

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)

2021

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

Header section A-M containing organization name (UNITED WAY OF BERKS COUNTY, INC.), EIN (23-1655375), address (25 N. 2ND STREET, SUITE 101, READING, PA 19601), and principal officer (TAMMY L. WHITE).

Part I Summary

Summary table with columns for Revenue, Expenses, and Net Assets or Fund Balances. Includes rows for mission statement, governance, revenue (Total: 14,271,656), expenses (Total: 13,203,597), and net assets (Total: 35,035,926).

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 block containing officer signature (TAMMY L. WHITE, PRESIDENT), preparer information (LINDA S HIMEBACK, CPA), and firm details (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 \$ 11,029,407. including grants of \$ 9,802,563.) (Revenue \$ 29,978.) 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 2021. UWBC'S WORK AND INVESTMENTS FOCUS ON FOUR AREAS: EDUCATION, INCOME (FINANCIAL STABILITY), HEALTH AND SAFETY NET SERVICES.

SEE ADDITIONAL INFORMATION ON SCH O.

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 11,029,407.

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> ? See instructions	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 Section 501(c)(3) organizations. 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 Rev. Proc. 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> See instructions		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)

Table with 3 columns: Question ID, Question Text, Yes, No. Rows include questions 22 through 38 regarding organizational reporting, compensation, bond issues, and controlled entities.

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

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

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

Table with columns for question number, question text, and Yes/No checkboxes. Includes questions 2a through 17 regarding employee counts, tax returns, unrelated business income, foreign accounts, prohibited transactions, and various organizational requirements.

Part VI Governance, Management, and Disclosure. For each "Yes" response to lines 2 through 7b below, and for a "No" response to 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 3 columns: Question, Yes, No. Rows include: 1a Enter the number of voting members... 38; 1b Enter the number of voting members included on line 1a... 38; 2 Did any officer, director, trustee, or key employee have a family relationship... X; 3 Did the organization delegate control over management duties... X; 4 Did the organization make any significant changes to its governing documents... X; 5 Did the organization become aware during the year of a significant diversion of the organization's assets... X; 6 Did the organization have members or stockholders... X; 7a Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body... X; 7b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body... X; 8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following: a The governing body... X; b Each committee with authority to act on behalf of the governing body... X; 9 Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses on Schedule O... X

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

Table with 3 columns: Question, Yes, No. Rows include: 10a Did the organization have local chapters, branches, or affiliates... X; 10b If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?; 11a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? X; 11b Describe on Schedule O the process, if any, used by the organization to review this Form 990.; 12a Did the organization have a written conflict of interest policy? If "No," go to line 13... X; 12b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? X; 12c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe on Schedule O how this was done... X; 13 Did the organization have a written whistleblower policy? X; 14 Did the organization have a written document retention and destruction policy? X; 15 Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision? a The organization's CEO, Executive Director, or top management official... X; b Other officers or key employees of the organization... X; 16a Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year? X; 16b If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?

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. Indicate how you made these available. Check all that apply.
[] Own website [X] Another's website [X] Upon request [] Other (explain on Schedule O)
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
MONICA RUANO-WENRICH - (610) 685-4550
25 N. 2ND STREET, SUITE 101, READING, PA 19601

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

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

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

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

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
- List all of the organization's **current** key employees, if any. See the instructions for definition of "key employee."
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (box 5 of Form W-2, Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than \$100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, 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 the instructions for the order in which to list the persons above.

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) TAMMY L. WHITE PRESIDENT	37.50			X			183,003.	0.	18,542.	
(2) MONICA RUANO-WENRICH SR VP FINANCE & ADMIN	37.50			X			111,219.	0.	18,234.	
(3) JEAN MORROW SR VP LEADERSHIP UNITED	37.50			X			106,728.	0.	11,177.	
(4) SHEILA TULLI VP RESOURCE DEVELOPMENT	37.50			X			87,840.	0.	17,611.	
(5) ASHLEY CHAMBERS SR VP COMMUNITY IMPACT	37.50			X			92,100.	0.	11,511.	
(6) CHRIS SPANIER VP MARKETING & COMMUNICATIONS	37.50			X			86,177.	0.	17,137.	
(7) JOANNE JUDGE CHAIR	1.00	X		X			0.	0.	0.	
(8) SCOTT REHR VICE CHAIR	1.00	X		X			0.	0.	0.	
(9) STEVEN FISHER SECRETARY/TREASURER	1.00	X		X			0.	0.	0.	
(10) CHRISTINA WEEBER ASST. SECRETARY/TREASURER	1.00	X		X			0.	0.	0.	
(11) SARA AULESTIA DIRECTOR	1.00	X					0.	0.	0.	
(12) DAVID CAPITANO 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, M.D. 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/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(18) RICHARD EHST DIRECTOR	1.00	X						0.	0.	0.
(19) ROBERT FIRELY DIRECTOR	1.00	X						0.	0.	0.
(20) ROBERT GOONAN DIRECTOR	1.00	X						0.	0.	0.
(21) TERRY GRASSLEY DIRECTOR	1.00	X						0.	0.	0.
(22) BRADLEY HALL DIRECTOR	1.00	X						0.	0.	0.
(23) ALISA HARRIS DIRECTOR	1.00	X						0.	0.	0.
(24) JOSEPH HARTZ DIRECTOR	1.00	X						0.	0.	0.
(25) KIM HIPPERT-EVERSGERD DIRECTOR	1.00	X						0.	0.	0.
(26) JASON HOERR DIRECTOR	1.00	X						0.	0.	0.
1b Subtotal								667,067.	0.	94,212.
c Total from continuation sheets to Part VII, Section A								0.	0.	0.
d Total (add lines 1b and 1c)								667,067.	0.	94,212.

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 former 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			
(27) ROBERT HOFFMASTER DIRECTOR	1.00	X						0.	0.	0.
(28) MICHAEL KRUT DIRECTOR	1.00	X						0.	0.	0.
(29) DR. SUSAN LOONEY DIRECTOR	1.00	X						0.	0.	0.
(30) DR. JOSEPH MACHAROLA DIRECTOR	1.00	X						0.	0.	0.
(31) JONI NAUGLE DIRECTOR	1.00	X						0.	0.	0.
(32) MISSY ORLANDO DIRECTOR	1.00	X						0.	0.	0.
(33) RENDY ORTIZ DIRECTOR	1.00	X						0.	0.	0.
(34) CRAIG PERROTY DIRECTOR	1.00	X						0.	0.	0.
(35) SUE PERROTY DIRECTOR	1.00	X						0.	0.	0.
(36) FRANCIS POST DIRECTOR	1.00	X						0.	0.	0.
(37) ROBERT PRATT DIRECTOR	1.00	X						0.	0.	0.
(38) DANIEL SANSARY DIRECTOR	1.00	X						0.	0.	0.
(39) SONYA SMITH DIRECTOR	1.00	X						0.	0.	0.
(40) MAITE TENA DIRECTOR	1.00	X						0.	0.	0.
(41) DAVID TURNER DIRECTOR	1.00	X						0.	0.	0.
(42) PATRICK VELEKEI DIRECTOR	1.00	X						0.	0.	0.
(43) KAREN WANG M.D. DIRECTOR	1.00	X						0.	0.	0.
(44) 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	1 a Federated campaigns	1a					
	b Membership dues	1b					
	c Fundraising events	1c					
	d Related organizations	1d					
	e Government grants (contributions)	1e	480,685.				
	f All other contributions, gifts, grants, and similar amounts not included above ...	1f	12,063,689.				
	g Noncash contributions included in lines 1a-1f	1g	\$ 336,975.				
	h Total. Add lines 1a-1f			12,544,374.			
Program Service Revenue	2 a TRAINING FEES	Business Code					
		611430	29,978.	29,978.			
	b _____						
	c _____						
	d _____						
	e _____						
	f All other program service revenue						
g Total. Add lines 2a-2f			29,978.				
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)		1,242,838.			1242838.	
	4 Income from investment of tax-exempt bond proceeds						
	5 Royalties						
	6 a Gross rents	6a	(i) Real				
			(ii) Personal				
	b Less: rental expenses ...	6b					
	c Rental income or (loss)	6c					
	d Net rental income or (loss)						
	7 a Gross amount from sales of assets other than inventory	7a	(i) Securities				
			(ii) Other				
				12,224,719.			
	b Less: cost or other basis and sales expenses	7b	11,790,440.				
	c Gain or (loss)	7c	434,279.				
	d Net gain or (loss)			434,279.		434,279.	
8 a Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18	8a						
b Less: direct expenses	8b						
c Net income or (loss) from fundraising events							
9 a Gross income from gaming activities. See Part IV, line 19	9a						
b Less: direct expenses	9b						
c Net income or (loss) from gaming activities							
10 a Gross sales of inventory, less returns and allowances	10a						
b Less: cost of goods sold	10b						
c Net income or (loss) from sales of inventory							
Miscellaneous Revenue	11 a ADMINISTRATION FEES	Business Code					
		561000	13,635.	13,635.			
	b MISCELLANEOUS						
		900099	6,552.	6,552.			
	c _____						
d All other revenue							
e Total. Add lines 11a-11d			20,187.				
12 Total revenue. See instructions			14,271,656.	50,165.	0.	1677117.	

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
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21 ...	9,802,563.	9,802,563.		
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	761,279.	336,683.	192,468.	232,128.
6 Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	1,130,818.	367,223.	261,002.	502,593.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)				
9 Other employee benefits	269,914.	78,590.	63,203.	128,121.
10 Payroll taxes	139,342.	52,452.	32,902.	53,988.
11 Fees for services (nonemployees):				
a Management				
b Legal				
c Accounting	20,850.	9,736.	4,261.	6,853.
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees	79,912.	29,847.	19,203.	30,862.
g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.)	292,201.	136,443.	59,712.	96,046.
12 Advertising and promotion	131,311.	9,959.	5,320.	116,032.
13 Office expenses	63,336.	40,047.	7,999.	15,290.
14 Information technology				
15 Royalties				
16 Occupancy	157,365.	55,066.	39,099.	63,200.
17 Travel	22,981.	7,988.	5,095.	9,898.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials ...				
19 Conferences, conventions, and meetings				
20 Interest				
21 Payments to affiliates	197,609.	68,748.	49,126.	79,735.
22 Depreciation, depletion, and amortization	12,732.	5,261.	3,661.	3,810.
23 Insurance	19,049.	6,668.	4,721.	7,660.
24 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.)				
a MISCELLANEOUS EXPENSES	48,801.	5,305.	12,276.	31,220.
b EQUIPMENT RENTAL & MAIN	39,471.	8,510.	10,811.	20,150.
c UW SPONSORED MEETINGS	14,063.	8,318.	1,026.	4,719.
d _____				
e All other expenses _____				
25 Total functional expenses. Add lines 1 through 24e	13,203,597.	11,029,407.	771,885.	1,402,305.
26 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 <input type="checkbox"/> if following SOP 98-2 (ASC 958-720)				

Part X Balance Sheet

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

		(A) Beginning of year		(B) End of year
Assets	1 Cash - non-interest-bearing		1	
	2 Savings and temporary cash investments	11,542,961.	2	7,867,582.
	3 Pledges and grants receivable, net	6,239,600.	3	5,702,159.
	4 Accounts receivable, net	5,026,994.	4	21,941.
	5 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		5	
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges	15,294.	9	31,035.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 654,639.		
	b Less: accumulated depreciation	10b 128,537.	18,887.	10c 526,102.
	11 Investments - publicly traded securities	12,280,545.	11	22,278,811.
	12 Investments - other securities. See Part IV, line 11	972,483.	12	1,039,701.
	13 Investments - program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11	25,314.	15	26,403.
16 Total assets. Add lines 1 through 15 (must equal line 33)	36,122,078.	16	37,493,734.	
Liabilities	17 Accounts payable and accrued expenses	436,749.	17	1,311,680.
	18 Grants payable		18	
	19 Deferred revenue	65,917.	19	36,116.
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22 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		22	
	23 Secured mortgages and notes payable to unrelated third parties		23	
	24 Unsecured notes and loans payable to unrelated third parties	422,411.	24	0.
	25 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	1,211,933.	25	1,110,012.
	26 Total liabilities. Add lines 17 through 25	2,137,010.	26	2,457,808.
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.			
	27 Net assets without donor restrictions	15,295,663.	27	14,755,639.
	28 Net assets with donor restrictions	18,689,405.	28	20,280,287.
	Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.			
	29 Capital stock or trust principal, or current funds		29	
	30 Paid-in or capital surplus, or land, building, or equipment fund		30	
	31 Retained earnings, endowment, accumulated income, or other funds		31	
	32 Total net assets or fund balances	33,985,068.	32	35,035,926.
	33 Total liabilities and net assets/fund balances	36,122,078.	33	37,493,734.

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	14,271,656.
2	Total expenses (must equal Part IX, column (A), line 25)	2	13,203,597.
3	Revenue less expenses. Subtract line 2 from line 1	3	1,068,059.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	33,985,068.
5	Net unrealized gains (losses) on investments	5	183,361.
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	-200,562.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	35,035,926.

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 on 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 (2021)

SCHEDULE A (Form 990)

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 for instructions and the latest information.

OMB No. 1545-0047

2021

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).
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).
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).
6 A federal, state, or local government or governmental unit described in section 170(b)(1)(A)(v).
7 X 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).
8 A community trust described in section 170(b)(1)(A)(vi).
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.
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...
11 An organization organized and operated exclusively to test for public safety.
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...
a Type I. A supporting organization operated, supervised, or controlled by its supported organization(s)...
b Type II. A supporting organization supervised or controlled in connection with its supported organization(s)...
c Type III functionally integrated. A supporting organization operated in connection with, and functionally integrated with, its supported organization(s)...
d Type III non-functionally integrated. A supporting organization operated in connection with its supported organization(s) that is not functionally integrated...
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).

Table with 6 columns: (i) Name of supported organization, (ii) EIN, (iii) Type of organization, (iv) Is the organization listed in your governing document?, (v) Amount of monetary support, (vi) Amount of other support. Includes a Total row at the bottom.

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) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	10,883,467.	11,084,477.	11,144,072.	21,426,022.	12,544,375.	67,082,413.
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3	10,883,467.	11,084,477.	11,144,072.	21,426,022.	12,544,375.	67,082,413.
5 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)						3,524,422.
6 Public support. Subtract line 5 from line 4.						63,557,991.

Section B. Total Support

Calendar year (or fiscal year beginning in) ►	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
7 Amounts from line 4	10,883,467.	11,084,477.	11,144,072.	21,426,022.	12,544,375.	67,082,413.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	106,905.	188,278.	239,570.	321,510.	1,242,838.	2,099,101.
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)	28,761.	27,624.	22,904.	57,533.	20,187.	157,009.
11 Total support. Add lines 7 through 10						69,338,523.
12 Gross receipts from related activities, etc. (see instructions)					12	29,978.
13 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here						<input type="checkbox"/>

Section C. Computation of Public Support Percentage

14 Public support percentage for 2021 (line 6, column (f), divided by line 11, column (f))	14	91.66 %
15 Public support percentage from 2020 Schedule A, Part II, line 14	15	94.90 %
16a 33 1/3% support test - 2021. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization		<input checked="" type="checkbox"/>
b 33 1/3% support test - 2020. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
17a 10% -facts-and-circumstances test - 2021. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
b 10% -facts-and-circumstances test - 2020. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions		<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

Table with 7 columns: (a) 2017, (b) 2018, (c) 2019, (d) 2020, (e) 2021, (f) Total. Rows include: 1 Gifts, grants, contributions, and membership fees received; 2 Gross receipts from admissions, merchandise sold or services performed; 3 Gross receipts from activities that are not an unrelated trade or business; 4 Tax revenues levied for the organization's benefit; 5 The value of services or facilities furnished by a governmental unit; 6 Total. Add lines 1 through 5; 7a Amounts included on lines 1, 2, and 3 received from disqualified persons; 7b Amounts included on lines 2 and 3 received from other than disqualified persons; 8 Public support. (Subtract line 7c from line 6.)

Section B. Total Support

Table with 7 columns: (a) 2017, (b) 2018, (c) 2019, (d) 2020, (e) 2021, (f) Total. Rows include: 9 Amounts from line 6; 10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources; 10b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975; 10c Add lines 10a and 10b; 11 Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on; 12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.); 13 Total support. (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

Table with 2 columns: Line number, Percentage. Row 15: Public support percentage for 2021 (line 8, column (f), divided by line 13, column (f)) 15 %; Row 16: Public support percentage from 2020 Schedule A, Part III, line 15 16 %

Section D. Computation of Investment Income Percentage

Table with 2 columns: Line number, Percentage. Row 17: Investment income percentage for 2021 (line 10c, column (f), divided by line 13, column (f)) 17 %; Row 18: Investment income percentage from 2020 Schedule A, Part III, line 17 18 %

19a 33 1/3% support tests - 2021. 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 - 2020. 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
1 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>		
2 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>		
3a 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 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>		
c 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>		
4a 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 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>		
c 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>		
5a 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 Type I or Type II only. Was any added or substituted supported organization part of a class already designated in the organization's organizing document?		
c Substitutions only. Was the substitution the result of an event beyond the organization's control?		
6 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>		
7 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).</i>		
8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described on line 7? <i>If "Yes," complete Part I of Schedule L (Form 990).</i>		
9a 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 Did one or more disqualified persons (as defined on line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? <i>If "Yes," provide detail in Part VI.</i>		
c Did a disqualified person (as defined on line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? <i>If "Yes," provide detail in Part VI.</i>		
10a 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 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)

Table with 3 columns: Question, Yes, No. Row 11: Has the organization accepted a gift or contribution from any of the following persons? Sub-rows 11a, 11b, 11c.

Section B. Type I Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 1: 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? Row 2: 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?

Section C. Type II Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 1: 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)?

Section D. All Type III Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 1: 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? Row 2: 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? Row 3: By reason of the relationship described on 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?

Section E. Type III Functionally Integrated Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 1: Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions). Sub-rows a, b, c. Row 2: Activities Test. Answer lines 2a and 2b below. Sub-rows a, b. Row 3: Parent of Supported Organizations. Answer lines 3a and 3b below. Sub-rows a, 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	Adjusted Net Income (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	Total (add lines 1a, 1b, and 1c)	1d	
e	Discount claimed for blockage or other factors (<i>explain in detail in Part VI</i>):		
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	Minimum Asset Amount (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	Distributable Amount. 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)

Section D - Distributions		Current Year
1	Amounts paid to supported organizations to accomplish exempt purposes	1
2	Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2
3	Administrative expenses paid to accomplish exempt purposes of supported organizations	3
4	Amounts paid to acquire exempt-use assets	4
5	Qualified set-aside amounts (prior IRS approval required - provide details in Part VI)	5
6	Other distributions (describe in Part VI). See instructions.	6
7	Total annual distributions. Add lines 1 through 6.	7
8	Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI). See instructions.	8
9	Distributable amount for 2021 from Section C, line 6	9
10	Line 8 amount divided by line 9 amount	10

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2021	(iii) Distributable Amount for 2021
1	Distributable amount for 2021 from Section C, line 6		
2	Underdistributions, if any, for years prior to 2021 (reasonable cause required - explain in Part VI). See instructions.		
3	Excess distributions carryover, if any, to 2021		
a	From 2016		
b	From 2017		
c	From 2018		
d	From 2019		
e	From 2020		
f	Total of lines 3a through 3e		
g	Applied to underdistributions of prior years		
h	Applied to 2021 distributable amount		
i	Carryover from 2016 not applied (see instructions)		
j	Remainder. Subtract lines 3g, 3h, and 3i from line 3f.		
4	Distributions for 2021 from Section D, line 7: \$		
a	Applied to underdistributions of prior years		
b	Applied to 2021 distributable amount		
c	Remainder. Subtract lines 4a and 4b from line 4.		
5	Remaining underdistributions for years prior to 2021, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, explain in Part VI. See instructions.		
6	Remaining underdistributions for 2021. Subtract lines 3h and 4b from line 1. For result greater than zero, explain in Part VI. See instructions.		
7	Excess distributions carryover to 2022. Add lines 3j and 4c.		
8	Breakdown of line 7:		
a	Excess from 2017		
b	Excess from 2018		
c	Excess from 2019		
d	Excess from 2020		
e	Excess from 2021		

Schedule A (Form 990) 2021

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

2017 AMOUNT: \$ 28,761.

2018 AMOUNT: \$ 27,624.

2019 AMOUNT: \$ 22,904.

2020 AMOUNT: \$ 57,533.

2021 AMOUNT: \$ 20,187.

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

2021

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. Rows include: 1 Total number at end of year, 2 Aggregate value of contributions to (during year), 3 Aggregate value of grants from (during year), 4 Aggregate value at end of year, 5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? (Yes/No), 6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? (Yes/No)

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. Rows include: 1 Purpose(s) of conservation easements held by the organization (check all that apply): Preservation of land for public use, Protection of natural habitat, Preservation of open space, Preservation of a historically important land area, Preservation of a certified historic structure. 2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year. 2a Total number of conservation easements, 2b Total acreage restricted by conservation easements, 2c Number of conservation easements on a certified historic structure included in (a), 2d Number of conservation easements included in (c) acquired after 7/25/06, and not on a historic structure listed in the National Register. 3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year. 4 Number of states where property subject to conservation easement is located. 5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? (Yes/No). 6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year. 7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year. 8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? (Yes/No). 9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

Table with 3 columns: (a) Donor advised funds, (b) Funds and other accounts. Rows include: 1a If the organization elected, as permitted under FASB ASC 958, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide in Part XIII the text of the footnote to its financial statements that describes these items. 1b If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items: (i) Revenue included on Form 990, Part VIII, line 1, (ii) Assets included in Form 990, Part X. 2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under FASB ASC 958 relating to these items: a Revenue included on Form 990, Part VIII, line 1, b Assets included in Form 990, Part X.

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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	9,104,248.	8,074,015.	7,071,729.	7,503,258.	6,578,090.
b Contributions	12,647.	94,680.	6,346.	557,141.	279,034.
c Net investment earnings, gains, and losses	1,086,706.	1,270,441.	1,342,741.	-644,916.	952,391.
d Grants or scholarships					
e Other expenditures for facilities and programs	363,018.	334,888.	346,801.	343,754.	306,257.
f Administrative expenses					
g End of year balance	9,840,583.	9,104,248.	8,074,015.	7,071,729.	7,503,258.

- 2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:
- a Board designated or quasi-endowment 22.7800 %
 - b Permanent endowment 77.2200 %
 - 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		20,730.		20,730.
d Equipment		335,492.	127,941.	207,551.
e Other		298,417.	596.	297,821.
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.)				526,102.

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)		
Total. (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)		
Total. (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)	
Total. (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	304,994.
(3) DUE TO DESIGNATED AFFILIATED	
(4) AGENCIES	805,018.
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 25.) ▶	1,110,012.

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.

1	Total revenue, gains, and other support per audited financial statements		1	13,340,251.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:			
a	Net unrealized gains (losses) on investments	2a	183,361.	
b	Donated services and use of facilities	2b	123,900.	
c	Recoveries of prior year grants	2c		
d	Other (Describe in Part XIII.)	2d	-49,118.	
e	Add lines 2a through 2d	2e		258,143.
3	Subtract line 2e from line 1		3	13,082,108.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	79,912.	
b	Other (Describe in Part XIII.)	4b	1,109,636.	
c	Add lines 4a and 4b	4c		1,189,548.
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)		5	14,271,656.

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.

1	Total expenses and losses per audited financial statements		1	12,289,393.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:			
a	Donated services and use of facilities	2a	123,900.	
b	Prior year adjustments	2b		
c	Other losses	2c		
d	Other (Describe in Part XIII.)	2d		
e	Add lines 2a through 2d	2e		123,900.
3	Subtract line 2e from line 1		3	12,165,493.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	79,912.	
b	Other (Describe in Part XIII.)	4b	958,192.	
c	Add lines 4a and 4b	4c		1,038,104.
5	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.)		5	13,203,597.

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 67,218.

TRANSFERS BETWEEN NET ASSET RESTRICTIONS -116,336.

TOTAL TO SCHEDULE D, PART XI, LINE 2D -49,118.

PART XI, LINE 4B - OTHER ADJUSTMENTS:

DONOR DESIGNATED CONTRIBUTIONS 1,109,636.

PART XII, LINE 4B - OTHER ADJUSTMENTS:

DONOR DESIGNATED ALLOCATIONS 958,192.

**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 for the latest information.**

OMB No. 1545-0047

2021

**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.

1 (a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
ALBRIGHT COLLEGE 1621 N 13TH STREET READING, PA 19604		501(C)(3)	50,000.	0.			COVID-19 RESPONSE GRANT: 13TH STREET EDUCATIONAL PARTNERSHIP
ALVERNIA UNIVERISTY 400 ST BERNARDINE STREET READING, PA 19607		501(C)(3)	40,000.	0.			ONE-TIME GRANT: OAKBROOK PHYSICAL THERAPY CLINIC
AMERICAN CANCER SOCIETY 498 BELLEVUE AVENUE READING, PA 19605		501(C)(3)	95,050.	0.			PARTNER AGENCY INVESTMENTS: HEALTH
AMERICAN RED CROSS - PENNSYLVANIA RIVERS CHAPTER - 3939 BROADWAY - ALLENTOWN, PA 18104		501(C)(3)	150,524.	0.			PARTNER AGENCY INVESTMENTS: DISASTER RESPONSE, VETERANS TRANSPORTATION; ONE-TIME
BARRIO ALEGRIA 140 N. 5TH STREET READING, PA 19601		501(C)(3)	70,000.	0.			ONE-TIME GRANTS: TIMEBANK WORK TRADING SYSTEM; OAKBROOK ART SESSIONS
BERKS AREA YOUTH RECREATION, INC. 19 VERMONT ROAD SINKING SPRING, PA 19608		501(C)(3)	23,920.	0.			ONE-TIME GRANT: ENHANCE YOUTH PROGRAMMING; READY SET READ SUMMER LEARNING GRANT

- 2** Enter total number of section 501(c)(3) and government organizations listed in the line 1 table **▶ 65.**
- 3** Enter total number of other organizations listed in the line 1 table **▶ 2.**

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Schedule I (Form 990) 2021

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 noncash 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)	41,378.	0.			PARTNER AGENCY INVESTMENTS: HOMELESS PREVENTION
BERKS COMMUNITY HEALTH CENTER 1040 LIGGETT AVENUE READING, PA 19611		501(C)(3)	32,000.	0.			ONE-TIME GRANT: OAKBROOK COMMUNITY OUTREACH SPECIALIST
BERKS CONNECTIONS/PRETRIAL SERVICES - 19TH N. 6TH STREET, 4TH FLOOR - READING, PA 19601		501(C)(3)	106,700.	0.			PARTNER AGENCY INVESTMENTS: RE-ENTRY PROGRAM
BERKS CONNECTIONS/PRETRIAL SERVICES - 19TH N. 6TH STREET, 4TH FLOOR - READING, PA 19601		501(C)(3)	55,000.	0.			COVID-19 RESPONSE GRANT: REENTRY RESOURCE COORDINATOR
BERKS COUNTY CHILDREN'S ALLIANCE CENTER - 633 COURT STREET - READING, PA 19601		501(C)(3)	27,038.	0.			ONE-TIME GRANT: PHYSICAL & SEXUAL ABUSE RESPONSE
BERKS COUNTY COMMUNITY FOUNDATION 237 COURT STREET READING, PA 19601		501(C)(3)	5,500.	0.			SUBCONTRACTED GRANT: DEI CONSULTING
BERKS COUNTY INTERMEDIATE UNIT 111 COMMONS BOULEVARD READING, PA 19612		501(C)(3)	63,243.	0.			PARTNER AGENCY INVESTMENTS: CHILD CARE
BERKS ENCORE 40 NORTH 9TH STREET READING, PA 19601		501(C)(3)	143,275.	0.			PARTNER AGENCY INVESTMENTS: MEALS ON WHEELS
BERKS ENCORE 40 NORTH 9TH STREET READING, PA 19601		501(C)(3)	53,600.	0.			COVID-19 RESPONSE GRANT: STRATEGIC PLANNING CONSULTANT

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 noncash 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)	50,000.	0.			ONE-TIME GRANT: CASE MANAGER - MEALS ON WHEELS
BERKS LATINO WORKFORCE DEVELOPMENT CORPORATION - 450 S 6TH STREET - READING, PA 19602		501(C)(3)	100,000.	0.			IMPACT GRANT: TECH CENTER PURCHASE & RENOVATIONS
BIG BROTHERS/BIG SISTERS OF BERKS COUNTY - 303 WINDSOR STREET - READING, PA 19601		501(C)(3)	272,620.	0.			PARTNER AGENCY INVESTMENTS: BIG BROTHERS/SISTERS
BIRDSBORO COMMUNITY MEMORIAL CENTER - 201 EAST MAIN STREET - BIRDSBORO, PA 19508		501(C)(3)	65,752.	0.			PARTNER AGENCY INVESTMENTS: OUT OF SCHOOL PROGRAMMING; COVID-19 RESPONSE GRANT;
BOYERTOWN AREA MULTI-SERVICE, INC. 200 WEST SPRING STREET BOYERTOWN, PA 19512		501(C)(3)	54,478.	0.			PARTNER AGENCY INVESTMENTS: BASIC NEEDS, SUPPORTIVE SERVICES FOR OLDER ADULTS
BOYERTOWN AREA MULTI-SERVICE, INC. 200 WEST SPRING STREET BOYERTOWN, PA 19512		501(C)(3)	37,050.	0.			COVID-19 RESPONSE GRANT: SENIOR CENTER HVAC SYSTEM UPDGRADE; ONE-TIME GRANT: EXECUTIVE LEADERSHIP
CASA OF BERKS COUNTY 845 N. PARK ROAD WYOMISSING, PA 19610		501(C)(3)	28,533.	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: COURT APPOINTED SPECIAL ADVOCATE
CATHOLIC CHARITIES, DIOCESE OF ALLENTOWN - 400 WASHINGTON STREET, SUITE 100 - READING, PA 19601		501(C)(3)	47,698.	0.			PARTNER AGENCY INVESTMENTS: CASE MANAGEMENT/COUNSELING FOR VETERANS AND FAMILIES;

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 noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
CENTRO HISPANO DANIEL TORRES, INC. 501 WASHINGTON STREET READING, PA 19601		501(C)(3)	272,632.	0.			PARTNER AGENCY INVESTMENTS: SOCIAL SERVICES, OPENING DOORS; COVID-19 RESPONSE GRANT
CLARE OF ASSISI HOUSE 325 S 12TH STREET READING, PA 19602		501(C)(3)	9,000.	0.			RAPID RESPONSE GRANT: RESIDENTIAL REPAIRS
CLARE OF ASSISI HOUSE 325 S 12TH STREET READING, PA 19602		501(C)(3)	50,000.	0.			COVID-19 RESPONSE GRANT: OPERATIONAL SUPPORT
CO-COUNTY WELLNESS SERVICES 429 WALNUT STREET READING, PA 19601		501(C)(3)	155,192.	0.			PARTNER AGENCY INVESTMENTS: BERKS TEENS MATTER; COVID-19 RESPONSE GRANT
COMMUNITIES IN SCHOOLS OF EASTERN PA - 2 WOODLAND ROAD - WYOMISSING, PA 19610		501(C)(3)	58,047.	0.			PARTNER AGENCY INVESTMENTS: EDUCATION; COVID-19 RESPONSE GRANT
COMMUNITIES IN SCHOOLS OF EASTERN PA - 2 WOODLAND ROAD - WYOMISSING, PA 19610		501(C)(3)	26,000.	0.			ONE-TIME GRANT: 10TH & PENN ELEMENTARY STUDENT SUPPORT
COMMUNITY SERVICES FOR CHILDREN 1520 HANOVER AVE ALLENTOWN, PA 18109		501(C)(3)	23,714.	0.			PARTNER AGENCY INVESTMENTS: CHILD CARE
EASTER SEALS EASTERN PENNSYLVANIA 1501 LEHIGH STREET, SUITE 201 ALLENTOWN, PA 18103		501(C)(3)	370,547.	0.			PARTNER AGENCY INVESTMENTS: PEDIATRIC CLINICS, OUTPATIENT THERAPY, THERAPEUTIC
EMERGENCY MEDICAL TRAINING 1025 OLD WYOMISSING ROAD READING, PA 19611		501(C)(3)	14,465.	0.			ONE-TIME GRANT: CPR-FIRST AID TRAINING MATERIALS

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 noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
FAMILY GUIDANCE CENTER 1235 PENN AVENUE, SUITE 205-206 READING, PA 19610		501(C)(3)	441,535.	0.			PARTNER AGENCY INVESTMENTS: COUNSELING
FAMILY GUIDANCE CENTER 1235 PENN AVENUE, SUITE 205-206 READING, PA 19610		501(C)(3)	10,000.	0.			COVID-19 RESPONSE GRANT
FAMILY PROMISE OF BERKS COUNTY 325 N. 5TH STREET READING, PA 19601		501(C)(3)	42,752.	0.			PARTNER AGENCY INVESTMENTS; U-TURN; ONE-TIME GRANT: EXECUTIVE LEADERSHIP DEVELOPMENT
FAMILY PROMISE OF BERKS COUNTY 325 N. 5TH STREET READING, PA 19601		501(C)(3)	10,000.	0.			COVID-19 RESPONSE GRANT: RAPID REHOUSING
FRIEND, INC. COMMUNITY SERVICES 658D NOBLE STREET KUTZTOWN, PA 19530		501(C)(3)	174,692.	0.			PARTNER AGENCY INVESTMENTS: COMMUNITY RESOURCE CONNECTIONS; COVID-19 RESPONSE GRANT;
GIRL SCOUTS OF EASTERN PENNSYLVANIA - 330 MANOR ROAD - MIQUON, PA 19444		501(C)(3)	132,551.	0.			PARTNER AGENCY INVESTMENTS: OUTREACH TO MINORITY & AT-RISK GIRLS
GRACE EVANGELICAL LUTHERAN CHURCH 30 LIBERTY STREET SHILLINGTON, PA 19607		501(C)(3)	20,000.	0.			COVID-19 RESPONSE GRANT: HVAC SYSTEM REPLACEMENT
GREATER READING MENTAL HEALTH ALLIANCE - 1234 PENN AVENUE - WYOMISSING, PA 19610		501(C)(3)	136,310.	0.			PARTNER AGENCY INVESTMENTS: INFORMATION/REFERRAL/ADVOC ACY/SUPPORT GROUPS
GREATER READING MENTAL HEALTH ALLIANCE - 1234 PENN AVENUE - WYOMISSING, PA 19610		501(C)(3)	26,000.	0.			ONE-TIME GRANT: GUARDIANSHIP PROGRAM

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 noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
HABITAT FOR HUMANITY OF BERKS COUNTY - 201 WASHINGTON STREET; SUITES 329-330 - READING, PA 19601		501(C)(3)	81,596.	0.			PARTNER AGENCY INVESTMENTS: HOMEOWNERSHIP FOR NEEDY FAMILIES; COVID 19
HANNAH'S HOPE MINISTRIES 736 UPLAND AVENUE READING, PA 19607		501(C)(3)	12,000.	0.			COVID-19 RESPONSE GRANT: COMMUNAL LIVING PROGRAM ENHANCEMENTS
HAWK MOUNTAIN COUNCIL BOY SCOUTS OF AMERICA - 5027 POTTSVILLE PIKE - READING, PA 19605		501(C)(3)	300,319.	0.			PARTNER AGENCY INVESTMENTS: COMPREHENSIVE YOUTH DEVELOPMENT, URBAN
HELPING HARVEST 117 MORGAN DRIVE READING, PA 19608		501(C)(3)	71,560.	0.			PARTNER AGENCY INVESTMENTS; FOOD DISTRIBUTION
HELPING HARVEST 117 MORGAN DRIVE READING, PA 19608		501(C)(3)	50,000.	0.			COVID-19 RESPONSE GRANT: STAFFING; FOOD COSTS
HELPING HARVEST 117 MORGAN DRIVE READING, PA 19608		501(C)(3)	12,600.	0.			ONE-TIME GRANT: STRATEGIC PLANNING PROCESS
HELPING HARVEST 117 MORGAN DRIVE READING, PA 19608		501(C)(3)	450,000.	0.			IMPACT GRANT: COLD STORAGE EXPANSION
HCSC BLOOD CENTER, MILLER-KEYSTONE BLOOD CENTER - 1465 VALLEY CENTER PKWY - BETHLEHEM, PA 18017		501(C)(3)	36,600.	0.			ONE-TIME GRANT: TRIMA ACCEL DEVICE PURCHASE
HOPE RESCUE MISSION 645 N 6TH ST READING, PA 19601		501(C)(3)	50,000.	0.			COVID-19 RESPONSE GRANT: CLIENT PROGRAMMING

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 noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
JEWISH FEDERATION OF READING, PA 1100 BERKSHIRE BOULEVARD WYOMISSING, PA 19610		501(C)(3)	76,057.	0.			PARTNER AGENCY INVESTMENTS: FOOD BANK, SUPPORTIVE SERVICES
JOHN PAUL II CENTER 1092 WELSH ROAD SHILLINGTON, PA 19607		501(C)(3)	20,400.	0.			COVID-19 RESPONSE GRANT: TECHNOLOGY NEEDS
LITERACY COUNCIL OF READING-BERKS 35 SOUTH DWIGHT STREET WEST LAWN, PA 19609		501(C)(3)	126,235.	0.			PARTNER AGENCY INVESTMENTS: ENGLISH FORWARD; LITERACY TRAINING & ESL; COVID-19
LITERACY COUNCIL OF READING-BERKS 35 SOUTH DWIGHT STREET WEST LAWN, PA 19609		501(C)(3)	21,000.	0.			RAPID RESPONSE GRANT: ESL CLASSES
MARY'S SHELTER 615 KENHORST BLVD READING, PA 19611		501(C)(3)	30,000.	0.			PARTNER AGENCY INVESTMENTS: VESS PROGRAM
MARY'S SHELTER 615 KENHORST BLVD READING, PA 19611		501(C)(3)	93,900.	0.			IMPACT GRANT: HOUSING PROGRAM RENOVATIONS & OPERATING COSTS
MIDPENN LEGAL SERVICES 501 WASHINGTON STREET, SUITE 401 READING, PA 19601		501(C)(3)	80,431.	0.			PARTNER AGENCY INVESTMENTS: LEGAL REPRESENTATION FOR BASIC NEEDS
MIDPENN LEGAL SERVICES 501 WASHINGTON STREET, SUITE 401 READING, PA 19601		501(C)(3)	332,420.	0.			IMPACT GRANT: BERKS COUNTY MEDIATION PREVENTION PROJECT STAFFING
NEW JOURNEY COMMUNITY OUTREACH, INC. - 138 S 6TH STREET - READING, PA 19602		501(C)(3)	41,202.	0.			PARTNER AGENCY INVESTMENTS: SOUP KITCHEN & FOOD PANTRY

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 noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
NEW JOURNEY COMMUNITY OUTREACH, INC. - 138 S 6TH STREET - READING, PA 19602		501(C)(3)	16,550.	0.			RAPID RESPONSE GRANT: FREEZER & DATABASE MGMT SOFTWARE
NEW JOURNEY COMMUNITY OUTREACH, INC. - 138 S 6TH STREET - READING, PA 19602		501(C)(3)	33,500.	0.			COVID-19 RESPONSE GRANT: OPERATIONAL SUPPORT
OLIVET BOYS & GIRLS CLUB OF READING & BERKS COUNTY - 1161 PERSHING BOULEVARD - READING, PA 19611		501(C)(3)	998,167.	0.			PARTNER AGENCY INVESTMENTS: COMPREHENSIVE YOUTH DEVELOPMENT
OLIVET BOYS & GIRLS CLUB OF READING & BERKS COUNTY - 1161 PERSHING BOULEVARD - READING, PA 19611		501(C)(3)	60,000.	0.			COVID-19 RESPONSE GRANT: FOOD DISTRIBUTION; READY SET READ SUMMER LEARNING GRANT: SUMMER READING
OPPORTUNITY HOUSE 430 NORTH SECOND STREET READING, PA 19601		501(C)(3)	223,480.	0.			PARTNER AGENCY INVESTMENTS: CHILD CARE, SHELTER PROGRAM
OPPORTUNITY HOUSE 430 NORTH SECOND STREET READING, PA 19601		501(C)(3)	60,000.	0.			COVID-19 RESPONSE GRANT: STAFFING COSTS
OPPORTUNITY HOUSE 430 NORTH SECOND STREET READING, PA 19601		501(C)(3)	146,161.	0.			IMPACT GRANT: LEARNING CENTER CAPITAL IMPROVEMENTS
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
PENNSYLVANIA ADULT AND TEEN CHALLENGE - 33 TEEN CHALLENGE ROAD - REHRERSBURG, PA 19550		501(C)(3)	16,000.	0.			COVID-19 RESPONSE GRANT: TECHNOLOGY NEEDS

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 noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
PROSPECTUS BERCO 840 WILLIAM LANE READING, PA 19604		501(C)(3)	50,000.	0.			COVID-19 RESPONSE GRANT: PPE; STAFFING COSTS
READING AREA COMMUNITY COLLEGE 10 SOUTH SECOND STREET, PO BOX 1706 READING, PA 19603			78,444.	0.			PARTNER AGENCY INVESTMENTS: ESL LANGUAGE CLASSES
READING AREA COMMUNITY COLLEGE 10 SOUTH SECOND STREET, PO BOX 1706 READING, PA 19603			10,154.	0.			COVID-19 RESPONSE GRANT: TECHNOLOGY NEEDS
READING HOSPITAL/TOWER HEALTH 420 S 5TH AVENUE WEST READING, PA 19611		501(C)(3)	55,672.	0.			PARTNER AGENCY INVESTMENTS: PRIMARY CARE/MENTAL HEALTH INTEGRATION
READING HOSPITAL/TOWER HEALTH 420 S 5TH AVENUE WEST READING, PA 19611		501(C)(3)	320,694.	0.			IMPACT GRANT: STREET MEDICINE PROGRAM STAFFING
READING PUBLIC LIBRARY 100 SOUTH FIFTH STREET READING, PA 19602		501(C)(3)	55,000.	0.			READY SET READ SUMMER LEARNING GRANT: EARLY LITERACY; SUMMER READING PROGRAM
READING SCHOOL DISTRICT 800 WASHINGTON STREET READING, PA 19601			10,000.	0.			READY SET READ SUMMER LEARNING GRANTS: SUMMER GRANT PROGRAMS
SAFE BERKS 255 CHESTNUT ST READING, PA 19602		501(C)(3)	204,759.	0.			PARTNER AGENCY INVESTMENTS: CRISIS SERVICES; COVID-19 RESPONSE GRANT: STAFFING
SALVATION ARMY: SERVICE EXTENSION UNITS - 701 BROAD STREET - PHILADELPHIA, PA 19123		501(C)(3)	48,666.	0.			PARTNER AGENCY INVESTMENTS: COMMUNITY WELFARE

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 noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
SALVATION ARMY: SERVICE EXTENSION UNITS - 701 BROAD STREET - PHILADELPHIA, PA 19123		501(C)(3)	10,000.	0.			COVID-19 RESPONSE GRANT: STRATEGIC PLANNING PROJECT
THE CHILDREN'S HOME OF READING 1010 CENTRE AVENUE READING, PA 19601		501(C)(3)	45,322.	0.			PARTNER AGENCY INVESTMENTS: FOSTER CARE/ADOPTION
THE LGBT CENTER OF GREATER READING 1501 N 13TH STREET READING, PA 19604		501(C)(3)	50,000.	0.			COVID-19 RESPONSE GRANT: PROGRAM AND ADMIN SUPPORT
THE SALVATION ARMY OF READING PO BOX 1099 READING, PA 19602		501(C)(3)	268,847.	0.			PARTNER AGENCY INVESTMENTS: LEARNING CENTER, SUPPORTIVE HOUSING, FAMILY SERVICES
THE SALVATION ARMY OF READING PO BOX 1099 READING, PA 19602		501(C)(3)	24,000.	0.			COVID-19 RESPONSE GRANT: FOOD AND ESSENTIAL ITEMS
THRESHOLD REHABILITATION SERVICES, INC. - 1000 LANCASTER AVENUE - READING, PA 19607		501(C)(3)	65,642.	0.			PARTNER AGENCY INVESTMENTS: EMPLOYMENT SERVICES
TOWER HEALTH AT HOME BERKS 1170 BERKSHIRE BOULEVARD WYOMISSING, PA 19610		501(C)(3)	338,191.	0.			PARTNER AGENCY INVESTMENTS: SKILLED NURSING & RELATED SERVICES
TOWER HEALTH AT HOME BERKS 1170 BERKSHIRE BOULEVARD WYOMISSING, PA 19610		501(C)(3)	31,200.	0.			COVID-19 RESPONSE GRANT: VISITING NURSES PPE
UNITED COMMUNITY SERVICES 1251 N FRONT STREET READING, PA 19601		501(C)(3)	50,000.	0.			COVID-19 RESPONSE GRANT: STAFFING AND STRATEGIC PLANNING

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 noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
UNITED LABOR COUNCIL OF READING & BERKS COUNTY - 65 FURNACE STREET - ROBESONIA, PA 19551		501(C)(3)	105,744.	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
UNITED WAY OF LANCASTER COUNTY 630 JANET AVENUE LANCASTER, PA 17601		501(C)(3)	120,000.	0.			IMPACT GRANT: PA 211 EAST CALL CENTER STAFFING
UNITED WAY OF PENNSYLVANIA 20 ERFORD ROAD, SUITE 215 LEMOYNE, PA 17043		501(C)(3)	25,000.	0.			ONE-TIME GRANT: NEW PHONE SYSTEM - PA 211
WESTERN BERKS FREE MEDICAL CLINIC, INC. - 480 BIG SPRING ROAD - ROBESONIA, PA 19551		501(C)(3)	10,000.	0.			COVID-19 RESPONSE GRANT: OPERATIONAL SUPPORT
YMCA OF READING & BERKS COUNTY 631 WASHINGTON STREET READING, PA 19603		501(C)(3)	500,132.	0.			PARTNER AGENCY INVESTMENTS: CHILD CARE/HEALTHY YOUTH, TRANSITIONAL HOUSING,
YMCA OF READING & BERKS COUNTY 631 WASHINGTON STREET READING, PA 19603		501(C)(3)	55,000.	0.			COVID-19 RESPONSE GRANT: VIRTUAL LEARNING NEEDS
YOCUM INSTITUTE FOR ARTS EDUCATION 3000 PENN AVE WYOMISSING, PA 19609		501(C)(3)	50,000.	0.			SUBCONTRACTED GRANTS: NEIGHBORHOOD BRIDGES

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 2021, WE ALLOCATED FUNDS TO 41 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:

AMERICAN RED CROSS - PENNSYLVANIA RIVERS CHAPTER

(H) PURPOSE OF GRANT OR ASSISTANCE: PARTNER AGENCY INVESTMENTS: DISASTER RESPONSE, VETERANS TRANSPORTATION; ONE-TIME GRANT: EXECUTIVE LEADERSHIP DEVELOPMENT

NAME OF ORGANIZATION OR GOVERNMENT: BIRDSBORO COMMUNITY MEMORIAL CENTER

(H) PURPOSE OF GRANT OR ASSISTANCE: PARTNER AGENCY INVESTMENTS: OUT OF SCHOOL PROGRAMMING; COVID-19 RESPONSE GRANT; ONE-TIME GRANT: EXECUTIVE LEADERSHIP DEVELOPMENT

NAME OF ORGANIZATION OR GOVERNMENT: BOYERTOWN AREA MULTI-SERVICE, INC.

(H) PURPOSE OF GRANT OR ASSISTANCE: COVID-19 RESPONSE GRANT: SENIOR CENTER HVAC SYSTEM UPDGRADE; ONE-TIME GRANT: EXECUTIVE LEADERSHIP DEVELOPMENT

NAME OF ORGANIZATION OR GOVERNMENT:

CATHOLIC CHARITIES, DIOCESE OF ALLENTOWN

(H) PURPOSE OF GRANT OR ASSISTANCE: PARTNER AGENCY INVESTMENTS: CASE MANAGEMENT/COUNSELING FOR VETERANS AND FAMILIES; COVID-19 RESPONSE GRANT

NAME OF ORGANIZATION OR GOVERNMENT: EASTER SEALS EASTERN PENNSYLVANIA

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

Part IV Supplemental Information

PEDIATRIC CLINICS, OUTPATIENT THERAPY, THERAPEUTIC RECREATION; MFFC;
COVID-19 RESPONSE GRANT

NAME OF ORGANIZATION OR GOVERNMENT: FRIEND, INC. COMMUNITY SERVICES

(H) PURPOSE OF GRANT OR ASSISTANCE: PARTNER AGENCY INVESTMENTS:
COMMUNITY RESOURCE CONNECTIONS; COVID-19 RESPONSE GRANT; ONE-TIME GRANT:
EXECUTIVE LEADERSHIP DEVELOPMENT

NAME OF ORGANIZATION OR GOVERNMENT: HABITAT FOR HUMANITY OF BERKS COUNTY

(H) PURPOSE OF GRANT OR ASSISTANCE: PARTNER AGENCY INVESTMENTS:
HOMEOWNERSHIP FOR NEEDY FAMILIES; COVID 19 RESPONSE GRANT

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: LITERACY COUNCIL OF READING-BERKS

(H) PURPOSE OF GRANT OR ASSISTANCE: PARTNER AGENCY INVESTMENTS: ENGLISH
FORWARD; LITERACY TRAINING & ESL; COVID-19 RESPONSE GRANT

NAME OF ORGANIZATION OR GOVERNMENT:

OLIVET BOYS & GIRLS CLUB OF READING & BERKS COUNTY

(H) PURPOSE OF GRANT OR ASSISTANCE: COVID-19 RESPONSE GRANT: FOOD
DISTRIBUTION; READY SET READ SUMMER LEARNING GRANT: SUMMER READING
PROGRAM

NAME OF ORGANIZATION OR GOVERNMENT: SAFE BERKS

Part IV Supplemental Information

(H) PURPOSE OF GRANT OR ASSISTANCE: PARTNER AGENCY INVESTMENTS: CRISIS SERVICES; COVID-19 RESPONSE GRANT: STAFFING COSTS; RESIDENT NEEDS; ONE-TIME GRANT: EXECUTIVE LEADERSHIP DEVELOPMENT

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

2021

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 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

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?

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

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

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

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

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

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

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

	Yes	No
1b		
2		
4a		<input checked="" type="checkbox"/>
4b		<input checked="" type="checkbox"/>
4c		<input checked="" type="checkbox"/>
5a		<input checked="" type="checkbox"/>
5b		<input checked="" type="checkbox"/>
6a		<input checked="" type="checkbox"/>
6b		<input checked="" type="checkbox"/>
7		<input checked="" type="checkbox"/>
8		<input checked="" type="checkbox"/>
9		

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

Schedule J (Form 990) 2021

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 and/or 1099-NEC 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)	183,003.	0.	0.	7,921.	10,621.	201,545.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	(ii)							
	(i)							
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	(ii)							
	(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.

Horizontal lines for supplemental information.

**SCHEDULE M
(Form 990)**

Noncash Contributions

OMB No. 1545-0047

2021

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 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	37	336,975.	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.		

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)**

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 Form 990-EZ.

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

OMB No. 1545-0047

2021

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:

MACKENZIE SCOTT GIFT AND IMPACT GRANT OPPORTUNITY- IN LATE 2020, UNITED WAY OF BERKS COUNTY RECEIVED NOTICE THAT IT WOULD BE A RECIPIENT OF A \$10 MILLION GIFT FROM MACKENZIE SCOTT. AN ADVISORY COMMITTEE OF VOLUNTEERS WAS ENGAGED TO ESTABLISH GUIDELINES FOR THE FUNDS. MACKENZIE SCOTT'S PURPOSE FOR MAKING THE GRANT GROUNDED THE COMMITTEE'S THINKING, AS WELL AS PRIORITIZED OUR APPROACH FOR CREATING SUSTAINABLE, POSITIVE CHANGE FOR THE GOOD OF PEOPLE AND COMMUNITY. THE OUTCOME WAS A FRAMEWORK CONSISTING OF THREE STRATEGIES: CONTINUE SUPPORT OF COVID RESPONSE GRANTS, IMPACT GRANTS AND FOCUSED GRANTS. THE IMPACT GRANT LAUNCHED IN EARLY 2021, AIMED TO SUPPORT PROGRAMS/COLLABORATIVE EFFORTS TO EXPAND PROGRAMMING AND CAPACITY TO SERVE BERKS COUNTY'S MOST VULNERABLE INDIVIDUALS AND FAMILIES. SEVEN GRANTS WERE AWARDED TOTALING \$1,563,461 TO ADDRESS COMMUNITY ISSUES SUCH AS FOOD INSECURITY, YOUTH HOMELESSNESS, AND QUALITY EARLY CHILDHOOD EDUCATION. THE GRANTS RANGED FROM \$93,000-\$450,000.

AFFORDABLE CHILDCARE - AS PARENTS CONTINUED RETURNING TO THE WORKFORCE THROUGHOUT THE PANDEMIC, CHILDCARE IS AND WILL CONTINUE TO BE A GREAT NEED IN THE COMMUNITY. UNITED WAY OF BERKS COUNTY HAD LONG PROVIDED ANNUAL FUNDING TO THE BERKS COUNTY INTERMEDIATE UNIT TO SUPPORT FAMILIES IN NEED OF AFFORDABLE CHILDCARE. WHEN THE BCIU DECIDED TO SUNSET THEIR CHILDCARE PROGRAMS IN JUNE 2021, THE PROGRAM FUNDED BY UNITED WAY ENDED AS WELL. A NEW PARTNERSHIP WAS ESTABLISHED WITH THE COMMUNITY SERVICES FOR CHILDREN TO SUPPORT FAMILIES IN NEED OF

AFFORDABLE CHILDCARE. PRIMARILY TARGETING WORKING FAMILIES, THE PROGRAM

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

Schedule O (Form 990) 2021

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HELPS TO BRIDGE THE GAP BETWEEN THE HIGH COST OF QUALITY CARE AND A FAMILY'S ABILITY TO PAY. THE PROGRAM ALSO HELPS TO MOVE FAMILIES OFF OF A NORMALLY LONG WAITING LIST OF OTHER SUBSIDY PROGRAMS DELIVERED BY THE PARTNER ORGANIZATION.

THE CHILDREN'S HOME OF READING - THE CHILDREN'S HOME OF READING (CHOR) HAS BEEN A LONG-TIME UWBC AGENCY PARTNER WITH AN INVESTMENT SUPPORTING THEIR FOSTER CARE/ADOPTION PROGRAM. IN 2021, CHOR SHARED WITH UWBC THAT THIS ORGANIZATION IS IN A STRONG FINANCIAL POSITION. CHOR HAS VALUED THE PARTNERSHIP AND MANY YEARS OF SUPPORT FROM THE UNITED WAY. CHOR MADE THE DECISION TO SUPPORT THE GREATER GOOD OF THE COMMUNITY BY ENDING THEIR AGENCY PARTNER STATUS SO THOSE DOLLARS CAN BE USED TO SUPPORT OTHER COMMUNITY NEEDS.

READING HOSPITAL/TOWER HEALTH- READING HOSPITAL/TOWER HEALTH PRIMARY CARE/MENTAL HEALTH INTEGRATION WAS PILOTED IN 2017 WITH THE SUPPORT FROM UWBC ANNUAL INVESTMENT. THIS PROGRAM INTEGRATES BEHAVIORAL HEALTH IN PRIMARY CARE SETTINGS BY PROVIDING DEPRESSION SCREENINGS, WHICH INCREASES ACCESS TO IMPROVE EARLY DETECTION, TREATMENT, AND RECOVERY. INDIVIDUALS AND FAMILIES EXPERIENCING BEHAVIORAL HEALTH PROBLEMS RECEIVE SERVICES BY BEHAVIORAL HEALTH STAFF AT THEIR PRIMARY CARE PHYSICIAN OFFICE TO IMPROVE THEIR ABILITY TO FUNCTION SUCCESSFULLY. BASED ON THE PROGRAM'S SUCCESS, TOWER HEALTH SUPPORTED EXPANSION AND IS CONTINUING TO SUPPORT THE PROGRAM. UWBC'S INVESTMENT TO THIS PROGRAM ENDED JUNE 30, 2021. THESE INVESTMENT DOLLARS WERE MOVED TO SUPPORT THE READING HOSPITAL STREET MEDICINE BEGINNING JAN. 1, 2022. THIS PROGRAM RELIES SOLELY ON GRANTS AND COMMUNITY SUPPORT AND PROVIDES HEALTHCARE SERVICES TO ONE OF OUR MOST VULNERABLE POPULATIONS, HOMELESS MEMBERS OF

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OUR COMMUNITY.

LEADERSHIP UNITED PROGRAM - UNITED WAY OF BERKS COUNTY ASSUMED THE MANAGEMENT OF LEADERSHIP BERKS, A PROGRAM WHOSE MISSION IS TO TRAIN AND DEVELOP INDIVIDUALS TO SERVE IN NONPROFIT LEADERSHIP ROLES WITHIN BERKS COUNTY. THE CURRICULUM IS DELIVERED BY BUSINESS AND COMMUNITY LEADERS, ALONG WITH CONTENT EXPERT INSTRUCTORS. THIS IS AN EXPERIENTIAL PROGRAM EXPANDING PERSONAL, PROFESSIONAL AND COMMUNITY LEADERSHIP SKILLS AND OPPORTUNITIES.

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

DURING 2021, UWBC INVESTED FUNDING IN OVER 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 TIME TO ENSURE UWBC DOLLARS ARE INVESTED IN HIGH-PRIORITY PROGRAMS THAT ADDRESS CRITICAL CURRENT COMMUNITY NEEDS, AS WELL AS PROGRAMS THAT ARE 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.

AS EFFECTS FROM THE COVID-19 PANDEMIC CONTINUED INTO 2021, COMMUNITY MEMBERS AND AGENCIES FACED ONGOING CHALLENGES. SOME PROGRAMS WERE STILL

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LIMITED IN THE SERVICES THEY COULD PROVIDE DUE TO COVID-19 RESTRICTIONS. OTHERS CONTINUED TO SEE A LARGER DEMAND FOR SERVICES THAN PRIOR TO THE PANDEMIC, ESPECIALLY THOSE MEETING BASIC NEEDS, INCLUDING FOOD ACCESS AND HOUSING.

UWBC INVESTED IN THE FOLLOWING PROGRAMS IN 2021:

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 ACHIEVE THEIR POTENTIAL. COVID-19 CONTINUED TO IMPACT SOME PROGRAMS, LIMITING DELIVERY OR UTILIZING VIRTUAL PLATFORMS. MANY WERE ABLE TO RESUME IN-PERSON PROGRAMMING TO CONNECT WITH CHILDREN AND FAMILIES! THESE PROGRAMS IMPACTED OVER 18,000 CHILDREN AND YOUTH IN BERKS COUNTY IN 2021.

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

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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. BCIU CHILDCARE SETTINGS INCLUDE SCHOOL AGE, PRESCHOOL, TODDLER AND INCLUSION OPPORTUNITIES. PLEASE NOTE BCIU MADE THE DIFFICULT DECISION TO SUNSET THEIR CHILDCARE SERVICES AS OF JUNE 30, 2021, AND UNITED WAY'S INVESTMENT ENDED AT THIS TIME.

- 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.

--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

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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. IN 2021, STAFF WENT THROUGH THE NATIONAL TRAINING TO TRANSITION TO VIRTUAL PROGRAMMING WHICH ELIMINATED BARRIERS FOR PARENTS TO PARTICIPATE, INCLUDING TRANSPORTATION. THIS PROGRAM 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 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.

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-- 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 AFTER-SCHOOL 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 AFTER-SCHOOL 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 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

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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 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, COLLEGE

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ACCESS AND CAREER DEVELOPMENT, AND 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, 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

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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 2021 PROGRAM OVERVIEW:

- HISTORICALLY, STAR READERS HAS PROVIDED TUTORING TO 35 ELEMENTARY SCHOOLS IN 14 SCHOOL DISTRICTS AND SERVED OVER 300 STUDENTS IN FIRST AND SECOND GRADE. THE 2020-2021 SCHOOL YEAR WAS CHALLENGING DUE TO THE COVID-19 PANDEMIC WHICH TEMPORARILY PUT A PAUSE TO FACE TO FACE TUTORING IN ALL SCHOOLS. VELLO, A VIRTUAL METHOD OF TUTORING, WAS INTRODUCED TO ALL PARTICIPATING SCHOOL DISTRICTS AND ONLY ONE DISTRICT VOLUNTEERED TO RUN VIRTUAL TUTORING IN THEIR SCHOOL. THERE WAS A TOTAL OF 13 SECOND GRADE STUDENTS FROM SCHUYLKILL VALLEY SCHOOL DISTRICT WHO RECEIVED TUTORING IN THE 2020-2021 SCHOOL YEAR.

- 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 PROFESSIONAL DEVELOPMENT PROGRAM TO ASSIST CHILDCARE TEACHERS IN OBTAINING THEIR CHILD DEVELOPMENT CREDENTIAL (CDA) THROUGH A PARTNERSHIP WITH READING AREA COMMUNITY COLLEGE. IN 2021, 6 CANDIDATES COMPLETED THE EDUCATION PORTION OF THE PROGRAM WITH 5 CDAS EARNED. UWBC WORKED WITH CANDIDATES FROM 3 CENTERS. COACHING AND MODELING WAS DELIVERED IN 2 CENTERS (LITTLE GENIUS DAY CARE AND DARILYN'S DAY CARE). TRAINING WAS SLOW GOING DUE TO CONTINUED PANDEMIC RESTRICTIONS, PROTOCOLS, FAMILY/STAFF EXPOSURE TO COVID-19 AND CENTER CLOSURES. THERE WERE 75 CHILDREN SERVED FOR GROWING READERS, RESULTING FROM PROFESSIONAL DEVELOPMENT OF THE TEACHERS.

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- REACH OUT AND READ INCORPORATES EARLY LITERACY INTO PEDIATRIC PRACTICES, PROVIDING PARENTS TOOLS TO HELP PREPARE THEIR CHILDREN TO LEARN AND READ. A TOTAL OF 740 BOOKS WERE DISTRIBUTED TO PARTNER PEDIATRIC PRACTICES TO CHILDREN, AGES BIRTH THROUGH FIVE YEARS OLD, AT THEIR ANNUAL CHECKUP.

- SUMMER LEARNING GRANTS 2021: 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 UP TO AND INCLUDING 3RD GRADERS IN 2021. TEN SUMMER PROGRAMS RECEIVED GRANTS FOR \$5,000 TOTALING \$50,000.

- BOOKS FOR BIKES IS A SUMMER READING PROGRAM FACILITATED BY UWBC IN THE OAKBROOK HOMES COMMUNITY OF READING THROUGH PARTNERSHIPS WITH BERKS COMMUNITY HEALTH CENTER, CUSTOMERS BANK, READING HOUSING AUTHORITY, READING SCHOOL DISTRICT, ALVERNIA UNIVERSITY, AND YMCA READING BRANCH. IN ITS SIXTH YEAR, OVER 200 CHILDREN SPENT AN AVERAGE OF 78 HOURS EACH ENGAGED IN LITERACY ACTIVITIES OVER A 4-10 WEEK PERIOD (PROGRAMS DIFFERED IN LENGTH) IN SUMMER 2021. OF THESE CHILDREN, 195 RECEIVED NEW BIKES AND HELMETS, COURTESY OF CUSTOMERS BANK, FOR ATTAINING AT LEAST 75% PARTICIPATION RATE IN THE BOOKS FOR BIKES PROGRAM.

- YOCUM INSTITUTE FOR ARTS EDUCATION RECEIVED A \$25,000 INVESTMENT FROM UWBC TO THE 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 EDUCATION'S OFFICE OF IMPROVEMENT AND INNOVATION AS AN EFFECTIVE MODEL FOR INTEGRATING THE ARTS WITH STANDARDS-BASED EDUCATION PROGRAMS. YOCUM DELIVERED THEIR WEEKLY PROGRAM VIRTUALLY TO ONE 3RD GRADE CLASSROOM AT

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16TH & HAAK IN READING SCHOOL DISTRICT FEBRUARY THROUGH MAY 2021.

TWELVE CHILDREN WERE ABLE TO PARTICIPATE.

- READING PUBLIC LIBRARY (RPL) RECEIVED A \$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 CHILDCARE CENTERS, PARKS, PLAYGROUNDS, AND AFTER-SCHOOL PROGRAMS. DUE TO THE PANDEMIC, MANY OF THE FAMILY LITERACY PROGRAM 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 DID RESUME IN 2021 WITH VISITS TO CHILDCARE CENTERS AND PARTNER AGENCIES AS THEY BEGAN TO WELCOME BACK VISITORS. THROUGH ALL OUTREACH EFFORTS, IN-PERSON AND VIRTUAL, OVER 15,000 INDIVIDUALS WERE SERVED.

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 2021. 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 ARE VITAL AS WE CONTINUE TO RECOVER FROM COVID-19 AND ASSIST PEOPLE REGAIN EMPLOYMENT.

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 HOME 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 PROGRAMS PROVIDE 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.

EMPLOYMENT/JOB SKILLS

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- 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 PERSONNEL 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 CORRESPONDENCE FROM POTENTIAL EMPLOYERS.

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

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-- 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 ENGLISH AS A SECOND LANGUAGE (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.
 IN 2021, 136 PEOPLE WERE ABLE TO COMPLETE THE PROGRAM.

PERSONAL FINANCIAL MANAGEMENT

- INDIVIDUALS DEVELOP BASIC FINANCIAL MANAGEMENT SKILLS.

-- BERKS COALITION TO END HOMELESSNESS, HOMELESS PREVENTION

-- BOYERTOWN AREA MULTI-SERVICE, INC., BASIC NEEDS

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-- 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 MANAGEMENT

- 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 AGENCY PARTNERS 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 13,000 BERKS RESIDENTS IN 2021.

MENTAL HEALTH

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

-- FAMILY GUIDANCE CENTER, COUNSELING: ASSISTS PERSONS IN IMPROVING

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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.

-- SAFEERKS, 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 SAFEERKS AND COMMUNITY RESOURCES.

HEALTH AND WELLNESS

- 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 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.

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-- 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.

SELF-SUFFICIENCY AND INDEPENDENT LIVING

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

-- BERKS ENCORE, MEALS ON WHEELS

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

HEALTH CASE MANAGEMENT

- 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

-- EASTERSEALS EASTERN PENNSYLVANIA, PEDIATRIC CLINICS

-- SAFE BERKS, COUNSELING

COMMUNITY COLLABORATIONS

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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-ASSESSMENT.PDF](http://www.thefutureofhealthcare.org/assets/community-health-needs-assessment.pdf)).

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

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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.

SINGLECARE DISCOUNT PRESCRIPTION DRUG PROGRAM

UNITED WAY OF BERKS COUNTY HAS JOINED WITH 1,000 UNITED WAYS ACROSS THE NATION IN LOWERING THE COSTS OF PRESCRIPTION MEDICATION THROUGH ADMINISTERING SINGLECARE (PREVIOUSLY FAMILYWISE) PROGRAM. THE SINGLECARE DISCOUNT PRESCRIPTION CARD IS AVAILABLE FREE-OF-CHARGE TO ANYONE WHO NEEDS ASSISTANCE IN PAYING FOR PRESCRIPTIONS NOT COVERED BY AN INSURANCE PLAN. IN 2021, INDIVIDUALS WERE ASSISTED WITH A PRESCRIPTION DISCOUNT UTILIZING SINGLECARE, REPRESENTING \$135,863 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 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 CAUSES OF WHY A CLIENT NEEDS SAFETY NET SERVICES, TO HOPEFULLY AVOID

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THE CLIENT REQUIRING THESE TYPES OF SERVICES IN THE FUTURE. FAMILIES NEEDING CONTINUED SUPPORT WITH BASIC NEEDS IN 2021 DUE TO THE COVID-19 PANDEMIC. THE FOLLOWING PROGRAMS SUPPORTED OVER 100,000 RESIDENTS IN BERKS COUNTY IN 2021.

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 EYEGASSES IS ALSO PROVIDED. RED CROSS STAFF CONTINUES TO WORK LONGER TERM WITH CLIENTS THAT NEED HELP WITH RENT OR BEDDING OR REFERRALS FOR HOUSEHOLD FURNISHINGS. 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 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

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OUTSIDE SOURCE OF MATCHING FUNDS.

-- FAMILY PROMISE OF BERKS COUNTY, INC., U-TURN PROGRAM: SERVES UNACCOMPANIED, HOMELESS 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 2021, 40 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 EVALUATED TO DETERMINE THE APPROPRIATE LEVEL OF SERVICE.

-- JEWISH FAMILY SERVICE, FOOD PANTRY: TWO FOOD PANTRIES ARE OFFERED EACH MONTH. ONE IS HELD AT ANOTHER UWBC PARTNER, OLIVET'S PENDORA PARK LOCATION. THE SECOND IS HELD AT THE SEVENTH DAY ADVENTIST CHURCH IN HAMPDEN HEIGHTS. IN 2021, 2,875 PEOPLE WERE SERVED WITH THIS PROGRAM

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RECEIVING THE MOST BASIC NEED OF FOOD.

-- 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 CONTINUED TO SEE AN INCREASE IN NEED DUE TO COVID-19. PROGRAM DELIVERY CONTINUES WITH PRE-PACKAGING AND PROVIDING OUTDOOR GRAB AND GO MEALS; THEY SERVED ON AVERAGE 150-200 LUNCHES PER DAY AND THE WEEKLY FOOD PANTRY SERVES 100 - 130 HOUSEHOLDS EACH WEEK.

-- 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.

-- 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.

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-- 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.

-- SAFEERKS, 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 MANAGEMENT AND CONNECTION TO COMMUNITY RESOURCES, DOMESTIC VIOLENCE AND SEXUAL ASSAULT COUNSELING, CHILDREN'S PROGRAMMING, INCLUDING A READY TO READ PROGRAM, NUTRITION PROGRAMS, RECREATIONAL SUPPORTS ARE PROVIDED. CRISIS SERVICES INCLUDE 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

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-- 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 ADVOCATES FOR CHILDREN WHO HAVE BEEN PLACED IN THE FOSTER CARE SYSTEM. THERE ARE ON AVERAGE 600 CHILDREN IN THE FOSTER CARE SYSTEM/RESIDENTIAL TREATMENT FACILITIES IN BERKS COUNTY. UWBC'S INVESTMENT INCLUDES OPERATIONAL SUPPORT, AS WELL AS, TO CONTINUE TO BUILD PROGRAM CAPACITY. IN 2021, CASA SERVED 110 CHILDREN WITH THE SUPPORT OF 50 VOLUNTEERS.

-- 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

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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 IN IMPROVING 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 WITH HELPING 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 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, AND 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.

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COMMUNITY COLLABORATION

211 INFORMATION AND REFERRAL

THE 211 SERVICE PROVIDES PEOPLE WITH INFORMATION ABOUT ESSENTIAL HUMAN SERVICES. WHEN THE COVID-19 PANDEMIC BEGAN IN MARCH 2020, 211 SAW 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 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 2021, 13,858 CONTACTS -- CALLS/WEB VISITS/TEXTS/EMAILS WERE RECEIVED BY BERKS RESIDENTS. THIS WAS AN INCREASE OF 4,429 CONTACTS FROM 2020. TOP NEEDS REQUESTED WERE HOUSING ASSISTANCE (3,032), UTILITY ASSISTANCE (1,300), FOOD/MEALS (360) AND HEALTH CARE (360). TOP AGENCY REFERRALS INCLUDED: CATHOLIC CHARITIES, BERKS COALITION TO END HOMELESSNESS, SALVATION ARMY READING CORPS, AND THE CITY OF READING, 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

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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 NONPROFITS.

RAPID RESPONSE FUND GRANTS 2021

UNITED WAY OF BERKS COUNTY HAS ESTABLISHED RAPID RESPONSE FUND 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
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 4 GRANTS WERE
AWARDED TOTALING \$46,550.

- \$9,000 TO CLARE OF ASSISI HOUSE TO SUPPORT THE REPLACEMENT OF THE HOT
WATER HEATER FOR THE RESIDENTIAL PROGRAM. THE GRANT COVERED THE COSTS
OF THE NEW 80-GALLON WATER HEATER, VENTILATION MATERIALS, CONDENSATION
DRAIN INSTALLATION, GASOLINE INSTALLATION, GALVANIZED PIPES, LABOR, AND
CITY OF READING PERMIT AND INSPECTION.

- \$21,000 TO LITERACY COUNCIL OF READING-BERKS TO SUPPORT THE
CONTINUATION OF ESL CLASSES IN PARTNERSHIP WITH READING AREA COMMUNITY
COLLEGE. DUE TO RACC'S BUDGET REDUCTIONS OF \$21,000, THE LITERACY
COUNCIL WOULD HAVE NEEDED TO ELIMINATE THREE ESL CLASSES, WHICH ARE IN

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HIGH DEMAND IN OUR COMMUNITY. UNITED WAY RAPID RESPONSE GRANT ALLOWED THE LITERACY COUNCIL TO CONTINUE TO OFFER THIS VALUABLE RESOURCE.

- \$10,000 TO NEW JOURNEY COMMUNITY OUTREACH FOR THE PURCHASE AND INSTALLATION COSTS OF A NEW WALK-IN FREEZER REPLACING A MALFUNCTIONING UNIT FOR FOOD STORAGE. NJCO IS THE LARGEST PUBLIC SOUP KITCHEN AND FOOD PANTRY IN READING, SERVING AN EXTREMELY VULNERABLE POPULATION EXPERIENCING FOOD AND CLOTHING INSECURITIES. A FUNCTIONING REFRIGERATION SYSTEM IS CRITICAL FOR THE DELIVERY OF THE FOOD PROGRAM SERVICES.

- \$6,550 TO NEW JOURNEY COMMUNITY OUTREACH TO PURCHASE AND IMPLEMENT A MUCH-NEEDED DATABASE MANAGEMENT SOFTWARE. WITH LIMITED RESOURCES, AN ONGOING CHALLENGE FOR NCJO HAS BEEN COLLECTING AND ANALYZING DATA, SOMETHING UWBC REQUIRES AS PART OF AN AGENCY'S ANNUAL REPORTING. THIS INCLUDES COLLECTING DATA ON THOSE USING NJCO SERVICES, FREQUENCY, AS WELL AS, CLIENT DEMOGRAPHICS. COLLECTING DEMOGRAPHICS ON THOUSANDS OF CLIENTS HAS BEEN CHALLENGING. THE CURRENT MANUAL PROCESS LEAVES ROOM FOR ERROR, AND HAS BEEN LABOR INTENSIVE AND COSTLY. THE NEW SOFTWARE WILL SIGNIFICANTLY INCREASE EFFICIENCY, REDUCE THE MARGIN OF ERROR WITH CALCULATIONS, ELIMINATE HOURS OF MANUAL WORK AND PROVIDE A SCALE FOR WEIGHING AND RECORDING FOOD DONATIONS.

COMMUNITY IMPACT DISCRETIONARY FUNDS 2021 ONE-TIME INVESTMENTS
UWBC PROVIDED 19 ONE-TIME INVESTMENTS TO VARIOUS AGENCIES WITHIN BERKS COUNTY TOTALING \$493,623:

- \$5,000 TO THE 18TH WONDER IMPROVEMENT ASSOCIATION TO SUPPORT THE OAKBROOK COMMUNITY GARDEN. THE GRANT ASSISTED WITH PURCHASING MATERIALS TO BUILD THE BEDS, THE SOIL, HARDWARE AND SAFE AMENDMENTS REQUIRED FOR RAISED GARDEN BED FARMING, AS WELL AS WITH THE INSTALLATION OF RAIN

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COLLECTION BARRELS TO REDUCE WATER COSTS. THE GRANT ALSO ASSISTED WITH PROVIDING A FREE RAIN BARREL INSTALLATION WORKSHOP AND OTHER EDUCATIONAL PROGRAMS OPEN TO THE PUBLIC THROUGHOUT THE SUMMER.

- \$40,000 TO SUPPORT ALVERNIA UNIVERSITY'S EXPANSION OF THE OAKBROOK COMMUNITY PHYSICAL THERAPY CLINIC IN PARTNERSHIP WITH BERKS COMMUNITY HEALTH CENTER. THE GRANT WILL SUPPORT CLINICAL SUPPLIES EXPENSES, PATIENT EDUCATIONAL MATERIALS, TRANSLATION SERVICES, AND DIRECT PHYSICAL THERAPY SERVICES IN YEARS 2022 AND 2023.

- \$50,000 TO SUPPORT BARRIO ALEGRA'S OAKBROOK LOCATED ART SESSIONS (OLAS). BARRIO WILL LAUNCH THE OLAS IN 2022 TO ENGAGE OAKBROOK TEENS AND FAMILIES PROVIDING POSITIVE OPPORTUNITIES THROUGH NEIGHBOR ENGAGEMENT AND LEADERSHIP DEVELOPMENT. IN ADDITION TO THE LEADERSHIP DEVELOPMENT, OLAS WILL OFFER WEEKLY ONE-HOUR WORKSHOPS THAT WILL HELP STRENGTHEN AND BUILD RELATIONSHIPS WITH OAKBROOK NEIGHBORS WHILE CONNECTING THEM TO NEIGHBORHOOD REVITALIZATION INITIATIVES.

- \$20,000 TO THE BARRIO ALEGRIA TO SUPPORT TIMEBANK, A RECIPROCITY-BASED WORK TRADING SYSTEM IN WHICH HOURS ARE THE CURRENCY. DOLLARS WILL BE USED FOR DIRECT PERSONNEL EXPENSES, MARKETING, SUPPLIES, AND OVERHEAD.

- \$18,920 TO BERKS AREA YOUTH RECREATION TO SUPPORT STRATEGIC INITIATIVES TO REBUILD AND ENHANCE YOUTH PROGRAMMING. THE GRANT SUPPORTED OPPORTUNITIES FOR CHILDREN, YOUTH, AND THEIR FAMILIES TO PARTICIPATE IN LEARNING EXPERIENCES THAT FOSTER A SENSE OF GOOD CITIZENSHIP AND REALIGN PROGRAMMING TO ADDRESS CURRENT CULTURE, HEALTH AND NEEDS OF YOUTH IN A COVID-IMPACTED COMMUNITY.

- \$32,000 TO BERKS COMMUNITY HEALTH CENTER TO SUPPORT THE OAKBROOK COMMUNITY OUTREACH SPECIALIST. AS PART OF THE OAKBROOK COLLECTIVE IMPACT COUNCIL INITIATIVE, THE OAKBROOK COMMUNITY OUTREACH SPECIALIST

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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.

- \$27,038 TO THE BERKS COUNTY CHILDREN'S ALLIANCE CENTER. THE CHILDREN'S ALLIANCE CENTER BRINGS MEDICAL, EMOTIONAL, LEGAL, INVESTIGATIVE, AND VICTIM ADVOCACY SERVICES IN ONE CHILD-FRIENDLY LOCATION TO ENSURE THAT CHILDREN ARE NOT FURTHER VICTIMIZED BY THE SYSTEMS INTENDED TO PROTECT THEM.

- \$50,000 TO BERKS ENCORE TO SUPPORT A PART-TIME BILINGUAL CASE MANAGER OVER A THREE-YEAR PERIOD TO SUPPORT STATE-REQUIRED CONTACT WITH MEALS ON WHEELS CLIENTS. THE GRANT WILL ASSIST WITH HIRING A PART-TIME BILINGUAL CASE MANAGER TO ASSIST WITH THE STATE-REQUIRED PHONE CALL ASSESSMENTS, DATA COLLECTIONS EFFORTS, AND ALLEVIATE CARE MANAGERS WORKLOAD.

- \$30,000 TO SUPPORT CASA OF BERKS COUNTY TO ENSURE THE CONTINUED GROWTH AND SUCCESS OF THE PROGRAM 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 SERVE OVER 100 CHILDREN IN 2022.

- \$26,000 TO COMMUNITIES IN SCHOOLS OF EASTERN PA TO SUPPORT THE INTEGRATED STUDENT SUPPORTS AT 10TH AND PENN ELEMENTARY SCHOOL, READING SCHOOL DISTRICT. COMMUNITIES IN SCHOOLS IS PART OF A NATIONWIDE NETWORK DEDICATED TO ADDRESS NON-ACADEMIC BARRIERS THAT KEEP KIDS FROM SUCCEEDING IN SCHOOL AND IN LIFE. 10TH AND PENN ELEMENTARY WAS INCLUDED AND IDENTIFIED BY READING SCHOOL DISTRICT AS AN AREA OF HIGHLY DISADVANTAGED HOMES. THIS ONE TIME INVESTMENT WILL HELP SUPPORT THE FULL-TIME COMMUNITIES IN SCHOOLS (CIS) SITE COORDINATOR AT 10TH AND PENN, WHO IMPLEMENTS THE MODEL, PROVIDES CASE MANAGEMENT TO THE MOST AT

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RISK STUDENTS IN THE SCHOOL AND WORKS TOWARD A PLAN THAT ADDRESSES AT LEAST ONE OF THE FOUR PRIORITY AREAS.

- \$14,465 TO EMERGENCY MEDICAL TRAINING TO SUPPORT RENT EXPENSES AND CPR/FIRST AID TRAINING MATERIALS. WITH THIS GRANT EMERGENCY MEDICAL TRAINING, A LOCAL AUTHORIZED AMERICAN HEART ASSOCIATION TRAINING CENTER, WILL CONTINUE TO TRAIN MEMBERS OF THE BERKS COMMUNITY TO MEET EMERGENCY HEALTH CARE NEEDS. TRAINING OVER 4,000 INDIVIDUALS ANNUALLY, WEEKLY CLASSES WILL CONTINUE IN EXETER TOWNSHIP FOCUSING ON CPR/FIRST AID, AS WELL AS, HOW TO USE AN AUTOMATED EXTERNAL DEFIBRILLATOR.

- \$26,000 TO SUPPORT GREATER READING MENTAL HEALTH ALLIANCE (GRMHA) GUARDIANSHIP PROGRAM. THROUGH THE GUARDIANSHIP PROGRAM, GRMHA IS LEGALLY RESPONSIBLE FOR THE CARE OF SOMEONE WHO IS UNABLE TO MANAGE THEIR OWN AFFAIRS. IN ADDITION TO MONTHLY MEETINGS AND NECESSARY DOCUMENTATION, GRMHA IS AVAILABLE 24/7 FOR EMERGENCY SITUATIONS FOR GUARDIANSHIP CLIENTS. THE EXISTING GUARDIANSHIP PROGRAM DOES NOT HAVE THE CAPACITY TO MEET CURRENT DEMAND FOR SERVICES. UNITED WAY'S GRANT OF \$26,000 WILL SUPPORT THE FIRST-YEAR SALARY OF A PART-TIME GUARDIANSHIP EMPLOYEE.

- \$36,600 TO HCSC BLOOD CENTER, MILLER-KEYSTONE BLOOD CENTER (MKBC) TO SUPPORT THE PURCHASE OF A TRIMA ACCEL AUTOMATED BLOOD COLLECTION SYSTEM. WITH THIS GRANT MKBC WILL PURCHASE AN ADDITIONAL TRIMA ACCEL, A DEVICE THAT WILL ENABLE THE CENTER TO PRODUCE A BETTER-QUALITY BLOOD PRODUCT AND COLLECT CONVALESCENT PLASMA TO TREAT THOSE AFFECTED BY COVID-19, FOR THE READING COLLECTION CENTER. THE CRITICAL BLOOD SHORTAGE CONTINUES AND THE TRIMA WILL INCREASE PRODUCTIVITY AND DECREASE PRODUCT LOSS DUE TO QUALITY CONTROL ISSUES. THE TRIMA SEPARATES WHOLE BLOOD INTO ITS COMPONENTS: PLATELETS, PLASMA, AND RED BLOOD CELLS. FOR THE BLOOD DONOR, A TRIMA ACCEL HAS 25-40 PERCENT

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SHORTER PROCEDURE TIME, AND THE SINGLE-NEEDLE TECHNIQUE IMPROVES DONOR COMFORT AND EXPERIENCE.

- \$12,600 TO HELPING HARVEST TO ENGAGE TWEED-WEBER-DANKS, INC. IN THE ORGANIZATION'S STRATEGIC PLANNING PROCESS. TO BEST SERVE COMMUNITY PARTNERS AND CLIENTS WHO REQUIRE CRITICAL FOOD ASSISTANCE, IT IS NECESSARY TO ROUTINELY ANALYZE OPERATIONS AND SET STRATEGIC GOALS FOR THE FUTURE. WORKING ON THESE OBJECTIVES WITH AN EXPERIENCED CONSULTANT IN THE WINTER OF 2022 WILL HELP BETTER SERVE THOSE IN NEED IN THE MOST EFFICIENT CAPACITY.

- \$25,000 TO PENN STATE HEALTH ST. JOSEPH TO CONTINUE SUPPORT OF VEGGIE RX AND HEALTHY FOOD ACCESS/SECURITY INITIATIVE. HAVING RECEIVED FORMAL APPROVAL FROM THE HOSPITAL'S INSTITUTIONAL REVIEW BOARD (IRB), FUNDING THROUGH THIS REQUEST WILL SUPPORT THE CONTINUATION AND EXPANSION OF THE VEGGIE RX 2.0 PROGRAM, WHICH INCLUDES EDUCATIONAL SESSIONS, FOOD VOUCHERS, FOOD PANTRY DISTRIBUTIONS, AND THE WEEKLY BLUE MOUNTAIN ACADEMY FARMERS MARKET TO PATIENTS IN THE DIABETES PREVENTION PROGRAM (DPP) AND CENTERING PREGNANCY PROGRAM.

- \$25,000 TO THE READING PUBLIC LIBRARY TO SUPPORT EARLY LITERACY PROGRAMMING. 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 UNITED WAY OF PENNSYLVANIA TO LAUNCH A NEW AND MORE EFFICIENT PHONE SYSTEM FOR PA 211. TO ENHANCE THE PHONE INFRASTRUCTURE, AND THEREFORE INCREASE CALL RELIABILITY AND CUSTOMER SERVICE RESPONSIVENESS, THE UWBC INVESTMENT IS TO BE USED TO SUPPORT COSTS

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ASSOCIATED WITH LICENSING, INSTALLATION, TRAINING, ETC. OF THE NEW PHONE SYSTEM, REVATION'S LINKLIVE.

- \$5,000 TO THE VILLAGE OF READING TO SUPPORT THE LAUNCH OF THE VILLAGE YOUTH VIOLENCE PREVENTION PROJECT (VYVP). THE GRANT WILL COVER THE INITIAL 90-DAY STARTUP FUNDS NEEDED TO ESTABLISH AN OFFICE TO BE ABLE TO BEGIN TO DELIVER THE VILLAGE YOUTH VIOLENCE PREVENTION PROJECT DURING THE CASH FLOW LAG UNTIL FUNDS ARE RECEIVED THROUGH THE STATE CONTRACT.

- \$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 DISTRICT, AND CONNECTS TO UNITED WAY OF BERKS COUNTY'S READY.SET.READ! INITIATIVE.

LIVE UNITED GRANTS 2021

LIVE UNITED GRANTS ARE ONE-TIME SMALL GRANTS, UP TO \$5,000, PROVIDED TO GRASS-ROOTS OR COMMUNITY-BASED ORGANIZATIONS WORKING ON "GREAT IDEAS" AND CREATIVE PROJECTS THAT BRING PEOPLE TOGETHER TO HELP IMPROVE THE QUALITY OF LIFE FOR BERKS COUNTY RESIDENTS. THIS GRANT PROGRAM IS ESPECIALLY INTENDED FOR ORGANIZATIONS THAT MAY HAVE LIMITED ACCESS TO TRADITIONAL SOURCES OF FUNDING. TOTAL GRANT AMOUNT FOR 2021 IS \$27,500.

- \$5,000 TO BERKS BUSINESS EDUCATION COALITION (BBEC) TO STUDENTS INTERACTING WITH BUSINESS: INTERNSHIP PROGRAM. THE LIVE UNITED GRANT WILL PROVIDE SUPPORT FOR BBEC TO ASSIST THE 16 BERKS COUNTY SCHOOL DISTRICTS THAT INCLUDE THE INTERNSHIP COMPONENT IN THEIR SENIOR YEAR CURRICULUM TO STRENGTHEN AND BROADEN THEIR PROGRAMS. THE ENDEAVOR WILL ALSO INTRODUCE THE INTERNSHIP CONCEPT TO THE TWO REMAINING SCHOOL

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DISTRICTS THAT CURRENTLY DO NOT OFFER THE INTERNSHIP COMPONENT. THE PURPOSE OF AN INTERNSHIP PLACEMENT IS FOR STUDENTS TO INVESTIGATE A POSSIBLE CAREER INTEREST WHILE STILL IN HIGH SCHOOL. THEY RECEIVE ACADEMIC CREDIT FOR THE EXPERIENCE AS THEY FULFILL PROGRAM REQUIREMENTS.

- \$5,000 TO GIRLS ON THE RUN OF BERKS COUNTY 2022 CAMP GOTR PROGRAM.

GIRLS ON THE RUN OF BERKS COUNTY (GOTR BERKS) IS A PHYSICAL ACTIVITY-BASED POSITIVE YOUTH DEVELOPMENT PROGRAM DESIGNED TO ENHANCE GIRLS' SOCIAL, PSYCHOLOGICAL, AND PHYSICAL SKILLS AND BEHAVIORS TO SUCCESSFULLY NAVIGATE LIFE EXPERIENCES. GOTR BERKS OFFERS A ONE-WEEK PROGRAM, CAMP GOTR FOR GIRLS IN GRADES 3-5 TO INCREASE OVERALL PROGRAM ACCESSIBILITY AND PROVIDE ELEMENTARY SCHOOL-AGED GIRLS WITH OPPORTUNITIES FOR PHYSICAL ACTIVITY AND SOCIAL-EMOTIONAL SKILL DEVELOPMENT DURING SUMMER BREAK AND NON-SCHOOL TIMES. THE LIVE UNITED GRANT WILL HELP OFFSET COSTS FOR 2022 AND PROVIDE FINANCIAL ASSISTANCE TO GIRLS IN NEED OF THE SUPPORT.

- \$5,000 TO MENTORS FOR BERKS YOUTH TO LAUNCH A COLLEGE BOUND MENTORING PROGRAM. MENTORS FOR BERKS YOUTH GUIDES STUDENTS WITH POTENTIAL TOWARD POST-SECONDARY SUCCESS BY PROVIDING ONE-TO-ONE RELATIONSHIPS WITH ACCOMPLISHED, DEDICATED ADULTS. THE COLLEGE BOUND MENTORING WILL HELP FIRST GENERATION STUDENTS CHART THEIR FUTURE THROUGH POST-SECONDARY EDUCATION AND BEYOND. THE PROGRAM AIMS TO EXPAND THE HORIZONS OF LOW-INCOME STUDENTS, ENABLING THEM TO BETTER UNDERSTAND THEIR OPTIONS AND HELP THEM MAKE INFORMED POST-SECONDARY CHOICES.

- \$2,500 TO SCHWARZWALD UCC PRESCHOOL TO ASSIST WITH PURCHASING NEW PLAYGROUND EQUIPMENT TO ALLOW ONGOING LEARNING THROUGH OUTSIDE PLAY. SCHWARZWALD UCC PRESCHOOL PROVIDES A WARM, CARING AND STIMULATING EARLY CHILDHOOD EDUCATION FOR CHILDREN, TWO TO FIVE YEARS OF AGE. THE

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PLAYGROUND PROVIDES HEALTHY ACTIVITIES FOR THE CHILDREN, ESPECIALLY
HAVING ACCESS TO OUTSIDE SOCIAL PLAY DUE TO THE IMPACTS OF COVID-19.

SOME OF OUR EQUIPMENT IS IN GREAT NEED OF UPGRADING AND ENHANCEMENT
BECAUSE OF AGE (OVER 40 YEARS OLD) AND THE WEATHER ELEMENTS AND TO
UPGRADE FOR SOCIAL AND PHYSICAL DEVELOPMENT FOR THE PRESCHOOLERS.

TUITION IS HELD AT A LEVEL THAT IS AFFORDABLE FOR THE COMMUNITY
FAMILIES, BUT IT CANNOT SUPPORT THE EXPENSE OF REPLACING THE SWING SET
AND SEVERAL OTHER PIECES OF EQUIPMENT. THE LIVE UNITED GRANT WILL
ASSIST WITH REPLACING THE DETERIORATING PIECES.

- \$5,000 TO WIDOKTADWEN CENTER FOR NATIVE KNOWLEDGE TO SUPPORT THE
LAUNCH OF THE FIREKEEPERS YOUTH PROGRAM. THE WIDOKTADWEN CENTER FOR
NATIVE KNOWLEDGE IS DEDICATED TO PROMOTING THE VISIBILITY OF NATIVE
AMERICANS IN BERKS COUNTY THROUGH COMMUNITY EDUCATION, LEADERSHIP, AND
ACTIVISM. CENSUS RESULTS IDENTIFY NATIVE AMERICANS AS A RAPIDLY GROWING
POPULATION IN THE UNITED STATES. ACCORDING TO THE 2019 AMERICAN
COMMUNITY SURVEY, BERKS COUNTY IS HOME TO APPROXIMATELY 8,114 AMERICAN
INDIANS/ALASKA NATIVES AND ABOUT 543 NATIVE HAWAIIANS/OTHER PACIFIC
ISLANDERS. AS A MINORITY GROUP, NO FORMAL STRUCTURE EXISTS IN THE
COUNTY THAT SPECIFICALLY FOCUSES ON THE NEEDS OF THE NATIVE AMERICAN
COMMUNITY AND EDUCATIONAL REFORM RELATED TO TEACHING ABOUT NATIVE
PEOPLES IN K-12 AND HIGHER EDUCATION. THE FIREKEEPERS YOUTH PROGRAM
WILL OFFER ENRICHMENT OPPORTUNITIES THAT PROMOTE THE HEALTH AND
DEVELOPMENT OF NATIVE AMERICAN YOUTH, AGES 12-18, WITHIN AN INDIGENOUS
CONTEXT. THE PROGRAM TEACHES NATIVE YOUTH WHAT IT MEANS TO "KEEP THE
FIRE" OF NATIVE CULTURES AND PEOPLE AND HOW TO LIVE "MNO BMADZEWEN," A
GOOD LIFE, IN THE TRADITIONAL NATIVE AMERICAN WORLDVIEW.

- \$5,000 TO SUPPORT WOOD-TO-WONDERFUL INC. 2021-2022 READING IS
TOYRIFIC PROGRAM. READING IS TOYRIFIC IS A LITERACY OUTREACH PROGRAM

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DESIGNED TO PROVIDE MUCH-NEEDED AGE-APPROPRIATE BOOKS AND RELATED MOTIVATIONAL WOODEN TOYS FOR THE YOUNGEST LEARNERS IN READING. FROM OCTOBER TO MAY, A BOOK WILL BE READ TO 13TH & UNION ELEMENTARY SCHOOL IN READING SCHOOL DISTRICT. THIS PROGRAM WAS PREVIOUSLY DELIVERED BY VOLUNTEERS, DUE TO COVID PROTOCOLS, THE CLASSROOM TEACHERS WILL INSTEAD READ THE BOOKS PROVIDED BY WOOD-TO-WONDERFUL THIS FALL. FOLLOWING THE SESSION, EACH CHILD WILL RECEIVE HIS OR HER PERSONAL COPY OF THE BOOK AND A RELATED WOODEN TOY TO KEEP. AT THE END OF THE 2021-22 SCHOOL YEAR, EACH CHILD WILL HAVE A HOME LIBRARY AND A COLLECTION OF RELATED TOYS.

SUMMER LEARNING GRANTS 2021

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 2021 SUMMER LEARNING PROGRAMMING FOR STUDENTS UP TO AND INCLUDING 3RD GRADE. SIXTEEN APPLICATIONS FOR \$80,000 IN FUNDING REQUESTS WERE RECEIVED. FOLLOWING A THOROUGH REVIEW PROCESS, THE COMMITTEE APPROVED THE FOLLOWING 10 PROGRAMS FOR A TOTAL FUNDING OF \$50,000:

- \$5,000 TO 10TH AND PENN ELEMENTARY, READING SCHOOL DISTRICT FOR FEEL GOOD GARDENING
- \$5,000 TO BERKS AREA YOUTH RECREATION INC. FOR SUMMER READING RANGERS
- \$5,000 TO DANIEL BOONE AREA PRIMARY CENTER FOR SUMMER ACADEMIC CONNECTIONS ACADEMY
- \$5,000 TO MILLMONT ELEMENTARY SCHOOL, READING SCHOOL DISTRICT FOR READY.SET.READ!
- \$5,000 TO MT. PENN PRIMARY CENTER FOR SWIM INTO KINDERGARTEN

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- \$5,000 TO OLIVET BOYS AND GIRLS CLUB OF READING AND BERKS COUNTY FOR
OLIVET SUMMER READING PROGRAM

- \$5,000 TO READING PUBLIC LIBRARY FOR SUMMERSTEAM@RPL

- \$5,000 TO SCHUYLKILL VALLEY ELEMENTARY SCHOOL FOR SUMMER SCHOOL-TITLE
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- \$5,000 TO TEACHERS IN THE PARK FOR TIPS 2021

- \$5,000 TO WILLOW CREEK ELEMENTARY SCHOOL/FLEETWOOD AREA SCHOOL
DISTRICT FOR FLEETWOOD TIGERS SUMMER LEARNING

BERKS COVID-19 RESPONSE FUND GRANTS

AS A RESULT OF THE COVID-19 PANDEMIC, UNITED WAY OF BERKS COUNTY
LAUNCHED ITS BERKS COVID-19 RESPONSE FUND IN MARCH OF 2020 TO ADDRESS
THE IMMEDIATE IMPACTS OF THE PANDEMIC. OVER \$800,000 WAS DISTRIBUTED TO
44 ORGANIZATIONS REACHING AN ESTIMATED 280,000 IN BERKS COUNTY.

NONPROFITS SERVING THE MOST-VULNERABLE IN THE COMMUNITY CONTINUED TO
STRUGGLE IN 2021 WHETHER FROM INCREASED DEMAND ON SERVICES OR CONTINUED
FINANCIAL SHORTFALLS. THE BERKS COVID-19 RESPONSE GRANTS WERE AVAILABLE
TO PROVIDE FLEXIBLE RESOURCES TO HEALTH AND HUMAN SERVICE ORGANIZATIONS
ACROSS BERKS COUNTY. TO MEET THE CONTINUING AND EMERGING NEEDS OF THE
COMMUNITY, THE BERKS COVID-19 RESPONSE INTENDS TO FUND APPLICATIONS
SEEKING TO ADDRESS THE FOLLOWING:

- IMMEDIATE AND CRITICAL SERVICES IMPACTING THE BERKS COUNTY COMMUNITY
- SUCH SERVICES INCLUDE HOUSING INSTABILITY, FOOD INSECURITY, MENTAL
HEALTH, ETC. ORGANIZATIONS MAY BE EXPERIENCING INCREASED DEMAND FOR
SERVICES, OPERATIONAL DISTRESS, AND/OR INCREASED COSTS TO CONTINUE
CURRENT SERVICES.

- WHAT ARE WAYS YOUR ORGANIZATION IS WORKING TO ADDRESS THE IMMEDIATE
AND LONGER-LASTING EFFECTS OF THE PANDEMIC ON YOUR ORGANIZATION AND/OR
CLIENTS. ORGANIZATIONS ARE RESILIENT AND MAY HAVE IDENTIFIED STRATEGIES

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AND SOLUTIONS TO BRIDGE THIS CRISIS AND CONTINUING PROVIDING VITAL COMMUNITY SERVICES. SUCH EFFORTS COULD INCLUDE CAPACITY BUILDING, IMPROVING INTERNAL PROCESSES AND/OR SERVICE DELIVERY, EQUIPPING STAFF WITH APPROPRIATE TECHNOLOGY, STRATEGIC PLANNING, ETC.

IN 2021, 24 COVID GRANTS TOTALING \$804,887:

- \$50,000 TO OLIVET BOYS AND GIRLS CLUB OF READING AND BERKS COUNTY TO SUPPORT OLIVET HUBS OF HOPE, A PROGRAM DESIGNED TO FIGHT FOOD AND HYGIENE INSECURITIES FOR YOUTH AND THEIR FAMILIES DUE TO CONTINUED IMPACTS OF COVID-19. HUBS OF HOPE NOW ENCOMPASSES SEVERAL OF OBGC EFFORTS TO SUPPORT FAMILIES INCLUDING THE FOOD DISTRIBUTION, HYGIENE PAX, AND A NEWER PROGRAM CALLED LUCI'S LIGHT; THAT SUPPORTS YOUTH WHO LOSE A PARENT OR GUARDIAN WITH MEALS, FOOD GIFT CARDS, AND MENTAL HEALTH COUNSELING FOR GRIEF AND LOSS. IN PARTNERSHIP WITH BERKS COUNTY INTERMEDIATE UNIT, THE OBGC WILL BE ABLE TO EXTEND MENTAL HEALTH COUNSELING TO ALL YOUTH PARTICIPANTS INCLUDING LUCI'S LIGHT AND THOSE EXPERIENCING COVID-19 RELATED TRAUMA. BCIU COUNSELORS ARE AVAILABLE IN PERSON AND VIA ZOOM FOR ONE-TO-ONE AND/OR GROUP COUNSELING SESSIONS. THE AGENCY HAS ALSO PARTNERED WITH BLANKETS OF HOPE AND FECERA'S TO PROVIDE TWIN BED SETS TO YOUTH IN NEED.

- \$50,000 TO CLARE OF ASSISI HOUSE TO SUPPORT UNANTICIPATED OPERATIONAL EXPENSES RESULTING FROM COVID-19. DURING THE FIRST 5 MONTHS OF COVID (MARCH-JULY 2020), ALL RESIDENTS AND STAFF WERE UNDER LOCKDOWN RULES TO RESTRICT THE FLOW OF TRAFFIC IN AND OUT OF THE FACILITY. AS THE PANDEMIC CONTINUED THE ORGANIZATION WAS CHALLENGED BY A LACK OF VOLUNTEER SUPPORT; DUE TO HEALTH CONCERNS AND PERSONAL CIRCUMSTANCES THEY DID NOT FEEL COMFORTABLE WORKING ONSITE AT CLARE HOUSE. THE REDUCTION IN VOLUNTEERS REQUIRED THE ORGANIZATION TO INCREASE STAFFING HOURS. ADDITIONALLY, DUE TO COVID CLIENTS SPEND MORE TIME AT CLARE

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HOUSE WHICH HAS INCREASED PROGRAMMING COSTS FOR UTILITIES, FOOD, PERSONAL CARE, AND TRANSPORTATION. INCREASED STAFFING AND PROGRAMMING COSTS HAVE NEGATIVELY AND SIGNIFICANTLY IMPACTED THE OPERATING BUDGET.

- \$50,000 TO PROSPECTUS BERCO TO SUPPORT THE RETENTION OF DIRECT CARE STAFF THROUGH HAZARD PAY AND PROVISION OF NECESSARY PPE TO CONTINUE SAFE DELIVERY SERVICES IN THEIR RESIDENTIAL HOMES. THE SUPPORT FROM THE COVID-19 GRANT, WILL SUPPORT THE PURCHASE OF PPE (\$34,000) - GLOVES, GOWNS, KN95 MASKS, AND CLEANING SUPPLIES. PROSPECTUS BERCO WOULD ALSO USE THE REMAINING FUNDING FOR HAZARD PAY FOR THE DIRECT CARE STAFF.

- \$12,000 TO HANNAH'S HOPE MINISTRIES TO MAKE ENHANCEMENTS TO THEIR COMMUNAL LIVING PROGRAM IN AN EFFORT TO MITIGATE THE SPREAD OF COVID-19. AS A DIRECT RESULT OF COVID-19, HHM HAS EXPERIENCED FINANCIAL HARDSHIP AND A REDUCTION IN VOLUNTEERS AND DONATIONS. HANNAH'S HOPE CONTINUES TO FIND SHORT AND LONG-TERM SOLUTIONS TO REDUCE THE SPREAD OF THE VIRUS WITH THREE PROPOSED ENHANCEMENTS LAMINATE FLOORING, DEDICATED TOWELS AND BEDDING, AND TOY STERILIZATION BINS.

- \$50,000 TO HOPE RESCUE MISSION TO SUPPORT CLIENT PROGRAMMING FOR FOOD SERVICES, TELEHEALTH AND VIRTUAL ACCESS TO COMMUNITY RESOURCES. THE GRANT WILL SUPPORT RENOVATING AN EXISTING STORAGE SPACE TO HOUSE THE TELEHEALTH KIOSK AND FLEX OFFICE SPACE FOR OUTSIDE AGENCIES TO SERVE CLIENTS OR FOR CLIENTS TO UTILIZE LAPTOPS/OTHER DEVICES FOR VIRTUAL APPOINTMENTS AS WELL AS PURCHASE ADDITIONAL LAPTOPS FOR OUR GUESTS TO USE FOR VIRTUAL APPOINTMENTS AND FOR CLIENT FOOD SERVICES.

- \$50,000 TO LGBT CENTER OF GREATER READING TO SUPPORT THE ADMINISTRATION OF THEIR PANDEMIC ISOLATION SUPPORT PROGRAM EXPERIENCING INCREASED DEMAND BUT FINANCIAL DISTRESS DUE TO THE IMPACTS OF COVID-19. THE GRANT WILL SUPPORT TWO PART TIME STAFF OF THE PANDEMIC ISOLATION

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SUPPORT PROGRAM. THE CENTER WILL ALSO USE THE GRANT TO CONTRACT FOR DEVELOPMENT ASSISTANCE TO HELP GUIDE SUSTAINABLE FUNDRAISING EFFORT, AS WELL AS HELP COVER EXPENSES RELATED TO RENTAL FOR ADDITIONAL SPACE, INSURANCE, PROGRAM SUPPLY COSTS, AND CLIENT TRANSPORTATION.

- \$48,600 TO BERKS ENCORE TO SUPPORT ENGAGEMENT OF A STRATEGIC PLANNING CONSULTANT AND INITIAL IMPLEMENTATION OF THE POST-COVID PLAN FOR THE FUTURE OF THE ORGANIZATION. BERKS ENCORE WILL ENGAGE A STRATEGIC PLANNING CONSULTANT. THROUGHOUT THE STRATEGIC PLANNING PROCESS, BERKS ENCORE ANTICIPATES THE FOLLOWING EXPENSES FOR THE COMPLETION OF THE PROCESS AND IMPLEMENTATION: DIGITAL PLATFORMS, PRINTING, AND MARKET RESEARCH/FOCUS GROUPS.

- \$28,533 TO CASA OF BERKS COUNTY FOR ADDITIONAL STAFFING TO FOCUS ON YOUTH AGES 15-23 TO REDUCE HOMELESSNESS IN BERKS COUNTY THAT HAS ESCALATED BECAUSE OF THE COVID-19 PANDEMIC. THE GRANT WILL ASSIST WITH HIRING A HALF-TIME PROGRAM COORDINATOR WHO WILL RECRUIT AND TRAIN VOLUNTEERS TO BE SKILLED ADVOCATES AND/OR MENTORS FOR 15 TEENS BETWEEN THE AGES OF 15-23 WHO ARE IN FOSTER CARE OR ONCE WERE IN FOSTER CARE IN BERKS COUNTY. FOSTERING FUTURES IS BEING LAUNCHED AS A PILOT PROGRAM TO DETERMINE ITS EFFECTIVENESS IN BERKS COUNTY.

- \$23,500 TO NEW JOURNEY COMMUNITY OUTREACH, INC. TO SUPPORT CAPACITY BUILDING, IMPROVING COVID SAFETY PRECAUTIONS, AND STRENGTHENING INTERNAL PROCESSES DUE TO THE INCREASE IN CLIENTS SERVED BECAUSE OF THE COVID-19 PANDEMIC. NJCO HAS LONG NEEDED TO BUILD ITS STAFF CAPACITY BUT COVID HAS MADE THAT EVEN MORE CRITICAL. NOT ONLY HAS DEMAND INCREASED BUT SO HAS THE AMOUNT OF WORK; COVID SAFETY PROTOCOLS AND THE INCREASED NUMBER OF CLIENTS REQUIRE MORE SETUP, SUPERVISION, AND TEARDOWN FOR LUNCHESES AND DISTRIBUTIONS. VOLUNTEERS HAVE ALWAYS BEEN A CRITICAL COMPONENT OF NJCO AND COVID HAS DRASTICALLY AFFECTED THE NUMBER OF

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VOLUNTEERS WILLING AND/OR ABLE TO ASSIST. A FOOD PANTRY ASSISTANT WILL GIVE THE FOOD PROGRAM COORDINATOR MORE TIME FOR PROGRAM STRUCTURE AND ANALYZING HOW TO REACH MORE BERKS RESIDENTS SAFELY AND EFFECTIVELY IN NEED.

- \$10,154 TO READING AREA COMMUNITY COLLEGE IN SUPPORT OF ACCESSIBILITY TO TECHNOLOGY FOR COMMUNITY EDUCATION STUDENTS. THE LITERACY PROGRAMS CURRENTLY SERVE 402 STUDENTS AND PLANS TO ENROLL ANOTHER 100 FOR MAY 2021 CLASSES. IT IS ANTICIPATED THAT MANY OF THOSE STUDENTS WILL HAVE TECHNOLOGY NEEDS AS WELL. WITH SUPPORT FROM THE COVID-19 RESPONSE GRANT, RACC WOULD PURCHASE AN ADDITIONAL 30 SAMSUNG CHROMEBOOKS, 30 GOOGLE CHROME LICENSES, AND 1 ANYWHERE CART TO STORE AND CHARGE CHROMEBOOKS TO ALLOW STUDENTS TO BORROW DEVICES AS NEEDED FOR CLASS PARTICIPATION.

- \$20,000 TO GRACE EVANGELICAL LUTHERAN CHURCH TO SUPPORT THE REPLACEMENT OF THE EXISTING HVAC SYSTEM WITH SUITABLE EQUIPMENT AND DUCTWORK IN THE FELLOWSHIP HALL TO INCREASE THE AIRFLOW AND THE FILTRATION OF THE AIR IN THE SPACE. THE HVAC SYSTEM IN THE FELLOWSHIP HALL WAS INADEQUATE TO DELIVER SUITABLE AIR EXCHANGES TO MEET THE CURRENT CDC GUIDELINES AND STERILIZE THE AIR WITH SUITABLE TECHNOLOGY. THE NEW SYSTEM WILL ALLOW ACCESS TO COMMUNITY OUTREACH EFFORTS AND USE BY OTHER ORGANIZATIONS INCLUDING THE GRACE FOOD PANTRY WHICH PROVIDES FOOD FOR 75-100 FAMILIES EVERY MONTH, MEALS-ON-WHEELS DISTRIBUTION, AND SEVERAL YOUTH PROGRAMS INCLUDING THE OLIVET BOYS AND GIRLS CLUB, BOY SCOUTS, AND GIRL SCOUTS, AND FOR MEETINGS AND SPECIAL EVENTS. MUSICAL GROUPS SUCH AS THE READING JUNIOR STRINGS AND READING PHILHARMONIC ORCHESTRA ALSO UTILIZE THE SPACE.

- \$25,500 TO BOYERTOWN AREA MULTI-SERVICE, INC. TO SUPPORT THE UPGRADE OF THEIR SENIOR CENTER HVAC SYSTEM TO REDUCE HEALTH AND SAFETY CONCERNS

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BECAUSE OF THE PANDEMIC. BOYERTOWN AREA MULTI-SERVICE IS PLANNING FOR A FUTURE THAT INCLUDES A RETURN TO HOSTING CONGREGATE MEALS AND ONSITE SENIOR ACTIVITIES. TO DELIVER SERVICES SAFELY A NEW VENTILATION SYSTEM IS REQUIRED. A NEW SYSTEM WILL INCREASE THE DELIVERY OF CLEAN AIR AND DILUTE POTENTIAL CONTAMINANTS FOR THE HEALTH AND SAFETY OF THEIR SENIORS WHILE PROVIDING A TEMPERATURE-CONTROLLED ENVIRONMENT FOR SENIORS LACKING AIR CONDITIONING AT HOME DURING THE SUMMER MONTHS.

- \$14,000 TO SALVATION ARMY READING CORPS SUPPORTING THEIR STRATEGIC PLANNING PROJECT TO ASSESS THEIR CURRENT CIRCUMSTANCES INCLUDING THE LONG-LASTING EFFECTS OF THE PANDEMIC ON THE ORGANIZATION OPERATIONS.

- \$5,000 TO TOWER HEALTH AT HOME BERKS TO PURCHASE ADDITIONAL PERSONAL PROTECTIVE EQUIPMENT AS A RESULT OF THE CONTINUING PANDEMIC. AS PRECAUTIONARY MEASURES CONTINUE TO BE TAKEN TO PROTECT BOTH STAFF AND PATIENTS, THE TOWER HEALTH BUDGET FOR PERSONAL PROTECTIVE EQUIPMENT WILL CONTINUE TO INCREASE. THROUGH THIS REQUEST, TOWER HEALTH AT HOME WOULD SUPPORT THE FOLLOWING PPE EXPENSES: MASKS, NITRILE GLOVES, GOWNS, SANITIZER AND SHOE COVERS.

- \$16,000 TO PENNSYLVANIA ADULT & TEEN CHALLENGE TO SUPPORT TECHNOLOGY UPGRADES TO DELIVER THEIR SUBSTANCE ABUSE TELEHEALTH COUNSELING PROGRAM. PRIOR TO COVID-19, THE NATIONAL DRUG EPIDEMIC HAD CONTRIBUTED TO AN UNPRECEDENTED NUMBER OF DEATHS. IN 2021, INCREASING EVIDENCE SUGGESTS COVID-19 HAS WORSENERED SUBSTANCE USE AND MENTAL HEALTH SYMPTOMS ACROSS OUR NATION, ESPECIALLY AMONG VULNERABLE POPULATIONS. HOWEVER, WHILE THE NEED FOR SUPPORT IS GROWING, ACCESS TO SUPPORT IS DIMINISHING; ESPECIALLY FOR LOW-INCOME INDIVIDUALS AND THOSE EXPERIENCING HOMELESSNESS. THIS GRANT WILL ENABLE PAATC TO PURCHASE THE EQUIPMENT TO SET-UP 25 ADDITIONAL TELEHEALTH STATIONS INCREASING ACCESS TO COUNSELING.

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- \$50,000 TO HELPING HARVEST TO SUPPORT THE CONTINUING COSTS OF INCREASED FOOD NEED AND TEMPORARY WAREHOUSE WORKERS DUE TO THE PANDEMIC. THE COVID PANDEMIC HAD A SEVERE IMPACT ON THE OPERATIONS OF HELPING HARVEST ON MANY LEVELS. AS A RESULT OF THE PANDEMIC, AND ITS ECONOMIC FALLOUT, THEY SAW AN IMMEDIATE SPIKE IN THE DEMAND FOR FOOD ASSISTANCE. MOVING INTO 2021, HH IS STILL SEEING A HEIGHTENED LEVEL OF NEED FOR FOOD ASSISTANCE. THE FUNDS FROM THIS REQUEST WOULD BE UTILIZED TO SUPPORT THE TWO BIGGEST EXPENSES RELATED TO COVID RELIEF EFFORTS: FOOD PURCHASES AND PERSONNEL (ESPECIALLY TEMPORARY WORKFORCE).

- \$50,000 TO YMCA OF READING & BERKS COUNTY TO SUPPORT THE Y EDUCATIONAL SUPPORT (YES) PROGRAM ADDRESSING VIRTUAL LEARNING NEEDS IN PARTNERSHIP WITH SOUTHERN MIDDLE SCHOOL. THE NEED FOR ONGOING VIRTUAL LEARNING CENTERS AND SUMMER ACTIVITIES TO MITIGATE FURTHER LEARNING LOSS CONTINUES IN 2021. THE YMCA'S YES PROGRAM IS PARTICULAR NEEDED BECAUSE IT SUPPORTS MIDDLE SCHOOL STUDENTS, AN AGE GROUP THAT WAS ALREADY UNDERSERVED BEFORE THE PANDEMIC AND NOW NEEDS SUPPORT MORE THAN EVER. THIS PROGRAM WILL ALLOW STUDENTS TO STAY SOCIAL, ACTIVE AND INVOLVED DURING THE SUMMER MONTHS IN A POSITIVE AND SAFE ENVIRONMENT.

- \$20,400 TO JOHN PAUL II CENTER TO SUPPORT THEIR MIGRATION FROM IN-HOUSE TO A CLOUD-BASED SERVER GREATLY ENHANCING THEIR INTERNAL AND EXTERNAL TECHNOLOGY CAPABILITIES. BERKS COVID RESPONSE GRANT FUNDS WOULD ALLOW JP II TO TRANSITION FROM AN IN-HOUSE SERVER TO A CLOUD-BASED SOLUTION. THE CURRENT SERVER IS A YEAR PAST ITS EXPECTED "LIFE EXPECTANCY," SO THE MOVE REDUCES THE CHANCE OF A SYSTEM FAILURE. WITH INCREASED RELIANCE ON REMOTE ACCESS, THIS UPGRADE ALLOWS THEM TO MEET THE NEEDS NOW AS A RESULT OF THE COVID-19 PANDEMIC AND INTO THE FUTURE. THIS TECHNOLOGY REPRESENTS THE SECOND STEP IN AN OVERALL PLAN TO IMPROVE ACCESS BOTH INTERNALLY AND EXTERNALLY.

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- \$50,000 TO ALBRIGHT COLLEGE'S 13TH STREET EDUCATIONAL PARTNERSHIP SUPPORTING STRUGGLING STUDENTS IN THE NORTHEAST READING RSD SCHOOLS. IN COLLABORATION WITH THE PRINCIPAL AT 12TH & MARION, THE ALBRIGHT AFTER SCHOOL HOMEWORK HELP TUTORING PROGRAM WAS DEVELOPED IN RESPONSE TO THE PANDEMIC. USING GOOGLE CLASSROOM, HOMEWORK HELP MEETS WEEKDAYS FROM 3-4PM TO PROVIDE HELP WITH ASSIGNMENTS, OPPORTUNITIES FOR READING ONE-ON-ONE WITH STAR READER VOLUNTEERS, IN ADDITION TO PROVIDING OPPORTUNITIES FOR FRIENDSHIP AND MENTORSHIP. ALBRIGHT PROFESSORS VOLUNTEER EXPERTISE AND PROVIDE EXPERIENTIAL LEARNING OPPORTUNITIES ON FUN FRIDAYS. IN FEBRUARY 2021, THE PARTNERSHIP HIRED TWO 12TH AND MARION TEACHERS TO HELP FACILITATE HOMEWORK HELP, MADE POSSIBLE DUE TO A SMALL CUSHION IN THE BUDGET FROM CAREFUL SPENDING AND STAFF TRANSITION. TEACHER FACILITATORS HAVE MADE A SIGNIFICANT IMPACT ON THE PARTNERSHIP'S ABILITY TO DELIVER TARGETED HELP TO STRUGGLING STUDENTS. TEACHERS ARE NOW HELPING TO FACILITATE IN TWO OTHER NORTHEAST SCHOOLS, 13TH & UNION AND NORTHEAST MIDDLE SCHOOL. AS READING STUDENTS RETURN TO SCHOOL, THE TRUE IMPACT OF COVID-19 WILL START TO PRESENT. WITH DOLLARS FROM THE COVID-19 RESPONSE REQUEST, THE 13TH STREET EDUCATIONAL PARTNERSHIP CAN CONTINUE DELIVERING THE SUPPORTIVE ACADEMIC SERVICES NOW THROUGH THE END OF 2021-2022 SCHOOL YEAR.

- \$50,000 TO UNITED COMMUNITY SERVICES TO SUPPORT STAFFING AND STRATEGIC PLANNING AS THEY RECOVER FROM THE IMPACTS OF THE PANDEMIC. UCS IS ACCUSTOMED TO ADAPTING TO ADDRESSING THE CURRENT NEEDS OF THE COMMUNITY. THE PANDEMIC HAS BROUGHT UCS TO A CROSSROADS. IN ADDITION TO SUPPORTING STAFF SALARIES WITH THIS REQUEST, UCS ALSO SEEKS TO ENGAGE A STRATEGIC PLANNING CONSULTANT TO TAKE THEM THROUGH THEIR PANDEMIC RECOVERY PLAN. THEY BELIEVE THIS FUNDING WILL ALLOW THEM FUNDING TO HIRE AN INDEPENDENT VOICE TO ASSESS THEIR STRENGTHS AND NEEDS AND HELP

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THEM TO DEVELOP A SUSTAINABILITY PLAN.

- \$10,000 TO WESTERN BERKS FREE MEDICAL CLINIC SUPPORTING OPERATING COSTS DUE TO LOST REVENUE AND INCREASED COSTS DUE TO COVID-19. DESPITE THE CHALLENGES OF THE PANDEMIC, WESTERN BERKS FREE MEDICAL CLINIC REMAINS TRUE TO ITS MISSION OF PROVIDING FREE MEDICAL CARE TO UNINSURED INDIVIDUALS IN THE COMMUNITY. THE GRANT WILL SUPPORT OPERATIONAL NEEDS SO THE ORGANIZATION CAN MAINTAIN THE ABILITY TO FURTHER ITS MISSION AND ADDRESS INCREASING EXPENSES INCLUDING, BUT NOT LIMITED TO, PHONE INTERPRETING SERVICES, CLEANING SERVICES, MEDICAL AND OFFICE SUPPLIES. WITHOUT THE FUNDING FOR THESE SERVICES AND SUPPLIES, THE CLINIC WOULD NOT BE ABLE TO CONTINUE SERVING THE UNINSURED ADULTS OF BERKS COUNTY.

- \$21,200 TO TOWER HEALTH AT HOME BERKS TO SUPPORT ADDITIONAL MEASURES NEEDED TO PROTECT THEIR STAFF AND CARE FOR THEIR PATIENTS WHILE STILL NAVIGATING THE COVID-19 PANDEMIC. THE GRANT WILL SUPPORT COSTS ASSOCIATED WITH TELEHEALTH AT HOME SERVICES, HOMEBOUND COVID VACCINE ADMINISTRATION AND PPE NEEDS AS HEALTH CARE EXPERTS RECOMMEND THAT HEALTH CARE PROVIDERS HAVE A STOCKPILE OF AT LEAST A THREE-MONTH SUPPLY OF PPE, BUT PREFERABLY A SIX-MONTH STOCKPILE.

- \$50,000 TO OPPORTUNITY HOUSE IN SUPPORT OF A SOCIAL WORKER NEEDED TO ADDRESS PANDEMIC-CAUSED TRAUMA EXPERIENCED BY CHILDREN IN THE SECOND STREET LEARNING CENTER. THE STAFF AT THE CENTER HAVE NOTICED AN INCREASE IN BEHAVIORAL ISSUES, ANXIETY, AND SIGNS OF DEPRESSION IN THE CHILDREN. THEIR OBSERVATIONS ARE SUPPORTED BY RESEARCH THAT SHOWS THAT THE CHILDREN'S LEARNING EXPERIENCES HAVE BEEN SEVERELY IMPACTED IN WHAT IS BEING DESCRIBED AS THE "LARGEST SIMULTANEOUS SHOCK TO ALL EDUCATIONS SYSTEMS IN OUR LIFETIMES." FURTHER COMPLICATING THE ISSUE IS THE FACT THAT COMMUNITY SUPPORT SERVICES HAVE ALSO STRUGGLED TO MAINTAIN STAFFING AND PROVIDE SERVICES FOR FAMILIES AND CHILDREN IN NEED.

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CURRENTLY, THE TYPICAL WAIT PERIOD FOR A THERAPEUTIC SUPPORT STAFF (TSS) IS 6 TO 7 MONTHS. THE EVALUATION PROCESS FOR INDIVIDUAL EDUCATIONAL PLANS, NEEDED TO JUSTIFY FUNDING FOR THESE SERVICES, CURRENTLY HAS A WAITING TIME OF 3 MONTHS. THAT MEANS, A CHILD IN CRISIS MIGHT FACE UP TO A YEAR OF WAITING BEFORE HAVING SERVICES IN PLACE. THIS GRANT WILL SUPPORT HIRING A SOCIAL WORKER WHO WOULD BE TASKED WITH PROVIDING IMMEDIATE ASSISTANCE TO CHILDREN AND THEIR FAMILIES WHO ARE IN CRISIS, BOTH ACTING AS A LIAISON TO COMMUNITY RESOURCES AS WELL AS PROVIDING STOP-GAP MEASURES, E.G., ONE-ON-ONE COUNSELING, UNTIL LONG-TERM SERVICES CAN BE IDENTIFIED AND SET IN PLACE. THIS WORKER WOULD ALSO PROVIDE SUPPORT GROUPS FOR CHILDREN AND FAMILIES CENTERED AROUND COPING SKILLS, SOCIALIZATION, AND BEHAVIOR MANAGEMENT. ADDITIONALLY, THIS WORKER WOULD PROVIDE PARENTING EDUCATION. THIS POSITION IS IN ALIGNMENT WITH THE GUIDING PRINCIPLES OF OPPORTUNITY HOUSE TO OFFER SAFETY, SECURITY, STABILITY, AND COMMUNITY.

- \$50,000 TO BERKS CONNECTIONS/PRETRIAL SERVICES IN SUPPORT OF A REENTRY RESOURCE COORDINATOR TO ADDRESS INCREASED NEEDS OF REENTRANTS DUE TO COVID-19. WITH THE GRANT, BCPS WILL HAVE THE OPPORTUNITY TO PROVIDE REENTRANTS WITH INFORMATION, REFERRAL, AND ASSISTANCE TO ENROLLMENT EVEN IF THEY MAY NOT NECESSARILY QUALIFY FOR THE PROGRAM. BCPS WOULD PURSUE A FULL TIME REENTRY RESOURCE COORDINATOR (RRC) TO OPERATE A REENTRY RESOURCE CENTER THAT WOULD BE THE SINGLE POINT OF CONTRACT FOR REENTRANTS IN NEED. THE RRC WOULD PROVIDE RESOURCES TO WALK-INS. ONGOING OUTREACH TO BERKS COUNTY JAIL SYSTEM, PROBATION AND PAROLE AGENTS, AND SERVICE PROVIDERS WOULD ALSO BE PERFORMED BY RRC TO ASSURE THAT CLIENTS ARE AWARE OF THE SERVICES THAT THEY CAN BENEFIT FROM AT BCPS. BCPS ANTICIPATES SERVING 200 CLIENTS THROUGH THE RESOURCE CENTER OVER THE NEXT YEAR.

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IMPACT GRANTS 2021

AS A RESULT OF A GIFT FROM MACKENIZE SCOTT, UNITED WAY OF BERKS COUNTY LAUNCHED IMPACT GRANTS IN EARLY 2021, AIMED TO SUPPORT PROGRAMS/COLLABORATIVE EFFORTS TO EXPAND PROGRAMMING AND CAPACITY TO SERVE BERKS COUNTY'S MOST VULNERABLE INDIVIDUALS AND FAMILIES. SEVEN GRANTS WERE AWARDED TOTALING \$1,563,461 TO ADDRESS COMMUNITY ISSUES SUCH AS FOOD INSECURITY, YOUTH HOMELESSNESS, AND QUALITY EARLY CHILDHOOD EDUCATION. THE GRANTS RANGED FROM \$93,000-\$450,000.

- \$93,900 TO MARY'S SHELTER FOR RENOVATIONS AND OPERATION COSTS RELATED TO STRONG, AN 18-MONTH TRANSITIONAL HOUSING PROGRAM FOR HOMELESS YOUTH. THE STRONG PROGRAM WILL TARGET YOUTH AGES 16-22 LIVING IN BERKS COUNTY, THAT ARE RUNAWAY, HOMELESS, OR AT RISK OF BECOMING HOMELESS. IT WILL PROVIDE HOMELESS YOUTH WITH 18-MONTHS OF ACCESS TO SERVICES AND SUPPORTIVE ADULT ROLE MODELS. THE PROGRAM WILL PROVIDE THIS VULNERABLE POPULATION WITH A STRATEGY TO MEET THEIR IMMEDIATE NEEDS AND PROVIDE A LONG-TERM SAFE HOUSING SOLUTION, WHILE THEY ARE DEVELOPING THE SKILLS NEEDED TO LIVE INDEPENDENTLY. MARY'S SHELTER WILL UTILIZE ITS EXISTING NETWORK OF PROVIDERS AND SUCCESSFUL GROUP HOME MODEL TO IMPLEMENT SERVICES. PARTICIPANTS, WILL COME THROUGH THE DROP-IN-CENTER, THE YOUTH EMPOWERMENT SUPPORT SERVICES (YESS) PROGRAM OR WILL BE REFERRED BY A PARTNERING AGENCY. PAST REFERRALS HAVE COME FROM: BERKS COALITION TO END HOMELESSNESS (BCEH), BERKS COUNTY INTERMEDIATE UNIT (BCIU) AND BERKS COUNTY SCHOOL DISTRICTS, THE LGBT CENTER, FREEDOM AND RESTORATION FOR EVERYONE ENSLAVED (FREE), FAMILY PROMISE.

- \$100,000 IMPACT GRANT TO BERKS LATINO WORKFORCE DEVELOPMENT CORPORATION, INC. (BLWDC) TO SUPPORT THE PURCHASE AND RENOVATIONS OF A NEW BERKS TEC CENTRO LOCATION. THE MISSION OF BLWDC IS TO MOVE LATINOS

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WHO ARE UNDER-EDUCATED OR UNDER-EMPLOYED OUT OF POVERTY BY PROVIDING SELF-AWARENESS, EDUCATION, A PATHWAY FOR YOUTH, TRAINING AND WORKFORCE DEVELOPMENT, ECONOMIC DEVELOPMENT, AND EMPOWERMENT TO CREATE ECONOMIC WEALTH AND OPPORTUNITIES IN BERKS. BLWDC IS ESTABLISHING A TECHNICAL CENTER THAT OFFERS OCCUPATIONAL TRAINING, ADULT LITERACY, AND CAREER SERVICES. BLWDC EXPECTS THERE WILL BE A RETURN ON INVESTMENT TO BOTH THE LOCAL BUSINESSES AND THE INCREASE IN WAGES WILL CONTRIBUTE TO NEIGHBORHOOD STABILIZATION. CASE MANAGEMENT WILL ALSO BE A STRONG COMPONENT OF THEIR PROGRAMMING. FUNDING REQUESTED THROUGH THE IMPACT GRANT WILL BE APPLIED TOWARD THE PURCHASE AND FIT-OUT OF A BUILDING IN SOUTH READING THAT WILL ENABLE BLWDC TO ESTABLISH ITS TECHNOLOGY CENTER. IN THE UPCOMING YEAR BLWDC WILL EXPAND ITS OCCUPATIONAL TRAINING.

- \$332,420 TO EXPAND STAFFING FOR MIDPENN LEGAL SERVICES TO SUPPORT THE BERKS COUNTY MEDIATION PREVENTION PROJECT. MIDPENN LEGAL HAS SEEN AN INCREASE IN HOUSING CASES RELATED TO EVICTION AND MORTGAGE FORECLOSURE WITH 253 CASES OPENED DURING 2019-2020, AND FROM JULY 1, 2020 TO APRIL 2021, THEIR BERKS COUNTY ADVOCATES OPENED 301 HOUSING CASES FOR ISSUES RELATED TO EVICTION AND MORTGAGE FORECLOSURE. DESPITE THE VARIOUS MORATORIA, ASSISTANCE WITH EVICTION OR MORTGAGE FORECLOSURE MATTERS HAVE STILL BEEN A COMMUNITY NEED. IN RESPONSE TO THE INCREASED NEED FOR LANDLORD/TENANT MEDIATION THAT RESULTED IN 2020 DUE TO THE COVID-19 PANDEMIC, ATTORNEY DON SMITH ASSISTED WITH PILOTING A PROGRAM IN JUDGE BUTLER'S MAGISTERIAL DISTRICT JUSTICE COURT (MDJ). BERKS COUNTY MEDIATION PREVENTION PROJECT WILL EXPAND UPON THIS SUCCESSFUL PILOT BY HIRING AND TRAINING AN ADDITIONAL ATTORNEY AS WELL AS A NON-ATTORNEY ADVOCATE "NAVIGATOR." THE NEW ATTORNEY WILL MANAGE THE PROJECT BY WORKING WITH THE BERKS COUNTY BAR ASSOCIATION TO RECRUIT VOLUNTEER

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ATTORNEYS TO PARTICIPATE IN THE PROJECT. THE ATTORNEY WILL ALSO BE
 ONSITE DURING LANDLORD/TENANT COURT ALONG WITH ATTORNEY VOLUNTEERS TO
 MEDIATE BETWEEN TENANTS AND LANDLORDS. IF THE TENANT IS ELIGIBLE FOR
 RENTAL ASSISTANCE, THE NAVIGATOR WILL HELP THE TENANT APPLY FOR RENTAL
 ASSISTANCE. APPLYING FOR RENTAL ASSISTANCE CAN BE OVERWHELMING AS IT
 OFTEN REQUIRES TENANTS TO PROVIDE DOCUMENTATION OF BACK RENT AND
 UTILITIES OFTEN REQUIRING CONTACT WITH THIRD PARTIES INCLUDING UTILITY
 PROVIDERS. THE NAVIGATOR WILL ASSIST TENANTS TO OBTAIN THE NECESSARY
 DOCUMENTATION TO IMPROVE THEIR CHANCES OF OBTAINING THE NEEDED
 FINANCIAL ASSISTANCE. MIDPENN WILL THEN WORK WITH THE MDJ TO HAVE THE
 MATTER CONTINUED.

- \$320,694 TO SUSTAIN AND EXPAND STAFFING FOR READING HOSPITAL TOWER
 HEALTH'S STREET MEDICINE PROGRAM WHICH SERVES THE VULNERABLE HOMELESS
 POPULATION. THE COVID-19 PANDEMIC HAS PROVIDED CHALLENGES TO THE
 TRADITIONAL IN-PERSON MODEL TO SEE PATIENTS IN MOST CLINICAL
 ENVIRONMENTS. WHILE MOST PATIENTS HAVE BEEN ABLE TO RAPIDLY TRANSITION
 TO TELEMEDICINE CONTACTS WITH THEIR PHYSICIANS, THE HOMELESS POPULATION
 IS OFTEN FACED WITH OBSTACLES TO HEALTHCARE RESOURCES DURING EPIDEMICS.
 THE ABSENCE OF SMARTPHONES, WIRELESS ACCESS, LACK OF PRIVACY AND LOW
 HEALTH LITERACY ALL MAKE TYPICAL TELEMEDICINE SOLUTIONS LOGISTICALLY
 DIFFICULT FOR THIS POPULATION. IN RESPONSE, THE SM PROGRAM INTENDS TO
 OFFER TELEMEDICINE SERVICES VIA A KIOSK LOCATED AT HOPE RESCUE. THIS
 RESOURCE WILL SIGNIFICANTLY INCREASE ACCESS TO PRIMARY AND SPECIALTY
 CARE, AS WELL AS ROUTINE DISEASE FOLLOW-UP AND COUNSELING.

- \$146,161 TO OPPORTUNITY HOUSE'S SECOND STREET LEARNING CENTER FOR
 CAPITAL IMPROVEMENTS TO MAINTAIN THEIR STATUS AS THE ONLY KEYSTONE STAR
 4 CHILDCARE PROVIDER AND PREPARE FOR CENTER EXPANSION. OPPORTUNITY
 HOUSE WILL MAKE THE NECESSARY CAPITAL IMPROVEMENTS TO THE SECOND STREET

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LEARNING CENTER THAT ENABLES THEM TO BE MORE PREPARED FOR THE UPCOMING ENVIRONMENTAL RATING SCALE TO MAINTAIN THEIR KEYSTONE STAR 4 LEVEL.

SUCH CAPITAL IMPROVEMENTS INCLUDE REPLACEMENT OF HVAC SYSTEMS, PLUMBING, AND CLASSROOM UPDATES. ONCE RENOVATIONS ARE COMPLETED, ONGOING MAINTENANCE COSTS AND REPAIRS WILL BE INCLUDED AS PART OF OPPORTUNITY HOUSE'S ANNUAL BUDGET. THE AGENCY IS CURRENTLY EXPLORING OPTIONS TO CREATE/MAINTAIN A CAPITAL RESERVE FUND TO FINANCE FUTURE AGENCY RENOVATIONS. COMPLETING THE CAPITAL IMPROVEMENT ALSO ENABLES OPPORTUNITY HOUSE TO BEGIN A PROCESS OF DETERMINING FEASIBILITY FOR A SECOND LOCATION.

- \$120,000 TO ASSIST 211 OPERATED BY UNITED WAY OF LANCASTER TO HIRE AN ADDITIONAL FULL-TIME STAFF PERSON TO SUPPORT THE ONGOING DEMAND AT THE PA 211 EAST CALL CENTER AND ASSIST WITH DECREASING WAIT TIMES FOR CALLERS IN NEED OF HELP. OVER THE PAST YEAR, INCOMING INQUIRIES TO PA211 EAST HAVE INCREASED 14.46% WITH NO ACCOMPANYING INCREASE IN STAFFING. IN ADDITION, NEW INITIATIVES AND PROGRAMS INCREASED THE NUMBER OF HOUSING-RELATED CALLS, WHICH REQUIRE SPECIALLY-TRAINED STAFF AND ARE TYPICALLY OF A LONGER DURATION THAN INFORMATION & REFERRAL CALLS. THIS DYNAMIC DECREASED THE AMOUNT OF STAFF TIME AVAILABLE TO SUPPORT THE INCREASE IN DEMAND. AS A RESULT, WAIT TIMES AND ABANDON RATES INCREASED AND NEGATIVELY IMPACTED CUSTOMERS' EXPERIENCES. UNITED WAY OF LANCASTER COUNTY IS REQUESTING A \$120,000 IMPACT GRANT TO HIRE AN ADDITIONAL CALL CENTER SPECIALIST FOCUSED ON BERKS COUNTY. PA211 EAST AIMS TO IMPROVE THE CALLER'S EXPERIENCE AND DECREASE THE STRESS LEVELS OF CURRENT STAFF BY ADDING I&R STAFF TO DIFFUSE THE CALL VOLUME, WHICH WILL LEAD TO REDUCED WAIT TIMES, LOWER CALL ABANDON RATES, HIGHER CUSTOMER SATISFACTION AND IMPROVED OUTCOMES. PA211 EAST ALSO INTENDS TO OVERHAUL THEIR DELIVERY BY BETTER COORDINATING STAFF SHIFTS TO PROVIDE

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EXTENDED EVENING HOURS FOR CALL, TEXT, AND WEB CHAT OPTIONS.

- \$450,000 TO HELPING HARVEST TO SUPPORT EXPANSION OF COLD STORAGE IN THE WAREHOUSE TO PROVIDE HEALTHIER FOOD CHOICES AND TO MEET INCREASED FOOD INSECURITIES IN OUR COMMUNITY. THE COVID PANDEMIC HAD A SEVERE IMPACT ON THE OPERATIONS OF HELPING HARVEST ON MANY LEVELS. AS A RESULT OF THE PANDEMIC, AND ITS ECONOMIC FALLOUT, THE CONDITIONS CREATED AN IMMEDIATE SPIKE IN THE DEMAND FOR FOOD ASSISTANCE. BASED ON FORECASTS OF CONTINUING INCREASED DEMAND FOR FOOD DISTRIBUTION, THE BOARD/STAFF LEADERSHIP OF HELPING HARVEST DECIDED EXPANDING ON-SITE COLD STORAGE WAS A PRIORITY.

THE EXPANSION WILL PROVIDE TWO NEW COLD STORAGE UNITS, EACH WITH THE FLEXIBILITY TO SERVE AS A FREEZER OR A REFRIGERATOR - DEPENDING ON INVENTORY. THE TWO NEW UNITS WILL PROVIDE 250 ADDITIONAL PALLET SPOTS OF STORAGE - INCREASING CURRENT CAPACITY BY 50%. MOST IMPORTANTLY, THE EXPANSION WILL ALLOW STORAGE OF 250,000 MORE POUNDS OF HEALTHY, PERISHABLE FOODS TO DISTRIBUTE TO THE 200 PLUS CHARITABLE FOOD PROGRAMS SUPPORTED IN BERKS COUNTY TO BETTER NOURISH NEIGHBORS IN NEED. THIS REQUESTED FUNDING OF \$450,000 FROM THE UNITED WAY OF BERKS COUNTY WILL UNDERWRITE A SUBSTANTIAL PORTION (APPROXIMATELY 50%) OF THE CONSTRUCTION COSTS OF THE COLD STORAGE EXPANSION PROJECT.

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

THE FOLLOWING BOARD MEMBERS ARE RELATED:

SANTINA AND PETER CONNORS SPOUSES

SUE AND CRAIG PERROTY SPOUSES

TWO MARRIED COUPLES MAINTAIN POSITIONS ON THE UNITED WAY OF BERKS COUNTY

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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 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.

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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 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

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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 ON TRANSACTION UNTIL SUCH TIME AS THE PROPOSED ACTION OR TRANSACTION HAS BEEN APPROVED BY THE DISINTERESTED 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

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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.

VIOLATIONS OF CONFLICT OF INTEREST POLICY

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.

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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

- 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

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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 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

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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 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

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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 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

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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 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.

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- 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
- DIVERSITY, EQUITY AND INCLUSION POLICY

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.

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

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- CODE OF ETHICS AND CONDUCT AND WHISTLEBLOWER POLICY
- LINKS TO FORM 990 VIA CHARITY NAVIGATOR AND GUIDESTAR
- MISSION STATEMENT
- VISION STATEMENT

FORM 990, PART XI, LINE 9, CHANGES IN NET ASSETS:	
UNREALIZED GAIN/LOSS ON BENEFICIAL INTEREST	67,218.
TRANSFERS BETWEEN NET ASSET RESTRICTIONS	-116,336.
CHANGE IN DONOR DESIGNATIONS	-151,444.
TOTAL TO FORM 990, PART XI, LINE 9	-200,562.

Application for Automatic Extension of Time To File an Exempt Organization Return

Department of the Treasury
Internal Revenue Service

▶ **File a separate application for each return.**
▶ **Go to www.irs.gov/Form8868 for the latest information.**

Electronic filing (e-file). You can electronically file Form 8868 to request a 6-month automatic extension of time to file any of the forms listed below with the exception of Form 8870, Information Return for Transfers Associated With Certain Personal Benefit Contracts, for which an extension request must be sent to the IRS in paper format (see instructions). For more details on the electronic filing of this form, visit www.irs.gov/e-file-providers/e-file-for-charities-and-non-profits.

Automatic 6-Month Extension of Time. Only submit original (no copies needed).

All corporations required to file an income tax return other than Form 990-T (including 1120-C filers), partnerships, REMICs, and trusts must use Form 7004 to request an extension of time to file income tax returns.

Type or print	Name of exempt organization or other filer, see instructions. UNITED WAY OF BERKS COUNTY, INC.	Taxpayer identification number (TIN) 23-1655375
File by the due date for filing your return. See instructions.	Number, street, and room or suite no. If a P.O. box, see instructions. 25 N. 2ND STREET, SUITE 101	
	City, town or post office, state, and ZIP code. For a foreign address, see instructions. READING, PA 19601	

Enter the Return Code for the return that this application is for (file a separate application for each return) 0 | 1

Application Is For	Return Code	Application Is For	Return Code
Form 990 or Form 990-EZ	01	Form 1041-A	08
Form 4720 (individual)	03	Form 4720 (other than individual)	09
Form 990-PF	04	Form 5227	10
Form 990-T (sec. 401(a) or 408(a) trust)	05	Form 6069	11
Form 990-T (trust other than above)	06	Form 8870	12
Form 990-T (corporation)	07		

MONICA RUANO-WENRICH

• The books are in the care of ▶ **25 N. 2ND STREET, SUITE 101 - READING, PA 19601**

Telephone No. ▶ **(610) 685-4550** Fax No. ▶ **(610) 685-4569**

- If the organization does not have an office or place of business in the United States, check this box
- If this is for a Group Return, enter the organization's four digit Group Exemption Number (GEN) _____. If this is for the whole group, check this box . If it is for part of the group, check this box and attach a list with the names and TINs of all members the extension is for.

1 I request an automatic 6-month extension of time until **NOVEMBER 15, 2022**, to file the exempt organization return for the organization named above. The extension is for the organization's return for:
▶ calendar year **2021** or
▶ tax year beginning _____, and ending _____.

2 If the tax year entered in line 1 is for less than 12 months, check reason: Initial return Final return
 Change in accounting period

3a If this application is for Forms 990-PF, 990-T, 4720, or 6069, enter the tentative tax, less any nonrefundable credits. See instructions.	3a	\$	0.
b If this application is for Forms 990-PF, 990-T, 4720, or 6069, enter any refundable credits and estimated tax payments made. Include any prior year overpayment allowed as a credit.	3b	\$	0.
c Balance due. Subtract line 3b from line 3a. Include your payment with this form, if required, by using EFTPS (Electronic Federal Tax Payment System). See instructions.	3c	\$	0.

Caution: If you are going to make an electronic funds withdrawal (direct debit) with this Form 8868, see Form 8453-TE and Form 8879-TE for payment instructions.