



UNITED WAY
Snohomish County

85 YEARS OF



COMMUNITY
SERVICE & IMPACTS

2024-2025

ANNUAL REPORT

Live United

UNITED FOR SNOHOMISH COUNTY

This past year has been one of steady progress and renewed strength for United Way of Snohomish County. I'm incredibly proud of what our team, partners, and community have accomplished as we work to build a stronger, more equitable future for families with young children.

Even through transition, our purpose has remained clear. We focused on stabilizing operations, strengthening partnerships, and ensuring United Way is positioned to thrive long-term. These efforts have made us more efficient, more connected, and more aligned with our mission.

A major milestone this year was the thoughtful decision to sell our office building in downtown Everett. While it once reflected a different era, today we are a leaner, more focused organization committed to directing as many resources as possible into the community.

I want to share heartfelt thanks with those whose generosity made the original purchase



Brittany Williams
Outgoing Executive Director

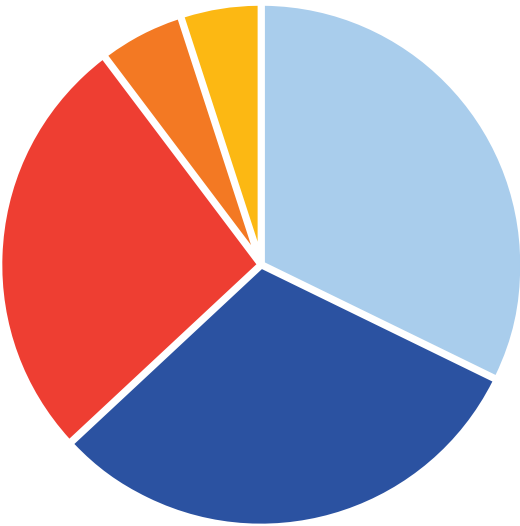
possible—your investment supported years of service and continues to create impact.

As the fiscal year closes, we turn toward the future. With our Board and staff, we are developing a new strategic plan to guide our next chapter—rooted in collaboration, equity, and long-term stability.

United Way of Snohomish County enters this next phase stronger, more focused, and deeply grounded in purpose. Thank you to everyone who walks alongside us. Together, we are making lasting change—one family, one partnership, and one community at a time.

FISCAL YEAR HIGHLIGHTS

REVENUE SOURCES FY25



\$37,524	Foundation Awards
\$40,284	Corporate Sponsorships
\$202,203	Individual Donors
\$235,351	Workplace Giving Campaigns
\$246,017	Government Grants

FUNDS ALLOCATED FY25



\$15,462	Snohomish & Island County Labor Council
\$28,150	Best Dental Health
\$158,634	Dolly Parton's Imagination Library
\$111,369	214 nonprofits received gifts through United Way via donor-designation.



Brittany Williams Outgoing Executive Director



Susan Gustafson Programs Director



Megan Claffin Development Director



Trish Lehr Office Manager

United Way of Snohomish County is committed to cultivating an organization that reflects racial, lived and socioeconomic diversity, so that the voices leading decision-making and shaping our initiatives more accurately reflect the communities we serve.



BOARD OF DIRECTORS

Executive Committee

Charlotte Murry, Chair
Autumn Nash, Vice Chair
Krissy Davis, Treasurer
L'treyll Chatters, Secretary
Nicole Amor, Past Chair

Members at-Large

Mary Clive-Stively
Stan DeLizo
Chi Hoang
Lenara Litmanovich
Joe Nguyen

THANK YOU!

Aerospace • Agriculture • Construction • Government • Health Care • Hospitality • Philanthropy • Retail • Technology • Trade • Tourism

BUSINESS PARTNERS • CORPORATE SPONSORS • FAMILY FOUNDATIONS

Since our start as the Everett Community Chest in 1940, United Way has evolved to drive lasting change for children and families in Snohomish County. We could not do this work without the partnership and support of local businesses, corporations, philanthropic foundations—and their employees. Together we are United Way!

WORKPLACE GIVING

<<< Contributed over \$235,000 >>>

Boeing	Everett Public	King County	Microsoft	Peoples Bank	Schweitzer
Community Transit	Schools	Employee Giving	Monroe School	Perteet, Inc.	Engineering
CopperPoint Mutual	Heritage Bank	Program	District	Premera Blue Cross	Laboratories
Insurance Company	IAM District Lodge 751	Lake Stevens School	Mortenson	Providence Regional	Sentry Insurance
Costco Wholesale	Illinois Took Works	District No. 4	Mukilteo School	Medical Center	State of Washington
Crane Aerospace	IAMCO America, Inc.	Lexus of Seattle	District No. 6	Puget Sound Energy	Symetra Financial
Edmonds School		Liberty Mutual	O'Reilly Auto Parts	RLI	Target
District No. 15		Insurance Group	PACE Engineers Inc.	Russell Investments	Washington Federal
			Pacific Crest	Sargento Foods, Inc.	
			Savings Bank		

CORPORATE SPONSORS

<<< Contributed over \$40,000 >>>

Advance Traffic Products
Global Federal Credit Union
Holman Lexus of Seattle
Puget Sound Energy Foundation
Western Systems

INDIVIDUAL DONORS

<<< Contributed over \$202,000 >>>

FOUNDATIONS

<<< Contributed over \$37,000 >>>

BNSF Railway Foundation
Rotary Club of Everett
Hazel Miller Foundation
National Philanthropic Trust
Philanthropy Northwest
Seattle Foundation

Dolly Parton's Imagination Library mails a free, high-quality, age-appropriate book each month to children from birth through age five. United Way of Snohomish County launched our local program in June 2023 in partnership with the Imagination Library of Washington (ILWA) and Dolly Parton's Imagination Library (DPIL). In only two years, United Way of Snohomish County has become the second largest Imagination Library program in Washington State.

"This milestone reflects a deep need in our community, and we are incredibly proud of the role United Way plays in making this program thrive."

Beyond registered families, United Way also strives to make free books available to homeless, transient, and migrant families by connecting with organizations like Providence Children's Center, CASA Connections Center, Early Head Start, Interfaith Family Shelter, and the Early Childhood Education and Assistance Program.



Local Reach (FY25)

- 12,000+ children actively enrolled
- 15,000+ children served since launch (incl. 3,000 graduates)
- 137,040 free books mailed
- \$317,268 in books and services delivered locally
 - \$158,634 raised by UWSC
 - \$158,634 matched by ILWA

Impact on Children & Families

Early literacy is a powerful predictor of kindergarten readiness and long-term academic success. According to ILWA's 2025 Parent/Guardian Survey:

- 52% of families read more often
- 77.6% report their child is more interested in books and reading
- 82% believe the program helps prepare their child for kindergarten
- Parents observed gains in:
 - Interest in books (80%)
 - Vocabulary (56%)
 - Listening skills (50%)
 - Attention span (49%)

Every \$31 annual gift sponsors one child for one year

SMALL INVESTMENTS • LASTING IMPACT

Every \$130 gift sponsors one child from birth to age 5

How It Works

- \$2.60 per book
- Families pay nothing – every child can enroll, regardless of household income
- Funded 50/50 between United Way and Imagination Library of Washington*

Statewide Funding Changes

The 2025–27 WA State budget did not include funds for ILWA*, but the Office of Superintendent of Public Instruction (OSPI) stepped in with discretionary funds to sustain the program statewide through FY25–26. This ensured Snohomish families experienced no service interruptions.

Looking Ahead

- Sustain and expand enrollment despite funding uncertainties
- Continue outreach to under-enrolled communities in Snohomish County
- Build stronger partnerships with schools, libraries, and community groups
- Secure long-term funding to keep every child reading (birth to age 5)

Community Investment

United Way's Imagination Library of Snohomish County is made possible thanks to hundreds of individual donors and generous local supporters, including:



INVESTING IN EQUITY

In partnership with the WA State Department of Commerce, United Way of Snohomish County allocated \$66,666 in Community Reinvestment Program (CRP) grants to six local nonprofit organizations.

These investments were designed to heal, build, and empower Black, Indigenous, Latin, and other communities of color disproportionately harmed by the war on drugs and systemic inequities. The goal is to create lasting economic benefits, build wealth and ensure everyone has a fair chance of success.

How We Made an Impact

Our approach centered on how we funded: every dollar was directed to by- and for- organizations—trusted, culturally rooted nonprofits serving their own communities. Guided by local leaders, UWSC ensured that funding was trauma-informed, responsive, and community-driven.

United Way is also a part of the Snohomish County Asset Building Coalition, a community-driven space for nonprofit organizations, government agencies, local businesses and financial institutions to collaborate. The space allows members to learn about the resources, tools, and best

By- and For- Partners in Snohomish County

Black Healing Fund Awarded \$10,000

Acquired a community service truck, enabling direct delivery of food, supplies, and resources to Black families.

Connect Casino Road Awarded \$15,000

Trained BIPOC and immigrant entrepreneurs in a nine-week Business Accelerator, boosting small business planning and revenue growth.

Helping Hands Project Awarded \$15,000

Expanded multilingual outreach and staff training, strengthening trust and access to critical services.



Hummingbird Nest Awarded \$10,000

Provided personalized financial coaching and literacy tools to 20 participants, equipping families with lifelong financial skills.

Millennia Ministries Awarded \$6,000

Delivered financial literacy and personal development workshops for African American women and BIPOC youth.

Lutheran Community Services NW Awarded \$10,666

Offered trauma-informed financial education and culturally tailored support for immigrant and refugee families.



BUILDING COMMUNITIES

practices available to support the financial stability and vitality of our community and is led by Workforce Snohomish.

While the funding for asset-building work has ended, the coalition will continue to hold space for discussions and resource sharing.

- **Small Business Growth**
Dozens of BIPOC entrepreneurs gained business planning, marketing, and financial management skills.
- **Financial Empowerment**
Families accessed multilingual financial coaching, literacy workshops, and tools to build long-term stability.
- **Increased Access**
A new community service truck and expanded outreach allowed partners to bring resources directly to underserved neighborhoods.
- **Youth & Women Empowerment**
Programs built leadership skills, confidence, and financial readiness among women and young people of color.
- **Trust & Healing**
Trauma-informed, culturally relevant services reduced barriers and strengthened connections between families and support systems.

ALL SMILES WITH BEST DENTAL HELP

In 2025, United Way celebrated our third and final year of partnership with Best Dental Help (BDH), a mobile dental clinic that brings care and confidence to kids across our community.

Since 2023, United Way has allocated \$50,000 to support BDH's mission and services. While the program will not continue into 2026, the impacts made are notable.

Knowledge & Confidence

Before the big dental van rolls in, the Best Dental Help team is already in classrooms—talking about teeth, sharing tips, tools, and laughs.



This year, more than 4,000 students in Snohomish County were reached through BDH's school-based education and clinical care.

Care by the Numbers

- 4,032 students enrolled
- 965 students screened
- 733 cleanings and 956 fluoride treatments delivered
- 1,793 protective sealants placed
- 329 students received sealants
- 624 students identified with dental decay
- 39 children flagged and referred for critical care

Preventing Barriers to Care

For many families, accessing dental care can be expensive or logistically impossible. A single sealant can cost up to \$60 per tooth out-of-pocket. BDH removes these barriers by bringing the clinic directly to schools and providing services at no cost to families. Insurance is only billed if provided—no child is ever turned away.

Plus, students receive take-home kits stocked with toothbrushes, floss, and other essentials. These small but vital items help families maintain healthy routines at home.



United Way allocated \$15,462 to the Snohomish & Island County Labor Council to support two efforts: the annual **Back to School supply drive** and the National Association of Letter Carriers' annual **Stamp Out Hunger Food Drive**, collecting more than 150,000 pounds of food.

United Way allocated \$10,000 from the Washington State Department of Commerce to raise awareness around **free tax filing resources**, including the locations and availability of local **Volunteer Income Tax Assistance (VITA)** sites and the **Benefit Kitchen**, a free screener tool that helps people in our region determine their eligibility for the benefits that they qualify for.



Sidelined by the COVID-19 pandemic, the Varsity Letter in Community Service program returned in 2025. The program **recognizes high school students who dedicate significant volunteer hours** to their communities. Modeled after athletic and academic letters, it **honors youth leadership, civic engagement, and commitment to service** with a varsity-style award.

United Way plays a **pivotal role in administering the Emergency Food and Shelter Program** locally. Acting as the fiscal agent and facilitator for the **Snohomish County EFSP Local Board**; however, to date funds from Phase 42 have not been released. United Way and collaborative agencies continue to advocate for resumption.



LOOKING AHEAD: GOALS & PRIORITIES

United Way of Snohomish County is entering a new chapter grounded in clarity, purpose, and renewed momentum. Our strategic plan for 2026–2029 sets the course for a future in which we serve as a fierce partner to individuals and families who are working hard yet are still unable to make ends meet in the face of rising costs and constrained systems of support. We define this financial situation as Asset Limited, Income Constrained, Employed – otherwise known as ALICE.

The challenges ahead are complex, but they're not insurmountable. We're positioning our organization to meet this moment with intentionality: strengthening youth opportunity, expanding financial security efforts, and re-engaging in systems-level advocacy that removes barriers holding families back. This work is not charity; it's capacity-building. It's partnering with our community to create the conditions for long-term stability and belonging.

In the year ahead, we will deepen relationships with partners across the region, ensuring alignment, transparency, and shared accountability for the outcomes we all seek. We will also expand



Charlotte Murry
Chair, Board of Directors

our organizational capacity—growing resources, talent, and Board engagement—so that we are fully equipped to serve as both a convener and a trusted voice on the economic realities facing working families.

I am inspired by and grateful to be part of the committed leadership of our board, staff, partners, donors, and volunteers who make this work possible. Together, we're not simply responding to immediate need, we're building the framework for a more just, thriving, and equitable future for everyone who calls Snohomish County home.

On behalf of the Board of Directors, thank you for walking alongside us!

For over 85 years, United Way has championed collaborative programs in Snohomish County, connecting people and resources while serving as a trusted grantmaker and allocating funds to local, public initiatives.

However, significant funding cuts from public agencies and increasing competition for funds, has the potential to erode the strength of the local nonprofits and community organizations dedicated to serving those who need the most support.

As United Way looks ahead to needs and opportunities in 2026, and beyond, we envision an equitable Snohomish County where every person—regardless of race, place or ability—has access to opportunity, stability, and the resources needed to thrive.

Together with donors, volunteers, and community collaborators, **WE CAN** building stronger foundations for children and families across our region!

**DONATE
TODAY!**

WAYS TO GIVE

Give Online

Make a one-time or recurring gift on our website at [UWSC.org/give](https://www.uwsc.org/give).

Workplace Giving

Donate through payroll deduction at your employer.

Employer Match

Double your impact when your company matches your gift.

Corporate Sponsorships

Support community events and key initiatives.

Legacy & Planned Gifts

Leave a gift through your will, trust, or retirement assets.

Donor-Advised Funds

Recommend a grant directly from your DAF.

Stock or Securities

Contribute appreciated assets with tax benefits.

In-Kind Support

Provide goods or services that strengthen families.

Volunteer Service

Share your time and talents to build community.



UNITED WAY
Snohomish County

