A Message from the Board Chair & President

When we reflect on the past year, it’s easy to focus on the many new challenges that COVID-19 has presented.

**Nearly every facet of what makes a community has been impacted by the pandemic,** from the health of our residents and businesses to our economy, educational system, and beyond. As an essential workforce, the entire United Way of York County team transitioned to working remotely. We also moved quickly to establish the York County COVID-19 Response Fund in partnership with the York County Community Foundation and other philanthropic partners, providing a way for our generous community to step up and support our neighbors in need.

Thankfully, United Way of York County was built for this. Our history — and your continued support — gives us stability to be here for the long haul, and the agility to get help where it’s needed most. We provided flexibility to our Partner Agencies, even as we pivoted to prepare for and conduct an all-virtual fundraising Campaign. And thanks to you, we met our Campaign goal, raising $5.5 million in critical resources for our community — in addition to the $1.19 million raised through the COVID-19 Response Fund.

This past year has shined a bright light on the challenges and needs of York County households living below the ALICE (Asset Limited, Income Constrained, Employed) threshold: Those who are working hard, but living paycheck to paycheck and struggling to make ends meet. With no savings and already challenged to afford basic necessities, **ALICE households are now facing the unprecedented economic impact of the COVID-19 pandemic.**

As United Way of York County continues our multi-year strategic planning work, we renew our commitment to addressing the barriers that ALICE families face in building a path to self-sufficiency. **We've also affirmed our commitment to include diversity, equity, and inclusion practices at the center of our daily work,** which you can read more about online at [www.unitedway-york.org/diversity-inclusion](http://www.unitedway-york.org/diversity-inclusion) and on the following spread.

This coming year marks a celebration of United Way of York County’s 100 years of impact, and we’re excited to look back at our past accomplishments and look forward to our future.

**We don't do our work alone.** It’s thanks to YOU, our Partner Agencies, our donors, our volunteers, and every supporter in York County and beyond, that we are able to continue our work to build a stronger, caring community. Together, we can build a community where everyone can thrive.

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**Amy Wannemacher**<br>Chair, Board of Directors

**Anne Druck**<br>President
United Way of York County Board of Directors

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Amy Wannemacher, Chair
Glatfelter

Dr. Scott Deisley, Chair-elect
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Joseph Rilatt, Immediate Past Chair
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Select Medical Corp.

Natalee Colón
The York Water Company

Kate Hynes
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York County Economic Alliance

Shanna Terroso
Real Estate Association of York and Adams Counties

Cristina Andrewleski
McConkey Insurance & Benefits

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Zachary Kauffman
Harley-Davidson Motor Company

Andrew Koplitz
PeoplesBank, A Codorus Valley Company

Edson Morales
Local 229, I.B.E.W.

Christine Nentwig
CGA Law Firm

Keith Noll
WellSpan Health

Myneca Ojo
The Pennsylvania Turnpike Commission

Lance Peters
Local 1400, I.A.M.A.W.

Louis F. Rivera III
York City Council Member

Linda Senft
Traditions Bank

Julian Tolbert
Community Volunteer

Jamie Walker
Johnson Controls

Leigh Ann Wilson
MANTEC
Our Commitment to Equity

United Way of York County is committed to ensuring that families and individuals in our community thrive and achieve their highest potential.

Diversity, equity, and inclusion are vital to achieving our mission, living our values, and advancing the common good. An inclusive approach that centers traditionally underrepresented voices allows us to work collectively and more effectively to fight for the education, health, and financial stability for all members of our community.

We value dignity, justice, and respect for all of our neighbors, and believe we have a moral and ethical obligation to forward that reality at every level of our organization.

We welcome that every person brings a unique perspective and experience to advance our mission of building a stronger, caring community.

We seek to support and engage the entire community in our community-building work, and oppose all forms of discrimination with regard to race, religion, national origin or ancestry, ethnicity, age, gender, gender identity and expression, disability, sexual orientation, veteran status, marital status, familial status, socio-economic status or any other difference.

We uphold education as a cornerstone to understanding the history of systemic racism in our country, community, and organization, and the policies that create and perpetuate injustice. Therefore, we will invest in annual anti-racism training for our staff and Board of Directors.

We strive to include diversity, equity, and inclusion practices at the center of our daily work, and to do our part to oppose discrimination, combat systemic racism, and protect the basic human rights of every person in our community. We will begin by reviewing our own policies, procedures, and practices, and changing those that are inequitable.

We commit to work intentionally and meaningfully to leverage expertise within our community to provide the strategies, best-practice examples, and success measures to help create more equitable communities and close disparities wherever they exist, including within our own organization.

We acknowledge that this work is ongoing, that we must listen, learn and reflect, that we will make mistakes, and that we must take ownership of these missteps.

This is a journey we’ve already started at United Way of York County, and it is the work that we promise to continue to do.
Who is ALICE?

ASSET LIMITED
No safety net in times of crisis

INCOME CONSTRAINED
Income falls short of essentials

EMPLOYED
Working, yet living paycheck to paycheck and not earning enough

In York County, 32% of households fall below the ALICE threshold.

ALICE is essential: An office worker, a retail associate, a personal care aide or nursing assistant, a child care worker, or a custodian.

It is our friends, family and neighbors who work for a living but struggle to afford the basics: Housing, transportation, healthcare and child care.

ALICE lives in every municipality in York County, although Hispanic, Black, and Asian households are more likely to fall below the ALICE threshold.

Households below the ALICE threshold were already vulnerable before the pandemic. COVID-19’s prolonged economic interruptions have exasperated these issues. 44% of Pennsylvania households earning below below a basic “survival budget” were more concerned about paying housing expenses than contracting COVID-19.

Thanks to your support, United Way of York County was able to serve ALICE by meeting immediate and increased needs for eviction prevention and emergency food supports through the York County COVID-19 Response Fund. Your gifts to the United Way of York County Impact Fund also provide long-term support for:

• High quality childcare, one of the highest expenses behind housing for an ALICE family with two working parents
• Basic needs supports including food and basic necessities
• 211 information and referral services for ALICE when they need supports to survive
Peter discovers confidence in the classroom

80% of York County children do not have access to the affordable, high-quality early childhood education they need for a strong start.

When Peter began his time at pre-school, he was an anxious and scared child. He stayed close to his teachers, clinging to his security blanket, barely interacting with the other children in his class. Transitions were a tremendous source of stress. His teachers at the York Jewish Community Center gently encouraged him to join in the activities of the class, but Peter would stay close to a teacher, only participating if directly asked.

Then, Peter entered the new Play Therapy program, where he was provided additional one-on-one time to play in a special room with carefully chosen toys. He was able to select what to play with and how, while his teacher validated his choices, building connection at every turn.

Changes were noticed immediately. Peter began entering his class with confidence, joining in with other children in play, and participating in many of the activities in the room. Peter was beginning to show the type of confidence at school that he had previously displayed only at home. Now in the 4s and 5s class, Peter has friends to play with and often embraces new activities in the classroom.

Communication between family and teachers is vital to knowing needs and encouraging growth. Teachers who made a point to connect with Peter, with extraordinary patience, laid the foundation for him to feel safe and loved at school. Working through his anxieties has provided Peter a chance to become a confident learner, ready to handle things as they come and ready to enter kindergarten successfully.

Last year, thanks to you...

1,220 children exhibited age-appropriate literacy skills

99% of youth enrolled in United Way-funded programs were promoted to the next grade

914 children ages 0-5 enrolled in United Way-funded early childhood programs achieved developmental milestones
Amy finds critical support in a safe place

In 2019, York County saw 1,995 total reports of child abuse.

Amy is a single mother of 5 and a survivor of domestic abuse. She receives very little support from the children’s fathers and has no family support system in the local area. Employed but struggling to make ends meet each month, Amy is ALICE (Asset Limited, Income Constrained, Employed).

When she first connected with the Children’s Aid Society – The Lehman Center and their Crisis Nursery, Amy was homeless. She had very low self-esteem and self-worth. But she was ready to do anything for her children. The Crisis Nursery provided respite for her and a safe place for her children.

Through the Lehman Center, Amy began attending parent support groups and was able to develop a caring support system through the group. She has received counseling along with her children through the art therapy services of the agency and is persistent and resourceful when it comes to supporting her children and navigating public transportation to get her children to appointments.

The Family Advocate referred Amy to an organization that was able to assist her with budgeting and debt reduction, and provide a sense of hope.

Because of her persistence toward her goals, Amy is no longer homeless. Her bills are paid on time. Although she still receives food assistance, she is providing for her children’s daily needs and has embraced a much more positive outlook on life.

Last year, thanks to you...

496 people gained access to health care services

2,456 people learned healthy eating habits and/or the importance of physical activity

1,844 victims of violence accessed supportive services or received referrals
With support, Yvette moves beyond crisis

32% of York County households live below the ALICE threshold: Working hard, but struggling to afford the basics and make ends meet

When Yvette lost her human resources job because of the COVID-19 pandemic, she needed help to make ends meet and alleviate her immediate crisis.

She connected with the Mobile Food Pantry run by New Hope Ministries, which serves her hometown of York Haven twice a month. While there, she learned about all the other programs New Hope offers to help people get back on their feet through their Economic Stability Centers.

Yvette was already working a temp job in Dillsburg to help pay her bills. At the same time, she dreamed of pursuing a degree to help her get back into the human resources field that she loves. Thanks to an abundance of college financial aid, she is now enrolled at Harrisburg Area Community College, where she is a class advisor and top GPA student!

Over the past few months, Yvette also started experiencing increased repairs for her car, adding another layer of financial burden to her plate. The Dillsburg Center Manager who had been working with her called her one day to share the great news that New Hope wanted to provide a car to her to help her become more self-sufficient. She was beyond the moon, never expecting something like this.

Yvette is so grateful for the help that she has received and still receives, as she continues to visit the food pantry, and wants to “pay it forward” as she gets back on her feet.

Last year, thanks to you...

2,575 people achieved food security

1,651 people developed a household budget

798 individuals received job skills training to help them obtain or maintain a family-sustaining job
Meeting immediate needs from the pandemic

Since the COVID-19 pandemic began, we have been working overtime to help York County respond, recover, reimagine and rebuild.

Thanks to your generous support, United Way of York County, York County Community Foundation, and our partners were able to respond to a huge unforeseen need in our community right away by establishing the York County COVID-19 Response Fund. Contributions from individuals, corporate partners, and philanthropic foundations have helped to raise more than $1,195,000 to support vital services that are crucial to healthy communities.

From the beginning, grant recipients have been identified by surveying and engaging in dialogue with nonprofit and government agencies responding to the impacts of the pandemic. Community advisory committees for Food and for Housing were formed to provide input on priority needs, and include representatives from local nonprofit agencies, health and human service sector experts, and representatives from the community.

Over the past year, your support of the COVID-19 Response Fund has helped:

- **93,000+** households received emergency food assistance, thanks to 11 nonprofits distributing 5.4 million pounds of food
- **683** families received rental assistance to prevent evictions
- **65** overflow beds added at Code Blue Emergency Shelters for people experiencing homelessness in cold weather
- **4** York County child care centers expanded school-aged child care for students participating in virtual learning, enabling their parents to return to work

Thank you to everyone who continues to step up to help when our friends, families and neighbors are in need. See a listing of individuals and corporate supporters who have contributed to the York County COVID-19 Response Fund as of April 1, 2021, at www.unitedway-york.org/covid-19.
In 2020, the Independent Sector estimated the average value of a volunteer hour in Pennsylvania to be $25.41, meaning that every volunteer who gives their time is making huge economic impact for that organization and our community. Thank you to the many volunteers who stepped up for Day of Action, donation drives, and virtual and remote volunteer opportunities throughout the year!

Thanks to you...

339 🧖‍♀️👶🧑‍🤝‍🧑
volunteers mobilized across York County for Day of Action

32 🍺
companies whose employees gave their time and energy through Day of Action projects and drives

27 🧡
nonprofit partners who benefitted from this single largest day of service!

Thank you to the hundreds of volunteers engaged with United Way of York County’s work throughout the year, from our Affinity Group Steering Committees, Cabinets and Councils, to our Campaign Cabinet, Allocations Panels and Steering Committee, to all of the Campaign Champions at every supportive company. Help us thank these individuals and view a full listing on our website at www.unitedway-york.org.
Gifts to the United Way of York County Impact Fund are dollars that stay in York County and impact lives where you live and work. United Way does what no single agency, donor, volunteer or sector can do alone: We tackle the toughest issues facing our community by focusing on Education, Health, and Financial Stability, and we mobilize every resource, partner, and voice to create the foundation for our neighbors to have a quality life. Through the Allocations process, funding decisions are made by trained volunteers representing the diverse interests of our community, who are passionate about bringing about real, lasting change in the lives of those whom we serve.

United Way of York County assesses Partner Agencies once every 3 years for financial and operational stability, as well as the strength of their partnership with United Way.

All programs report outcome data, reviewed by Allocations volunteers. Programs use this data to improve their services and ensure they’re meeting performance goals.

United Way meets annually with Partner Agency staff and volunteer leadership to review programs and recommend ongoing improvements.

Fueled by your donations to the United Way of York County Impact Fund, our Partner Agencies create incredible impact for children and adults in York County who seek help in securing a better education, access to health care, and a path to financial stability. Thank you for your partnership in building a stronger, caring community.
Each year, community volunteers lead the Allocations process to ensure that only programs that demonstrate measurable impact are trusted with United Way dollars. The programs are thoroughly assessed to make certain that significant results and outcomes are achieved. These are the volunteers who make this happen.

**Allocations Volunteers**

**EDUCATION**
- **Lesa Arnold**, Glatfelter Insurance Group
- **Marissa Bankert**, ED Central PA Chapter IEC
- **Juanita Baxter**, WellSpan Health
- **Alicia Bowman**, United Way of York County
- **Katie Delaney**, York Revolution
- **Lori Detter**, PeoplesBank, A Codorus Valley Company
- **Pamela Funk**, United Fiber & Data
- **Deb Gingrich**, Community Volunteer
- **Elle Hale**, Century 21 Core Partners
- **Collin Holder**, Parliament Arts Organization
- **Stephanie Kessler**, RKL LLP
- **Aislinn King**, Menasha Packaging Company
- **Sara Knudson**, Susquehanna Heritage
- **Kim Lentz**, United Way of York County
- **Mike McAdams**, Adhesives Research, Inc.
- **Casey Nixon**, York County Economic Alliance
- **Karen Overly Smith**, United Way of York County
- **Jamye Shah**, Glatfelter Insurance Group
- **Brad Viands**, Campbell’s Snacks

**HEALTH**
- **Joseph Baublitz**, Stock and Leader
- **Kellie Boysen**, Alternative HR
- **Taryn Breneman**, WellSpan Health
- **Amy Doll**, PeoplesBank, A Codorus Valley Company
- **Sharon Fisher**, Harley-Davidson Motor Company
- **Rosemarie Inners**, WellSpan Health - Retirees
- **Betsy Keefer**, Community Volunteer
- **Peggy Kling**, WellSpan Health
- **Bryce Kruger**, United Way of York County
- **Stephanie Laird**, M&T Bank
- **Kathryn Landis**, Menasha Packaging Company
- **Jason McSherry**, York County Economic Alliance
- **Carla Myers**, Eastern York School District
- **Allison Siegelman**, Periodontal & Implant Center of York
- **Barbara Slesker**, WellSpan Health - Retirees
- **Sarah Smith**, Community Volunteer
- **Gina Spellman**, Alliance InfoSystems
- **Bryell Turner**, County of York
- **Sherry Welsh**, rabbittransit
- **Wanda Wert**, Santander Bank
- **Corey Wolfe**, Re-Source York
- **Angela Wolfgang**, WellSpan Health
**FINANCIAL STABILITY**

Christina Baldwin, PeoplesBank, A Codorus Valley Company  
Brandon Bromley, PeoplesBank, A Codorus Valley Company  
Cindy Brown, York Revolution  
Vinny Cannizzaro, York College of Pennsylvania  
Stacy Doss, PeoplesBank, A Codorus Valley Company  
Randy Freedman, York Jewish Community Center  
Laura Greenholt-Tasto, Shipley Energy  
Steven Hearn, PeoplesBank, A Codorus Valley Company  
Diana Mohn, The Financial Advisory Group  
Tracy Montag, RKL LLP  
Susan Paiva, Housing Authority of the City of York  
Jason Ranker, The Glatfelter Agency / Glatfelter Insurance Group  
James Sawor, Rep. Carol Hill-Evans  
Tricia Slagel, PeoplesBank, A Codorus Valley Company  
Alexandra Smith, York County Planning Commission  
Erin Treffinger, PeoplesBank, A Codorus Valley Company  
Todd Tyson, PeoplesBank, A Codorus Valley Company

**2020 Campaign Cabinet**

The Campaign Cabinet is a group of dedicated community leaders who devote their time and energy to building relationships with local companies and encouraging them to lead the way and give back through a United Way of York County campaign. Thank you for your time and energy to make our 2020 Campaign a success.

**Hunter Mink, Chair**  
RKL LLP  
**Kevin Schreiber, Vice Chair**  
York County Economic Alliance  
**Wilda Alessi**  
Leadership York  
**Cristina Andrewleski**  
McConkey Insurance & Benefits  
**James Coombes**  
Traditions Bank  
**Elizabeth Dellinger**  
Traditions Bank  
**Art Full**  
Baker Tilly  
**John W. Giambalvo**  
Jack Giambalvo Family of Dealerships  
**Brian Grimm**  
York Day Nursery  
**Christopher Helt**  
Traditions Bank  
**Thomas Koppmann**  
M&T Bank  
**Aaron Kveragas**  
PeoplesBank, A Codorus Valley Company  
**Katie Mahoney**  
York County Economic Alliance  
**Eric Menzer**  
York Revolution  
**Renae Morgan**  
Members 1st Federal Credit Union  
**Keith Mummert**  
M&T Bank  
**Jen Rauhauser**  
PeoplesBank, A Codorus Valley Company  
**Mark Robertson**  
Retired, MANTEC  
**Matt Ruth**  
PeoplesBank, A Codorus Valley Company  
**Jim Singleton**  
The Glatfelter Agency / Glatfelter Insurance Group  
**Kendra Stoutzenberger**  
Kinsley Properties  
**Leigh Ann Wilson**  
MANTEC
2020 Campaign Champions

Campaign Champions at companies that support United Way of York County play a critical role in the largest annual fundraising campaign for York County. Their service, energy, and coordination helps United Way of York County raise the necessary resources to positively impact the lives of countless people throughout our community.

View a full list of Campaign Champions who supported the 2020 United Way of York County Campaign at www.unitedway-york.org/campaign-champions.

Alexis de Tocqueville Society Cabinet

The Alexis de Tocqueville Cabinet members provide the essential leadership and oversight of the policy, messaging, events and strategic planning throughout the annual Campaign. These volunteers are critical to the Society’s continued growth and tremendous impact throughout our community.

Tom Donley, Chair
Community Volunteer

W. Robert Berkebile
RKL LLP

Anthony P. Campisi
Glatfelter Insurance Group

Linda Davidson
C.S. Davidson, Inc.

John Eyster
Fulton Bank

David Fitzgerald
North Metal & Chemical Company

David Meckley
Strategic Advantage, Inc.

Kervin Myer
Community Volunteer

John Olkowski
McConkey Insurance & Benefits

Raymond Rosen
Community Volunteer

Paul Rudy III
Graham Capital Company

Allison Siegelman
Periodontal & Implant Center of York

William Yanavitch
Kinsley Construction, Inc.

Larry Young
CGA Law Firm
Alexis de Tocqueville Society members are community leaders who support United Way of York County at the highest level, with annual gifts of $10,000 or more. New Tocqueville Society members are highlighted in bold text.

$90,000+
Powder Mill Foundation

$50,000+
W. Dale Brougher Foundation
The Arthur J. & Lee R. Glatfelter Foundation
Michael & Jane Rice
Tom & Frances Wolf

$30,000+
The Donley Foundation

$25,000+
Tony & Stef Campisi
Donald & Ingrid Graham
Robert W. & Donna J. Pullo

$20,000+
Michael & Marie Fisher
Jeff & Stacy Hammel
Susan Pullo Penn
Tracey Pullo Schutty
Julie Pullo-Hess
Paul & Lori Rudy
Chad & Deborah Rutter
John & Sue Schmidt
Richard & Carol Wagman

$15,000+
Katie & Rob Berkebile
Bob & Julie Breighner
Meg & Peter Brubaker
Michelle & Tom Clements
Michael & Christine Conway
Kris & Joe Crosswhite
Dave & Patty Fitzgerald
Gary & Karen Gilbert

Alexis de Tocqueville Society Members

Kent & Tawn Ketterman
Joseph M. Laucks
John & Meleah Lewis
Jeff & Cindy Lobach
Suzanne & Vance McConkey
Dr. & Mrs. Thomas R. McGann
Dave & Betsy Meckley
Jeffrey & Jean Merritt
Larry J. & Sally Miller
Michael & Lori Mitrick
Kervin & Kathy Myer
Keith Noll
Joan & Tom Norris
James & Melissa Partridge
Craig & Lisa Pate
Joe & Sue Rilatt
Dottie & Walt Rohrbaugh
Debby & Raymond Rosen
Bob & Patti Rundle
Michelle & Bill Shipley
Bryan & Allison Siegelman
Judith Simpson
David & Alexandra Sivel
Rick & Carol Smith
Joan & David Stauffer
David & Mary Stewart
Gary & Heather Stewart
Shawn & Chrysta Stine
John & Joan Stoner
L. Martha Ann Thomas, M.D.
Julian & Jolene Tolbert
Steve & Laura Triantafyllou
Joe & Susan Wagner
Scott Wagner
Sue & Elliott Weinstein
Leigh Ann & Matt Wilson
Coni Wolf
Kimberly & William Yanavitch II
Larry Young
Carolyn & Mort Zifferer
William & Patty Zimmerman
1 Anonymous Donor

Joseph & Angela Alhadeff
Kelly & Patrick Ball
Doug & Kristin Berman
Col. Warren & Katherine Bulette
Fred & Barrie Callahan
Steven & Ina Caplan
Charles & Mary Chodroff
Chad M. Clabaugh
Renee & Blaise D’Ambrosio
David & Linda Davidson
Don & Jane Dellinger
Victoria M. & Richard Diamond
Victoria & Roger G. Dick
Tom & Cindy Donley

Tedd & Anne Druck
Erda Erdos
John & Melodie Eyster

Adam W. Flinchbaugh
Michael & Esther Furman & Family
Dr. Roxanna & Kevin Gapstur
John & Bonnie Giambalvo
Gary & Karyl Lee Gilbert
James & Kathleen Gilhool
Rob & Becky Gratalo
William R. Hartman

Mike & Katie Haun
George & Martha Hodges
Doug Hoke
Richard & Karen Julian
Bill & Kim Kerlin

Alexis de Tocqueville Society Members

Mark & Janice Illfelder
David & Beverly Kennedy
Anne Kinsley
Samuel & Jeanne Laucks
John & Andrea Olkowski
Ruby & Mark Schmidt
Dr. Paul & Dr. Leslie Tolerico
Amy & Paul Wannemacher
Donna & Jerry Watson
1 Anonymous Donor

Alexis de Tocqueville Society Members

Alexis de Tocqueville Society Members

Alexis de Tocqueville Society Members

Alexis de Tocqueville Society Members
The following legacy gifts vary in size and type, but represent a lasting commitment to building a stronger, caring community throughout York County and well into the future. Legacy Gift contributors who have passed on are noted by an asterisk. If you have remembered United Way of York County in your will or another type of planned gift, or would like more information on how to do so, please contact Kim Alvarez at 717.771.3811, or alvarezk@unitedway-york.org.

**Million Dollar Roundtable**
$1,000,000
Robert W. & Donna J. Pullo

**Foundation Gift**
$500,000
The Arthur J. & Lee R. Glatfelter Foundation

**Legacy Gifts**
- Steven & Kwi-Ye Agriss
- Rob & Beth Anderson
- Barbara F. Appell*
- Helen Fox Appell*
- Maude Bechtel Trust*
- Mildred Binder*
- James C. and Carrie B. Bush Memorial Fund of York County Community Foundation*
- George R. Chronister*
- Hazel P. Currier Fund of York County Community Foundation*
- Tedd & Anne Druck
- Erda & Bob* Erdos
- H. Fred Fickes Fund of York County Community Foundation*
- Mary Veronica Fitzgerald
- Stanford Garrett*
- Michael L. & Catherine A. Gleim
- Deborah Hitchcock Gogniat
- Donald A. Gogniat
- Bernie Gordon*
- Beulah Gunnet*
- Mahlon N. Haines*
- William R. Hartman
- Helen S. Long*
- Samuel T. & Jean Miller Trust*
- Phyllis & Dan Minerva*
- Norris Family Community Fund of York County Community Foundation
- Mrs. Clarke S. Reid
- Dottie Rohrbaugh
- Mr. & Mrs. John J. Shorb
- Michael C. Siple
- John T. & Paige S. Smith Fund*
- J. Eugene Stumpf*
- Mary Ellen Venus*
- Joe & Susan Wagman
- Rich & Carol Wagman
- Zarfoss Family Trust
- John D. & Kathryn W.* Zimmerman Fund of York County Community Foundation

**Leadership Giving Council**

Leadership Giving Council members serve as ambassadors to promote leadership giving within their organizations and throughout the community, providing strategic direction for leadership giving activities, messaging, and events.

**Thom Conley, Chair**  
Kinsley Construction, Inc.

**Douglas Berman**  
RKL LLP

**Michael Black**  
Doceo

**Mike Bresnahan**  
Fulton Bank

**Kimberly Brister**  
WellSpan Health

**Zachary Kauffman**  
Harley-Davidson Motor Company

**Peter Knaub**  
Topflight Corporation

**Suzanne McConkey**  
Glatfelter Insurance Group

**Leigh Ann Wilson**  
MANTEC
Members of the First Capital Club provide vital support to United Way of York County and our partners with gifts of $1,000 to $9,999, including combined household gifts. New members are highlighted in bold text.

**Diamond ($7,500 to $9,999)**
- James & Carrie Bush Spending Policy
- Steve & Kathy Jenson
- Bob & Sue Otway
- Dante & Brenda Parrini
- Jim Singleton & Stella Accardo
- 1 Anonymous Donor

**Platinum ($5,000 to $7,499)**
- Todd Benedict
- Jim & Judi Bergdoll
- Fred & Jan Botterbusch
- Steven & Jody Buterbaugh
- Curtis & Eileen Christenson
- Michael Crocenzi
- Fred Fickes Spending Policy
- George Fitch & Karen Rollins-Fitch
- Kerryn & Wade Fulton
- Michael Gaskins
- Mike & Lisa Glezer
- J.T. & Kathy Hand
- Douglas & Cecilia Hofmann
- Bill & Anne Hunter
- Brian & Jeanine Hurley
- Motter Foundation Fund of York County Community Foundation
- Amy L. Nelson & Gary J. Kaschak
- Ed & Sally Wagman
- 5 Anonymous Donors

**Gold ($2,500 to $4,999)**
- Diane Baker & Matt Leininger
- Joanne M. Bankos
- Nikki Bardin
- Brady Barnes
- Louise & Bob Batory
- Tom & Eileen Beck
- Tim & Katie Bentzel
- Amy & Paul Bitting
- Jon & Mandy Bowman
- Joshua & Christi Brown
- Gary & Susan Butler
- Hal Carney & Gabriela Szabo-Carney
- Joseph & Michelle Cerminara
- Joe & Ann Clark
- Craig & Nancy Clinger
- David Confer & Susan Krebs
- Thomas & Kathy Conley
- James & Lorraine Coombes
- Jeff & Tina Cooper
- Krista & Mike Darr
- Dr. Scott A. & Mrs. Katherine Deisley
- Laurie & Michael DeRosa, Jr.
- Lisa & Doug Dewees
- John & Katie Dinkel
- Angela Dohrman & Dr. Jonathan Whitney
- Tony & Amy Doll
- Ellen Doughty
- Eugene J. Draganosky
- Frank & Karen Ebner
- Dr. Chris & Lisa Echterling
- David & Dena Elder
- Harvey & Kelly Elder
- Barry & Mary Jane Epley
- Sharon Eyster
- Meg K. Figdore
- Sharon R. Fisher
- John & Debbie Flinchbaugh
- Jim Fowler
- Natalie G. Fuhrman
- Bob & Pam Gantz
- Wesley Glaudin
- Jennifer Golden
- Michael & Kathy Granbois
- Theresa K. Gray
- Michael & Melanie Hady
- Michael Harter
- Suzy & Dick Hershey
- Laralisa Hovland
- R. Elliot Katherman
- Craig L. Kauffman
- Zachary A. Kauffman
- Jeffrey & Kelly Kile
- Justin & Elizabeth Kilgore
- Christopher A. Kinsley
- Patrick Kinsley
- Tim Kinsley
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