

BUCKS UNITED

UNITED WAY OF BUCKS COUNTY ANNUAL REPORT & MAGAZINE

**MULTIPLIER
AWARDS**
PAGES 12-15

**BUCKS
KNOCKS OUT
HUNGER**
PAGES 32-35

**5 WAYS TO
BOOST
EMPLOYEE
ENGAGEMENT**
PAGE 47

PLUS

Local perspectives on Education, Income & Health,
10 Reasons to Explore Bucks County, By the Numbers,
Books Every Bucks Countian Should Read, and more!





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FROM JAMIE HADDON, PRESIDENT & CEO, UNITED WAY OF BUCKS COUNTY



Jamie Haddon, President & CEO,
United Way of Bucks County.

At United Way of Bucks County, our mission is to help all people in our community connect to their best lives. We work to ensure that everyone has access to a quality education, a stable income, and good health. This year alone, over 125,000 lives will be touched; that's 1 in 5 Bucks County residents.

Obviously, it takes a tremendous team to make this kind of impact. We currently work with thousands of donors, advocates, and volunteers in Bucks County. People who, like us, care about what happens to others.

Helen Keller once said, "Alone we can do so little. Together, we can do so much." I believe that. I hope you do, too, because we need your help more than ever.

WE NEED YOUR VOICE

This is the year we turn outward with intentionality. In partnership with the Bucks County Division of Human Services, we are hosting dozens of Community Conversations all across the county.

We are focused on learning and listening. At the heart of our Community Conversations is the opportunity to tap in to the knowledge and experience of hundreds of residents. This is not about "expert knowledge." This is about what real people actually experience; what's working and what's not in our community. It's about our aspirations, the opportunities we yearn for, and the barriers we face.

Community Conversations will help us address the things that matter most, uncover a sense of common purpose, set realistic goals, and better inform our decisions going forward. Every single person who participates has a direct impact on our community and helps guide positive change for the future.

We are looking for individuals and groups to participate. Please visit www.volunteerbucks.org/events or contact my colleague Matt Uhler (mattu@uwbucks.org or 215.949.1660, ext 119) to find out more.

WE NEED YOUR TIME

We are offering more ways to volunteer. In addition to big, one day opportunities like #girlSTEM, Bucks Knocks Out

Hunger, and Stuff the Bus, we now have a central place for people to search for all types of volunteer work at many different organizations. Visit www.volunteerbucks.org to see volunteer opportunities and special events from nonprofits throughout our community.

This platform is powered by Bucks County Voluntary Organizations Active in Disaster (VOAD), an initiative by the Bucks County Emergency Management Agency to prepare our county to respond to and recover from a potential disaster. Bucks VOAD brings together individuals, companies, and organizations who would want to help in serious times of need. As you explore this platform, keep this disaster response function in mind.

WE NEED YOUR FINANCIAL SUPPORT

Our impact in Bucks County continues to grow each year. In fact, over the past few years, we have literally doubled the number of lives we touch annually. Financial support is a non-negotiable part of this process.

Your financial support has a greater impact than you might imagine. \$50 invested in Bucks Knocks Out Hunger provides 100 nutritious meals and 50 pounds of fresh produce to a family that needs your help. \$100 invested in our Bucks County Women's Initiative sends four girls to the #girlSTEM Conference so they can learn about science, technology, engineering, and math careers from women in these fields. \$1,000 invested in our Community Impact Fund can provide childcare so a low-income parent can get back to work, or a handicap ramp so that an older resident can stay in their own home, or emergency services for someone on the brink of homelessness.

THE CHALLENGE

You may have heard of the many "challenges" in the nonprofit world — ice buckets, Twizzlers, Oreos. I have a challenge that's even easier: **The 15% Challenge**.

In 2015, I challenge you to give just 15% more. If you already give \$1 a week, consider giving \$1.15 per week. If you give \$500, consider \$575. If you are already giving \$1,000 (thank you, Leadership Donors!), just \$150 more wins this challenge.

With more community support, we can do so much more for people who need our help. 15% in 2015. That's my challenge to you. I hope you will accept it.

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FROM JOHN RAMIREZ, CHIEF OPERATING OFFICER, UNITED WAY OF BUCKS COUNTY



John Ramirez, Chief Operating Officer, United Way of Bucks County.

Why participate in a Community Conversation? What do people get out of it? My team was asked these questions earlier in the year.

In response, a big, blank paper was hung, headed with "Top 10 Reasons to Participate."

Within a short time, my staff had built a respectable list. "Not bad," we thought. Until a colleague quickly scanned the list and said, "but, it's not funny!"

(Squares! We missed the Letterman meme.)

What do people get out of it?

That's not just a question about Community Conversations. It's a question that pushes back against everything we ask people to do.

Our mission is to advance the common good. That's big. It takes time and effort. Advancing the common good requires understanding people's aspirations and what gets in their way.

It means bringing together the right people and groups so that we can find solutions. It means connecting with people ready and willing to participate.

We need people to join us; to share their passion, expertise, resources, and experience. Advancing the common good requires the **unity** in community.

And what do people get out of it? When they join with us for things like Community Conversations, they put what matters into words. This is important because we can't change what we can't name. They get to stand shoulder to shoulder with others who care about our world and feel that connection. They get to be part of something bigger than themselves – part of the change they wish to see.

So you, your friends, neighbors, coworkers – join us. Funny or not, I know you will get something out of it.

FROM MARISSA CHRISTIE, CHIEF DEVELOPMENT OFFICER, UNITED WAY OF BUCKS COUNTY



Marissa Christie, Chief Development Officer, United Way of Bucks County.

Want to know what you really care about?

A few years ago, my husband and I were meeting with Pastor Frey of Salem United Church of Christ in Doylestown as we prepared for our wedding. The pastor said something that really resonated with me.

He said, "If you want to know what you *really* care about, check your bank statement."

It makes sense. We all have our recurring expenses, mostly of the no-fun and non-negotiable variety like rent and utilities. It's what we do with what's left – our discretionary income – that tells the story of who we are and what we care about.

Passionate about food? You'll spend money on restaurants and gourmet groceries. Care about looking your best? Your money will go to salons and clothing shops. Trying to raise well-rounded kids? You will see the costs of classes, camps, and clubs – lots of them.

Here is the big question: What do *you* really care about? And if someone asked for evidence, would you be able to prove it?

Everyone's favorite neighbor, Mr. Rogers, once said, "We live in a world in which we need to share responsibility. It's easy to say *'It's not my child, not my community, not my world, not my problem.'*"

At United Way, we believe it is our child, our community, our world, and our problem. We believe that we are all connected and we all have a stake in making Bucks County the best it can be.

We believe that what we care about is worth our investment. When you check our bank statements, it should show. Because it's not just about *believing* there is good in our world; it's about *being* the good.

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We Hear You: United through Conversation



On a sunny Saturday in March of 2014, groups of 2 and 3 people could be seen walking down the hill from the parking lot, past the tiny buds of forget-me-nots that were just emerging, to the door of the recently renovated parish house of St. Philip's Church in New Hope. It was here that a group of 15 people gathered in the dining room area for a spirited conversation about what is right and what is wrong with their community.

This conversation kicked off what would turn out to be a nearly two-year long project that promises to reach hundreds of residents in dozens of communities in Bucks County. The premise was, and is, simple: listen to the people and communities we serve.

One year into the project, United Way of Bucks County, in partnership with the County of Bucks, has conducted 18 community conversations with the goal of completing 30 by the end of the summer. Using a conversation format developed by the Harwood Institute for Social Innovation, UW Bucks has embarked on a listening tour that strives to tap in to the public knowledge that all Bucks County residents possess.

With the project only halfway complete, some themes have already begun to emerge from the conversations.

A BETTER BUCKS COUNTY

Many of the people we have heard from recognize what a truly great place Bucks County is. There are tremendous resources within our county's borders and many of the conversations begin by looking at a lot of the great things we, as residents of Bucks County, have: relative safety, decent jobs, and an ability to get along with each other.

At the same time, almost every participant has expressed a desire to help build a better Bucks County. People worry

that not everyone experiences safety or fulfilling employment, and they feel that those opportunities should be open to people in our community.

BUILDING CONNECTIONS

To date, one of the strongest themes coming out of the Community Conversations is a lack of connectedness. From Bensalem to Quakertown, and everywhere in between, people feel disconnected and long for a more tightly-knit community. Ironically, by participating in the conversation process, people often walk away feeling connected to the other participants and empowered to build on their experience.

Of all the participants so far, over 97% rated the quality of the conversation as being good or excellent, and nearly 60% said they were more likely to get involved in other conversations and activities about important community issues following their first conversation.

A CLOSELY ALIGNED MISSION

United Way of Bucks County sees this project as a critical step in advancing the common good within our communities. Our goal is to mobilize the caring power of communities to create a better life for all, and we know that process starts by listening to the people in those communities. Sometimes, it's easy to get so lost in the everyday doing, that we forget to stop and listen.

Through this project, we can say "we hear you" and we know what a powerful statement that can be.

About the contributor: *Matt Uhler is Impact Director of Financial Stability programs at United Way. He also coordinates and facilitates the Community Conversation project. He is a lifelong resident of Bucks County.*

NATE SMEDLEY

WINNER OF THE DR. STANTON KELTON SERVICE AWARD

By Candi Guerrero

Each year, a member of the United Way of Bucks County Board of Directors is awarded the Dr. Stanton Kelton Award. This long-standing award recognizes an individual who has made a significant contribution over the past year to the goals of the United Way of Bucks County and its mission in the community. This award honors the memory of Dr. Kelton, a compassionate and generous board member from 1966 to 1993, who was dedicated to advancing this community.



Dr. Stanton Kelton



Nate Smedley

This year, Nate Smedley is being honored with this prestigious award. Nate has been a dedicated UW Bucks volunteer for over thirteen years. In addition to being a member of the Board of Directors, he has been a strong leader in the Community Investment process, serving as both Co-Chair of the Education panel and Chair of the Community Investment Cabinet. He has also participated in the CEO search committee and the data management system selection process.

■ What do you like best about living and working in Bucks County?

Bucks County has a lot of history. It's a great community with lots to do, with great schools and great neighborhoods. It's a beautiful county and it's a great place to live.

■ You are well known in Bucks County for your commitment to the nonprofit community. What drives that commitment? Who has influenced you?

I think it's important to be aware of what's going on in your community and to stay involved. I think many of us in Bucks County have been very fortunate – we have nice houses, we live in nice neighborhoods, and our kids don't want for anything. We tend to be around similar people, so it's easy to forget that there are a lot of people in Bucks County who don't live that way. There are people who struggle to meet

their needs and their kids struggle to do well in school. We shouldn't lose sight of how fortunate we are and how much help other people may need.

I enjoy being involved. I get a lot of personal fulfillment from helping others. I get a lot of pleasure from feeling like I'm making a difference.

So many people have influenced me! I've seen what a lot of people have done and how dedicated they are and that motivates me.

■ What are some of the organizations and causes you are most proud to support in Bucks County? Why?

One of my favorite agencies is Big Brothers Big Sisters. Their programs really distill the essence of what it means to give of oneself. The Bigs (the adults) are very busy professionals and they take a lot of time out of their schedules to interact with the Littles on a one-on-one basis.

It's an intimate, personal relationship and it requires a lot of emotional investment. It requires a lot of energy and it can be draining. They do it willingly, gladly. It's wonderful to see how the kids look up to their mentors. As part of UW Bucks' Community Investment process, I've had several opportunities to visit the program and meet the Littles and the Bigs and witness those interactions. It's one of my favorite programs.

■ How did you first get involved with United Way of Bucks County's community investment process?

Over ten years ago, I was looking for a way to volunteer in Bucks County. One of the guys I worked with suggested I call United Way of Bucks County. After talking with the UW Bucks staff about myself and my interests, I was asked to join the Education panel. I was eventually asked to co-chair the Education

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panel and then to chair the Community Investment Cabinet.

■ **What keeps you committed to this process?**

It's hard because sometimes it feels like you're doing too much and other times you feel like you're not doing enough. A lot of times, you feel like you're not making a difference. You do a lot of work, but sometimes it seems the number of people who need help is endless. Sometimes you feel like you don't want to do it anymore.

But then one client, or one agency, or one program, or one volunteer says that it does mean something and you remember why you do it. It completely motivates you again. It reinvigorates you and reminds you that you ARE making a difference. No matter how hard you work or other people work, there's always going to be a need – it's never going to go away. That doesn't mean we should stop trying to help people.

■ **What has been the most rewarding or memorable volunteer experience you've had with UW Bucks?**

The way that the UW Bucks investment process works, and how the Education, Income, and Health panels bring together people with different backgrounds and widely different views has always stuck out to me.

A group of volunteers – who may be meeting for the first time – come to an agreement about how UW Bucks funds should be invested. It's done without arm-twisting, it's done by consensus building and I think at the end we're all pleased with the outcome. It's amazing to have a group of people who come to an agreement on things that could be potentially volatile. We're all trying to accomplish the same goals and we manage to do it in a very productive way.

■ **What would you tell someone thinking of getting involved with a Bucks County nonprofit?**

Figure out what you're interested in and what issue needs to be addressed. Find a program or agency that addresses it, decide how much time you want to devote to it, and do it!

Talk with your significant other, your boss, and co-workers. Let them know what you're thinking about doing. It's a big time commitment. Even if you're volunteering on a limited basis, it's still a time commitment that can take away from your other responsibilities, so you're going to need to get some buy-in from the people in your life.

■ **If you could change one thing about Bucks County, what would it be?**

I think the biggest problem with Bucks County right now is that there are not enough good jobs that don't require advanced degrees. Bucks County used to have more employment opportunities for people with a high school diploma or a 2-year associate degree, but that has changed.

I think it's hard to find a job here in Bucks County that will support you and your family if you've just graduated

high school and are not going to college. Even professionals with college degrees might not be working in Bucks County. They might be commuting to Philadelphia, New Jersey, or New York instead. The state of employment in Bucks County, from my perspective, seems to be pretty bleak.

■ **What might people be surprised to know about you?**

I'm an introvert. It's hard for me to be out there trying to be an extrovert for a bit of time. I think I make a good effort at it, but it's hard for me.

■ **Where is your favorite place to travel?**

My favorite place is Tuscon, Arizona. I've been going to Tuscon since I was a young kid. We go almost every year. I have family and roots there, and it's one of my favorite places. I love the desert.

About the contributor: *Candi Guerrero, M.Ed. has used her experience as an educator to help implement educational programs for children and families in Bucks County for over twelve years. She enjoys spending time with her family, especially outdoors and at local parks, and creating special memories with her husband and three young children.*



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PAT WALKER

WINNER OF THE PAUL SAUERBRY AWARD

By Katie Pilot

The Paul Sauerbry Award is given annually to a volunteer who, over an extended period of time, has demonstrated commitment to the community through innovative leadership, stimulus for volunteer action by others, courage to overcome obstacles, and dedication and creativity in the development of programs to meet community needs. The award honors Paul Sauerbry, President of United Way of Bucks County from 1964 to 1974.



Paul Sauerbry



Pat Walker

This year, Pat Walker is receiving this prestigious award. Ms. Walker is the Executive Editor of the Bucks County Courier Times, The Intelligencer, and the Burlington County Times. Through this role, she has helped support UW Bucks initiatives, including Bucks Knocks Out Hunger and Community Conversations, as well as various other nonprofit projects throughout the county. Her willingness to publicize and promote these local initiatives helps local nonprofits gather the momentum they need to make an impact. She is also a UW Bucks board member and longtime supporter.

You are well known in Bucks County for your commitment to the nonprofit community. What drives that commitment? Who has influenced you?

The reason I sought journalism as a career was to make a difference. Little did I know at age 23 how that would happen or even if it could. What has driven me throughout my career grew from the first story I wrote that made a change, small that it was. I learned that I was not going to change the world, but I could help affect change in the neighborhood where I lived.

My influence, I would have to say, is my father. He was a strong advocate of community service and lead by example, serving on many boards and with the United Way.

Through your work, you've gotten to know Bucks County extremely well. What stands out to you about this community?

The amazing unity this community has never fails to amaze me. No mat-

ter what the issue, need, or concern, the people of Bucks County will step up to address it and help in any way they can.

If you could change one thing about Bucks County, what would it be?

The transportation issue: how to get around without a car. That plagues many people who are dependent on public transportation for work, entertainment, health care, and opportunity. For such a progressive area in which to live, this is a gaping hole.

Do you see any similarities between the newspaper business and nonprofits?

There is definitely a similar commitment to community and service of that community. The mission for our newspapers is to be a vital part of the communities we serve. We actively take part in shining a spotlight on areas of need and concern, and on areas that demonstrate the truly amazing nature and accomplishments of its residents.

What are some of the organizations and causes you are most proud to support in Bucks County?

Starting with UW Bucks and Family Services, there are causes large and small that have asked for help from our newspapers and we have been glad to lend that help. There are so many who are worthy, like Advocates for the Homeless, who work under the radar of most of us, but serve a vital need.

How did you first get involved with United Way of Bucks County? What is your first memory or impression of UW Bucks?

The first time I remember hearing about United Way of Bucks County is probably when I started working at the Courier Times in 1986. The newspapers have always been a strong supporter of the United Way and its mission.

You have been a leader, volunteer, and dedicated friend of the nonprofit community for years.

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What are some of the projects or accomplishments of which you are exceptionally proud?

Buck Up Bucks County – parts one and two – is an effort that truly showed what a community can do for itself and those in need. This groundswell of humanity was a clear-cut example of what people can do if they unite to serve.

■ What might people be surprised to know about you?

That I am someone who prefers to be on the sidelines and out of the spotlight...

About the contributor: *Katie Pilot is the Marketing Assistant at United Way of Bucks County. Originally from New Hampshire, she graduated from Villanova in May 2014 and loved the Philadelphia suburbs enough to stick around.*

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2015 MULTIPLIER AWARDS

We know that big results often require a movement; something that starts with an individual but grows to become something greater.

But, how does that happen?

In an inspiring video entitled, “Lessons from a Dancing Guy,” Derik Sivers offers unique insights into what it takes for a movement to form. In the first part of the video, it takes a leader (in this case a dancing guy) with the courage to go-it-alone, and, in the author’s words, “look ridiculous.”

Sivers then points out the crucial, underappreciated role of the first follower. That person also has to be brave. That person has to have faith in the movement. It is that first follower that “transforms a lone nut into a leader.” With just two, they have already multiplied and have started to amplify their actions. Even more than that though, the joiner is the catalyst because “new followers emulate followers – not the leader.”

As demonstrated in that video, at the core of a movement, there is the one. That leader is validated by a second, then when others join, growth begins, and the movement expands exponentially.

We have been fortunate to see just such formations. We have witnessed collective action and accomplishments over the last year. It is that core that is celebrated and heralded by our Dancing Guy Award, also known as **The Multiplier Award**.

Multiplier: Pastor Vicky Allen



Pastor Vicky Allen

As the Pennsbury LYFT Prevention Coalition Chairperson, Pastor Vicky has volunteered almost 150 hours of her time in the past year. She works hard to sustain the activities of LYFT, which is focused on youth drug and alcohol prevention and healthy youth development.

Pastor Vicky serves at volunteer Prescription Drug Take Back events, helps organize coalition outreach events in the community, and donates her church space for parenting programs and for trainings for people who work with children. More importantly, she has re-invigorated the coalition with her enthusiasm and determination. Her work with LYFT helps to ensure the health and well-being of children and families in the Pennsbury School District.

Multiplier: Bill Bronson



Bill Bronson

Bill Bronson of Comcast is a very familiar face to the team at UW Bucks. This past fall, he worked with his colleague (and 2014 Multiplier)

Janet Steiner to set up three separate Community Conversations at different Comcast locations in the county. He is a fantastic advocate for the UW Bucks campaign at Comcast, which has achieved another year of great growth. Bill is also the co-chair of the Income panel for the UW Bucks Community Investment Cabinet.

Multipliers: Sandy Blitzstein and Kristin Chapin



Sandy Blitzstein



Kristin Chapin

When UW Bucks needs help, Sandy and Kristin of YWCA Bucks County answer the call! Kristin and Sandy are always willing to provide support with communication, networking, and connecting with community stakeholders. They share their experience and expertise to improve the work of others. They even helped organize and recruit for Community Conversations in Bensalem and Warminster. All of this on top of developing and running high quality programs for children and families that make a difference in the lives of the neediest and most diverse residents of Bucks County. Both women are excellent mentors and models for girls and young women: they are admirable for their compassion, professionalism, and dedication to serving the residents of Bucks County.

Multiplier: Brother's Pizza



The Team at Brother's Pizza

Brother's Pizza in Langhorne has hosted a Bucks Knocks Out Hunger canister every year since the inaugural event. In 2014, they had the highest grossing canister. Brother's customers contributed a whopping \$1,000-plus, which provided over 4,000 meals to those in need here in Bucks County. They even swapped out the coin canister given to them for a giant glass jar, which was filled with dollar bills – and not just singles!

Multiplier: Annmarie Ely



Annmarie Ely

One of the stars of our 2014 Heroes posters, Annmarie lived up to the hype this year as a dedicated member of the Bucks Knocks Out Hunger team. She was a huge help in making sure that Bucks Knocks Out Hunger got plenty of media attention. She reached out to her contacts throughout the county and got extra coverage for the project on KYW and in local papers. After the BKO Hunger project wrapped, Annmarie also starred in one of our #GivingTuesdayBucks video challenges! If you want to know how many post-its she can stick to her face in a minute, we have the answer on video.

Multiplier: Emma Lu Dredge



Emma Lu Dredge

At just 10 years old, Emma is the youngest multiplier we have ever had. She is incredibly passionate about helping those in need. Daughter of BKO Hunger Super-heavyweight sponsor (and 2014 Multiplier) Jennifer Dredge, Emma decided she wanted to do her part to knock out hunger last summer as well. She opened a little lemonade stand in the week leading up to the meal packing event, and quickly raised \$147. She donated all of it to Bucks Knocks Out Hunger. She has also sold bracelets and snow cones to fundraise for other UW Bucks initiatives. Emma has a huge heart and is an awesome role model for younger people who want to make a difference.

Multiplier: Valerie Hofer



Valerie Hofer

Valerie is one of UW Bucks' most active volunteers, and she's done an awesome job of getting her family on board as well. For every project UW Bucks has, you can bet a Hofer is involved. Her family, including her husband and sons, Matt and Jeremy, volunteer for LYFT, donate gift cards during the UW Bucks' Holiday Gift Card Drive, donate school supplies and fill backpacks at the Stuff the Bus packing event, and help with Bucks Knocks Out Hunger canisters. Valerie and Jeremy also volunteer with 21st Century Learning Centers, and Valerie has participated in the Community Conversation project. She and her family are what community is all about.

MULTIPLIER FACTS

- For the second year in a row, more than 70% of our multipliers are women! Who will "multiply" more in 2016?
- Our youngest multiplier ever is just 10 years old. That means she has never lived in a world without Facebook and can't remember a time before iPhones.
- There are now more than 75 Multiplier Award winners in Bucks County.

Multiplier: Michele Fina



Michele Fina

Michele is the director of the Morrisville Branch of the Lower Bucks YMCA and President of the Bucks County Quality Childcare Coalition. She supports families and children with a STAR 4 Child Care Program and two PA Pre-K Counts classrooms. She works collaboratively with the Morrisville and Pennsbury School Districts, YMCA programs and partners, Morrisville Rotary, and other community groups. Michele is an outstanding advocate for quality early education and has received the PennAEYC "Voice" award for her work.

Multiplier: Christine McKee



Christine McKee

A retired Neshaminy School District Elementary Principal, Christine still heads the Neshaminy School District's Pre-K Counts program. She hosts regular meetings of Bucks Pre-K Counts grantees and has become a valuable advocate for quality early childhood education.

Multiplier: Jon Rubin



Jon Rubin

As the new Director of Human Services, Jon supported a UW Bucks proposal for Community Conversations using the Harwood Institute for Public Innovators model. Even further, he has invited his staff to become familiar with the process. These conversations allow UW Bucks to look deeper into what is important to those in Bucks County, and would not be possible without Mr. Rubin's support. Special acknowledgement must also go to the County Commissioners, Robert Loughery, Diane Marseglia, and Charles Martin, for the success of this program.

Multiplier: Jennifer Schlosberg



Jennifer Schlosberg

Jennifer Schlosberg is more committed to giving back to her community than almost anyone else in Bucks County. Not only is she a UW Bucks Leadership donor, but an extremely active Employee Campaign Coordinator for the Pennsbury School District. She is a volunteer, a school librarian (and great advocate for literacy), and she was generous enough to donate a kidney to a stranger. Now that's a true donor!

Multipliers: JoAnn Perotti, Dr. Lindsey Sides, and Diana Walker



JoAnn Perotti and Lindsey Sides



Diana Walker

This tremendous trio from the Bucks County Intermediate Unit makes the #girlSTEM Conference possible for 700 girls in our community. #girlSTEM, funded through the United Way of Bucks County's Women's Initiative, taps local women working in Science, Technology, Engineering, and Math (STEM) careers to inspire girls and show them what is possible when they pursue their passions. It is hosted at Delaware Valley University, which gives girls a true "campus experience." Together, Lindsey, Diana, and JoAnn have made this THE most talked about conference for Bucks County students. In fact, every single available spot was taken less than an hour after registration opened this year! Best of all, 98% of girls who attend feel motivated to do well in school, thanks to #girlSTEM.

Multiplier: Pat Wandling, of WBCB 1490 AM



Pat Wandling

When Ms. Wandling heard about UW Bucks' Community Conversations project, she invited Tim Philpot to join her on her radio broadcast. She spoke with him at length, giving him the opportunity to explain the project and its goal, and invited participation. Her help spreading the word about Community Conversations is deeply appreciated.

Multiplier: **Peggy Smith**



Peggy Smith

This Upper Bucks resident made it her mission to get everyone in Upper Bucks involved with UW Bucks' Stuff the Bus school supply drive. She had tabling events to promote the drive and collected over \$1,000 worth of supplies from her soccer league, neighborhood, and other places. She then volunteered at the packing event at the Upper Bucks Chamber with her children.

Multiplier: **Jessica Sweeney**



Jessica Sweeney

As the VP of Marketing at First Federal of Bucks County, Jessica does a great job spreading the message of UW Bucks within her company to make their campaign a success. She is also a champion for Days of Caring, enabling First Federal to work with various non-profits throughout the county, and a BKO Hunger volunteer. She has been a table captain at BKO Hunger for two years running, and was even a taste-tester at the BKO Hunger/Adopt A Pantry Cook-off in May 2014.

Multipliers: **Kelley Tate and Ellen Diorio**



Kelley Tate and Ellen Diorio

Cummins Power Systems President Kelley Tate and Vice President of Human Resources Ellen Diorio raised the bar with their support of UW Bucks' Stuff the Bus event in August 2014. Ellen worked side by side with Jennifer Dredge (2014 Multiplier Award recipient) campaigning for donations and volunteers for the event throughout the company. The team at Cummins gave generously and helped sort supplies and pack backpacks. Kelley

Tate gave his full support, making Cummins the first company ever to sponsor the Stuff the Bus event! He also opened up a portion of his building to host the packing event. The team at Cummins really empathizes with those who are struggling, and always shows that they want to help.

CONGRATULATIONS TO THE MANY MULTIPLIERS IN BUCKS COUNTY!

2014 Multipliers

Carol Albright
Kendall Bajek
Dinorah Craven
Penny Detweiler
Jenn Dredge
Carol Gerson
Mary Gesualdi
Amy Gianficaro
Rajesh Goyal
Cadie Greek
Dave and Annie Hall
Jennifer Hannigan
Cathy Janoson
Karen Johnson-Susko
Coleen Jones
Paul Kuhn
Heiner Markhoff
Angel Mayoros
Janet Steiner
Melanie Sullivan
Pat Walker

2013 Multipliers

Michael Agnew, Jr.
Danielle Bush
Bob Caruso
Richard Coe
Kate Fratti
Steve Gallucci
Lisa Gridley
David Heller
Brian Jeter
Frank Lyons
Tim Philpot
Chuck Pressler and the Central Bucks Rescue Squad
Bob Smith
Jordan Stokes
LeAnn Talbot

Twitter Corps: @AmyPerryHall,
@BuxMontNews, @ChiefPressler,
@ChuckHall, @DHink69,
@DonLafferty, @FirePixx1979,
@HeyLauraFreed, @JenPhillipsApril,
@KristieFinnan, @Marlene4Dtown,
@NancyDoster, @PinkAndBrowne,
@RickToone
Kelly Vliet
John White and Signature Systems
Mark Worthington

10 REASONS TO VISIT BUCKS COUNTY IN 2015

By Visit Bucks County

High-profile museum exhibits, a brand new driving tour focused on barns, new construction, town revitalizations, and a very furry birthday combine to make Bucks County a must-visit destination in 2015 and beyond. Discover 10 reasons Bucks County is a top travel destination this year.

1. The Michener Museum welcomes a major Rodin exhibit.

The James A. Michener Art Museum in Doylestown, PA is hosting a Rodin exhibit from February 28 to June 4, 2015. The exhibit is titled "Rodin – The Human Experience, Selections from the Iris & B. Gerald Center Collections." The selected bronzes in the show represent the major achievements of Rodin's career, including the powerful *Burghers of Calais*, as well as works

derived from his masterpiece, *The Gates of Hell*. Also featured are sculptures, such as *Monumental Torso of the Walking Man*, which demonstrates his admiration for Michelangelo, and *Dance Movement D*, which speaks to his interest in creating an illusion of movement.

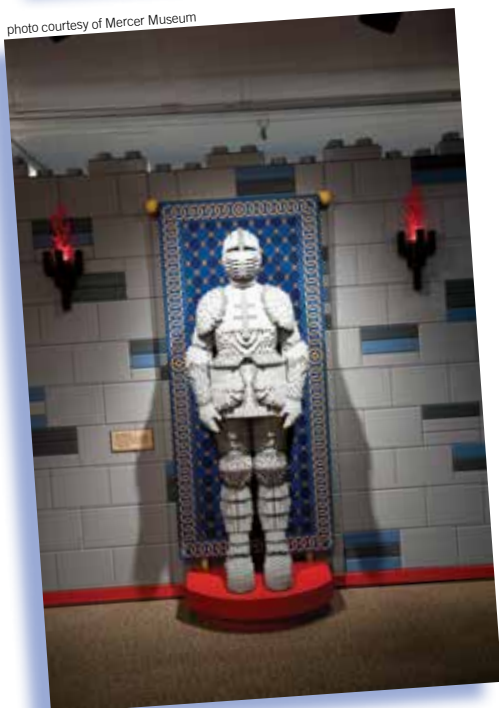
photo by Bob Krist courtesy of Visit Philly



photo by Bob Krist courtesy of Visit Philly



photo courtesy of Mercer Museum



2. Create a LEGO® Kingdom at the Mercer Museum.

The Mercer Museum, also in Doylestown, PA, will host a fun, family-friendly LEGO® Castle Adventure exhibit from October 3, 2015 to January 17, 2016. Children and their families will be transported to a LEGO kingdom where they can become master castle builders using LEGO bricks. Builders of all ages and skill levels can construct castles, learn about real-world castles, explore a giant castle full of secret passageways, build a virtual fortress and test its strength with an electronic catapult, climb a lookout tower, see a LEGO dragon, and design and build their own courtyard landscape with LEGO topiaries.

photo courtesy of Mercer Museum



About the Contributor: Visit Bucks County (VBC) is the official tourism promotion agency for Bucks County, PA. Situated only miles outside of the city, Philadelphia's northern countryside is the perfect escape with bed and breakfasts, wineries, vibrant main streets, seasonal festivals and events, outdoor recreation, family-friendly attractions, and more. Check out www.VisitBucksCounty.com for planning ideas and travel inspiration. Be sure to follow the tourism office on Facebook, Twitter, Pinterest, and Instagram for the latest buzz about Bucks County.

3. Bucks County Children's Museum teaches little ones about healthcare with a kid-sized hospital exhibit.

The Bucks County Children's Museum has partnered with Doylestown Health's Della Penna Pediatric Center to present a brand new "virtual hospital" educational exhibit. Through play with "kid-sized" interactives, children can gain a better understanding of the human body, as well as hospital personnel, equipment, and procedures. Opening in spring 2015, this new attraction will feature an examination room complete with X-rays and heart monitor, life-sized operation game table, as well as a kid-sized ambulance. In addition, the museum's BIG DIG exhibit was recently renovated, allowing children to become paleontologists to discover Bucks County artifacts.



photo courtesy of the Bucks County Children's Museum



photo courtesy of Sesame Place

photo courtesy of Sesame Place

4. Sesame Place® turns 35!

Join Sesame Place, the nation's only theme park dedicated to the television show *Sesame Street*®, as they celebrate their 35th birthday in 2015! The park will be decked out in festive birthday décor and the beloved Neighborhood Street Party Parade will transform into the new Neighborhood Birthday Party Parade. Elmo's Eatery, the largest in-park restaurant will change from its current cafeteria-style service to an updated technology-based service. Sesame Place will also introduce enhanced seasonal parades and rides for The Count's Halloween Spooktacular and A Very Furry Christmas.



photo courtesy of Sesame Place

5. A retail renaissance at Peddler's Village.

Beloved Bucks County destination Peddler's Village is experiencing a major retail renaissance. The 42 acre, 18th-century-style shopping village recently introduced nine brand new shops to the village, the most opened in a single year for the past 10 years. New shops include Saxbys Coffee, jaZams, Best Gift Idea Ever, Sunflowers, and more. Three of the stores are "pop-up" shops, representing a growing trend in the retail industry. Peddler's Village also recently renovated the main building, lobby, business center, and 22 guest rooms of their on-site country inn, the Golden Plough Inn. The next phase of the project includes renovating the remaining 49 guest rooms peppered throughout the Village. Stay tuned for the Village's popular Strawberry Festival in May, Bluegrass & Blueberries Festival in July, Peach Festival in August, and Apple Festival in November.



photo courtesy of Peddler's Village



photo courtesy of the Heritage Conservancy

6. Barn Voyage!

Known for its scenic back roads, historic covered bridges, and charming small towns, Bucks County is a fantastic destination for a picturesque drive through the countryside. Because of the popularity of the Covered Bridge Self-Guided Driving Tour, the Heritage Conservancy recently created a brand new driving tour centered on Bucks County's historic barns, aimed at preserving their history and heritage. Turn-by-turn directions are available at www.VisitBucksCounty.com/Barns.

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We congratulate our Executive Editor, Patricia S. Walker



Winner of this year's
United Way of Bucks County
Paul Sauerbry Award

The Intelligencer and Bucks County Courier Times aspire to do the kind of work that enables communities and their businesses to prosper.

Proud to have employees who embody that spirit of stewardship, we are particularly grateful for the long-time leadership in our business and out in the community of this year's United Way of Bucks County Paul Sauerbry Award winner.

Congratulations to Executive Editor Patricia S. Walker – problem solver, consensus builder, innovator, newswoman. (And an avid Ohio State fan – but we won't go there.)

Pat has led our newsrooms for 18 years, bringing award-winning, insightful and inspiring journalism to our communities. She also helped create a fundraising concept known as Buck Up Bucks County – a simple premise of shared contribution to solve a community problem. In two campaigns, Buck Up has raised about \$600,000 to aid the homeless population in Bucks County.

Our thanks to the United Way of Bucks County for recognizing Pat's contributions to our community – and to Pat, for making a difference.



Pat Walker, second from the right, and Courier Times/Intelligencer colleagues working together at the United Way of Bucks County's Bucks Knocks Out Hunger food packaging last June at Delaware Valley College.

**Bucks County
Courier Times**

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The Intelligencer

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215-345-3000

photo courtesy of Hewn Spirits



7. Join the beer and spirits revolution in Bucks County.

Bucks County has long been home to nine family-owned wineries along the Bucks County Wine Trail, but beer and whiskey's popularity is taking the county by storm! A growing trend in the tourism industry, beer and spirits are hot right now and Bucks County has plenty of spots to crack open a cold one or sample the best in rye whiskey. Dad's Hat Rye Whiskey in Bristol and Hewn Spirits in Pipersville bring Prohibition back in style with handcrafted whiskey, moonshine and rum. Breweries like Free Will Brewing Company, Vault Brewing Company, Bucks County Brewery, and Neshaminy Creek Brewing Company are creating craft beers to rival the best from major cities. Follow Bucks County's "ale trail" and make a stop at these distilleries and breweries for a getaway. Your taste buds will thank you for it!

8. En Garde!

Fencing takes over Bucks County this spring. Bucks County is a favorite destination among many sports tournament organizers around the country thanks to its prime geographic location and large selection of both indoor and outdoor venues. In April, the Bucks County Sports Commission, a division of the tourism office, will welcome more than 1,000 fencers and their families when it hosts the 2015 United States Association of Collegiate Fencing Clubs National Championship hosted by Liberty Fencing Club & Swarthmore College Fencing Team at Bensalem Township High School. The tournament, which is the largest collegiate fencing event in the world, expects a projected 800 hotel room nights, generating economic impact throughout the region.

photo courtesy of Liberty Fencing



Bristol Lions Park 4 Visit Philly R Kennedy



9. Quakertown and Bristol: Revitalized.

It's an exciting time in two Bucks County towns! Quakertown and Bristol are in the midst of serious revitalization and transformation, making the towns even more visitor-friendly with new programs, tours, and attractions. Raising The Bar, a civic group in Bristol, has signed an agreement of sale to turn a property on Mill Street into a new Center for the Arts with a gallery, artist work space, museum shop, and a multipurpose event room. The Center for the Arts will be a new addition to Bristol's "Cultural Corridor" spotlighting tourism attractions, including the Bristol Riverside Theater and Grundy Museum. Renovations are set to begin this spring.

In Quakertown, construction will begin later this year on a new 30,000-square-foot building on Broad Street. The building will house office space, as well as a 10,000-square-foot anchor restaurant with outdoor seating. Construction is also moving along at the new Quakertown Borough Park, which will feature paved walking trails, a pond, butterfly gardens, a gazebo, and a beautiful amphitheater for outdoor concerts with seating for more than 1,200 people when it opens in June 2015.

10. A gem along River Road, the Lumberville General Store, gets a complete facelift.

Many visitors love Bucks County for its old-time feel and nothing transports people back in time like an old-fashioned general store. Established in 1803 and reopened in 2009, the Lumberville General Store is undergoing extensive renovations in 2015. Closed until renovations are complete later this spring, the General Store will get a new dining room, kitchen, deli, and brand new sitting rooms that have never been open to the public with a café-like feel for visitors to rest and relax. New breakfast and lunch menus will be introduced and the store will begin grinding their own coffee beans, producing and smoking their own meats, and serving up homemade ice cream. The Lumberville General Store will also serve as a new BYO meeting or event venue in the county, perfect for private events and parties.

photo courtesy of Lumberville General Store



Capability. Influence.
Potential. Skill. Talent.
Aptitude. Competency.
D y n a m i s m .
Effectiveness. Efficacy.
Endowment. Gift.
Qualification. Virtue.
Energy. Spirit. Vigor.
Motion. Vivacity.
Performance. Authority.
Advantage. Significance.

Power.

Honorable. Positive.
Exceptional. Prime.
Admirable. Worthy.
Gratifying. Reputable.
Fair. Welcome. Benefit.
Advantage. Saavy
L a u d a b l e .
Commendable. Valuable.
Pleasing. Stupendous.
Gain. Right. Noteworthy.

Good.



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**United Way
of
Bucks County**

alongside the many
heroes of Bucks County
that choose to use their
superpowers for good.


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LOCAL PERSPECTIVES

By Lisa De Leon

Books Every Bucks Countian Should Read

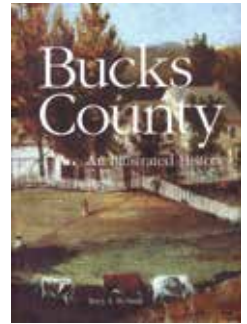
As a new resident of Bucks County – my husband, two daughters, and I moved to Doylestown in January 2014 – I knew that I had a lot to learn about the area.

People who grow up here seem to digest local history with their farm fresh eggs, local produce, and artisanal cheeses. But this Midwestern girl was admittedly a bit spooked when she woke up one Saturday morning to the sight of people in period dress roaming around the cemetery across the street. I was reassured when I realized that these costumed folks were leading small groups in cemetery tours, but the experience alerted me to the fact that my family was missing out on a large part of what makes Bucks County so special – its long and colorful history.

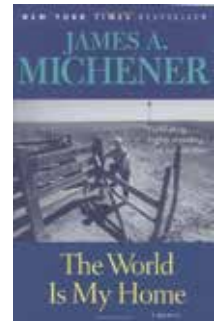
If you, too, are looking to learn more about Bucks County, there are many books on the subject. There are books that focus on Bucks County flora and fauna, parks and recreation, and things to do with the kids. You can find books that tell about famous inhabitants, native populations, and ghost lore. There are books that celebrate the growth of the local arts scene. And finally, there are books that discuss the county's fascinating colonial history. The challenge is how to choose among them.

Probably the single best all-around read about Bucks County that I have found is *Bucks County, Pennsylvania* by Kathryn Finegan Clark (2012). Clark is a journalist who grew up in Bucks County and has spent countless hours writing about the area and studying its history. In her lovely book (she took the nearly 200 color photographs herself), Clark gives the reader a comprehensive history of Bucks County in informative and readable bites. From its inception by William Penn as a place for religious tolerance and peace and plenty, to the changes wrought by the Industrial Revolution, to the mecca the area has become for the arts, Clark shows the reader how the history of Bucks County still lives in its people and places.

Bucks County: An Illustrated History by Terry A. McNealy (2001) is a visually stunning coffee table book that compiles paintings, drawings, photographs, and other artifacts gathered from the Bucks County Historical Society and the Mercer Museum collections. The images included in McNealy's *Illustrated History* create a pictorial timeline of the area from William Penn's day to the present.

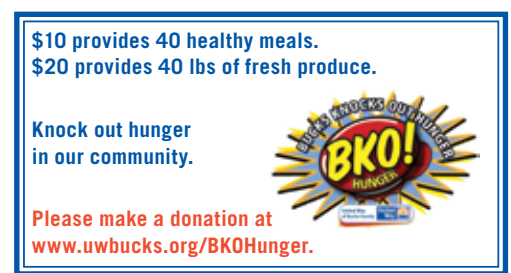


Of course, no discussion of Bucks County books would be complete without a reference to the area's beloved literary legend, James Michener. Born and raised in the area, Michener is best known for the writing he did about exotic locales. One of his earliest works of fiction, however, *Fires of Spring* (1949), is set in part in the Bucks County area and is said to be semi-autobiographical. *The World is My Home: A Memoir* by James Michener (1992) is probably the most accurate depiction of his life as only Michener could write it.



If these Bucks County must-reads have whetted your appetite, you can find them, and many others, at many of the local libraries, bookstores, museums, and historical societies. I know this transplant from the Midwest looks forward to feasting on more of the local flavor.

About the Contributor: With her husband and two daughters, Lisa De Leon is proud to be a new resident of Bucks County, Pennsylvania. Lisa is thrilled to work part-time at The Doylestown Bookshop, which she feels has the best staff, the best selection of books, and the best customers anywhere! Find more about these books (and others) at www.doylestownbookshop.com.



LOCAL PERSPECTIVES

Featured Artist: Michael Brooks

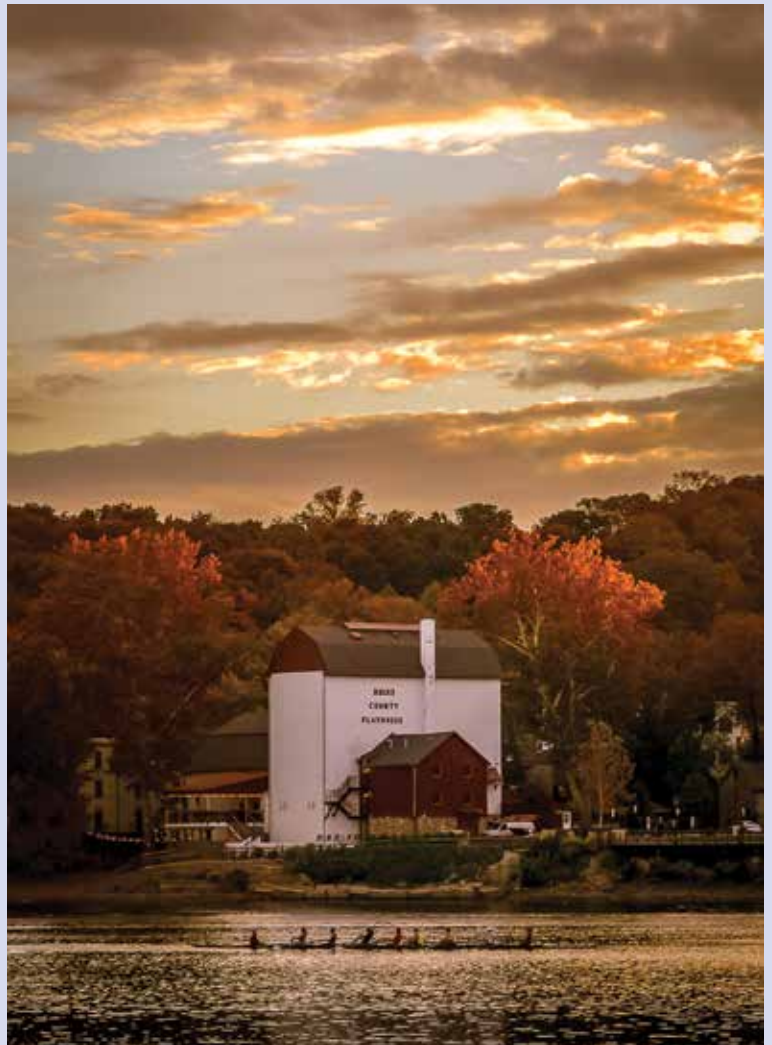
Are artists born in Bucks County or are they just made here? Either way, we know that the beauty of Bucks County has inspired countless artists over the years.

Our featured artist, photographer Michael Brooks, is a 20 year resident of Bucks County. He loves the scenery, especially through the lens of his camera.

Depicted here is the way Michael sees Bucks County's bucolic countryside. To see more of his fine art photography visit: 3-michael-brooks.artistwebsites.com.



County Theater in the Fall



Rowers in front of the Bucks County Playhouse



Fonthill Castle in the Fall



Reflection of Raven Rock Bridge



Cuttaloosa Mill



Cuttallossa Road



East State Street in Doylestown at Sunset



Raven Rock Bridge



Fonthill Reflecting Pool

BUSINESSES GIVING BACK

By Kevin Cassidy

GE: Empowering and Inspiring Each Other

What inspired a group of over 100,000 General Electric employees to volunteer over 1 million hours across 5,500 projects in over 60 countries in the last year?

At GE, a set of five Beliefs, or guiding principles, help shape and define the culture of the company for its employees. One of those Beliefs is titled *"Empower and Inspire Each Other."* This Belief is targeted at teams working together to deliver results for GE's customers and shareholders. However, it equally applies to GE employees and their desire to work together to improve communities and give something back. Empowering and inspiring each other is very evident as you walk through GE Water & Process Technologies' Trevose campus. There you can witness over 400 employees in action; you can witness their commitment to working with the United Way of Bucks County.

Inspiration for those in Trevose to get involved and support UW Bucks can come from anywhere. A committee meets regularly to brainstorm and share ideas for fundraising. Executives, dressed as superheroes, parade the hallways to help rally support and raise awareness for the annual United Way campaign. If seeing your leaders dressed as Superman or Batgirl isn't inspiring enough,

there are a number of fun events ranging from picnics to ping pong tournaments, plus a chili cook-off to provide a spark to get engaged in giving back.

"There is incredible energy on the Trevose campus around working with the United Way and participation is contagious. The commitment and engagement of our employees is an inspiration for us all," states Jessica Moore, Human Resources Leader (and superhero).

The team at GE has also been inspired by other campaigns, most recently by those in the Lone Star State. This year, they held a bowling fundraiser modeled off a UW campaign in Houston, and bolstered their silent auction prizes with influence from a campaign in San Antonio.

In addition to fundraising, the team sponsors events throughout the year such as Technology Days, events for local children, and food drives that support the overall UW Bucks mission of advancing education, income, and health, and building a strong community. "Being able to tap into the creativity and the energy of the GE Trevose team is fantastic. To see the impact on a student's learning at an event like one of our Technology Days is incred-

continued on page 27



Members of the GE Water Team at the annual 5k benefiting United Way.



GE Heroes have their capes ready!

continued from page 26

ibly rewarding and inspiring” states Ralph Exton, Chief Marketing Officer based in Trevose.

So what did inspire those 100,000 GE employees to volunteer over 1 million hours last year? One source of inspiration is certain: being empowered to make a difference and an unwavering commitment to improving the communities in which they live and work.

About the contributor: Kevin Cassidy has been with GE for 24 years and has been the Executive Leader of GE Water & Process Technologies’ National United Way Campaign for the last 4 years. He is empowered and inspired by his wife Jennifer and their children Caroline and Andrew. They live in Doylestown and are all very active in Bucks County schools, sports, and volunteerism.

The Enterprise Way

Supporting the community. That’s the Enterprise Way.

*Proud supporter of the
United Way of Bucks County.*






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BUSINESSES GIVING BACK

National Penn: Superior Service to Customers and Community

National Penn Bancshares, Inc., headquartered in Allentown, PA., operates 127 branch offices comprising 119 branches in Pennsylvania, 7 in New Jersey, and 1 branch in Maryland.

National Penn's Eastern Region, which operates 13 branches in Bucks County, has a longstanding reputation for superior service, competitive products, and building strong relationships with their customers.

Recognizing the importance of social responsibility, the Eastern Region supports the local communities they are so privileged to serve through financial contributions and volunteerism. The Eastern Region contributed over \$88,000 this year to local educational organizations through the Pennsylvania Educational Improvement Tax Credit program. National Penn employees as a whole logged in 16,000 volunteer hours in 2014.

Bucks Knocks Out Hunger, a one-day meal packing event to benefit local food pantries, is one of National Penn's favorite volunteer opportunities. 2015 will be the third consecutive



National Penn volunteers at BKO Hunger.

year that National Penn has been a "super-heavyweight" sponsor, donating thousands of dollars and at least a dozen volunteers each year.

"Bucks Knocks Out Hunger is an event that will make your heart pound a little faster and put a huge smile on your face! That day, in a room with several hundred people, packing several thousand meals for our food pantries, is enormously energizing," said Todd Alderfer, Senior Vice President. "Since National Penn has been doing this for years, when I reach out to my fellow employees to put together a team, it fills up in no time. I would encourage anyone who has never attended this event to join us this year and experience the warmth of the project."

National Penn's Eastern Region is proud to support the United Way of Bucks County, through BKO Hunger, a successful workplace campaign, sponsoring the #girlSTEM Conference, countless volunteer hours, and by being a Platinum Sponsor of the Bucks United Pep Rally.

Morison Cogen LLP And Joseph Kistner | Proud To Support Bucks United Pep Rally

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BUSINESSES GIVING BACK

PECO: Putting Energy into the Community

PECO is well known for its community support in the Greater Philadelphia region. As one of the region's most active corporate citizens, PECO provided more than \$5 million in support toward hundreds of local educational, environmental, arts and culture, and community development organizations — many of them right here in Bucks County.

But apart from PECO's corporate support, PECO employees also proudly step up to give back to the community. In 2014, PECO employees gave more than \$1.3 million during the company's annual United Way campaign.

Since 2010, PECO has given more than \$175,000 to the United Way of Bucks County. PECO also partners with many organizations affiliated with UW Bucks that demonstrate ongoing success in the Bucks County community. Red Cross of South-eastern Pennsylvania and the Girl Scouts of Eastern PA are just two groups that the company actively supports.



For its ongoing support of United Way, PECO received the United Way Regional Impact Award from the United Way of Greater Philadelphia and Southern New Jersey in December 2014.

"By giving through the United Way, PECO employees are able to fund important services and improve the lives of those around us," said Romona Riscoe Benson, manager of Corporate Relations, PECO. "It is the generosity of our employees who embrace and foster a culture of giving that the company is most proud of every day."

PECO employees put their energy into many community organizations and programs by providing leadership as board members and coaches. The company's employees also donate their time through personal philanthropy. In 2014, PECO employees logged more than 14,000 volunteer hours in the community, supporting personal and PECO-sponsored volunteer projects.

One of PECO's biggest volunteer projects last year took place in


September when they joined KaBOOM!, Bristol Borough Raising the Bar, and Habitat for Humanity of Bucks County to build a playground at Snyder-Girotti Elementary School in Bristol. The hard work and dedication of 200 PECO employee volunteers resulted in a beautiful playground that gives more than 1,500 Bristol children and their families a safe place to gather and play.



In the past year, PECO also has supported various other programs and events in Bucks County. These include:

- Sounds of Summer Concert Series in Doylestown Township
- Bucks County Audubon Society's elementary school environmental education programming
- Bucks County Community College's Tasting for Tyler event

For more information about PECO's community involvement, visit peco.com/community.



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MAKING A DIFFERENCE

Bucks VOAD: You Can't Prevent It, You CAN Prepare For It

When disaster strikes, chaos can ensue. Depending on the disaster, people could be forced out of their homes or trapped inside them. Trees may fall, power lines might go down, transportation options can be limited. But those who are less affected will want to help.

Bucks County Emergency Management Agency is proud to announce their newly launched Bucks County Voluntary Organizations Active in Disaster (VOAD), supported by United Way of Bucks County. Bucks VOAD is designed to prepare Bucks County to respond to an emergency or disaster as efficiently and effectively as possible.

Bucks VOAD is a coalition of nonprofits, businesses, faith based groups, and individuals. These organizations share knowledge and resources throughout the disaster cycle – preparation, response, and recovery – to help disaster survivors and their communities. VOADs are rooted in cooperation, communication, coordination, and collaboration.

Scott T. Forster, Director of Emergency Services Bucks County, explains the need for Bucks VOAD: "Every county should be able to provide assistance to people affected by a disaster. It's okay to rely on other counties when we've exhausted our resources, but there are many organizations in Bucks County that can help in an emergency. Without Bucks VOAD, we wouldn't know their willingness to help or their capabilities. When we get these organizations involved in Bucks VOAD, they are able to help in their own backyard in times of need."

The goal of VOAD is to have the comprehensive capability to respond to a disaster or emergency effectively. By getting local businesses and organizations involved, VOAD is able to utilize their specialty services and resources to most efficiently meet the needs of those affected.

"As commissioners, we are happy to support this collaborative effort in our communities. We know that we have



Bucks County volunteers remove fallen trees after a major storm. This is the type of work VOAD teams may do in our area.

many residents who want to help, both in times of disaster and normalcy, and this is a unified way to set up a network to do just that," says Commissioner Chairman Robert Loughery.

"The most important thing to understand about Bucks VOAD is that it is an umbrella organization. VOAD works with volunteers, churches, workplaces, nonprofits and anyone in between to help those impacted by a disaster. It gives everyone the opportunity to help their

neighbors, their friends, and their community when a disaster strikes," Forster explains.

To join Bucks VOAD, visit www.bucksVOAD.org. When creating a profile, simply select, **"Yes, you may contact me in a disaster."**

An advertisement for the law firm Begley, Carlin & Mandio, LLP. It features a collage of four photographs showing the firm's attorneys in professional settings. Below the photos is a blue banner with white text, followed by a list of legal services, the firm's name in large letters, and contact information.

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Bucks Knocks Out Hunger: Community Action, Collective Impact

Line dancing at a meal packing event? You may not expect it, but that's what happened at United Way of Bucks County's Bucks Knocks Out Hunger event. Volunteers, who had just finished working on a meal-packing assembly line for hours, spontaneously broke into a line dance as their shift was ending.

Why? Despite the effort of the work they had just done, these volunteers were full of energy and optimism. They were charged up by the experience of coming together with hundreds of people to make our community a better place.

Bucks Knocks Out Hunger is an annual event that raises money for local pantries and mobilizes volunteers and advocates. More than 500 volunteers produce 100,000 dry, packaged meals while others work in community gardens. It's both something to behold and something to get excited about. Community volunteers, working alongside corporate groups, nonprofit organizations, college students and faculty, and groups of young children, make a dent in the problem of food insecurity and have fun doing it.

But BKO Hunger is is much more than fun and more than a fundraiser. BKO Hunger raises awareness about an issue that is impacting 10% of all residents and 15% of children in Bucks County. BKO Hunger gives people a chance to get personally involved. It brings unexpected partnerships to life. It gets people excited about working together. That's a very crucial point.

Perhaps most importantly, BKO Hunger is an example of community action and collective impact. No one group alone has the reach, capacity, or stamina to solve a tremendous problem like food insecurity in our county. Individuals and groups working alone without collaborating can only do so much. In fact, they may actually slow progress down by not engaging with others who may be holding a key piece of the puzzle.

Coalitions of people working together, with different perspectives, varied skills, and diverse capacities,

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Photos: top: Larry Browne Photography; bottom: Michele Haddon Photography



BKO HUNGER PARTNERS WITH HOPE OF THE HARVEST

By Annmarie Ely

In its second year, Bucks Knocks Out Hunger was joined by new partners to give the project a larger scope. One of the new additions was Delaware Valley University's Hope of The Harvest Charitable Garden.

Hope of the Harvest was started in 2012 to help local people in need. The project uses university land to grow fresh, nutritious food for area food pantries. During the first year, the project produced nearly 16,000 pounds of produce on just one acre of land on DelVal's main campus in Doylestown.

In 2013, Hope of the Harvest expanded to approximately two acres on main campus and one acre in North Wales, at DelVal's Roth Center for Sustainable Agriculture.

United Way of Bucks County has been instrumental in allowing the garden to feed the community. During Bucks Knocks Out Hunger, participants provided volunteer help in the garden, picking and planting produce. The event raised both awareness and funds for Hope of the Harvest, and the garden was



able to provide almost 27,000 pounds of produce to local pantries.

Long-term goals for the garden include growing the project to five acres, adding land each year, and producing more each year than the last. Community volunteers, students, faculty, and staff work together in the garden, which is supported through grants and the support of various partnerships.

Hope of the Harvest is a partnership between Delaware Valley University, Philabundance, the Bucks County Opportunity Council, The United Way of Bucks County, The Land O'Lakes Foundation,

The Reinvestment Fund, and The Lehigh Valley Community Foundation/Pharo Family Fund.

About the Contributor: Annmarie Ely is the media relations and publications coordinator at Delaware Valley University in Doylestown, Pa. She grew up in Doylestown and lives in Quakertown. Annmarie loves to paint, draw, and spend time with her new niece Maya.

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ities, are being recognized as nimble, effective community problem-solvers. John Ramirez, Chief Operating Officer of United Way of Bucks County, says of this approach, "Simply explained, collective impact unites energy and builds mass for progress in communities. It puts the emphasis on **unity in community.**"

So whether you join BKO Hunger because you want to meet new people, work collaboratively and innovatively on a problem, or just enjoy line dancing, mark your calendar for July 24, 2015 (and stay posted for the 2016 save the date). BKO Hunger will be held at Delaware Valley University and there is room for everyone at the table.

About the Contributor: Tim Philpot is known for his love of collaboration and BKO Hunger is his favorite professional experience EVER. He is the Impact Director for Health at United Way of Bucks County and has developed a passion for addressing food insecurity.



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ALL IN: JENNIFER DREDGE

By Katie Pilot

Bucks Knocks Out Hunger is an amazing project, made possible by the collaboration of many individuals, companies, and non-profits here in Bucks County. Within those collaborations, a few all-stars go all in to make sure hunger is truly getting the 1-2 punch it deserves.

Jennifer Dredge is one of those all-stars. A mother of four, a dedicated UW Bucks supporter, and a volunteer at Bucks Knocks Out Hunger 2013, Jenn decided to go above and beyond for the event in 2014.

"I came home from BKO Hunger 2013 exhausted, but pumped. My adrenaline was so high. I knew I wanted to do something big for 2014," she said.



Jenn and her three daughters.

She started with those close to her. She wrote letters to her friends and family, hosted a few dinner parties, and detailed the cause and the event.

"Everyone was very supportive. I wrote a letter and explained that at one point in my life I was a single parent raising four kids. There were days when I didn't eat so I could provide for my kids, and this was an opportunity for me to pay it forward," Jenn explained.

In just 30 days, she had raised \$2,210 – enough to sponsor a table of 13 volunteers, all by herself. And sponsor a table she did! Her friends and family who supported her fundraising efforts were able to volunteer at her table and see the magic behind the movement.

Her table of volunteers also included her daughters: Jenna, Kayla, and Emma.

"My daughters see me campaigning and I want them to understand. I want them to feel the impact of what we're doing," Jenn said. It seems like she's made an impact on them too: Jenn's daughter Emma, 10, raised \$147 for BKO Hunger by starting her own lemonade stand leading up to the event.

"BKO Hunger really just means so much. I've had some low points in my life, and I've needed help along the way, and I want to help others get the same support I had," Jenn says.

Thanks for being a true hunger fighting hero, Jenn!

About the Contributor: Katie Pilot is the Marketing Associate at United Way of Bucks County. Originally from New Hampshire, she graduated from Villanova in May 2014 and loved the Philadelphia suburbs enough to stick around.

Science, Technology, Engineering, Math, and *Girls?*

Absolutely! Bucks County's own #girlSTEM Conference, an exciting initiative of the Bucks County Intermediate Unit #22 (BCIU), enters its 5th year in 2015. Hosted at Delaware Valley University, this event is funded through the United Way of Bucks County's Women's Initiative.

#girlSTEM seeks to inspire young women in grades six through ten to pursue careers in science, technology, engineering, and math. The conference features three 45-minute sessions led by professional women, in addition to inspiring opening and closing sessions. Students get to choose from over 20 presentations during each session.

STEM jobs are often male-dominated. A 2011 report by the US Department of Commerce found that, while women fill close to half of all jobs in the United States, they hold less than 25 percent of STEM jobs. This issue contributes to the wage gap between men and women. The study found that women in STEM jobs were making 33 percent more than women in non-STEM jobs.

#girlSTEM seeks to turn these statistics around! Of the 360 girls who participated in the conference in 2014, nearly 90 percent declared that they would like to pursue a STEM-related career as a result of attending #girlSTEM.

Andrea Bradbury, an engineer from Hatboro, presented at the conference in the past, and said the girls in her sessions seemed "very engaged and loved learning."

"Girls like science and math, too — and it's OK!" Bradbury said with a smile.

"If you want to do something, you can. When I was younger, I went to something similar to this conference. It really inspired me to know, as a woman, that other women are engineers, too," she added.

Maddalyn Erato, 17, a junior at William Tennent High School in Warminster, echoed what she had learned at the conference: "Follow your dreams. If you like something, keep on going with it, and never stop. You can achieve anything."

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Mighty girls leave #girlSTEM feeling empowered.

It is no doubt the enthusiasm of girls and volunteers that has lead to the incredible growth of this program. In 2015, all 360 available spots were reserved within 40 minutes of registration opening.



Each girl at the Conference picks her own sessions to attend.

Twenty minutes later, a waiting list of an additional 300 girls was formed.

Literally overnight, United Way's Women's Initiative, the BCIU Education Foundation, and Delaware Valley University came together and quickly marshaled the resources necessary to allow 700 girls to attend the conference.

This was only possible with the support of key sponsors: PECO

(Presenting Sponsor); Dow (Gold Sponsor); Comcast and Parx Casino (Silver Sponsors); and National Penn Bank and Huntingdon Valley Bank (Bronze Sponsors).



Hands-on learning keeps girls engaged.

#girlSTEM isn't possible without our STEM presenters and mentors. Recruitment for the conference begins in February and runs through April of each year. If you're interested in becoming a presenter, please contact Dr. Lindsey Sides at lsides@bucksu.org.

About the Contributor: Dr. Lindsey Sides is the Coordinator of Teaching, Learning, and Nonpublic Services at the Bucks County Intermediate Unit #22. She is passionate about encouraging girls to explore STEM! In her spare time, she enjoys spending time outdoors and traveling with her husband, three-year old daughter, 9-month son, and bulldog.



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Serving Bucks County: Volunteers in Action

United Way of Bucks County is incredibly thankful for all of our volunteers. They help us accomplish things that wouldn't be possible otherwise. From everyday things like making sure a mailing goes out on time, to huge projects like packing 100,000 meals for those in need, we couldn't do it without our dedicated volunteers.

Volunteers are really the heartbeat of our nonprofit community. They make our jobs easier and make the community a better place. As a thank you to these hard working individuals, we'd like to share some volunteer stories from the past year.

James Busch

Eight scouts from Troop 230, including James Busch, a Pennsbury High School Student, worked in the UW Bucks Gifts in Kind shed on an Eagle Scout Project last June. The shed is the distribution point for a wide variety of items that are donated by local retailers. Nonprofits and their clients "shop" for items like sheets, towels, blankets, and more to help in the transition to permanent housing or after there has been a family emergency.

The troop first emptied the shed, doing a little exterminating of 15 wasp nests in the process. After it was cleared, they installed custom shelving, reinforced pre-existing shelving and secured the shed's front door by installing a new lock.



James Busch works in the UW Bucks shed.

"I was eager to help UW Bucks because it seemed like a great organization that helped the community in many ways. My project included making many improvements to the donation shed at UW Bucks. It was an awesome feeling, being able to help such a great organization such as the United Way, and even more so because I was the one who chose it, planned it, and made it happen (with lots of help of course). Knowing about all of the people that benefited from the donations inside of the shed made me see how even one project can have such a positive impact on the community. – James Busch

Renee Russell

Renee Russell started volunteering with UW Bucks at Bucks Knocks Out Hunger 2014. After having a great experience at the food packing event, she stayed in touch with Danielle, UW Bucks' Director of Community and Volunteer Engagement. Since BKO Hunger, Renee has stepped in to help with numerous administrative volunteer opportunities, making life a little easier for everyone at UW Bucks!



Renee Russell volunteers at Stuff the Bus.

"I love that the United Way helps those in need in our area. The events and mailings are a way of giving back to the community and fits in with my time frame. I look forward to volunteering more and will definitely be signing up for annual events, especially since I now have my own United Way t-shirt! – Renee Russell

Mariah Hartmann and her Maxava Colleagues

Mariah and her coworkers contacted UW Bucks looking for a rewarding volunteer experience. They were matched with Bucks County Housing Group's Doylestown Food Pantry. They helped stock shelves, unload supplies, and organize food. Their project culminated with the Maxava team working together in an assembly line to fill bags of food for client's holiday dinners.



Maxava volunteers at the Penndel Food Pantry.

“It was great working together to fill bags of food for families... it was in that moment I saw how much goes into the coordination of the food bank and how reliant on the community it truly is. Our time at the food pantry was everything we imagined it to be. The kindness exuded by every person we worked with has left a lasting impression on us. – Mariah Hartmann

Emma and Chloe Foster-Storch

Emma and Chloe volunteered with UW Bucks around Halloween as part of their Bat Mitzvah requirements. They were in charge of the Safe Trick or Treat event held at GE and it was their responsibility to plan, decorate, and execute the trick or treating event for children in our community. They ran with the UW Bucks theme of being a hero, complete with their own superhero costumes for the event.



Emma and Chloe Foster-Storch at Safe Trick or Treat.

“The planning was fun, but nothing compared to the moment when the children and their families arrived. Seeing the children's faces when they walked into the room and their excitement when they chose their candy made us feel so good. Helping these children by making a safe and fun place for them to celebrate Halloween, like every child should have, is the gift we wanted to give. – Emma and Chloe Foster-Storch

VOLUNTEER BUCKS: NOW AND IN AN EMERGENCY

To make volunteering even easier and more accessible, United Way of Bucks County is introducing Volunteer Bucks. This is an online portal for all Bucks County nonprofits to post their volunteer needs and fundraising events. It allows for easy access to anyone who wants to get involved in our community.

By establishing a central repository of information, Volunteer Bucks makes it simple for volunteers to find opportunities and events that interest them and for nonprofits to coordinate with their stakeholders through automated emails and reminders.

Volunteer Bucks is powered by Bucks Voluntary Organizations Active in Disaster (VOAD), an initiative by the Bucks County Emergency Management Agency. VOAD is set up to prepare our

county to respond to – and recover from – a potential disaster.

Bucks VOAD is a collaboration between the County of Bucks and United Way of Bucks County to bring together individuals, companies and organizations who would want to help in serious times of need. This platform allows volunteers to become part of a database to be called upon if an emergency were to occur.

Anyone who signs up as an individual, on behalf of a company, or as a nonprofit agency manager should keep this function in mind if a disaster were to occur.

To learn more about Volunteer Bucks, or to sign up and start volunteering, visit www.volunteerbucks.org.

EDUCATION, INCOME & HEALTH IN BUCKS COUNTY

United Way of Bucks County is dedicated to improving lives by mobilizing the caring power of communities.

We believe that we are all connected and that we all have a stake in making Bucks County a healthy and prosperous community. We know that when we work together to advance the common good, we create a better life for all.

To advance the greater good, we focus on three key issues: access to a quality education, a stable income, and good health – the building blocks of a great life.

We asked some of our partners to give us their perspective on education, income, and health in Bucks County: who they are helping, how they change lives, and why it matters.

EDUCATION

Calling All Scientists, Explorers, Musicians, Architects, Authors, Illustrators, Actors! *By Michele Fina*

This is not a roll call for the rich and famous. It's a description of the children in the Lower Bucks Family YMCA Preschool and Pre-Kindergarten classrooms. Our children are incredibly creative in their play and learning!

Quality early childhood education is teeming with discovery. Curious children explore the world they live in through play and hands-on experiences – particularly when we provide rich and developmentally appropriate environments. Teachers facilitate the learning, but encourage children to discover solutions on their own.

Our teachers know that open-ended questions produce the best results and encourage children to use language. If you walk into a quality early childhood classroom, it's easy to observe young children using their senses to make hypotheses or assumptions.

Picture this: three-year-olds in the science center, wearing lab goggles, sorting shells or pinecones into specific groups, or peering into a microscope. Children making superstructures with magna tiles, building cities with wooden blocks, or creating a restaurant in the dramatic play area. Children have disagreements. Teachers assist children to problem-solve social issues.

Our Preschool class is participating in an intergeneration project with the Morrisville Senior Service Center. The excitement in the preschoolers' voices is evident as they talk about their "new friends" and study the relationships the children and seniors develop during twice-weekly visits.

Our rooms are filled with children of various races and religions. Some of our children have special needs. Some of our children are being raised by single parents, grandparents, aunts, uncles, or other family members. Some live in houses, apartments, or even the homeless shelter. And some speak different languages.

What most, if not all, of the children have in common is a tremendous curiosity to learn. The early years are crucial in providing a strong foundation for future success in school. A child who is given opportunities to thrive cog-



Lower Bucks YMCA Pre-K students engage in a study of Dr. Seuss.

nitively, emotionally, socially, and physically in preschool has a much greater probability of succeeding in school and succeeding in life.

For the past three weeks, our 52 PA Pre-K Counts children have participated in a "study" of Dr. Seuss. The children have been immersed in the wonderful world of Dr. Seuss books, including activities and snacks relating to the topic. By incorporating many elements of their day into the theme, it allows students to get the most out of the unit.

United Way of Bucks County has provided our child care centers with financial support for tuition subsidies for needy families and for our special needs programs. Our success and the success of our children are dependent upon many collaborations, including the grant-funded PA Pre-K Counts Program, UW Bucks, and the Bucks County Quality Child Care Coalition.

Through these county and state collaborations we are able to provide books, literacy and math kits, and training for families on how to help their children become comfortable with reading and numeracy. Thank you United Way of Bucks County for helping us to educate our young children!

About the contributor: Michele Fina has worked in early childhood education for over 25 years. She feels incredibly fortunate to be a voice for the many children who do not have their own voices, advocating in particular for quality care and education. Michele is the current president of the Bucks County Quality Child Care Coalition. She loves spending time with her family, especially her grandchildren. She also loves to travel.

INCOME

JOBS: A Placement Program That's Working *By Matt Uhler*

Kevin Snyder has the type of personality that immediately draws you in. He's charismatic, funny, hard-working, and dedicated. These are just a few of the characteristics that helped Kevin mesh with his team at the BARC Joint Opportunities for Business and Society (JOBS) program. Together, they developed a successful job placement plan for Kevin.



Kevin, a JOBS client, grew into many new responsibilities at his most recent job

The primary focus of the JOBS program is to secure community-based employment for disabled adults throughout Bucks County. A full-service employment provider, the JOBS program has been matching individuals' skills with employers' staffing needs for nearly 15 years.

The services provided by JOBS are not limited to only meeting the job-seeker's needs. They also assist employers with teaching job skills and applying for tax credits. Typical placements include jobs at supermarkets, retailers, and popular restaurants.

A STRONG SUPPORT NETWORK

For Kevin, his job placement plan began to take shape at the Indian Valley Library in Telford when he and his mother met with Office of Vocational Rehabilitation counselor, Marcia Hess, and JOBS Manager, Archie Hartzell.

The process begins with an intake assessment, moves through job placement and job development, and then includes follow-up. This was no different for Kevin, and it was at this first meeting that the JOBS team and Kevin's support network really kicked in to action.

Kevin's family is very supportive of his success in the community. Kevin's mother, father, brother, and aunt are always there for him—sometimes to the point that Kevin believes it can be a bit too much.

PERSISTENCE PAYS OFF

Kevin's job search with BARC Developmental Services began with revamping his résumé. He and Archie worked to make it more user-friendly and tailored it to the types of jobs for which Kevin was applying.

Kevin went on several interviews and he made sure to observe the same protocol as other job seekers: He showed up on time, appropriately dressed, and made eye contact with

his interviewers. While Kevin didn't land any of those first jobs, the team in his corner wouldn't give up. JOBS Manager Archie continued to tap into his network of employers, relationships he built over 20 years of placing people like Kevin in the right jobs.

Soon, Archie got a call from the then Doylestown-based, Veg-E Systems. They were looking for a Production Assistant. Kevin interviewed with the entire Veg-E Systems team and by a unanimous decision, they selected

him for the job. Kevin's duties as a Production Assistant included seeding and harvesting, but eventually grew to include deliveries, computer tech assistance, and the role of Safety Officer.

WHAT THE FUTURE HOLDS

In late 2014, Kevin's employer announced that they would be moving their facilities from Doylestown to Langhorne. The hour-long commute from Quakertown would prove difficult for Kevin and he opted not to continue his employment.

Kevin's parents, however, had been so pleased with the progress they saw in Kevin that they requested to work with the same team again at the BARC JOBS program. With the support of his family and JOBS Manager Archie, there is no doubt Kevin will find great success at his next job.

About the contributor: *Matt Uhler is Impact Director of Financial Stability programs at United Way. He is a lifelong resident of Bucks County. This article was written based on information provided by JOBS manager Archie Hartzell.*

The image shows a promotional graphic for Fairless Credit Union. At the top left is the logo with a large 'F' and the text 'FAIRLESS CREDIT UNION' and 'Exceeding Your Expectations Everyday'. To the right is a gold seal that says 'Since 1953'. Below the logo is the text 'PROUDLY SERVING ALL THOSE WHO LIVE, WORK, WORSHIP OR ATTEND SCHOOL IN BUCKS COUNTY.' and a mission statement: 'A FINANCIAL COOPERATIVE OWNED BY ITS MEMBERS TO PROVIDE THE BEST POSSIBLE FINANCIAL SERVICES AND LIVE BY THE CREDIT UNION PHILOSOPHY OF "PEOPLE HELPING PEOPLE".' A list of services includes: Checking and Savings Accounts, Visa Debit and Credit Cards, First Mortgages and Home Equity Loans, Personal Loans, Vehicle Loans, Online Banking and Bill Pay, IRAs, Certificate of Deposits, and Money Markets. The website 'www.fairlesscu.org' is listed at the bottom left. On the right, there is a graphic of a family (two adults and a child) under a red umbrella, with the text 'Not for profit, but for service.' and 'Run by people like you for people like you'. At the bottom right, two addresses are listed: '1900 S. PENNSYLVANIA AVE • MORRISVILLE, PA 19067 PHONE 215.295.4108' and '521 S. OXFORD VALLEY RD • FAIRLESS HILLS, PA 19030 PHONE 267.580.0230'.



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HEALTH

Good Friends for the Greater Good *By Ted Millard*

Good Friends, Inc. has been called "...a model within its scope of business and one of the leaders in the provision of halfway house treatment in the state," by its overseeing contractor, the Bucks County Drug and Alcohol Commission, Inc.

It is a community-based, licensed residential treatment program for adult men with a substance use disorder, including those with a co-occurring psychiatric disorder. A long-time United Way of Bucks County Member Agency, the program opened its doors in 1978 and has become a well respected nonprofit in the community over the last several decades.

As Executive Director, I always appreciate when people in the community mention us. We have a quiet reputation, but a very positive one.

Through part of our program, we solidify our clients in addiction recovery, helping them get back on their feet and saving County residents money in the long run.

Our clients enter the program unemployed, but find work as part of their treatment. This allows Good Friends, Inc. to have a positive impact within our community, both while



Good Friends is renowned for its success with clients and impact in Bucks County.

the clients are in the program and after they return to the community.

The math breaks down like this: If a client gets a job which pays \$12/hour, he will pay approximately \$4,680 in taxes in his first year of employment. That's

\$4,680 dollars in tax revenue not previously collected. Multiply this figure by the 65 clients who complete the program and, in an average year, over \$300,000 in taxes will potentially be collected, where previously there were few to none.

Clinical Director Terica Dickson explains "When men enter recovery, their first priority is often to become gainfully employed. Their first job back in society can be a crucial step in rebuilding a man's sense of pride and self-esteem. When we help our clients re-enter the workforce we not only support their recovery but contribute economically to the families and communities of those we serve."

As Good Friends, Inc. helps people in recovery, there is an additional monetary benefit to Bucks County residents. Research shows for every \$1 invested in addiction treatment, it saves \$7 in reduced crime and criminal justice costs. When health care savings are factored in, that figure jumps to \$12 in savings!

Lower Bucks County Chamber of Commerce recognized Good Friends' commitment to the greater good when they awarded us The Economic Development Award, citing "outstanding efforts and achievements towards promoting and enhancing economic growth in Lower Bucks County."

If you would like to learn more about Good Friends, Inc., visit our website at www.goodfriendsinc.org, call directly at 215.736.2861, or like us on Facebook at facebook.com/GoodFriendsInc.

About the Contributor: Ted Millard is the Executive Director of Good Friends, Inc. If he's not there, look for him enjoying the company of family and friends or on some back road pedaling his bicycle.

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LOCAL PERSPECTIVES

Beautiful Bucks County

There is something uniquely beautiful about Bucks County. The bucolic pastures, iconic covered bridges, exquisite landscapes, and historic towns make this a perfect place to grab your camera and go.

We asked some longtime Bucks County residents to show us their favorite Bucks County moments of the past year. No captions necessary. We will let each picture tell its own story.



Photo credits

Top left: David Dzubinski; top right: Tiffany Wichert; middle left: David Dzubinski; middle right: Tiffany Wichert; bottom left and right: Tiffany Wichert



Top: Dave Schmel; bottom: David Dzubinski

About the Contributors: *Dave Schmel is a lifelong resident of Warminster and the owner of Pass Line Casino Parties, which provides casino style entertainment for all occasions. He has worked for Enterprise Holdings for 15 years and is currently a Vehicle Acquisition Supervisor. Beyond that he is an avid curler and member of the Bucks County Curling Club. He is passionate about fighting food insecurity, an invisible epidemic which affects so many.*

Tiffany Wichert is a portrait photographer and native of Bucks County. Her company Appletini Photography continues to celebrate the love and growth of families using Bucks County as her backdrop. Tiffany has a passion for capturing the stunning landscapes, lush gardens, and historical beauty that surrounds the area.

David Dzubinski is a Bucks County native currently residing in Lower Bucks. He is also a music teacher, composer, and photographer.

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Charity Begins at Work: 5 Ways to Boost Employee Engagement (and Make the World a Better Place)

Talent management professionals have seen some clear trends emerge over the past few years. Among these trends is a greater investment in employee engagement.

Employee engagement is the emotional and functional commitment that employees have to their company. All things being equal, organizations with high employee engagement outperform competitors by a wide margin – sometimes as high as 202%, according to Dale Carnegie Training.

How can we tell if employees are highly engaged? Typically, they are enthusiastic about their work; feel motivated by their managers; feel empowered to make choices about how to achieve results; and are confident that they can achieve excellence.

While there's no 'secret sauce' to creating highly engaged employees, there are some steps that can be taken.

1. **Shared vision:** Managers and senior leaders communicate the vision of the company. Understanding vision – and short-, mid-, and long-term goals – make workers feel more engaged. Bonus: When employees feel that they can influence that vision, they are the most engaged.
2. **Consistency:** Employees want consistency in all areas: compensation, decision making, and communication. Engaged employees know that the words and actions of their managers will always match up.
3. **Relationships:** Nothing is a bigger block to engagement than a poor relationship with a direct supervisor. The onus is on key leaders to ensure that they are fostering healthy relationships. This means being available, listening more than talking, and encouraging open communication.
4. **Sponsored volunteerism:** More companies than ever are giving employees the opportunity to volunteer 'on the clock.' A recent study conducted by United Healthcare shows that workers who volunteer through their workplace feel more positive toward their employer and report a strengthened bond with co-workers. That positivity and bonding often reduces turnover and boosts productivity.
5. **Giving back:** When companies show support for a 'workplace campaign' that invests in local nonprofits, employees are likely to feel more engaged. They see themselves as part of an organization that cares about community. When companies "double down," meaning they offer



Organizations with high employee engagement consistently outperform competitors.

a company match on employee donations, there is an even greater feeling of engagement. This is one of the many reasons that 65% of Fortune 500 companies offer a matching gift program.

When it comes to **sponsored volunteering** and **giving back**, United Way of Bucks County is proud to be the premiere partner of businesses across Bucks County.

Danielle Bush, Director of Community and Volunteer Engagement at UW Bucks regularly sets up "Days of Caring" or "Days of Service" for partner companies. Each year, nearly 600 people participate in these projects through their workplace.

"My role is to ensure a meaningful experience by matching the right group with the right project," says Bush. "It's not just about geography or timing or logistics. It's about making sure people have passion for the work they are doing. It makes people feel connected to their colleagues and their community," she adds.

When it comes to giving back, Director of Workplace Campaigns Jeannie Foy sees a clear connection between employee engagement and successful campaigns. Locally, First Federal of Bucks County, GE Water & Process Technologies, Dow, and M & C Specialties all have at least two things in common: highly engaged and enthusiastic teams and incredibly successful campaigns.

"People sometimes underestimate the positive impact a workplace campaign can have," says Foy. "When companies show support for their campaign, employees know that they are part of something meaningful. They are really proud to be part of that company."

So how will you engage employees this year? The vision, consistency, and relationships are yours to manage, but when you are ready to encourage employees to volunteer and give back, United Way of Bucks County will be ready to engage with them as well.

About the Contributors: *Marissa Christie is lucky enough to have her dream job: Chief Development Officer at United Way of Bucks County. She enjoys volunteering, advocating for causes she cares about, spending time with her family, and international travel.*

Jeannie Foy is a proud, life-long resident of Bucks County, with a 3-year interlude at the University of Hawai'i for a Master's Degree in Resource Economics. She knows more about horticulture, local geography, and pigs (only the pet kind, not the kind we eat) than most people.

LOCAL PERSPECTIVES

All Star ECCs

Employee Campaign Coordinators are the backbone of workplace campaigns. They organize and run campaigns in their workplaces. They ask their colleagues to give to the United Way of Bucks County.

While all ECCs make an impact, some go above and beyond the call of duty. Whether through innovative tactics, extreme organization, or sheer hard work, these ECCs helped cultivate some of this year's most successful campaigns.

Kevin Cassidy, Mark Klaiber, Jessica Moore and Natalie Solov, GE Water

Claim to fame: Biggest UW Bucks Campaign

Campaign Trademark Event: Annual Chili Cookoff

Secret to success: Leadership, Engagement & Fun

"Our annual United Way Campaign at GE Water can be summed up in 3 words: Leadership, Engagement, and Fun!

Leadership: From the strong tone of support set by our President & CEO Heiner Markhoff, to our front line campaign team leaders, the United Way brings out the best in GE leaders at all levels of the organization.

Engagement: Creating a shared purpose does wonders to get our campus engaged. Participating in the year-round UW activities such as Bucks Knocks Out Hunger and the Food Drive to the inspirational guest speakers at our campaign kick-off and closing picnics, our campus is abuzz with activity during the month of October and beyond, thanks to the United Way of Bucks County.

Fun: Last, but certainly not least, the annual United Way campaign is a great excuse to have a lot of fun at work! After all, what grown man or woman doesn't enjoy masquerading as a superhero for a couple of hours? For a good cause, of course."



GE Water ECCs Mark Klaiber, Jessica Moore, Natalie Solov, Kevin Cassidy

continued on page 49



BUCKS COUNTY WORKFORCE INVESTMENT BOARD

The Bucks County Workforce Investment Board thanks
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comprehensive service to our community!
Dennis M. Jones, *Chair*, Bucks County WIB

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Kelly Ducsik, Wegmans

Claim to fame: Tied for the greatest increase in campaign contributions in 2014

Biggest accomplishment: Out of over 500 employees, 99.6% returned their pledge forms

Secret to success: Making sure everyone – from leadership to part-time shift workers – were personally told about the difference their gift would make

“It was humbling to see employees ranging from part-time cashiers, working two shifts a week, to salaried managers, giving a percentage of their income to help those whose need is greater than theirs. It was evident that their decision to donate gave them a sense of pride, which in turn gave a morale boost to our store here in Warrington! It was rewarding for me to acknowledge our employees and reinforce their commitment to our local community.

One of Wegmans core values is caring about the well-being and success of every person. Inspiring our staff to help improve the education of others, help with financial stability, and promote healthy lives ties in to many of Wegmans 'Who We Are Values.'

Involving Jeannie [United Way of Bucks County Director of Workplace Campaigns] in our store leadership meeting to better educate our employees on how they can make a difference in others' lives was very important to me. It helped our employees make an educated decision as to how they would like to distribute their contribution. I take pride in knowing that out of over 500 employees, only two were not able to submit their pledge card this past year!”



Kelly Ducsik

Janice Skrot, Begley, Carlin & Mandio, LLP

Claim to fame: Increased campaign participation by 57%

Campaign propaganda: Hero comic strips, starring senior partners

Secret to success: Making sure people knew their gifts would go to help people right here in our community

“I tried to create the kind of atmosphere (informative AND fun) where everyone wanted to be involved, and actually seeing that happen was the best!

We took photos of a few of our attorneys dressed up as superheroes and used Photoshop to create comic book posters with our heroes' photos. We hung posters throughout the office to generate enthusiasm. Our kickoff luncheon had a great turnout and was the perfect opportunity for a few of our attorneys to speak about their roles with UW Bucks as volunteers and helped to explain what UW Bucks does. We had employees here who had no idea what UW is, nor what they do. We focused on how the money helps our community. I think more people want to get involved when they hear that money stays in Bucks County.

Watching the donations come in was exciting — tallying them up, hoping to see if we would exceed last year's totals and then once we did, I was excited to see by how much. We increased our donations by 57% over the prior year, which I consider phenomenal for my first year! It was exciting to see so many people participate once they were informed of where the money goes. People really are generous when they know who will be benefitting.”



Janice Skrot



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Made in Bucks

If you are up on the latest food trends, then you know that “local” is what’s hot. There is a lot of buzz about eating fresh and local, all across the United States. From free-range eggs to grass-fed beef, locally grown vegetables, artisanal cheeses, and small batch ice cream, we’ve got it all in Bucks County.

More than sweet corn. Sure, we’ve got great tomatoes and sweet corn in August, but did you know that in the last ten years Bucks County has seen a dramatic influx of young farmers, eager to grow food and sell it locally? Add that to the multi-generational farms that have been here for decades and you’ve got a lot of fresh, local food. Bucks County now has ten community-supported agriculture farms (CSAs) and at least ten community farmers’ markets that take place weekly from the end of April through November. What’s more, with the use of farming methods like hoop houses and greenhouses, Bucks County farmers are extending the growing season on both ends. It’s only a short time before we’ll be eating locally grown produce year-round. To see a full listing of Bucks County CSAs and farmers’ markets, visit www.buckscountytaste.com/local-food-guides.

Meat and dairy the old-fashioned way. Drive through Central and Upper Bucks and look a little closer at the pretty scenery. Bucks County is once again home to many farms raising animals humanely, on pasture, and free range. You can buy grass-fed beef, pork, chicken, lamb, bison, and turkey, all directly from the farmers who raise the animals. You can buy milk and cheese from dairy farms where the cows and goats graze peacefully all day. It doesn’t get more fresh and delicious than that. Many even boast no antibiotics and no hormones. Just good grass and good care. Bucks County Taste outlines where you can get good, local meat on their website; just search “Where’s the beef?”

Breweries, distilleries, and wineries. While you may be familiar with Bucks County’s diverse wineries, did you know that Bucks now boasts half a dozen craft breweries and two micro-distilleries? Rye Whiskey—born in Pennsylvania but practically destroyed by Prohibition—is now back, along with local breweries sourcing from area farms to make unique, thirst-quenching beers. Gastropubs serving interesting, locally sourced, delicious food dot the county. Impressive craft beer lists at restaurants and local beer stores are now the norm. Check out Dad’s Hat Rye Whiskey distillery in Bristol or Hewn Spirits in Pipersville. Visit www.buckscountytaste.com/local-food-guides, and select Beer Maps to see a listing of breweries, brew pubs, and beer stores.

City chefs in the country. It’s a good life here in Bucks, and some of the best chefs in the region have discovered



CSAs and farmer's markets are great sources of fresh, local food.

that, too. Chefs who got their training in famous city kitchens are showing up all over the county, opening their own restaurants, or reviving old favorites. Who needs to go into the city anymore with restaurants like Charcoal in Yardley, Maize in Perkasié, and Honey in Doylestown? These restaurants, and many more, are serving exquisite and innovative meals often using local product.

Where everybody knows your name. Bucks is full of great pubs and restaurants, where you bump into your neighbors and friends, and the bartender knows your favorite beverage. The hardest choice is where to go. Some favorites are the Pineville Tavern (which was featured on the Food Network’s *Diners, Drive-ins, and Dives* show a few years ago), the Churchville Inn, Bowman’s Tavern, the Wycombe Public House, MOM’s, and The Perk.

Bucks County has the best of all worlds in many ways—beautiful landscape, comfortable lifestyle, and all the conveniences of suburban living. But it also has a vibrant food scene, from top-notch restaurants to fresh, local food. Bon Appétit!

About the Contributor: Lynne Goldman has been writing about local food in Bucks County since starting her blog, *Bucks County Taste*, in 2008. Since then, she has written over 1000 stories about local farms, chefs, artisanal food producers, farmers markets, restaurants, and bars. She lives in Wycombe with her husband, Mark.



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How to Establish Good Credit

One of the most important aspects of your financial life is your credit. Your credit is essentially your financial reputation: a record of how you handle your money obligations, including loans, credit cards and payment history. Your credit report contains information that can be used by creditors, landlords, employers, cell phone companies, and insurance companies to determine if you're eligible for their services — and what you'll pay for them.

A person's first loan is the beginning of their credit history. Often it's a credit card or a car loan with a co-signer. How someone handles these payments, and all the payments after them, is recorded in their credit report and used to determine their credit score.

HOW YOUR CREDIT RATING IS CALCULATED

For the most part, a credit score is comprised of five main factors:

- 1. Payment history:** 35% of a credit score is based on how a person handles his or her payments. This includes information on a person's bills and loan payments. If payments are consistently late or incomplete, it can have a negative impact on one's credit score.
- 2. Amount of credit used:** Another 30% of your credit score has to do with how much of someone's available credit is being used. It is recommended that people only use 30% of their available credit, to demonstrate responsibility and financial control.
- 3. Age of credit:** The age of someone's credit accounts for 15% of their credit score. The score starts with that first loan, and data is compiled over time.
- 4. Types of accounts:** All of the accounts you have opened are included in a credit report. Someone with many different lines of credit may be viewed as financially irresponsible, which can negatively impact his or her score.
- 5. New credit and inquiries:** The final 10% of your credit score is based on the credit inquiries. If someone is constantly seeking new loans or credit cards, that can hurt their score as well.

Generally, a credit score can range from 300 (bad) to 850 (excellent). There are three main credit reports, made up of information reported to the three major credit bureaus (Experian, Equifax, and Trans Union). Information from



Your credit score is one of the most important aspects of your financial life.

these credit reports is taken and assigned number values. These values are then plugged into an algorithm. The most popular credit score model used is the FICO score, although there are other scoring models that might be used for different purposes. **The higher someone's credit score, the less he'll pay for credit.**

While it's always best to start out with good credit habits that will lead to good credit, sometimes people make mistakes. A few hiccups are not hard to mitigate, but it takes planning and effort to improve a credit score that has been labeled "poor." Thanks to the changes in the Fair Credit Reporting Act consumers can now get a free credit report once a year from www.annualcreditreport.com to keep an eye on their score.

The Credit Counseling Center offers free credit report review sessions to help those who have questions or concerns about their credit. Clients will get their credit score and free counseling to help explain the reports and recommend options to improve one's score. Learn more about CCC and their services by visiting www.ccc-credit.org.

About the Contributor: *Joan Reading is the President and CEO of the Credit Counseling Center in Richboro, PA where she and her staff help clients repay debt and avoid bankruptcy, develop a household budget, resolve credit issues, improve credit scores, and help families prevent foreclosure. If your credit card debts are growing or you feel like you are living pay check to pay check, Credit Counseling Center can help.*

LOCAL PERSPECTIVES

Why I Give: Donor Spotlights

United Way of Bucks County would be nowhere without our donors. Some have given for decades; some just gave their first gift this year. Some give thousands and some give just a few dollars. But each and every donor cares enough about others – and believes enough in Bucks County – to lend their support.

So we decided to ask some of them: *Why do you give?*

Heiner Markhoff, President and CEO of GE Water



I give to the United Way because the local community matters. There are a lot of areas in our community where help is needed. I have been fortunate and I think it is important to share and give back, locally, right here.

Katie Matarazzo, United Way of Bucks County

Growing up, my parents and grandparents always stressed the importance of giving and helping others. Whether it be time, through volunteerism, or money, through donations, every little bit counted and had the potential to make a huge difference in someone's life. Those values have stuck with me throughout my life, and help to strengthen my decision to donate to UW Bucks, because I know we can make a difference!



Catherine McElroy, Bucks County Community College



The United Way provides an opportunity for different groups and individuals to connect with each other. Service agencies, local groups, employers, donors, and many others work together to enrich the community and its members. Everyone benefits. We are fortunate to have this organization that links so many diverse partners.

Audrey Tucker, Family Service Association of Bucks County

I believe in the spirit of giving and changing communities for the better. Giving back is part of my life, and United Way is a leader of community improvement.



Rick Snyder, Avery Dennison



“Over 61 years of life experiences, I have had so many thoughts on why I give, not only to the United Way but in general. The simple fact is that it is the right thing to do.”

Ken Heitz, The Bon-Ton

“I have participated in United Way Campaigns for a lot of years. Giving to the United Way of Bucks County is a great way for each of us to do our part to make our community stronger for all of us. The donations stay right here in our communities helping our neighbors. I donate with confidence knowing that my contribution will be used judiciously and those in need will be helped.”



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Stuff the Bus to Give Kids a Great Start

Believe it or not, there are more than 20,000 children here in Bucks County who are struggling to have their basic needs met. For families that have a hard time making ends meet while trying to provide food and shelter for their kids, everything else becomes “extra” – including school supplies.



Bank of America volunteers carefully select items for bags.

The average family could spend anywhere from \$160 on school supplies for their child in elementary school to \$893 if they got everything on their high school student's back to school list. That's a lot of money! But without access to school supplies, students will start the year at a disadvantage.



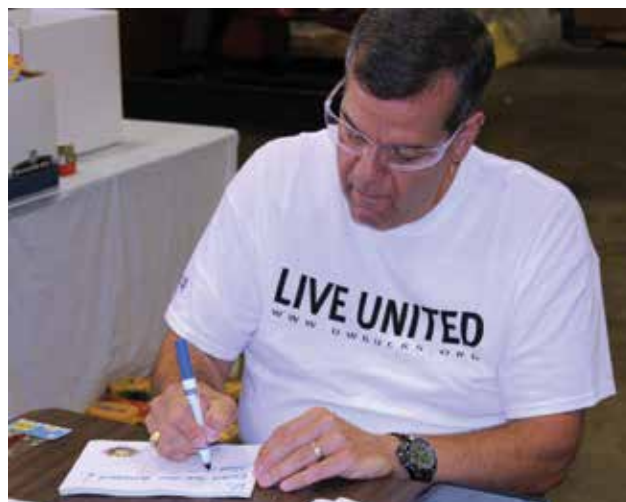
Volunteers at Cummins sort items so they can be packed faster.

The United Way of Bucks County understands the stress families feel when faced with the decision between providing school supplies or paying the electric bill. That's where Stuff the Bus (STB) comes in: a school supply drive to provide brand new backpacks, notebooks, pencils, and everything else, to kids in need.



Colorful backpacks are ready for Bucks kids.

2014 was the largest Stuff the Bus in the program's four year history. UW Bucks distributed a total of 1,088 backpacks filled with school supplies, along with several dozen scientific calculators and flash drives to nearly all Bucks County school districts, Bucks County Intermediate Unit #22, 20 nonprofit agencies, and a number of churches.



Volunteers wish every kid a great new school year.

None of this would have been possible without support from the community, local businesses, and two inaugural sponsors: Bank of America and Cummins Power Systems.

THE GAME CHANGERS

Our Stuff the Bus sponsors were the game changers this year, allowing us to help many more families than in the past. Bank of America and Cummins Power Systems are two Fortune 500 companies that feel very passionate

continued on page 57

about making sure all children have all the tools necessary to get a good quality education, regardless of income.



Meet the youngest STB volunteers.

"All children should have the supplies they need to start off the school year right," said Richard Miller, Consumer Market Manager at Bank of America and sponsor of the Stuff the Bus event. "Bank of America is committed to making sure that Bucks County children are fully prepared for the classroom, and our volunteers were thrilled to help take another step closer to accomplishing this goal."

Cummins Power Systems not only sponsored STB, but opened up their RV bay to host the packing event. During the packing event, they sold "Dollar Dogs" cooked on the grill by their Leadership Staff for lunch. The money was used to purchase additional supplies to fill the backpacks.

"For me this is more than just an opportunity to check a box, but to do something that actually can have a positive impact on a child's life. I remember the feeling of pride that I had when I showed up at school that first day with new school supplies. Sometimes they were provided by a charitable organization such as the United Way. I also remember the feeling of shame and despair when I did not have the proper school supplies. How you start the year at that age can often determine how you finish," said Kelley Tate, President of Cummins Power Systems, LLC.

In addition to sponsors, volunteers make a tremendous impact. Each year, volunteers sort donations, fill backpacks, and write inspirational notes for the children who will be calling these bags their own. Dozens of volunteers help make sure the bags are ready for their new owners.



Back to school supplies are dropped off at locations throughout Bucks County.

UPPER BUCKS STUFF THE BUS

Another factor in the success of STB 2014 was the participation from Upper Bucks Chamber of Commerce and Quakertown Alive! Through these partnerships, UW Bucks connected with many Upper Bucks businesses and residents interested in making a difference in their community through Upper Bucks Stuff The Bus.

Upper Bucks STB raised awareness of the growing need for school supplies in the Upper Bucks area. The community rallied around this drive, donating supplies and volunteering to help. Over 200 backpacks were distributed to Upper Bucks school districts.

If you're ready to help make sure all children have the supplies they need to succeed in school, join the Stuff the Bus team! When we Stuff the Bus, we make sure that the school year starts right for children in need.

We need sponsors, donors, volunteers and advocates to promote Stuff the Bus and host collections. To get involved, call UW Bucks at 215.949.1660 ext 112.

About the Contributor: Danielle Bush has been a proud member of the UW Bucks Team for 5 years. She currently serves as the Director of Community and Volunteer Engagement and as a member of the Leadership Team. Danielle is very passionate about her work and the incredible things that UW Bucks does for those in need in our community. Danielle has been described by many of her co-workers as the "heart" of the organization.

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www.libertae.org • email: info@libertae.org • 215-639-8681
5245 Bensalem Blvd • Bensalem, PA 19020 • fax: 215-639-4277



*Strengthening individuals, families
and children since 1953*

PROUD TO LIVE UNITED

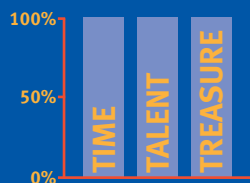
**We provide people with the skills and services
they need to become independent.**

We prevent suicide, provide emergency shelter,
resolve problems, educate parents and much more.

Langhorne • Doylestown • Quakertown • Bristol

Visit www.fsabc.org or call 215.757.6916 to learn more.

UNITED WAY OF BUCKS COUNTY BY THE NUMBERS



100%: All of your contributions—time, talent, and treasure—stay here and directly benefit programs in Bucks County.



125,442: People touched by our programs each year. That's 1 in 5 Bucks County residents!



\$2: Value of your donated \$1. We leverage your gift so that for every \$1 you give, about \$2 in programs, goods, and services reaches our community.



\$4 million: Value of financial support, goods, and services provided to the community annually through United Way of Bucks County.



65 tons: Amount of food donated to local pantries through UW Bucks in the past year.



\$102,685: Value of the volunteer time donated to Bucks County through UW Bucks.



3,125: Children receiving books of their own for the first time this year.



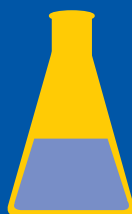
\$1,000,000 PLUS: Grant dollars brought to Bucks County annually by UW Bucks to provide educational programs.



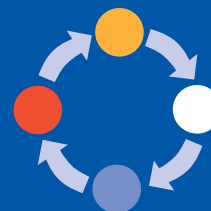
238: Number of under-served teens who received a present, thanks to the Holiday Gift Card Drive.

100%

100%: Every program we fund is focused on sustainable change. We believe a hand up is more valuable than a hand out.



98%: Percentage of girls who feel motivated to do well in school after attending our #girlSTEM Conference; 94% feel inspired to explore a science, tech, engineering, or math career.



19,860: People who need assistance get information to connect to the right program each year.



\$27,000: Value of school supplies collected through Stuff the Bus this year.



\$2,603,190: Dollars saved to date by Bucks County families on prescription drugs with free FamilyWise cards.



\$764,581.51: Value of goods donated through gifts in kind to respond to emergencies.

THANK YOU TO OUR PARTNER COMPANIES

The following companies and organizations contributed to United Way of Bucks County through a 2014 corporate gift, a workplace campaign, or both. Their financial support helps us touch 1 in 5 Bucks County residents each year and we are deeply grateful.

Organization Name

3M-Philadelphia Sales Center	Bristol Borough School District	Customers Bank
A Woman's Place	Bristol Township School District	Delaware Valley University
AAA Mid Atlantic	Bristol-Myers Squibb	Deluxe Corporation Foundation
Abbott Laboratories	Brooks Instrument	Dominion
ACME Markets	Bucks County Bank	The Dow Chemical Company
Axiom	Bucks County Community College	Draeger Medical
Advertising Specialty Institute	Bucks County Housing Authority	Dunmore Corp
Aetna US Health Care	Bucks County Housing Group	Eat'n Park Hospitality Group
AIG/AGF	Bucks County Opportunity Council	Educational Testing Service
Allstate Insurance Company	Bucks County Technical High School	Eli Lilly
AmazonSmile Foundation	Bucks County-Workforce Investment Board	Enterprise Rent-A-Car
American Express	C & S Wholesale Grocers	Equifax
Ameriprise Financial	Calkins Media - Bucks County	Express Scripts
Ametek	Courier Times/The Intelligencer	Fairless Hills Credit Union
Andersen Corporation	Carroll Engineering	Family Service Association of Bucks County
AON Affinity	CDC Publishing	Federal Express Corporation
Aramark	Carisma	First Federal of Bucks County
Arkema	Centennial School District	First Niagara Bank
AT&T	Central Bucks School District	Fox Chase Bank
Avery Dennison Corp (Fasson)	Central Bucks Family YMCA	Fulton Bank
AWeber	Century Link	GE Water & Process Technologies
Bank of America	Clarke M. Williams Foundation	Geisinger Health System
BARC Developmental Services	Ceridian	Genworth Financial
BASF	Combined Federal Campaign	Giant Food Stores
Bucks County Drug & Alcohol Commission	Child, Home & Community	GlaxoSmithKline
Bucks County Intermediate Unit #22	Children's Developmental Program	GM Service Parts Operation
Begley, Carlin & Mandio	CIGNA	Good Friends
Bensalem Township School District	Citizens Bank of Pennsylvania	The Grundy Foundation
Bepcor	Collective Brands	GuideOne Insurance
Best Buy	Comcast NBC Universal	Habitat for Humanity of Bucks County
Big Brothers/Big Sisters of Bucks County	ConAgra	Hanover Insurance
BNY Mellon	Costco	Harold Beck & Sons
Boeing Employees	The Council of Southeastern PA	Henkels & McCoy
The Bon-Ton	Council Rock School District	Hershey Food Company
Boscov's Department Store	County of Bucks	Hill Wallack
Boy Scouts of America,	Credit Counseling Center	Honeywell Hometown Solutions
Bucks County Council	Cummins Power Systems	HSBC (Household International)

Huntingdon Valley Bank
 Hyman Korman Family Foundation
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 Libertae
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 Lockheed Martin
 Lowe's
 Lower Bucks Community Centers
 M & C Specialties
 Macy's
 Maple Leaf Learning Center
 Marshall Dennehey
 McCafferty Auto Group
 McKnight Steel & Tube
 Merck & Company
 Microsoft
 Middle Bucks Institute of Technology
 Morison Cogen
 Morrisville School District
 Motiva
 National Penn Bank

Nationwide Insurance
 Neshaminy School District
 Network for Good
 Network of Victim Assistance
 New Hope-Solebury School District
 New Jersey State Employees
 Charitable Campaign
 Newtown Office Supplies
 Newtown Roofing
 North Highland Company
 Northampton Township
 Novartis
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 OfficeMax
 Palisades School District
 Parx Casino and Racing
 PECO
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 Target
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 Walgreens
 Warminster Fiberglass
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 William Penn Bank
 Williams
 Worthington Associates
 Xcel
 YWCA of Bucks County

UNITED WAY OF BUCKS COUNTY STAFF HERE TO SERVE

LIVE UNITED: Connect with UW Bucks Staff

Name: Jamie Haddon

Title: President & Chief Executive Officer

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ADDITIONAL CAMPAIGN SUPPORT STAFF

Heidi Phillips

Bill Shoffler

UNITED WAY OF BUCKS COUNTY

Statement of Operations (Pre-audit) For the Year Ended 12/31/14

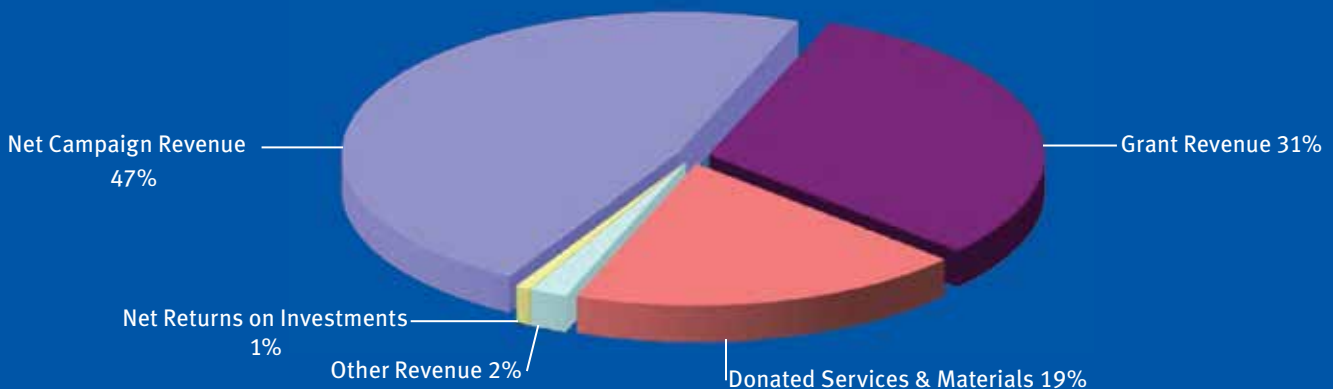
PUBLIC SUPPORT AND REVENUE

Net Campaign Revenue	
Gross Campaign	2,155,605
Less: Donor Directed Gifts	(130,052)
Less: Provision for Uncollectibles	(114,320)
Net Campaign Revenue	1,911,233
Grant Revenue	1,242,385
Donated Services & Materials	764,582
Other Revenue	72,903
Net Return on Investments	28,976
Public Support and Revenue	4,020,079

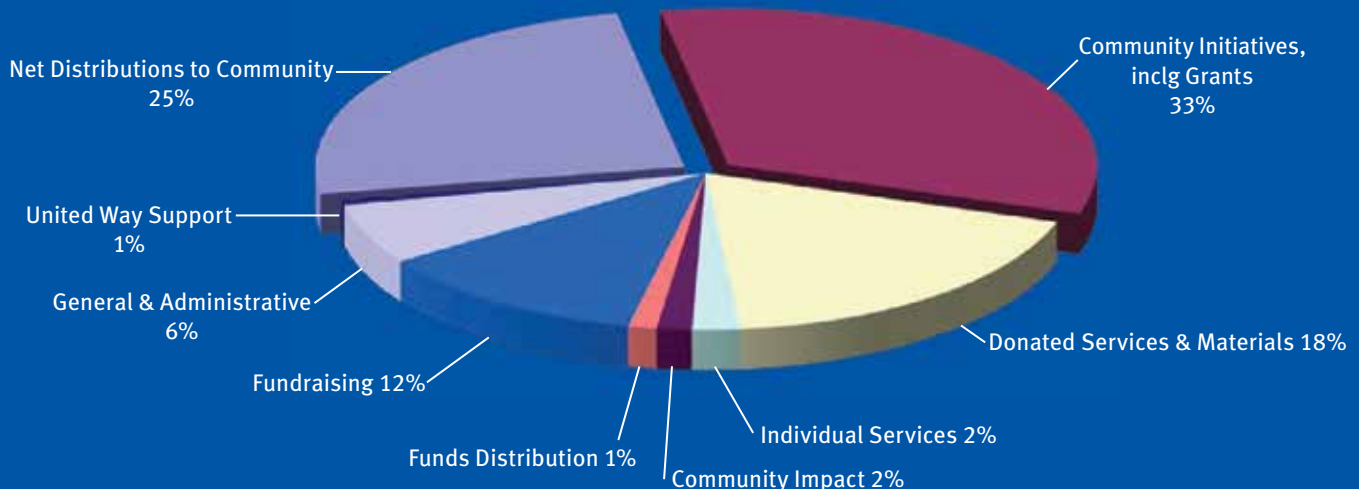
EXPENDITURES

Community Impact Expenses	
Distributions to Bucks County	1,161,437
Less: Donor Directed Gifts	(130,052)
Net Distributions to Community	1,031,385
Community Initiatives, inclg grants	1,369,824
Donated Services & Materials	765,412
Individual Services	86,950
Community Impact	62,944
Funds Distribution	52,503
Community Impact Expenses	3,369,018
Fundraising	501,379
General & Administrative	260,204
United Way Support	20,429
Expenditures	4,151,030
Net Deficit	(130,951)

Public Support and Revenues, by Source, As a Percentage of Total Revenue



Expenditures, As a Percentage of Total Expenditures



This year, United Way of Bucks County was looking for heroes: the people who answer the call when someone in our community needs help. Here are just a few of our heroes. Recognize anyone?



MAKING AN IMPACT IN BUCKS COUNTY

United Way of Bucks County mobilizes a variety of resources in the community—through people, time, talent, relationships, expertise, technology and financial support—to create lasting changes in community conditions that improve the lives of the residents of Bucks County. The following is a snapshot of how UW Bucks adds value through a variety of community impact strategies:

EDUCATION – EARLY CHILDHOOD & YOUTH DEVELOPMENT

Community Investments to Partner Agencies. UW Bucks invested **\$356,000** to help children and youth achieve their potential through 20 programs provided by 13 agencies that support quality early education, school readiness, and academic success. These programs provide safe places and caring adults for young children and school-age youth to support families.

Pre-K Counts. Funded through the PA Office of Child Development and Early Learning, this is the eighth year UW Bucks has implemented this program. This grant of **\$337,140** provides quality pre-kindergarten education for 64 children throughout the County and professional development for teachers to ensure quality education for the children. UW Bucks serves as the lead agency (grant holder) for 4 pre-K partner sites that participate in this program.

21st Century Community Learning Center Grants. Funded by the Pennsylvania Department of Education and implemented in three-year cohorts, 21st Century grants focus on providing quality out-of-school time opportunities for school-aged children. The Cohort 6 grant (2011 – 2014) totaled **\$1,116,000** in funding and provided after-school academic enrichment opportunities for students in grades 4 – 8 residing in Bristol Borough. Cohort 6a (2012 – 2015) funding totaled **\$1,092,000** and provides academic support, credit recovery, and workforce development services to students in grades 9 – 12 residing in Bristol Borough.

Success By 6. Through this program, UW Bucks is part of the largest network of early childhood coalitions in the country.

With 39,000 children in Bucks County under the age of six, we work on projects in four key areas: 1) Quality Early Care and Education 2) Literacy 3) Parenting and 4) Healthy From the Start to make sure that these children are ready to learn when they enter school.

LYFT Community Prevention Coalition: Drug Free Communities Grant. With funding of **\$125,000** per year for the last 10 years, this program works with the Pennsbury School District through a community coalition to support efforts to minimize risk-taking behavior and maximize access to prevention education opportunities and resources to assist youth and families.

Sober Truth on the Prevention of Underage Drinking Grant (STOP). Managed by UW Bucks, this grant provides **\$200,000** over the course of four years to specifically support efforts to reduce underage drinking in the Pennsbury School District.

School Readiness Materials. In collaboration with the Quality Child Care Coalition and the PA Pre-K Counts program, UW Bucks distributed “Kindergarten Readiness” and “Children Learn through Play” cards to support

parents in preparing their children for school and distributed “Kindergarten Here I Come” and “Learning Is Everywhere” calendars with fun educational transition activities by month.

Community Resource Guide for Young Children & Families. UW Bucks distributed an updated version of this directory (“Who to Call in Bucks County”). This guide provides information and phone numbers (including hotlines) that are important to families and children. This project is done in collaboration with the BCIU #22 and the Quality Child Care Coalition.

Family Literacy Kits & Family Math Bags. By distributing Family Literacy Kits and Family Math Bags with parent training, UW Bucks helped preschool children in Bucks County develop the literacy and math skills they need to start school ready to succeed.

“United Way of Bucks County has been mobilizing a variety of resources in the community...that improve the lives of residents in Bucks County.”

continued on page 67

Book Drives. Success By 6 was the recipient for the 8th year of the annual Barnes & Noble holiday book drive. Over 3,100 books were purchased by generous shoppers who gave these children's books for UW Bucks to distribute to child care centers and preschools throughout the county.

Foundations Community Partnership Grant. This mini-grant program distributed nearly **\$6,000** to 12 school-based community service projects. Projects ranged from hydroponics programs to a community garden to the creation of activity bags for oncology patients.

Stuff the Bus. Our 2014 Stuff the Bus school supply drive provided over **\$27,000** worth of school supplies to families in need. This program helps children start the school year prepared, confident, and ready to learn.

INCOME – FINANCIAL STABILITY/ SELF-SUFFICIENCY

Community Investments to Partner Agencies. UW Bucks invested **\$293,000** to promote financial stability and independence through 15 programs provided by 12 agencies. These programs support job skills training, affordable housing, and skills development for increased savings and long term stability.

Emergency Food and Shelter Program. Through funding from the Federal Emergency Management Agency, UW Bucks administers this program that brought **\$270,362** this year to the community in support of emergency shelter and prevention of homelessness.

Gifts In-Kind. Our membership in the GOOD360 program provides us with relationships to stores throughout the area. In 2014, these stores provided an average value of over **\$600,000** worth of goods for distribution to our partner agencies throughout the County. These items include bedding, clothing, furniture, toys, housewares, etc., for use by the agencies or their clients.

In-Kind Donations. In 2014, the business community and generous residents of Bucks County donated over **\$150,000** worth of goods and services. Donated items included food, media, coats, office furniture, sofas, TV's, and wheelchairs. These items are given to our agencies to use or be used by their clients.

Bucks County Women's Initiative. United Way's Bucks County Women's Initiative helps girls become strong women through mind, body, and spirit. BCWI invests **\$15,000** in programs that build gender equality, create social change,

and give girls the tools they need to succeed in school, at work, and beyond. More than 400 girls attend programs like #girlSTEM, Empower U., and Teens Learning In each year.

Holiday Gift Card Drive. In 2014, 238 under-served pre-teens and teens received holiday gifts through the annual Holiday Gift Card Drive. Gift cards, with a total value of **\$4,465**, went to young people who are not served through traditional toy drives. The objective is to ensure that all children, even the older ones, have a joyous holiday season.

HEALTH – HEALTHY COMMUNITIES

Community Investments to Partner Agencies. Investments of **\$289,300** promoted health services, access to healthcare, health and prevention education, and coordination of services through 13 programs provided by eight agencies.

First Call for Help. In collaboration with Family Service Association, United Way of Bucks County runs this local phone information and referral service to connect people in the community to agencies and services.

Connections. Known as "The Red Book," this comprehensive listing of human services (both private and public) is available online at www.uwbucks.org and as a free mobile app that connects people to agencies and programs across Bucks County right when they need them.

Operation Helping Hand. This annual food drive managed by UW Bucks in collaboration with multiple schools (both public and private) collects food on one day each year in March. In 2014, this collection distributed **46,906 lbs.** to food pantries throughout the County.

Bucks Knocks Out Hunger. In 2014, BKO Hunger made available **100,000 packaged meals, 40,000 pounds of fresh produce, and 10,000 pounds of lean proteins** as well as additional funds to nearly 30 pantries and senior centers throughout Bucks County. This project puts food on the shelves of our pantries and helps them keep their doors open.

FamilyWise Prescription Assistance Program. UW Bucks distributes prescription discount cards throughout the county for use by people who do not have a prescription plan. In 2014, Bucks County residents made 12,645 claims and saved a total of **\$430,632** on their medications.

THANK YOU TO OUR LEADERSHIP DONORS

Alexis de Tocqueville Society (\$10,000 and above)

Alex & Patricia Gorsky
Neil F. Hall
Heiner & Ana Elisa Markhoff
Mark & Mimi Worthington
2 Anonymous Givers

William Penn Society (\$5,000 to \$9,999)

Tricia S. Blair
David R. Breidinger
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John Carlson
Jeane Coyle
Michelle M. DeJonge
William & Catherine C. McElroy
Thomas Stanley
James F. Strunk Jr.
2 Anonymous Givers

Vanguard Level (\$2,500 to \$4,999)

Todd A. & Teresa C. Alderfer
William D. Baird
Harold R. Beck
Douglas Beck
Richard & Anne Coe
Mr. & Mrs. Norman Cohn
Michael & Robin Connor
Dwight & Jeri Davis
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Michel Paul
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Bernard F. Plantz

United Way of Bucks County Leadership Circles recognize and celebrate the vital importance of personal giving at exceptional levels. Members of our Leadership Circle are people of vision. Their community involvement creates solutions that shape tomorrow.

The Leadership Circle is comprised of local leaders and community philanthropists whose gifts of \$1,000 or more, invested in United Way of Bucks County, impact the quality of life in our community.

Many leadership donors also volunteer and provide guidance throughout the year, help with United Way's affinity groups, and are tremendous influencers at workplace campaigns.

We are deeply grateful for their support, generosity, and the tremendous impact they make in our community.

John & Wendy Ramirez
Mr. & Mrs. Mike Raphael
Ronald M. Reardon
Patrick Roche
Paul St. Arnauld
John Wilson
4 Anonymous Givers

Silver Level (\$1,500 to \$2,499)

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Charles A. Bancroft
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LeAnn Talbot
John Tate
Barbara Toop
Andrew Tosti
Norris G. Turner
Gary Vorsanger
Sharon J. Weber
Nancy White
4 Anonymous Givers

Bronze Level (\$1,000 to \$1,499)

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Jean Armstrong
Jeffrey Baab
Steven Bariahtaris
Stephen A. Biddle
George Bilyk
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Ed Boyer
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Sarah G. Brennan
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* based on donation records available at time of printing

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 David Wickman
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 Michael Wolfe
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8 Anonymous Givers

Emerging Leadership Donors

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 Susan French
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UNITED WAY OF BUCKS COUNTY FUNDED PROGRAMS

"The Community Investment Cabinet is a group of people who form 3 panels: education, income, and health. They review all of the applications for grants and they make decisions about which ones will be of most benefit to the County. These people come from all different walks of life. We have social workers, educators, engineers, and financial people. That's what makes it wonderful. Everybody is coming from a different perspective. I can't think of any process that's more fair and honest."

- Nan Mauro, Former Co-Chair Community Impact Cabinet

Thanks to our donors, advocates, and volunteers, nearly 50 programs received funding during the 2012 -2014 or 2014 - 2016 funding cycles.

Funded programs focus on the building blocks of a great life: a quality education, a stable income, and good health. They meet the greatest needs in Bucks County, as determined by our biennial Needs Assessment. These programs are devoted to creating sustainable change in our community. They are a hand up, not a hand out.

The programs listed here represent the people and organizations who bring the passion, expertise, and resources needed to get things done. Together, we address the issues that destabilize our community.

Funded programs by agency:

A Woman's Place

Healthy Families – Healthy Kids†
Medical Advocacy Project^
Teens Learning In *

Aldie Foundation, Inc.

Outpatient Treatment Program^

American Red Cross, Eastern Pennsylvania

Emergency Services

BARC Developmental Services

JOBS Program (Joint Opportunities for Business and Society)

Big Brothers Big Sisters of Bucks County

Bristol Community Based Mentoring
High School BIGS Program^
School Based Mentoring Program

Boys Scouts of America,

Bucks County Council

ScoutReach^

Bucks County Housing Group

Comprehensive Housing Counseling Program

Bucks County Intermediate Unit #22

#girlSTEM Conference*

Bucks County Opportunity Council

Economic Self-Sufficiency Program
Emergency Services Program –
Crisis Prevention for Self-Sufficiency and Independence (CPSI)

Central Bucks Family YMCA

Empower U.*

Child, Home & Community

Taking Charge – Adolescent Pregnancy and Parenting Continuum

Children's Developmental Program, Inc.

Family Support Program

Credit Counseling Center

Certified Credit Counseling
Foreclosure Prevention & Loss Mitigation Program

Family Service Association of Bucks County

Behavioral Health Program (BHP)
Bucks County Emergency Homeless Shelter Call Center
Case Management for Older Adult and Disabled Residents of Bucks County
Housing Authority
Parents as Teachers Program (PAT)
HIV/AIDS Case Management and Prevention Reassurance Contact^
The Teen Center
Ways to Work/Drive to Success Program^

Girl Scouts of Eastern Pennsylvania

Youth Leadership for At Risk Girls/Funded Troop

Good Friends, Inc.

Addressing Employment & Psychiatric Functioning within a Drug & Alcohol Halfway House

Habitat for Humanity of Bucks County

A Brush with Kindness

Legal Aid of Southeastern PA

Legal Resources for Financial Stability
Protection from Abuse Pro Bono Program

Libertae, Inc.

Clinical Life Strategies Program
Essential Life Skills Support

LifeSpan Senior Support Services

Comprehensive Home Assessment Program/Promoting Health and Wellness for our Seniors

Lower Bucks Community Center, Inc.

Low Income and Special Needs Early Childhood Education Scholarship and Family Support

Lower Bucks Family YMCA

School Age Special Needs and At-Risk Youth Care
Special Needs & At Risk Early Childhood

Network of Victim Assistance

Abuse and Violence Prevention Educational Programs^
Direct Services to Victims of Crime & Violence

The Council of Southeast Pennsylvania, Inc.

AIM—Youth Intervention Program^
Gateway to Work

The Peace Center

Project Peace for Schools^

Upper Bucks YMCA

Upper Bucks YMCA Childcare^
Upper Bucks YMCA Childcare – Pre-K†
Upper Bucks YMCA Childcare – School Age†
Upper Bucks YMCA Childcare – Summer†

Vita Education Services

English as a Second Language Program

YWCA of Bucks County

Women's Empowerment Initiative^
YWCA Prevention Programs

* Funded through Bucks County Women's Initiative, an affinity group of United Way of Bucks County.

^ Funded through Community Investment during 2012 – 2014 funding cycle

† Newly funded through Community Investment during 2014 – 2016 funding cycle

SPRIT OF BUCKS ORGANIZATIONS

Companies and their employees donating over \$10,000 on an annual basis earn the distinction of Spirit of Bucks. They are the bedrock that causes positive change in Bucks County.

\$100,000 to \$299,999

GE Water & Process Technologies
Johnson & Johnson

\$50,000 to \$99,999

Comcast NBC Universal
The Dow Chemical Company
First Federal of Bucks County
Giant Food Stores
ITW (M & C Specialties and Brooks Instrument)
Merck & Company
PECO

\$25,000 to \$49,999

Bristol-Myers Squibb
Enterprise Rent-A-Car
Lockheed Martin Space Systems
National Penn Bank
Nationwide Insurance
QNB
TD Charitable Foundation
United Parcel Service
Wegmans

\$15,000 to \$24,999

Advertising Specialty Institute
AON/Affinity Insurance Services
Bank of America Corporation
Calkins Media
Bucks County Courier Times / The Intelligencer
Cummins Power Systems
First Niagara
Harold Beck & Sons
Macy's
Neshaminy School District
PPL Corporation
Sesame Place
Target
The Grundy Foundation

\$10,000 to \$14,999

Arkema
Bucks County Community College
Central Bucks School District
Combined Federal Campaign
Council Rock School District
Customers Bank
GlaxoSmithKline
IBM Corporation
Insaco
Penn Color
Pennsbury School District
Solvay
United States Steel
United Way of Bucks County
Williams

COMMUNITY AWARD WINNERS

PARTNERSHIP AWARDS

We commend the following for their outstanding partnership with United Way of Bucks County.

Community Engagement Awards

Calkins Media - Bucks County
Courier Times/The Intelligencer
Comcast NBC Universal

Collective Impact Award

Cummins Power Systems
First Savings of Perkasié
Quakertown Alive
Upper Bucks County Chamber
of Commerce

YOUTH ENGAGEMENT

Operation Helping Hand

Palisades High School,
Palisades School District

Youth Engagement—LIVING UNITED

Bucks County Intermediate Unit's
Donation Pick Up Program for Autistic
Support & Life Skills Students

CAMPAIGN AWARDS LIVE UNITED AWARD

First Federal of Bucks County

100% Agency Participation

Big Brothers Big Sisters of Bucks County
Bucks County Opportunity Council
Child, Home & Community
Credit Counseling Center
Good Friends
Libertae
United Way of Bucks County

Public Sector Campaign Excellence

Neshaminy School District

Long-Term Corporate Support

The Dow Chemical Company
The Grundy Foundation
PECO

Regional Campaign Excellence

Johnson & Johnson

Corporate & Employee Campaign Excellence

GE Water & Process Technologies

Outstanding Employee Campaign Coordinators

Kevin Cassidy
Mark Klaiber
Jessica Moore
Natalie Solov
GE Water & Process Technologies

Greatest Increase in Campaign Contributions

Comcast NBC Universal
QNB
Wegmans

Outstanding Campaign / Multi-Location

Enterprise Rent-A-Car

TRAVELING TROPHY AWARDS

Highest per capita giving ratios in the
2014 campaign.

Corporate Giving

Over 100 Employees
First Federal of Bucks County

Under 100 Employees
ITW (M&C Specialties)

Employee Giving

Over 100 Employees
First Federal of Bucks County

Under 100 Employees
ITW (M&C Specialties)

THANK YOU PEP RALLY & MAGAZINE SPONSORS

DIAMOND

GE Water & Process Technologies
PECO
Bucks VOAD

PLATINUM

National Penn

GOLD

Calkins Media - Bucks County Courier
Times/The Intelligencer
Comcast NBC Universal
First Federal of Bucks County
Hill Wallack
Wegmans

SILVER

Carisma
Enterprise Rent-A-Car
Family Service Association of Bucks
County
Huntingdon Valley Bank
Innovative Learning Institute
Lifequest
Livengrin
Morison Cogen
State Representative Tina Davis
The Gormley Furlong Group at Stifel

BRONZE

Advertising Specialty Institute
Antheil Maslow & MacMinn
Bucks County Workforce Investment
Board
Begley, Carlin & Mandio
Credit Counseling Center
Fulton Bank
Good Friends
Habitat for Humanity Bucks County
NFP Lincoln Financial Group
Pennsylvania Family Support Alliance

Pre-K Counts
Quality Childcare Coalition
TGSC Tom Gallagher Systems Consulting
Univest

BOOSTERS

Associated Productions Services
Bee, Bergvall & Co.
Bucks County Housing Group
Fairless Credit Union
Keystone First
Libertae
New Hope Crushed Stone
Ponderosa Pines Family Campground
QNB
Sesame Place
The Council of Southeast Pennsylvania
VITA

**WE CAN'T PREVENT A
DISASTER.**

**WE CAN BE READY TO
HELP.**

**When disaster strikes in Bucks County,
volunteers are needed more than ever.**

Will you be one of them?

**To learn more and see how you can get
involved, visit www.BucksVOAD.org.**



Bucks County
Voluntary Organizations
Active in Disaster

COOPERATION | COMMUNICATION | COORDINATION | COLLABORATION



GE Power & Water
Water & Process Technologies



GE is proud to support
our communities through
the United Way.



imagination at work