

Form 990

Return of Organization Exempt From Income Tax

OMB No. 1545-0047

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

2020

Department of the Treasury Internal Revenue Service

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

A For the 2020 calendar year, or tax year beginning and ending
B Check if applicable:
C Name of organization: UNITED WAY OF BERKS COUNTY, INC.
D Employer identification number: 23-1655375
E Telephone number: (610) 685-4550
G Gross receipts \$: 24,208,267.
H(a) Is this a group return for subordinates?
H(b) Are all subordinates included?
I Tax-exempt status: 501(c)(3)
J Website: WWW.UWBERKS.ORG
K Form of organization: Corporation
L Year of formation: 1963
M State of legal domicile: PA

Part I Summary

Table with 3 columns: Description, Prior Year, Current Year. Rows include: 1-7a Activities & Governance, 8-12 Revenue, 13-19 Expenses, 20-22 Net Assets or Fund Balances.

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.

Signature of officer: TAMMY L. WHITE, PRESIDENT
Preparer: LINDA S HIMEBACK, CPA
Date: 06/15/21
Firm: HERBEIN+COMPANY, INC.

May the IRS discuss this return with the preparer shown above? See instructions. [X] 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 [X]

1 Briefly describe the organization's mission: UNITED WAY OF BERKS COUNTY IMPROVES LIVES BY INSPIRING COLLABORATION, VOLUNTEERISM AND FINANCIAL SUPPORT TO BUILD A STRONGER COMMUNITY.

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

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

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses.

4a (Code: ) (Expenses \$ 9,165,454. including grants of \$ 8,133,883. ) (Revenue \$ ) MORE THAN 150,000 CHILDREN, FAMILIES AND SENIORS BENEFITTED FROM VITAL HEALTH AND HUMAN SERVICES PROGRAMS FUNDED BY UNITED WAY OF BERKS COUNTY (UWBC) THROUGHOUT 2020. UWBC'S WORK AND INVESTMENTS FOCUS ON FOUR AREAS: EDUCATION, INCOME (FINANCIAL STABILITY), HEALTH AND SAFETY NET SERVICES.

DURING 2020, UWBC INVESTED FUNDING IN 80 PROGRAMS DELIVERED BY 35 AGENCY PARTNERS, AS WELL AS SUPPORTED COMMUNITY INITIATIVES AND PROVIDED VARIOUS ONE-TIME GRANTS. ALL PROGRAMS IN WHICH UWBC INVESTS ARE EVALUATED BY OUR COMMUNITY IMPACT CABINET, FOCUS AREA PANELS (FAP) AND ACCOUNTABILITY REVIEWERS, REPRESENTING OVER 50 VOLUNTEER COMMUNITY MEMBERS FROM VARIOUS SECTORS. THESE VOLUNTEERS DEDICATE INVALUABLE

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

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

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

4e Total program service expenses 9,165,454.

**Part IV Checklist of Required Schedules**

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A</i>	X	
2 Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> ?	X	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i>		X
4 <b>Section 501(c)(3) organizations.</b> Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? <i>If "Yes," complete Schedule C, Part II</i>		X
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? <i>If "Yes," complete Schedule C, Part III</i>		X
6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? <i>If "Yes," complete Schedule D, Part I</i>		X
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i>		X
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i>		X
9 Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? <i>If "Yes," complete Schedule D, Part IV</i>		X
10 Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi endowments? <i>If "Yes," complete Schedule D, Part V</i>	X	
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable.		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI</i>	X	
b Did the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VII</i>		X
c Did the organization report an amount for investments - program related in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VIII</i>		X
d Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part IX</i>		X
e Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i>	X	
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? <i>If "Yes," complete Schedule D, Part X</i>	X	
12a Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI and XII</i>	X	
b Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional</i>		X
13 Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>		X
14a Did the organization maintain an office, employees, or agents outside of the United States?		X
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? <i>If "Yes," complete Schedule F, Parts I and IV</i>		X
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? <i>If "Yes," complete Schedule F, Parts II and IV</i>		X
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? <i>If "Yes," complete Schedule F, Parts III and IV</i>		X
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I</i>		X
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i>		X
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>		X
20a Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>		X
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?		
21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>	X	

**Part IV Checklist of Required Schedules** (continued)

	Yes	No
<b>22</b> Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i> .....		X
<b>23</b> Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J</i> .....	X	
<b>24a</b> Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a</i> .....		X
<b>b</b> Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception? .....		
<b>c</b> Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds? .....		
<b>d</b> Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year? .....		
<b>25a Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations.</b> Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i> .....		X
<b>b</b> Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I</i> .....		X
<b>26</b> Did the organization report any amount on Part X, line 5 or 22, for receivables from or 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? <i>If "Yes," complete Schedule L, Part II</i> .....		X
<b>27</b> Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III</i> .....		X
<b>28</b> Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions, for applicable filing thresholds, conditions, and exceptions):		
<b>a</b> A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? <i>If "Yes," complete Schedule L, Part IV</i> .....		X
<b>b</b> A family member of any individual described in line 28a? <i>If "Yes," complete Schedule L, Part IV</i> .....		X
<b>c</b> A 35% controlled entity of one or more individuals and/or organizations described in lines 28a or 28b? <i>If "Yes," complete Schedule L, Part IV</i> .....		X
<b>29</b> Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i> .....	X	
<b>30</b> Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i> .....		X
<b>31</b> Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i> .....		X
<b>32</b> Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i> .....		X
<b>33</b> Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i> .....		X
<b>34</b> Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1</i> .....		X
<b>35a</b> Did the organization have a controlled entity within the meaning of section 512(b)(13)? .....		X
<b>b</b> If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i> .....		
<b>36 Section 501(c)(3) organizations.</b> Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i> .....		X
<b>37</b> Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i> .....		X
<b>38</b> Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? .....	X	

**Note:** All Form 990 filers are required to complete Schedule O

**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

	Yes	No
<b>1a</b> Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable .....		
<b>b</b> Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable .....		
<b>c</b> Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners? .....	X	

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

Table with columns for question number, question text, and Yes/No response boxes. Includes questions 2a through 16 regarding employee counts, tax returns, unrelated business income, foreign accounts, prohibited transactions, and charitable contributions.

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

Check if Schedule O contains a response or note to any line in this Part VI [X]

Section A. Governing Body and Management

Table with columns for question number, description, and Yes/No responses. Includes questions 1a, 1b, 2, 3, 4, 5, 6, 7a, 7b, 8a, 8b, and 9.

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

Table with columns for question number, description, and Yes/No responses. Includes questions 10a, 10b, 11a, 11b, 12a, 12b, 12c, 13, 14, 15a, 15b, 16a, and 16b.

Section C. Disclosure

- 17 List the states with which a copy of this Form 990 is required to be filed PA
18 Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (Section 501(c)(3)s only) available for public inspection.
19 Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
20 State the name, address, and telephone number of the person who possesses the organization's books and records

**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 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 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, and 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 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 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)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) TAMMY L. WHITE PRESIDENT	37.50			X			168,217.	0.	19,940.	
(2) MONICA RUANO-WENRICH SR VP FINANCE & ADMIN	37.50			X			103,732.	0.	17,514.	
(3) JEAN MORROW SR VP RESOURCE DEVELOPMENT	37.50			X			101,732.	0.	11,231.	
(4) ASHLEY CHAMBERS SR VP COMMUNITY IMPACT	37.50			X			71,000.	0.	9,140.	
(5) JOANNE JUDGE CHAIR	1.00	X		X			0.	0.	0.	
(6) SCOTT REHR VICE CHAIR	1.00	X		X			0.	0.	0.	
(7) STEVEN FISHER SECRETARY/TREASURER	1.00	X		X			0.	0.	0.	
(8) CHRISTINA WEEBER ASST. SECRETARY/TREASURER	1.00	X		X			0.	0.	0.	
(9) SARA AULESTIA DIRECTOR	1.00	X					0.	0.	0.	
(10) PAMELA TERRY BARBEY DIRECTOR	1.00	X					0.	0.	0.	
(11) DAVID CAPITANO DIRECTOR	1.00	X					0.	0.	0.	
(12) RAMIRO M. CARBONELL DIRECTOR	1.00	X					0.	0.	0.	
(13) BRUCE COLE DIRECTOR	1.00	X					0.	0.	0.	
(14) PETER CONNORS DIRECTOR	1.00	X					0.	0.	0.	
(15) SANTINA CONNORS DIRECTOR	1.00	X					0.	0.	0.	
(16) KELLEY CROZIER DIRECTOR	1.00	X					0.	0.	0.	
(17) MICHAEL DUFF DIRECTOR	1.00	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 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)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(18) AARON FRIES DIRECTOR	1.00	X						0.	0.	0.
(19) SARA GALOSI DIRECTOR	1.00	X						0.	0.	0.
(21) ROBERT GOONAN DIRECTOR	1.00	X						0.	0.	0.
(22) DR. JILL HACKMAN DIRECTOR	1.00	X						0.	0.	0.
(23) BARBARA HALL DIRECTOR	1.00	X						0.	0.	0.
(24) BRADLEY HALL DIRECTOR	1.00	X						0.	0.	0.
(25) ALISA HARRIS DIRECTOR	1.00	X						0.	0.	0.
(26) JOSEPH HARTZ DIRECTOR	1.00	X						0.	0.	0.
(28) KIM HIPPERT-EVERSGERD DIRECTOR	1.00	X						0.	0.	0.
<b>1b Subtotal</b>								444,681.	0.	57,825.
<b>c Total from continuation sheets to Part VII, Section A</b>								0.	0.	0.
<b>d Total (add lines 1b and 1c)</b>								444,681.	0.	57,825.

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 **3**

	Yes	No
3 Did the organization list any <b>former</b> officer, director, trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>		X
4 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>	X	
5 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>		X

**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
NONE		

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 **0**

SEE PART VII, SECTION A CONTINUATION SHEETS



**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 line)	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(29) JASON HOERR DIRECTOR	1.00	X					0.	0.	0.	
(30) ROBERT HOFFMASTER DIRECTOR	1.00	X					0.	0.	0.	
(31) MICHAEL KRUT DIRECTOR	1.00	X					0.	0.	0.	
(32) DR. SUSAN LOONEY DIRECTOR	1.00	X					0.	0.	0.	
(33) DR. KHALID MUMIN DIRECTOR	1.00	X					0.	0.	0.	
(34) JONI NAUGLE DIRECTOR	1.00	X					0.	0.	0.	
(35) RENDY ORTIZ DIRECTOR	1.00	X					0.	0.	0.	
(37) CRAIG PERROTY DIRECTOR	1.00	X					0.	0.	0.	
(38) SUE PERROTY DIRECTOR	1.00	X					0.	0.	0.	
(39) FRANCIS POST DIRECTOR	1.00	X					0.	0.	0.	
(40) ROBERT PRATT DIRECTOR	1.00	X					0.	0.	0.	
(41) DANIEL SANSARY DIRECTOR	1.00	X					0.	0.	0.	
(42) MICHAEL SCHMIDTLEIN DIRECTOR	1.00	X					0.	0.	0.	
(43) DAVID SHAFFER DIRECTOR	1.00	X					0.	0.	0.	
(44) SHELLEY SHAFFER DIRECTOR	1.00	X					0.	0.	0.	
(44) PATRICK VELEKEI DIRECTOR	1.00	X					0.	0.	0.	
(45) PATRICK SHIELDS DIRECTOR	1.00	X					0.	0.	0.	
(45) KAREN WANG DIRECTOR	1.00	X					0.	0.	0.	
(46) DAVID TURNER DIRECTOR	1.00	X					0.	0.	0.	
(46) KIM WOERLE DIRECTOR	1.00	X					0.	0.	0.	
Total to Part VII, Section A, line 1c .....										

**Part VIII Statement of Revenue**

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

			(A)	(B)	(C)	(D)	
			Total revenue	Related or exempt function revenue	Unrelated business revenue	Revenue excluded from tax under sections 512 - 514	
Contributions, Gifts, Grants and Other Similar Amounts	<b>1 a</b>	Federated campaigns	<b>1a</b>				
	<b>b</b>	Membership dues	<b>1b</b>				
	<b>c</b>	Fundraising events	<b>1c</b>				
	<b>d</b>	Related organizations	<b>1d</b>				
	<b>e</b>	Government grants (contributions)	<b>1e</b>	65,100.			
	<b>f</b>	All other contributions, gifts, grants, and similar amounts not included above	<b>1f</b>	21,360,922.			
	<b>g</b>	Noncash contributions included in lines 1a-1f	<b>1g</b>	\$ 372,492.			
	<b>h</b>	<b>Total.</b> Add lines 1a-1f		21,426,022.			
Program Service Revenue	<b>2 a</b>		<b>Business Code</b>				
	<b>b</b>						
	<b>c</b>						
	<b>d</b>						
	<b>e</b>						
	<b>f</b>	All other program service revenue					
	<b>g</b>	<b>Total.</b> Add lines 2a-2f					
Other Revenue	<b>3</b>	Investment income (including dividends, interest, and other similar amounts)		321,510.		321,510.	
	<b>4</b>	Income from investment of tax-exempt bond proceeds					
	<b>5</b>	Royalties					
	<b>6 a</b>	Gross rents	(i) Real				
			(ii) Personal				
	<b>6 b</b>	Less: rental expenses					
	<b>6 c</b>	Rental income or (loss)					
	<b>d</b>	Net rental income or (loss)					
	<b>7 a</b>	Gross amount from sales of assets other than inventory	(i) Securities				
			(ii) Other				
				2,403,202.			
	<b>7 b</b>	Less: cost or other basis and sales expenses		2,284,158.			
	<b>7 c</b>	Gain or (loss)		119,044.			
<b>d</b>	Net gain or (loss)		119,044.		119,044.		
<b>8 a</b>	Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18	<b>8a</b>					
<b>b</b>	Less: direct expenses	<b>8b</b>					
<b>c</b>	Net income or (loss) from fundraising events						
<b>9 a</b>	Gross income from gaming activities. See Part IV, line 19	<b>9a</b>					
<b>b</b>	Less: direct expenses	<b>9b</b>					
<b>c</b>	Net income or (loss) from gaming activities						
<b>10 a</b>	Gross sales of inventory, less returns and allowances	<b>10a</b>					
<b>b</b>	Less: cost of goods sold	<b>10b</b>					
<b>c</b>	Net income or (loss) from sales of inventory						
Miscellaneous Revenue	<b>11 a</b>	ADMINISTRATION FEES	561000	57,533.	57,533.		
	<b>b</b>						
	<b>c</b>						
	<b>d</b>	All other revenue					
	<b>e</b>	<b>Total.</b> Add lines 11a-11d		57,533.			
<b>12</b>	<b>Total revenue.</b> See instructions		21,924,109.	57,533.	0.	440,554.	

**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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
<b>1</b> Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21	8,133,883.	8,133,883.		
<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	502,506.	161,465.	165,568.	175,473.
<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	1,305,383.	423,003.	273,155.	609,225.
<b>8</b> Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)				
<b>9</b> Other employee benefits	280,080.	77,093.	57,480.	145,507.
<b>10</b> Payroll taxes	127,420.	41,500.	30,355.	55,565.
<b>11</b> Fees for services (nonemployees):				
<b>a</b> Management				
<b>b</b> Legal				
<b>c</b> Accounting	19,400.	9,361.	3,687.	6,352.
<b>d</b> Lobbying				
<b>e</b> Professional fundraising services. See Part IV, line 17				
<b>f</b> Investment management fees	52,940.	16,625.	13,301.	23,014.
<b>g</b> Other. (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Sch. O.)	184,460.	89,002.	35,060.	60,398.
<b>12</b> Advertising and promotion	73,681.	588.	202.	72,891.
<b>13</b> Office expenses	93,708.	76,094.	5,538.	12,076.
<b>14</b> Information technology				
<b>15</b> Royalties				
<b>16</b> Occupancy	147,021.	48,818.	36,008.	62,195.
<b>17</b> Travel	4,757.	1,036.	668.	3,053.
<b>18</b> Payments of travel or entertainment expenses for any federal, state, or local public officials				
<b>19</b> Conferences, conventions, and meetings				
<b>20</b> Interest				
<b>21</b> Payments to affiliates	164,977.	56,076.	39,891.	69,010.
<b>22</b> Depreciation, depletion, and amortization	21,182.	6,647.	6,037.	8,498.
<b>23</b> Insurance	17,832.	6,061.	4,312.	7,459.
<b>24</b> Other expenses. Itemize expenses not covered above (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
<b>a</b> MISCELLANEOUS EXPENSES	65,475.	2,173.	31,179.	32,123.
<b>b</b> EQUIPMENT RENTAL & MAIN	38,122.	8,839.	11,401.	17,882.
<b>c</b> UW SPONSORED MEETINGS	14,256.	7,190.	337.	6,729.
<b>d</b>				
<b>e</b> All other expenses				
<b>25</b> Total functional expenses. Add lines 1 through 24e	11,247,083.	9,165,454.	714,179.	1,367,450.
<b>26</b> Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation.				

Check here  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 X

		(A) Beginning of year		(B) End of year
<b>Assets</b>	<b>1</b> Cash - non-interest-bearing .....		<b>1</b>	
	<b>2</b> Savings and temporary cash investments .....	3,441,003.	<b>2</b>	11,542,961.
	<b>3</b> Pledges and grants receivable, net .....	8,228,326.	<b>3</b>	6,239,600.
	<b>4</b> Accounts receivable, net .....	8,971.	<b>4</b>	5,026,994.
	<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 .....	36,994.	<b>9</b>	15,294.
	<b>10a</b> Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D .....	<b>10a</b> 308,287.		
	<b>b</b> Less: accumulated depreciation .....	<b>10b</b> 289,400.	22,440.	<b>10c</b> 18,887.
	<b>11</b> Investments - publicly traded securities .....	11,166,525.	<b>11</b>	12,280,545.
	<b>12</b> Investments - other securities. See Part IV, line 11 .....	916,381.	<b>12</b>	972,483.
	<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 .....	24,269.	<b>15</b>	25,314.
<b>16 Total assets.</b> Add lines 1 through 15 (must equal line 33) .....	23,844,909.	<b>16</b>	36,122,078.	
<b>Liabilities</b>	<b>17</b> Accounts payable and accrued expenses .....	367,517.	<b>17</b>	436,749.
	<b>18</b> Grants payable .....		<b>18</b>	
	<b>19</b> Deferred revenue .....		<b>19</b>	65,917.
	<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>	422,411.
	<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 .....	1,675,314.	<b>25</b>	1,211,933.
	<b>26 Total liabilities.</b> Add lines 17 through 25 .....	2,042,831.	<b>26</b>	2,137,010.
<b>Net Assets or Fund Balances</b>	<b>Organizations that follow FASB ASC 958, check here</b> <input checked="" type="checkbox"/> <b>and complete lines 27, 28, 32, and 33.</b>			
	<b>27</b> Net assets without donor restrictions .....	4,754,714.	<b>27</b>	15,295,663.
	<b>28</b> Net assets with donor restrictions .....	17,047,364.	<b>28</b>	18,689,405.
	<b>Organizations that do not follow FASB ASC 958, check here</b> <input type="checkbox"/> <b>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 .....	21,802,078.	<b>32</b>	33,985,068.
	<b>33</b> Total liabilities and net assets/fund balances .....	23,844,909.	<b>33</b>	36,122,078.

**Part XI Reconciliation of Net Assets**

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

1	Total revenue (must equal Part VIII, column (A), line 12)	1	21,924,109.
2	Total expenses (must equal Part IX, column (A), line 25)	2	11,247,083.
3	Revenue less expenses. Subtract line 2 from line 1	3	10,677,026.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	21,802,078.
5	Net unrealized gains (losses) on investments	5	1,289,799.
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain on Schedule O)	9	216,165.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	33,985,068.

**Part XII Financial Statements and Reporting**

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

- 1 Accounting method used to prepare the Form 990:  Cash  Accrual  Other \_\_\_\_\_  
If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O.
- 2a Were the organization's financial statements compiled or reviewed by an independent accountant? .....  
If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both:  
 Separate basis  Consolidated basis  Both consolidated and separate basis
- b Were the organization's financial statements audited by an independent accountant? .....  
If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both:  
 Separate basis  Consolidated basis  Both consolidated and separate basis
- c If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? .....  
If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.
- 3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133? .....
- b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits .....

	Yes	No
2a		X
2b	X	
2c	X	
3a		X
3b		

Form 990 (2020)

**SCHEDULE A**  
**(Form 990 or 990-EZ)**

Department of the Treasury  
Internal Revenue Service

**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.

OMB No. 1545-0047

**2020**

Open to Public Inspection

Name of the organization **UNITED WAY OF BERKS COUNTY, INC.** Employer identification number **23-1655375**

**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 or 990-EZ).)
- 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: \_\_\_\_\_
- 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 **section 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 in 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 fails to qualify under the tests listed below, please complete Part III.)

**Section A. Public Support**

Calendar year (or fiscal year beginning in) ►	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
<b>1</b> Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") .....	10574048.	10883467.	11084477.	11144072.	21426022.	65112086.
<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 .....	10574048.	10883467.	11084477.	11144072.	21426022.	65112086.
<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) .....						2107507.
<b>6 Public support.</b> Subtract line 5 from line 4.						63004579.

**Section B. Total Support**

Calendar year (or fiscal year beginning in) ►	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
<b>7</b> Amounts from line 4 .....	10574048.	10883467.	11084477.	11144072.	21426022.	65112086.
<b>8</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources .....	146,400.	106,905.	188,278.	239,570.	321,510.	1002663.
<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.) .....	142,193.	28,761.	27,624.	22,904.	57,533.	279,015.
<b>11 Total support.</b> Add lines 7 through 10						66393764.
<b>12</b> Gross receipts from related activities, etc. (see instructions) .....					12	
<b>13 First 5 years.</b> 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 <b>stop here</b> .....						<input type="checkbox"/>

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

<b>14</b> Public support percentage for 2020 (line 6, column (f), divided by line 11, column (f)) .....	<b>14</b>	94.90 %
<b>15</b> Public support percentage from 2019 Schedule A, Part II, line 14 .....	<b>15</b>	95.04 %
<b>16a 33 1/3% support test - 2020.</b> If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and <b>stop here.</b> The organization qualifies as a publicly supported organization .....		<input checked="" type="checkbox"/>
<b>b 33 1/3% support test - 2019.</b> 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 <b>stop here.</b> The organization qualifies as a publicly supported organization .....		<input type="checkbox"/>
<b>17a 10% -facts-and-circumstances test - 2020.</b> 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 <b>stop here.</b> Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization .....		<input type="checkbox"/>
<b>b 10% -facts-and-circumstances test - 2019.</b> 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 <b>stop here.</b> Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization .....		<input type="checkbox"/>
<b>18 Private foundation.</b> If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions .....		<input type="checkbox"/>

**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**

Calendar year (or fiscal year beginning in) ►	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
<b>1</b> Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") .....						
<b>2</b> Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose .....						
<b>3</b> Gross receipts from activities that are not an unrelated trade or business under section 513 .....						
<b>4</b> Tax revenues levied for the organization's benefit and either paid to or expended on its behalf .....						
<b>5</b> The value of services or facilities furnished by a governmental unit to the organization without charge .....						
<b>6 Total.</b> Add lines 1 through 5 .....						
<b>7a</b> Amounts included on lines 1, 2, and 3 received from disqualified persons .....						
<b>b</b> Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year .....						
<b>c</b> Add lines 7a and 7b .....						
<b>8 Public support.</b> (Subtract line 7c from line 6.)						

**Section B. Total Support**

Calendar year (or fiscal year beginning in) ►	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
<b>9</b> Amounts from line 6 .....						
<b>10a</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources .....						
<b>b</b> Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975 .....						
<b>c</b> Add lines 10a and 10b .....						
<b>11</b> Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on .....						
<b>12</b> Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.) .....						
<b>13 Total support.</b> (Add lines 9, 10c, 11, and 12.)						

**14 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>15</b> Public support percentage for 2020 (line 8, column (f), divided by line 13, column (f)) .....	<b>15</b>	%
<b>16</b> Public support percentage from 2019 Schedule A, Part III, line 15 .....	<b>16</b>	%

**Section D. Computation of Investment Income Percentage**

<b>17</b> Investment income percentage for 2020 (line 10c, column (f), divided by line 13, column (f)) .....	<b>17</b>	%
<b>18</b> Investment income percentage from 2019 Schedule A, Part III, line 17 .....	<b>18</b>	%

**19a 33 1/3% support tests - 2020.** 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**. The organization qualifies as a publicly supported organization ..... ►

**b 33 1/3% support tests - 2019.** 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**. The organization qualifies as a publicly supported organization ..... ►

**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 in line 12 on Part I. If you checked box 12a, Part I, complete Sections A and B. If you checked box 12b, Part I, complete Sections A and C. If you checked box 12c, Part I, complete Sections A, D, and E. If you checked box 12d, 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? <i>If "No," describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.</i>		
<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)? <i>If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).</i>		
<b>3a</b> Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? <i>If "Yes," answer lines 3b and 3c below.</i>		
<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)? <i>If "Yes," describe in Part VI when and how the organization made the determination.</i>		
<b>c</b> Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? <i>If "Yes," explain in Part VI what controls the organization put in place to ensure such use.</i>		
<b>4a</b> Was any supported organization not organized in the United States ("foreign supported organization")? <i>If "Yes," and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.</i>		
<b>b</b> Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? <i>If "Yes," describe in Part VI how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.</i>		
<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)? <i>If "Yes," explain in Part VI 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.</i>		
<b>5a</b> Did the organization add, substitute, or remove any supported organizations during the tax year? <i>If "Yes," answer lines 5b and 5c below (if applicable). Also, provide detail in Part VI, 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).</i>		
<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 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? <i>If "Yes," provide detail in Part VI.</i>		
<b>7</b> Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (as 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? <i>If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).</i>		
<b>8</b> Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 7? <i>If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).</i>		
<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))? <i>If "Yes," provide detail in Part VI.</i>		
<b>b</b> Did one or more disqualified persons (as defined in line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? <i>If "Yes," provide detail in Part VI.</i>		
<b>c</b> Did a disqualified person (as defined in line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? <i>If "Yes," provide detail in Part VI.</i>		
<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)? <i>If "Yes," answer line 10b below.</i>		
<b>b</b> Did the organization have any excess business holdings in the tax year? <i>(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)</i>		

**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 in lines 11b and 11c below, the governing body of a supported organization?		
<b>11a</b>		
<b>b</b> A family member of a person described in line 11a above?		
<b>11b</b>		
<b>c</b> A 35% controlled entity of a person described in line 11a or 11b above? <i>If "Yes" to line 11a, 11b, or 11c, provide detail in Part VI.</i>		
<b>11c</b>		

**Section B. Type I Supporting Organizations**

	Yes	No
<b>1</b> Did the governing body, members of the governing body, officers acting in their official capacity, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's officers, 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 officers, 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>1</b>		
<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>		
<b>2</b>		

**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>		
<b>1</b>		

**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>1</b>		
<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>2</b>		
<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>		
<b>3</b>		

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

<b>1</b> Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions).		
<b>a</b> <input type="checkbox"/> The organization satisfied the Activities Test. Complete line 2 below.		
<b>b</b> <input type="checkbox"/> The organization is the parent of each of its supported organizations. Complete line 3 below.		
<b>c</b> <input type="checkbox"/> The organization supported a governmental entity. Describe in Part VI how you supported a governmental entity (see instructions).		
<b>2</b> Activities Test. Answer lines 2a and 2b below.		
<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>	Yes	No
<b>2a</b>		
<b>b</b> Did the activities described in 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>		
<b>2b</b>		
<b>3</b> Parent of Supported Organizations. Answer lines 3a and 3b below.		
<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>3a</b>		
<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>		
<b>3b</b>		

**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)
1	Net short-term capital gain	1	
2	Recoveries of prior-year distributions	2	
3	Other gross income (see instructions)	3	
4	Add lines 1 through 3.	4	
5	Depreciation and depletion	5	
6	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)	6	
7	Other expenses (see instructions)	7	
8	<b>Adjusted Net Income</b> (subtract lines 5, 6, and 7 from line 4)	8	

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

Section C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, column A)	1	
2	Enter 0.85 of line 1.	2	
3	Minimum asset amount for prior year (from Section B, line 8, column A)	3	
4	Enter greater of line 2 or line 3.	4	
5	Income tax imposed in prior year	5	
6	<b>Distributable Amount.</b> Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).	6	
7	<input type="checkbox"/> 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)

<b>Section D - Distributions</b>		<b>Current Year</b>
<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 Part VI)	<b>5</b>
<b>6</b>	Other distributions (describe in Part VI). See instructions.	<b>6</b>
<b>7</b>	<b>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 Part VI). See instructions.	<b>8</b>
<b>9</b>	Distributable amount for 2020 from Section C, line 6	<b>9</b>
<b>10</b>	Line 8 amount divided by line 9 amount	<b>10</b>

<b>Section E - Distribution Allocations</b> (see instructions)	<b>(i) Excess Distributions</b>	<b>(ii) Underdistributions Pre-2020</b>	<b>(iii) Distributable Amount for 2020</b>
<b>1</b> Distributable amount for 2020 from Section C, line 6			
<b>2</b> Underdistributions, if any, for years prior to 2020 (reasonable cause required - explain in Part VI). See instructions.			
<b>3</b> Excess distributions carryover, if any, to 2020			
<b>a</b> From 2015			
<b>b</b> From 2016			
<b>c</b> From 2017			
<b>d</b> From 2018			
<b>e</b> From 2019			
<b>f</b> Total of lines 3a through 3e			
<b>g</b> Applied to underdistributions of prior years			
<b>h</b> Applied to 2020 distributable amount			
<b>i</b> Carryover from 2015 not applied (see instructions)			
<b>j</b> Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
<b>4</b> Distributions for 2020 from Section D, line 7: \$			
<b>a</b> Applied to underdistributions of prior years			
<b>b</b> Applied to 2020 distributable amount			
<b>c</b> Remainder. Subtract lines 4a and 4b from line 4.			
<b>5</b> Remaining underdistributions for years prior to 2020, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, explain in Part VI. See instructions.			
<b>6</b> Remaining underdistributions for 2020. Subtract lines 3h and 4b from line 1. For result greater than zero, explain in Part VI. See instructions.			
<b>7</b> Excess distributions carryover to 2021. Add lines 3j and 4c.			
<b>8</b> Breakdown of line 7:			
<b>a</b> Excess from 2016			
<b>b</b> Excess from 2017			
<b>c</b> Excess from 2018			
<b>d</b> Excess from 2019			
<b>e</b> Excess from 2020			

Schedule A (Form 990 or 990-EZ) 2020

**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.)

SCHEDULE A, PART II, LINE 10, EXPLANATION FOR OTHER INCOME:

ADMINISTRATION FEES

2016 AMOUNT: \$ 142,193.

2017 AMOUNT: \$ 28,761.

2018 AMOUNT: \$ 27,624.

2019 AMOUNT: \$ 22,904.

2020 AMOUNT: \$ 57,533.

**Schedule A**

**Identification of Excess Contributions  
Included on Part II, Line 5**

**2020**

**\*\* Do Not File \*\***

**\*\*\* Not Open to Public Inspection \*\*\***

Contributor's Name	Total Contributions	Excess Contributions
MR. VINCENT HARTNETT	1,375,000.	47,125.
PENSKE TRUCK LEASING	3,388,257.	2,060,382.
Total Excess Contributions to Schedule A, Part II, Line 5 .....	2,107,507.	

SCHEDULE D (Form 990)

Department of the Treasury Internal Revenue Service

Supplemental Financial Statements

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.

OMB No. 1545-0047

2020

Open to Public Inspection

Name of the organization UNITED WAY OF BERKS COUNTY, INC. Employer identification number 23-1655375

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 3 columns: (a) Donor advised funds, (b) Funds and other accounts, and a list of questions 1-6 regarding donor advised funds.

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

Table with 3 columns: (a) Donor advised funds, (b) Funds and other accounts, and a list of questions 1-9 regarding 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.

Table with 3 columns: (a) Donor advised funds, (b) Funds and other accounts, and a list of questions 1a-1b regarding collections of art and historical treasures.

**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 make 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 program
  - 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 |
|---------------------------------|--------|
| c Beginning balance             | 1c     |
| d Additions during the year     | 1d     |
| e Distributions during the year | 1e     |
| f Ending balance                | 1f     |
- 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 on 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
1a Beginning of year balance	8,074,015.	7,071,729.	7,503,258.	6,578,090.	6,479,174.
b Contributions	94,680.	6,346.	557,141.	279,034.	1,050.
c Net investment earnings, gains, and losses	1,270,441.	1,342,741.	-644,916.	952,391.	367,955.
d Grants or scholarships					
e Other expenditures for facilities and programs	334,888.	346,801.	343,754.	306,257.	270,089.
f Administrative expenses					
g End of year balance	9,104,248.	8,074,015.	7,071,729.	7,503,258.	6,578,090.

- 2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:
- a Board designated or quasi-endowment  22.7300 %
  - b Permanent endowment  77.2700 %
  - c Term endowment  \_\_\_\_\_ %
- 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 |
|---|-----|----|
| (i) Unrelated organizations   | X   |    |
| (ii) Related organizations  |     | X  |
| b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R? <input type="checkbox"/> | 3b  |    |
- 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
1a Land				
b Buildings				
c Leasehold improvements		36,114.	35,707.	407.
d Equipment		234,306.	217,016.	17,290.
e Other		37,867.	36,677.	1,190.
<b>Total.</b> Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.)				18,887.



**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> (Col. (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> (Col. (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	
(2) DUE TO OTHER UNITED WAYS	333,648.
(3) DUE TO DESIGNATED AFFILIATED	
(4) AGENCIES	878,285.
(5)	
(6)	
(7)	
(8)	
(9)	
<b>Total.</b> (Column (b) must equal Form 990, Part X, col. (B) line 25.) ▶	1,211,933.

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 FASB 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>	22,031,817.
<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>	1,289,799.
<b>b</b>	Donated services and use of facilities	<b>2b</b>	77,288.
<b>c</b>	Recoveries of prior year grants	<b>2c</b>	
<b>d</b>	Other (Describe in Part XIII.)	<b>2d</b>	-54,883.
<b>e</b>	Add lines <b>2a</b> through <b>2d</b>	<b>2e</b>	1,312,204.
<b>3</b>	Subtract line <b>2e</b> from line <b>1</b>	<b>3</b>	20,719,613.
<b>4</b>	Amounts included on Form 990, Part VIII, line 12, but not on line 1:		
<b>a</b>	Investment expenses not included on Form 990, Part VIII, line 7b	<b>4a</b>	52,940.
<b>b</b>	Other (Describe in Part XIII.)	<b>4b</b>	1,151,556.
<b>c</b>	Add lines <b>4a</b> and <b>4b</b>	<b>4c</b>	1,204,496.
<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>	21,924,109.

**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>	9,848,827.
<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>	77,288.
<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>	77,288.
<b>3</b>	Subtract line <b>2e</b> from line <b>1</b>	<b>3</b>	9,771,539.
<b>4</b>	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
<b>a</b>	Investment expenses not included on Form 990, Part VIII, line 7b	<b>4a</b>	52,940.
<b>b</b>	Other (Describe in Part XIII.)	<b>4b</b>	1,422,604.
<b>c</b>	Add lines <b>4a</b> and <b>4b</b>	<b>4c</b>	1,475,544.
<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>	11,247,083.

**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.

**PART V, LINE 4:**

THE ORGANIZATION'S ENDOWMENT CONSISTS OF FOURTEEN DONOR-RESTRICTED SUB-FUNDS AND ONE BOARD-DESIGNATED SUB-FUND, ALL OF WHICH ARE TO BE HELD INDEFINITELY, WITH THE INCOME EXPENDABLE FOR OPERATIONS AS DIRECTED BY DONORS OR THE BOARD OF DIRECTORS.

**PART X, LINE 2:**

IN ACCORDANCE WITH GENERALLY ACCEPTED ACCOUNTING PRINCIPLES, THE ORGANIZATION ACCOUNTS FOR UNCERTAIN TAX POSITIONS RELATIVE TO UNRELATED BUSINESS INCOME, IF ANY, AS REQUIRED.

**PART XI, LINE 2D - OTHER ADJUSTMENTS:**

**Part XIII** Supplemental Information (continued)

UNREALIZED GAINS/(LOSSES) ON BENEFICIAL INTEREST 56,102.

TRANSFERS BETWEEN NET ASSET RESTRICTIONS -110,985.

TOTAL TO SCHEDULE D, PART XI, LINE 2D -54,883.

PART XI, LINE 4B - OTHER ADJUSTMENTS:

DONOR DESIGNATED CONTRIBUTIONS 1,151,556.

PART XII, LINE 4B - OTHER ADJUSTMENTS:

DONOR DESIGNATED ALLOCATIONS 1,422,604.

**SCHEDULE I  
(Form 990)**

Department of the Treasury  
Internal Revenue Service

**Grants and Other Assistance to Organizations,  
Governments, and Individuals in the United States**  
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](http://www.irs.gov/Form990) for the latest information.**

OMB No. 1545-0047

**2020**

**Open to Public  
Inspection**

Name of the organization **UNITED WAY OF BERKS COUNTY, INC.** Employer identification number **23-1655375**

**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.

<b>1 (a)</b> Name and address of organization or government	<b>(b)</b> EIN	<b>(c)</b> IRC section (if applicable)	<b>(d)</b> Amount of cash grant	<b>(e)</b> Amount of non-cash assistance	<b>(f)</b> Method of valuation (book, FMV, appraisal, other)	<b>(g)</b> Description of noncash assistance	<b>(h)</b> Purpose of grant or assistance
AMERICAN CANCER SOCIETY 498 BELLEVUE AVENUE READING, PA 19605		501(C)(3)	179,952.	0.			PARTNER AGENCY INVESTMENTS: HEALTH
AMERICAN RED CROSS - BERKS COUNTY CHAPTER - 701 CENTRE AVENUE - READING, PA 19601		501(C)(3)	186,900.	0.			PARTNER AGENCY INVESTMENTS: DISASTER RESPONSE, VETERANS TRANSPORTATION
BARRIO ALEGRIA 140 N. 5TH STREET READING, PA 19601		501(C)(3)	11,060.	0.			COVID-19 RESPONSE GRANT: EVICTON PREVENTION OUTREACH
BERKS ALLIANCE 935 BERKSHIRE BOULEVARD WYOMISSING, PA 19610		501(C)(3)	10,000.	0.			ONE-TIME GRANT: READING REVILIZATION
BERKS AREA YOUTH RECREATION, INC. 19 VERMONT ROAD SINKING SPRING, PA 19608		501(C)(3)	5,000.	0.			READY SET READ SUMMER LEARNING GRANT: SUPER SUMMER
BERKS COALITION TO END HOMELESSNESS - PO BOX 7712 - READING, PA 19603		501(C)(3)	31,830.	0.			PARTNER AGENCY INVESTMENTS: HOMELESS PREVENTION

**2** Enter total number of section 501(c)(3) and government organizations listed in the line 1 table **69.**

**3** Enter total number of other organizations listed in the line 1 table **8.**

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule I (Form 990) 2020

**SEE PART IV FOR COLUMN (H) DESCRIPTIONS**

**Part II** Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(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 non-cash assistance	(h) Purpose of grant or assistance
BERKS COALITION TO END HOMELESSNESS - PO BOX 7712 - READING, PA 19603		501(C)(3)	70,000.	0.			COVID-19 RESPONSE GRANT: RENTAL/UTILITY ASSISTANCE
BERKS COMMUNITY HEALTH CENTER 1040 LIGGETT AVENUE READING, PA 19611		501(C)(3)	30,000.	0.			ONE-TIME GRANT: OAKBROOK RESIDENT OUTREACH INITIATIVE
BERKS COMMUNITY TELEVISION 1900 N 13TH STREET READING, PA 19604		501(C)(3)	20,000.	0.			COVID-19-RESPONSE GRANT: EQUIPMENT AND NEW COVERAGE
BERKS CONNECTIONS/PRETRIAL SERVICES - 19TH N. 6TH STREET, 4TH FLOOR - READING, PA 19601		501(C)(3)	103,579.	0.			PARTNER AGENCY INVESTMENTS: RE-ENTRY PROGRAM
BERKS CONNECTIONS/PRETRIAL SERVICES - 19TH N. 6TH STREET, 4TH FLOOR - READING, PA 19601		501(C)(3)	7,000.	0.			COVID-19 RESPONSE GRANT: CLIENT TRANSPORTATION AND PHONES
BERKS COUNTY INTERMEDIATE UNIT 111 COMMONS BOULEVARD READING, PA 19612		501(C)(3)	5,000.	0.			ONE-TIME GRANT: WELCOME BACK TO SCHOOL VIDEO
BERKS COUNTY INTERMEDIATE UNIT 111 COMMONS BOULEVARD READING, PA 19612		501(C)(3)	267,584.	0.			PARTNER AGENCY INVESTMENTS: CHILD CARE
BERKS COUNSELING CENTER 645 PENN STREET, 2ND FLOOR READING, PA 19601		501(C)(3)	5,000.	0.			COVID-19 RESPONSE GRANT: PPE SUPPLIES; EMERGENCY FOOD
BERKS ENCORE 40 NORTH 9TH STREET READING, PA 19601		501(C)(3)	140,471.	0.			PARTNER AGENCY INVESTMENTS: MEALS ON WHEELS

Schedule I (Form 990)

**Part II** Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(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 non-cash assistance	(h) Purpose of grant or assistance
BERKS ENCORE 40 NORTH 9TH STREET READING, PA 19601		501(C)(3)	20,000.	0.			COVID-19 RESPONSE GRANT: REFRIGERATOR/FREEZER READY MEALS
BERKS ENCORE 40 NORTH 9TH STREET READING, PA 19601		501(C)(3)	20,000.	0.			ONE-TIME GRANT: MEDICALLY TAILORED MEAL PROGRAM
BERKS NATURE 575 ST BERNARDINE STREET READING, PA 19607		501(C)(3)	6,943.	0.			COVID-19 RESPONSE GRANT: NATURE PRESCHOOL SAFETY
BIG BROTHERS/BIG SISTERS OF BERKS COUNTY - 303 WINDSOR STREET - READING, PA 19601		501(C)(3)	267,627.	0.			PARTNER AGENCY INVESTMENTS: BIG BROTHERS/SISTERS
BIG BROTHERS/BIG SISTERS OF BERKS COUNTY - 303 WINDSOR STREET - READING, PA 19601		501(C)(3)	15,000.	0.			RAPID RESPONSE GRANT: BUILDING REPAIRS
BIRDSBORO COMMUNITY MEMORIAL CENTER - 201 EAST MAIN STREET - BIRDSBORO, PA 19508		501(C)(3)	59,846.	0.			PARTNER AGENCY INVESTMENTS: OUT OF SCHOOL PROGRAMMING
BLANKETS OF HOPE, INC. PO BOX 3617 READING, PA 19606		501(C)(3)	20,000.	0.			COVID-19 RESPONSE GRANT: MEDICAL MASKS
BOYERTOWN AREA MULTI-SERVICE 200 WEST SPRING STREET BOYERTOWN, PA 19512		501(C)(3)	53,324.	0.			PARTNER AGENCY INVESTMENTS: BASIC NEEDS, SUPPORTIVE SERVICES FOR OLDER ADULTS
BOYERTOWN AREA MULTI-SERVICE 200 WEST SPRING STREET BOYERTOWN, PA 19512		501(C)(3)	20,000.	0.			COVID-19 RESPONSE GRANT: EMERGENCY PANTRY; SENIOR MEALS

Schedule I (Form 990)

**Part II** Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

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BOYERTOWN AREA SCHOOL DISTRICT 911 MONTGOMERY AVENUE BOYERTOWN, PA 19512			7,525.	0.			COVID-19 RESPONSE GRANT
BREAST CANCER SUPPORT SERVICES OF BERKS COUNTY - 529 READING AVE; SUITE C - WEST READING, PA 19611		501(C)(3)	10,000.	0.			COVID-19 RESPONSE GRANT
CASA OF BERKS COUNTY 845 N. PARK ROAD WYOMISSING, PA 19610		501(C)(3)	17,160.	0.			COVID-19 RESPONSE GRANT: ADDITIONAL STAFFING
CASA OF BERKS COUNTY 845 N. PARK ROAD WYOMISSING, PA 19610		501(C)(3)	30,000.	0.			ONE TIME GRANT: CASA PROGRAM
CATHOLIC CHARITIES, DIOCESE OF ALLENTOWN - 400 WASHINGTON STREET, SUITE 100 - READING, PA 19601		501(C)(3)	57,020.	0.			PARTNER AGENCY INVESTMENTS: CASE MANAGEMENT/COUNSELING FOR VETERANS AND FAMILIES
CATHOLIC CHARITIES, DIOCESE OF ALLENTOWN - 400 WASHINGTON STREET, SUITE 100 - READING, PA 19601		501(C)(3)	7,000.	0.			COVID-19 RESPONSE GRANT: FOOD & GROCERY GIFT CARDS
CENTRO HISPANO DANIEL TORRES, INC. 501 WASHINGTON STREET READING, PA 19601		501(C)(3)	267,579.	0.			PARTNER AGENCY INVESTMENTS: SOCIAL SERVICES, OPENING DOORS
CENTRO HISPANO DANIEL TORRES, INC. 501 WASHINGTON STREET READING, PA 19601		501(C)(3)	20,000.	0.			COVID-19 RESPONSE GRANT
CENTRO HISPANO DANIEL TORRES, INC. 501 WASHINGTON STREET READING, PA 19601		501(C)(3)	13,000.	0.			ONE TIME GRANT: EDUCATIONAL MATERIAL; INCOME TAX ASSISTANCE

Schedule I (Form 990)

**Part II** Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

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CO-COUNTY WELLNESS SERVICES 429 WALNUT STREET READING, PA 19601		501(C)(3)	150,247.	0.			PARTNER AGENCY INVESTMENTS: BERKS TEENS MATTER
COMMUNITIES IN SCHOOLS OF THE LEHIGH VALLEY - 1501 LEHIGH ST #206 - ALLENTOWN, PA 18103		501(C)(3)	53,043.	0.			PARTNER AGENCY INVESTMENTS: EDUCATION
COMMUNITY PREVENTION PARTNERSHIP 200 PENN STREET READING, PA 19602		501(C)(3)	10,000.	0.			COVID-19 RESPONSE GRANT: CLIENT NECESSITIES
CONRAD WEISER AREA SCHOOL DISTRICT 44 BIG SPRING ROAD ROBESONIA, PA 19551			10,000.	0.			COVID-19 RESPONSE GRANT
CORNERSTONE COMMUNITY CHURCH 125 KOFFEE LANE KUTZTOWN, PA 19530		501(C)(3)	15,000.	0.			ONE TIME GRANT: OASIS YOUTH CENTER
DANIEL BOONE AREA SCHOOL DISTRICT 501 CHESTNUT STREET BIRDSBORO, PA 19508			5,000.	0.			READY SET READ SUMMER LEARNING GRANT: SUMMER READING PROGRAM
DAYSRING HOMES 430 HAZEL STREET READING, PA 19611		501(C)(3)	20,000.	0.			COVID-19 RESPONSE GRANT: PPE SUPPLIES
EASTER SEALS EASTERN PENNSYLVANIA 1501 LEHIGH STREET, SUITE 201 ALLENTOWN, PA 18103		501(C)(3)	364,954.	0.			PARTNER AGENCY INVESTMENTS: PEDIATRIC CLINICS, OUTPATIENT THERAPY, THERAPEUTIC
FAMILY GUIDANCE CENTER 1235 PENN AVENUE, SUITE 205-206 READING, PA 19610		501(C)(3)	441,547.	0.			PARTNER AGENCY INVESTMENTS: COUNSELING

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**Part II** Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

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FAMILY PROMISE OF BERKS COUNTY 325 N. 5TH STREET READING, PA 19601		501(C)(3)	40,003.	0.			PARTNER AGENCY INVESTMENTS; U-TURN
FAMILY PROMISE OF BERKS COUNTY 325 N. 5TH STREET READING, PA 19601		501(C)(3)	20,000.	0.			COVID-19 RESPONSE GRANT: RAPID REHOUSING
FLEETWOOD AREA SCHOOL DISTRICT 801 NORTH RICHMOND STREET FLEETWOOD, PA 19522			5,150.	0.			COVID-19 RESPONSE GRANT
FRIEND, INC. COMMUNITY SERVICES 658D NOBLE STREET KUTZTOWN, PA 19530		501(C)(3)	168,139.	0.			PARTNER AGENCY INVESTMENTS: COMMUNITY RESOURCE CONNECTIONS
GIRL SCOUTS OF EASTERN PENNSYLVANIA - 330 MANOR ROAD - MIQUON, PA 19444		501(C)(3)	132,554.	0.			PARTNER AGENCY INVESTMENTS: OUTREACH TO MINORITY & AT-RISK GIRLS
GOVERNOR MIFFLIN SCHOOL DISTRICT 10 WAVERLY STREET SHILLINGTON, PA 19607			5,000.	0.			READY SET READ SUMMER LEARNING GRANT: KINDERGARTEN COUNTDOWN
GREATER READING MENTAL HEALTH ALLIANCE - 1234 PENN AVENUE - WYOMISSING, PA 19610		501(C)(3)	133,536.	0.			PARTNER AGENCY INVESTMENTS: INFORMATION/REFERRAL/ADVOCACY/SUPPORT GROUPS
HABITAT FOR HUMANITY OF BERKS COUNTY - 201 WASHINGTON STREET; SUITES 329-330 - READING, PA 19601		501(C)(3)	77,058.	0.			PARTNER AGENCY INVESTMENTS: HOMEOWNERSHIP FOR NEEDY FAMILIES
HABITAT FOR HUMANITY OF BERKS COUNTY - 201 WASHINGTON STREET; SUITES 329-330 - READING, PA 19601		501(C)(3)	20,000.	0.			COVID-19 RESPONSE GRANT: OPERATIONAL SUPPORT

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**Part II** Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

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HANNAH'S HOPE MINISTRIES 736 UPLAND AVENUE READING, PA 19607		501(C)(3)	26,650.	0.			COVID-19 RESPONSE GRANT: ADDITIONAL STAFFING
HAWK MOUNTAIN COUNCIL BOY SCOUTS OF AMERICA - 5027 POTTSVILLE PIKE - READING, PA 19605		501(C)(3)	300,579.	0.			PARTNER AGENCY INVESTMENTS: COMPREHENSIVE YOUTH DEVELOPMENT, URBAN
HAWK MOUNTAIN COUNCIL BOY SCOUTS OF AMERICA - 5027 POTTSVILLE PIKE - READING, PA 19605		501(C)(3)	7,500.	0.			ONE TIME GRANT: VIRTUAL LEARNING STAFF
HELPING HARVEST 117 MORGAN DRIVE READING, PA 19608		501(C)(3)	69,476.	0.			PARTNER AGENCY INVESTMENTS; FOOD DISTRIBUTION
HELPING HARVEST 117 MORGAN DRIVE READING, PA 19608		501(C)(3)	135,000.	0.			COVID-19 RESPONSE GRANT: STAFFING; FOOD COSTS
HELPING HARVEST 117 MORGAN DRIVE READING, PA 19608		501(C)(3)	50,000.	0.			ONE-TIME GRANT: FOOD DISTRIBUTION
HOPE RESCUE MISSION 645 N 6TH ST READING, PA 19601		501(C)(3)	20,000.	0.			COVID-19 RESPONSE GRANT: OPERATIONAL SUPPORT
HOPE RESCUE MISSION 645 N 6TH ST READING, PA 19601		501(C)(3)	15,000.	0.			RAPID RESPONSE: EMERGENCY SHELTER INTAKE COORDINATOR
JEWISH FEDERATION OF READING, PA 1100 BERKSHIRE BOULEVARD WYOMISSING, PA 19610		501(C)(3)	76,040.	0.			PARTNER AGENCY INVESTMENTS: FOOD BANK, SUPPORTIVE SERVICES

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**Part II** Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

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JOHN PAUL II CENTER 1092 WELSH ROAD SHILLINGTON, PA 19607		501(C)(3)	10,706.	0.			RAPID RESPONSE GRANT: SCHOOL NURSE POSITION
KUTZTOWN AREA SCHOOL DISTRICT 251 LONG LANE KUTZTOWN, PA 19530			6,464.	0.			COVID-19 RESPONSE GRANT
KUTZTOWN STRONG PO BOX 181 KUTZTOWN, PA 19530		501(C)(3)	15,000.	0.			RAPID RESPONSE GRANT: STRENGTHENING FAMILIES CURRICULUM
LITERACY COUNCIL OF READING-BERKS 35 SOUTH DWIGHT STREET WEST LAWN, PA 19609		501(C)(3)	121,236.	0.			PARTNER AGENCY INVESTMENTS: ENGLISH FORWARD; LITERACY TRAINING & ESL
LITERACY COUNCIL OF READING-BERKS 35 SOUTH DWIGHT STREET WEST LAWN, PA 19609		501(C)(3)	20,000.	0.			COVID-19 RESPONSE GRANT: UPDATE ESL/GED TECHNOLOGY
MARY'S SHELTER 615 KENHORST BLVD READING, PA 19611		501(C)(3)	5,000.	0.			COVID-19 RESPONSE GRANT: BABY NECESSITIES
MIDPENN LEGAL SERVICES 501 WASHINGTON STREET, SUITE 401 READING, PA 19601		501(C)(3)	78,773.	0.			PARTNER AGENCY INVESTMENTS: LEGAL REPRESENTATION FOR BASIC NEEDS
NEW JOURNEY COMMUNITY OUTREACH, INC. - 138 S 6TH STREET - READING, PA 19602		501(C)(3)	39,998.	0.			PARTNER AGENCY INVESTMENTS: SOUP KITCHEN & FOOD PANTRY
NEW JOURNEY COMMUNITY OUTREACH, INC. - 138 S 6TH STREET - READING, PA 19602		501(C)(3)	20,000.	0.			COVID-19 RESPONSE GRANT: SOUP KITCHEN & FOOD PANTRY

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**Part II** Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

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NEW JOURNEY COMMUNITY OUTREACH, INC. - 138 S 6TH STREET - READING, PA 19602		501(C)(3)	10,000.	0.			ONE TIME GRANT: FIGHTING POVERTY; FEEDING HOPE PROGRAM
OLEY VALLEY COMMUNITY LIBRARY 339 MAIN STREET OLEY, PA 19547		501(C)(3)	5,000.	0.			COVID-19 RESPONSE GRANT: CIRCULATION MATERIALS
OLIVET BOYS & GIRLS CLUB OF READING & BERKS COUNTY - 1161 PERSHING BOULEVARD - READING, PA 19611		501(C)(3)	999,521.	0.			PARTNER AGENCY INVESTMENTS: COMPREHENSIVE YOUTH DEVELOPMENT
OLIVET BOYS & GIRLS CLUB OF READING & BERKS COUNTY - 1161 PERSHING BOULEVARD - READING, PA 19611		501(C)(3)	27,500.	0.			COVID-19 RESPONSE GRANT: FOOD DISTRIBUTION
OPPORTUNITY HOUSE 430 NORTH SECOND STREET READING, PA 19601		501(C)(3)	247,218.	0.			PARTNER AGENCY INVTS: CHILD CARE, SHELTER PROGRAM, CHILDREN'S ALLIANCE CENTER
OPPORTUNITY HOUSE 430 NORTH SECOND STREET READING, PA 19601		501(C)(3)	20,000.	0.			COVID-19 RESPONSE GRANT: STAFFING COSTS
PENN STATE HEALTH - ST. JOSEPH'S 2500 BERNVILLE RD BERN TOWNSHIP, PA 19605		501(C)(3)	25,000.	0.			ONE TIME GRANT: VEGGIE RX & HEALTHY FOOD ACCESS
PROSPECTUS BERCO 840 WILLIAM LANE READING, PA 19604		501(C)(3)	10,000.	0.			COVID-19 RESPONSE GRANT: PPE; CLIENT ENRICHMENT
READING AREA COMMUNITY COLLEGE 10 SOUTH SECOND STREET, PO BOX 1706 READING, PA 19603		501(C)(3)	78,443.	0.			PARTNER AGENCY INVESTMENTS: ESL LANGUAGE CLASSES

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**Part II** Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

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READING HOSPITAL/TOWER HEALTH 420 S 5TH AVENUE WEST READING, PA 19611		501(C)(3)	111,341.	0.			PARTNER AGENCY INVESTMENTS: PRIMARY CARE/MENTAL HEALTH INTEGRATION
READING PUBLIC LIBRARY 100 SOUTH FIFTH STREET READING, PA 19602		501(C)(3)	5,000.	0.			READY SET READ SUMMER LEARNING GRANT: STEAM
READING SCHOOL DISTRICT 800 WASHINGTON STREET READING, PA 19601		501(C)(3)	14,374.	0.			READY SET READ SUMMER LEARNING GRANTS: SUMMER GRANT PROGRAMS
READING SCHOOL DISTRICT 800 WASHINGTON STREET READING, PA 19601		501(C)(3)	57,975.	0.			COVID-19 RESPONSE GRANT
SAFE BERKS 255 CHESTNUT ST READING, PA 19602		501(C)(3)	193,012.	0.			PARTNER AGENCY INVESTMENTS: COUNSELING, CRISIS SERVICES
SAFE BERKS 255 CHESTNUT ST READING, PA 19602		501(C)(3)	5,000.	0.			RAPID RESPONSE GRANT: RELOCATION FUNDS AND COVID SUPPLIES
SAFE BERKS 255 CHESTNUT ST READING, PA 19602		501(C)(3)	20,000.	0.			COVID-19 RESPONSE GRANT: STAFFING COSTS; RESIDENT NEEDS
SALVATION ARMY: SERVICE EXTENSION UNITS - 701 BROAD STREET - PHILADELPHIA, PA 19123		501(C)(3)	46,767.	0.			PARTNER AGENCY INVESTMENTS: COMMUNITY WELFARE
SALVATION ARMY: SERVICE EXTENSION UNITS - 701 BROAD STREET - PHILADELPHIA, PA 19123		501(C)(3)	20,000.	0.			COVID-19 RESPONSE GRANT: EMERGENCY FINANCIAL & FOOD ASSISTANCE

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**Part II** Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

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THE CHILDREN'S HOME OF READING 1010 CENTRE AVENUE READING, PA 19601		501(C)(3)	60,395.	0.			PARTNER AGENCY INVESTMENTS: FOSTER CARE/ADOPTION
THE LGBT CENTER OF GREATER READING 1501 N 13TH STREET READING, PA 19604		501(C)(3)	20,000.	0.			COVID-19 RESPONSE GRANT
THE RUDDEN FAMILY FOUNDATION, INC. 16 PACIFIC AVENUE READING, PA 19608		501(C)(3)	5,000.	0.			COVID-19 RESPONSE GRANT: OPERATIONAL SUPPORT
THE SALVATION ARMY OF READING PO BOX 1099 READING, PA 19602		501(C)(3)	257,521.	0.			PARTNER AGENCY INVESTMENTS: LEARNING CENTER, SUPPORTIVE HOUSING, FAMILY SERVICES
THE SALVATION ARMY OF READING PO BOX 1099 READING, PA 19602		501(C)(3)	20,000.	0.			COVID-19 RESPONSE GRANT: FOOD AND ESSENTIAL ITEMS
THREADS OF CHANGE 4905 MT VERNON AVE TEMPLE, PA 19560		501(C)(3)	5,000.	0.			ONE TIME GRANT: BERKS FOSTER FAMILIES EXPENSES
THRESHOLD REHABILITATION SERVICES, INC. - 1000 LANCASTER AVENUE - READING, PA 19607		501(C)(3)	16,647.	0.			PARTNER AGENCY INVESTMENTS: EMPLOYMENT SERVICES
TOWER HEALTH AT HOME BERKS 1170 BERKSHIRE BOULEVARD WYOMISSING, PA 19610		501(C)(3)	338,243.	0.			PARTNER AGENCY INVESTMENTS: SKILLED NURSING AND RELATED SERVICES
TOWER HEALTH AT HOME BERKS 1170 BERKSHIRE BOULEVARD WYOMISSING, PA 19610		501(C)(3)	10,000.	0.			COVID-19 RESPONSE GRANT: VISITING NURSES PPE

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TOWER HEALTH AT HOME BERKS 1170 BERKSHIRE BOULEVARD WYOMISSING, PA 19610		501(C)(3)	10,000.	0.			ONE TIME GRANT: TELEHEALTH AT HOME PROGRAM
TREATMENT ACCESS & SERVICE CENTER 19 N 6TH STREET; SUITE 300 READING, PA 19601		501(C)(3)	13,360.	0.			COVID-19 RESPONSE GRANT: TECHNOLOGY NEEDS
TULPEHOCKEN AREA SCHOOL DISTRICT 27 REHRERSBURG ROAD BETHEL, PA 19507			25,000.	0.			COVID-19 RESPONSE GRANT
UNITED COMMUNITY SERVICES 1251 N FRONT STREET READING, PA 19601		501(C)(3)	20,000.	0.			ONE TIME GRANT: VIRTUAL LEARNING SUPPORT - RSD & YOUTHBUILD
UNITED LABOR COUNCIL OF READING & BERKS COUNTY - 65 FURNACE STREET - ROBESONIA, PA 19551		501(C)(3)	102,664.	0.			PROGRAM FUNDING INVESTMENTS
UNITED WAY OF LANCASTER COUNTY 630 JANET AVENUE LANCASTER, PA 17601		501(C)(3)	65,000.	0.			SUBCONTRACTED GRANTS: 211 CALL CENTER
WESTERN BERKS FREE MEDICAL CLINIC, INC. - 480 BIG SPRING ROAD - ROBESONIA, PA 19551		501(C)(3)	15,000.	0.			COVID-19 RESPONSE GRANT: OPERATIONAL SUPPORT
WYOMISSING AREA SCHOOL DISTRICT 630 EVANS AVENUE WYOMISSING, PA 19610			5,000.	0.			COVID-19 RESPONSE GRANT
WYOMISSING FOUNDATION 960 OLD MILL ROAD WYOMISSING, PA 19610		501(C)(3)	5,000.	0.			SUBCONTRACTED GRANTS: CAPITAL CAMPAIGN REVIEW BOARD

Schedule I (Form 990)

**Part II** Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(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 non-cash assistance	(h) Purpose of grant or assistance
YMCA OF READING & BERKS COUNTY 631 WASHINGTON STREET READING, PA 19603		501(C)(3)	495,001.	0.			PARTNER AGENCY INVESTMENTS: CHILD CARE/ HEALTHY YOUTH, TRANSITIONAL HOUSING,
YMCA OF READING & BERKS COUNTY 631 WASHINGTON STREET READING, PA 19603		501(C)(3)	41,500.	0.			COVID-19 RESPONSE GRANT: TRANSITIONAL HOUSING PROGRAM



**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 non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance

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

**PART I, LINE 2:**

UNITED WAY JUDICIOUSLY DISTRIBUTES DOLLARS DONATED IN SUPPORT OF THE  
 COMMUNITY'S HEALTH AND HUMAN SERVICES NEEDS, PRIMARILY TO AND THROUGH THE  
 PARTNER AGENCIES. ALSO INCLUDED IS THE DAY-TO-DAY SUPPORT AND ASSISTANCE  
 PROVIDED TO THE PARTNER AGENCIES THROUGH SPECIAL AND ROUTINE AGENCY  
 RELATIONS' ACTIVITIES. IN 2020, WE ALLOCATED FUNDS TO 35 AGENCY PARTNERS,  
 SUPPORTING OVER 80 PROGRAMS AND SERVICES. IN TOTAL, MORE THAN 150,000 BERKS  
 COUNTIANS RECEIVED UNITED WAY-FUNDED SERVICES.

**Part IV** Supplemental Information

UNITED WAY CONTINUES ITS EMPHASIS ON COMPLIANCE AND ACCOUNTABILITY PROCEDURES TO ENSURE THE EFFECTIVE AND EFFICIENT OPERATION OF UNITED WAY PARTNER PROGRAMS.

PART II, LINE 1, COLUMN (H):

NAME OF ORGANIZATION OR GOVERNMENT: EASTER SEALS EASTERN PENNSYLVANIA

(H) PURPOSE OF GRANT OR ASSISTANCE: PARTNER AGENCY INVESTMENTS:

PEDIATRIC CLINICS, OUTPATIENT THERAPY, THERAPEUTIC RECREATION; MFFC

NAME OF ORGANIZATION OR GOVERNMENT:

HAWK MOUNTAIN COUNCIL BOY SCOUTS OF AMERICA

(H) PURPOSE OF GRANT OR ASSISTANCE: PARTNER AGENCY INVESTMENTS:

COMPREHENSIVE YOUTH DEVELOPMENT, URBAN SCOUTING

NAME OF ORGANIZATION OR GOVERNMENT: YMCA OF READING & BERKS COUNTY

(H) PURPOSE OF GRANT OR ASSISTANCE: PARTNER AGENCY INVESTMENTS: CHILD

CARE/ HEALTHY YOUTH, TRANSITIONAL HOUSING, BABY UNIVERSITY

**SCHEDULE J  
(Form 990)**

**Compensation Information**

OMB No. 1545-0047

**2020**

Open to Public Inspection

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.

Department of the Treasury  
Internal Revenue Service

Name of the organization: **UNITED WAY OF BERKS COUNTY, INC.**  
 Employer identification number: **23-1655375**

**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 indemnification 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 (such as 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 ..... **1b**

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

**3** Indicate which, if any, of the following the 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 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 checked="" 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? ..... **4a**
- b** Participate in or receive payment from a supplemental nonqualified retirement plan? ..... **4b**
- c** Participate in or receive payment from an equity-based compensation arrangement? ..... **4c**
- If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.

**Only section 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? ..... **5a**
- b** Any related organization? ..... **5b**
- 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? ..... **6a**
- b** Any related organization? ..... **6b**
- 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 on lines 5 and 6? If "Yes," describe in Part III ..... **7**

**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 ..... **8**

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

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

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule J (Form 990) 2020

**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 aren't 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 and/or 1099-MISC compensation			(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				
(1) TAMMY L. WHITE PRESIDENT	(i)	168,217.	0.	0.	0.	19,940.	188,157.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
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	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							

**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.

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**SCHEDULE M  
(Form 990)**

**Noncash Contributions**

OMB No. 1545-0047

**2020**

Open to Public Inspection

Department of the Treasury  
Internal Revenue Service

- ▶ Complete if the organizations answered "Yes" on Form 990, Part IV, lines 29 or 30.
- ▶ Attach to Form 990.
- ▶ Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

Name of the organization **UNITED WAY OF BERKS COUNTY, INC.** Employer identification number **23-1655375**

**Part I Types of Property**

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1 Art - Works of art				
2 Art - Historical treasures				
3 Art - Fractional interests				
4 Books and publications				
5 Clothing and household goods				
6 Cars and other vehicles				
7 Boats and planes				
8 Intellectual property				
9 Securities - Publicly traded	X	29	372,492.	FAIR VALUE
10 Securities - Closely held stock				
11 Securities - Partnership, LLC, or trust interests				
12 Securities - Miscellaneous				
13 Qualified conservation contribution - Historic structures				
14 Qualified conservation contribution - Other				
15 Real estate - Residential				
16 Real estate - Commercial				
17 Real estate - Other				
18 Collectibles				
19 Food inventory				
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other ( )				
26 Other ( )				
27 Other ( )				
28 Other ( )				

29 Number of Forms 8283 received by the organization during the tax year for contributions for which the organization completed Form 8283, Part V, Donee Acknowledgement **29**

	Yes	No
30a During the year, did the organization receive by contribution any property reported in Part I, lines 1 through 28, that it must hold for at least three years from the date of the initial contribution, and which isn't required to be used for exempt purposes for the entire holding period?		X
b If "Yes," describe the arrangement in Part II.		
31 Does the organization have a gift acceptance policy that requires the review of any nonstandard contributions?	X	
32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?		X
b If "Yes," describe in Part II.		
33 If the organization didn't report an amount in column (c) for a type of property for which column (a) is checked, describe in Part II.		

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990. Schedule M (Form 990) 2020

**Part II** **Supplemental Information.** Provide the information required by Part I, lines 30b, 32b, and 33, and whether the organization is reporting in Part I, column (b), the number of contributions, the number of items received, or a combination of both. Also complete this part for any additional information.

Multiple horizontal lines for supplemental information.

**SCHEDULE O**  
**(Form 990 or 990-EZ)**

Department of the Treasury  
Internal Revenue Service

**Supplemental Information to Form 990 or 990-EZ**

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.

OMB No. 1545-0047

**2020**

Open to Public  
Inspection

Name of the organization

UNITED WAY OF BERKS COUNTY, INC.

Employer identification number

23-1655375

FORM 990, PART III, LINE 2, NEW PROGRAM SERVICES:

MAKE THE FIRST FIVE COUNT - UNITED WAY OF BERKS COUNTY (UWBC) ANNUALLY

INVESTS IN PROGRAMS DELIVERED BY AGENCY PARTNERS. IN 2020, UWBC

INVESTED IN ONE NEW PROGRAM MAKE THE FIRST FIVE COUNT DELIVERED BY

AGENCY PARTNER EASTERSEALS OF EASTERN PENNSYLVANIA. MAKE THE FIRST FIVE

COUNT PROVIDES FREE, WIDESPREAD DEVELOPMENTAL SCREENINGS FOR CHILDREN

AGE 5 AND UNDER TO IDENTIFY DEVELOPMENTAL DELAYS, DISABILITIES, AND

SOCIAL-EMOTIONAL CHALLENGES, AS WELL AS CONNECTS FAMILIES TO LOCAL

RESOURCES.

BERKS COVID-19 RESPONSE FUND & GRANTS - AS A RESULT OF COVID-19

PANDEMIC, IN MARCH 2020, UNITED WAY OF BERKS COUNTY ESTABLISHED THE

BERKS COVID-19 RESPONSE FUND TO PROVIDE IMMEDIATE FUNDING FOR NONPROFIT

ORGANIZATIONS THAT HAVE EXPERIENCED INCREASED DEMAND FOR SERVICES,

OPERATIONAL DISTRESS, AND/OR INCREASED COSTS TO CONTINUE CURRENT

SERVICES. THE BERKS COVID-19 RESPONSE FUND PROVIDES FLEXIBLE RESOURCES

TO HEALTH AND HUMAN SERVICE ORGANIZATIONS ACROSS BERKS COUNTY TO

PROVIDE ESSENTIAL AID AND CRITICALLY NEEDED SAFETY NET SERVICES TO

THOSE MOST IMPACTED BY THE PANDEMIC.

BERKS COUNTY GENEROSITY PROVIDED NEARLY \$1.1 MILLION TO THE RESPONSE

FUND. GIFTS WERE PROVIDED BY 320 INDIVIDUAL DONORS, 8 FOUNDATIONS AND

17 CORPORATIONS INCLUDING \$300,000 IN CHALLENGE MATCH FUNDS PROVIDED

BY CUSTOMERS BANK, THE KINDNESS COALITION FOUNDATION.

IN 2020, 50 COVID GRANTS TOTALING \$837,000 WERE DISTRIBUTED TO 41

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.

Schedule O (Form 990 or 990-EZ) 2020

032211 11-20-20



Name of the organization UNITED WAY OF BERKS COUNTY, INC.	Employer identification number 23-1655375
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ORGANIZATIONS; HELPING OVER 290,000 OF OUR NEIGHBORS. NEARLY SEVENTY PERCENT OF GRANT FUNDS HAVE BEEN DIRECTED TO FOOD INSECURITY AND HOUSING/SHELTER/UTILITIES, THE GREATEST NEEDS IDENTIFIED THROUGH CONTACTS TO 211 INFORMATION AND REFERRAL SERVICE. THE GRANTS RANGED FROM \$4,500 TO \$100,000 AND 7 ORGANIZATIONS RECEIVED MULTIPLE GRANTS. THE FUND WILL CONTINUE TO SUPPORT COVID-RELATED NEEDS IN 2021.

PPE DISTRIBUTION - UNITED WAY ALSO PURCHASED PERSONAL PROTECTIVE EQUIPMENT (PPE) AT A COST OF \$44,491.20, WHICH WAS DISTRIBUTED TO 49 ORGANIZATIONS PROVIDING ESSENTIAL SERVICES: 41,600 MASKS, 95,000 GLOVES, 60 BOTTLES OF SANITIZER, 18,000 HAND SANITIZER GEL POUCHES AND 12,000 TRAVEL SIZE SOAPS. UNITED WAY ALSO DISTRIBUTED DONATED ITEMS INCLUDING 25,000 MASKS, 2,000 FACE SHIELDS, 450 BOXES OF PERSONAL CARE PRODUCTS, AND 17,500 CLOTH MASKS.

CONTACT TRACING - RECOGNIZING CONTACT TRACING IS AN IMPORTANT TOOL FOR COMMUNITIES TO AVOID VIRUS SPREAD AND OVERWHELMING THE HEALTH SYSTEM, BERKS COUNTY COMMUNITY FOUNDATION, WYOMISSING FOUNDATION, CO-COUNTY WELLNESS, COUNTY OF BERKS AND UNITED WAY OF BERKS COUNTY MET VIRTUALLY TO EXPLORE IMPLEMENTING A PROGRAM IN BERKS COUNTY. CO-COUNTY WELLNESS HAS EXPERIENCE WITH CONTACT TRACING AND QUICKLY AGREED TO BE THE LEAD ORGANIZATION TO COORDINATE THE PROGRAM IN BERKS COUNTY.

A VIRTUAL MEETING WITH STATE REPRESENTATIVES WAS SCHEDULED TO UNDERSTAND THE PROCESS OF WORKING WITH THE COMMONWEALTH. THE STATE APPRECIATED THE INITIATIVE OF BERKS COUNTY TO ESTABLISH A CONTACT TRACING PROGRAM AND PROVIDED THE INFORMATION TO REGISTER THE PROGRAM AS WELL AS THE NECESSARY TRAINING FOR STAFFING.

Name of the organization UNITED WAY OF BERKS COUNTY, INC.	Employer identification number 23-1655375
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CARES ACT FUNDS FLOWING TO THE COUNTY PROVIDED THE FINANCING REQUIRED TO ESTABLISH AND IMPLEMENT THE PROGRAM. THE PROGRAM USED A COMBINATION OF PAID STAFF AND VOLUNTEERS; UNITED WAY SUPPORTED VOLUNTEER RECRUITMENT.

BERKS COUNTY CARES ACT APPLICATION - UNITED WAY PROVIDED ASSISTANCE WITH INFORMATION FOR THE CARES ACT APPLICATION PROCESS. UNITED WAY QUICKLY CONTACTED 70+ NONPROFIT ORGANIZATIONS TO GATHER THE COVID-RELATED EXPENSES THE ORGANIZATIONS INCURRED, OR PROJECT TO INCUR, FROM 3/1 - 12/31, 2020. IN A DAY AND A HALF, UNITED WAY WAS ABLE TO REPORT 25 NONPROFIT ORGANIZATIONS HAD/ANTICIPATE EXPENSES OF \$11M RELATED TO COVID.

HOMELESS PREVENTION TASK FORCE - BASED ON 211 INFORMATION, INCREASED UNEMPLOYMENT AND THE MORATORIUMS ON EVICTIONS AND UTILITY PAYMENTS, UNITED WAY CONTACTED REPRESENTATIVES FROM THE CITY, COUNTY, LANDLORD ASSOCIATION, HOMELESS PREVENTION/SHELTER ORGANIZATIONS, MID-PENN LEGAL AND UTILITIES TO DISCUSS THE INCREASE IN EVICTIONS. THE TASK FORCE FOCUSED ON THE IMMEDIATE/EMERGENCY NEEDS AS WELL AS LOOKING FOR LONGER-TERM SOLUTIONS FOR PREVENTING HOMELESSNESS IN THE COUNTY. A SUBCOMMITTEE OF THE GROUP HAS BEEN WORKING ON THE PILOT FOR EPIC (EVICTION PREVENTION INTERVENTION COLLABORATION) MODELED AFTER A PROGRAM IN MONTGOMERY COUNTY. THE PROGRAM IS BEING PILOTTED AND IS SUPPORTED BY THE CITY'S HUMAN RELATIONS OFFICE STAFF ATTENDING THE COURT HEARING TO HELP TENANTS POISED FOR EVICTION TRIAGE AND REFER FOR BUDGET COUNSELING, EMPLOYMENT OPPORTUNITIES, ETC. THE PROGRAM HAS BEEN AVAILABLE FOR NEARLY 70 EVICTION CASES. A JUDGMENT OF EVICTION WAS

Name of the organization UNITED WAY OF BERKS COUNTY, INC.	Employer identification number 23-1655375
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ISSUED FOR TWO CASES DUE TO TENANT NO-SHOWS. ALL OTHER CASES WERE WITHDRAWN, CONTINUED OR RESOLVED; A MAJORITY OF THE CASES BENEFITED FROM THE PROGRAM. ONCE LANDLORDS UNDERSTOOD THE PROGRAM, MANY WERE VERY COOPERATIVE. AS OTHER MDJS LEARNED ABOUT THE PROGRAM, PARTIAL PROGRAMMING IS OFFERED IN TWO MORE COURTS. THE NUMBER OF TENANT NO-SHOWS HAS DRAMATICALLY DROPPED FOR EVICTION HEARINGS (ALTHOUGH IT IS TOO EARLY TO KNOW IF TREND WILL CONTINUE.)

ADDRESSING FOOD INSECURITY - UNITED WAY, WYOMISSING FOUNDATION AND BERKS COUNTY COMMUNITY FOUNDATION CONVENED A MEETING OF ORGANIZATIONS INVOLVED IN FOOD DISTRIBUTION. THE PURPOSE OF THE MEETING WAS TO UNDERSTAND THEIR EXPERIENCES AND CHALLENGES AND TO PROVIDE HELPING HARVEST THE OPPORTUNITY TO PROVIDE AN UPDATE ON THE DEMANDS AND CHALLENGES THE ORGANIZATION WAS FACING DURING THE PANDEMIC AND LOOKING FORWARD. HELPING HARVEST HAS BEEN PROVIDING FOOD AT NO COST TO ANY FOOD DISTRIBUTION ORGANIZATIONS. SINCE STAY AT HOME ORDERS LASTED LONGER THAN ANYONE ANTICIPATED AND UNEMPLOYMENT CONTINUED TO RISE, HELPING HARVEST WAS LOOKING AT HOW LONG IT COULD SUSTAIN NOT CHARGING PARTNERS FOR FOOD (NORMAL BUSINESS PRACTICE).

UNITED WAY WAS ABLE TO SECURE PRIVATE FUNDING FOR HELPING HARVEST. HELPING HARVEST DEVELOPED A BUSINESS MODEL TO CONTINUE TO PROVIDE THE COMMUNITY WITH FOOD IN THE MOST EFFICIENT AND COST EFFECTIVE MANNER.

TRAUMA INFORMED EDUCATION SERIES - UNITED WAY OF BERKS COUNTY/READY.SET.READ! PROGRAM PROVIDED A FOUR-PART SERIES, FOR EDUCATORS/VOLUNTEERS/INTERESTED COMMUNITY MEMBERS, DEVELOPED BY DR. COLLEEN LELLI, DIRECTOR OF THE BARBARA AND JOHN JORDAN CENTER FOR

Name of the organization UNITED WAY OF BERKS COUNTY, INC.	Employer identification number 23-1655375
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CHILDREN OF TRAUMA AND DOMESTIC VIOLENCE EDUCATION, AND HER COLLEAGUES  
AT CABRINI UNIVERSITY.

A SESSION WAS RELEASED EVERY THURSDAY BETWEEN SEPTEMBER 3 AND SEPTEMBER  
24 AND CULMINATED WITH A LIVE QUESTION AND ANSWER SESSION WITH THE  
PRESENTERS ON THURSDAY, OCTOBER 1.

- SESSION 1 TRAUMA OVERVIEW AND REVIEW

- SESSION 2 FILLING YOUR CUP FIRST: SELF-CARE STRATEGIES FOR  
EDUCATORS

- SESSION 3 TRAUMA AND A PANDEMIC: SUPPORTING STUDENTS DURING  
EXTRAORDINARY TIMES

- SESSION 4 RACIAL INDUCED TRAUMA: HOW TO ADDRESS RACE IN EDUCATION  
SETTINGS

THE SESSIONS ARE AVAILABLE AT WWW.READY.SET.READBERKS.ORG (UNDER THE  
TAB FOR EDUCATORS). ALL SESSIONS, INCLUDING A RECORDING OF THE Q&A  
SESSION, RESIDE ON THE WEBSITE FOR VIEWING.

WELCOME BACK VIDEO FOR BERKS COUNTY STUDENTS - UNITED WAY JOINED FORCES  
WITH THE COUNTY OF BERKS AND BERKS COUNTY INTERMEDIATE UNIT TO SPONSOR  
THE PRODUCTION OF A VIDEO TO WELCOME STUDENTS TO THE NEW SCHOOL YEAR  
DURING THE ONGOING PANDEMIC. THE VIDEO ADDRESSES THE REALITIES OF  
ATTENDING SCHOOL IN PERSON OR REMOTELY IN THE COVID-ENVIRONMENT. THE  
VIDEO STRESSES, "IT IS OKAY NOT TO BE OKAY," AND PROMOTES 211 AND  
RUOK?, A RESOURCE ADDRESSING MENTAL HEALTH AND SUICIDE. THE VIDEO CAN  
BE ACCESSED BY USING THIS LINK: [HTTPS://YOUTU.BE/PHA3ABLFVRA](https://youtu.be/PHA3ABLFVRA)

FORM 990, PART III, LINE 4A, PROGRAM SERVICE ACCOMPLISHMENTS:

TIME TO ENSURE UWBC DOLLARS ARE INVESTED IN HIGH-PRIORITY PROGRAMS THAT  
ADDRESS CRITICAL CURRENT COMMUNITY NEEDS, AS WELL AS PROGRAMS THAT ARE

Name of the organization UNITED WAY OF BERKS COUNTY, INC.	Employer identification number 23-1655375
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HIGH-PERFORMING - CONSISTENTLY AND EFFECTIVELY, DELIVERING A HIGH-QUALITY PROGRAM PRODUCING MEANINGFUL RESULTS FOR PARTICIPANTS. ANNUALLY, PROGRAMS RECEIVING UWBC INVESTMENTS ARE REQUIRED TO SUBMIT A REPORT THAT DETAILS HOW UWBC DOLLARS ARE SPENT TO SUPPORT PROGRAMMING, AND THE OUTCOMES ACHIEVED BY CLIENTS. THESE OUTCOMES PLAY A CRUCIAL ROLE IN DETERMINING THE EFFECTIVENESS OF UWBC INVESTMENTS IN PROGRAMS.

DUE TO THE COVID-19 PANDEMIC, 2020 WAS A YEAR LIKE NO OTHER, CREATING VARIOUS CHALLENGES FOR AGENCIES THROUGHOUT OUR COMMUNITY. SOME PROGRAMS WERE LIMITED IN THE SERVICES THEY COULD PROVIDE DUE TO COVID-19 RESTRICTIONS; HOWEVER, MANY PIVOTED TO SEE WHAT OTHER WAYS THEY COULD SUPPORT FAMILIES IN OUR COMMUNITY. MANY AGENCIES SAW AN INCREASE IN DEMAND TO PROVIDE BASIC NEEDS - WITH FOOD AND HOUSING AT THE TOP OF THE LIST. UNITED WAY PROVIDED AGENCIES FLEXIBILITY TO SEE THEIR ANNUAL INVESTMENT IN 2020 TO ENSURE SERVICES COULD CONTINUE TO BE DELIVERED TO THOSE IN MOST NEED OF HELP DURING THIS CHALLENGING TIME.

UWBC INVESTED IN THE FOLLOWING PROGRAMS IN 2020:

EDUCATION FOCUS AREA:

UNITED WAY BELIEVES THAT EVERYONE CAN PLAY A ROLE IN ENSURING THAT CHILDREN GROW UP TO BE PRODUCTIVE CITIZENS AND MEMBERS OF OUR COMMUNITY. THIS BEGINS WITH A GOOD EDUCATION THAT IS THE FOUNDATION FOR A CHILD'S SUCCESS IN WORK AND LIFE, ALONG WITH PROVIDING SUPPORTIVE PROGRAMMING THAT HELPS YOUTH DEVELOP NECESSARY SKILLS FOR THEIR FUTURES. TO MEET THIS GOAL, KEY ISSUES ADDRESSED BY UWBC AND ITS SUPPORTED PROGRAMS IN THIS FOCUS AREA INCLUDE EARLY CARE AND SCHOOL READINESS, SCHOOL SUCCESS, AND POSITIVE YOUTH DEVELOPMENT, SINCE THESE ISSUES ARE ALL INTERTWINED IN HELPING CHILDREN REACH THEIR POTENTIAL.

Name of the organization UNITED WAY OF BERKS COUNTY, INC.	Employer identification number 23-1655375
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COVID-19 DID CHANGE OR LIMIT PROGRAM DELIVERY FOR SEVERAL OF THESE PROGRAMS. MANY TRANSITIONED TO A VIRTUAL PLATFORM TO ENSURE THEY COULD CONTINUE TO CONNECT WITH CHILDREN AND FAMILIES. THESE PROGRAMS WERE ABLE TO CONTINUE TO IMPACT OVER 9,000 CHILDREN AND YOUTH IN BERKS COUNTY.

EARLY CARE AND SCHOOL READINESS:

- COMMUNITY-LEVEL OUTCOME: CHILDREN REACH APPROPRIATE DEVELOPMENTAL MILESTONES.

--BERKS COUNTY INTERMEDIATE UNIT CHILDCARE: FAMILIES RECEIVE ACCESS TO KEYSTONE STAR RATED 3 OR 4 CHILDCARE FOR THEIR CHILDREN WITH UWBC'S INVESTMENT. BCIU CHILDCARE PROVIDES QUALITY CHILDCARE SERVICES FOR CHILDREN AGES 13 MONTHS TO 12 YEARS OF AGE. BCIU'S DEVELOPMENTAL APPROACH FOCUSES ON OFFERING EXPOSURE TO ACTIVITIES IN THE FOLLOWING AREAS: SCIENCE, TECHNOLOGY, ENGINEERING, MATH, LITERACY, MUSIC, CREATIVE ARTS, DRAMATIC PLAY, SOCIAL STUDIES, FINE AND GROSS MOTOR, COOKING, AND FIELD TRIPS FOR SCHOOL AGE STUDENTS. CARE IS PROVIDED 12 MONTHS PER YEAR BY HIGHLY TRAINED STAFF. BCIU CHILDCARE SETTINGS INCLUDE SCHOOL AGE, PRESCHOOL, TODDLER AND INCLUSION OPPORTUNITIES.

- COMMUNITY-LEVEL OUTCOME: FAMILIES HAVE ACCESS TO AFFORDABLE AND QUALITY EARLY LEARNING EXPERIENCES THAT RESULT IN KINDERGARTEN READINESS.

-- OPPORTUNITY HOUSE, CHILDCARE: THE SECOND STREET LEARNING CENTER IS A COMPREHENSIVE COMMUNITY CHILDCARE PROGRAM FOR CHILDREN AGES 6 WEEKS TO 13 YEARS FOCUSING ON CREATIVITY, SOCIALIZATION, AND THE DEVELOPMENT OF HIGH SELF-ESTEEM. ACTIVITIES ARE DESIGNED TO MEET THE NEEDS OF EACH INDIVIDUAL CHILD. MULTI-CULTURAL AND DEVELOPMENTALLY APPROPRIATE MATERIALS AND EQUIPMENT ARE OFFERED.

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-- YMCA OF READING & BERKS COUNTY, CHILDCARE: OFFERS A SCIENTIFICALLY-BASED, IMPLEMENTED EARLY CHILDHOOD CURRICULUM THAT ALIGNS WITH THE PENNSYLVANIA LEARNING STANDARDS FOR EARLY CHILDHOOD. SINCE PLAY IS THE FOUNDATION FOR YOUNG CHILDREN'S LEARNING AND DEVELOPMENT, THE YMCA PROVIDES WELL-EQUIPPED AND CAREFULLY ARRANGED CLASSROOMS.

- COMMUNITY-LEVEL OUTCOME: INDIVIDUALS GAIN KNOWLEDGE AND DEVELOP SKILLS TO ESTABLISH STRONG FAMILIES AND HELP CHILDREN REACH THEIR POTENTIAL.

-- CENTRO HISPANO, ABRIENDO PUERTAS/OPENING DOORS PROGRAM: AN EVIDENCE-BASED, COMPREHENSIVE TRAINING PROGRAM, DEVELOPED BY AND FOR LATINO PARENTS WITH CHILDREN AGES 0 TO 5; AIMS TO IMPROVE THE OUTCOMES OF THE NATION'S LATINO CHILDREN BY BUILDING THE CAPACITY AND CONFIDENCE OF PARENTS TO BE STRONG AND POWERFUL ADVOCATES IN THEIR CHILDREN'S LIVES. ALSO ALIGNS WITH UWBC'S READY.SET.READ! INITIATIVE.

-- YMCA OF READING & BERKS COUNTY, BABY UNIVERSITY: OFFERED AS A 6-WEEK SESSION, EACH PARTICIPANT - A PARENT OR CAREGIVER WITH A CHILD FROM PRENATAL TO FIVE YEARS OLD - RECEIVES A WEEKLY HOME VISIT IN ADDITION TO THE WEEKLY CLASSROOM INSTRUCTION, WHICH INCLUDES EDUCATION ON EARLY CHILDHOOD DEVELOPMENT AND EVIDENCE-BASED PARENTING CURRICULUM.

SCHOOL SUCCESS

- COMMUNITY-LEVEL OUTCOME: STUDENTS WILL ACHIEVE ACADEMIC SUCCESS BY IMPROVED ATTENDANCE AND/OR PROMOTION TO THE NEXT GRADE LEVEL.

--BIG BROTHERS BIG SISTERS OF BERKS COUNTY, MENTORING PROGRAM SERVICES: THEIR MISSION IS TO PROVIDE CHILDREN FACING ADVERSITY WITH STRONG AND ENDURING, PROFESSIONALLY SUPPORTED 1-TO-1 RELATIONSHIPS THAT CHANGE THEIR LIVES FOR THE BETTER, FOREVER. THIS IS ACHIEVED THROUGH

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PROFESSIONALLY-DIRECTED MENTORING PROGRAMS UTILIZING CAREFULLY SCREENED AND TRAINED VOLUNTEERS, AND INCLUDES ONE-TO-ONE PROGRAM, COUL (THE CLUB OF UNMATCHED LITTLES) GROUP-MENTORING, TEEN PROGRAM THAT PROVIDES GROUP-MENTORING, AND SMART (STUDENTS & MENTORS ACHIEVING RESULTS TOGETHER), A SCHOOL-BASED PROGRAM.

-- COMMUNITY-LEVEL OUTCOME: STUDENTS WILL PARTICIPATE IN EDUCATIONAL EXPERIENCES DURING THE SUMMER TO MAINTAIN READING SKILLS.

-- BIRDSBORO COMMUNITY MEMORIAL CENTER, OUT OF SCHOOL EDUCATION PROGRAMS: THE SUMMER READING PROGRAM FOR YOUTH IN GRADES FIRST THROUGH SIXTH ALLOWS PARTICIPANTS TO PRACTICE AND LEARN NEW STRATEGIES THAT WILL ASSIST THEM IN MAINTAINING CURRENT READING LEVELS, OR INCREASE LEVELS, THROUGHOUT THE SUMMER MONTHS.

-- OLIVET BOYS AND GIRLS CLUB OF READING AND BERKS COUNTY, COMPREHENSIVE YOUTH DEVELOPMENT: OLIVET SUMMER CAMP PROGRAMS PICK UP WHEN THE AFTERSCHOOL PROGRAM ENDS, KEEPING YOUTH ENGAGED IN PROGRAMS DURING THE SUMMER MONTHS.

#### YOUTH DEVELOPMENT

- COMMUNITY-LEVEL OUTCOME: BY PARTICIPATING IN DIVERSE, SAFE, AND EFFECTIVE OUT-OF-SCHOOL TIME PROGRAMS, YOUTH WILL DEVELOP ACADEMIC, ARTISTIC, AND/OR LEADERSHIP SKILLS.

-- BIRDSBORO COMMUNITY MEMORIAL CENTER, OUT OF SCHOOL EDUCATION PROGRAMS: LITERACY PROGRAMS OFFERED AS PART OF THE AFTERSCHOOL CLUBHOUSE, WHICH ENGAGES STUDENTS, GRADES 1-6. STAFF ASSIST STUDENTS WITH HOMEWORK AND READING SUPPORT. THE PROGRAM ALSO ENCOMPASSES SOCIAL ACTIVITIES.

-- GIRL SCOUTS OF EASTERN PA, OUTREACH TO AT-RISK GIRLS: GIRLS IN FUNDED INITIATIVES PROGRAMS PROVIDE HIGH-QUALITY OUT-OF-SCHOOL-TIME



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THROUGH EDUCATION OPPORTUNITIES FOR GIRLS IN UNDERSERVED COMMUNITIES IN THE CITY OF READING. GIRLS ATTEND WEEKLY MEETINGS AT CONVENIENT COMMUNITY LOCATIONS BOTH DURING THE SCHOOL YEAR AND IN THE SUMMER.

-- HAWK MOUNTAIN COUNCIL BOY SCOUTS OF AMERICA, TRADITIONAL SCOUTING: THIS PROGRAM OPERATES WITHIN THE LOCAL NEIGHBORHOOD AT LOCATIONS PROVIDED BY PARTNERSHIPS THAT HAVE A CONTINUED INTEREST IN CITIZENSHIP TRAINING, PERSONAL FITNESS, AND CHARACTER DEVELOPMENT. ADULT VOLUNTEERS ADMINISTER THE PROGRAMS AT ALL LEVELS WITH SUPPORT FROM THE HAWK MOUNTAIN COUNCIL. THE LEVEL OF YOUTH LEADERSHIP IS BASED UPON AGE APPROPRIATE ACTIVITIES.

-- HAWK MOUNTAIN COUNCIL BOY SCOUTS OF AMERICA, URBAN SCOUTING: SCOUTREACH IS THE HAWK MOUNTAIN COUNCIL'S COMMITMENT TO ENSURING ALL YOUNG PEOPLE HAVE AN OPPORTUNITY TO JOIN SCOUTING, REGARDLESS OF THEIR CIRCUMSTANCES, NEIGHBORHOOD, CULTURAL OR ETHNIC BACKGROUND. SCOUTREACH IS THE SAME PROGRAM AS SCOUTING IN ANY OTHER AREA BUT IS TYPICALLY AN AFTER-SCHOOL PROGRAM THAT PROVIDES AN ADDITIONAL EMPHASIS ON SPECIAL NEEDS OF PARTICIPANTS, SUCH AS PARENTAL INVOLVEMENT, FINANCIAL ABILITY, ACADEMIC PERFORMANCE, ACCESS TO TECHNOLOGY, AND CULTURAL AND LANGUAGE DIFFERENCES. UWBC PROVIDED AN INCREASED INVESTMENT TO ASSIST WITH PILOTING THE NEW STEM SCOUTS WITHIN THE CITY OF READING. THIS VALUES-BASED PROGRAM FOCUSES ON SCHOOL SUCCESS AND YOUTH DEVELOPMENT. STEM SCOUTS EXPANDS BOY SCOUTING OPPORTUNITIES TO GIRLS. SCOUTS SPEND 90 MINUTES PER MEETING WORKING ON SELF-IMPROVEMENT, CRITICAL THINKING, AND HANDS ON EXPERIMENTATION FOCUSING ON TOPICS

SUCH AS PHYSICS OF LIGHT, PROPERTIES OF MATTER, MAGNETISM, PROPERTIES OF SOUND, ROBOTICS, ARCHAEOLOGY, AND SPACE.

- OLIVET BOYS AND GIRLS CLUB OF READING AND BERKS COUNTY, COMPREHENSIVE

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YOUTH DEVELOPMENT: DURING THE SCHOOL YEAR, KIDS ATTEND THEIR CLUBS MONDAY THROUGH FRIDAY, AND PARTICIPATE IN MANY ACTIVITIES AND PROGRAMS THAT ENRICH THEIR LIVES AND HELP MAKE THEM SUCCESSFUL STUDENTS, ATHLETES AND CITIZENS. MEMBERS AGES 6-12 PARTICIPATE FROM 2:30-6 P.M.. MEMBERS 13 AND OLDER UTILIZE THE CLUBS FROM 6-9 P.M. THESE PROGRAMS INCLUDE TUTORING, ARTS AND CRAFTS, SPORTS AND RECREATION, COMPUTER AND TECHNOLOGY, LEADERSHIP AND CHARACTER BUILDING, AND COLLEGE ACCESS AND CAREER DEVELOPMENT, VISUAL AND PERFORMING ARTS.

#### EDUCATIONAL CASE MANAGEMENT

- COMMUNITY-LEVEL OUTCOME: INDIVIDUALS RECEIVE CASE MANAGEMENT TO IMPROVE THEIR LIVES.

- COMMUNITIES IN SCHOOLS (CIS), INTEGRATED STUDENT SUPPORT: THE CIS MODEL OF INTEGRATED STUDENT SUPPORT OPERATES THROUGH THE COORDINATION AND DELIVERY OF SCHOOL-WIDE SUPPORTS, GROUP-LEVEL SUPPORTS, AND INDIVIDUALIZED SUPPORTS FOCUSING ON IMPROVING ATTENDANCE, BEHAVIOR, AND ACADEMIC PERFORMANCE. AT THE READING INTERMEDIATE HIGH SCHOOL, CIS IS WORKING TO ESTABLISH AND STRENGTHEN RELATIONSHIPS WITH STUDENTS, FAMILIES, SCHOOL DISTRICT STAFF, AND COMMUNITY PARTNERS.

#### LITERACY

- COMMUNITY-LEVEL OUTCOME: STUDENTS IMPROVE MEANING-BASED LITERACY SKILLS. MEANING-BASED SKILLS INCLUDE ORAL LANGUAGE (VOCABULARY AND WORD KNOWLEDGE), TEXT CHARACTERISTICS, UNDERSTANDING OF PURPOSE, INTEREST, MOTIVATION AND RELEVANT BACKGROUND KNOWLEDGE.

#### READY.SET.READ!:

THIRD GRADE READING PROFICIENCY IS A KEY INDICATOR OF FUTURE SUCCESS,

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YET RECENT PSSA SCORES SHOW THAT A HIGH PERCENT OF THIRD GRADERS IN BERKS COUNTY FALL SHORT OF BEING PROFICIENT. LAUNCHING IN 2012, READY.SET.READ! (RSR) IS A COLLABORATION AMONG UNITED WAY OF BERKS COUNTY, THE EDUCATIONAL AND BUSINESS COMMUNITIES AND COMMUNITY ORGANIZATIONS WORKING TO IMPROVE READING PROFICIENCY FOR STUDENTS BY THE END OF THIRD GRADE. THE COLLECTIVE WORK FOCUSES ON FOUR KEY STRATEGIES: IMPLEMENT SCHOOL-READINESS ACTIVITIES FOR PRE-SCHOOL CHILDREN TO SUPPORT LANGUAGE AND PRE-LITERACY DEVELOPMENT IN YOUNG CHILDREN, CONNECT TUTORS WITH EARLY GRADE STUDENTS NEEDING SUPPLEMENTAL INSTRUCTION, ENGAGE PARENTS TO PROMOTE LITERACY AND MOBILIZE THE COMMUNITY AROUND THIS WORK.

RSR 2020 PROGRAM OVERVIEW:

- STAR READERS PROVIDES TUTORS TO 35 ELEMENTARY SCHOOLS IN 14 SCHOOL DISTRICTS AND IS DELIVERED BY OVER 389 VOLUNTEER TUTORS SERVING OVER 383 STUDENTS IN 1ST AND 2ND GRADES.
- GROWING READERS: LATINO-OWNED CHILDCARE CENTERS IN THE CITY OF READING RECEIVE COACHING AND MENTORING SERVICES ALONG WITH CURRICULUM SUPPORT TO ENHANCE LITERACY DEVELOPMENT FOR THEIR STUDENTS. GROWING READERS ALSO OFFERS A PROGRAM TO ASSIST CHILDCARE TEACHERS IN OBTAINING THEIR CHILD DEVELOPMENT ASSOCIATE CREDENTIAL (CDA) THROUGH A PARTNERSHIP WITH READING AREA COMMUNITY COLLEGE. IN 2020, 21 CANDIDATES COMPLETED THE EDUCATION PROGRAM WITH 2 CDAS RECEIVED. UWBC WORKED WITH CANDIDATES FROM SIX CENTERS. WE BEGAN COACHING AND MODELING TO 2 CENTERS (PRINCES AND PRINCESSES AND LITTLE GENIUS DAYCARE). HOWEVER, TRAINING WAS INTERRUPTED DUE TO THE PANDEMIC. THERE WERE 170 CHILDREN SERVED FOR GROWING READERS, RESULTING FROM EDUCATION OF TEACHERS.
- RAISING A READER PROVIDES A BOOK BAG PROGRAM TO PROMOTE HOME BOOK

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READING ROUTINES IN FIVE READING ELEMENTARY SCHOOLS AND NINE HEAD START CENTERS (67 TOTAL CLASSROOMS). VOLUNTEERS ALSO ASSIST WITH THE IMPLEMENTATION OF THIS PROGRAM, REVIEWING AND ROTATING THE BOOK BAGS ON A WEEKLY BASIS.

- EARLY LITERACY IS INCORPORATED INTO PEDIATRIC PRACTICES THROUGH REACH OUT AND READ, PROVIDING PARENTS TOOLS TO HELP PREPARE THEIR CHILDREN TO LEARN.

- SUMMER LEARNING GRANTS 2020: THIS COMPETITIVE GRANT WAS OPENED TO RSR PARTNER SCHOOLS, SUMMER LEARNING COALITION MEMBERS, AND OTHER ORGANIZATIONS SERVING BERKS COUNTY TITLE 1 STUDENTS. THE GRANT WAS DESIGNED TO PROVIDE UP TO \$5,000 IN SUPPORT OF SUMMER LEARNING PROGRAMMING, WHICH INCLUDED A LITERACY COMPONENT UP TO AND INCLUDING 3RD GRADERS WITH THEIR PROGRAM, OCCURRING BETWEEN JUNE - AUGUST 2020. IN 2020, 11 SUMMER PROGRAMS RECEIVED GRANTS TOTALING \$46,786. THIS IMPACTED 2,600 CHILDREN IN PRE-KINDERGARTEN TO 3RD GRADE.

- UWBC HAS BEEN WORKING WITH THE OAKBROOK COMMUNITY, INCLUDING ORGANIZING A SUMMER READING PROGRAM FOR THE FIFTH YEAR THROUGH PARTNERSHIPS WITH BERKS COMMUNITY HEALTH CENTER, CUSTOMERS BANK, READING HOUSING AUTHORITY, READING SCHOOL DISTRICT, AND ALVERNIA UNIVERSITY, AND AS A RESULT CONNECTING WITH OVER 80 CHILDREN IN 2020. OF THESE CHILDREN, 51 RECEIVED NEW BIKES AND HELMETS COURTESY OF CUSTOMERS BANK FOR ATTAINING A 75% PARTICIPATION RATE IN THE BOOKS FOR BIKES PROGRAM.

- YOCUM INSTITUTE FOR ARTS EDUCATION AGAIN RECEIVED A \$25,000 INVESTMENT FROM UWBC TO SUPPORT NEIGHBORHOOD BRIDGES, A COMPREHENSIVE PROGRAM OF STORYTELLING AND CREATIVE DRAMA THAT IS CURRICULUM-BASED AND DEVELOPS CHILDREN'S CRITICAL AND CULTURAL LITERACY, VOCABULARY, WRITING AND COMMUNICATION SKILLS. IT IS RECOGNIZED BY THE U.S. DEPARTMENT OF

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EDUCATION'S OFFICE OF IMPROVEMENT AND INNOVATION AS AN EFFECTIVE MODEL FOR INTEGRATING THE ARTS WITH STANDARDS-BASED EDUCATION PROGRAMS. FUNDING PROVIDED TEACHING ARTISTS TO SERVE IN FIVE 3RD GRADE CLASSROOMS AT 16TH & HAAK ELEMENTARY SCHOOL AND 10TH & PENN IN THE READING SCHOOL DISTRICT. AFTER SCHOOL CLOSURE DUE TO THE PANDEMIC, THE PROGRAM FOCUSED ON CURRICULUM DEVELOPMENT FOR RELAUNCH IN 2021.

- READING PUBLIC LIBRARY (RPL) RECEIVED AN ADDITIONAL \$25,000 INVESTMENT TO CONTINUE TO SUPPORT FAMILY LITERACY WITH A DEDICATED BILINGUAL FAMILY LITERACY OUTREACH WORKER WHO PROVIDED LIBRARY PROGRAMS OUTSIDE THE WALLS TO DAYCARE CENTERS, PARKS, PLAYGROUNDS, AND AFTER SCHOOL PROGRAMS. DUE TO THE PANDEMIC, MANY OF THE FAMILY LITERACY PROGRAMS MOVED VIRTUAL FOR MUCH OF THE YEAR. THE LIBRARY CREATED "GO PACKS" FOR FAMILIES WHICH INCLUDED AN ACTIVITY, CRAFT, OR STEM EXPERIMENT ALONG WITH AN AGE-APPROPRIATE BOOK. VIRTUAL LIBRARY TOURS, STORY TIMES, AND PARENTING CLASSES ROUNDED OUT THE LITERACY COMPONENT. IN-PERSON OUTREACH RETURNED AT THE END OF 2020 WHEN EARLY LEARNING CENTERS ALLOWED EXTERNAL VISITORS.

FINANCIAL STABILITY

UNITED WAY OF BERKS COUNTY IS COMMITTED TO EFFORTS THAT HELP INDIVIDUALS AND FAMILIES ACCESS STABLE HOUSING, GAIN JOB SKILLS AND BUILD FINANCIAL LITERACY SO THEY HAVE INCREASED OPPORTUNITIES TO ACHIEVE LONG-TERM FINANCIAL STABILITY, BENEFITTING 1,180 BERKS RESIDENTS IN 2020. THIS IS ACCOMPLISHED THROUGH FUNDING PROGRAMS WITH OUR AGENCY PARTNERS, IN ADDITION TO PROVIDING SPECIAL GRANTS FOR OTHER ORGANIZATIONS HELPING PEOPLE TO ATTAIN FINANCIAL INDEPENDENCE IN DIFFERENT WAYS. THESE SERVICES WERE VITAL AS WE WORK TO RECOVER FROM COVID-19 AND ASSIST PEOPLE REGAIN EMPLOYMENT.

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**AFFORDABLE HOUSING**


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- COMMUNITY-LEVEL OUTCOME: INDIVIDUALS HAVE ACCESS TO SAFE AND

AFFORDABLE HOUSING.

- HABITAT FOR HUMANITY OF BERKS COUNTY, INC., HOME

CONSTRUCTION/RENOVATION FOR LOW INCOME FAMILIES: HABITAT FOR HUMANITY

BUILDS, RENOVATES, AND REPAIRS HOMES USING VOLUNTEER LABOR AND

DONATIONS TO PROVIDE SAFE, AFFORDABLE HOUSING FOR LOW-INCOME FAMILIES.

RECIPIENTS OF HOMES INVEST THEIR OWN LABOR, CALLED "SWEAT EQUITY", INTO

THE BUILDING/RENOVATION AND PURCHASE THE HOME THROUGH AN AFFORDABLE

FINANCING PROGRAM.

- COMMUNITY-LEVEL OUTCOME: INDIVIDUALS HAVE ACCESS TO TRANSITIONAL OR

PERMANENT SUPPORTIVE HOUSING.

- THE SALVATION ARMY READING CORPS, PERMANENT SUPPORTIVE HOUSING:

SUPPORTIVE HOUSING PROGRAM OFFERS PERMANENT HOUSING TO CHRONICALLY

HOMELESS AND DISABLED ADULTS AND FAMILIES. THE PROGRAM INCLUDES RENTAL

ASSISTANCE, LANDLORD RELATIONS, LIFE SKILLS TRAINING, MONITORING OF

BOTH FISCAL (BUDGET) AND PHYSICAL/MENTAL HEALTH ISSUES, CONNECTION WITH

THE SALVATION ARMY'S FAMILY SERVICES PROGRAM, AND OTHER COMMUNITY

PROGRAMS. SKILLED CASEWORKERS DEVELOP AND MONITOR A 12-POINT

ENCOURAGEMENT PLAN FOR EACH INDIVIDUAL AND FAMILY.

- YMCA OF READING & BERKS COUNTY, TRANSITIONAL HOUSING: INDIVIDUALS WHO

ARE EXPERIENCING HOMELESSNESS, CHEMICAL DEPENDENCY, MENTAL HEALTH

ISSUES, AND SOCIAL SERVICE NEEDS IN BERKS COUNTY HAVE A SAFE AND SECURE

PLACE TO STAY. THE TRANSITIONAL LIVING PROGRAM PROVIDES INTENSIVE CASE

MANAGEMENT SERVICES AND SUPPORTIVE RESOURCE CONNECTIONS IN AN EFFORT TO

ADDRESS AND RESOLVE THE ROOT CAUSES OF HOMELESSNESS, CHEMICAL

DEPENDENCY, MENTAL HEALTH AND OTHER SOCIAL SERVICE NEEDS.

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## EMPLOYMENT/JOB SKILLS

- COMMUNITY-LEVEL OUTCOME: UNEMPLOYED AND UNDEREMPLOYED INDIVIDUALS PARTICIPATE IN JOB PREPAREDNESS AND SOFT SKILLS TRAINING, AND RECEIVE SUPPORT TO BETTER CONNECT THEM WITH, AND HELP MAINTAIN, EMPLOYMENT.

-THRESHOLD REHABILITATION SERVICES, INC., BERKS PERSONAL NETWORK: PROVIDES COMPREHENSIVE EMPLOYMENT SERVICES DESIGNED TO SUPPORT AND EMPOWER PEOPLE WITH DISABILITIES TO OBTAIN AND MAINTAIN COMPETITIVE EMPLOYMENT IN THE COMMUNITY. THE SERVICES ARE INDIVIDUALLY TAILORED TO MEET EACH PERSON'S AREAS OF NEED. ACTIVITIES MAY INCLUDE CAREER EXPLORATION, RESUME AND EMPLOYMENT APPLICATION SUPPORT, JOB INTERVIEW SUPPORT, ADVOCACY, TRANSPORTATION TRAINING, JOB DEVELOPMENT AND PLACEMENT, ON-THE-JOB TRAINING, SERVICE COORDINATION, AND FOLLOW-UP SUPPORT.

-BERKS CONNECTIONS PRETRIAL SERVICES, PRISONER REENTRY SERVICES: INMATES AT THE BERKS COUNTY JAIL ARE ASSESSED UTILIZING A NATIONALLY-VALIDATED RISK-NEEDS TOOL AND SCREENED FOR POST-RELEASE NEEDS. INMATES WHO QUALIFY ARE TRANSFERRED TO THE BERKS COUNTY COMMUNITY REENTRY CENTER (CRC). ALL RESIDENTS ARE ASSIGNED A CASE MANAGER AND RECEIVE AN INDIVIDUALIZED TRANSITION PLAN. SECURING STABLE, SUSTAINABLE EMPLOYMENT IS A GOAL THAT BCPS SPENDS THE MOST TIME WORKING ON WITH CLIENTS POST-RELEASE. REENTRANTS REVIEW LESSONS LEARNED FROM EMPLOYMENT GROUPS AT THE CRC AND ARE PROVIDED WITH ONGOING COACHING AND SUPPORT TO AID IN OBTAINING AND MAINTAINING EMPLOYMENT. CLIENTS RECEIVE DIRECT ASSISTANCE THROUGH JOB LEADS, INTERVIEWING SKILLS PRACTICE, RESUME UPDATES AND SUPPORT UTILIZING THE COMPUTER BASED LEARNING CENTER (CBLC) FOR COMPLETING APPLICATIONS AND CHECKING EMAIL FOR

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## CORRESPONDENCE FROM POTENTIAL EMPLOYERS.

- COMMUNITY-LEVEL OUTCOME: INDIVIDUALS IMPROVE LITERACY AND ENGLISH LANGUAGE SKILLS.

- LITERACY COUNCIL OF READING-BERKS, LITERACY TRAINING AND ESL: ONE-ON-ONE TUTORING MATCHES ADULTS WITH A TRAINED VOLUNTEER TUTOR TO WORK ON THE BASIC SKILLS NEEDED TO GET OR RETAIN A JOB OR ENTER POST-SECONDARY EDUCATION. ESL CLASSES AND ENGLISH-LANGUAGE CIVICS CLASS ARE CONDUCTED WEEKLY, RANGING FROM THE BEGINNING LEVEL TO HIGH ADVANCED LEVEL. CLASSES HELP ADULTS LEARN TO SPEAK, READ AND WRITE ENGLISH, AND PREPARE THEM FOR SUCCESSFUL CAREERS. THEY ALSO OFFER CITIZENSHIP PREPARATION CLASSES, A WORKFORCE DEVELOPMENT PROGRAM, HIGH SCHOOL EQUIVALENCY CERTIFICATION CLASSES, AND MORE.

- LITERACY COUNCIL OF READING-BERKS, ENGLISH FORWARD: INCREASES ACCESS TO ESL CLASSES IN BERKS COUNTY AND IMPROVES THE QUALITY OF ESL INSTRUCTION IN ADULT CLASSROOMS THROUGH INSTRUCTOR TRAINING AND SUPPORT, CLASSROOM RESOURCE DEVELOPMENT, AND TECHNICAL ASSISTANCE. ONCE INSTRUCTORS COMPLETE THE 11-HOUR INSTRUCTOR TRAINING, THEY CAN BEGIN THEIR OWN ESL PROGRAMS. THE COUNCIL PROVIDES CONTINUED LEARNING OPPORTUNITIES FOR INSTRUCTORS TO ENSURE THE QUALITY OF ADULT INSTRUCTION ACROSS ALL ESL PROGRAMS.

- READING AREA COMMUNITY COLLEGE, BILINGUAL ESL PROGRAM : SINCE 2008, UNITED WAY HAS PROVIDED A YEARLY GRANT TO READING AREA COMMUNITY COLLEGE TO OFFER ESL CLASSES FOR PEOPLE WITH THE MOST BASIC ENGLISH LANGUAGE SKILLS, OR NONE AT ALL, AND PROVIDE THEM WITH A MORE FLEXIBLE AND CUSTOMIZED LEARNING ENVIRONMENT. THE COVID PANDEMIC PRESENTED BARRIERS FOR IN-PERSON INSTRUCTION AND REDUCED PROGRAM CAPACITY IN THE CLASSROOM DUE TO SOCIAL DISTANCING PROTOCOLS. RACC WAS ABLE TO OVERCOME CHALLENGES AND IN 2020 116 PEOPLE WERE ABLE TO COMPLETE THE PROGRAM.



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PERSONAL FINANCIAL MANAGEMENT

- INDIVIDUALS DEVELOP BASIC FINANCIAL MANAGEMENT SKILLS.
- BERKS COALITION TO END HOMELESSNESS, HOMELESS PREVENTION
- BOYERTOWN AREA MULTI-SERVICE, INC., BASIC NEEDS
- FRIEND, INC. COMMUNITY SERVICES, COMMUNITY RESOURCE CONNECTIONS
- GREATER READING MENTAL HEALTH ALLIANCE, ADVOCACY & SUPPORT GROUPS
- HABITAT FOR HUMANITY OF BERKS COUNTY, HOME OWNERSHIP OPPORTUNITIES

FOR MODERATE INCOME FAMILIES

- THE SALVATION ARMY READING CORPS, PERMANENT SUPPORTIVE HOUSING

FINANCIAL STABILITY CASE MANGEMENT

- INDIVIDUALS RECEIVE CASE MANAGEMENT TO IMPROVE THEIR LIVES.
- BERKS COALITION TO END HOMELESSNESS, HOMELESS PREVENTION
- BERKS CONNECTIONS PRETRIAL SERVICES, PRISONER REENTRY SERVICES
- LITERACY COUNCIL OF READING-BERKS, LITERACY TRAINING AND ESL
- THE SALVATION ARMY READING CORPS, PERMANENT SUPPORTIVE HOUSING
- YMCA OF READING & BERKS COUNTY, TRANSITIONAL HOUSING.

HEALTH FOCUS AREA

HEALTH IMPACTS EVERY ASPECT OF A PERSON'S LIFE. GOOD HEALTH ALLOWS CHILDREN TO LEARN BETTER AND ADULTS TO LIVE MORE PRODUCTIVE, FULLER LIVES. THROUGH FUNDING PROGRAMS WITH OUR PARTNER AGENCIES AND OUR INVOLVEMENT IN VARIOUS COMMUNITY COLLABORATIONS, UWBC IS CREATING OPPORTUNITIES FOR PEOPLE TO ACHIEVE THEIR OPTIMAL HEALTH AND INDEPENDENCE. PROGRAMS UNITED WAY SUPPORTS ADDRESS BOTH THE PREVENTIVE ASPECT OF PHYSICAL AND MENTAL HEALTH ISSUES, WHILE ALSO ADDRESSING INTERVENTIONAL NEEDS, AND IMPACTED 11,300 BERKS RESIDENTS IN 2020.

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**MENTAL HEALTH**


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- COMMUNITY-LEVEL OUTCOME: INDIVIDUALS EXPERIENCING BEHAVIORAL HEALTH PROBLEMS RECEIVE SERVICES THAT IMPROVE THEIR ABILITY TO FUNCTION.

-- FAMILY GUIDANCE CENTER, COUNSELING: ASSISTS PERSONS IN IMPROVING THEIR QUALITY OF LIFE BY PROVIDING AFFORDABLE, ACCESSIBLE, QUALITY COUNSELING SERVICES. THEY UTILIZE QUALIFIED, CREDENTIALLED, COMPETENT STAFF TRAINED IN EVIDENCE-BASED PRACTICE APPROACHES.

-- GREATER READING MENTAL HEALTH ALLIANCE, ADVOCACY AND SUPPORT GROUPS: ASSIST INDIVIDUALS, INCLUDING CHILDREN AND THEIR FAMILIES, AS WELL AS ADULTS, WITH MENTAL ILLNESS TO DEVELOP STRATEGIES AND ADVOCATE FOR THEMSELVES IN ORDER TO RECEIVE THE SERVICES THEY NEED.

-- READING HOSPITAL/TOWER HEALTH, PRIMARY CARE/MENTAL HEALTH INTEGRATION: THIS PROGRAM INTEGRATES BEHAVIORAL HEALTH IN PRIMARY CARE SETTINGS, WHICH WILL INCREASE ACCESS AND IMPROVE EARLY DETECTION, TREATMENT, AND RECOVERY.

-- SAFEBERKS, COUNSELING: SERVICES ARE PROVIDED TO VICTIMS AND SURVIVORS OF DOMESTIC VIOLENCE AND SEXUAL ASSAULT, AS WELL AS FOR THEIR FAMILY MEMBERS AND "SIGNIFICANT OTHERS". SERVICES INCLUDE SAFETY PLANNING, GOAL-SETTING, OPTIONS COUNSELING, EDUCATION, AND REFERRALS TO ADDITIONAL SAFEBERKS AND COMMUNITY RESOURCES.

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**HEALTH AND WELLNESS**


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- COMMUNITY-LEVEL OUTCOME: INDIVIDUALS RECEIVE ADVOCACY AND PREVENTATIVE AND MANAGED CARE FOR CHRONIC DISEASES AND HEALTH CONDITIONS.

-- BOYERTOWN AREA MULTI-SERVICE, SUPPORTIVE SERVICES FOR OLDER ADULTS: SINCE ITS INCEPTION, BAMS HAS PROVIDED CASE MANAGEMENT SERVICES

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TO FAMILIES AND INDIVIDUALS OVER AGE 60. A CASE MANAGER ASSESSES CLIENT'S NEEDS AND GUIDES THE FAMILY OR INDIVIDUAL TO SERVICES THAT ARE AVAILABLE, MAKING UNIQUE RECOMMENDATIONS BASED ON THE SITUATION.

- COMMUNITY-LEVEL OUTCOME: INDIVIDUALS DEVELOP AND PRACTICE ACTIVE LIFESTYLES.

-- EASTERSEALS EASTERN PENNSYLVANIA, THERAPEUTIC RECREATION: SEVERAL THERAPEUTIC PROGRAMS ARE OFFERED THROUGHOUT THE YEAR THAT PROVIDE SOCIAL, FITNESS, COMMUNITY, LIFE SKILLS, AND OUTDOOR RECREATIONAL OPPORTUNITIES. PROGRAMS ARE OFFERED FRIDAY EVENINGS, SATURDAYS, AND ALL WEEK LONG DURING THE SUMMER MONTHS. IN ADDITION, THERE ARE A NUMBER OF EVENTS THROUGHOUT THE YEAR IN COMMUNITY-BASED SETTINGS.

- COMMUNITY-LEVEL OUTCOME: INDIVIDUALS HAVE ACCESS TO HIGH-QUALITY, PATIENT-CENTERED HEALTH CARE.

-- TOWER HEALTH AT HOME - BERKS, SKILLED NURSING AND RELATED SERVICES: PATIENTS ARE REFERRED TO THIS PROGRAM BECAUSE THEY HAVE A MEDICAL CONDITION THAT MAY BE TREATED EFFECTIVELY IN THEIR HOME, RATHER THAN A HOSPITAL OR NURSING HOME SETTING. AS MEDICAL TECHNOLOGY HAS IMPROVED, MANY TREATMENTS AND RECOVERY SURGICAL PROCEDURES NOW TAKE PLACE IN THE HOME RATHER THAN IN HOSPITALS, NURSING HOMES, OR REHABILITATION FACILITIES. NURSES ESTABLISH A PLAN OF CARE THAT INCLUDES A VISIT-FREQUENCY PLAN AND OUTLINES THE TYPES OF CARE NEEDED.

- COMMUNITY-LEVEL OUTCOME: INDIVIDUALS HAVE ACCESS TO HEALTHY FOODS TO IMPROVE THEIR HEALTH.

--BERKS ENCORE, MEALS ON WHEELS: HOME-BOUND, ISOLATED SENIORS AGED 60+ AND HOME-BOUND DISABLED ADULTS UNDER THE AGE OF 60 RECEIVE A HOT, HOME-DELIVERED MEAL, FIVE DAYS A WEEK. THIS HOME DELIVERED MEAL SERVICE ENABLES THE HOME-BOUND SENIOR TO LIVE INDEPENDENTLY AS LONG AS POSSIBLE AND RELIEVES THE ISOLATION AND LONELINESS THEY EXPERIENCE.

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**SELF-SUFFICIENCY AND INDEPENDENT LIVING**


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- COMMUNITY-LEVEL OUTCOME: INDIVIDUALS RECEIVE EARLY ASSESSMENT AND INTERVENTION SERVICES.

-- BERKS ENCORE, MEALS ON WHEELS

- COMMUNITY-LEVEL OUTCOME: INDIVIDUALS MAINTAIN INDEPENDENT LIVING IN THEIR RESIDENCE.

-- EASTERSEALS EASTERN PENNSYLVANIA, OUTPATIENT THERAPY: AT THEIR CENTER IN READING, EASTERSEALS OFFERS PHYSICAL, OCCUPATIONAL AND SPEECH THERAPIES TO HELP CHILDREN OF ALL AGES DEVELOP NEW SKILLS AND IMPROVE THEIR OVERALL LEVEL OF FUNCTIONING.

-- EASTERSEALS EASTERN PENNSYLVANIA, PEDIATRIC CLINICS: SPECIALTY MEDICAL CLINICS BRINGS THE SERVICES OF TOP-QUALITY MEDICAL AND SURGICAL SPECIALISTS TO BERKS COUNTY TO WORK WITH CHILDREN WITH COMPLEX MEDICAL NEEDS. EASTERSEALS PROVIDES SPECIALTY PEDIATRIC NEUROLOGY, ORTHOPEDIC, ORTHOTIC AND FEEDING CLINICS ALL UNDER ONE ROOF. CLINIC SERVICES ARE OFFERED AT NO CHARGE TO THE FAMILIES.

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**HEALTH CASE MANAGEMENT**


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- INDIVIDUALS RECEIVE CASE MANAGEMENT TO IMPROVE THEIR LIVES.

-- BERKS TEENS MATTER (MANAGED BY CO-COUNTY WELLNESS SERVICES):

UNITED WAY IS A FOUNDING PARTNER AND FUNDER IN THE DEVELOPMENT OF BERKS TEENS MATTER, A NEW TEEN PREGNANCY PREVENTION INITIATIVE MANAGED BY CO-COUNTY WELLNESS SERVICES, TO MEASURABLY DECREASE TEEN PREGNANCY RATES THROUGHOUT BERKS COUNTY.

-- BERKS ENCORE, MEALS ON WHEELS

-- CO-COUNTY WELLNESS SERVICES, CASE MANAGEMENT FOR OLDER ADULTS

-- EASTERSEALS EASTERN PENNSYLVANIA, OUTPATIENT THERAPY SERVICES

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-- EASTERSEALS EASTERN PENNSYLVANIA, PEDIATRIC CLINICS

-- SAFE BERKS, COUNSELING

COMMUNITY COLLABORATIONS

BERKS COMMUNITY HEALTH CENTER: TO ASSIST IN MAKING HEALTH CARE EASIER TO OBTAIN FOR BERKS COUNTY RESIDENTS WHO ARE UNINSURED OR UNDERINSURED, UNITED WAY PARTNERED WITH LOCAL HOSPITALS AND OTHER ORGANIZATIONS TO ESTABLISH THE BERKS COMMUNITY HEALTH CENTER (BCHC), WHICH OPERATES OUR COMMUNITY'S TWO FEDERALLY QUALIFIED HEALTH CENTERS AND PROVIDES QUALITY, PRIMARY HEALTH CARE FOR ADULTS AND CHILDREN, REGARDLESS OF ABILITY TO PAY. UNITED WAY'S ROLE IN THIS EFFORT INCLUDES PROVIDING STAFF TO SERVE ON THE ADVISORY COUNCIL TO THE BOARD, BUILDING RELATIONSHIPS WITH OTHER COMMUNITY ORGANIZATIONS TO IDENTIFY POTENTIAL CLIENTS, AND ASSISTING WITH MARKETING AND AWARENESS FOR THE CENTER.

UWBC INVESTED \$25,000 IN PENN STATE HEALTH ST. JOSEPH FOR VEGGIE RX PROGRAM:

WITH MORE FAST FOOD AND CORNER STORES THAN GROCERY OR MARKET OPTIONS, THE CITY OF READING IS CONSIDERED A "FOOD DESERT." IN A 2014 READING FOOD NEEDS ASSESSMENT, RESPONDENTS LISTED AFFORDABILITY AND ACCESSIBILITY AS BARRIERS AND 62 PERCENT CONSUMED VEGETABLES AND FRUIT LESS THAN FOUR TIMES A WEEK. RESULTS FROM TWO RECENT COMMUNITY HEALTH NEEDS ASSESSMENTS FOR BERKS COUNTY PRIORITIZE OBESITY AND CHRONIC ILLNESS AS AREAS OF GREATEST NEED. OVER 20 PERCENT OF ADULTS SUFFER FROM DIABETES, NEARLY 40 PERCENT HAVE HIGH BLOOD PRESSURE, AND 35 PERCENT ARE CONSIDERED OBESE.

([HTTP://WWW.THEFUTUREOFHEALTHCARE.ORG/ASSETS/COMMUNITY-HEALTH-NEEDS-ASSE](http://www.thefutureofhealthcare.org/assets/community-health-needs-asse)

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IN RESPONSE TO THESE COMMUNITY NEEDS, PENN STATE HEALTH ST. JOSEPH IMPLEMENTED A PREVENTATIVE HEALTHCARE PROGRAM IN WHICH PHYSICIANS AT THEIR DOWNTOWN READING CAMPUS PRESCRIBE VOUCHERS FOR DISCOUNTED FRUITS AND VEGETABLES TO PATIENTS AT-RISK FOR, OR CURRENTLY FACING, FOOD INSECURITY AND/OR DIET-RELATED CHRONIC ILLNESSES. THROUGH PARTNERSHIPS WITHIN THE LOCAL COMMUNITY AND ADAPTING THE NATIONALLY USED, EVIDENCE-BASED VEGGIE RX MODEL, PATIENTS REDEEM VOUCHERS AT PARTICIPATING FARMER'S MARKETS, GROCERY STORES, AND BODEGAS. AUGMENTED WITH COOKING DEMONSTRATIONS AND NUTRITION EDUCATION, THIS PROGRAM IS CLOSELY MONITORED TO TRACK KEY PATIENT HEALTH INDICATORS, WHICH EVALUATE PROGRESS AND OVERALL PROGRAM EFFECTIVENESS.

FAMILYWISE DISCOUNT PRESCRIPTION DRUG PROGRAM

UNITED WAY OF BERKS COUNTY HAS JOINED WITH 1,000 UNITED WAYS ACROSS THE NATION IN LOWERING THE COST OF PRESCRIPTION MEDICATION THROUGH ADMINISTERING THE FAMILYWISE PROGRAM. THE FAMILYWISE DISCOUNT PRESCRIPTION CARD IS AVAILABLE FREE-OF-CHARGE TO ANYONE WHO NEEDS ASSISTANCE IN PAYING FOR PRESCRIPTIONS NOT COVERED BY AN INSURANCE PLAN. IN 2020, INDIVIDUALS WERE ASSISTED WITH A PRESCRIPTION DISCOUNT UTILIZING FAMILYWISE, REPRESENTING \$176,637 IN SAVINGS FOR PEOPLE ACROSS THE COUNTY.

SAFETY-NET SERVICES

PART OF UNITED WAY'S MISSION IS TO ENSURE THAT THE BASIC NECESSITIES OF LIFE ARE AVAILABLE FOR THOSE IN NEED. UNITED WAY'S PARTNERSHIPS AND FUNDED PROGRAMS PROVIDE A CRUCIAL SAFETY NET FOR VULNERABLE POPULATIONS TO QUICKLY ACCESS HELP AND RECEIVE THE NECESSARY SUPPORT TO HELP THEM

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HAVE A BETTER QUALITY OF LIFE, BOTH NOW AND IN THE FUTURE. MANY OF OUR FUNDED PROGRAMS ARE ALSO TAKING AN ADDED APPROACH TO PROVIDING EMERGENCY SERVICES THAT SIMPLY TAKE CARE OF THE CRISIS AT HAND FOR THEIR CLIENTS; PROGRAMS ARE NOW STARTING TO HELP ADDRESS THE ROOT CAUSE OF WHY A CLIENT NEEDS SAFETY NET SERVICES, TO HOPEFULLY AVOID THE CLIENT REQUIRING THESE TYPES OF SERVICES IN THE FUTURE. THROUGHOUT 2020, MORE FAMILIES WERE IN NEED OF SUPPORT RELATED TO BASIC NEEDS DUE TO THE COVID-19 PANDEMIC. THE FOLLOWING PROGRAM SUPPORTED MORE THAN 90,000 RESIDENTS IN BERKS COUNTY IN 2020.

BASIC NEEDS

- COMMUNITY-LEVEL OUTCOME: INDIVIDUALS IN CRISIS HAVE THEIR BASIC NEEDS MET.

- AMERICAN RED CROSS TRI-COUNTY CHAPTER, DISASTER SERVICES: DISASTER CYCLE SERVICES PROVIDES IMMEDIATE EMERGENCY ASSISTANCE TO THE RESIDENTS OF BERKS COUNTY WHO HAVE BEEN AFFECTED BY NATURAL OR MAN-MADE DISASTERS. TRAINED RED CROSS VOLUNTEERS AND STAFF RESPOND TO DISASTER SITUATIONS AND PROVIDE FOR THE IMMEDIATE EMERGENCY NEEDS OF SHELTER, FOOD, AND CLOTHING. ADDITIONAL ASSISTANCE IN OBTAINING LOST MEDICATIONS AND EYEGLASSES IS ALSO PROVIDED. RED CROSS STAFF CONTINUES TO WORK LONGER TERM WITH CLIENTS THAT NEED HELP WITH RENT OR BEDDING OR REFERRALS FOR HOUSEHOLD FURNISHING. IN LARGER DISASTER SITUATIONS, THE RED CROSS IS RESPONSIBLE FOR MASS CARE SHELTERING AND FEEDING OF DISPLACED RESIDENTS. RED CROSS ALSO PROVIDES MASS CARE FEEDINGS FOR EMERGENCY RESPONSE PERSONNEL ON THE SCENE OF A DISASTER. STAFF AND VOLUNTEERS ARE TRAINED IN RED CROSS DISASTER SERVICES.

- BERKS COALITION TO END HOMELESSNESS (BCEH), HOMELESS PREVENTION: EMERGENCY SOLUTIONS GRANT (ESG) PROGRAM PROVIDES FUNDING FOR RENTAL AND

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UTILITY ASSISTANCE. IF A CLIENT IS UNABLE TO PAY THEIR PORTION OF THE BILL, A REQUEST IS MADE TO BCEH FOR UNITED WAY ASSISTANCE. THIS ALLOWS BCEH TO MAKE SURE THE ASSISTANCE GETS TO THE NEEDIEST, IN THE FASTEST AMOUNT OF TIME. A CHECK IS MADE OUT TO THE LANDLORD OR UTILITY COMPANY AFTER THE ESG CASE MANAGER HAS DETERMINED THE CLIENT NEED FOR AN OUTSIDE SOURCE OF MATCHING FUNDS.

- FAMILY PROMISE OF BERKS COUNTY, INC., U-TURN PROGRAM: SERVES UNACCOMPANIED, HOMESLESS AND AT-RISK YOUTH AND PROVIDES ADVOCACY, CASE MANAGEMENT, SHELTER AND PERMANENT HOUSING. THE DROP-IN CENTER OFFERS YOUTH A SAFE, HOME-LIKE PLACE TO SHOWER, COOK, DO LAUNDRY, ACCESS TO DEDICATED STAFF, COMPUTERS, PEER CONNECTIONS, RECEIVE NUTRITIOUS SNACKS, MEALS, TOILETRIES AND MORE. IN 2020, 70 YOUTHS WERE PROVIDED SHELTER OR PREVENTED FROM EXPERIENCING AN EPISODE OF HOMELESSNESS.

- HELPING HARVEST, ACCESS TO FOOD: THE WEEKENDER PROGRAM WAS ESTABLISHED TO HELP NOURISH LOW-INCOME, AT-RISK, ELEMENTARY SCHOOL STUDENTS OVER THE WEEKEND - A TIME WHEN THEY MAY OTHERWISE GO WITHOUT PROPER NOURISHMENT. CHILDHOOD POVERTY, AND AS A RESULT HUNGER, ARE UNFORTUNATELY GROWING PROBLEMS IN BERKS COUNTY. ACCORDING TO THE PENNSYLVANIA DEPARTMENT OF EDUCATION FOOD AND NUTRITION DIVISION, APPROXIMATELY 50% OF BERKS COUNTY ELEMENTARY SCHOOL STUDENTS QUALIFY FOR FREE OR REDUCED LUNCHES; MEANING, THEIR FAMILY IS LIVING IN OR CLOSE TO POVERTY.

- JEWISH FAMILY SERVICE, SUPPORTIVE SERVICES: SUPPORTIVE SERVICES PROGRAM HELPS CLIENTS AND THEIR FAMILIES FACE VARIOUS CHALLENGES INCLUDING HEALTH, AGING, INTERPERSONAL RELATIONSHIPS, TRANSPORTATION, AND FINANCIAL DIFFICULTIES. CLIENTS ARE EITHER SELF-REFERRED OR REFERRED TO BY NEIGHBORS, FAMILY MEMBERS, CLERGY, PROFESSIONALS IN THE COMMUNITY, AND THROUGH HOSPITAL OUTREACH VISITS. EACH CLIENT IS



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EVALUATED TO DETERMINE THE APPROPRIATE LEVEL OF SERVICE.

- JEWISH FAMILY SERVICE, FOOD PANTRY: THE FOOD PANTRY IS OFFERED THE THIRD WEDNESDAY OF THE MONTH. HELD AT ANOTHER UWBC PARTNER, OLIVET'S PENDORA PARK LOCATION, EACH MONTH FAMILIES RECEIVE GROCERIES AT NO COST THROUGH THE FOOD PANTRY. THIS PROGRAM SAW A SIGNIFICANT INCREASE SERVING OVER 3,400 PEOPLE IN 2020. ALSO IN 2020, A SECOND FOOD PANTRY SITE WAS ADDED IN HAMPDEN HEIGHTS BASED ON COMMUNITY NEED.

- MIDPENN LEGAL SERVICES, LEGAL REPRESENTATION TO SECURE BASIC NEEDS: LOW-INCOME CLIENTS RECEIVE LEGAL COUNSEL AND ADVICE REGARDING THEIR PARTICULAR LEGAL SITUATION THROUGH MIDPENN'S READING OFFICE. MIDPENN WORKS WITH SAFEBERKS TO ENSURE THAT ALL DOMESTIC VIOLENCE SURVIVORS HAVE ACCESS TO THE JUSTICE SYSTEM. THEY ARE A MEMBER OF BERKS COALITION TO END HOMELESSNESS (BCEH), AND THROUGH THIS PARTNERSHIP, MIDPENN MAKES AND ACCEPTS REFERRALS ON BEHALF OF INDIVIDUALS WHO REQUIRE THEIR LEGAL SERVICES.

- NEW JOURNEY COMMUNITY OUTREACH (NJCO) FOOD ACCESS PROGRAMS INCLUDE SOUP KITCHEN AND FOOD PANTRY SERVICES THAT FOCUS ON THE IMMEDIATE AND LONG-TERM HEALTH IMPLICATIONS OF RECEIVING A NUTRITIOUS DAILY MEAL AND SUPPLEMENTAL GROCERIES. NJCO IS THE LARGEST SOUP KITCHEN IN DOWNTOWN READING. NJCO SAW A SIGNIFICANT INCREASE IN NEED DUE TO COVID-19 AND HAD TO CHANGE THEIR PROGRAM DELIVERY FROM INDOOR MEAL SERVICE TO PRE-PACKAGING AND PROVIDING OUTDOOR GRAB AND GO MEALS; THEY SERVED ON AVERAGE 150-200 LUNCHES PER DAY.

- OPPORTUNITY HOUSE, EMERGENCY SHELTER: PROVIDES EMERGENCY SHELTER HOUSING TO HOMELESS CHILDREN, WOMEN AND MEN AS WELL AS ON-SITE CASE MANAGEMENT SERVICES, AND CHILDCARE. BERKS COUNSELING SERVICES PROVIDES ON-SITE BEHAVIORAL HEALTH COUNSELING AND MEDICAL CARE IS PROVIDED THROUGH THE BERKS COMMUNITY HEALTH CENTER AT 2ND STREET.

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- SALVATION ARMY READING CORPS, FAMILY SERVICES PROGRAM: ASSIST CLIENTS TO RECEIVE EMERGENCY BASIC NEEDS, INCLUDING MONTHLY FOOD DISTRIBUTIONS, CLOTHING DISTRIBUTIONS, AND THROUGH CASE MANAGEMENT PROVIDED UTILITY ASSISTANCE, PRESCRIPTION DRUG ASSISTANCE, RENTAL ASSISTANCE, EDUCATION ABOUT COMMUNITY RESOURCES, AND APPROPRIATE REFERRALS. THEY ALSO OFFER A YEAR-ROUND FURNITURE BANK.

- SALVATION ARMY: SERVICE EXTENSION UNITS, COMMUNITY WELFARE: COVERING THE HAMBURG AREA, THEY PROVIDE IMMEDIATE EMERGENCY ASSISTANCE TO MEET A SHORT-TERM NEED. AS A SERVICE UNIT, THEY ARE A VOLUNTEER COMMITTEE IN A REGION WHERE THERE IS NO PROFESSIONAL SALVATION ARMY PERSONNEL. EXAMPLES OF SERVICE UNIT EMERGENCY ASSISTANCE PROVIDED INCLUDED GROCERIES, RENTAL ASSISTANCE, FUEL/UTILITIES, MEDICAL/DENTAL/EYE CARE, CLOTHING, SCHOOL SUPPLIES FOR SCHOOL AGED CHILDREN, TEMPORARY SHELTER, AND SEASONAL ASSISTANCE.

- COMMUNITY-LEVEL OUTCOME: VICTIMS OF DOMESTIC VIOLENCE AND/OR SEXUAL ASSAULT ARE ENSURED SAFETY AND SUPPORTIVE SERVICES.

- OPPORTUNITY HOUSE, CHILDREN'S ALLIANCE CENTER: RECEIVES REFERRALS FROM BOTH CHILDREN & YOUTH AND LAW ENFORCEMENT. CHILDREN, AGES 3 TO 18, ARE SEEN IN A CHILD FRIENDLY ENVIRONMENT. A MULTIDISCIPLINARY APPROACH ALLOWS THE CHILDREN TO BE INTERVIEWED ONLY ONE OR TWO TIMES, REDUCING THE TRAUMA OF CONSTANTLY REPEATING THEIR STORY TO EACH INDIVIDUAL AGENCY PARTNER. IF A CHILD DISCLOSES SEXUAL ABUSE DURING THE INTERVIEW, THEY ARE SCHEDULED FOR A MEDICAL EXAM AND A SEXUAL ASSAULT EVALUATION.

- SAFE BERKS, CRISIS SERVICES: SUPPORTS THE SAFE HOUSE PROGRAM, AN EMERGENCY SHELTER TO INDIVIDUALS AND FAMILIES IMPACTED BY DOMESTIC VIOLENCE AND SEXUAL ASSAULT FOR UP TO 60 DAYS. ALL DAILY NECESSITIES OF FOOD, CLOTHING, HYGIENE PRODUCTS, IN ADDITION TO SAFETY PLANNING, CASE

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MANAGEMENT AND CONNECTION TO COMMUNITY RESOURCES, DOMESTIC VIOLENCE AND SEXUAL ASSAULT COUNSELING, CHILDREN'S PROGRAMMING, INCLUDING A READY TO READ PROGRAM, NUTRITION PROGRAMS AND RECREATIONAL SUPPORTS ARE PROVIDED. CRISIS SERVICES INCLUDES THE EMERGENCY HOTLINE, WITH TEXTING NOW AVAILABLE 24/7/365 IN ENGLISH AND SPANISH. THE RAPID RESPONSE PROGRAM PROVIDES SUPPORT TO VICTIMS SEEKING EMERGENCY PROTECTION, OR WHO ARE ACCESSING EMERGENCY MEDICAL SERVICES, BASIC CARE, OR RAPE EXAMS AT AREA EMERGENCY ROOMS AND CLINICS.

- COMMUNITY-LEVEL OUTCOME: INDIVIDUALS HAVE ACCESS TO TRANSPORTATION.

- AMERICAN RED CROSS: BERKS COUNTY CHAPTER, VETERANS TRANSPORTATION: VETERANS RECEIVE SAFE AND RELIABLE TRANSPORTATION TO AND FROM THE LEBANON VA MEDICAL CENTER TO REACH NECESSARY MEDICAL APPOINTMENTS.

- BOYERTOWN AREA MULTI-SERVICE, BASIC NEEDS (UNDER AGE 60 POPULATION)

- OPPORTUNITY HOUSE, EMERGENCY SHELTER

- SALVATION ARMY: SERVICE EXTENSION UNITS, COMMUNITY WELFARE

#### SAFETY NET CASE MANAGEMENT

- COMMUNITY-LEVEL OUTCOME: INDIVIDUALS RECEIVE CASE MANAGEMENT TO IMPROVE THEIR LIVES.

- BOYERTOWN AREA MULTI-SERVICE, BASIC NEEDS (UNDER AGE 60 POPULATION): CASE MANAGER MEETS WITH FAMILIES/INDIVIDUALS TO ASSESS CIRCUMSTANCES AND HELPS PROVIDE SUPPORT DURING A CRISIS SITUATION TO ADDRESS BASIC NEEDS SUCH AS FOOD, HEAT, RENT, PRESCRIPTIONS, AND TRANSPORTATION.

ADDITIONAL SUPPORT IS PROVIDED TO GUIDE CLIENTS TO OTHER PROGRAMS AND SERVICES, INCLUDING EMPLOYMENT SERVICES, TO HELP IMPROVE THEIR SITUATION.

- CASA OF BERKS COUNTY (COURT APPOINTED SPECIAL ADVOCATE PROGRAM): CASA IS A NATIONAL PROGRAM THAT RECRUITS AND TRAINS VOLUNTEERS TO SERVE AS

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ADVOCATES FOR CHILDREN WHO HAVE BEEN PLACED IN THE FOSTER CARE SYSTEM. THERE ARE CURRENTLY 640 CHILDREN IN THE FOSTER CARE SYSTEM/RESIDENTIAL TREATMENT FACILITIES IN BERKS COUNTY. UWBC'S INVESTMENT INCLUDES OPERATIONAL SUPPORT AS WELL TO BUILD PROGRAM CAPACITY ALLOWING CASA TO MAKE THEIR PART-TIME VOLUNTEER MANAGER TO BECOME FULL-TIME, THUS INCREASING THE PROGRAM'S CAPACITY FROM 30 TO 45 VOLUNTEERS, WHICH ENABLES CASA TO BETTER SERVE THIS GROWING POPULATION OF YOUTH IN NEED OF SUPPORT.

- CATHOLIC CHARITIES: DIOCESE OF ALLENTOWN, CASE MANAGEMENT AND COUNSELING FOR VETERANS AND THEIR FAMILIES: VETERANS ARE ASSESSED BY A CASE MANAGER TO DETERMINE THEIR IMMEDIATE NEEDS. A SERVICE PLAN IS CREATED TO IDENTIFY THE GOALS AND ACTION STEPS. THE CASE MANAGER WORKS WITH THE VETERAN TO ACCOMPLISH THESE GOALS, WHICH MAY INCLUDE JOB SEARCH, BUDGET COUNSELING AND GUIDANCE, REFERRAL TO BERKS COUNTY VETERAN'S ADMINISTRATION FOR SPECIFIC ASSISTANCE/ENTITLEMENTS, ASSISTANCE WITH APPLICATIONS FOR SUBSIDIZED HOUSING, FOOD STAMPS, AND OTHER LOW-INCOME PROGRAMS FOR WHICH THE VETERAN MAY BE ELIGIBLE.

- CENTRO HISPANO DANIEL TORRES, INC., INFORMATION AND REFERRAL: THE MAJORITY OF CENTRO HISPANO'S CLIENTS ARE EITHER UNEMPLOYED OR UNDEREMPLOYED. THEY ARE SEEKING ASSISTANCE OR SERVICES TO HELP THEM IMPROVE THE QUALITY OF LIFE FOR THEM AND FOR THEIR FAMILIES. INFORMATION AND REFERRAL, INCLUDES CLIENT/SYSTEM ADVOCACY, TRANSLATION AND INTERPRETATION, AND ASSISTANCE AND SUPPORT WITH COMPLETING DOCUMENTATION. CENTRO HISPANO ALSO PROVIDES SUPPORT TO HELP CLIENTS APPLY FOR BENEFITS THROUGH THE STATE'S COMPASS SYSTEM.

- CHILDREN'S HOME OF READING (CHOR) FOSTER CARE/ADOPTION PROGRAM PROVIDES A VARIETY OF SERVICES TO FAMILIES WHO ARE INVOLVED IN THE CHILD WELFARE SYSTEM. CHILDREN WHO ARE UNABLE TO REMAIN SAFELY IN THE

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HOME OF PARENTS/CAREGIVERS REQUIRE TEMPORARY PLACEMENT. WHEN A CHILD ENTERS CHOR'S PROGRAM, THEY ARE ASSIGNED A CASE MANAGER, WHO ENSURES THEIR SAFETY, ADDRESSES PERMANENCY, AND THEIR OVERALL WELL-BEING.

- FAMILY PROMISE OF BERKS COUNTY, INC., U-TURN HELPS KEEP YOUTH OFF THE STREETS. THE PROGRAM'S CASE MANAGER HELPS YOUTH FOCUS ON ACHIEVING EDUCATIONAL, EMPLOYMENT AND HOUSING STABILIZATION GOALS.

- FRIEND, INC. COMMUNITY SERVICES, COMMUNITY RESOURCE CONNECTIONS: SERVING THE KUTZTOWN AREA, CLIENTS ARE REFERRED BY CHURCHES, SCHOOLS, OTHER AGENCIES OR NEIGHBORS. THE CASE MANAGER MEETS WITH THE CLIENT TO DETERMINE WHAT SERVICES ARE NEEDED AND WHAT THE CLIENT QUALIFIES FOR. IF THERE IS AN IMMEDIATE CRISIS, THE CASE MANAGER WILL WORK WITH THE CLIENT TO ADDRESS THE ISSUE. IT COULD INCLUDE EMERGENCY FOOD, ASSISTANCE WITH RENT, HEAT, AND ELECTRIC. THE CLIENT IS REFERRED TO OTHER AGENCIES AND/OR CONNECTED TO OTHER SERVICES DEPENDING ON THEIR NEEDS.

COMMUNITY COLLABORATION

211 INFORMATION AND REFERRAL

THE 211 SERVICE PROVIDES PEOPLE WITH INFORMATION ABOUT ESSENTIAL HUMAN SERVICES. WHEN THE COVID-19 PANDEMIC HIT IN MARCH 2020, 211 SAW A SIGNIFICANT INCREASE IN CALLS - TOP NEEDS RELATED TO FOOD AND HOUSING/UTILITY ASSISTANCE. FAMILIES WERE ABLE TO IDENTIFY VIRTUAL LEARNING SUPPORTS. 211 CAN ASSIST FAMILIES WITH LOCATING CHILD CARE, FINDING QUALITY CARE FOR AGING PARENTS, OR JOB TRAINING PROGRAMS. 211 CENTERS ARE STAFFED BY TRAINED SPECIALISTS WHO ASSESS THE CALLERS' NEEDS AND REFER THEM TO THE HELP THEY SEEK. IN ADDITION, THE CALL CENTER SPECIALISTS, SEVERAL POSSESSING BILINGUAL SKILLS, FACILITATE

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CALLS AND QUESTIONS FROM THOSE INTERESTED IN VOLUNTEERING OR DONATING ITEMS, SUCH AS FOOD AND CLOTHING.

211 SERVES AS A VALUED COMMUNITY RESOURCE AND SERVES AS A VITAL CONNECTION FOR THOSE NEEDING HELP, AS WELL AS FOR THOSE WANTING TO GIVE HELP. ADDITIONALLY, 211 IS A USEFUL PLANNING TOOL SINCE IT PROVIDES REAL TIME INFORMATION ABOUT THE SCOPE OF ISSUES LOCAL PEOPLE ARE FACING.

IN 2020, 9,429 CALLS/WEB VISITS/TEXTS/EMAILS WERE RECEIVED - AN INCREASE OF 2,771. TOP NEEDS REQUESTED WERE HOUSING ASSISTANCE (2,390), UTILITY ASSISTANCE (1,136), FOOD/MEALS (709), AND HEALTH CARE (297). TOP AGENCY REFERRALS INCLUDED: CATHOLIC CHARITIES, THE CITY OF READING, BERKS COALITION TO END HOMELESSNESS, AND FAMILY PROMISE OF BERKS COUNTY, AS WELL AS OTHER LOCAL NONPROFITS AND GOVERNMENT ORGANIZATIONS. 211 PHONE SERVICE IS AVAILABLE 24 HOURS A DAY, 7 DAYS A WEEK, 365 DAYS A YEAR. ONLINE SEARCH CAPABILITY OF THE PA 211 DATABASE IS ALSO AVAILABLE AT WWW.PA211EAST.ORG. ASSISTANCE THROUGH TEXTING IS AVAILABLE MONDAY-FRIDAY, 8AM TO 4PM; ONE CAN TEXT THEIR ZIP CODE TO 898211.

IN ADDITION, UWBC PROVIDES VARIOUS ONE-TIME GRANTS TO SUPPORT ADDITIONAL PROGRAMS OFFERED BY BERKS COUNTY NON-PROFITS.

#### RAPID RESPONSE FUND GRANTS 2020

UNITED WAY OF BERKS COUNTY HAS ESTABLISHED RAPID RESPONSE GRANTS TO PROVIDE IMMEDIATE FUNDING FOR NONPROFIT ORGANIZATIONS THAT HAVE EXPERIENCED AN UNANTICIPATED CHANGE IN FINANCIAL CIRCUMSTANCES THAT JEOPARDIZES A CRITICAL PROGRAM'S ABILITY TO BE EFFECTIVE, THEREBY CAUSING NEGATIVE CONSEQUENCES TO CLIENTS AND THE COMMUNITY.

ALTERNATIVELY, FUNDING MAY BE REQUESTED TO ADDRESS A SIGNIFICANTLY

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INCREASED DEMAND FOR SERVICES THAT EXCEEDS THE ORGANIZATION'S CAPACITY TO MEET WITH CURRENT FINANCIAL RESOURCES. THE MAXIMUM AMOUNT OF AVAILABLE IS \$15,000.

RAPID RESPONSE GRANTS AWARDED THIS YEAR SUPPORTED AN ARRAY OF ORGANIZATIONS FOR A VARIETY OF INITIATIVES. A TOTAL OF 10 GRANTS WERE AWARDED TOTALING \$125,706.

- \$10,706 TO JOHN PAUL II CENTER TO SUPPORT THE SCHOOL NURSE POSITION: A NURSING POSITION, WHICH HAD BEEN PREVIOUSLY PROVIDED BY A LOCAL SCHOOL DISTRICT, IS VITAL TO THE SAFETY AND SUCCESS OF STUDENTS. THIS GRANT ALLOWED TIME TO EVALUATE HOW THE SCHOOL WILL COVER THE EXPENSES OF THIS REQUIRED POSITION IN THE FUTURE WHILE ASSURING THAT STUDENT'S RECEIVE NURSING SERVICES, MEDICINES, FIRST AID AND EMERGENCY CARE.

- \$15,000 TO HOPE RESCUE MISSION TO HIRE AN INTAKE COORDINATOR FOR THE EMERGENCY SHELTER SERVICES: THE FULL-TIME INTAKE COORDINATOR WAS HIRED TO ADDRESS THE EVER-INCREASING DEMAND FOR EMERGENCY SHELTER SERVICES. ADDITIONALLY, THIS ROLE PROVIDES AN EFFICIENT ADMISSIONS PROCESS TO EXPEDITE CONNECTING RESIDENTS WITH COMMUNITY SUPPORT SYSTEMS TO ACCESS CRITICAL SERVICES.

- \$15,000 TO YMCA OF READING & BERKS COUNTY TO SUPPORT LOSS REVENUE INCURRED AS RESULT OF THE MANDATORY CLOSURE RELATED TO COVID-19 AS WELL AS SUPPORT INCREASED COSTS ASSOCIATED WITH CLEANING FACILITIES: \$13,000 IN LOSSES TO THE ORGANIZATION IN THE CHILD CARE PROGRAM ALONG WITH \$2,000 TO SUPPORT INCREASED COSTS FOR DEEP CLEANING FACILITIES.

- \$15,000 RAPID RESPONSE GRANT TO NEW JOURNEY COMMUNITY OUTREACH, INC. ASSURING THE SOUP KITCHEN AND THE FOOD PANTRY CAN CONTINUE PROVIDING LIFE SUSTAINING FOOD ACCESS SERVICES, IN A SAFE MANNER: THE GRANT HELPED PURCHASE MUCH NEEDED FOOD TO PROVIDE TO BERKS RESIDENTS DURING THIS CRISIS, AS WELL AS ASSIST WITH ADDITIONAL COSTS THE AGENCY

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INCURRED AS A RESULT OF THE COVID-19 WITH INCREASED EXPENSES FOR UTILITIES, MATERIALS AND CLEANING SUPPLIES.

- \$15,000 TO HELPING HARVEST SUPPORTING INCREASED EXPENSES TO PROVIDE EMERGENCY FOOD SERVICES RELATED TO COVID-19 IMPACT: WILL COVER THE COST OF 4,000 WEEKLY EMERGENCY FOOD DISTRIBUTIONS BOXES FOR 6 WEEKS. 3,000 BOXES A WEEK TO GO HOME WITH READING SCHOOL DISTRICT FAMILIES. EACH BOX IS FILLED WITH NON-PERISHABLE, SHELF-STABLE FOODS AND ARE INTENDED TO HELP FEED ALL MEMBERS OF THE 3,000 FAMILIES. ADDITIONALLY, AN ESTIMATED 1,000 EMERGENCY BOXES WILL BE SUPPLIED WEEKLY TO THE NETWORK OF FOOD PANTRIES TO DISTRIBUTE DIRECTLY TO THE FAMILIES SERVED.

- \$5,000 TO SAFE BERKS TO PROVIDE RELOCATION FUNDS FOR VICTIMS WHILE ADMISSION TO THE SHELTER IS TEMPORARILY SUSPENDED DURING COVID-19 CRISIS AND TO PURCHASE ADDITIONAL CLEANING AND HEALTH SUPPLIES NEEDED DUE TO THE PANDEMIC: SUPPORT THE NECESSARY FINANCIAL SUPPORTS TO ASSIST VICTIMS IN GETTING TO A SAFE LOCATION BY ASSISTING SAFE BERKS WITH PURCHASING GIFTS CARDS FOR GAS, UBER, LYFT AND TO PROVIDE OTHER MEANS OF TRANSPORTATION ASSISTANCE FOR VICTIMS. FOR THE STAFF AND THE 17 ADULTS AND 24 CHILDREN LIVING IN SAFE BERKS' SHELTER, FUNDING TO PURCHASE ADDITIONAL CLEANING MATERIALS, MASKS, GLOVES AND OTHER NECESSARY SUPPLIES TO PROVIDE PROPER INTERVENTIONS TO PROTECT ALL DURING THIS PANDEMIC.

- \$5,000 TO ASSIST MARY'S SHELTER PROVIDE BABY NECESSITIES TO FAMILIES IN NEED AS RESULT OF THE COVID-19 CRISIS: THE GRANT COVERED THE COST OF TWO-MONTHS OF BABY NECESSITIES DIAPERS, FORMULA AND BABY WIPES FOR LOCAL FAMILIES IN NEED.

- \$15,000 TO ASSIST BIG BROTHERS BIG SISTERS OF BERKS COUNTY REPAIR THEIR BUILDING'S SIDE PORCH, WHICH IS A MAJOR SAFETY RISK: BBBS OPERATES FROM A CONVERTED MANSION IN CENTRE PARK, READING, PA. ISSUES



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WITH THE SIDE PORCH BECAME EVIDENT AFTER SOME HEAVY RAINS. DAMAGED WOOD INCLUDING SUPPORT BEAMS CREATED A MAJOR SAFETY RISK TO THE BUILDING AND ANYONE AROUND THE PORCH, WHICH HAS BEEN DECLARED OFF-LIMITS UNTIL THE PROJECT IS COMPLETED. FOLLOWING AN INSPECTION OF THE PORCH, THE DAMAGE WAS MORE EXTENSIVE THAN EXPECTED TO THE POINT OF POSSIBLE COLLAPSE AND NEEDED TO BE REPAIRED.

- \$15,000 TO CORNERSTONE COMMUNITY CHURCH SUPPORT REMEDIATION OF MOLD/MILDEW AND ALLOW FOR THE CONTINUED OPERATION OF ITS OASIS YOUTH CENTER, A SITE FOR YOUTH FROM THE KUTZTOWN SCHOOL DISTRICT TO GATHER. OASIS PROVIDES AN OPPORTUNITY FOR YOUTH TO BUILD HEALTHY FRIENDSHIPS WITH SAFE AND CARING ADULTS WHO VALUE THEM.

- \$15,000 TO KUTZTOWN STRONG TO SUPPORT THE DELIVERY OF THE STRENGTHENING FAMILIES CURRICULUM DESPITE STATE FUNDING REDUCTIONS: THE GRANT WAS USED TO MEET THE STRENGTHENING FAMILIES PROGRAM DEFICIT CAUSED BY UNEXPECTED STATE REDUCTIONS IN GRANT AWARDS AND THE NECESSITY TO PROVIDE FAMILY MEALS AT THEIR HOME INSTEAD OF USING PARTNER FAITH-BASED ORGANIZATIONS' FACILITIES.

- PLEASE NOTE THE COVID-19 RELATED RAPID RESPONSE FUND GRANTS WERE AWARD PRIOR TO UWBC ESTABLISHING THE BERKS COVID-19 RESPONSE FUND GRANTS.

COMMUNITY IMPACT DISCRETIONARY FUNDS 2020 ONE-TIME INVESTMENTS  
UWBC PROVIDED 12 ONE-TIME INVESTMENTS TO VARIOUS AGENCIES WITHIN BERKS COUNTY TOTALING \$255,500:

- \$10,000 TO CENTRO HISPANO DANIEL TORRES FOR THE TAX ASSISTANCE PROGRAM: CENTRO HISPANO'S TAX ASSISTANCE INITIATIVE IS A VITAL PROGRAM WHICH HELP CLIENTS WHO ARE IN FINANCIAL DISTRESS AND UNSURE OF OTHER OPTIONS AND RESOURCES. THE PROGRAM PROVIDES FREE INCOME TAX RETURN

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PREPARATION IN THE CITY IN ENGLISH AND SPANISH HELPING LOW-INCOME HOUSEHOLDS FILE RETURNS, MAXIMIZE REFUNDS, AND MINIMIZE TAX PREP FEES.

THE UWBC INVESTMENT SUPPORTED STIPENDS FOR TAX PREPARERS AND THE PURCHASE OF OFFICE SUPPLIES TO CONTINUE THE PROGRAM.

- \$7,500 TO HAWK MOUNTAIN COUNCIL TO PROVIDE FINANCIAL ASSISTANCE FOR STAFFING COSTS TO SUPPORT VIRTUAL LEARNING AT THE OLIVET BOYS AND GIRLS CLUB: THIS GRANT SUPPORTS ADDITIONAL STAFF THAT WILL ALLOW MORE STUDENTS TO LEARN, WITH ADULT ASSISTANCE AS NEEDED WHILE THEIR GUARDIANS WORK. EXPANDING THE COLLABORATION BETWEEN HAWK MOUNTAIN COUNCIL AND OLIVET WILL ALSO EASE THE BURDEN ON THE OLIVET ORGANIZATION AS THEY CONTINUE WITH THEIR OPERATIONS, WHICH NOW INCLUDES INCREASED CLEANING AND PROVIDING TO-GO MEALS DURING THE PANDEMIC.

- \$50,000 TO HELPING HARVEST TO SUPPORT STAFFING AND FOOD COSTS DURING THE CONTINUED RISE IN FOOD INSECURITY DUE TO THE COVID-19 CRISIS: DOLLARS WILL BE USED TO HELP MINIMIZE THE LOSS OF REVENUE RESULTING FROM INCREASED FOOD PURCHASES AND ALLOW HELPING HARVEST TO CONTINUE TO WAIVE SHARED FOOD MAINTENANCE FEES, AS WELL AS SUPPORT TEMPORARY WAREHOUSE STAFFING COSTS.

- \$20,000 TO BERKS ENCORE TO PROVIDE FINANCIAL ASSISTANCE FOR DELIVERY OF THE NEW MEDICALLY TAILORED MEALS PROGRAM SUPPORTING BERKS COUNTY PATIENTS DIAGNOSED WITH CONGESTIVE HEART DISEASE AND/OR DIABETES: DOLLARS WILL BE USED TO ASSIST IN THE PURCHASE OF HEALTHY FOOD FOR THE MTM PRESCRIPTIVE DIETS RECOMMENDED BY THE REGISTERED DIETICIAN/NUTRITIONIST IN CONSULTATION WITH THEIR PCP OR REFERRING CLINICIAN.

- \$20,000 TO UNITED COMMUNITY SERVICES FOR WORKING FAMILIES TO SUPPORT VIRTUAL LEARNING SUPPORT FOR READING SCHOOL DISTRICT STUDENTS AND YOUTHBUILD: DOLLARS WILL BE USED TO SUPPORT UCS'S EDUCATOR POSITION FOR

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APPROXIMATELY 5 MONTHS, ALLOWING THE ORGANIZATION TO OPERATE AS A VIRTUAL LEARNING SITE TO SUPPORT STUDENTS FROM THE READING SCHOOL DISTRICT THROUGH MAY AND CONTINUE TO ASSIST THE YOUTHBUILD PARTICIPANTS TO COMPLETE THE PROGRAM AND OBTAIN THEIR GED.

- \$10,000 TO NEW JOURNEY COMMUNITY OUTREACH TO SUPPORT THE ONGOING INCREASED DEMAND OF FOOD AND CLOTHING IN THE FIGHTING POVERTY. FEEDING HOPE PROGRAM: DOLLARS WILL BE USED TO PROVIDE FOOD SUPPORT TO FAMILIES AND INDIVIDUALS WHO ARE UNABLE TO WORK DURING THE COVID-19 CRISIS AND FOR THE WEEKS AFTER AS THEY RECOVER FROM THEIR FINANCIAL SETBACK.

FORTY-ONE PERCENT OF THE REQUEST WILL SUPPORT STAFF SALARIES, WITH THE REMAINING AMOUNT SUPPORTING FACILITIES MAINTENANCE.

- \$3,000 TO MANUFACTURERS RESOURCE CENTER TO SUPPORT THE PA DREAM TEAM BERKS INTRODUCING STUDENTS TO STEM CAREERS AT ADVANCED MANUFACTURING COMPANIES: DOLLARS WILL BE USED TO SUPPORT STAFF SALARIES AND TRAINING/DEVELOPMENT OF THE BERKS COUNTY PILOT PROGRAM LAUNCH.

- \$30,000 TO BERKS COMMUNITY HEALTH CENTER (BCHC) TO CONTINUE SUPPORT OF THE OAKBROOK COMMUNITY OUTREACH SPECIALIST: BCHC CONTINUES TO WORK TO INCREASE ACCESS TO HEALTH CARE BY EXPANDING CLINICAL SERVICES AND COMMUNITY HEALTH CENTER SITES AND IS COLLABORATING WITH THE OAKBROOK COLLECTIVE IMPACT COUNCIL (OCIC), OF WHICH UWBC IS THE BACKBONE ORGANIZATION. THIS INVESTMENT FUNDS A POSITION WHOSE SOLE RESPONSIBILITY IS TO CONNECT WITH THE RESIDENTS OF OAKBROOK. THE OAKBROOK COMMUNITY OUTREACH SPECIALIST IS BECOMING ENGRAINED IN THE CULTURE OF THE RESIDENTS, IDENTIFYING THEIR SPECIFIC NEEDS AND COORDINATING COLLABORATIVE EFFORTS TO RESPOND TO WHAT OAKBROOK RESIDENTS HAVE IDENTIFIED AS THEIR CRITICAL ISSUES.

- \$25,000 TO PENN STATE HEALTH ST. JOSEPH'S TO CONTINUE SUPPORT OF

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VEGGIE RX AND HEALTHY FOOD ACCESS/SECURITY INITIATIVE: DOLLARS WILL SUPPORT THE EXPANSION OF THE VEGGIE RX PILOT PROGRAM INTO ITS NEXT FORMAL PHASE, VEGGIE RX 2.0, AND TO SUSTAIN PSHSJ'S HEALTHY FOOD ACCESS PROGRAMMING FOR FOOD INSECURE AND AT-RISK PATIENTS DURING THESE CHALLENGING TIMES. PSHSJ'S ORIGINAL PLAN TO EXPAND THE PROGRAM TO A BROADER PATIENT POPULATION WAS INTERRUPTED BY THE COVID-19 PANDEMIC. THOUGH THE FUTURE REMAINS UNCERTAIN, PSHSJ WILL MOVE FORWARD WITH VEGGIE RX 2.0. IN PARALLEL, RECRUITMENT EFFORTS WILL RESTART IN SPRING 2021 FOR THE CDC-BASED DIABETES PREVENTION PROGRAM FOR PRE-DIABETIC PATIENTS.

- \$30,000 TO SUPPORT CASA OF BERKS COUNTY TO ENSURE THE CONTINUED GROWTH AND SUCCESS OF THE PROGRAM, AND MOST IMPORTANTLY, THE ABILITY TO CONTINUE ADVOCATING FOR ABUSED AND NEGLECTED CHILDREN: FUNDING WILL BE USED TO CONTINUE TO BUILD PROGRAM CAPACITY AND SERVE MORE CHILDREN. THE UWBC INVESTMENT WILL ALLOW CASA TO ADD 15 NEW VOLUNTEERS, RAISING THE CAPACITY TO 65 VOLUNTEERS ABLE TO SERVE OVER 100 CHILDREN EACH YEAR.

- \$25,000 TO THE READING PUBLIC LIBRARY TO SUPPORT EARLY LITERACY PROGRAMMING: THE INVESTMENT WILL SUPPORT PROGRAMS THAT REACH CHILDREN AND FAMILIES: THE LIBRARY PROGRAMS SUPPORT THE GOALS OF THE READY.SET.READ! STAR READERS PROGRAM, TO HELP INCREASE AN INTEREST IN READING AND DEVELOP VOCABULARY. SPECIFICALLY, THE GRANT WILL SUPPORT THE EARLY LITERACY COORDINATOR, AUTHOR VISITS, DRAMATIC PLAY STATIONS, STAFF TRAINING FOR EARLY LITERACY, PARENT WORKSHOPS WITH INCENTIVES, AND BOOKS TO GIVE AWAY.

- \$25,000 TO THE YOCUM INSTITUTE FOR ARTS EDUCATION TO SUPPORT NEIGHBORHOOD BRIDGES: THROUGH THE LECTIO PROCESS, NEIGHBORHOOD BRIDGES HAS BEEN IDENTIFIED AS A SUCCESSFUL "CHANGING BEHAVIOR PROGRAM" IMPROVING PSSA PERFORMANCE FOR 3RD GRADE STUDENTS IN THE READING SCHOOL

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DISTRICT, AND CONNECTS TO UNITED WAY OF BERKS COUNTY'S READY.SET.READ! INITIATIVE. THIS INVESTMENT SUPPORTS PROGRAM DELIVERY, WHICH EXPANDED TO THREE 3RD GRADE CLASSROOMS AT 10TH & PENN ELEMENTARY, IN ADDITION TO TWO 3RD GRADE CLASSROOMS AT 16TH & HAAK ELEMENTARY DURING THE 2019-2020 SCHOOL YEAR. THOUGH THE ORIGINAL DELIVERY OF THE PROGRAM HAS ALTERED DUE THE PANDEMIC, IT IS UNDERSTOOD THAT A VIRTUAL PILOT PROGRAM WILL LAUNCH IN EARLY 2021.

SUMMER LEARNING GRANTS 2020

SUMMER LEARNING GRANTS WERE OPENED TO READY.SET.READ! (RSR) PARTNER SCHOOLS, SUMMER LEARNING COALITION MEMBERS, AND OTHER ORGANIZATIONS SERVING BERKS COUNTY TITLE 1 STUDENTS. THE GRANT WAS DESIGNED TO PROVIDE UP TO \$5,000 IN SUPPORT OF LITERACY-BASED SUMMER LEARNING PROGRAMMING UP TO AND INCLUDING 3RD GRADERS WITH THEIR PROGRAM OCCURRING BETWEEN THE MONTHS OF JUNE AND AUGUST OF 2020; 11 GRANTS WERE AWARDED TOTALING \$ 46,786.09.

- \$5,000 TO BERKS AREA YOUTH RECREATION INCORPORATED FOR SUPER SUMMER 2020
- \$2,600 TO BRANDYWINE HEIGHTS AREA ELEMENTARY SCHOOL FOR BHES VIRTUAL SUMMER READING PROGRAM
- \$3,894 TO CLAY ON MAIN FOR ALPHABET ACROBATS
- \$5,000 DANIEL BOONE AREA PRIMARY CENTER FOR DANIEL BOONE SUMMER LEARNING PROGRAM
- \$5,000 TO GOVERNOR MIFFLIN SCHOOL DISTRICT FOR KINDERGARTEN COUNTDOWN
- \$1,228 TO MUHLENBERG ELEMENTARY CENTER FOR HAVE FUN AND READ AT MSD
- \$5,000 TO READING PUBLIC LIBRARY FOR SUMMERSTEAM@RPL
- \$4829.29 TO MILLMONT ELEMENTARY SCHOOL FOR READY, SET, WATCH US GROW WITH READING

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- \$4,544.80 TO AMANDA E. STOUT ELEMENTARY SCHOOL FOR HOW TO BECOME A YOUTUBER: BECOMING A DIGITAL CITIZEN

- \$5,000 TO GLENSIDE ELEMENTARY FOR RHYME TIME IN STEAM LAND

- \$4,690 TO YMCA OF READING & BERKS FOR ENGAGING IMAGINATION AND CREATIVITY SUMMER READING PROJECT

BERKS COVID-19 RESPONSE FUND GRANTS

AS A RESULT OF THE COVID-19 PANDEMIC, IN MARCH 2020, UNITED WAY OF BERKS COUNTY ESTABLISHED THE BERKS COVID-19 RESPONSE FUND TO PROVIDE IMMEDIATE FUNDING FOR NONPROFIT ORGANIZATIONS THAT HAVE EXPERIENCED INCREASED DEMAND FOR SERVICES, OPERATIONAL DISTRESS, AND/OR INCREASED COSTS TO CONTINUE CURRENT SERVICES. THE BERKS COVID-19 RESPONSE FUND PROVIDES FLEXIBLE RESOURCES TO HEALTH AND HUMAN SERVICE ORGANIZATIONS ACROSS BERKS COUNTY TO PROVIDE ESSENTIAL AID AND CRITICALLY NEEDED SAFETY NET SERVICES TO THOSE MOST IMPACTED BY THE PANDEMIC. IN 2020, 50 COVID GRANTS TOTALING \$837,000 WERE DISTRIBUTED TO 41 ORGANIZATIONS; HELPING OVER 290,000 OF OUR NEIGHBORS.

\$2,810 COVID-19 GRANT TO THE JOHN PAUL II CENTER FOR THE PURCHASE AND INSTALLATION OF A NEW WIRELESS ACCESS POINT TO SUPPORT VIRTUAL LEARNING. AS A RESULT OF COVID-19, JP II HAS DEVELOPED A HYBRID LEARNING MODEL THAT PROVIDES VIRTUAL PROGRAMMING TO STUDENTS AND ADULT PARTICIPANTS. IN THE SCHOOL SETTING, THIS MEANS TEACHERS AND AIDES ARE SIMULTANEOUSLY STREAMING THEIR CLASSROOM LESSONS WHILE ALSO WORKING INDIVIDUALLY WITH STUDENTS WHO ARE VIRTUAL. AS OF TODAY, 25% OF THE STUDENT POPULATION ATTENDS SCHOOL VIRTUALLY. NEARLY 40% OF ADULTS PARTICIPATE IN VIRTUAL PROGRAMMING. PROVIDING THE VIRTUAL PROGRAMMING DRAINS THE CENTER'S WI-FI, ESPECIALLY WHEN THERE ARE AS MANY AS 79

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DEVICES CONNECTED TO THE 8 AVAILABLE ACCESS POINTS. IN SOME CASES, TEACHERS ARE USING LAPTOPS, IPADS AND IPHONE ALL AT THE SAME TIME. THIS INCREASED DEMAND CAUSES MANY ZOOM SESSIONS TO DROP OR "FREEZE," WHICH INTERRUPTS THE LEARNING EXPERIENCE FOR VIRTUAL AND IN- PERSON STUDENTS BECAUSE IT DIVERTS CLASSROOM STAFF TO REFRESHING THE LINK AND GET EVERYONE RECONNECTED.

\$6,500 COVID-19 GRANT TO YMCA OF READING & BERKS COUNTY TO SUPPORT THE COSTS OF WI-FI ACCESS AND PPE NEEDED FOR STUDENTS ATTENDING THEIR Y EDUCATIONAL SUPPORT PROGRAM FOR REMOTE LEARNING. IN RESPONSE TO MANY SCHOOL DISTRICTS PROVIDING VIRTUAL LEARNING AT THE BEGINNING OF THE 2020-2021 SCHOOL YEAR, THE YMCA DEVELOPED THE YES (Y EDUCATIONAL SUPPORT) PROGRAM WITH THE GOALS OF HELPING CHILDREN REACH THEIR FULLEST ACADEMIC POTENTIAL WHILE LEARNING VIRTUALLY AND TO PROVIDE CHILDREN A SAFE PLACE TO BE WHILE THEIR PARENTS WORK. THE YES PROGRAM IS OPERATING AT THREE LOCATIONS IN BERKS COUNTY: READING YMCA, RICHMOND PROGRAM CENTER (FLEETWOOD) AND SINKING SPRING YMCA. ALL THREE LOCATIONS ARE AVAILABLE TO SUPPORT STUDENTS FROM ANY DISTRICT IN BERKS COUNTY.

\$7,500 COVID-19 GRANT TO OLIVET BOYS AND GIRLS CLUB OF BERKS COUNTY (OBGC) TO PROVIDE INCREASED WI-FI/BANDWIDTH AND PPE SUPPLIES FOR THE VIRTUAL LEARNING SUPPORT PROGRAM DUE TO COVID-19. ON SEPTEMBER 21, OBGC BEGAN HOSTING YOUTH FOR VIRTUAL LEARNING SUPPORT, AS WELL AS TYPICAL OLIVET AFTER SCHOOL PROGRAMMING. INITIAL CAPACITY AT OLIVET WILL BE 300 YOUTH WITH AN EXPECTATION TO EVENTUALLY SERVE 500 REMOTE LEARNERS. OLIVET WILL CONTINUE TO PROVIDE LUNCH AND DINNER GRAB AND GO MEALS, AS WELL AS PROVIDE BREAKFAST FOOD AT EACH OF THE SITES FOR THOSE YOUTH WHO ARE IN NEED. OLIVET WILL ALSO CONTINUE TO FOLLOW ALL C.D.C.

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AND W.H.O. SAFETY GUIDELINES/PROTOCOLS BY TAKING TEMPERATURES, HEALTH SCREENINGS, AND THOROUGH CLEANING OF EVERY SITE.

\$20,000 COVID-19 GRANT TO TULPEHOCKEN AREA SCHOOL DISTRICT TO SUPPORT THE PURCHASE OF PPE TO IMPLEMENT ADDITIONAL SAFETY MEASURES DUE TO COVID-19. REQUEST WILL SUPPORT THE PURCHASE OF PLASTIC DESK SHIELDS TO ALLOW FOR SAFER IN-PERSON INSTRUCTION BENEFITING 1,450 STUDENTS AND 300 STAFF MEMBERS.

\$20,000 TO THE LITERACY COUNCIL OF READING-BERKS TO SUPPORT UPDATED TECHNOLOGY FOR ESL AND GED INSTRUCTORS TO DELIVER BLENDED LEARNING OPPORTUNITIES DUE TO COVID-19. TO MINIMIZE IN-PERSON CONTACT FOR STUDENTS WHILE SUPPLYING A MORE INTENSIVE FORM OF INSTRUCTION, THE COUNCIL WILL OFFER A BLENDED LEARNING APPROACH TO INSTRUCTION STARTING IN SEPTEMBER. STUDENTS WILL ATTEND FACE-TO-FACE CLASS (EITHER IN-PERSON OR VIA ZOOM) TWICE A WEEK AND WILL HAVE AN ONLINE LEARNING COMPONENT WHICH WILL COMPLEMENT THE CLASSROOM INSTRUCTION. STUDENTS WITH NO ACCESS OR LIMITED ACCESS TO TECHNOLOGY WILL HAVE TOP PRIORITY FOR IN-PERSON CLASSES AND ACCESS TO THE COUNCIL'S COMPUTER LAB. THE GRANT WILL SERVE 160 ADULT LEARNERS WITH VIRTUAL INSTRUCTION AND IN-PERSON BLENDED LEARNING BY PURCHASING TECHNOLOGY AND PPE.

\$6,943 TO BERKS NATURE TO SUPPORT THE SAFETY PRECAUTIONS NEEDED TO REOPEN THE NATURE PRESCHOOL DUE TO COVID-19. FUNDING WILL BE USED TO PURCHASE EQUIPMENT TO MONITOR STAFF/CHILDREN AND OTHER PPE. IT WILL ALSO COVER THE COST OF A PART-TIME STAFF PERSON TO ADMINISTER MONITORING AND TO MEET PARENTS AND CHILDREN AT THE DOOR DURING DROP OFF TO ELIMINATE THE NEED FOR PARENTS TO ENTER THE BUILDING.



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\$20,000 TO READING SCHOOL DISTRICT TO SUPPORT THE HEALTH SERVICES DEPARTMENT PURCHASING NEEDED HEALTH AND SAFETY SUPPLIES DUE TO COVID-19. READING SCHOOL DISTRICT HAS 19 SCHOOLS: 13 ELEMENTARY SCHOOLS, 5 MIDDLE SCHOOLS AND 1 SENIOR HIGH SCHOOL. THE DISTRICT ALSO HAS ITS OWN VIRTUAL ACADEMY (ONLINE LEARNING) AND SHARES A CAREER AND TECHNOLOGY CENTER WITH A NEIGHBORING DISTRICT. WITH MORE THAN 17,800 STUDENTS AND APPROXIMATELY 2,000 STAFF MEMBERS, READING SCHOOL DISTRICT IS THE FOURTH LARGEST SCHOOL DISTRICT IN PENNSYLVANIA AND THE SIXTH LARGEST EMPLOYER IN BERKS COUNTY. IT IS A TITLE 1, URBAN SCHOOL DISTRICT LOCATED IN A HIGH-POVERTY COMMUNITY, WHERE 93 PERCENT OF STUDENTS QUALIFY FOR FREE OR REDUCED-PRICE LUNCH AND 25 PERCENT OF STUDENTS ARE ENGLISH-LANGUAGE LEARNERS. SINCE STUDENTS WERE DISMISSED IN MARCH, THE DISTRICT HAS CONNECTED FAMILIES TO RESOURCES FOR MENTAL HEALTH, UTILITY ASSISTANCE, FOOD INSECURITY AND OTHER BASIC NEEDS. THIS INCLUDED THE IDENTIFICATION OF 50 NEW MCKINNEY-VENTO STUDENTS (HOMELESS STUDENTS), 36 DUE TO COVID-19. THE DISTRICT PROVIDED 118,970 BREAKFASTS AND 119,088 LUNCHES TO STUDENTS. THE HEALTH SERVICES DEPARTMENT WILL UTILIZE FUNDS TO PURCHASE ATYPICAL SUPPLIES DUE TO COVID-19. ELEMENTS OF THE REOPENING PLAN INCLUDE THE TREATMENT AND SEPARATION OF STUDENTS AT RISK FOR RESPIRATORY ILLNESS AND STUDENTS AND STAFF WHO MAY BE EXPERIENCING COVID-19 SYMPTOMS. SPECIFICALLY, THIS INCLUDES THE USE OF MULTI-USE INHALERS, DISPOSABLE SPACERS, AND PORTABLE SCREENS FOR SEPARATION WHEN ISOLATION IS NOT FEASIBLE. IN ADDITION, THE DISTRICT WILL ENCOURAGE HOME MONITORING OF STUDENT ILLNESS, INCLUDING TEMPERATURE TAKING TO AVOID SICK CHILDREN ATTENDING SCHOOL. THIS WILL BE ACHIEVED USING THERMOMETERS LINKED TO A CONFIDENTIAL MOBILE APP IN ENGLISH AND SPANISH. GRANT WILL SUPPORT 20,000 STUDENTS, FACULTY AND

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## STAFF.

\$5,000 TO OLEY VALLEY COMMUNITY LIBRARY TO COVER THE COST OF CIRCULATION MATERIALS, AN EXPENSE NORMALLY COVERED BY FUNDRAISERS THAT WERE CANCELLED DUE TO COVID-19. THE LIBRARY OFFERS NUMEROUS PROGRAMS INCLUDING PRESCHOOL STORY TIME, SUMMER LEARNING PROGRAMS, HOME SCHOOL PROGRAMS, ADULT BOOK CLUB, WRITERS' WORKSHOP, FAMILY CRAFT NIGHT, FAMILY MOVIE NIGHT, SENIOR CITIZEN WORKSHOPS, TUTORING BY THE NATIONAL HONOR SOCIETY, AND ADULT COMPUTER CLASSES. OVCL IS A COMMUNITY CENTER AS WELL AS A LIBRARY. OVCL IS A STATE SUPPORTED LIBRARY AND THE STATE REQUIRES 12% OF A LIBRARY'S ANNUAL BUDGET BE SPENT ON CIRCULATION MATERIALS FOR PATRONS TO BORROW INCLUDING BOOKS, DVDS, AND AUDIOBOOKS. THE STATE REQUIREMENT IS IN PLACE TO ENSURE LIBRARIES REMAIN CURRENT AND PROVIDE UPDATED MATERIALS FOR PATRONS. DESPITE COVID-19, PENNSYLVANIA MAINTAINS THE 12% REQUIREMENT FOR ALL LIBRARIES.

\$16,650 TO HANNAH'S HOPE MINISTRIES TO SUPPORT ADDITIONAL STAFF COSTS RESULTING FROM REDUCTION IN VOLUNTEER HOURS DUE TO COVID-19.

\$4,477 TO GREATER READING MENTAL HEALTH ALLIANCE TO SUPPORT THE IMPLEMENTATION OF SUPPORT GROUPS AND ADVOCACY THROUGH A VIRTUAL PLATFORM DUE TO COVID-19.

\$11,060 TO BARRIO ALEGRIA TO PROVIDE EVICTION PREVENTION OUTREACH IN THE CITY OF READING DUE TO INCREASED NEED RESULTING FROM COVID-19. BARRIO WILL TEMPORARILY HIRE A BILINGUAL COMMUNITY NAVIGATOR TO SUPPORT CITY OF READING RESIDENTS THROUGH OUTREACH, RESOURCE CONNECTING, AND ASSISTANCE IN COMPLETING APPLICATIONS FOR RENTAL ASSISTANCE.

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\$15,000 TO WESTERN BERKS FREE MEDICAL CLINIC SUPPORTING OPERATING COSTS DUE TO REVENUE LOSS AND INCREASED COSTS DUE TO COVID-19. THE CLINIC SERVES PATIENTS THROUGHOUT BERKS COUNTY. THE CLINIC PROVIDES FREE MEDICAL CARE, WHICH IS PROVIDED, BY VOLUNTEER DOCTORS, NURSES, AND SUPPORT STAFF TO ADULTS WITHOUT HEALTH INSURANCE. THE CLINIC ALSO PROVIDES MEDICATION TO PATIENTS WHO CANNOT OTHERWISE AFFORD IT. THE MEDICAL CLINIC IS OPEN ONE EVENING A WEEK BY APPOINTMENT; A WOMEN'S CLINIC IS OFFERED ONCE A MONTH. THE ECONOMIC IMPACT OF COVID-19 IS INCREASING DEMAND FOR FREE MEDICAL CARE AT A TIME WHEN PROVIDING THE CARE IS MORE EXPENSIVE DUE TO ALL THE SAFETY PROTOCOLS TO CONTAIN THE VIRUS.

\$100,000 TO HELPING HARVEST TO SUPPORT STAFFING AND FOOD COSTS DURING THE CONTINUED RISE IN FOOD INSECURITY DUE TO THE COVID-19 CRISIS. HELPING HARVEST HAS NEARLY DOUBLED ITS AVERAGE MONTHLY DISTRIBUTION OF FOOD TO MEET COMMUNITY NEEDS WHILE ELIMINATING THE NORMAL COSTS PASSED ALONG TO THEIR PARTNER AGENCIES (ORGANIZATIONS DISTRIBUTING FOOD THROUGH FOOD PANTRIES, SOUP KITCHENS, ETC.). THIS HAS REQUIRED THE ORGANIZATION TO PLACE SUBSTANTIAL FOOD ORDERS (MORE THAN \$1 MILLION SINCE MARCH) TO MAINTAIN INVENTORY AND TO OFFSET THE LOSS OF DONATED FOOD ITEMS. HELPING HARVEST IS OFFERING "POP-UP" FOOD PANTRY DISTRIBUTIONS AND ADDITIONAL MOBILE MARKET SITES TEMPORARILY REPLACING FOOD PANTRIES ON HIATUS DUE TO COVID-19. TO MAINTAIN A SAFE WORK ENVIRONMENT, HELPING HARVEST STOPPED USING VOLUNTEERS IN ITS WAREHOUSE IN MARCH. TO KEEP UP WITH DEMAND, HELPING HARVEST HIRED A SMALL CREW OF TEMPORARY WORKERS.

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\$17,160 TO CASA (COURT APPOINTED SPECIAL ADVOCATES) OF BERKS COUNTY FOR ADDITIONAL STAFFING TO SUPPORT THE SURGE OF CHILD ABUSE CASES THAT WILL RESULT IN THE RECOVERY FROM COVID-19. HOSPITALS ACROSS THE COUNTRY AND IN PENNSYLVANIA ARE REPORTING AN INCREASE IN CHILDREN WITH SEVERE PHYSICAL ABUSE COMPARED TO THIS TIME LAST YEAR. DURING THE PAST TEN WEEKS OF THE COVID-19 "LOCKDOWN" CHILDREN HAVE NOT ATTENDED SCHOOL, AFTERSCHOOL PROGRAMS OR DAY CARE CENTERS. THIS MEANS FEWER EYES ON OUR BERKS CHILDREN. CASA BERKS ANTICIPATES THERE WILL BE A SURGE OF CHILD ABUSE AND NEGLECT CASES COMING TO DEPENDENCY COURT THIS SUMMER. AS PROGRAMS OPEN, CHILDREN WHO HAVE BEEN "HIDDEN" WILL BEGIN TO INTERACT WITH ADULTS OTHER THAN THEIR FAMILY. CARING ADULTS AND MANDATED REPORTERS, AS THEY DID BEFORE THE COVID-19 SHUTDOWN, WILL CALL THE CHILD HOTLINE TO REPORT THEIR SUSPICION.

\$5,000 TO BERKS COUNSELING CENTER TO SUPPORT PPE SUPPLIES AND EMERGENCY FOOD FOR CLIENTS IN NEED DUE TO COVID-19. ALL CLIENTS IN HOUSING PROGRAMS, PARTICULARLY THOSE IN THE ASSERTIVE COMMUNITY TREATMENT PROGRAM, NEED HELP WITH FOOD. BCC IS PROVIDING FOOD TO ANY CLIENT THAT EXPRESSES FOOD INSECURITY. COUNSELORS AND THERAPISTS ARE DELIVERING FOOD DAILY TO THOSE WHO DO NOT HAVE MONEY TO PURCHASE FOOD AND/OR HYGIENE PRODUCTS.

\$20,000 TO BERKS ENCORE TO PURCHASE REFRIGERATOR/FREEZER READY MEALS SUPPORTING HOMEBOUND CLIENTS BECAUSE OF COVID-19. BERKS ENCORE HAS SEEN NEARLY A 40% INCREASE IN DEMAND FOR SERVICES SINCE MARCH 1, 2020. SHELTER-IN-PLACE ORDERS DESIGNED TO KEEP THE MOST HIGH-RISK SAFE AMID THE PANDEMIC CREATED A RAPID INCREASE IN THE NUMBER OF SENIORS RELYING ON HOME-DELIVERED MEALS AS THEIR PRIMARY SOURCE OF FOOD. BERKS ENCORE

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SHIFTED OPERATIONS TO PROVIDE 100% HOMEBOUND CONSUMERS WITH EMERGENCY FOOD SUPPLY BOXES. ALTHOUGH GRATEFUL FOR THE EMERGENCY FOOD BOXES, NEARLY 50% HOMEBOUND CONSUMERS REPORTED BEING UNABLE TO UTILIZE A LARGE PORTION OF FOOD SUPPLIES DUE TO THEIR INABILITY TO STAND, PREPARE, AND COOK THE FOOD ITEMS PROVIDED. BASED ON INFORMATION GATHERED, 89% OF HOMEBOUND CLIENTS HAVE REQUESTED READY-TO-EAT MEALS FOR THEIR FREEZER RATHER THAN THE LARGE BOX QUANTITY OF EMERGENCY FOOD ITEMS PREVIOUSLY PROVIDED.

\$20,000 TO HABITAT FOR HUMANITY OF BERKS COUNTY TO SUPPORT OPERATIONAL COSTS DUE TO SIGNIFICANT DECREASES IN REVENUE BECAUSE OF COVID-19. THE GRANT WILL HELP ALLEVIATE THE FINANCIAL BURDEN DUE TO THE CLOSURE OF THE RESTORE, CANCELLED FUNDRAISING EVENT, AND THE DELAYED COMPLETION AND SELLING OF REHABILITATED HOMES. THE \$20,000 WILL BE USED TO HELP PAY FOR ADMINISTRATIVE EXPENSES RELATED TO RENT AND A LEASE ON A TRUCK, WHICH WILL HELP ENSURE HABITAT WILL SERVE THE COMMUNITY WHEN OPERATIONS ARE PERMITTED TO RESUME.

\$13,360 TO TREATMENT ACCESS AND SERVICES CENTER (TASC) OF BERKS COUNTY INC. TO SUPPORT TECHNOLOGY NEEDS TO ALLOW STAFF TO CONTINUE TO TREAT CLIENTS SECURELY AND EFFICIENTLY WHILE WORKING REMOTELY, OR A COMBINATION OF REMOTE AND IN-OFFICE HOURS WHILE MAINTAINING SOCIAL DISTANCING PROTOCOLS DURING THE COVID HEALTH CRISIS.

\$50,000 TO BERKS COALITION TO END HOMELESSNESS TO SUPPORT INCREASED RENTAL AND UTILITY ASSISTANCE TO PREVENT THE INCREASED INCIDENCES OF HOMELESSNESS POST EVICTION MORATORIUM. FUNDING WILL PROVIDE FLEXIBILITY, GOVERNMENT GRANTS LACK, FOR RAPID REHOUSING AND HOMELESS

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PREVENTION.

\$20,000 TO BERKS COMMUNITY TELEVISION TO SUPPORT REPLACEMENT EQUIPMENT AND ALLOW THE CONTINUED ACCESS TO LOCAL NEWS COVERAGE AND INFORMATION DISSEMINATION DURING COVID-19. BCTV IS AN IMPORTANT NEWS OUTLET FOR BERKS COUNTY DURING THE PANDEMIC. IT FEATURES DAILY PA DEPARTMENT OF HEALTH BRIEFINGS, WHICH ALSO STREAMS ON THE WEBSITE. BCTV SERVES 100,000 INDIVIDUALS AS A RELIABLE LOCAL, FREE RESOURCE FOR BERKS COUNTY.

\$20,000 TO SALVATION ARMY SERVICE EXTENSION UNIT TO SUPPORT DISPLACED STAFF, EMERGENCY FOOD, AND FINANCIAL ASSISTANCE DUE TO COVID-19 CRISIS. THE SALVATION ARMY SERVICE EXTENSION UNIT SERVES 35 RURAL ZIP CODES IN BERKS COUNTY. THE ORGANIZATION ESTIMATES 800 INDIVIDUALS WILL BE SERVED WITH EMERGENCY FINANCIAL AND FOOD ASSISTANCE THROUGH THIS GRANT.

\$10,000 TO TOWER HEALTH AT HOME TO SUPPORT PPE TO ENSURE VISITING NURSES ARE PROPERLY SUPPLIED WHEN SEEING PATIENTS BECAUSE OF COVID-19 CRISIS.

\$10,000 TO COMMUNITY PREVENTION PARTNERSHIP (CCP) OF BERKS COUNTY, TO SUPPORT NECESSITIES OF CLIENTS IN GREATER NEED DUE TO THE COVID-19 CRISIS. FUNDS WILL SERVE 700 INDIVIDUALS WITH DIAPERS, WIPES, BABY CARE ITEMS, FORMULA, TOILETRIES, FEMININE HYGIENE PRODUCTS, AND OVER THE COUNTER MEDICATIONS. WHILE HELPING HARVEST SUPPLIES THE MAJORITY OF THE FOOD DISTRIBUTED BY THE ORGANIZATION, CCP WILL PURCHASE SEASONAL/PERISHABLE FOOD TO SUPPLEMENT THE DROP IN CENTER FOOD DISTRIBUTION.

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\$20,000 TO HELPING HARVEST TO PURCHASE FOOD TO BE INCLUDED IN EMERGENCY FOOD BOXES AS THE COVID-19 CRISIS CONTINUES.

\$10,000 TO PROSPECTUS BERCO TO SUPPORT PPE AND CLIENT ENRICHMENT ACTIVITIES DUE TO EXPANDED RESIDENTIAL SERVICES BECAUSE OF COVID-19 CRISIS. PROSPECTUS BERCO WAS MANDATED TO SUSPEND ITS DAY SERVICES PROGRAMS DUE TO COVID-19, REQUIRING THE ORGANIZATION TO EXPAND RESIDENTIAL SERVICES. THE EXPANSION ENTAILS THE SUPERVISION OF 75 ADULTS WITH INTELLECTUAL DISABILITIES REQUIRING HIRING AN ADDITIONAL 25 EMPLOYEES, WORKING 8 HOUR SHIFTS 5 DAYS A WEEK. ADDITIONAL EXPENSES ALSO INCLUDE INCREASED FOOD, UTILITY, PPE, DISINFECTANT/SANITATION PRODUCTS AND MATERIALS FOR ENRICHMENT ACTIVITIES.

\$4,485 TO UNITED COMMUNITY SERVICES TO SUPPORT VIRTUAL GED AND WORKFORCE EDUCATION OF YOUTHBUILD STUDENTS DUE TO SCHOOL CLOSURE AS A RESULT OF COVID-19. PRIOR TO FORCED SCHOOL CLOSURES, 15 STUDENTS WERE ENGAGED IN GED AND WORKFORCE PREPARATION AS PART OF THE YOUTHBUILD PROGRAM. UCS HAS CONTINUED TO PROVIDE EDUCATION IN THE FORM OF MATERIALS SENT BY MAIL. UCS IS NOW SHIFTING TO ONLINE INSTRUCTION TO BETTER CONNECT AND PREPARE STUDENTS FOR TAKING THE GED AND EMPLOYMENT. THE STUDENTS, WHO HAVE MANY BARRIERS, DO NOT HAVE THE TECHNOLOGY FOR ONLINE INSTRUCTION. THE GRANT WILL BE USED TO PURCHASE 15 CHROMEBOOKS TO LOAN TO THE STUDENTS.

\$20,000 TO BLANKETS OF HOPE FOR THE BULK PURCHASE OF 3-PLY MEDICAL MASKS TO BE DONATED TO LOCAL AGENCIES IN NEED BECAUSE OF COVID-19 PANDEMIC. BLANKETS OF HOPE HAS SHIFTED GEARS TO SUPPORT THE COMMUNITY

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BY USING BUSINESS CONNECTIONS TO OBTAIN BULK PURCHASES OF 3-PLY DISPOSABLE MEDICAL MASKS. THIS GRANT WILL ALLOW BLANKETS OF HOPE TO PURCHASE AT LEAST 40,000 MASKS TO DISTRIBUTE TO SUCH AGENCIES AS SAFE BERKS, BERKS ENCORE, AND HOPE RESCUE MISSION AS WELL AS TO LOCAL POLICE DEPARTMENTS AND FIRE COMPANIES.

\$5,000 TO NEW JOURNEY COMMUNITY OUTREACH, INC. TO CONTINUE EMERGENCY FOOD AND CLOTHING SERVICES WITHOUT INTERRUPTION BY SUPPORTING GENERAL EXPENSES. EMERGENCY FOOD NEEDS HAVE DOUBLED. SINCE MARCH 9, THE NUMBER OF PEOPLE COMING FOR LUNCH HAS INCREASED FROM AN AVERAGE OF 165 PER DAY TO 250 PER DAY. ON FRIDAY, APRIL 3, - 290 LUNCH BAGS WERE DISTRIBUTED. THE NUMBER OF HOUSEHOLDS RECEIVING GROCERIES HAS INCREASED FROM 85 TO OVER 100+ HOUSEHOLDS WEEKLY.

\$20,000 TO DAYSPRING HOMES INC. IN SUPPORT OF INCREASED NEEDS FOR PERSONAL PROTECTIVE EQUIPMENT FOR STAFF AND RESIDENTS IN THE RESIDENTIAL PROGRAM BECAUSE OF THE COVID-19 CRISIS. DAYSPRING HOMES PROVIDES A CONTINUUM OF CARE, WHICH MEETS THE ONGOING NEEDS OF PEOPLE WITH INTELLECTUAL AND DEVELOPMENTAL DISABILITIES.

\$7,000 TO CATHOLIC CHARITIES, DIOCESE OF ALLENTOWN TO PURCHASE FOOD AND GROCERY GIFT CARDS FOR CLIENTS IN NEED DURING THE COVID-19 CRISIS. CATHOLIC CHARITIES IS PROVIDING GROCERIES TO THOSE IN NEED. CATHOLIC CHARITIES DOES HAVE A FOOD PANTRY LOCATED AT GRACE STREET. THIS IS NOT THE KENNEDY HOUSE PROGRAM, BUT THE OFFICE HAS A SMALL CUPBOARD THAT CATHOLIC CHARITIES STAFF ARE STILL ABLE TO PROVIDE BOXES OF FOOD FOR CLIENTS. PLEASE NOTE THIS SERVICE IS FOR ONGOING CASES. KENNEDY HOUSE IS FOR THE PUBLIC.



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\$7,000 TO BERKS CONNECTIONS/PRE-TRIAL SERVICES (BCPS) TO ASSIST CLIENTS WITH BASIC NEEDS INCLUDING TRANSPORTATION (TO GET TO WORK) AND PHONE SERVICE (TO ACCESS SERVICES) DURING THE COVID-19 CRISIS. THE WERNERSVILLE COMMUNITY CORRECTIONS CENTER (CCC) HAS FURLOUGHED THE MAJORITY OF ITS REENTRANTS, MANY OF WHOM WERE WORKING AND USING THE CENTER'S TRANSPORTATION. THERE HAVE BEEN SEVERAL CLIENTS WHO WORK FOR BUSINESSES DEEMED ESSENTIAL, BUT WITHOUT THE TRANSPORTATION PROVIDED BY THE CCC, THEY HAVE NO WAY TO GET TO AND FROM WORK. PHONES ARE LIFELINES FOR BCPS'S CLIENTS, CONNECTING THEM TO BCPS AND THE SERVICES, SUPPORT AND RESOURCES BEING PROVIDED TO THEM. THEY ARE ALSO NECESSARY TO RECEIVE A NUMBER OF OTHER RESOURCES AVAILABLE IN THE COMMUNITY AS WELL AS SEEKING EMPLOYMENT. BCPS IS ALSO HELPING CLIENTS APPLY AND PROVIDING SUPPORT FOR THE CLIENTS UNABLE TO RECEIVE UNEMPLOYMENT.

\$20,000 TO FAMILY PROMISE OF BERKS COUNTY, INC. FOR RAPID REHOUSING THROUGH ITS RENTAL AND UTILITY ASSISTANCE PROGRAM. RAPID RE-HOUSING PROVIDES HOUSING RELOCATION, STABILIZATION SERVICES & RENTAL ASSISTANCE TO HELP INDIVIDUALS OR FAMILIES LIVING IN SHELTERS OR IN PLACES NOT MEANT FOR HUMAN HABITATION MOVE INTO PERMANENT HOUSING & ACHIEVE STABILITY. FUNDING WILL HELP ADDRESS THE REDUCTION IN SHELTER CAPACITY; INCREASE THE CAPACITY TO SERVE A HIGHER VOLUME OF APPLICANTS; DIVERT FAMILIES AND YOUTH FROM SHELTERS INTO PERMANENT HOUSING.

\$10,000 TO HANNAH'S HOPE MINISTRIES TO SUPPORT LOSS OF REVENUE AND INCREASE OF COSTS TO MAINTAIN A SAFE ENVIRONMENT FOR RESIDENTS DURING THE COVID-19 PANDEMIC.

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\$20,000 TO HOPE RESCUE MISSION TO SUPPORT ADDITIONAL OPERATIONAL COST FOR THE EXTENSION OF CODE BLUE SERVICES BEYOND APRIL 1, 2020 DURING THE COVID-19 PANDEMIC.

\$20,000 TO OPPORTUNITY HOUSE IN SUPPORT OF STAFF SALARIES AND BENEFITS TO CONTINUE OPERATIONS OF THE HOMELESS SHELTER DUE TO LOSS REVENUE AS A RESULT OF THE COVID-19 CRISIS.

\$20,000 TO SALVATION ARMY READING CORPS TO PURCHASE FOOD AND ESSENTIAL ITEMS TO MEET THE INCREASED DEMAND IN THE CITY OF READING DURING THE COVID-19 CRISIS.

\$20,000 TO BERKS COALITION TO END HOMELESSNESS TO SUPPORT THE INCREASED NEED FOR DISPLACED AND HUNGRY CLIENTS IN BERKS COUNTY.

\$20,000 TO SAFE BERKS TO SUPPORT INCREASED COSTS OF BASIC NEEDS FOR SAFE HOUSE RESIDENTS AND INCREASED STAFFING COSTS TO AVOID CLOSURE OF SERVICES DUE TO COVID-19 CRISIS.

\$5,000 TO THE RUDDEN FAMILY FOUNDATION, INC. TO SUPPORT COSTS ASSOCIATED WITH THE CONTINUED DELIVERY OF FURNITURE AND HOUSE GOODS TO FAMILIES IN NEED DUE TO REDUCED OPERATING FUNDS RESULTING FROM COVID-19 CRISIS.

\$20,000 TO YMCA OF READING & BERKS COUNTY TO SUPPORT ADDITIONAL OPERATIONAL COST FOR THE TRANSITIONAL HOUSING PROGRAM AND TO MAINTAIN A SAFE ENVIRONMENT FOR RESIDENTS DURING THE COVID-19 PANDEMIC.

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\$20,000 TO BOYERTOWN AREA MULTI-SERVICES, INC. FOR EMERGENCY PANTRY AND SENIOR MEAL FOOD, SUPPLIES, AND ASSOCIATED STAFF SALARIES.

\$20,000 TO OLIVET BOYS & GIRLS CLUB TO SUPPORT DAILY GRAB AND GO FOOD DISTRIBUTION TO COMMUNITY YOUTH AND THEIR FAMILIES DURING COVID-19 PANDEMIC.

\$100,000 READY.SET.READ! COVID-19 EDUCATION RESPONSE FUND  
A GRANT POOL OF \$100,000 WAS ESTABLISHED IN PARTNERSHIP WITH A LOCAL FOUNDATION AND \$50,000 FROM THE BERKS COVID-19 RESPONSE FUND. THE GRANT POOL WAS DESIGNED TO PROVIDE UP TO \$5,000 IN SUPPORT OF PROGRAMMING FOR PRE-K UP TO INCLUDING THIRD GRADERS. ELEMENTARY SCHOOLS WERE INVITED TO APPLY FOR FUNDING TO SUPPORT PROGRAMMING TO:

- MITIGATE LEARNING LOSS DURING THE COVID SHUTDOWN AND SUMMER VACATION;
- INTRODUCING TRAUMA-INFORMED AND/OR SOCIAL EMOTIONAL LEARNING TO DISTRICT STAFF;
- RESOURCES FOR PARENTS TO SUPPORT THEIR CHILDREN WITH REMOTE LEARNING.

A KNOWLEDGEABLE SIX-PERSON VOLUNTEER PANEL WAS ASSIGNED TO REVIEW THE GRANT REQUESTS AND MAKE RECOMMENDATIONS FOR UNITED WAY OF BERKS COUNTY EXECUTIVE COMMITTEE/BOARD OF DIRECTOR APPROVAL. 27 PROPOSALS WERE RECEIVED REQUESTING \$116,000. FOLLOWING THE REVIEW OF THE APPLICATIONS, 26 PROPOSALS WERE APPROVED FOR A TOTAL OF \$95,775 WITHIN 12 SCHOOL DISTRICTS.

FORM 990, PART VI, SECTION A, LINE 2:

THE FOLLOWING BOARD MEMBERS ARE RELATED:

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SANTINA AND PETER CONNORS SPOUSES

BARBARA AND BRADLEY HALL SPOUSES

SUE AND CRAIG PERROTY SPOUSES

SHELLEY AND DAVID SHAFFER SPOUSES

FOUR MARRIED COUPLES MAINTAIN POSITIONS ON THE UNITED WAY OF BERKS COUNTY BOARD OF DIRECTORS. THIS SITUATION OCCURS BECAUSE IT IS A COMMON PRACTICE FOR A HUSBAND AND WIFE TEAM TO SERVE AS CO-CHAIRS OF THE ANNUAL FUND-RAISING CAMPAIGN, WHICH HAS BEEN A VERY SUCCESSFUL AND POPULAR APPROACH WITH THE VOLUNTEERS. THE COUPLES REPRESENT PAST AND/OR CURRENT AND/OR FUTURE CAMPAIGN CO-CHAIRS.

NO OTHER BOARD MEMBERS ARE RELATED.

FORM 990, PART VI, SECTION B, LINE 11B:

FORM 990 IS REVIEWED AND APPROVED BY THE GOVERNANCE COMMITTEE AND REPORTED TO THE BOARD OF DIRECTORS ANNUALLY PRIOR TO SUBMISSION. ALL BOARD MEMBERS RECEIVE A COPY OF THE FORM 990.

FORM 990, PART VI, SECTION B, LINE 12C:

DISCLOSURE OF ACTUAL OR POTENTIAL CONFLICTS OF INTEREST

AN INTERESTED PARTY IS UNDER A CONTINUING OBLIGATION TO DISCLOSE ANY ACTUAL OR POTENTIAL CONFLICT OF INTEREST AS SOON AS IT IS KNOWN, OR REASONABLY SHOULD BE KNOWN.

AN INTERESTED PARTY SHALL COMPLETE A QUESTIONNAIRE/DISCLOSURE STATEMENT, IN

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THE FORM ATTACHED, TO FULLY AND COMPLETELY DISCLOSE THE MATERIAL FACTS ABOUT ANY ACTUAL OR POTENTIAL CONFLICTS OF INTEREST. THE DISCLOSURE STATEMENT SHALL BE COMPLETED UPON HIS OR HER ASSOCIATION WITH UNITED WAY OF BERKS COUNTY AND SHALL BE UPDATED ANNUALLY. AN ADDITIONAL DISCLOSURE STATEMENT SHALL BE COMPLETED AT SUCH TIMES AS AN ACTUAL POTENTIAL CONFLICT ARISES.

FOR BOARD MEMBERS, THE DISCLOSURE STATEMENTS SHALL BE PROVIDED TO THE PRESIDENT, WHO WILL REVIEW THE DISCLOSURE STATEMENTS AND PRESENT A SUMMARY OF THE FINDINGS TO THE GOVERNANCE COMMITTEE. THE GOVERNANCE COMMITTEE SHALL REVIEW THE SUMMARY OF THE FINDINGS PREPARED BY THE PRESIDENT AND PRESENT A REPORT TO THE EXECUTIVE COMMITTEE IN THE SPRING OF EACH YEAR.

IN THE CASE OF MEMBERS OF THE FINANCE COMMITTEE, THE INVESTMENT COMMITTEE AND THE AUDIT COMMITTEE, THE DISCLOSURE STATEMENTS SHALL BE PROVIDED TO THE PRESIDENT, WHO WILL REVIEW THE DISCLOSURE STATEMENTS AND PRESENT A SUMMARY OF THE FINDINGS TO THE EXECUTIVE COMMITTEE IN THE SPRING OF EACH YEAR.

IN THE CASE OF STAFF, THE DISCLOSURE STATEMENTS SHALL BE PRESENTED TO THE SENIOR VICE PRESIDENT FINANCE & ADMINISTRATION, WHO WILL REVIEW THE DISCLOSURE STATEMENTS AND PRESENT A SUMMARY OF THE FINDINGS TO THE PRESIDENT IN THE SPRING OF EACH YEAR. IN THE CASE OF THE SENIOR VICE PRESIDENT FINANCE & ADMINISTRATION, THE DISCLOSURE STATEMENT SHALL BE PROVIDED TO THE PRESIDENT. THE PRESIDENT SHALL PROVIDE HIS/HER DISCLOSURE STATEMENT TO THE CHAIRMAN OF THE BOARD.

THE PRESIDENT SHALL FILE THE VOLUNTEER DISCLOSURE STATEMENTS WITH THE OFFICIAL CORPORATE RECORDS OF UNITED WAY OF BERKS COUNTY. THE SENIOR VICE PRESIDENT FINANCE & ADMINISTRATION SHALL FILE THE STAFF DISCLOSURE

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## STATEMENTS WITH OTHER EMPLOYEE RECORDS.

## GENERAL PROCEDURES FOR THE REVIEW OF ACTUAL OR POTENTIAL CONFLICTS

WHENEVER THERE IS REASON TO BELIEVE THAT AN ACTUAL OR POTENTIAL CONFLICT OF INTEREST EXISTS BETWEEN UNITED WAY OF BERKS COUNTY AND AN INTERESTED PARTY, THE BOARD OF DIRECTORS, UPON THE RECOMMENDATION OF THE EXECUTIVE COMMITTEE OR THE GOVERNANCE COMMITTEE, SHALL DETERMINE THE APPROPRIATE ORGANIZATIONAL RESPONSE. THIS SHALL INCLUDE, BUT IS NOT NECESSARILY LIMITED TO, INVOKING THE PROCEDURES DESCRIBED IN SECTION V BELOW, WITH RESPECT TO A SPECIFIC PROPOSED ACTION OR TRANSACTION.

WHERE THE ACTUAL OR POTENTIAL CONFLICT INVOLVES AN EMPLOYEE OF UNITED WAY OF BERKS COUNTY OTHER THAN THE PRESIDENT, THE PRESIDENT SHALL, IN THE FIRST INSTANCE, BE RESPONSIBLE FOR REVIEWING THE MATTER AND MAY TAKE APPROPRIATE ACTION AS NECESSARY TO PROTECT THE INTERESTS OF UNITED WAY OF BERKS COUNTY. THE PRESIDENT SHALL DETERMINE WHETHER THE RESULTS OF ANY REVIEW AND ACTION SHALL BE REPORTED TO THE CHAIRMAN. WHEN REPORTED TO THE CHAIRMAN, THE CHAIRMAN, IN CONSULTATION WITH THE EXECUTIVE COMMITTEE, SHALL DETERMINE IF ANY FURTHER BOARD REVIEW OR ACTION IS REQUIRED.

## PROCEDURES FOR ADDRESSING CONFLICTS OF INTEREST SPECIFIC TRANSACTIONS

WHERE AN ACTUAL OR POTENTIAL CONFLICT EXISTS BETWEEN THE INTERESTS OF UNITED WAY OF BERKS COUNTY AND AN INTERESTED PARTY WITH RESPECT TO A SPECIFIC PROPOSED ACTION OR TRANSACTION, THE UNITED WAY OF BERKS COUNTY SHALL REFRAIN FROM THE PROPOSED ACTION OR TRANSACTION UNTIL SUCH TIME AS THE PROPOSED ACTION OR TRANSACTION HAS BEEN APPROVED BY THE DISINTERESTED

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MEMBERS OF THE BOARD OF DIRECTORS OF THE ORGANIZATION. THE FOLLOWING PROCEDURES MAY APPLY:

AN INTERESTED PARTY WHO HAS AN ACTUAL OR POTENTIAL CONFLICT OF INTEREST WITH RESPECT TO A PROPOSED ACTION OR TRANSACTION OF THE ORGANIZATION SHALL NOT PARTICIPATE, AND MAY BE EXCUSED FROM THE DELIBERATIONS AND DECISION MAKING, WITH RESPECT TO SUCH ACTION OR TRANSACTION. UPON REQUEST BY THE BOARD, THE INTERESTED PARTY MAY ANSWER QUESTIONS OR PROVIDE MATERIAL OR FACTUAL INFORMATION ABOUT THE PROPOSED ACTION OR TRANSACTION.

THE DISINTERESTED MEMBERS OF THE BOARD OF DIRECTORS MAY APPROVE THE PROPOSED ACTION OR TRANSACTION UPON FINDING THAT IT IS IN THE BEST INTERESTS OF UNITED WAY OF BERKS COUNTY. THE BOARD SHALL CONSIDER WHETHER THE TERMS OF THE PROPOSED TRANSACTION ARE FAIR AND REASONABLE TO THE UNITED WAY OF BERKS COUNTY AND WHETHER IT WOULD BE POSSIBLE, WITH REASONABLE EFFORT, TO FIND A MORE ADVANTAGEOUS ARRANGEMENT WITH A PARTNER OR ENTITY THAT IS NOT AN INTERESTED PARTY.

APPROVAL BY THE DISINTERESTED MEMBERS OF THE BOARD OF DIRECTORS SHALL BE BY VOTE OF A MAJORITY OF DIRECTORS IN ATTENDANCE AT A REGULAR OR SPECIAL MEETING OF THE BOARD OF DIRECTORS. AN INTERESTED PARTY SHALL NEITHER BE COUNTED FOR PURPOSES OF DETERMINING WHETHER A QUORUM IS PRESENT NOR FOR THE PURPOSES OF DETERMINING WHAT CONSTITUTES A MAJORITY VOTE OF DIRECTORS IN ATTENDANCE.

THE MINUTES OF THE MEETING SHALL REFLECT THAT THE CONFLICT DISCLOSURE WAS MADE, THE VOTE TAKEN AND, WHERE APPLICABLE, THE ABSTENTION FROM VOTING AND PARTICIPATION BY THE INTERESTED PARTY.

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VIOLATIONS OF CONFLICT OF INTEREST POLICY

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IF THE BOARD OF DIRECTORS HAS REASON TO BELIEVE THAT AN INTERESTED PARTY HAS FAILED TO DISCLOSE AN ACTUAL OR POTENTIAL CONFLICT OF INTEREST, IT SHALL INFORM THE PERSON OF THE BASIS FOR SUCH BELIEF AND AFFORD THE PERSON AN OPPORTUNITY TO EXPLAIN THE ALLEGED FAILURE TO DISCLOSE.

IF, AFTER HEARING THE RESPONSE OF THE INTERESTED PARTY AND MAKING SUCH FURTHER INVESTIGATION, AS MAY BE WARRANTED IN THE CIRCUMSTANCES, THE BOARD DETERMINES THAT THE INTERESTED PARTY HAS, IN FACT, FAILED TO DISCLOSE AN ACTUAL OR POSSIBLE CONFLICT OF INTEREST, IT SHALL TAKE APPROPRIATE CORRECTIVE ACTION.

FORM 990, PART VI, SECTION B, LINE 15:

EXECUTIVE COMPENSATION PROCEDURES:

UNITED WAY OF BERKS COUNTY'S PRIMARY OBJECTIVE IS TO PROVIDE A REASONABLE AND COMPETITIVE EXECUTIVE COMPENSATION OPPORTUNITY CONSISTENT WITH COMPENSATION PRACTICES FOR INDIVIDUALS POSSESSING THE EXPERIENCE AND SKILLS NEEDED TO IMPROVE THE OVERALL PERFORMANCE OF THE ORGANIZATION.

THE ORGANIZATION'S EXECUTIVE COMPENSATION PHILOSOPHY IS DESIGNED TO:

- ENCOURAGE THE ATTRACTION AND RETENTION OF A HIGH CALIBER EXECUTIVE
- REINFORCE THE GOALS FOR THE ORGANIZATION BY SUPPORTING TEAMWORK AND COLLABORATION
- ENSURE THAT PAY IS PERCEIVED TO BE FAIR AND EQUITABLE
- BE FLEXIBLE TO REWARD INDIVIDUAL ACCOMPLISHMENTS AS WELL AS

ORGANIZATIONAL SUCCESS



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- ENSURE THAT THE PROGRAM IS EASY TO EXPLAIN, UNDERSTAND AND ADMINISTER

- BALANCE THE NEED TO BE COMPETITIVE WITH THE LIMITS OF AVAILABLE

FINANCIAL RESOURCES

THE CHAIRPERSON OF THE BOARD LEADS THE BOARD OF DIRECTORS IN THE EVALUATION OF THE PRESIDENT'S PERFORMANCE ON AN ANNUAL BASIS. THE PRESIDENT PRESENTS TO THE CHAIRPERSON INFORMATION ON THE ACCOMPLISHMENTS OF THE ORGANIZATION AND ITS PROGRESS TOWARD ACHIEVING THE GOALS OUTLINED IN THE STRATEGIC PLAN, THE FULFILLMENT OF HIS/HER DUTIES AND RESPONSIBILITIES AS OUTLINED IN THE POSITION DESCRIPTION, AND THE MANNER IN WHICH THE CHALLENGES OF THE ORGANIZATION HAVE BEEN ADDRESSED AND THE OPPORTUNITIES TAKEN. THE PRESIDENT ALSO DEFINES AND DISCUSSES CURRENT AND FUTURE ORGANIZATIONAL CHALLENGES AND OPPORTUNITIES. THIS INFORMATION IS SHARED WITH THE BOARD OF DIRECTORS.

IN ADDITION TO THE ANNUAL REVIEW, A PRESIDENT'S EVALUATION SURVEY IS CONDUCTED SEMI-ANNUALLY WITH FULL BOARD PARTICIPATION, THE RESULTS OF WHICH ARE COMPILED AND ANALYZED BY A THIRD-PARTY PROVIDER HAVING NO VESTED INTEREST IN THE OUTCOME OF THIS PROCESS. A FORMAL REPORT IS PRESENTED BY THE PROVIDER FIRST TO THE EXECUTIVE COMMITTEE OF THE BOARD OF DIRECTORS FOR INITIAL DISCUSSION, THEN TO THE FULL BOARD OF DIRECTORS AS PART OF AN EXECUTIVE SESSION.

FOLLOWING THIS SESSION, THE CHAIRPERSON MEETS WITH THE PRESIDENT AND SHARES THE RESULTS OF THE GROUP EVALUATION AS WELL AS ANY GOALS OR SUGGESTIONS THE BOARD HAS RELATIVE TO THE INFORMATION PRESENTED AND THE FUTURE DIRECTION OF THE ORGANIZATION. THE CHAIRPERSON OF THE BOARD COMMUNICATES THE RESULTS OF THE ASSESSMENT VERBALLY TO THE PRESIDENT AND THE INFORMATION IS CAPTURED

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THROUGH THE MINUTES OF THE EXECUTIVE SESSIONS FOR EXECUTIVE COMMITTEE AND THE BOARD OF DIRECTORS. THE RESULTS OF THE ASSESSMENT ARE INCLUDED IN THE PRESIDENT'S PERSONNEL FILE.

THE LEVEL AND FORM OF COMPENSATION IS DETERMINED FOLLOWING A REVIEW OF LOCAL COMPENSATION LEVELS OF CEO'S OF ORGANIZATIONS OF SIMILAR SIZE AND SCOPE, AS WELL AS THE COMPENSATION LEVELS OF CEO'S OF UNITED WAY ORGANIZATIONS OF SIMILAR SIZE AND SCOPE. WHILE UNITED WAY FOCUSES ON OTHER UNITED WAYS AND NONPROFITS TO BENCHMARK COMPENSATION, THE ORGANIZATION UNDERSTANDS THAT THE MARKET FOR EXECUTIVE TALENT MAY BE BROADER THAN THE GROUP OF CHARITIES. MARKET INFORMATION FROM ADDITIONAL MARKET SEGMENTS AND PUBLISHED NOT-FOR-PROFIT COMPENSATION SURVEYS, MAY BE USED AS A SUPPLEMENT. THE PRESIDENT'S ANNUAL COMPENSATION IS COMMUNICATED BOTH VERBALLY AND IN WRITING TO THE PRESIDENT AND IS INCLUDED IN HIS/HER PERSONNEL FILE.

KEY EMPLOYEE COMPENSATION PROCEDURES:

COMPENSATION PROCEDURES FOR KEY EMPLOYEES OF UNITED WAY OF BERKS COUNTY FOLLOW THE ORGANIZATION'S SALARY AND ADMINISTRATION PROGRAM AND THE PERSONNEL POLICIES AS PROVIDED TO ALL STAFF.

THE COMPETITIVENESS OF THE SALARY STRUCTURE AT UNITED WAY OF BERKS COUNTY WILL BE ASSESSED PERIODICALLY, AS DETERMINED BY THE PRESIDENT, BUT NOT MORE THAN EVERY THREE YEARS, BASED ON SURVEYS OF SALARIES PAID BY OTHER EMPLOYERS FOR SIMILAR WORK. AN OUTSIDE HUMAN RESOURCES FIRM NORMALLY DOES THE ASSESSMENT. IF THERE IS EVIDENCE OF A CHANGE IN GENERAL SALARY LEVELS, THE SALARY RANGES ARE ADJUSTED ACCORDING TO THE PROGRAM'S OBJECTIVES, WITH THE APPROVAL OF THE EXECUTIVE COMMITTEE (SEE BELOW). THESE ADJUSTMENTS DO

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NOT CHANGE THE GRADES TO WHICH POSITIONS ARE ASSIGNED AND DO NOT RESULT IN AUTOMATIC CHANGES IN INDIVIDUAL SALARIES.

THE EXECUTIVE COMMITTEE OF THE BOARD OF DIRECTORS, SITTING AS THE PERSONNEL COMMITTEE, SHALL REVIEW AND APPROVE THE SALARY STRUCTURE. THE REVIEW AND APPROVAL NORMALLY FOLLOWS THE ASSESSMENT DONE BY AN OUTSIDE HUMAN RESOURCES FIRM TO DETERMINE WHETHER CHANGES HAVE OCCURRED IN THE GENERAL SALARY LEVELS. THE EXECUTIVE COMMITTEE WILL DETERMINE IF A REPORT ON THE ORGANIZATION'S COMPENSATION PLAN/SALARY STRUCTURE SHALL BE MADE TO THE FULL BOARD OF DIRECTORS.

UNITED WAY OF BERKS COUNTY'S POLICY IS THAT SALARY INCREASES ARE BASED ON MERIT AND SHOULD REFLECT AN EMPLOYEE'S CONTRIBUTION TO THE ORGANIZATION IN RELATION TO THE RESPONSIBILITIES OF HIS OR HER POSITION. SALARY INCREASES MAY BE LIMITED BY THE AVAILABILITY OF FUNDS. THE SALARY ADMINISTRATION PROGRAM, THEREFORE, HAS BEEN DESIGNED TO PROVIDE THE BEST PERFORMERS WITH HIGHER PERCENTAGES OF MERIT INCREASES. WITH THE EXCEPTION OF SPECIAL TYPES OF SALARY ADJUSTMENTS, MERIT INCREASES ARE THE ONLY TYPE OF SALARY INCREASES NORMALLY GRANTED.

FORM 990, PART VI, SECTION C, LINE 19:

COMPLIANCE WITH PUBLIC INSPECTION REQUIREMENTS:

IN GENERAL, EXEMPT ORGANIZATIONS MUST MAKE AVAILABLE FOR PUBLIC INSPECTION CERTAIN ANNUAL RETURNS AND APPLICATIONS FOR EXEMPTION, AND MUST PROVIDE COPIES OF SUCH RETURNS AND APPLICATIONS TO INDIVIDUALS WHO REQUEST THEM. IN COMPLIANCE WITH THIS REQUIREMENT, UNITED WAY OF BERKS COUNTY ADHERES TO THE FOLLOWING:

- IN RESPONSE TO A WRITTEN REQUEST AT THE PRINCIPAL OFFICE OF UNITED WAY

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OF BERKS COUNTY, A COPY OF THE COVERED TAX DOCUMENTS SHALL BE PROVIDED TO THE REQUESTER WITHIN THIRTY (30) DAYS. PER IRS GUIDANCE, A REQUEST THAT IS FAXED, E-MAILED OR SENT BY PRIVATE COURIER IS CONSIDERED A WRITTEN REQUEST.

- IN RESPONSE TO AN IN-PERSON REQUEST AT THE PRINCIPAL OFFICE OF UNITED WAY OF BERKS COUNTY, A COPY OF THE COVERED TAX DOCUMENTS SHALL GENERALLY BE PROVIDED THE DAY OF THE REQUEST.

- REQUESTS EITHER IN-PERSON OR WRITTEN SHALL BE PROVIDED INFORMATION THAT OFFERS THE REQUESTOR THE OPPORTUNITY TO ACCESS THE DOCUMENTS FREE OF CHARGE VIA THE WEB, OR AT A COST SHOULD A HARD COPY BE REQUESTED.

- UNITED WAY OF BERKS COUNTY SHALL CHARGE A REASONABLE FEE FOR COPYING COSTS AND THE ACTUAL COST OF POSTAGE BEFORE PROVIDING COPIES OF THE DOCUMENTS. REASONABLE FEES FOR COPYING ARE CONSISTENT WITH THE IRS STANDARD CHARGE OF NO MORE THAN \$.20 PER PAGE, WHILE POSTAGE FEES SHALL BE THE ACTUAL COST INCURRED BY THE ORGANIZATION.

- TIMELY NOTICE OF THE APPROXIMATE COST AND ACCEPTABLE FORM OF PAYMENT WILL BE PROVIDED WITHIN SEVEN DAYS OF RECEIPT OF THE REQUEST IF IN WRITING OR IMMEDIATELY UPON A REQUEST FROM AN IN-PERSON REQUEST. ACCEPTABLE FORMS OF PAYMENT INCLUDE CASH AND MONEY ORDER (IN THE CASE OF AN IN-PERSON REQUEST) AND CERTIFIED CHECK, MONEY ORDER, AND PERSONAL CHECK OR CREDIT CARD, IN THE CASE OF A WRITTEN REQUEST. PAYMENT IN FULL IS DUE PRIOR TO PROVIDING COPIES.

- THE NAMES OR ADDRESSES OF THE ORGANIZATION'S CONTRIBUTORS ON ITS ANNUAL RETURN SHALL NOT BE DISCLOSED IN ACCORDANCE WITH IRS REGULATIONS.

PUBLIC INSPECTION OF GOVERNING DOCUMENTS:

UNITED WAY OF BERKS COUNTY IS COMMITTED TO OPENNESS AND TRANSPARENCY TO DONORS/FUNDERS, PARTNER AGENCIES, GOVERNMENTAL ORGANIZATIONS, ITS VARIOUS STAKEHOLDERS, AND THE GENERAL PUBLIC. PROACTIVE DISCLOSURE AND

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DISSEMINATION OF INFORMATION CONCERNING THE GOVERNANCE, OPERATIONS, AND FINANCIAL INFORMATION CONCERNING UNITED WAY OF BERKS COUNTY IS AVAILABLE.

THE FOLLOWING DOCUMENTS ARE ACCESSIBLE FOR PUBLIC INSPECTION AT THE OFFICE OF UNITED WAY OF BERKS COUNTY:

- ALL DOCUMENTS AS REQUIRED BY FEDERAL, STATE, AND LOCAL LAW, INCLUDING BUT NOT LIMITED TO THE IRS FORM 990.
- ANNUAL REPORT
- ARTICLES OF INCORPORATION
- AUDITED FINANCIAL STATEMENTS
- CAMPAIGN HIGHLIGHTS REPORT
- COMUNITY IMPACT REPORTS
- READY.SET.READ! REPORTS
- CODE OF ETHICS AND CONDUCT AND WHISTLEBLOWER POLICY
- RECORD RETENTION
- CONFLICT OF INTEREST POLICY
- ORGANIZATIONAL BY-LAWS
- MISSION STATEMENT
- VISION STATEMENT

PERSONS REQUESTING HARD COPIES OF DOCUMENTS SHALL BE PROVIDED INFORMATION THAT OFFERS THE REQUESTOR THE OPPORTUNITY TO ACCESS THE INFORMATION FREE OF CHARGE VIA THE WEB. UNITED WAY OF BERKS COUNTY SHALL CHARGE A REASONABLE FEE FOR COPYING COSTS AND THE ACTUAL COST OF POSTAGE BEFORE PROVIDING COPIES OF THE DOCUMENTS IF A HARD COPY IS REQUESTED. REASONABLE FEES FOR COPYING ARE CONSISTENT WITH THE IRS STANDARD CHARGE OF NO MORE THAN \$.20 PER PAGE WHILE POSTAGE FEES SHALL BE THE ACTUAL COST INCURRED BY THE ORGANIZATION.

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THE FOLLOWING DOCUMENTS ARE ACCESSIBLE VIA UNITED WAY OF BERKS COUNTY  
WEB-SITE AT WWW.UWBERKS.ORG.

- ANNUAL REPORT
- AUDITED FINANCIAL STATEMENTS
- CAMPAIGN HIGHLIGHTS REPORT
- CODE OF ETHICS AND CONDUCT AND WHISTLEBLOWER POLICY
- LINKS TO FORM 990 VIA CHARITY NAVIGATOR AND GUIDESTAR
- MISSION STATEMENT
- VISION STATEMENT

FORM 990, PART VIII, LINE 1F

IN NOVEMBER 2020, THE ORGANIZATION WAS NOTIFIED BY REPRESENTATIVES OF A  
PHILANTHROPIST THAT IT WOULD BE RECEIVING AN UNRESTRICTED GIFT OF  
\$10,000,000. IN DECEMBER 2020, THE ORGANIZATION RECEIVED \$5,000,000  
THAT WAS DEPOSITED IN A MONEY MARKET ACCOUNT AS AN INTERIM STEP WHILE  
THE ORGANIZATION DEVELOPED SPECIFIC STRATEGIES AROUND FUND MANAGEMENT,  
PROGRAM INVESTMENT, AND REPORTING PRACTICES FOR THE FUNDS. THE BALANCE  
WAS RECEIVED IN JANUARY 2021. NO DOLLARS FROM THIS CONTRIBUTION WERE  
SPENT IN 2020. THE ORGANIZATION ESTABLISHED AN ADVISORY COMMITTEE OF  
VOLUNTEERS TO WORK WITH STAFF TO DEVELOP A SPENDING STRATEGY TO UTILIZE  
THE FUNDS. THE COMMITTEE DEVELOPED THE FOLLOWING STRATEGIES:

IMMEDIATE COVID RESPONSE FUND - PROVIDE ONE-TIME GRANTS TO SUPPORT  
BASIC NEEDS (FOOD, HOMELESS PREVENTION, MEDICATION, DIAPERS, FORMULA,  
ETC.); SUPPORT OF WORKING FAMILIES (QUALITY CHILDCARE, REMOTE LEARNING  
CENTERS, ETC.); UNRESTRICTED OPERATING COSTS DUE TO LOSS OF REVENUE  
FROM CANCELLED FUNDRAISING; AGENCY RESILIENCY (CONTINUITY/DISASTER

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RECOVERY PLANS, TECHNOLOGY, TRAINING, ETC.).

IMPACT GRANTS - PROVIDE AWARDS TO ORGANIZATIONS/COLLABORATIONS ADDRESSING COVID RELATED HIGH NEED AREAS/IMPACTED POPULATIONS THROUGH PROGRAMS AND SERVICES. IMPACT GRANTS WILL BE USED TO EXPAND/INCREASE SERVICE DELIVERY, PROVIDE RESOURCES TO TAKE PROGRAMMING TO A NEW LEVEL, DEVELOP NEW PROGRAMMING, ETC.

LARGE, MULTI-YEAR, "TRANSFORMATIONAL" GRANTS - PROVIDE AWARDS TO SUSTAINABLE COLLABORATIVE EFFORTS OR NON-PROFITS ENGAGED IN ADDRESSING POVERTY, EDUCATIONAL ATTAINMENT, WORKFORCE READINESS, SOCIAL DETERMINANTS OF HEALTH, ETC.

ADDITIONAL STRATEGIES AND OTHER COMMUNITY INITIATIVES WILL ALSO BE CONSIDERED.

FORM 990, PART XI, LINE 9, CHANGES IN NET ASSETS:

UNREALIZED GAIN/LOSS ON BENEFICIAL INTEREST	56,102.
TRANSFERS BETWEEN NET ASSET RESTRICTIONS	-110,985.
CHANGE IN DONOR DESIGNATIONS	271,048.
TOTAL TO FORM 990, PART XI, LINE 9	216,165.