



# 2022-2023 ANNUAL REPORT



# ENSURING BERKSHIRE COUNTY IS A DYNAMIC, ENGAGED COMMUNITY WITH OPPORTUNITIES FOR ALL.

## MESSAGE FROM OUR PRESIDENT AND CEO AND BOARD CHAIR

Sixty-one years ago, President John F. Kennedy issued a challenge to the nation. He asked people to support the bold and ambitious vision of putting humans on the moon. In a speech at Rice University President Kennedy said, “We choose to go to the moon in this decade and do the other things, not because they are easy, but because they are hard, because that goal will serve to organize and measure the best of our energies and skills, because that challenge is one that we are willing to accept, one we are unwilling to postpone, and one which we intend to win...”

This charge to do difficult work is one that continues to resonate, especially as we at Berkshire United Way prepare to celebrate our 100th year of positive community impact and look ahead to our second century of service to the people of Berkshire County. Our team, board, donors, and community partners strive to understand the needs of the community, and to use data and stories to communicate our powerful impact. We seek to evolve with the times, and to advocate with and for our partners for policies, investments, and changes that will build a stronger and more equitable community where everyone can thrive.

Like the race to the moon, this is work we’re not willing to postpone. It’s complex and urgent because the needs of people in our community are urgent and complex. There are no easy answers to kindling a spark for early learners, fanning the flames of future aspirations for young people, and ensuring the bright glow of economic prosperity — of setting and achieving goals for yourself and your family — is available to everyone. The needs are great, the opportunities are boundless, and the cost of inaction is too high to accept. So we push forward every day — raising funds, engaging volunteers, convening and supporting our partners, and looking for new ways to collaborate, lead, and support the incredible human service network that helps create stability and prosperity for all.

Make no mistake, this work is hard because the challenges that confront the community often can seem vast and overwhelming. We know that many people in the Berkshires struggle to make ends meet. We also know and appreciate how necessary the support from Berkshire United Way and our donors and partners can be in narrowing gaps to self-sufficiency. But we recognize that things worth doing are often difficult, which can make doing them all the more rewarding.

We tackle these challenges because the stakes have never been higher, the needs have never been greater, and the opportunity and responsibility to do lasting and positive good has never been more urgent. In the Rice speech, President Kennedy characterized the human spirit as one that is “determined and cannot be deterred.” We prefer to think of ourselves as ambitious and stubborn, and fueled by this same indomitable spirit. We do the hard work because we have been doing it for 99 years, and don’t plan to stop anytime soon.

In this annual report you will learn about the positive impact we have made through our mission to ignite the collective power of our community. Thank you for your friendship, partnership, and support.



Thomas Bernard  
President and CEO



Laurie Gallagher  
Chair, BUW Board of Directors

## Mission

Berkshire United Way ignites the collective power of individuals and organizations to build a stronger community together.



## 2022-2023 STAFF



From left to right: Katherine von Haefen, Brenda Petell, Pamela Knisley, Karrie Buratto, Chloe Rychcik, Gretchen Weber, Emily Daunis, Gretchen Fairfield, Tom Bernard

### Tom Bernard

PRESIDENT AND CEO

### Karrie Buratto

MARKETING AND COMMUNICATIONS SPECIALIST

### Emily Daunis

DIRECTOR OF DEVELOPMENT

### Gretchen Fairfield

FINANCE AND ADMINISTRATION MANGER

### Pamela Knisley

WORKPLACE CAMPAIGN AMBASSADOR

### Brenda Petell

DIRECTOR OF VOLUNTEER ENGAGEMENT

### Chloe Rychcik

DATA ANALYTICS AND TRAINING MANAGER

### Katherine von Haefen

DIRECTOR OF COMMUNITY IMPACT

### Gretchen Weber

DONOR RELATIONS MANAGER

## 2022-2023 BOARD OF DIRECTORS

### OFFICERS



**Michael Stoddard, Chair**  
GREYLOCK FEDERAL CREDIT UNION



**Laurie Gallagher, Vice Chair**  
COMMUNITY VOLUNTEER



**Jaime Campbell, Treasurer**  
WILLIAMS COLLEGE



**Krystle Blake, Clerk**  
GENERAL DYNAMICS MISSION SYSTEMS



**Henry Botzum**  
WIDEX



**Pat Callahan**  
COMMUNITY VOLUNTEER



**Jason Cuyler**  
2ND STREET SECOND CHANCES



**Dr. William DeMarco**  
BERKSHIRE HEALTH SYSTEMS



**Warren Dews Jr.**  
CAPITAL REGION INDEPENDENT MEDIA



**Barbara Guido**  
ADAMS COMMUNITY BANK



**David Harrington**  
LEE BANK



**Brian Horan**  
HORAN LAW LLC



**Capt. Matthew Kirchner**  
PITTSFIELD POLICE DEPARTMENT



**Melissa Loiodice-Walker**  
BERKSHIRE COMMUNITY COLLEGE



**Rachel Melendez Mabee**  
GREYLOCK FEDERAL CREDIT UNION



**Christopher Montferret**  
GENERAL DYNAMICS MISSION SYSTEMS



**Jason Ostrander, MSW**  
SACRED HEART UNIVERSITY



**David Reinhart**  
COMMUNITY VOLUNTEER



**Daltrey Turner**  
AUSTEN RIGGS CENTER

# CREATING COMMUNITY-BASED SOLUTIONS

## 2023-2026 STRATEGIC PLAN

**Berkshire United Way has a critical role to play in ensuring a bright future for the Berkshires. This responsibility reflects our legacy of trust and our history of community stewardship.**

As we prepare to launch our second century of positive community impact, we recognize that Berkshire United Way must evolve in partnership with the community and the people we serve.

In March 2023, the Berkshire United Way Board of Directors adopted a new three-year strategic plan. It was the culmination of an intensive process that began with a community assessment and that engaged our board and team to better understand how the community perceives our critical value to the community, as well as to identify the most significant unmet needs where we can play a leading and positive role.



### Key Themes

The community assessment process identified several themes:

- Many Berkshire residents continue to struggle to meet their basic needs — primarily housing and food — due to cost of living and income inequality.
- While Berkshire employers struggle to hire and fill vacant positions, working families and employees face barriers to financial prosperity.
- Through a focus on advocacy, Berkshire United Way can bring visibility to these issues and provide a unified voice for the county.

### High-Impact Goals

Our strategic planning process developed three goals that will focus Berkshire United Way's ongoing efforts:

#### GOAL 1

**Deepen collaboration, advocacy, and investment with partners who empower individuals and families to thrive.**

#### GOAL 2

**Increase our capacity and resources to equitably support Berkshire County and expand community engagement with our mission and vision.**

#### GOAL 3

**Strengthen our foundation to ensure we have the capacity and resources to serve the community, now and in the future.**

We know that no matter how good the process is, a plan is only as good as what you do with it. Our board and staff built this plan for action. It's ambitious, a work in progress, and a framework that will fuel our collaboration, leadership, and service in our centennial year and beyond.

Looking ahead, data shows that community resources will continue to be strained, emphasizing the need for increased capacity, innovation, and dollars.





## BUILDING AND SUSTAINING EQUITY

**Berkshire United Way believes that to improve people's lives and our community, we must strive to ensure that the staff, board of directors, volunteers, and partner organizations reflect and include the communities we serve. Berkshire United Way commits itself to enriching community experiences through the advancement of diversity, equity, inclusion, belonging, anti-racist, and anti-oppressive practices.**

This statement is the starting point of our Diversity, Equity, Inclusion, and Belonging (DEIB) commitment. It is the foundation of focused, intentional work on the part of the BUW Board of Directors and staff. We understand that to be effective in our work to build a community where everyone can thrive, we must recognize that focusing on our priorities related to early childhood development, positive youth development, and economic prosperity depends on understanding how each person's unique set of circumstances affects their experience living in the community.

This is true for our donors and volunteers, our funded partners and their employees, and the people served by the programs in which we invest. In order to be a proponent for lasting change we need to acknowledge and understand the barriers people face and support our neighbors as they work to remove or mitigate them.

As much as we focus on our DEIB commitment in our outward-facing work it is equally true of our organizational foundation. To promote equity for, in, and with the community — and to do it with integrity — we must keep our commitment front and center among our board and staff.

This work has involved and will continue to involve:

- The creation of a DEIB subcommittee of the board;
- Board and staff professional development related to implicit bias and other topics;
- Staff participation in peer-learning circles;
- Intentional alignment of our DEIB commitment with our new strategic plan; and
- Focused attention to policies, procedures, and practices that ensure equity commitments and habits are embedded throughout our operation.

Building these capacities will enable us to lead by example and engage authentically and credibly with the community. It also supports our understanding of equity as the overall goal of these ongoing efforts.

This is difficult work for everyone, especially at a time when the national dialogue around these commitments has escalated. Living our DEIB values requires grace, trust, and vulnerability. It requires that we acknowledge how historic inequities based on race, ethnicity, gender, sexual orientation, religion, age, and other characteristics have harmed, and continue to harm, underserved and underrepresented groups.

Having acknowledged that these barriers prevent individuals and families from living their fullest potential lives, we believe in intentionally making decisions that provide fair treatment, access, and opportunity for all.

## BUILDING A STRONGER COMMUNITY TOGETHER

**Berkshire United Way focuses on improving three critical priorities for our community: early childhood development, positive youth development, and economic prosperity.**

Our targeted investment helps ensure we fund vital community needs, and it allows us to create impactful, measurable, and positive change for Berkshire residents.

### EARLY CHILDHOOD DEVELOPMENT

A safe, caring, and nurturing environment at the earliest stages of development boosts a child's chance for future success. To ensure Berkshire children ages 0–5 years have a strong start in school and life, we fund childcare, family home providers, and home visitation services. Our goal is for all children to have access to the best possible future.

### POSITIVE YOUTH DEVELOPMENT

As young people navigate the transition to adulthood, it is essential to offer opportunities to build skills and confidence, improve their social and emotional health, and empower them to shape a vision for their future. To ensure youth are prepared for life after high school, we fund activities outside the classroom that focus on critical life skills. These programs include after-school projects, summer camps, mentoring, and career development.

### ECONOMIC PROSPERITY

Everyone in the Berkshires should have the ability and opportunity to create stability and prosperity for themselves and those they love. To ensure families and individuals are financially stable, we fund programs that assist in job training and skill development to help people secure employment opportunities, increase wages, or earn job relevant licenses, certificates, and credentials.







## 2022-2023 Community Investments

18 Degrees

Anti-Defamation League

Barrington Stage Company

Berkshire County Head Start

Berkshire County Kids' Place and  
Violence Prevention Center

Berkshire Hills Regional School District

Berkshire Nursing Families

Berkshire Pulse

Berkshire South Regional  
Community Center

Berkshire Theatre Group

Central Berkshire Habitat for Humanity

Child Care of the Berkshires

Community Health Programs

Dalton Community Recreation Association

Elizabeth Freeman Center

Flying Cloud Institute

Gladys Allen Brigham Community Center

Greenagers

Lee Public Schools

Lee Youth Association

Pediatric Development Center

Railroad Street Youth Project

Roots Rising

Volunteers in Medicine Berkshires

*Please see page 17 for more details on  
our positive community impact.*

# The Power of Your Donation



## PAULA ▲

### *Designing a path to self-sufficiency*

Paula\* moved with her family from Colombia to the Berkshires last summer. Early on the family found limited employment and childcare options, and struggled to make ends meet with only one income. After months of adjustment to living in a new country and community, Paula made a breakthrough when she connected with the 18 Degrees EMPATH Mentoring program that is made possible through grant support from Berkshire United Way.

Paula's EMPATH Family Support Worker (FSW) helped her research childcare options for her five-year-old daughter, find specialized medical care for her son, and advocate for more academic support and services at her son's school. Once these immediate needs were met, Paula and her FSW designed a path toward self-sufficiency starting with English language classes three times per week.

During her session with the FSW, Paula shared her dream of one day starting an at-home bakery business. She had been an exceptional baker in Colombia, and she hoped to transfer her skills into her new life in the Berkshires.

Paula worked with her FSW to develop a business proposal and action plan to make her dream come true. She also attended a women's entrepreneurship workshop and financial literacy courses to understand the financial parts of her goal. The EMPATH program was able to help Paula purchase baking tools and supplies to get her business started, and they helped Paula earn her ServSafe baking certification.

Today, Paula is seeing the results of her hard work over the past year. She is able to communicate with teachers and doctors to get necessary information. Her daughter is ready and excited to begin kindergarten. Her son's medical needs are being met and he is thriving at school and at home. Paula's husband continues to attend English classes in between working his two jobs. Finally, Paula is excited to be generating income for her family by selling her baked goods to the Berkshire community!

## ANGELA ►

### *Finding support for a new start*

This winter Angela\* relocated to the Berkshires after living out of state. She was seeking a fresh start with her young child after leaving an abusive relationship.

Coming to a community where she had no friends or family, Angela was seeking information, resources, and connections. She learned about and joined the Healthy Families Program at Child Care of the Berkshires, a free and voluntary program for first-time moms and dads, age 25 years and under, who have children younger than three years old. This program is generously supported by Berkshire United Way.

Her Healthy Families home visitor helped support her as she struggled with feelings of being overwhelmed. Angela was concerned about the Department of Children and Families involvement in her parenting, as well as what her



future held for her. Her home visitor listened and validated her concerns and did some “reality checking” with her about choices and consequences. Ultimately, this mom was able to understand what she needed to do for hers and her child’s well-being and safety.

Child Care of the Berkshires staff provided referrals and helped her navigate barriers to access the resources she needed. They offered transportation, collaborated with other agencies on her behalf, and checked in frequently with her. Angela connected with a counselor at the Elizabeth Freeman Center and with mental health counseling services. Her Home Visitor also connected her with the Early Intervention program for her child and brought this mom to the Christian Center for food, clothing, and diapers.

In addition to helping this mom connect to needed resources, her home visitor continued to support her in learning about her child’s development, and about safety proofing and feeding her child healthy, nutritious foods. Finally, the Healthy Families Program helped Angela connect with the MassHire Berkshire Career Center. She enrolled in a GED program and a summer internship, and recently passed her first GED test!



## FLORA ▲

### *Inspiring creative expression*

Fourteen-year-old Flora\* joined the Berkshire Pulse program last fall and decided she wanted to explore her interest in dance by taking Flamenco lessons.

Flora lives 30 minutes from Pulse studios with a single parent and frequently relies on Pulse staff to coordinate carpools to get her to and from classes. Thanks to the generosity and conscientiousness of Pulse’s community of parents/caregivers — and a 100% discount thanks to Pulse’s tuition assistance program, which is supported by Berkshire United Way — Flora expanded her dance repertoire.

Though shy at first, Flora quickly made friends at the Pulse studios as she became more engaged in her dance lessons. By the end of the fall Flora had enrolled in Beginners Tap; this spring she added a full slate of dance classes, including the Young Choreographers Workshop. As a result of her learning and dedication, Flora was featured as a special Flamenco solo during Pulse’s Spring Celebration!

\* Some names and details have been changed to ensure confidentiality.

*#HereForGood*

# HARNESSING THE TIME AND TALENT OF OUR COMMUNITY

## Berkshire United Way Volunteer Center

[volunteerberkshireuw.org](http://volunteerberkshireuw.org)

**88**

active  
organizations

**863**

individual  
volunteers

**5,024**

volunteer  
hours

As in communities across the nation, the human service and nonprofit sector in Berkshire County works with dedication, focus, and empathy to address and respond to the varied needs of our neighbors. Currently, more than 1,000 nonprofit organizations operate in Berkshire County. Three out of every four of these nonprofits are small organizations employing just a few people and being laser-focused on a particular and unique mission.

For nonprofits of all sizes, staff and financial resources often are stretched thin. That's why organizations across the Berkshires rely on volunteers as a critical resource to expand impact. In particular, the labor market in the Berkshires makes job recruitment a formidable challenge, and volunteers have stepped in to play a crucial role to ensure vulnerable populations continue to be served.

In 2020, Berkshire United Way created the role of Director of Volunteer Engagement and hired Brenda Petell to lead this critical work. Brenda coordinates volunteer projects in the community and raises awareness of volunteer opportunities to assist nonprofits in maintaining and/or building their program capacity.

To further enhance the volunteer ecosystem in Berkshire County, we also established an online volunteer center ([volunteerberkshireuw.org](http://volunteerberkshireuw.org)), generously sponsored by Greylock Federal Credit Union. The online Volunteer Center provides a convenient web-based destination where businesses and individuals with a desire to give back to their community can find and match with nonprofit organizations looking for volunteers.

Our vision for this program reflects our demonstrated success in connecting nonprofits with volunteers — especially small organizations that work with marginalized groups. In the two years since the launch of the online volunteer center it has hosted 88 active organizations, many of which post numerous projects throughout the year.







## *Young Volunteers Make a Difference*

This winter, local students and community members gathered at L.P. Adams in Dalton. Zander Walton, a senior at Wahconah Regional High School, organized this volunteer effort as part of his National Honor Society project. Working with Berkshire United Way, Zander organized the ordering, sorting, and delivery of nearly 11,000 pounds of nonperishable food to support the efforts of five local food pantries.

What made the Food Taxi project so powerful and unique was the personal connection Zander brought to his service commitment. Last fall, Zander's father, L.P. Adams co-owner Todd Walton, passed away unexpectedly. When considering Todd's dedication and legacy of generous service to the community, the Walton family asked that donations in his memory go to Berkshire United Way to support efforts to address hunger and strengthen local food pantries. These generous memorial donations purchased the food that Zander and his friends distributed.

Zander assembled over two dozen fellow students, parents, and other dedicated volunteers. The group worked together at L.P. Adams, the site of past Berkshire United Way food access projects, to sort, load, and prepare the donated food — including rice, pasta, soups, peanut butter, and canned beans and vegetables — for delivery to local pantries.

**"I wish to express my sincere gratitude to Zander Walton for his selfless willingness to assist those with food insecurity. Zander's vision, coordination, and implementation of his food project were flawless. We thank Zander, his team, and mentors for such a heart-warming effort to help our community. It takes a village to make change, and we thank Zander for being a huge part of our village!"**

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JAYNE SHOGRY, ST. JOSEPH'S FOOD PANTRY

At each delivery site additional volunteers helped unload the trucks, and sort and stock the pantry shelves. In each case, the volume of food and the spirit of generosity of the volunteers was met with surprise, joy, and a few grateful tears.

The Food Taxi project began with volunteers who came together in a spirit of collaboration, engagement, and respect for the memory of a beloved community member. It created new connections and friendships, a stronger sense of community, and a renewed appreciation of the needs and challenges experienced by many community members. The food taxi demonstrated how volunteer service makes a positive difference for individuals and families.



## ORGANIZING COLLABORATIVE CHANGE BY COMING TOGETHER

**Berkshire United Way is committed to helping our community succeed. By collaborating locally, we create the capacity to work together to create lasting, systemic change.**

In addition to our role as a critical funder of essential services in Berkshire County, we relaunched efforts to provide collaboration settings for organizations working within similar sectors.

Our Berkshire United Way convenings provide a space to share information and resources. We have seen that our partners appreciate the opportunity to gather with colleagues, network and build connections, share innovative practices, and tackle common issues.

During the past year we have hosted collaborative meetings for early learning educators, nonprofit and staff managing community navigation programs, CEOs and executive directors, and frontline program staff. Our convenings have welcomed over 100 individuals representing 40 organizations.

We look forward to growing and deepening this collective work in the coming year.

**“The better we are at knowing what each agency does and what each agency’s strengths are, the better we can serve the community as a whole.”**

RECENT PROGRAM STAFF CONVENING PARTICIPANT





# *Celebrating Our Collective Impact*



## **HERE FOR GOOD VOLUNTEER MONTH**

**APRIL 11 – MAY 20, 2023**

Our third annual #HereForGood Volunteer Month connected 153 volunteers to over a dozen meaningful service projects and events. We welcomed 49 brand new volunteers, as well as youth from eight different local schools.

At a food security-focused event held at St. Mary's School in Lee on May 6, volunteers helped assemble 2.8 tons of meal kits. We also partnered with local post offices during the Letter Carriers' Stamp Out Hunger® Food Drive on May 13, which brought in 12.2 tons of food. Both events directly served food pantries throughout Berkshire County, helping to meet a critical community need.

## **LIVE UNITED COMMUNITY CELEBRATION**

**MAY 16, 2023**

#HereForGood Volunteer Month concluded with our Live United Community Celebration, where we honored all the volunteers who do incredible work in the community. We were pleased to present Alex Reczkowski with the Daniel C. Dillon Helping Hands, Caring Heart Award, and Vannessa Guess Slaughter and Manny Slaughter with the Robert K. Agar Jr. Volunteerism Award.

Thank you to all the volunteers who lent their time and talents to our efforts during #HereForGood Volunteer Month and throughout the year.

## **RED TEE GOLF TOURNAMENT**

**JUNE 12, 2023**

The Red Tee Golf Tournament was founded to raise money and awareness of efforts to support women in Berkshire County. Berkshire Hills Country Club in Pittsfield hosted the sold-out inaugural tournament, organized by a volunteer committee of local women. Berkshire United Way and the Elizabeth Freeman Center received the proceeds from the event.

Special thanks to the volunteer Red Tee Committee: Stacey Carver, Leah Casucci, Jennifer Glockner, Leia Miller, Andrea Schaller, Heather Seely, Betsy Strickler, Laura Brennan

## **GREYLOCK SOCIETY RECEPTION**

**JULY 19, 2023**

More than 100 guests joined Berkshire United Way at Bousquet Mountain Lodge for a summer celebration to celebrate the spirit of philanthropy in the community. The annual Greylock Society reception also provided guests with the opportunity to honor, recognize, and thank Rosemary and Larry Harnett, longtime Berkshire United Way supporters, and the recipients of this year's Ruth P. and Nicholas Boraski Leaders in Philanthropy Award.

# HONORING VOLUNTEERISM, SERVICE, AND PHILANTHROPY



## RUTH P. AND NICHOLAS BORASKI LEADERS IN PHILANTHROPY AWARD

### Larry and Rosemary Harnett, 2023 recipients

Larry and Rosemary joined the Berkshire community when Larry accepted a role as general counsel of the Plastics Division of General Electric, which was later acquired by SABIC. They have been donors to Berkshire United Way since their arrival in Pittsfield, first through Larry's workplace and later as individual supporters. Larry also served as a Berkshire United Way board member, and he and Rosemary have been dedicated supporters of community programs, especially with organizations improving the lives of children and working to counter regional inequality.

In accepting the award, Larry noted, "I'd be remiss not to say how honored we are to get an award in the name of Nick and Ruth Boraski. They are the model for what philanthropy is in this community and have been for the past 30–40 years. It's humbling to get an award in their name." He added, "I just want to ask [Berkshire United Way donors] to please keep up the donations because the needs are great, the needs are growing, but the impact is great and it's working. When people ask me 'Why do you give?' I'm not so naive as to think I couldn't have been one of those underprivileged kids on the west side of Pittsfield. We have a duty to try to raise these kids up. We're not going to get them all. Every contribution we make toward the ladder of success helps to break the cycle of poverty in this country."

## DANIEL C. DILLON HELPING HANDS, CARING HEART AWARD

### Alex Reczkowski, 2023 recipient

As director of the Berkshire Athenaeum, Alex is proud of his work to make everyone feel welcome at the library. He also is active in local and international service as a member of the Rotary Club of Pittsfield, volunteers with the Volunteer Income Tax Assistance (VITA) program — a program supported by Berkshire United Way — and has served on several local boards and committees.

"Me standing here reflects all of the love and support, the willingness, the bravery, and the courage that I've received from this community. I'm just giving back what I've been getting," said Alex. "I am so thankful and so proud to be part of the United Way community, this community that is Here For Good."





## **ROBERT K. AGAR JR. VOLUNTEERISM AWARD**

### **Vannessa Guess Slaughter and Manny Slaughter, 2023 recipients**

For nearly three decades Vannessa Guess Slaughter and Manny Slaughter and their family have mentored and supported local youth through dance, sports, and literacy programs. Through their organization Focus is Our Children — a Berkshire United Way partner agency — Vannessa runs a free dance program and Manny oversees a new afterschool homework program.

Reflecting on their spirit of service, Manny said, “There was something instilled in me and my wife and that was service for giving back,” said Manny “We truly want to thank the community — from agencies like Berkshire United Way, to the City of Pittsfield, to local banks. We all need to understand that we did not do this alone, this is a community effort,” he added.

**For more information about  
our awards, their history,  
and past winners, visit  
[berkshireunitedway.org/awards](https://berkshireunitedway.org/awards).**



## Greylock Society Members

These generous community members annually contribute \$1,000 or more to support Berkshire United Way. Gifts recognized were made between July 1, 2022, and June 30, 2023.

### The Alexis de Tocqueville Society

#### Ordre de Liberte \$25,000+

Callahan Dee Family Foundation  
The Donald C. McGraw Foundation  
Lawrence & Rosemary Harnett  
Carlo & Amy Zaffanella

#### Membres de la Société \$10,000–\$24,999

Richard & Laura Allen  
John & Melissa Bissell  
The Ruth P. Boraski Children's  
Endowment Fund  
Larry & Christine Carsman  
Joseph & Laurie Gallagher  
Lawrence & Kristine Hazzard  
Chuck Leach  
The Petricca Family  
Michael & Lisa Stoddard  
Candace Winkler & Matt Kropke

### The Greylock Society

#### Beacon \$5,000–\$9,999

Anonymous (5)  
Dudley R. Billings  
Christine & Tack Burbank  
Dr. William & Ginny DeMarco  
J. Williar & Susan Dunlaevy  
ERJ Fund  
Edward & Maura Feller  
Ann & John Galt  
Marilyn & George Haus  
Dr. Ellen Kennedy & Mark Gold  
David & Suzanne Klausmeyer  
David & Susan Lombard  
Christopher & Kimberly Mathews  
Christopher & Monica Montferret  
Darlene & Robert Rodowicz

#### Tower \$3,000–\$4,999

Brian & Dailin Adams  
Gregory Adams  
Anonymous (1)  
Tom & Jennifer Brennan  
Peter & Robin Buratto  
Matthew Burno  
George & Kathy Desmarais  
Scott & Dawn Foster  
Cindy Hashim  
Laura Hooks  
Michael & Laurie Hopsicker  
Kittredge Family Charitable Fund  
Howard & Denise Marshall  
Dr. Fred Mensch & Dr. Andrea Bodine  
Martin Messinger  
Dr. W. Peter Metz  
Beth & Monty Mitchell  
Raymond B. Murray  
Jeff & Brenda Noble  
Jodi Rathbun-Briggs & Edward Cliff Briggs  
David & Deborah Reinhart  
Richard & Karen Rowe  
George & Cecelia Rufo  
Andrea Wagner & Shawn Kinney

#### Summit \$2,000–\$2,999

Jay & Karen Anderson  
Anonymous (2)  
Joan Bancroft  
Thomas & Jennifer Bernard  
Krystle & Carlton Blake  
Jonathan & Michele Butler  
Dr. Paul C. & Janet M. Carter  
Paul W. Clark  
Robert & Carolyn Coco  
Timothy & Sharon Coe  
Douglas & Elizabeth Crane  
Shaun & Tracy Cusson  
Carl & Anne Desrochers  
Susan Dumont & Gordon Dinsmore  
Emil & Elizabeth George  
Michael & Theresa Jerome  
Stan & Tracy Kordana  
Mary & Steve Ledbetter  
James W. Lederer Jr., MD &  
Crystal D. Shaw, FNP  
Brigid Makes  
Peter M. Marchetti  
Andrew & Judith Matthews  
Douglas McNally & Janet Bradley  
Robert C. & Eileen F. Mercer  
Mark & Osneyda Miller  
Michele Morin  
William P. O'Brien  
Tim O'Donnell & Tyne Allshouse  
Vern & Jane Palen  
Daniel & Marcia Parnell  
George & Patricia Paul  
Richard & Carol Seltzer  
Robert Sims  
Don Usher  
Carl Walser  
Claudia Wells

#### Peak \$1,000–\$1,999

James & Kristin Allen  
Anonymous (10)  
Mary Ariosto-Coe  
Timothy & Patricia Armstrong  
Brian & Laurie Astorino  
Michael Barbieri  
The Barrington Foundation, Inc.  
Christopher Barry  
William & Rosemary Barschdorf  
Scott & Cathy Behrent  
Richard Bissell  
Michael & Dianne Blau  
David & Kathy Borowsky  
Daryle & Alison Bost  
Austin & Lynda Brazee  
Pamela & Andy Breslin  
Paul & Susie Brown  
Dr. Deborah Buccino & Dr. Eric Plakun  
Tim & Brenda Burdick  
Brenda E. Cadorette  
Scott & Jaime Campbell  
George Candelet  
Erin Carlotto & Erik Ungewitter  
Stephanie Carlson  
Richard & Jennifer Carpenter  
Kristine & Oren Cass  
Matthew Chaput  
JD & Lori Chesloff  
Michael & Elaine Christopher  
C. Jeffrey & Judith Cook  
Nelson Daley Jr. & Leslie Trachier-Daley  
Tia-Marie Damman

Michael & Michele Darroch  
Emily Daunis & Dan Wallis  
Deborah & Darryl Delaney  
Eugene A. Dellea  
John Dew  
Gregory & Julie Dieterich  
M. Janet Dohoney  
Michael Dondiego  
Alycia Sacco Duquette &  
Christopher Duquette  
Eleanor Lord  
Daniel & Jo Ann England  
Gretchen Fairfield  
Lance R. Faniel  
Michael Fazio  
Wendy & Eric Federer  
Lori Flynn & John Ryall  
Thomas F. Flynn III  
Paul Fortini  
King & Debbie Francis  
Kayla Fusini  
James Garrett  
Jeff & Glenna Gerard  
Ted & Jennifer Glockner  
Barbara Guido  
Scott & Ellen Hand  
Mary Jane Handler  
Courtney Hart  
John & Carrie Healy  
Susan Higa  
William & Jennifer Hines  
Lois Hobbs  
Stephen P. Hodgkin & Joanne Larsen  
Ronald Holmes  
Nicholas Ide  
Leslie Ioffredo  
Tyne Jeffrey  
Gary & Mary Johnson  
William C. Jones Jr. & Lisa Falsone-Jones  
Daniel M. & Sharon L. Kasper  
Ann Kerwood  
Matthew & Jennifer Kerwood  
Matthew R. & Marissa Kirchner  
Dr. Stephen Kiesel  
Rick & Carolyn Koch  
Vicky Kolodziej  
Laurie Lamarre  
The Laurin Family  
Bob\* & Elaine Lee  
Tamara & Timothy Lee  
Michael Healey & Carol Leibinger-Healey  
M. Christine Macbeth  
John & Marlene MacFarlane  
Michael Makes & Esther Conolly  
Ursula & Mike Maloy  
Dr. Maud Mandel & Steven Simon  
Jay L. & Kelly A. Marion  
Bruce J. Marzotto  
Wayne Marzotto  
Janine Maschino  
Bonnie Masefield  
Maria Mauceri  
Richard Maxstadt  
Tara McCluskey  
Amy McNally  
John & Jackie McNinch  
Gail M. Molari  
JamieEllen & Joseph Moncecchi

Christopher & Lori Moon  
Kevin & Susan Mooney  
Kenneth Moriarty  
Roger & Joy Mullen  
Kate & Peter Murphy  
Jean Noel  
John & Anne O'Brien  
David Oelberg  
Elton Ogden & Jan Salzer-Ogden  
John Olander & Margery Turner  
Jennifer O'Neil  
Dr. Jason Ostrander  
Lance Palmer  
Anthony Parslow  
Crosby & Barbara Perry Fund  
Brenda Lee Petell  
Daniel Peterson  
David & Madeline Phelps  
Lucy Prashker  
John & Donna Quallen  
Melinda Quindigian  
Charles Redd  
David Rice  
Richard Riedel & Lynelle Weinheimer  
Tony & Wendy Rinaldi  
Dr. Jack Ringler  
Scott Rote  
Linda Ruberto  
Dr. Stuart & Phyllis Sandrew  
Gary & Carol Scarafoni  
Dr. Donald & Doris Scherling  
Gary & Arlene Schiff  
Tom & Betsy Sherman  
Cindy Shogry-Raimor  
Sharon L. Simmons  
Alicia Simpson  
Brian & Nancy Smith  
Dr. Thet Soe  
Eric Spence & Joanne Sutherland Spence  
Greg & Laura Spivy  
Emily Stanford  
Robyn Staples  
Alex D. Stein  
Charles & Cheryl Stengl  
Nigel Stippa  
Jennifer Tierney Stokes  
Cynthia Stone  
Dana Story  
Dianne & Michael Supranowicz  
The Susan & Geoffrey Woglom  
Charitable Fund  
Stephen G. Sykes  
John E. Toole  
Jason & Daisy Touhey  
Jay Ufford & Fernando Pujol  
Michael & Karen Vogel  
Katherine von Haefen  
Abbie J. Von Schlegell  
Sandra Vosburgh  
Erika Wells  
Edward & Heather Wesley  
Richard E. Whalen III  
Ellen I. Whittaker  
Heather & Shelby Williamson  
Sondra Willis  
Bruce Wintman & Jonna Gaberman  
Peter Zuber  
Donald & Kristina Zukowski

\*Deceased



## Employee Giving Campaigns

Thank you to the local and national organizations that host annual Berkshire United Way giving campaigns and encourage their employees to make gifts via payroll deductions.

18 Degrees	Hill-Engineers Architects Planners, Inc. +
1Berkshire+	Hillcrest Educational Centers+
Adams Community Bank	The Home Depot
Adelson & Company, PC+	IBM Corporation
Allendale Elementary School	International Paper
Bard College at Simon's Rock	Interprint Inc.+
Barrington Stage Company	J.H. Maxymillian, Inc.+
BBE Office Interiors	JC Penney
Becton Dickinson	Jiminy Peak Mountain Resort
Berkshire Athenaeum	The Johnson Dealerships+
Berkshire Community Action Council	Kimball Farms Nursing Care Center
Berkshire County ARC	Laurin Publishing Company, Inc.+
Berkshire County Kids' Place & Violence Prevention Center+	Lee Bank+
Berkshire Eye Center	Lee Elementary School
Berkshire Health Systems+	Lenox Public Schools
Berkshire Medical Center+	LV Toole Insurance
Berkshire Regional Planning Commission	MacFarlane Office Products+
Berkshire South Regional Community Center	MassHire Berkshire Career Center
Berkshire Sterile Manufacturing+	Mercer Administration Center
Berkshire Theatre Group	Merchants Mutual Insurance Company
Berkshire United Way+	Miss Hall's School
Best Buy	Molari Employment & HealthCare Services+
Big Y Foods Inc., Store #99	Morningside Community School
Boyd Biomedical	MountainOne
Brazee & Huban, CPAs	National Grid
The Brien Center+	Nessacus Middle School
C&S Wholesale Grocers	New England Newspapers Inc.+
Cain, Hibbard & Myers, PC+	New York Life Insurance Company
Capeless Elementary School	North Adams Public Schools
Charles Stark Draper Laboratory, Inc.	Onyx Specialty Papers, Inc.+
Chicago Title Insurance Company	Pediatric Development Center
Child Care of the Berkshires	Pittsfield Adult Learning Center
Cohen Kinne Valicenti & Cook LLP	Pittsfield City Hall
Community Health Programs	Pittsfield Cooperative Bank+
CompuWorks+	Pittsfield Fire Department
Conte Community School	Pittsfield High School
Crescent Creamery Inc.	Pittsfield Police Department
Crosby Educational Academy	Price Chopper/Market 32
Crosby Elementary School	Protective Life Corporation
Dalton Community Recreation Association	Ray Murray Inc.+
Dettinger Lumber+	Raymond James & Associates
edm Services, Inc.	Raytheon
Egremont Elementary School	The Red Lion Inn
Elder Services of Berkshire County	Reid Middle School
Eli Lilly & Company	Salisbury Bank & Trust
Elizabeth Freeman Center	S-K Design Group Inc.
Enterprise Holdings	Southern Berkshire Regional School District
Eversource Energy	Stearns Elementary School
Fairview Hospital+	Taconic High School
Farmington River Regional Elementary School	Target - Store 2127
Federal Express	TD Bank
General Dynamics Mission Systems+	Town of Dalton
General Electric Company	Town of Egremont
Gladys Allen Brigham Community Center	Town of Richmond
Greylock Federal Credit Union+	Unistress
Guardian Life Insurance Company of America+	United Cerebral Palsy Association
Hannaford	Verizon
Hearst Communications, Inc.	Wheeler & Taylor Insurance Agency+
Herberg Middle School	Williams College
	Williams Elementary School
	Wohrle's Foods Inc.

+2022-2023 Pinnacle Company

**Pinnacle Company status** is given to companies/ organizations that go above and beyond during their Berkshire United Way employee giving campaign. They show commitment through employee participation, annual corporate support, and workplace special events.

## Corporate and Foundation Donors

Thank you to the many businesses and foundations from the Berkshires and beyond that make an impact through an annual donation or sponsorship support.

### \$250,000-\$499,999

Josephine & Louise Crane Foundation

### \$50,000-\$74,999

AYCO Charitable Foundation

### \$25,000-\$49,999

Berkshire Bank Foundation Legacy Region  
The Feigenbaum Foundation, Inc.  
General Dynamics Mission Systems  
Greylock Federal Credit Union  
Guardian Life Insurance Company of America  
Lee Bank

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

Berkshire Health Systems  
Berkshire Money Management  
Berkshire Taconic Community Foundation  
Charles Schwab Charitable Fund  
Commonwealth Corporation  
Eversource Energy  
Fidelity Charitable Gifts Fund  
Jewish Federation of the Berkshires  
Jewish Women's Foundation of the Berkshires  
Mill Town  
Northern Berkshire United Way  
Onyx Specialty Papers, Inc.  
Pittsfield Cooperative Bank  
Ray Murray Inc.  
Unistress Corporation  
United Way of Massachusetts Bay  
U.S. Charitable Gift Trust

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

Berkshire Bounty  
The Community Foundation for Greater New Haven  
Interprint Inc.  
J.H. Maxymillian, Inc.  
Josh Billings RunAground  
National Grid  
SABIC  
Williams College

### \$3,000-\$4,999

Adams Community Bank  
Crescent Creamery Inc.  
Greater Worcester Community Foundation  
Hill-Engineers, Architects, Planners, Inc.  
Laurin Publishing Company, Inc.  
Raymond James Charitable Endowment Fund  
The Ruth Kraus Foundation

### \$2,000-\$2,999

Carlson Propane  
CompuWorks  
First Congregational Church of South Egremont  
Lenco Armored Vehicles  
New England Newspapers Inc.  
Nonprofit Center of the Berkshires  
Raymond James & Associates

### \$1,000-\$1,999

Amalgamated Charitable Foundation  
Berkshire Bank  
The Casa B Group  
Charles Stark Draper Laboratory, Inc.  
Cumberland Farms  
J Edward Dery, Inc  
The Johnson Dealerships  
National Vinyl  
Synagex Modern IT  
Vanguard Charitable Endowment Fund

### \$500-999

American Legion Riders Chapter 155  
Berkshire Design Inc  
BMO Financial Group  
C&S Wholesale Grocers  
Carr Hardware  
Cohen Kinne Valicenti & Cook LLP  
D.R. Billings, Inc.  
Digital Insurance LLC  
Douglas J. Wooliver & Sons Inc.  
Dresser Hull  
Eastern Ice Company  
Ed Harrington, Inc.  
Fairview Roofing  
Iredale Cosmetics, Inc.  
Keator Group, LLC  
KJ Nosh Catering Company  
LB Corporation  
Merchants Mutual Insurance Company  
Mirabito Energy Products  
MountainOne  
Rotary Club of Pittsfield  
Wrenegade Sports LLC



## Statement of Activities for the Year Ended June 30, 2023 with Comparative Totals for 2022

	2023			2022
	Without Donor Restrictions	With Donor Restrictions	Total	Total
<b>Revenues, gains and other support</b>				
Campaign contributions:				
Total campaign amounts raised	\$1,842,092	—	\$1,842,092	\$1,903,145
Special event contributions	86,264	—	86,264	44,708
Special event income	19,247	—	19,247	20,006
In-kind support	5,509	—	5,509	10,808
Less: amounts raised on behalf of others	(71,935)	—	(71,935)	(67,734)
Less: (provision) recovery for uncollectible pledges	(10,927)	—	(10,927)	43,802
Net campaign contributions	1,870,250	—	1,870,250	1,954,735
COVID-19 fund contributions	—	—	—	14,548
Interest and dividend income, net of investment fees	31,233	24,254	55,487	32,247
Administrative fees charged on designations	3,047	—	3,047	3,944
Grant income	72,120	72,120	10,000	
Contributions — restricted	—	25,000	25,000	—
Realized and unrealized gains (losses) on investments	166,492	104,632	271,124	(495,240)
Released from restrictions	151,164	(151,164)	—	—
Investment return released for operations	17,047	(17,047)	—	—
<b>Total revenues, gains, and other support</b>	<b>2,311,353</b>	<b>(14,325)</b>	<b>2,297,028</b>	<b>1,520,234</b>
<b>Expenses</b>				
Program services — community investment	1,614,020	—	1,614,020	1,422,682
Supporting services:				
Management and general	160,912	—	160,912	177,779
Resource Development (fundraising)	494,957	—	494,957	480,752
<b>Total expenses</b>	<b>2,269,889</b>	<b>—</b>	<b>2,269,889</b>	<b>2,081,213</b>
<b>Change in net assets</b>	<b>41,464</b>	<b>(14,325)</b>	<b>27,139</b>	<b>(560,979)</b>
<b>Net assets, beginning of year</b>	<b>2,441,480</b>	<b>1,370,759</b>	<b>3,812,239</b>	<b>4,373,218</b>
<b>Net assets, end of year</b>	<b>\$2,482,944</b>	<b>\$1,356,434</b>	<b>\$3,839,378</b>	<b>\$3,812,239</b>

For full audited financial information please visit [berkshireunitedway.org/public-reporting](https://berkshireunitedway.org/public-reporting).



# 2022-2023 COMMUNITY IMPACT BY THE NUMBERS



## Early Childhood Development

**\$514,298 invested**  
in early childhood

**3,101 children served**  
by funded organizations

**OUTCOMES:** 91% of children enrolled in funded activities reached age-appropriate milestones for social-emotional development, language acquisition, and skill growth through parental interaction and support.

Research demonstrates that a child's earliest relationships and experiences with parents and other caregivers dramatically influence brain development, acquisition of cognitive and social-emotional skills, and future health and success in school and life.



## Positive Youth Development

**\$325,167 invested**  
in youth support

**2,202 youth served**  
by funded organizations

**OUTCOMES:** 92% of youth served gained new soft skills (e.g., critical thinking/problem solving, communication, and teamwork and collaboration), and reported frequent positive adult interactions.

High-quality afterschool programs offer a safe space and adult guidance and mentorship to help young people explore their potential. Youth programs provide time for academic help, career exploration, skills development, and internships that prepare young people for success in career, college, and life. Moreover, every dollar invested in afterschool programs produces three dollars' worth of benefits to youth and the general public.



## Economic Prosperity

**\$185,000 invested**  
in employment  
stability and financial  
sustainability

**3,792 adults served**  
by funded organizations

**OUTCOMES:** 25% of adults served increased their salaries by gaining new licenses, certificates, and/or credentials, advanced in their current employment, or found a new job.

According to data from Berkshire Benchmarks, income inequality in Berkshire County increased dramatically from 2022-2023 following a 10-year decline. The difference in economic experience for those struggling in the lower-to-middle incomes in the community greatly affects their primary social determinants of health and opportunity, while strong systems of support help people gain the skills they need to thrive.



# JOIN US TODAY

## Donate

Make an investment in Berkshire United Way and help us build a more equitable future for everyone in Berkshire County.

[berkshireunitedway.org/donate](https://berkshireunitedway.org/donate)



## Volunteer

The Berkshire United Way online Volunteer Center connects organizations that need assistance with interested volunteers looking to share their time and talent.

[volunteerberkshireuw.org](https://volunteerberkshireuw.org)






#HereForGood



Berkshire United Way

**Berkshire United Way**  
200 South Street  
Pittsfield, MA 01201  
413.442.6948  
[berkshireunitedway.org](https://berkshireunitedway.org)

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