILD THEIR HOME LIBRARIES. SINCE AUGUST 2020, THE PROGRAM HAS ENROLLED OVER 6,295 HARTFORD CHILDREN WHO HAVE COLLECTIVELY RECEIVED OVER 50,000 BOOKS. UNITED WAY READERS UNITED WAY READERS MATCHES A CARING VOLUNTEER WITH A STUDENT WHO IS BEHIND IN READING. WE UNDERSTAND THE IMPORTANCE OF INVESTING IN A STUDENT'S FUTURE; AS THE RELATIONSHIP DEVELOPS, WE SEE VOLUNTEERS STARTING TO READ MORE BOOKS CONNECTED TO THE INTERESTS OF STUDENTS AND STUDENTS COME TO SEE THAT READING IS A BIG PART OF ACCOMPLISHING THEIR HOPES AND DREAMS. READING ON GRADE-LEVEL IS A KEY INDICATOR FOR GRADUATING HIGH SCHOOL ON TIME PREPARED FOR COLLEGE OR CAREER. COMMUNITY INVESTMENT & BASIC NEEDS THE UNITED WAY INVESTS IN BASIC NEED PROGRAMS AND INITIATIVES TO LINK COMMUNITY MEMBERS TO IMMEDIATE EMERGENCY SERVICES SUCH AS FOOD, SHELTER, DISASTER RELIEF AND SERVICES FOR SURVIVORS OF DOMESTIC VIOLENCE OR SEXUAL ASSAULT. 2-1-1 PROVIDES A ONE-STOP CONNECTION FOR EMERGENCY SERVICES AND SUPPORTS. 2-1-1 IS THERE 24 HOURS A DAY, 7 DAYS A WEEK AND 365 DAYS A YEAR TO HELP PEOPLE FIND WHAT THEY NEED (HTTPS://WWW.211CT.ORG/). EACH YEAR, THE UNITED WAY INVESTS MILLIONS OF DOLLARS TO ENSURE THAT PEOPLE IN CENTRAL AND NORTHEASTERN CONNECTICUT ACHIEVE FINANCIAL SECURITY AND SECURE BASIC NEEDS WHEN TIMES ARE TOUGH. THIS INVESTMENT SUPPORTS ~ 55 COMMUNITY PROGRAMS AT 38 NONPROFIT PARTNER AGENCIES ACROSS THE REGION. UNITED WAY IS DESIGNED TO BE NIMBLE SO WE CAN QUICKLY RESPOND TO COMMUNITY HARDSHIPS. LIFE EXPECTANCY IN 2017, WITH SEED FUNDING FROM TRINITY HEALTH OF NEW ENGLAND/ SAINT FRANCIS HOSPITAL, THE NORTH HARTFORD TRIPLE AIM COLLABORATIVE (NHTAC) WAS LAUNCHED TO IMPROVE POPULATION HEALTH IN HARTFORD WITH A SPECIFIC FOCUS ON THE NORTH HARTFORD PROMISE ZONE. THE NHTAC BRINGS TOGETHER RESIDENTS AND PARTNERS FROM PHILANTHROPY, NONPROFIT, HEALTHCARE, AND GOVERNMENT SECTORS TO IMPROVE HEALTH USING A POLICY, SYSTEM, AND ENVIRONMENTAL APPROACH. THE NHTAC ALSO SERVES AS THE HEALTH AND WELLNESS WORKGROUP FOR THE NORTH HARTFORD PROMISE ZONE, THE LOCAL PREVENTION COUNCIL FOR THE CITY OF HARTFORD, THE REACH COLLABORATIVE FOR THE CITY OF HARTFORD AND THE HEALTH ENHANCEMENT COMMUNITY FOR THE CITY OF HARTFORD. THE NHTAC'S HEALTH IMPROVEMENT PORTFOLIO BRINGS PARTNERS TOGETHER TO WORK IN NEW AND DIVERSE WAYS TO IMPROVE THE HEALTH AND WELLBEING OF FAMILIES. EXAMPLES INCLUDE HELPING TO BRING A GROCERY STORE TO THE NORTH END OF HARTFORD, WORKING WITH STATEWIDE COMMUNITY HEALTH COLLABORATIVES TO DEVELOP POLICY RECOMMENDATIONS ON HOW TO BETTER ACCESS AND UTILIZE CLINICAL AND SOCIAL CARE DATA FOR MULTI-SECTOR HEALTH IMPROVEMENT INITIATIVES, AND SUPPORTING INNOVATIVE EDUCATION AND OUTREACH EFFORTS AROUND VACCINES INCLUDING THE COVID 19 VACCINE. VISION: AN EMPOWERED, EQUITABLE AND HEALTHY HARTFORD WHERE EVERYONE THRIVES. MISSION: TO CULTIVATE A HEALTHY HARTFORD BY ADVANCING RACIAL JUSTICE, EQUITABLE SYSTEMS, AND COMMUNITY CAPACITY. WAGES OUR UNITED WAY WORKS DILIGENTLY TO CLOSE GAPS BETWEEN WAGES AND THE BASIC COST OF LIVING AND HELPS PEOPLE ACHIEVE FINANCIAL SECURITY. WE INVEST IN INTEGRATED PROGRAMS AND INITIATIVES THAT PROVIDE EMPLOYMENT SERVICES, FINANCIAL COACHING AND CONNECTION TO INCOME SUPPORT WHICH HELP FAMILIES ON THEIR PATH TO FINANCIAL SECURITY. WE ALSO CONVENE MULTI-SECTOR PARTNERSHIPS FOCUSED ON BETTER CONNECTING SYSTEMS TO ADVANCE EMPLOYMENT OPPORTUNITIES FOR INDIVIDUALS IN OUR REGION. HARTFORD WORKING CITIES HARTFORD WORKING CITIES AIMS TO CREATE PATHWAYS AND OPPORTUNITIES THAT HELP YOUNG ADULTS EXPERIENCE ECONOMIC MOBILITY BY GAINING QUALITY AND STABLE EMPLOYMENT. WE COLLABORATE WITH QUALITY PROGRAMS AND RESOURCES THAT HELP YOUTH AND YOUNG ADULTS BECOME WELL-ROUNDED WORKERS AND LEADERS. HARTFORD WORKING CITIES WORKS TO REDUCE UNEMPLOYMENT AMONG 16-29-YEAR-OLD HARTFORD RESIDENTS IN EIGHT NEIGHBORHOODS (ASYLUM HILL, BARRY SQUARE, CLAY ARSENAL, FROG HOLLOW, NORTHEAST, SOUTH GREEN, AND UPPER ALBANY). OUR EFFORTS IN THESE NEIGHBORHOODS ARE PURSUED IN COLLABORATION WITH PLACE-BASED ORGANIZATIONS, INITIATIVES, AND COMMUNITY GROUPS. NO-COST TAX PREPARATION COMMUNITY PARTICIPANTS HELP FROM AN IRS-CERTIFIED VOLUNTEER IF YOUR HOUSEHOLD INCOME IS UP TO \$60,000. VOLUNTEER INCOME TAX ASSISTANCE (VITA) IS A PARTNERSHIP WITH UNITED WAY, THE IRS, THE VILLAGE FOR FAMILIES & CHILDREN, INC. AND HUMAN RESOURCES AGENCY OF NEW BRITAIN, INC. WHICH PROVIDES TAX PREPARATION SERVICES AT NO COST TO ELIGIBLE FAMILIES AT COMMUNITY LOCATIONS THROUGHOUT OUR REGION. IN ADDITION, ONLINE FILING IS ALSO AVAILABLE AT MYFREETAXES.COM. ALICE FAMILIES HAVE HOUSEHOLD INCOMES BELOW A BASIC COST-OF-LIVING THRESHOLD. THE CONNECTICUT UNITED WAYS REPORT IS A STUDY OF FINANCIAL HARDSHIPS IN OUR STATE. ALICE MAY DESCRIBE YOUR FAMILY, FRIENDS, NEIGHBORS, AND COLLEAGUES, AND REPRESENTS EVERY RACE, ETHNICITY, AND GENDER. PEOPLE LIVING BELOW THE ALICE THRESHOLD LIVE IN EVERY AREA OF OUR STATE. THE 2024 CONNECTICUT UNITED WAYS ALICE\* REPORT REVEALED THAT 38% OF HOUSEHOLDS IN OUR STATE HAVE INCOME WHICH FALLS BELOW WHAT IS NEEDED TO PAY FOR NECESSITIES SUCH AS HOUSING, FOOD, CHILDCARE, HEALTH CARE, TECHNOLOGY, AND TRANSPORTATION. WE RAISE AWARENESS ABOUT ALICE AND THE NEED TO HELP ALICE BECOME AND STAY FINANCIALLY SECURE. WE INVEST IN PROGRAMS AND INITIATIVES THAT HELP STABILIZE ALICE FAMILIES NOW AND IN THE FUTURE. THIS INCLUDES CHILDCARE AND EARLY-LEARNING, FINANCIAL SECURITY, AND BASIC NEEDS PROGRAMS. WORKFORCE SOLUTIONS COLLABORATIVE OF METRO HARTFORD THIS IS A FUNDERS COLLABORATIVE OF PRIVATE FOUNDATION THAT AIMS TO PROMOTE REGIONAL SECTOR PARTNERSHIPS OF EMPLOYERS BY SUPPORTING THEIR NEEDS OF FINDING AND RETAINING REGIONAL SECTOR PARTNERSHIPS OF EMPLOYERS BY SUPPORTING THEIR NEEDS OF FINDING AND RETAINING REGIONAL SECTOR PARTNERSHIPS OF EMPLOYERS BY SUPPORTING THEIR NEEDS OF FINDING AND RETAINING TALENT WHILE CREATING OPPORTUNITIES FOR JOB SEEKERS TO ENTER REWARDING AND MEANINGFUL EMPLOYMENT AND ACCOMPLISHING THEIR GOALS. WE ARE MOTIVATED TO HELP RESIDENTS IN OUR COMMUNITIES RISE ABOVE POVERTY TO ACHIEVE A HIGHER STANDARD OF LIVING.

4c (Code: ) (Expenses \$ including grants of \$ ) (Revenue \$ )

4d Other program services (Describe in Schedule O.) (Expenses \$ including grants of \$ ) (Revenue \$ )

4e Total program service expenses 8,180,374

Part IV Checklist of Required Schedules

Table with 3 columns: Question number, Question text, and Yes/No response columns. Rows include questions 1 through 21 regarding organizational requirements and reporting.

Part IV Checklist of Required Schedules (continued)

Table with 3 columns: Question ID, Question Text, and Yes/No columns. Rows include questions 22 through 38 regarding tax-exempt bond issues, excess benefit transactions, and related party transactions.

Part V Statements Regarding Other IRS Filings and Tax Compliance

Check if Schedule O contains a response or note to any line in this Part V

Table with 3 columns: Question ID, Question Text, and Yes/No columns. Rows include questions 1a, 1b, and 1c regarding Form 1096, Forms W-2G, and gaming winnings.

Part V Statements Regarding Other IRS Filings and Tax Compliance (continued)

Table with 17 main rows (2a-17) and sub-rows (a-e). Columns include question text, input fields (e.g., 2a, 43), and response columns (Yes/No). Rows cover topics like federal employment tax returns, unrelated business gross income, foreign accounts, prohibited tax shelter transactions, deductible contributions, and various organizational requirements.

Part VI Governance, Management, and Disclosure. For each "Yes" response to lines 2 through 7b below, and for a "No" response to lines 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions. Check if Schedule O contains a response or note to any line in this Part VI



Section A. Governing Body and Management

Table with 3 columns: Question, Yes, No. Rows include: 1a Enter the number of voting members... 2 Did any officer, director, trustee... 3 Did the organization delegate control... 4 Did the organization make any significant changes... 5 Did the organization become aware... 6 Did the organization have members... 7a Did the organization have members... 7b Are any governance decisions... 8 Did the organization contemporaneously document... 8a The governing body? 8b Each committee... 9 Is there any officer, director, trustee, or key employee listed in Part VII...

Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)

Table with 3 columns: Question, Yes, No. Rows include: 10a Did the organization have local chapters... 10b If "Yes," did the organization have written policies... 11a Has the organization provided a complete copy... 11b Describe on Schedule O the process... 12a Did the organization have a written conflict of interest policy... 12b Were officers, directors, or trustees... 12c Did the organization regularly and consistently monitor... 13 Did the organization have a written whistleblower policy... 14 Did the organization have a written document retention... 15 Did the process for determining compensation... 15a The organization's CEO... 15b Other officers or key employees... 16a Did the organization invest in, contribute assets to... 16b If "Yes," did the organization follow a written policy...

Section C. Disclosure

Table with 2 columns: Question, Answer. Rows include: 17 List the states with which a copy of this Form 990 is required to be filed. 18 Section 6104 requires an organization to make its Form 1023... 19 Describe in Schedule O whether (and if so, how) the organization made its governing documents... 20 State the name, address, and telephone number of the person who possesses the organization's books and records:

Own website Another's website Upon request Other (explain in Schedule O)

JENNIFER BENGSTON ONE STATE STREET SUITE 1710 HARTFORD, CT 06103 (860) 493-1180

**Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors**

Check if Schedule O contains a response or note to any line in this Part VII

**Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees**

**1a** Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.

- List all of the organization's **current** key employees, if any. See the instructions for definition of "key employee."

- List the organization's five **current** highest compensated employees (other than an officer, director, trustee or key employee) who received reportable compensation (box 5 of Form W-2, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than \$100,000 from the organization and any related organizations.

- List all of the organization's **former** officers, key employees, or highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.

- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

See the instructions for the order in which to list the persons above.

Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee.

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)					(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee;	Officer	Key employee	Highest compensated employee			
(1) ERIC HARRISON PRESIDENT AND CEO	52.00	X		X			203,037	0	35,111
(2) VITTORIA PACE IMMEDIATE PAST BOARD CHAIR (AS OF 2/24)	1.00	X		X			0	0	0
(3) PETE COLLINGS CHAIR (AS OF 2/24)	1.00	X		X			0	0	0
(4) IRENE BASSOCK VICE CHAIR (AS OF 1/24)	1.00	X		X			0	0	0
(5) PATRICK SAMPSON VICE CHAIR (TO 1/24)	0.50	X		X			0	0	0
(6) RICHARD TAVOLIERI TREASURER	1.00	X		X			0	0	0
(7) JENNIFER BENGTON CHIEF FINANCIAL OFFICER	52.00	X		X			156,186	0	992
(8) MICHAEL J AUSERE BOARD MEMBER (TO 3/24)	0.50	X					0	0	0
(9) ERICA DEAN BOARD MEMBER (TO 6/24)	0.30	X					0	0	0
(10) LEIGH NEWMAN BOARD MEMBER	0.30	X					0	0	0
(11) HUMBERTO HORMAZA BOARD MEMBER (TO 4/24)	0.30	X					0	0	0
(12) JILL VICHI BOARD MEMBER	0.30	X					0	0	0
(13) MICHAEL GOLDBAS BOARD MEMBER	0.30	X					0	0	0
(14) MONTEZ CARTER BOARD MEMBER (AS OF 9/23)	0.30	X					0	0	0
(15) DONALD ALLAN BOARD MEMBER (AS OF 2/24)	0.30	X					0	0	0
(16) DONNA L SODIPO BOARD MEMBER (TO 5/23)	0.30	X					0	0	0
(17) CHARLES W BOGOIAN BOARD MEMBER	0.30	X					0	0	0

**Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees** (continued)

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)					(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee;	Officer	Key employee	Highest compensated employee			
(18) SHELLYE DAVIS BOARD MEMBER	0.30	X					0	0	0
(19) RHONA FREE BOARD MEMBER (AS OF 6/24)	0.30	X					0	0	0
(20) VI R SMALLEY ESQ BOARD MEMBER (AS OF 2/24)	0.30	X					0	0	0
(21) JENNIFER L SHANLEY BOARD MEMBER	0.30	X					0	0	0
(22) JAMES P O'MEARA BOARD MEMBER	0.30	X					0	0	0
(23) STEVEN M LITCHFIELD BOARD MEMBER	0.30	X					0	0	0
(24) ROSHAN N PATEL BOARD MEMBER (TO 3/24)	0.30	X					0	0	0
(25) SHARON WILLIAMS BOARD MEMBER	0.30	X					0	0	0
(26) BEATRIZ GUTIERREZ SUCCESSOR VICE CHAIR (AS OF 2/24)	0.30	X					0	0	0
(27) VENTON B FORBES BOARD MEMBER	0.30	X					0	0	0
(28) MACKENZIE MANNING BOARD MEMBER (AS OF 9/23)	0.30	X					0	0	0
(29) SARA-BETH SIDLA BOARD MEMBER	0.30	X					0	0	0
(30) ANTONIO SANTIAGO JR COMMITTEE MEMBER (AS OF 4/24)	0.30	X					0	0	0
(31) JENNIFER GIFFORD SR VP OF IMPACT & ENG	52.00					X	143,737	0	36,867
(32) MAURA COOK SR VP OF MKTG & DEV	52.00					X	142,054	0	19,559
(33) HELEN BERGIN DIRECTOR OF HUMAN RESOURCE	40.00					X	125,624	0	23,018

<b>1b Sub-Total</b>			
<b>c Total from continuation sheets to Part VII, Section A</b>			
<b>d Total (add lines 1b and 1c)</b>	770,638	0	115,547

**2** Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization **5**

	Yes	No
<b>3</b> Did the organization list any <b>former</b> officer, director or trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>		No
<b>4</b> For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? <i>If "Yes," complete Schedule J for such individual</i>	Yes	
<b>5</b> Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? <i>If "Yes," complete Schedule J for such person</i>		No

**Section B. Independent Contractors**

**1** Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.

(A) Name and business address	(B) Description of services	(C) Compensation
CAPITAL WORKFORCE PARTNERS ONE UNION PLACE 3RD FL HARTFORD, CT 06103	CONSULTANT	163,778
THE FLYY MOVEMENT LLC 141 SOUTH MAIN STREET UNIT F WEST HARTFORD, CT 06110	CONSULTANT	150,000
SUDOR TAINO 220 BERLIN TURNPIKE BERLIN, CT 06110	CONSULTANT	150,000
THE ANGELL PENSION GROUP INC 88 BOYD AVENUE EAST PROVIDENCE, RI 02914	CONSULTANT	100,169

**2** Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization **4**

**Part VIII Statement of Revenue**

Check if Schedule O contains a response or note to any line in this Part VIII

	(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514
Contributions, Gifts, Grants, and Other Similar Amounts				
<b>1a</b> Federated campaigns . . . . .			15,042	
<b>b</b> Membership dues . . . . .				
<b>c</b> Fundraising events . . . . .			845,168	
<b>d</b> Related organizations . . . . .				
<b>e</b> Government grants (contributions) . . . . .				
<b>f</b> All other contributions, gifts, grants, and similar amounts not included above . . . . .			9,449,734	
<b>g</b> Noncash contributions included in lines 1a - 1f:\$ . . . . .				
<b>h Total.</b> Add lines 1a-1f . . . . .				10,309,944

Program Service Revenue		Business Code			
<b>2a</b>					
<b>b</b>					
<b>c</b>					
<b>d</b>					
<b>e</b>					
<b>f</b>	All other program service revenue.				
<b>g Total.</b>	Add lines 2a-2f. . . . .				

Other Revenue						
		(i) Real	(ii) Personal			
<b>3</b>	Investment income (including dividends, interest, and other similar amounts)			1,164,833		1,164,833
<b>4</b>	Income from investment of tax-exempt bond proceeds					
<b>5</b>	Royalties . . . . .					
<b>6a</b>	Gross rents	99,975				
<b>b</b>	Less: rental expenses	0				
<b>c</b>	Rental income or (loss)	99,975				
<b>d</b>	Net rental income or (loss) . . . . .			99,975	99,975	
<b>7a</b>	Gross amount from sales of assets other than inventory	3,089,721	1,500,000			
<b>b</b>	Less: cost or other basis and sales expenses	2,962,948	329,000			
<b>c</b>	Gain or (loss)	126,773	1,171,000			
<b>d</b>	Net gain or (loss) . . . . .			1,297,773		1,297,773
<b>8a</b>	Gross income from fundraising events (not including \$ 845,168 of contributions reported on line 1c). See Part IV, line 18 . . . . .		162,341			
<b>b</b>	Less: direct expenses		361,022			
<b>c</b>	Net income or (loss) from fundraising events . . . . .			-198,681		-198,681
<b>9a</b>	Gross income from gaming activities. See Part IV, line 19 . . . . .					
<b>b</b>	Less: direct expenses					
<b>c</b>	Net income or (loss) from gaming activities . . . . .					
<b>10a</b>	Gross sales of inventory, less returns and allowances . . . . .					
<b>b</b>	Less: cost of goods sold					
<b>c</b>	Net income or (loss) from sales of inventory . . . . .					
<b>11a</b>	MISCELLANEOUS					
		900099		-46,211	-46,211	
<b>b</b>						
<b>c</b>						
<b>d</b>	All other revenue . . . . .					
<b>e Total.</b>	Add lines 11a-11d . . . . .			-46,211		
<b>12 Total revenue.</b>	See instructions . . . . .			12,627,633	53,764	0

OtherRevenueMiscAmt

**Part IX Statement of Functional Expenses**

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).

Check if Schedule O contains a response or note to any line in this Part IX

<b>Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.</b>	<b>(A)</b> Total expenses	<b>(B)</b> Program service expenses	<b>(C)</b> Management and general expenses	<b>(D)</b> Fundraising expenses
<b>1</b> Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21	3,690,308	3,690,308		
<b>2</b> Grants and other assistance to domestic individuals. See Part IV, line 22				
<b>3</b> Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16.				
<b>4</b> Benefits paid to or for members				
<b>5</b> Compensation of current officers, directors, trustees, and key employees	423,048	78,676	254,083	90,289
<b>6</b> Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
<b>7</b> Other salaries and wages	2,812,016	1,345,502	439,096	1,027,418
<b>8</b> Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	607,999	270,886	126,049	211,064
<b>9</b> Other employee benefits	873,733	393,173	176,550	304,010
<b>10</b> Payroll taxes				
<b>11</b> Fees for services (non-employees):				
<b>a</b> Management				
<b>b</b> Legal	38,321	10,730	11,113	16,478
<b>c</b> Accounting	67,150		67,150	
<b>d</b> Lobbying				
<b>e</b> Professional fundraising services. See Part IV, line 17				
<b>f</b> Investment management fees	25,000		25,000	
<b>g</b> Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	1,969,071	1,667,450	140,076	161,545
<b>12</b> Advertising and promotion	112,791	12,000	10,178	90,613
<b>13</b> Office expenses	302,717	145,304	66,598	90,815
<b>14</b> Information technology	253,725	104,027	78,655	71,043
<b>15</b> Royalties				
<b>16</b> Occupancy	415,817	201,252	126,832	87,733
<b>17</b> Travel				
<b>18</b> Payments of travel or entertainment expenses for any federal, state, or local public officials				
<b>19</b> Conferences, conventions, and meetings	74,818	37,051	20,847	16,920
<b>20</b> Interest				
<b>21</b> Payments to affiliates				
<b>22</b> Depreciation, depletion, and amortization	145,187	81,186	40,947	23,054
<b>23</b> Insurance	97,467	39,375	28,067	30,025
<b>24</b> Other expenses. Itemize expenses not covered above (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
<b>a</b> DUES & UNITED WAY SUPPO	109,574	21,336	34,356	53,882
<b>b</b> EVENT EXPENSES	96,912			96,912
<b>c</b> MISCELLANEOUS	85,541	82,118	1,665	1,758
<b>d</b>				
<b>e</b> All other expenses				
<b>25</b> <b>Total functional expenses.</b> Add lines 1 through 24e	12,201,195	8,180,374	1,647,262	2,373,559
<b>26</b> <b>Joint costs.</b> Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720).				

**Part X Balance Sheet**

Check if Schedule O contains a response or note to any line in this Part IX

		(A) Beginning of year		(B) End of year
<b>Assets</b>	<b>1</b> Cash-non-interest-bearing . . . . .	98	<b>1</b>	90
	<b>2</b> Savings and temporary cash investments	1,947,292	<b>2</b>	2,812,165
	<b>3</b> Pledges and grants receivable, net . . . . .	1,745,160	<b>3</b>	1,931,005
	<b>4</b> Accounts receivable, net . . . . .	1,174,523	<b>4</b>	406,694
	<b>5</b> Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		<b>5</b>	
	<b>6</b> Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		<b>6</b>	
	<b>7</b> Notes and loans receivable, net . . . . .		<b>7</b>	
	<b>8</b> Inventories for sale or use . . . . .		<b>8</b>	
	<b>9</b> Prepaid expenses and deferred charges . . . . .	172,340	<b>9</b>	281,743
	<b>10a</b> Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	1,041,757		
	<b>b</b> Less: accumulated depreciation	879,780		
	<b>11</b> Investments—publicly traded securities . . . . .	16,496,742	<b>11</b>	16,267,152
	<b>12</b> Investments—other securities. See Part IV, line 11 . . . . .		<b>12</b>	
	<b>13</b> Investments—program-related. See Part IV, line 11 . . . . .		<b>13</b>	
	<b>14</b> Intangible assets . . . . .		<b>14</b>	
	<b>15</b> Other assets. See Part IV, line 11	4,900	<b>15</b>	4,900
<b>16 Total assets:</b> Add lines 1 through 15 (must equal line 33) . . . . .	22,131,987	<b>16</b>	21,865,726	
<b>Liabilities</b>	<b>17</b> Accounts payable and accrued expenses . . . . .	2,169,551	<b>17</b>	622,371
	<b>18</b> Grants payable . . . . .	432,776	<b>18</b>	357,471
	<b>19</b> Deferred revenue . . . . .		<b>19</b>	1,073,021
	<b>20</b> Tax-exempt bond liabilities . . . . .		<b>20</b>	
	<b>21</b> Escrow or custodial account liability. Complete Part IV of Schedule D		<b>21</b>	
	<b>22</b> Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		<b>22</b>	
	<b>23</b> Secured mortgages and notes payable to unrelated third parties . . . . .		<b>23</b>	
	<b>24</b> Unsecured notes and loans payable to unrelated third parties . . . . .		<b>24</b>	
	<b>25</b> Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17 - 24). Complete Part X of Schedule D	1,866,221	<b>25</b>	456,575
	<b>26 Total liabilities.</b> Add lines 17 through 25 . . . . .	4,468,548	<b>26</b>	2,509,438
<b>Net Assets or Fund Balances</b>	<b>Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.</b>			
	<b>27</b> Net assets without donor restrictions . . . . .	15,794,280	<b>27</b>	17,458,168
	<b>28</b> Net assets with donor restrictions	1,869,159	<b>28</b>	1,898,120
	<b>Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.</b>			
	<b>29</b> Capital stock or trust principal, or current funds . . . . .		<b>29</b>	
	<b>30</b> Paid-in or capital surplus, or land, building or equipment fund . . . . .		<b>30</b>	
	<b>31</b> Retained earnings, endowment, accumulated income, or other funds		<b>31</b>	
	<b>32</b> Total net assets or fund balances	17,663,439	<b>32</b>	19,356,288
<b>33</b> Total liabilities and net assets/fund balances	22,131,987	<b>33</b>	21,865,726	

Part XI Reconciliation of Net Assets

Check if Schedule O contains a response or note to any line in this Part XI

Table with 10 rows for reconciliation of net assets. Columns include line number, description, and amount. Total revenue is 12,627,633 and total expenses are 12,201,195.

Part XII Financial Statements and Reporting

Check if Schedule O contains a response or note to any line in this Part XII

Table for financial reporting questions. Includes questions about accounting methods, independent accountant reviews, and audits. Columns for Yes and No.

**Additional Data**

**Return to Form**

**Software ID:**

**Software Version:**

**Form 990, Special Condition Description:**

**Special Condition Description**

**Public Charity Status and Public Support**

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.  
 Attach to Form 990 or Form 990-EZ.  
 Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

**Name of the organization**  
UNITED WAY INC  
UNITED WAY OF CENT & NE CONNECTICUT

**Employer identification number**  
06-0646653

**Part I Reason for Public Charity Status** (All organizations must complete this part.) See instructions.

The organization is not a private foundation because it is: (For lines 1 through 12, check only one box.)

- 1  A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i)**.
- 2  A school described in **section 170(b)(1)(A)(ii)**. (Attach Schedule E (Form 990).)
- 3  A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii)**.
- 4  A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii)**. Enter the hospital's name, city, and state:

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- 5  An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv)**. (Complete Part II.)
- 6  A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v)**.
- 7  An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi)**. (Complete Part II.)
- 8  A community trust described in **section 170(b)(1)(A)(vi)**. (Complete Part II.)
- 9  An agricultural research organization described in **170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land grant college of agriculture. See instructions. Enter the name, city, and state of the college or university:
- 10  An organization that normally receives: (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions—subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2)**. (Complete Part III.)
- 11  An organization organized and operated exclusively to test for public safety. See **section 509(a)(4)**.
- 12  An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2)**. See **section 509(a)(3)**. Check the box on lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g.
  - a  **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. **You must complete Part IV, Sections A and B.**
  - b  **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). **You must complete Part IV, Sections A and C.**
  - c  **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). **You must complete Part IV, Sections A, D, and E.**
  - d  **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). **You must complete Part IV, Sections A and D, and Part V.**
  - e  Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.
  - f Enter the number of supported organizations . . . . . \_\_\_\_\_
  - g Provide the following information about the supported organization(s).

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1- 10 above (see instructions))	(iv) Is the organization listed in your governing document?		(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
			Yes	No		
<b>Total</b>						

**Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)**  
 (Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization failed to qualify under the tests listed below, please complete Part III.)

**Section A. Public Support**

Calendar year (or fiscal year beginning in) ▶	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
<b>1</b> Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grant.") . . .	15,561,883	13,847,156	11,939,135	11,071,303	10,309,944	62,729,421
<b>2</b> Tax revenues levied for the organization's benefit and either paid to or expended on its behalf . . . . .						
<b>3</b> The value of services or facilities furnished by a governmental unit to the organization without charge..						
<b>4 Total.</b> Add lines 1 through 3	15,561,883	13,847,156	11,939,135	11,071,303	10,309,944	62,729,421
<b>5</b> The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f) . . .						1,267,707
<b>6 Public support.</b> Subtract line 5 from line 4.						61,461,714

**Section B. Total Support**

Calendar year (or fiscal year beginning in) ▶	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
<b>7</b> Amounts from line 4. . . . .	15,561,883	13,847,156	11,939,135	11,071,303	10,309,944	62,729,421
<b>8</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources . . . . .	978,989	1,056,033	635,125	1,046,380	1,264,808	4,981,335
<b>9</b> Net income from unrelated business activities, whether or not the business is regularly carried on. . . . .						
<b>10</b> Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.) . . . . .		5,706	37,640	941,993	116,130	1,101,469
<b>11 Total support.</b> Add lines 7 through 10						68,812,225

**12** Gross receipts from related activities, etc. (see instructions) . . . . . **12** \_\_\_\_\_

**13 First 5 years.** If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and **stop here** . . . . .

**Section C. Computation of Public Support Percentage**

<b>14</b> Public support percentage for 2023 (line 6, column (f) divided by line 11, column (f)) . . . . .	<b>14</b>	89.320 %
<b>15</b> Public support percentage for 2022 Schedule A, Part II, line 14 . . . . .	<b>15</b>	88.450 %

- 16a 33 1/3% support test—2023.** If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization . . . . .
- b 33 1/3% support test—2022.** If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization . . . . .
- 17a 10%-facts-and-circumstances test—2023.** If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and **stop here.** Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization . . . . .
- b 10%-facts-and-circumstances test—2022.** If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and **stop here.** Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization . . . . .
- 18 Private foundation.** If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions . . . . .

Part III Support Schedule for Organizations Described in Section 509(a)(2)

(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

Table with 7 columns: (a) 2019, (b) 2020, (c) 2021, (d) 2022, (e) 2023, (f) Total. Rows include: 1 Gifts, grants, contributions, and membership fees received; 2 Gross receipts from admissions, merchandise sold or services performed; 3 Gross receipts from activities that are not an unrelated trade or business; 4 Tax revenues levied for the organization's benefit; 5 The value of services or facilities furnished by a governmental unit; 6 Total; 7a Amounts included on lines 1, 2, and 3 received from disqualified persons; 7b Amounts included on lines 2 and 3 received from other than disqualified persons; 8 Public support.

Section B. Total Support

Table with 7 columns: (a) 2019, (b) 2020, (c) 2021, (d) 2022, (e) 2023, (f) Total. Rows include: 9 Amounts from line 6; 10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources; 10b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975; 11 Net income from unrelated business activities not included on line 10b; 12 Other income; 13 Total support; 14 First 5 years.

Section C. Computation of Public Support Percentage

Table with 2 columns: Description, Percentage. Row 15: Public support percentage for 2023 (line 8, column (f) divided by line 13, column (f)). Row 16: Public support percentage from 2022 Schedule A, Part III, line 15.

Section D. Computation of Investment Income Percentage

Table with 2 columns: Description, Percentage. Row 17: Investment income percentage for 2023 (line 10c, column (f) divided by line 13, column (f)). Row 18: Investment income percentage from 2022 Schedule A, Part III, line 17.

- 19a 33 1/3% support tests-2023. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and stop here.
b 33 1/3% support tests-2022. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3% and line 18 is not more than 33 1/3%, check this box and stop here.
20 Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions.

**Part IV Supporting Organizations**

(Complete only if you checked a box on line 12 of Part I. If you checked box 12a, of Part I, complete Sections A and B. If you checked box 12b, of Part I, complete Sections A and C. If you checked box 12c, of Part I, complete Sections A, D, and E. If you checked box 12d, of Part I, complete Sections A and D, and complete Part V.)

**Section A. All Supporting Organizations**

		Yes	No
<b>1</b>	Are all of the organization's supported organizations listed by name in the organization's governing documents? If "No," describe in <b>Part VI</b> how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.		
<b>2</b>	Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? If "Yes," explain in <b>Part VI</b> how the organization determined that the supported organization was described in section 509(a)(1) or (2).		
<b>3a</b>	Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? If "Yes," answer lines 3b and 3c below.		
<b>b</b>	Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? If "Yes," describe in <b>Part VI</b> when and how the organization made the determination.		
<b>c</b>	Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? If "Yes," explain in <b>Part VI</b> what controls the organization put in place to ensure such use.		
<b>4a</b>	Was any supported organization not organized in the United States ("foreign supported organization")? If "Yes" and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.		
<b>b</b>	Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? If "Yes," describe in <b>Part VI</b> how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.		
<b>c</b>	Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? If "Yes," explain in <b>Part VI</b> what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.		
<b>5a</b>	Did the organization add, substitute, or remove any supported organizations during the tax year? If "Yes," answer lines 5b and 5c below (if applicable). Also, provide detail in <b>Part VI</b> , including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document).		
<b>b</b>	<b>Type I or Type II only.</b> Was any added or substituted supported organization part of a class already designated in the organization's organizing document?		
<b>c</b>	<b>Substitutions only.</b> Was the substitution the result of an event beyond the organization's control?		
<b>6</b>	Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? If "Yes," provide detail in <b>Part VI</b> .		
<b>7</b>	Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? If "Yes," complete Part I of Schedule L (Form 990).		
<b>8</b>	Did the organization make a loan to a disqualified person (as defined in section 4958) not described on line 7? If "Yes," complete Part I of Schedule L (Form 990).		
<b>9a</b>	Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons, as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? If "Yes," provide detail in <b>Part VI</b> .		
<b>b</b>	Did one or more disqualified persons (as defined on line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? If "Yes," provide detail in <b>Part VI</b> .		
<b>c</b>	Did a disqualified person (as defined on line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? If "Yes," provide detail in <b>Part VI</b> .		
<b>10a</b>	Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? If "Yes," answer line 10b below.		
<b>b</b>	Did the organization have any excess business holdings in the tax year? (Use Schedule C, Form 4720, to determine whether the organization had excess business holdings).		

**Part IV Supporting Organizations** (continued)

		Yes	No
<b>11</b>	Has the organization accepted a gift or contribution from any of the following persons?		
<b>a</b>	A person who directly or indirectly controls, either alone or together with persons described on lines 11b and 11c below, the governing body of a supported organization?		
<b>b</b>	A family member of a person described on 11a above?		
<b>c</b>	A 35% controlled entity of a person described on line 11a or 11b above? <i>If "Yes" to 11a, 11b, or 11c, provide detail in Part VI.</i>		

**Section B. Type I Supporting Organizations**

		Yes	No
<b>1</b>	Did the officers, directors, trustees, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's directors or trustees at all times during the tax year? <i>If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove directors or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.</i>		
<b>2</b>	Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? <i>If "Yes," explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised or controlled the supporting organization.</i>		

**Section C. Type II Supporting Organizations**

		Yes	No
<b>1</b>	Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)? <i>If "No," describe in Part VI how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s).</i>		

**Section D. All Type III Supporting Organizations**

		Yes	No
<b>1</b>	Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided?		
<b>2</b>	Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s) or (ii) serving on the governing body of a supported organization? <i>If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).</i>		
<b>3</b>	By reason of the relationship described in line 2 above, did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? <i>If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.</i>		

**Section E. Type III Functionally-Integrated Supporting Organizations**

**1** Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (**see instructions**):

- a**  The organization satisfied the Activities Test. Complete **line 2** below.
- b**  The organization is the parent of each of its supported organizations. Complete **line 3** below.
- c**  The organization supported a governmental entity. Describe in **Part VI** how you supported a government entity (see instructions)

**2** Activities Test. **Answer lines 2a and 2b below.**

		Yes	No
<b>a</b>	Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? <i>If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.</i>		
<b>b</b>	Did the activities described on line 2a, above constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? <i>If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.</i>		

**3** Parent of Supported Organizations. **Answer lines 3a and 3b below.**

		Yes	No
<b>a</b>	Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? <i>If "Yes" or "No," provide details in Part VI.</i>		
<b>b</b>	Did the organization exercise a substantial degree of direction over the policies, programs and activities of each of its supported organizations? <i>If "Yes," describe in Part VI. the role played by the organization in this regard.</i>		

**Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations**

- 1**  Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov. 20, 1970 (*explain in Part VI*). See instructions. All other Type III non-functionally integrated supporting organizations must complete Sections A through E.

**Section A - Adjusted Net Income**

(A) Prior Year

(B) Current Year  
(optional)

- |   |          |  |  |
|---|----------|--|--|
| <b>1</b> Net short-term capital gain  | <b>1</b> |  |  |
| <b>2</b> Recoveries of prior-year distributions   | <b>2</b> |  |  |
| <b>3</b> Other gross income (see instructions)  | <b>3</b> |  |  |
| <b>4</b> Add lines 1 through 3  | <b>4</b> |  |  |
| <b>5</b> Depreciation and depletion   | <b>5</b> |  |  |
| <b>6</b> Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions) | <b>6</b> |  |  |
| <b>7</b> Other expenses (see instructions)  | <b>7</b> |  |  |
| <b>8 Adjusted Net Income</b> (subtract lines 5, 6 and 7 from line 4)  | <b>8</b> |  |  |

**Section B - Minimum Asset Amount**

(A) Prior Year

(B) Current Year  
(optional)

- |  |           |  |  |
|--|-----------|--|--|
| <b>1</b> Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year): | <b>1</b>  |  |  |
| <b>a</b> Average monthly value of securities   | <b>1a</b> |  |  |
| <b>b</b> Average monthly cash balances   | <b>1b</b> |  |  |
| <b>c</b> Fair market value of other non-exempt-use assets  | <b>1c</b> |  |  |
| <b>d Total</b> (add lines 1a, 1b, and 1c)  | <b>1d</b> |  |  |
| <b>e Discount</b> claimed for blockage or other factors ( <i>explain in detail in Part VI</i> ):   |           |  |  |
| <b>2</b> Acquisition indebtedness applicable to non-exempt use assets  | <b>2</b>  |  |  |
| <b>3</b> Subtract line 2 from line 1d  | <b>3</b>  |  |  |
| <b>4</b> Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions).                                  | <b>4</b>  |  |  |
| <b>5</b> Net value of non-exempt-use assets (subtract line 4 from line 3)  | <b>5</b>  |  |  |
| <b>6</b> Multiply line 5 by 0.035  | <b>6</b>  |  |  |
| <b>7</b> Recoveries of prior-year distributions  | <b>7</b>  |  |  |
| <b>8 Minimum Asset Amount</b> (add line 7 to line 6)   | <b>8</b>  |  |  |

**Section C - Distributable Amount**

Current Year

- |  |          |  |
|--|----------|--|
| <b>1</b> Adjusted net income for prior year (from Section A, line 8, Column A)   | <b>1</b> |  |
| <b>2</b> Enter 85% of line 1   | <b>2</b> |  |
| <b>3</b> Minimum asset amount for prior year (from Section B, line 8, Column A)  | <b>3</b> |  |
| <b>4</b> Enter greater of line 2 or line 3   | <b>4</b> |  |
| <b>5</b> Income tax imposed in prior year  | <b>5</b> |  |
| <b>6 Distributable Amount.</b> Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions) | <b>6</b> |  |

- 7**  Check here if the current year is the organization's first as a non-functionally-integrated Type III supporting organization (see instructions)

**Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations**

(continued)

Section D - Distributions		Current Year
<b>1</b> Amounts paid to supported organizations to accomplish exempt purposes	<b>1</b>	
<b>2</b> Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	<b>2</b>	
<b>3</b> Administrative expenses paid to accomplish exempt purposes of supported organizations	<b>3</b>	
<b>4</b> Amounts paid to acquire exempt-use assets	<b>4</b>	
<b>5</b> Qualified set-aside amounts (prior IRS approval required - provide details in <b>Part VI</b> )	<b>5</b>	
<b>6</b> Other distributions (describe in <b>Part VI</b> ). See instructions	<b>6</b>	
<b>7 Total annual distributions.</b> Add lines 1 through 6.	<b>7</b>	
<b>8</b> Distributions to attentive supported organizations to which the organization is responsive (provide details in <b>Part VI</b> ). See instructions	<b>8</b>	
<b>9</b> Distributable amount for 2023 from Section C, line 6	<b>9</b>	
<b>10</b> Line 8 amount divided by Line 9 amount	<b>10</b>	

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2023	(iii) Distributable Amount for 2023
<b>1</b> Distributable amount for 2023 from Section C, line 6			
<b>2</b> Underdistributions, if any, for years prior to 2023 (reasonable cause required-- explain in <b>Part VI</b> ). See instructions.			
<b>3</b> Excess distributions carryover, if any, to 2023:			
<b>a</b> From 2018. . . . .			
<b>b</b> From 2019. . . . .			
<b>c</b> From 2020. . . . .			
<b>d</b> From 2021. . . . .			
<b>e</b> From 2022. . . . .			
<b>f Total</b> of lines 3a through e			
<b>g</b> Applied to underdistributions of prior years			
<b>h</b> Applied to 2023 distributable amount			
<b>i</b> Carryover from 2018 not applied (see instructions)			
<b>j</b> Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
<b>4</b> Distributions for 2023 from Section D, line 7: \$			
<b>a</b> Applied to underdistributions of prior years			
<b>b</b> Applied to 2023 distributable amount			
<b>c</b> Remainder. Subtract lines 4a and 4b from line 4.			
<b>5</b> Remaining underdistributions for years prior to 2023, if any. Subtract lines 3g and 4a from line 2. If the amount is greater than zero, explain in <b>Part VI</b> . See instructions.			
<b>6</b> Remaining underdistributions for 2023. Subtract lines 3h and 4b from line 1. If the amount is greater than zero, explain in <b>Part VI</b> . See instructions.			
<b>7 Excess distributions carryover to 2024.</b> Add lines 3j and 4c.			
<b>8</b> Breakdown of line 7:			
<b>a</b> Excess from 2019. . . . .			
<b>b</b> Excess from 2020. . . . .			
<b>c</b> Excess from 2021. . . . .			
<b>d</b> Excess from 2022. . . . .			
<b>e</b> Excess from 2023. . . . .			

**Part VI Supplemental Information.** Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; Part III, line 12; Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a and 3b; Part V, line 1; Part V, Section B, line 1e; Part V Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions).

### Facts And Circumstances Test

Return Reference	Explanation

## **Additional Data**

**Return to Form**

**Software ID:**

**Software Version:**

Supplemental Financial Statements

2022

Open to Public Inspection

Complete if the organization answered "Yes," on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.

Attach to Form 990.

Go to www.irs.gov/Form990 for instructions and the latest information.

Department of the Treasury Internal Revenue Service

Name of the organization UNITED WAY INC UNITED WAY OF CENT & NE CONNECTICUT

Employer identification number

06-0646653

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.

Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

Table with 2 columns: (a) Donor advised funds, (b) Funds and other accounts. Rows 1-4: Total number at end of year, Aggregate value of contributions to (during year), Aggregate value of grants from (during year), Aggregate value at end of year.

- 5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control?
6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit?

Part II Conservation Easements.

Complete if the organization answered "Yes" on Form 990, Part IV, line 7.

- 1 Purpose(s) of conservation easements held by the organization (check all that apply).
2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year.

Table with 2 columns: Held at the End of the Year. Rows 2a, 2b, 2c, 2d.

- 3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year
4 Number of states where property subject to conservation easement is located
5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds?
6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year
7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year
8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)?
9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.

Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

- 1a If the organization elected, as permitted under FASB ASC 958, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIII, the text of the footnote to its financial statements that describes these items.
1b If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items:
2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under FASB ASC 958 relating to these items:

**Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets** (continued)

- 3** Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply):
- a**  Public exhibition
  - b**  Scholarly research
  - c**  Preservation for future generations
  - d**  Loan or exchange programs
  - e**  Other .....
- 4** Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.
- 5** During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? . . .  **Yes**  **No**

**Part IV Escrow and Custodial Arrangements.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

- 1a** Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? . . . . .  **Yes**  **No**
- b** If "Yes," explain the arrangement in Part XIII and complete the following table:
- |  | Amount    |
|--|-----------|
| <b>c</b> Beginning balance . . . . .             | <b>1c</b> |
| <b>d</b> Additions during the year . . . . .     | <b>1d</b> |
| <b>e</b> Distributions during the year . . . . . | <b>1e</b> |
| <b>f</b> Ending balance . . . . .                | <b>1f</b> |
- 2a** Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability?  **Yes**  **No**
- b** If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided in Part XIII . . . .

**Part V Endowment Funds.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 10.

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
<b>1a</b> Beginning of year balance . . . . .	12,108,891	15,865,339	18,221,118	16,649,777	16,887,062
<b>b</b> Contributions . . . . .					
<b>c</b> Net investment earnings, gains, and losses	1,147,847	942,684	-1,755,779	2,571,341	362,715
<b>d</b> Grants or scholarships . . . . .					
<b>e</b> Other expenditures for facilities and programs . . . . .	842,000	947,690	600,000	1,000,000	600,000
<b>f</b> Administrative expenses . . . . .		3,751,442			
<b>g</b> End of year balance . . . . .	12,414,738	12,108,891	15,865,339	18,221,118	16,649,777

- 2** Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:
- a** Board designated or quasi-endowment ▶ 86.354 %
  - b** Permanent endowment ▶ 9.942 %
  - c** Term endowment ▶ 3.704 %
- The percentages on lines 2a, 2b, and 2c should equal 100%.

- 3a** Are there endowment funds not in the possession of the organization that are held and administered for the organization by:
- |  | Yes | No |
|--|-----|----|
| <b>(i)</b> Unrelated organizations . . . . .   | No  | No |
| <b>(ii)</b> Related organizations . . . . .  | No  | No |
| <b>b</b> If "Yes" on 3a(ii), are the related organizations listed as required on Schedule R? . . . . . |     |    |
- 4** Describe in Part XIII the intended uses of the organization's endowment funds.

**Part VI Land, Buildings, and Equipment.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
<b>1a</b> Land . . . . .				
<b>b</b> Buildings . . . . .				
<b>c</b> Leasehold improvements				
<b>d</b> Equipment . . . . .		1,041,757	879,780	161,977
<b>e</b> Other . . . . .				
<b>Total.</b> Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10(c).) . . . ▶				161,977

**Part VII Investments - Other Securities.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives . . . . .		
(2) Closely-held equity interests . . . . .		
(3) Other _____		
(A)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
<b>Total.</b> (Column (b) must equal Form 990, Part X, col. (B) line 12.)		

**Part VIII Investments - Program Related.**

Complete if the organization answered 'Yes' on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
<b>Total.</b> (Column (b) must equal Form 990, Part X, col.(B) line 13.)		

**Part IX Other Assets.**

Complete if the organization answered 'Yes' on Form 990, Part IV, line 11d. See Form 990, Part X, line 15.

(a) Description	(b) Book value
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
<b>Total.</b> (Column (b) must equal Form 990, Part X, col.(B) line 15.)	

**Part X Other Liabilities.**

Complete if the organization answered 'Yes' on Form 990, Part IV, line 11e or 11f. See Form 990, Part X, line 25.

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
AGENCY PROGRAM SUPPORT PAYABLE	202,243
CAMPAIGN DESIGNATIONS PAYABLE	254,332
<b>Total.</b> (Column (b) must equal Form 990, Part X, col.(B) line 25.)	456,575

2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48 (ASC 740). Check here if the text of the footnote has been provided in Part XIII

**Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return.**

Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

<b>1</b>	Total revenue, gains, and other support per audited financial statements . . . . .		<b>1</b>	12,840,474
<b>2</b>	Amounts included on line 1 but not on Form 990, Part VIII, line 12:			
<b>a</b>	Net unrealized gains (losses) on investments . . . . .	<b>2a</b>	613,988	
<b>b</b>	Donated services and use of facilities . . . . .	<b>2b</b>		
<b>c</b>	Recoveries of prior year grants . . . . .	<b>2c</b>		
<b>d</b>	Other (Describe in Part XIII.) . . . . .	<b>2d</b>	652,423	
<b>e</b>	Add lines <b>2a</b> through <b>2d</b> . . . . .	<b>2e</b>		1,266,411
<b>3</b>	Subtract line <b>2e</b> from line <b>1</b> . . . . .		<b>3</b>	11,574,063
<b>4</b>	Amounts included on Form 990, Part VIII, line 12, but not on line <b>1</b> :			
<b>a</b>	Investment expenses not included on Form 990, Part VIII, line 7b . . . . .	<b>4a</b>	25,000	
<b>b</b>	Other (Describe in Part XIII.) . . . . .	<b>4b</b>	1,028,570	
<b>c</b>	Add lines <b>4a</b> and <b>4b</b> . . . . .	<b>4c</b>		1,053,570
<b>5</b>	Total revenue. Add lines <b>3</b> and <b>4c</b> . (This must equal Form 990, Part I, line 12.) . . . . .		<b>5</b>	12,627,633

**Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return.**

Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

<b>1</b>	Total expenses and losses per audited financial statements . . . . .		<b>1</b>	11,147,625
<b>2</b>	Amounts included on line 1 but not on Form 990, Part IX, line 25:			
<b>a</b>	Donated services and use of facilities . . . . .	<b>2a</b>		
<b>b</b>	Prior year adjustments . . . . .	<b>2b</b>		
<b>c</b>	Other losses . . . . .	<b>2c</b>		
<b>d</b>	Other (Describe in Part XIII.) . . . . .	<b>2d</b>		
<b>e</b>	Add lines <b>2a</b> through <b>2d</b> . . . . .	<b>2e</b>		0
<b>3</b>	Subtract line <b>2e</b> from line <b>1</b> . . . . .		<b>3</b>	11,147,625
<b>4</b>	Amounts included on Form 990, Part IX, line 25, but not on line <b>1</b> :			
<b>a</b>	Investment expenses not included on Form 990, Part VIII, line 7b . . . . .	<b>4a</b>	25,000	
<b>b</b>	Other (Describe in Part XIII.) . . . . .	<b>4b</b>	1,028,570	
<b>c</b>	Add lines <b>4a</b> and <b>4b</b> . . . . .	<b>4c</b>		1,053,570
<b>5</b>	Total expenses. Add lines <b>3</b> and <b>4c</b> . (This must equal Form 990, Part I, line 18.) . . . . .		<b>5</b>	12,201,195

**Part XIII Supplemental Information**

Provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b; Part V, line 4; Part X, line 2; Part XI, lines 2d and 4b; and Part XII, lines 2d and 4b. Also complete this part to provide any additional information.

Return Reference	Explanation
PART V, LINE 4:	THE ENDOWMENT IS DESIGNED TO PRESERVE THE REAL VALUE OF THE UNRESTRICTED INVESTMENT RESERVES OVER TIME WHILE PROVIDING A MODEST LEVEL OF INCOME FOR CURRENT OPERATING NEEDS.
PART X, LINE 2:	THE ORGANIZATION IS EXEMPT FROM INCOME TAXES AS A PUBLIC CHARITY UNDER SECTION 501(C)(3) OF THE INTERNAL REVENUE CODE. MANAGEMENT BELIEVES THAT THE ORGANIZATION OPERATES IN A MANNER CONSISTENT WITH ITS TAX-EXEMPT STATUS AT BOTH THE STATE AND FEDERAL LEVELS. THE ORGANIZATION ANNUALLY FILES IRS FORM 990 - RETURN OF ORGANIZATION EXEMPT FROM INCOME TAX, REPORTING VARIOUS INFORMATION THAT THE IRS USES TO MONITOR THE ACTIVITIES OF TAX-EXEMPT ENTITIES. THESE TAX RETURNS ARE SUBJECT TO REVIEW BY THE TAXING AUTHORITIES GENERALLY FOR A PERIOD OF THREE YEARS AFTER THEY WERE FILED. THE ORGANIZATION CURRENTLY HAS NO TAX EXAMINATIONS IN PROGRESS.
PART XI, LINE 2D - OTHER ADJUSTMENTS:	PENSION RELATED CHANGES 652,423.
PART XI, LINE 4B - OTHER ADJUSTMENTS:	AMOUNT DESIGNATED BY OTHERS 931,658. EVENT EXPENSES 96,912.
PART XII, LINE 4B - OTHER ADJUSTMENTS:	AMOUNT DESIGNATED BY OTHERS 931,658. EVENT EXPENSES 96,912.

## **Additional Data**

[\*\*Return to Form\*\*](#)

**Software ID:**

**Software Version:**

**Supplemental Information Regarding  
Fundraising or Gaming Activities**

Complete if the organization answered "Yes" on Form 990, Part IV, lines 17, 18, or 19, or if the organization entered more than \$15,000 on Form 990-EZ, line 6a.  
 Attach to Form 990 or Form 990-EZ.  
 Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

Name of the organization  
 UNITED WAY INC  
 UNITED WAY OF CENT & NE CONNECTICUT

**Employer identification number**  
 06-0646653

**Part I Fundraising Activities.** Complete if the organization answered "Yes" on Form 990, Part IV, line 17.  
 Form 990-EZ filers are not required to complete this part.

- 1** Indicate whether the organization raised funds through any of the following activities. Check all that apply.
- |  |   |
|--|---|
| <b>a</b> <input type="checkbox"/> Mail solicitations               | <b>e</b> <input type="checkbox"/> Solicitation of non-government grants |
| <b>b</b> <input type="checkbox"/> Internet and email solicitations | <b>f</b> <input type="checkbox"/> Solicitation of government grants     |
| <b>c</b> <input type="checkbox"/> Phone solicitations              | <b>g</b> <input type="checkbox"/> Special fundraising events            |
| <b>d</b> <input type="checkbox"/> In-person solicitations          |   |
- 2a** Did the organization have a written or oral agreement with any individual (including officers, directors, trustees or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising services?  **Yes**  **No**
- b** If "Yes," list the 10 highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least \$5,000 by the organization.

(i) Name and address of individual or entity (fundraiser)	(ii) Activity	(iii) Did fundraiser have custody or control of contributions?		(iv) Gross receipts from activity	(v) Amount paid to (or retained by) fundraiser listed in col. (i)	(vi) Amount paid to (or retained by) organization
		Yes	No			
1						
2						
3						
4						
5						
6						
7						
8						
9						
10						
<b>Total</b>						

**3** List all states in which the organization is registered or licensed to solicit contributions or has been notified it is exempt from registration or licensing.

**Part II Fundraising Events.** Complete if the organization answered "Yes" on Form 990, Part IV, line 18, or reported more than \$15,000 of fundraising event contributions and gross income on Form 990-EZ, lines 1 and 6b. List events with gross receipts greater than \$5,000.

		(a)Event #1	(b) Event #2	(c)Other events	(d) Total events
		<b>POWER OF THE PURSE</b> (event type)	<b>REAL ESTATE BREAKFAST</b> (event type)	<b>3</b> (total number)	(add col. (a) through col. (c))
Revenue	<b>1</b> Gross receipts . . . . .	307,872	590,553	109,084	1,007,509
	<b>2</b> Less: Contributions . . . . .	235,968	531,707	77,493	845,168
	<b>3</b> Gross income (line 1 minus line 2) . . . . .	71,904	58,846	31,591	162,341
Direct Expenses	<b>4</b> Cash prizes . . . . .				
	<b>5</b> Noncash prizes . . . . .				
	<b>6</b> Rent/facility costs . . . . .			6,500	6,500
	<b>7</b> Food and beverages . . . . .	71,904	58,846	30,340	161,090
	<b>8</b> Entertainment . . . . .	35,032		250	35,282
	<b>9</b> Other direct expenses . . . . .	75,686	35,510	46,954	158,150
	<b>10</b> Direct expense summary. Add lines 4 through 9 in column (d) . . . . .				361,022
<b>11</b> Net income summary. Subtract line 10 from line 3, column (d) . . . . .				-198,681	

**Part III Gaming.** Complete if the organization answered "Yes" on Form 990, Part IV, line 19, or reported more than \$15,000 on Form 990-EZ, line 6a.

		(a) Bingo	(b) Pull tabs/Instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (add col.(a) through col.(c))
		<b>1</b> Gross revenue . . . . .			
Direct Expenses	<b>2</b> Cash prizes . . . . .				
	<b>3</b> Noncash prizes . . . . .				
	<b>4</b> Rent/facility costs . . . . .				
	<b>5</b> Other direct expenses . . . . .				
<b>6</b> Volunteer labor . . . . .	<input type="checkbox"/> Yes _____% .. <input type="checkbox"/> No	<input type="checkbox"/> Yes _____% .. <input type="checkbox"/> No	<input type="checkbox"/> Yes _____% .. <input type="checkbox"/> No		
<b>7</b> Direct expense summary. Add lines 2 through 5 in column (d) . . . . .					
<b>8</b> Net gaming income summary. Subtract line 7 from line 1, column (d) . . . . .					

**9** Enter the state(s) in which the organization conducts gaming activities: \_\_\_\_\_

**a** Is the organization licensed to conduct gaming activities in each of these states? . . . . .  Yes  No

**b** If "No," explain: \_\_\_\_\_

---

**10a** Were any of the organization's gaming licenses revoked, suspended or terminated during the tax year? . . . . .  Yes  No

**b** If "Yes," explain: \_\_\_\_\_

---

11 Does the organization conduct gaming activities with nonmembers?  Yes  No

12 Is the organization a grantor, beneficiary or trustee of a trust or a member of a partnership or other entity formed to administer charitable gaming?  Yes  No

13 Indicate the percentage of gaming activity conducted in:

a	The organization's facility	13a	%
b	An outside facility	13b	%

14 Enter the name and address of the person who prepares the organization's gaming/special events books and records:  
Name ▶ -----

Address ▶ -----

15a Does the organization have a contract with a third party from whom the organization receives gaming revenue?  Yes  No

b If "Yes," enter the amount of gaming revenue received by the organization ▶ \$ \_\_\_\_\_ and the amount of gaming revenue retained by the third party ▶ \$ \_\_\_\_\_.

c If "Yes," enter name and address of the third party:  
Name ▶ -----

Address ▶ -----

16 Gaming manager information:  
Name ▶ -----

Gaming manager compensation ▶ \$ -----

Description of services provided ▶ -----

Director/officer       Employee       Independent contractor

17 Mandatory distributions:

a Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license?  Yes  No

b Enter the amount of distributions required under state law distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year ▶ \$ \_\_\_\_\_

**Part IV Supplemental Information.** Provide the explanations required by Part I, line 2b, columns (iii) and (v); and Part III, lines 9, 9b, 10b, 15b, 15c, 16, and 17b, as applicable. Also provide any additional information. See Instructions.

Return Reference	Explanation
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Department of the Treasury Internal Revenue Service

Complete if the organization answered "Yes," on Form 990, Part IV, line 21 or 22. Attach to Form 990.

Go to www.irs.gov/Form990 for the latest information.

Name of the organization UNITED WAY INC UNITED WAY OF CENT & NE CONNECTICUT

Employer identification number 06-0646653

Part I General Information on Grants and Assistance

1 Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? Yes No

2 Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.

Part II Grants and Other Assistance to Domestic Organizations and Domestic Governments. Complete if the organization answered "Yes" on Form 990, Part IV, line 21, for any recipient that received more than \$5,000. Part II can be duplicated if additional space is needed.

Table with 8 columns: (a) Name and address of organization or government, (b) EIN, (c) IRC section (if applicable), (d) Amount of cash grant, (e) Amount of non-cash assistance, (f) Method of valuation (book, FMV, appraisal, other), (g) Description of noncash assistance, (h) Purpose of grant or assistance. Rows include organizations like AMERICAN RED CROSS, BIG BROTHERS BIG SISTERS OF CONNECTICUT, BOYS & GIRLS CLUBS OF HARTFORD INC, etc.

**Part III Grants and Other Assistance to Domestic Individuals.** Complete if the organization answered "Yes" on Form 990, Part IV, line 22.

Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of noncash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance
(1)					
(2)					
(3)					
(4)					
(5)					
(6)					
(7)					

**Part IV Supplemental Information.** Provide the information required in Part I, line 2; Part III, column (b); and any other additional information.

Return Reference	Explanation
PART I, LINE 2:	GRANTS AND DESIGNATIONS TOTALING \$3,690,308 WERE DISBURSED TO 501C3 AGENCIES IN THE UNITED STATES. UNITED WAY AWARDS COMMUNITY IMPACT GRANTS TO ELIGIBLE NONPROFIT PARTNERS OR MUNICIPAL DEPARTMENTS THAT ADDRESS COMMUNITY NEEDS FOCUSED ON THE AREAS OF EDUCATION, ECONOMIC MOBILITY, AND HEALTH. ALL GRANT PROPOSALS GO THROUGH A REVIEW PROCESS AND ALL GRANT AWARDS ARE APPROVED BY THE BOARD OF DIRECTORS. GRANTEEES ARE REQUIRED TO SUBMIT A FINAL REPORT TO UNITED WAY THAT SHOW OUTCOMES ACHIEVED AND VERIFY THAT ALL FUNDS HAVE BEEN USED FOR THE INTENDED PURPOSE. THROUGH THE UWCNCT COMMUNITY CAMPAIGN, DONORS CAN DIRECT THEIR GIFTS TO ANY QUALIFIED 501C3 ORGANIZATION IN THE UNITED STATES OVER WHICH UWCNCT EXERCISES AND RETAINS NO DISCRETION AS TO USE DUE TO DONOR RESTRICTION. IN ORDER TO QUALIFY, AN ORGANIZATION MUST MEET THE FOLLOWING THREE CRITERIA: (1) BE FULLY TAX EXEMPT; (2) ENSURE DONATIONS ARE 100% TAX DEDUCTIBLE; AND (3) BE IN FULL COMPLIANCE WITH THE FEDERAL PATRIOT ACT LAW.

**Additional Data**

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**Schedule J**  
**(Form 990)**

**Compensation Information**

OMB No. 1545-0047

**For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees**

- ▶ **Complete if the organization answered "Yes" on Form 990, Part IV, line 23.**
- ▶ **Attach to Form 990.**
- ▶ **Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.**

**2023**

**Open to Public Inspection**

Department of the Treasury  
Internal Revenue Service

Name of the organization  
UNITED WAY INC  
UNITED WAY OF CENT & NE CONNECTICUT

Employer identification number  
06-0646653

**Part I Questions Regarding Compensation**

**1a** Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.

- |   |  |
|---|--|
| <input type="checkbox"/> First-class or charter travel            | <input type="checkbox"/> Housing allowance or residence for personal use |
| <input type="checkbox"/> Travel for companions                    | <input type="checkbox"/> Payments for business use of personal residence |
| <input type="checkbox"/> Tax idemnification and gross-up payments | <input type="checkbox"/> Health or social club dues or initiation fees   |
| <input type="checkbox"/> Discretionary spending account           | <input type="checkbox"/> Personal services (e.g., maid, chauffeur, chef) |

**b** If any of the boxes on Line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain

**2** Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, officers, including the CEO/Executive Director, regarding the items checked on Line 1a?

**3** Indicate which, if any, of the following the filing organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III.

- |  |   |
|--|---|
| <input checked="" type="checkbox"/> Compensation committee   | <input type="checkbox"/> Written employment contract                                |
| <input type="checkbox"/> Independent compensation consultant | <input checked="" type="checkbox"/> Compensation survey or study                    |
| <input type="checkbox"/> Form 990 of other organizations     | <input checked="" type="checkbox"/> Approval by the board or compensation committee |

**4** During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:

- a** Receive a severance payment or change-of-control payment?
  - b** Participate in, or receive payment from, a supplemental nonqualified retirement plan?
  - c** Participate in, or receive payment from, an equity-based compensation arrangement?
- If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.

**Only 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.**

**5** For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:

- a** The organization?
  - b** Any related organization?
- If "Yes," on line 5a or 5b, describe in Part III.

**6** For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:

- a** The organization?
  - b** Any related organization?
- If "Yes," on line 6a or 6b, describe in Part III.

**7** For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described in lines 5 and 6? If "Yes," describe in Part III.

**8** Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III.

**9** If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?

	Yes	No
<b>1b</b>		
<b>2</b>		
<b>4a</b>		No
<b>4b</b>		No
<b>4c</b>		No
<b>5a</b>		No
<b>5b</b>		No
<b>6a</b>		No
<b>6b</b>		No
<b>7</b>		No
<b>8</b>		No
<b>9</b>		

**Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees.** Use duplicate copies if additional space is needed.

For each individual whose compensation must be reported on Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions, on row (ii). Do not list any individuals that are not listed on Form 990, Part VII.

**Note.** The sum of columns (B)(i)-(iii) for each listed individual must equal the total amount of Form 990, Part VII, Section A, line 1a, applicable column (D) and (E) amounts for that individual.

(A) Name and Title		(B) Breakdown of W-2, 1099-MISC compensation, and/or 1099-NEC			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
<b>1</b> ERIC HARRISON PRESIDENT AND CEO	(i)	203,037	0	0	4,250	30,861	238,148	0
	(ii)	0	0	0	0	0	0	0
<b>2</b> JENNIFER GIFFORD SR VP OF IMPACT & ENG	(i)	143,737	0	0	3,900	32,967	180,604	0
	(ii)	0	0	0	0	0	0	0
<b>3</b> MAURA COOK SR VP OF MKTG & DEV	(i)	142,054	0	0	7,952	11,607	161,613	0
	(ii)	0	0	0	0	0	0	0
<b>4</b> JENNIFER BENGTSON CHIEF FINANCIAL OFFICER	(i)	156,186	0	0	244	748	157,178	0
	(ii)	0	0	0	0	0	0	0

**Part III Supplemental Information**

Provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II. Also complete this part for any additional information.

Return Reference	Explanation
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## **Additional Data**

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**SCHEDULE O**  
**(Form 990)****Supplemental Information to Form 990 or 990-EZ**

OMB No. 1545-0047

**2023****Open to Public  
Inspection**Department of the Treasury  
Internal Revenue Service**Complete to provide information for responses to specific questions on  
Form 990 or 990-EZ or to provide any additional information.  
Attach to Form 990 or 990-EZ.  
Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for the latest information.**Name of the organization  
UNITED WAY INC  
UNITED WAY OF CENT & NE CONNECTICUT**Employer identification number**

06-0646653

Return Reference	Explanation
FORM 990, PART VI, SECTION A, LINE 6	BY LAWS, ARTICLE VI "MEMBERS" 1. - THE CORPORATION SHALL HAVE ONE CLASS OF MEMBERS CONSISTING OF EACH INDIVIDUAL AND CORPORATE CONTRIBUTOR TO THE UNITED WAY'S ANNUAL CAMPAIGN IN THE PRECEDING CALENDAR YEAR.
FORM 990, PART VI, SECTION A, LINE 7A	BY LAWS, ARTICLE VI "MEMBERS" 2. - AN ANNUAL MEETING OF THE MEMBERS OF THE UNITED WAY SHALL BE HELD EACH YEAR ON SUCH DATE AND AT SUCH TIME AND PLACE AS THE BOARD CHAIR SHALL FIX, FOR THE PURPOSE OF ELECTING DIRECTORS AND OTHER BUSINESS AS MAY PROPERLY COME BEFORE THE MEETING.
FORM 990, PART VI, SECTION B, LINE 11B	UWCNCTS AUDIT COMMITTEE REVIEWS AND RECOMMENDS THE 990 TO BE APPROVED BY THE BOARD OF DIRECTORS. THE 990 IS THEN PROVIDED TO EACH BOARD MEMBER SEVERAL DAYS PRIOR TO THE BOARD MEETING AT WHICH TIME IT IS PRESENTED FOR ACCEPTANCE BY THE FULL BOARD. THE AUDIT COMMITTEE IS RESPONSIBLE FOR THE OVERSIGHT OF THE ANNUAL AUDIT PROCESS AS WELL AS THE SELECTION OF AN INDEPENDENT ACCOUNTANT/FIRM. EVERY MEMBER OF THE BOARD IS REQUIRED TO COMPLETE A CONFLICT-OF-INTEREST STATEMENT ANNUALLY. THESE STATEMENTS ARE REVIEWED BY THE AUDIT COMMITTEE CHAIR. FURTHERMORE, CONFLICT-OF-INTEREST STATEMENTS ARE COMPLETED BY ALL STAFF AND REVIEWED BY THE HR DIRECTOR AND/OR PRESIDENT AND CHIEF EXECUTIVE OFFICER.
FORM 990, PART VI, SECTION B, LINE 12C	ANNUALLY EACH MEMBER OF THE BOARD IS REQUIRED TO COMPLETE A CONFLICT OF INTEREST STATEMENT. EACH BOARD MEMBER STATEMENT IS REVIEWED BY THE AUDIT COMMITTEE CHAIR. CONFLICT OF INTEREST STATEMENTS ARE COMPLETED BY ALL STAFF AND REVIEWED BY THE PRESIDENT & CEO.
FORM 990, PART VI, SECTION B, LINE 15	SENIOR EXECUTIVE COMPENSATION POLICY: THE BENEFITS AND COMPENSATION COMMITTEE IS COMPRISED OF (1) A COMMITTEE CHAIR; (2) A MEMBER OF THE BOARD; AND (3) A MEMBER OF THE COMMUNITY AND/OR STAFF, EXCLUDING THE PRESIDENT AND CHIEF EXECUTIVE OFFICER, WHO POSSESSES EXPERIENCE AND EXPERTISE IN HUMAN RESOURCES AND BENEFITS. THE COMMITTEE WILL PARTICIPATE ON THE REVIEW OF THE SENIOR EXECUTIVE COMPENSATION ANNUALLY, DEFINED AS ANY POSITION VICE PRESIDENT AND ABOVE, AND DOCUMENT VIA MINUTES AND VOTE ON THEIR REVIEW OF THE OVERSIGHT OF THE COMPENSATION PROCESS AND RELATED DATA. THE COMMITTEE WILL DEVELOP A REPORT, ANNUALLY, THAT WILL INCLUDE MEETING MINUTES AND SUPPORTING MATERIALS THAT WILL DOCUMENT THE COMPENSATION DECISIONS TO BE APPROVED BY THE EXECUTIVE COMMITTEE OF THE BOARD. THE REPORT WILL INCLUDE COMPARABLE MARKET DATA, FINANCIAL CIRCUMSTANCES OF THE ORGANIZATION, AND PERFORMANCE. NO SENIOR EXECUTIVE MAY PARTICIPATE IN THE DELIBERATION OR RECOMMENDATION PROCESS. IN ORDER TO REMAIN COMPETITIVE FOR STAFFING PURPOSES, IT IS OUR GOAL TO COMPARE POSITIONS TO THE MIDPOINT AND ABOVE AS REFLECTED BY THE MARKETPLACE. THE MID-POINT RANGE IS UTILIZED AS A GUIDELINE, NOT AN EXACT MEASURE, AND CONSIDERATION IS ALSO GIVEN TO PERFORMANCE, ACCOMPLISHMENTS, EXPERIENCE, ETC. THE MARKET IS DEFINED AS A COMPARABLY SIXED CHARITABLE ORGANIZATION, WITH SIMILAR MISSION, LOCATED IN THE NORTHEAST REGIO OF THE UNITED STATES. UWCNCT INTERMITTENTLY PROCURES COMPENSATION SURVEYS TO PROVIDE ADDITIONAL SUPPORTING DATA AND TRENDS, TO ENSURE WE REMAIN COMPETITIVE IN THE MARKETPLACE AND ARE ABLE TO RETAIN KEY TALENT. MERIT BASED COMPENSATION EMPLOYEE PERFORMANCE WILL BE REVIEWED ANNUALLY, PRIOR TO JULY 1ST, WHICH IS THE START OF A NEW FISCAL YEAR. UWCNCT WILL RECOGNIZE PERFORMANCE WITH INCREASES TO BASE SALARY FOR EMPLOYEES. SALARY INCREASES ARE NOT AUTOMATIC EACH YEAR BUT ARE BASED ON PERFORMANCE; FINANCIAL CIRCUMSTANCES OF THE ORGANIZATION; AND ARE AT THE DISCRETION OF MANAGEMENT AND THE BOARD. SALARY RANGES FOR ESTABLISHED POSITIONS ARE REVIEWED PERIODICALLY TO REFLECT MARKET AND INDUSTRY TRENDS. PRESIDENT AND CHIEF EXECUTIVE OFFICER EXPENSE REPORT REVIEW PROCESS: A STAFF PERSON IS DESIGNATED THE RESPONSIBILITY FOR GATHERING AND COMPILING MONTHLY EXPENSE REPORTS FOR THE PRESIDENT AND CHIEF EXECUTIVE OFFICER. THESE ARE THEN PROVIDED TO THE BOAD CHAIR FOR REVIEW AND APPROVAL.
FORM 990, PART VI, SECTION C, LINE 19	THE ORGANIZATION USES GUIDESTAR.ORG AND THEIR OWN WEBSITE TO MAKE THE GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY, AND FINANCIAL STATEMENTS AVAILABLE TO THE PUBLIC.
FORM 990, PART IX, LINE 11G	OTHER PROFESSIONAL FEES: PROGRAM SERVICE EXPENSES 1,667,450. MANAGEMENT AND GENERAL EXPENSES 140,076. FUNDRAISING EXPENSES 161,545. TOTAL EXPENSES 1,969,071.
FORM 990, PART XI, LINE 9:	PENSION RELATED CHANGES 652,423.
FORM 990 PART XII LINE 2C	THE ORGANIZATION HAS A COMMITTEE RESPONSIBLE FOR THE OVERSIGHT OF THE AUDIT AS WELL AS THE SELECTION OF THE INDEPENDENT ACCOUNTANT.

## **Additional Data**

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