

SUMMER/FALL 2003

Terri McNair of Aetna Inc. made a new friend at the YWCA of the Hartford Region's Elmwood Early Learning Center in West Hartford on *Day of Caring XII*.





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United Way of the Capital Area is proud to be part of the Capitol Region Partnership. This alliance, made up of ten regional organizations, is working to strengthen our region's economy, facilitate inter-town and interagency cooperation, and create a recognizable identity for the Greater Hartford region.



Providing Solutions

COMMUNITY BY COMMUNITY

PRICE IS
RIGHT ON
JOB-TRAINING
PROGRAM



"I'm going to make it. I've survived the penny-ante jobs and now, thanks to CNA, I have more to offer."

After years of temporary and minimum wage jobs, Maxine Price is all smiles about being on course to a nursing career. Price is rightfully proud of her employment success after completing the YWCA of New Britain & Berlin's Certified Nurse's Aide training program.

Those self-assured words come from Maxine Price, a graduate of the YWCA of New Britain & Berlin's Certified Nurse's Aide (CNA) training program. She is employed at the Hospital for Special Care in New Britain.

The CNA program trains adult students to provide basic care for long-term and elderly patients. The program began in 1997 at the YWCA, an agency funded through United Way of New Britain and Berlin. The 10-week CNA course is offered three or four times a year to eight to 16 students. The 140 hours of training offered at the Y are more than are required by the state. At the end of the course, the trainees take the Connecticut nurse's aide exam. When they pass, they are added to the state registry of nurse aides and are eligible for employment.

According to CNA instructor Marge Halleran, many of the program's students have spent years in minimum wage and temporary jobs prior to entering the program and they want better jobs. "They've been laid-off, on and off assistance or under-employed," says Halleran. "More often than not, these adult students are motivated. They are here because they want to be here."

"Pounding the pavement" for a job

Price is a case in point. In 1991, she became a divorced mother of an infant with no job training or work experience. For several years she lived with her mother in New Britain and worked as a waitress, at fast-food restaurants or in temporary jobs. In 1997, she heard about and signed up for the CNA training course. After the first two weeks of the course, there is a selection process to determine who will continue in the program. Those selected must have no absences, no problems, and no excuses for why they might not complete the course. Price's grandmother was ill in New York City at the time and she was going back and forth from New Britain caring for her. Rather than continue in CNA, she took on the responsibility of caring for her grandmother.

Things were looking up for a while. She landed a job as an office assistant at a local company and her grandmother got better. But in less than a year, she was laid off from her job and her mother was diagnosed with kidney failure.

"It was back to the labor department in search of temporary jobs," says Price of that time period. "To save bus fare, I'd walk downtown at 3:30 a.m. to get in line because the jobs were first come, first served." Price's mother was at home with her son. On days her mother had dialysis, Price went with her to the hospital instead of to the labor department.

"I was struggling," Price says. "This is not what I expected of my life."

In the summer of 2001, Price took her son to camp at the New Britain-Berlin YMCA each weekday. Rather than go back home, she'd stay downtown all day. Often she went to the Spanish Speaking Center to make phone calls and to the unemployment office to check for jobs. It was this persistence that caused her phone to ring "out of the clear blue sky one day" and change her life.

The caller said the unemployment office was familiar with her because of her visits there and wondered if she would be interested in entering the CNA course at the YWCA. The caller said the Y remembered Price from her



Ten new graduates from the YWCA of New Britain and Berlin's certified nurse's aides program posed for the camera in 2002. Among them is Maxine Price (second from the right) who now cares for patients at Hospital for Special Care in New Britain. The YWCA training program is geared toward adult students and is designed to train them in long-term care skills for the protection of the elderly, disabled and helpless.

earlier enrollment in the course, especially the fact that she was always so friendly. "You should come into the program," the caller said. Price says the call was like a dream come true.

Learning changes a life

The first five weeks of the CNA course is classroom instruction. The second half involves clinical experience under a nurse's instruction. The classes are small so that the students can request and receive extra help if needed. The students also receive help in how to fill out applications and prepare for interviews. If they need assistance with other issues, such as child care, they can be referred to other YWCA programs.

"I'm so grateful to have been selected for the training program," says Price. "Only once did I have any concerns. It was midway through the classes when it was time to do the skills. I said 'Oh, my goodness, can I handle this?' But I held up and did what I had to do.

"I'm just so happy to be working in the medical field. It has helped me understand my grandmother's and my mother's illnesses better. Everything was made simple and understandable. I think that if I'd been lucky enough to have a teacher like Marge Halleran when I was in school, I'd be a doctor now."

Caring manner and CNA training lead to a job

Soon after Price's CNA training ended, she took her mother for an appointment at the Hospital for Special Care. While there, she picked up a job application. It was a very hot day and on the way out Price's mother began to feel weak. Price asked a woman in an office for water and a wheelchair. Price cooled and calmed her mother and wheeled her to the car to go home.

The next day, Price returned to the hospital with her application. Coincidentally, it was to be returned to the office in which she requested the water and wheelchair. The woman in the office recognized her from the day before and commented on how impressed she was with the way Price helped and comforted the lady in distress. The woman in the office looked at Price's application, saw the CNA training and granted Price an interview.

"I was very nervous. I didn't have any experience yet but I did have very good training so they decided to give me a chance. I'm so grateful for everything I've learned and what people saw in me."

"If they could see me now, that old gang of mine"

After she was hired, Price was given the choice of working with pediatric or respiratory patients. She chose the respiratory patients because she feels a special affinity to them. Respiratory patients often have a tube in their throats and have to find a way to communicate other than by talking. Price can identify with that.

"I didn't feel confident speaking until I was 19 years old. I had a speech problem. I saw a speech therapist for five years, but most of the time I just didn't speak, so I understand what my patients are going through."

Price says she was fortunate to have classmates and friends who didn't tease her about not speaking. In fact, they learned to sense what she felt or wanted without words. She says they also protected her.

Price says she had one teacher who tried to help her overcome her speech problem by having her read in front of the class. She says it once took her three class periods to read two pages but her classmates never ridiculed her.

"If they could see me now they'd never believe it. I love to talk now. I believe in miracles. Don't let anyone tell you they can't happen."

Do a good deed every day

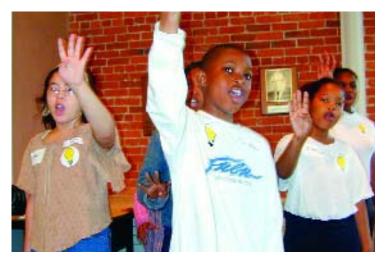
Maxine Price says that prior to her CNA training she couldn't even be hired as a housekeeper in a hospital. Now thanks to her training, she has skills that are marketable and she's doing a job that she loves.

Price adds that her grandmother taught her to do a good deed every day. "She told me that if you help someone's loved one, someone will help yours. That's why, both at home and at work, I try to do a good deed every day."

Impacting Lives

COMMUNITY BY COMMUNITY

A RECIPE FOR SUCCESS IN HARTFORD CLASSROOMS



With a blend of teamwork and dedication, United Way continues to cook up a recipe for success for kids through its partnership with Hartford Public Schools, the Hartford Federation of Teachers, and Girls and Boys Town.

Students proudly demonstrate their ability to follow directions during a performance at United Way of the Capital Area.

Now in its third year, the partnership has brought Girls and Boys Town's *Classroom Management Program* to 12 schools in Hartford, mixing social skills with classroom learning. The program has helped the participating schools reduce office referrals, after-school detentions and student misconduct. And what does this recipe all "boil" down to? Heartier portions of learning everyday.

Thanks to the *Classroom Management Program*, disruptive behavior has been reduced and students are acquiring skills that will help them in school and in life. For example, one school experienced such a dramatic reduction in office referrals

that school staff saved **20 hours per month** of time previously spent disciplining students.

In June, fourth- and fifth-grade students from Martin Luther King, Jr. Elementary School (MLK) demonstrated what they've learned from the program to community leaders, school administrators, and friends of United Way at a reception for Father Val Peter, executive director of Girls and Boys Town. The students did roleplaying of one of the social skills they

have learned through the *Classroom Management Program*—following directions. Shirley Paddyfote, a fifth-grade teacher at MLK, topped off the presentation by sharing her classroom's recipe for success. The recipe is shown below.

In addition to effective classroom management, another important ingredient for childhood success is effective parenting and family relationships. Toward that end, United Way, with additional support from Fleet Bank, is assisting The Village for Families and Children (a United Way-funded agency) in developing The Institute for Successful Parenting. Using Girls and

Boys Town's *Common Sense Parenting* program as the foundation of its curriculum, the Institute will help parents throughout the 40-town Capital Region raise responsible, healthy children.

"Common Sense Parenting provides practical strategies and tools for parents of all ages and backgrounds to help protect and nurture their children," says Howard Garval, president and chief executive officer of The Village for Families and Children. "It focuses on setting clear expectations for children, teaching social skills and providing ways to help parents deal with issues such as the influence of the media and peer pressure."

The partnerships that brought Girls and Boys Town's *Classroom Management Program* and *Common Sense Parenting* to Hartford schools serve up generous amounts of positive learning and a safe and supportive community—made with care.

Recipe for Success Take 2 cups of training, goals and objectives 1 cup implementation, which includes wadership, organization and planning A pinch of considercy 2 cups of structured classroom management 1 cup of academic and social expectations 1 cup of academic and social expectations Max with 1 pound of consistency, planning and implementation in a big mixing bowl Sprinkle with a special sauce for getting along together High expectations, live and caring Carefully blond all of the above ingredients and special throughout the school Carefully blond all of the above ingredients and special throughout the school. Bake for 180 plus days white terming generously every day. Bake for 180 plus days white terming generously every day. Startey Poddyfore, 5th grade teacher, Martin Lother King, ir. Elementary School, Planford

Making a Difference

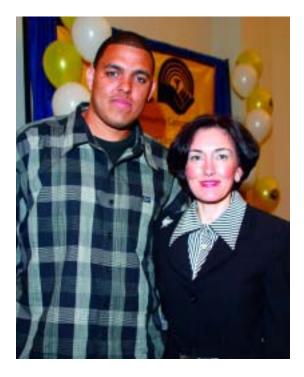
COMMUNITY BY COMMUNITY

COMMITMENT TO CHILDREN REWARDED

UNITED WAY HONORS BOYS & GIRLS CLUB COACH

ARIELLE
LEVIN BECKER

Reprinted with permission from *The Hartford Courant*, originally published on June 14, 2003.



Jose Gonzalez grew up in the same neighborhood as the kids he coaches at the Dutch Point Boys & Girls Club. He tries not to tell them about it. "They live around violence," Gonzalez said. "I want them to feel like they're safe."

Jose Gonzalez, now a program director at the Boys & Girls Club in Hartford, accepted the 2003 United Way Community Campaign's Courage Award from Dona D. Young, chairman of the 2003 Community Campaign.

Creating a safe, welcome spot for Dutch Point residents has earned Gonzalez, 21, the trust of youngsters in his neighborhood and adults in the city. Friday [June 13, 2003], he was honored with a Courage Award from the United Way Community Campaign for his commitment to the neighborhood and the obstacles he overcame while growing up.

As a kid in Dutch Point, Gonzalez didn't imagine he would become a big brother to kids in the area.

"If I could go back and tell myself when I was little that I'd end up running the Boys & Girls Club, I'd laugh," he said.

He didn't imagine much about growing up, he said.

"It was either be down in a gang or be hustling," he said. "I didn't even know I'd be living."

That changed when he was 11. Both of his older brothers were involved in rival gangs, and his brother Javier was killed in a gang shooting.

Gonzalez vowed that his mother would not have to see another of her children killed. He began working with the Hartford Youth Peace Initiative program, which focused on keeping area children away from gangs. When the Boys & Girls Club opened in Dutch Point, he began volunteering there, and now works full time.

On some nights, he never seems to leave, said Jim Beady, who has volunteered in area Boys & Girls Clubs for more than 30 years. Beady said he has never seen anyone relate to kids as well as Gonzalez does.

Jackie Bethea, who runs the Dutch Point Boys & Girls Club and has known Gonzalez for more than 10 years, said Gonzalez has a rare ability to earn the youngsters' trust.

"There are very few people I meet that actually have that gift to work with kids, especially kids that don't trust people," Bethea said. "They trust Jose. He exudes it."

Gonzalez still carries scars from his early years in Dutch Point, including two missing fingers from when he saved a girl's life at a Fourth of July celebration.

He watched the girl put an M-80 firecracker in her mouth, he said, and rushed to take it, but the firecracker exploded as he tried to throw it away. Despite that, he played basketball for Bulkeley High School and continues to coach basketball and football.

Gonzalez said he wants to open a Spanish buffet restaurant some day. But Boys & Girls Club leaders said they never plan to let him go.

"I'm in charge down there, but that's Jose's club," Bethea said.

Editor's note: The United Way Community Campaign's Courage Award was created in 1994 to recognize individuals who have triumphed over adversity through the assistance of an agency funded through the campaign.



Delivering Results

COMMUNITY BY COMMUNITY

This fifth-grader at Hartford's Annie Fisher School was one of six "special advisors" at *lumpstart 2003*.

JUMPSTART 2003: WHERE CAMPAIGN COORDINATORS GET REVVED UP

On Friday, June 13, more than 200 campaign coordinators ignored triskaidekaphobia and braved heavy rains to attend *Jumpstart 2003* at Capital Community College in Hartford. They spent the day in workshops and general sessions learning how to manage effective and successful workplace campaigns.

The morning began with inspirational remarks by "special advisors" to the campaign, six youngsters from area elementary schools who wrote poems and essays about helping others. The children stood before the crowd to read aloud their narratives; then the lights dimmed and the 2003 campaign video debuted. It features the children and their simple, yet powerful, words about caring.

During the luncheon session, keynote speaker Denis Horgan from *The Hartford Courant* spoke of the personal reward and meaning he drew from the experience of serving as a campaign coordinator in 1992. Campaign Chairman Dona Young presented the 10th annual Courage Award to Jose Gonzalez, a young man from Hartford who triumphed over adversity and is committed to creating a better life for youngsters in his Dutch Point neighborhood through his involvement with the Boys & Girls Club. (see story, page 4)

More than nine out of ten *Jumpstart* attendees rated the training event as either very good or excellent.



More than 200 campaign coordinators, collectively representing more than three-quarters of the total campaign dollars, spent the day in workshops and general sessions learning how to manage effective workplace campaigns.

KICKOFF 2003: UNLEASHING THE ENERGY AND EXCITEMENT

A crowd of campaign volunteers, agency representatives, and community leaders was buzzing with pent-up excitement on Friday, September 5, as 2003 Campaign Chairman Dona D. Young ascended United Way's building in a Connecticut Light & Power "cherry picker" to reveal this year's \$25,500,000 United Way Community Campaign goal. This year's goal was set with the economic reality of our region in mind, however, it does not reflect the increased demand for services from an already stressed human service delivery system.

Last year, the Community Campaign touched the lives of more than 300,000 (one in three) people in the Capital Region.

The Community Campaign Victory Celebration will be held on November 20 at the Pratt & Whitney hangar in East Hartford.

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Campaign Chairman Dona D. Young kicked off the 2003 Community Campaign by donning a hard hat and ascending the United Way of the Capital Area's building in a "cherry picker" to reveal the \$25,500,000 goal.

A Day to Care

HERE...THERE...EVERYWHERE IN THE 40-TOWN REGION!

The Way We Care, the United Way Community Campaign slogan, was never more apparent than on Day of Caring XII, September 5, 2003. It was a record-breaking day!

More than 3,800 volunteers from 75 area companies participated in projects at 305 sites for 165 nonprofit organizations. Since 1992, *Day of Caring* has marked the start of the United Way Community Campaign. The event has grown from 430 volunteers the first year, to more than 3,800 in 2003.

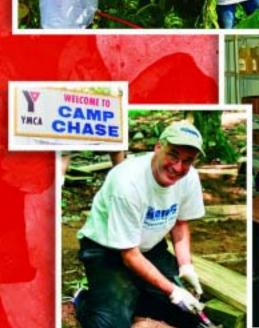
This year, from Avon to Windham in the United Way of the Capital Area's 40-town region, volunteers lent their time and talents to nonprofit agencies and had the opportunity to see first-hand how their contributions through the United Way Community Campaign are making a difference in the communities where they work or live.

The volunteers performed services that helped the nonprofit agencies better provide basic needs, healthy and safe neighborhoods and support for families and older people.

On these two pages is just a glimpse of the many *Day of Caring* projects performed here...there...everywhere in the 40-town region.









Photos, this page, from top:

At the Farmington Valley Association for Retarded Citizens in **Avon**, Cate Giordano of The Hartford was a cheerful landscaper.

In **West Granby**, Mary Ann Gural and Beverly Boucher, employees of ALSTOM Power, harvested at Hartford Food System's Holcomb Farm.

In **New Britain**, Betsy Gauthier of Travelers Property Casualty cleaned the food pantry at the YWCA of New Britain and Berlin.

On the **Unionville/Burlington** town line, Otis employee Brian Beloin worked to keep the YMCA's Camp Chase a welcoming place for kids.

In **Bloomfield**, Hamilton Sundstrand employees were equipped with gardening tools to clean up and landscape the 4-H Center at Auer Farm. Pictured left to right: (Front row) Scot Frost, Lisa Szewczul, David Beck, Paul Laquerre (Back row) Mike Miele, Brian Martinchek, Mark Stuhlman, Steve Stoll.





In **Somers**, UTC employees Laura Bueker and Donna Janasi cleaned up and prepared the YWCA's Camp Aya-Po for the winter.

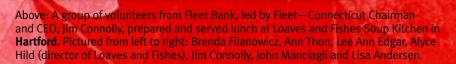








Above: Volunteers from The Phoenix Companies, Inc. did landscaping and gardening at the Hispanic Health Council in Hartford. Pictured left to right (back row): Jeanette DeJesus (Executive Director of The Hispanic Health Council), Rosa Graca, Faye Williamson, Peggy Kucera, Christina Hahn, Irma Donely and Chris VanZulien; (front row) Dona Young (Chairman, President and Chief Executive Officer of The Phoenix Companies, Inc. and Chairman of the 2003 United Way Community Campaign), Susan Ingvertsen, Pat Tomkievich and Pat Stovell.



Above, right: In **Willimantic**, Waldo Klein, a Windham Region United Way board member and employee of the University of Connecticut, cleaned the floor at the Windham Area Arts Collaborative to help prepare a new exhibition area.



ALEXIS DE TOCQUEVILLE



The Alexis de Tocqueville Society recognizes the French historian's admiration for our country's spirit of voluntary effort for the common good.

Members of the society are recognized for their gift of \$10,000 or more in the local Constitution Society and Alexis de Tocqueville Society membership roster and in the annual United Way of America national registry. There are over 19,500 members of the Alexis de Tocqueville Society from 350 communities nationwide. Their contributions total more than \$422 million cumulative dollars for health and human services

For the 2002 United Way Community Campaign, Alexis de Tocqueville Society members' gifts totaled almost \$3 million, or 11 percent of all

Under the volunteer leadership of Howard Carver and Stephen Finger, 57 individuals became members of the Alexis de Tocqueville Society for the first time in 2002, bringing the total number of members to 213. We wish to thank each of these donors for their commitment to our community and for their outstanding leadership.

Top Alexis de Tocqueville Corporations

Number of Mer	nbers
United Technologies Family of Companies	
Advest Group, Inc.	
The Phoenix Companies, Inc.	15
The Hartford Financial Services Group, Inc.	15
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Hartford Steam Boiler Inspection and Insurance Co	
Northeast Utilities System	3
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Ernst & Young LLP	
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KPMG LLP	
Travelers	
Webster Bank	2
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Day, Berry & Howard LLP	1
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Hales & Company	
The Hartford Courant	1
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Kaman Aerospace Corporation	
Lincoln Financial Group	1
MassMutual Financial Group	l
People's Bank	
Saint Francis Hospital & Medical Center	
Salomon Smith Barney, Inc.	
Stanley Works	I
United Way of the Capital Area	
womens Health	!

- Key * Member of the Constitution Society for five or more years
- ** Member of the Constitution Society for ten or more years
- Contributes \$10,000 or more to United Ways throughout Connecticut
- ‡ Deceased

Ordre d'Egalité

Annual gifts of \$50,000 to \$74,999

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One donor who wishes to remain anonymous.

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Eight donors who wish to remain anonymous.



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Through a gift of \$1,000 or more, the needs of our community are met through more than 125 nonprofit organizations that promote, among other things, good health and healing, strong families, the future success of our children, and the alleviation of hunger and homelessness.

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Wow!
It's a cow in West Hartford Center!

Sixty one-hundred-pound, seven-foot-long fiberglass bovines in various poses and designs are on display in this Connecticut town until December 1. They are part of the internationally renowned CowParade, a highly successful public art event. Each cow is sponsored by a business or organization and has been painted by an artist or student group.

Sotheby's will auction the cows on February 7, 2004.
The profits will benefit over thirty charities, including
United Way of the Capital Area. NBC 30 has designated
United Way of the Capital Area as one of the beneficiaries from National Broadcasting Cow (NBC),
which was painted by artist Eve Hadley.

NBC 30 morning news anchor Stephanie Cruz poses with National Broadcasting Cow (NBC) located on Farmington Avenue in West Hartford Center. Cruz served as Mistress of Ceremonies for the CowParade kickoff. A portion of the profits from the auction of NBC (the cow, that is) will benefit United Way of the Capital Area.

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Button Up Connecticut

The 2003 Button
Up Connecticut coat
drive will collect and distribute gently used, clean
coats to those who need them
in the 40-town region. Thanks to
donors' generosity in past years,
more than 130,000 used winter coats
and jackets have been collected from
businesses, schools, and individuals. This
year the coats will be distributed to men, women
and children by nonprofit agencies.

Button Up Connecticut is a collaborative effort of United Way of the Capital Area, Siracusa Moving & Storage Company, NBC 30 and ReloAction. It is anticipated that the demand for coats will be greater this year as more of our neighbors find themselves in need of a helping hand.

For coat collection or distribution information, visit www.uwcact.org or call (860) 493-6899.

The Joy of Sharing



This year's *Joy of Sharing* toy collection drive again will provide toys for Hanukkah,

Christmas, Kwanzaa and Three Kings Day to families and children in need. As toys are collected, they are distributed to more than 230 local nonprofit organizations. Last year, nearly 13,000 were distributed.

Toys are collected at United Way of the Capital Area and many other locations. For the latest list of drop-off sites, visit www.uwcact.org or call (86o) 493-6897.

Joy of Sharing is a collaborative effort of United Way of the Capital Area and NBC 30.

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Fred Adams Award

In celebration of National Volunteer
Week in April, United Way of the Capital Area presented the seventh annual Dr. Frederick G. Adams Award to Nutmeg Big Brothers/Big Sisters. The agency was honored for its Foster Grandparent Program, which provides opportunities for low-income seniors to mentor at-risk children. Honorable mentions were presented to Center City Churches, Inc. and Horace Bushnell Congregate Homes.

Established in January of 1996, the Dr. Frederick G. Adams Award honors the spirit and contributions of Dr. Adams, a United Way board member and longtime community volunteer. Through his many and varied volunteer activities Dr. Adams supported local organizations such as the Hartford Foundation for Public Giving, Hartford Action Plan on Infant Health, the Bushnell Memorial, and Greater Hartford Urban League. The award celebrates innovative and effective programs in a different service area each year, reflecting the diverse community interests of Dr. Adams. The award-winning agency is awarded a \$5,000 grant for program enhancement.

Above,
left to right: George
Bahamonde, president and
chief executive officer of United
Way of the Capital Area; Bob
Dembek, director of Nutmeg Big
Brothers/Big Sisters' Foster Grandparent
Program; Dorothy Hall, Nutmeg Big
Brothers/Big Sisters' Foster Grandparent
of the Year; Laura Green, executive
director of Nutmeg Big Brothers/Big
Sisters; and Susan Sappington,
chairman of United Way
of the Capital Area's
board of directors.

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United Way and WTIC-AM 1080's Community Connection

United Way and WTIC-AM 1080 have teamed up for a monthly radio program called The Community Connection. The hour-long show addresses community issues and educates the public about the services available throughout the 40-town Capital region thanks to support provided through the United Way Community Campaign. Listeners are encouraged to call in and participate in engaging and enlightening discussion. The Community Connection airs once a month on Saturdays from 9 to 10 a.m. Check the schedule on United Way's website at www.uwcact.org.



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Take Your Money Hartford

An award from United
Way of the Capital Area
helped make possible the
Take Your Money Hartford (TYMH)
initiative during the 2002 tax filing
season. The purpose of the initiative
was two fold, to provide:

1. education and outreach to inform
Hartford working families they are eligible
to claim the refundable federal earned income
credit and the refundable child credit, and



2. free tax return preparation.

In combination with community partners, TYMH volunteer tax preparation sites prepared 1,069 free tax returns, more than triple the number of returns prepared the previous year. More importantly, working families increased their incomes by \$1,316, on average, due to tax refunds. A total of \$1.4 million in tax refunds and \$650,000 in claimed Earned Income Credit refunds went into the pockets of Hartford's working families.

United Way of the Capital Area's Volunteer Center recruited individuals from area companies who were trained as income tax preparers.

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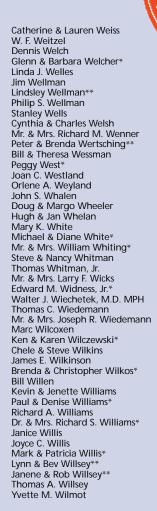
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NALC Food Drive

Gifts of food were delivered by letter carriers on Mother's Day weekend. The eleventh annual National Association of Letter Carriers (N.A.L.C) food drive was held Saturday, May 10, 2003 in the Greater Hartford region. At post offices and as they delivered mail, local postal service employees collected a record 368,245 pounds of nonperishable food items. That's a 20 percent increase over the amount collected in 2002. The food was distributed by Foodshare, a United Way partner agency, to more than 270 local food programs that feed hungry people throughout the Capital Area. The need for donated food is even greater in the summer months when children are not in school

and families often struggle to provide three meals a day.





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One thousand one hundred forty-six donors who wish to remain anonymous.



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Many Constitution Society members in our community contribute through their company employee campaign. We thank and recognize these corporations and organizations for encouraging leadership giving.

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	Reid & Riege PC	Independent Fire/
IKON Office Solutions	Rensselaer at Hartford 2	Security Officers Association:
ING	Retail Brand Alliance, Inc	East Hartford1
ING Aeltus Investment Management 7	Robinson & Cole LLP	Middletown 1
Inter-Community Mental Health 1	Rogin, Nassau, Caplan, Lassman & Hirtle LLC 1	International Association of FireFighters:
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Junior Achievement	.,,	International Association of
of Southwest New England1	SAFECO Insurance	Machinists and Aerospace Workers:
	Saint Francis Hospital & Medical Center 11	Local 700 Middletown19
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KPMG LLP	Scan-Optics, Inc	VantisLife Insurance Company (SBLI)1
KI WIO LLI	Shaw's Supermarkets, Inc	The Village for Families & Children
Leadership Greater Hartford	Sherwood International	VNA East, Inc
Lewis Machine Company	Shipman & Goodwin LLP	VNA Health Care, Inc
LIMRA International	The Simsbury Bank	VIVA Health Care, Inc.
Lincoln Financial Group	Southend Community Services	Wachovia Securities1
Lindberg & Ripple, Inc	Sovereign Bank	The Watson Group
Loctite Corporation	Stanadyne Corporation	Webster Bank
Lydall Inc	Stanley Works	West Hartford Board of Education
Lynch Motors, Inc	State Street Bank & Trust	West Hartford Town Departments
Lyndin Wotors, mic	Stop & Shop	Westinghouse5
Manchester Area Conference of Churches1	310p & 3110p	Westminster School
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MassMutual Financial Group	Town of Coventry	Windsor Federal Savings & Loan
McCue Mortgage2	Travelers*	Windsor Town Departments
McLean Home	*After August 2002 some of these donors	Women's Health
Mental Health Association of Connecticut1	became Travelers Life & Annuity or	WTIC-TV Channel 61
Merrill Lynch1	Travelers Property Casualty employees.	WVIT-Channel 30
Message Center Management1		WWII-Charlier 30
Metal Management Aerospace, Inc	TRC Environmental Corporation	X Ped X
MetroHartford Alliance	Trinity College	Xerox Corporation
Microsoft Corporation		Aerox corporation
•	Tyler, Cooper & Alcorn LLP 2	VMCA of Matropoliton Hortford Inc.
Milliman USA	LLC Touch Common of Commontions	YMCA of Metropolitan Hartford, Inc
MONY Group	U.S. Trust Company of Connecticut	YMCA of New Britain, Inc
Moore Medical Corporation1	Unisource	YWCA of the Hartford Region, Inc 2
Murtha Cullina LLP	United Parcel Service	
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No. 1 control to 1	United Way of the Capital Area	
Natchaug Hospital1	UnitedHealth Group	
New Britain Consolidated Schools 2	University of Hartford	
New Britain General Hospital	Updike, Kelly & Spellacy PC	
New Britain Housing Authority	UPS Capital Corporation	
Northeast Utilities System*	UPS Capital Business Credit	
*The Community Campaign gratefully	Urban League of Greater Hartford 1	
acknowledges Union support from		
Northeast Utilities. Union leadership		
donors are included in company numbers		
above.		
I.B.E.W. Locals 420 and 4576		



Leading the Way

SALUTING A COMMUNITY LEADER

DIONN TRON

Although her career path has taken her in varied directions, Pratt & Whitney's vice president of communications Dionn Tron has always been guided by a family axiom.

Dionn Tron, vice president of communications at Pratt & Whitney, has been volunteering since she was in high school. Growing up in northeastern Ohio, Dionn Tron, her three sisters and her brother were taught by their parents to treat others the way they themselves would want to be treated. "My father said it was always important to help other people who needed help because you never knew when you might be one of those people," says Dionn, the oldest of the family's five children. She also learned as a child that each person should give of his or her "time, talent and treasure" in whatever combination they could.

Dionn's father headed his own accounting firm and, using his skills as a certified public accountant, gave a lot of time to their church. He set an example that Dionn and her siblings have continued.

In high school, Dionn volunteered as a candy striper at Akron City Hospital and as a Head Start volunteer with her church youth group, tutoring children in inner-city Akron. "These kids were disadvantaged in a lot of ways. They often only had one parent, they had little money, and their school didn't have all the books and other kinds of things that ours did," Dionn recalls. "We weren't really sure if we were making a difference or not. But the kids kept coming back, so it made you think maybe you were."

A Funny Thing Happened On the Way to the F.B.I.

When Dionn graduated from college in 1973, she set her sights on a career with the Federal Bureau of Investigation. It seemed like exciting work and a good fit for someone with a double major in math and psychology and a minor in systems analysis.



But while the F.B.I. went about their lengthy pre-employment screening process, Dionn received a phone call that led her to a different career path. Procter & Gamble wanted to know if she'd be interested in joining their industrial psychology group. Once she talked to their psychologists about their work, she was sold. "It was exactly what I wanted to be doing, and more. More than just testing and measurement, it was research in that field."

Fresh from Miami University in Oxford, Ohio, Dionn headed to Cincinnati to begin what would be a 15-year career with Procter & Gamble. One of the areas of research she became involved in was developing behavioral 'competencies' to determine the skills and characteristics by which excellent performers could be distinguished.

Making Cincinnati A Better Place

Meanwhile, Dionn continued volunteering. She became a play therapy volunteer in the pediatric ward at Cincinnati's Good Samaritan Hospital. "Sometimes it was just drawing or painting, different ways for children to deal with what they were going through, whether it was chemotherapy for cancer treatments or something like scoliosis."

She also became involved with Big Brothers/Big Sisters, on the recommendation of a colleague who served on the board of the local chapter. Over the course of 12 years she was a big sister to three girls. She also joined the Big Brothers/Big Sisters board and along the way learned about the United Way funds allocation process. Eventually she served on a United Way allocations committee as well.

Dionn also participated in a Procter & Gamble mentoring program that targeted high school students at risk of not graduating. She was matched with Vanessa, a sophomore, who needed a lot of help with math and was in danger of dropping out. "At the time I started with her she probably wasn't going to make it through school," says Dionn. "But then we set up a whole plan that Vanessa helped direct." After Dionn moved from Cincinnati, she says it was very rewarding when a letter arrived from Vanessa, reporting that she had graduated and was enrolling in community college.

Selling Soap, and Explaining the Moon and Stars

Dionn moved through a variety of assignments at Procter & Gamble. As part of the sales team she sold soap; her sales territory was New Hampshire. Her territory was very different when she moved into international recruiting and traveled to places like Japan and the Philippines to train managers in interviewing skills. "It was a good way to learn about a lot of cultures around the world," she says.

Next she entered marketing and brand management, working on Dawn dishwashing liquid. In the '70s and early '80s, the number of women in management was just beginning to grow. Dionn says there were several managers at Procter & Gamble who "encouraged me not to be bound by the way things had been."

Dionn was recruited away from brand management by the public affairs group at P & G. It was at that point that she found her niche in communications. She handled product issues such as ingredient safety and animal testing, as well as proactive programs for Crest and P & G's beauty care products. She managed public relations issues such as rumors linking the Procter & Gamble trademark—a moon and stars—to Satanism.

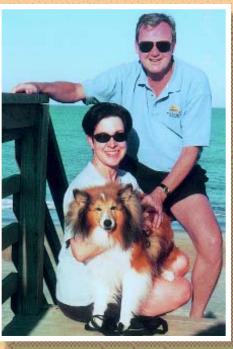


And she continued her work as a volunteer. She became involved with Kids Helping Kids, a drug rehabilitation organization started by parents whose children were battling drug problems. As a member of the agency's board, Dionn helped bolster marketing and public affairs. She says Kids Helping Kids, a United Way-supported agency, has been helping families for over 20 years and enjoys a very high success rate. It is one of the programs she contributes to regularly. She also led a community-wide research project on women and alcohol that identified unique needs of women alcoholics.

Indiana, New Jersey, Marriage and Connecticut

Dionn left Procter & Gamble in 1988 to join Miles (now Bayer), a health care business, in Indiana as corporate communications manager. Through the Junior League she became involved with a homeless shelter in South Bend that served families as a unit. She and fellow volunteers worked in partnership with Notre Dame to provide meals and career counseling and skills training.

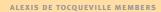
In 1991 Dionn was promoted to vice president of communications for Agfa, the imaging technologies unit of Bayer, located in Ridgefield Park, New Jersey. Again



Top: Dionn, second from left, was a college student when she posed for this family photo with her parents and siblings.

Above: Dionn and her husband, Dennis Loar, with their dog, Austin, in Outer Banks, North Carolina.

Continued on page 24





Leading the Way

SALUTING A COMMUNITY LEADER

Right: Dionn with the team of Pratt & Whitney employees she led as chairman of the company's 2002 United Way Community Campaign.

Continued from page 23

through the Junior League, she became involved in several programs serving children at risk, as well as programs to help women re-enter the job market.

It was after moving to New Jersey that Dionn became reacquainted with Dennis Loar, a fellow Miami University graduate and good friend of her brother-in-law. They had first met at her sister's wedding in 1976. In New Jersey they soon became close and were married in Charleston, South Carolina, in 1993.

In 2001 when Dionn was offered the position of vice president of communications at Pratt & Whitney, she and Dennis were excited to move to Connecticut. She says they had found their New Jersey community somewhat impersonal and their experience here has been much the opposite. For Dennis the move was also an opportunity to make a career change from chemicals marketing and sales to the real estate business. He now works for Prudential.



Dionn and her husband enjoy a holiday gettogether with family in December 2001. In Glastonbury, where they make their home, Dionn joined a book club, as well as a quilting group. She also enjoys gardening, explaining, "There's nothing better than mulching to give you an immediate sense of accomplishment."

Leading Pratt & Whitney's Community Efforts

With her record of involvement, it comes as no surprise that Dionn became involved with United Way within the first few months of her arrival in the Hartford area. Pratt & Whitney President Louis Chênevert asked her to co-chair the company's United Way Community Campaign. He told her that the campaign would be an



excellent way for her to get to know the company and the community. He was right, and after co-chairing in '01, Dionn served as chairman of the company's campaign in 2002, raising more than \$3.5 million, through the incredible generosity of Pratt & Whitney employees.

"You can't help but feel good about working with United Way when you realize the effect," says Dionn. "It was an incredible honor to chair Pratt's United Way campaign. Year after year our volunteers come back because they believe in what they do." Recently Dionn joined the board of directors of United Way of the Capital Area.

Today she has her hands full at Pratt & Whitney, overseeing the full range of communications across all company divisions. The areas she directs include media relations, employee communications, advertising, marketing communications, public affairs and customer relations. One of the groups she leads is community relations and contributions. She says the team is working to bring a focus to the company's community involvement, most likely under an umbrella of education and literacy.

Not surprisingly, a Pratt & Whitney-sponsored program called Power to Read counts Dionn among the volunteers working with a student each week to improve reading skills. Sessions take place at East Hartford's Hockanum Elementary School. "I just block it on my calendar," she says matter-of-factly.

She believes it's important to support the entire continuum of education, beginning early in childhood. She says, "If you invest in early childhood education, there's a clear correlation between that and success in school and life. In our country we aren't so good at the preventative... Unfortunately we often spend more money at the end, fixing problems, rather than investing in preventing them from happening."

Dionn is working to change that pattern, through her efforts as a tutor, a board member, a corporate funder and an individual donor. When asked about why she devotes so much of her 'time, talent and treasure' to others, Dionn sums it up: "It helps me connect to what's important in life."

Editor's note: In this edition of *Impact*, we present the first in a series of guest columns on planned giving.

Give A Lasting Gift



This month's column is by James B. Lyon, an attorney with Murtha Cullina LLP specializing in tax-exempt organizations and charitable giving. Any charitable contribution is "planned" to the extent that the donor analyzes the commitment which he/she can make to the institution and the specific purposes for which the contribution will be made.

Technically, "planned giving" means the donation of property in a manner which not only qualifies the donor for a charitable contribution deduction and avoidance of capital gains taxes, but also provides an income stream

to the donor and his/her family over a period of years. A bequest in one's will is also a planned gift.

For example, a donor may transfer highly appreciated stock to a charitable remainder trust created during his/her lifetime. Under the terms of the trust, income passes to the donor and his/her family for a set number of years or for one or more lifetimes with the remainder interest passing to a charity upon termination. The donor enjoys tax benefits and, upon the termination of the trust, the charity (or charities) selected by the donor receives significant assets. Such trusts, properly structured, may serve as "retirement vehicles," and as a mechanism for providing for children's educational needs.

In another variation, the donor transfers assets to a trust with the income from the trust paid to a charity initially. Upon termination of the trust, the assets pass to family members. While the donor generally receives no income tax deduction upon the creation of such trust, income realized by the trust which passes to the charity is not taxed to the donor. At the termination of the trust significant assets may pass relatively tax-free to the donor's heirs.

There are various other planned giving mechanisms, such as:

- charitable gift annuities (the donor transfers property to a charity in exchange for which he/she receives an annuity payable to him/herself, and perhaps one other person, for life),
- utilization of a pooled income fund (the charity maintains a fund to which the donor may transfer property in exchange for a proportionate interest in the income of the fund payable over his/her lifetime); or
- a charitable bequest which removes assets from the donor's taxable estate.

A prospective donor should seek competent legal and tax advice in connection with any planned giving vehicle. Any planned gift should be made because of the donor's interest in the eventual beneficiary charity and not because of anticipated tax advantages.

REMEMBERING OUR PAST HELPS US BUILD OUR FUTURE.





The 1924 Society recognizes individuals who have generously remembered United Way in their estate plans. Through your planned gift, you can leave a lasting legacy and join with others to become a permanent partner of United Way in caring for the future of our community.

For additional information on planned gifts to United Way of the Capital Area, please contact Lauren Clarke at (860) 493-6849.

Photo: An Isle of Safety (detail), ca. 1924, courtesy of The Connecticut Historical Society, Hartford, CT.

MAKING AN UNENDING DIFFERENCE

Remembering your favorite charity in your estate plans is an easy and lasting way to pay tribute to an organization that has special meaning to you. LEAVE A LEGACY®



CONNECTICUT reaches out to people from all walks of life who want to thank or recognize nonprofits that have been an important part of their lives.

Ways you can Leave a Legacy.

Prepare a Will.

Leave a gift in your Will for the charitable organizations that made a difference in your life.

Leave a specific dollar amount or a percentage of the assets in your Will to your favorite charity.

Consider using assets for your charitable gift.

Name your favorite charity as the beneficiary of your IRA or pension plan.

Purchase a new life insurance policy naming your favorite charity as the beneficiary.

Name your favorite charity as the beneficiary of an existing life insurance policy.

Remember deceased loved ones with memorial gifts to charities.

Encourage family members and friends to leave gifts to charities in their Wills.

Ask your financial advisor to include charitable giving as part of their counsel to other clients.

For more information about how you can be part of the LEAVE A LEGACY CONNECTICUT program at United Way of the Capital Area, please contact Lauren Clarke, development director, 860-493-6849. For general information about LEAVE A LEGACY CONNECTICUT, please visit their website at www.leavealegacyct.org.

A LIFE IS NOT IMPORTANT EXCEPT IN THE IMPACT IT HAS ON OTHER LIVES.

-JACKIE ROBINSON

Dona D. Young, Chairman of the 2003 United Way Community Campaign, shares a special moment at the Elmwood Early Learning Center in West Hartford on *Day* of Caring XII.



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