


Form 990



Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)
▶ Do not enter social security numbers on this form as it may be made public.
▶ Information about Form 990 and its instructions is at www.irs.gov/form990

OMB No 1545-0047

2015

Open to Public Inspection

A For the 2015 calendar year, or tax year beginning 07-01-2015 , and ending 06-30-2016

B Check if applicable
☐ Address change
☐ Name change
☐ Initial return
☐ Final return/terminated
☐ Amended return
☐ Application pending

C Name of organization
UNITED WAY OF GREENWICH INC

Doing business as
GREENWICH UNITED WAY

Number and street (or P O box if mail is not delivered to street address) Room/suite
ONE LAFAYETTE COURT

City or town, state or province, country, and ZIP or foreign postal code
GREENWICH, CT 06830

F Name and address of principal officer
DAVID RABIN
ONE LAFAYETTE COURT
GREENWICH,CT 06830

D Employer identification number

06-0646578

E Telephone number

(203) 869-2221

G Gross receipts \$ 2,492,697

I Tax-exempt status
☒ 501(c)(3) ☐ 501(c) () ◀(insert no) ☐ 4947(a)(1) or ☐ 527

J Website: ▶ WWW UNITEDWAY-GREENWICH COM

K Form of organization ☒ Corporation ☐ Trust ☐ Association ☐ Other ▶

L Year of formation 1933

M State of legal domicile CT

Part I

Summary

Activities & Governance

1 Briefly describe the organization's mission or most significant activities
UNITED WAY OF GREENWICH IDENTIFIES NEEDS & PROVIDES PROGRAM SUPPORT TO LOCAL ORGANIZATIONS

2 Check this box ☐ if the organization discontinued its operations or disposed of more than 25% of its net assets

3 Number of voting members of the governing body (Part VI, line 1a)	3	22
4 Number of independent voting members of the governing body (Part VI, line 1b)	4	22
5 Total number of individuals employed in calendar year 2015 (Part V, line 2a)	5	15
6 Total number of volunteers (estimate if necessary)	6	520
7a Total unrelated business revenue from Part VIII, column (C), line 12	7a	0
b Net unrelated business taxable income from Form 990-T, line 34	7b	0

Revenue

8 Contributions and grants (Part VIII, line 1h)	Prior Year	Current Year
9 Program service revenue (Part VIII, line 2g)	2,586,322	2,422,135
10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	17,992	0
11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	92,012	15,248
12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	-41,925	-19,367
	2,654,401	2,418,016

Expenses

13 Grants and similar amounts paid (Part IX, column (A), lines 1–3)	Prior Year	Current Year
14 Benefits paid to or for members (Part IX, column (A), line 4)	1,414,882	1,192,498
15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	0	0
16a Professional fundraising fees (Part IX, column (A), line 11e)	829,019	587,839
b Total fundraising expenses (Part IX, column (D), line 25) ▶316,237	0	0
17 Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)		
18 Total expenses Add lines 13–17 (must equal Part IX, column (A), line 25)	459,203	503,323
19 Revenue less expenses Subtract line 18 from line 12	2,703,104	2,283,660
	-48,703	134,356

Net Assets or Fund Balances

	Beginning of Current Year	End of Year
20 Total assets (Part X, line 16)		
21 Total liabilities (Part X, line 26)	1,054,663	1,177,869
22 Net assets or fund balances Subtract line 21 from line 20	243,003	289,682
	811,660	888,187

Part II

Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge

Sign Here

Signature of officer

2017-04-21
Date

DAVID RABIN PRESIDENT AND CEO
Type or print name and title

Paid Preparer Use Only

Print/Type preparer's name
GARRETT M HIGGINS

Preparer's signature
GARRETT M HIGGINS

Date
2017-04-21

Check ☐ if self-employed

PTIN
P00543209

Firm's name ▶ PKF O'CONNOR DAVIES LLP

Firm's EIN ▶ 27-1728945

Firm's address ▶ 3001 SUMMER STREET 5TH FL EAST
STAMFORD, CT 06905

Phone no (203) 323-2400

May the IRS discuss this return with the preparer shown above? (see instructions)

☒ Yes ☐ No

For Paperwork Reduction Act Notice, see the separate instructions.

Cat No 11282Y

Form990(2015)

Part III Statement of Program Service Accomplishments

Check if Schedule O contains a response or note to any line in this Part III ☒

1 Briefly describe the organization's mission

SEE SCHEDULE O FOR COMPLETE DESCRIPTION OF ORGANIZATION'S MISSION

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? ☐ Yes ☒ No

If "Yes," describe these new services on Schedule O

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? ☐ Yes ☒ No

If "Yes," describe these changes on Schedule O

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported

4a (Code) (Expenses \$ 1,177,388 including grants of \$ 1,177,388) (Revenue \$)

SEE SCHEDULE O FOR COMPLETE DESCRIPTION OF FUND DISTRIBUTION PROGRAMS

4b (Code) (Expenses \$ 245,263 including grants of \$) (Revenue \$)

SEE SCHEDULE O FOR COMPLETE DESCRIPTION OF COMMUNITY PLANNING, NEEDS ASSESSMENT & AGENCY RELATIONS PROGRAMS

4c (Code) (Expenses \$ 127,879 including grants of \$) (Revenue \$)

SEE SCHEDULE O FOR COMPLETE DESCRIPTION OF YOUTH SERVICES PROGRAMS



















See Additional Data

4d Other program services (Describe in Schedule O)

(Expenses \$ 15,110 including grants of \$ 15,110) (Revenue \$)

4e Total program service expenses ► 1,565,640

Part IV Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A</i> 	1 Yes	
2 Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> (see instructions)? 	2 Yes	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i>	3	No
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? <i>If "Yes," complete Schedule C, Part II</i>	4	No
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? <i>If "Yes," complete Schedule C, Part III</i>	5	No
6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? <i>If "Yes," complete Schedule D, Part I</i> 	6	No
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i> 	7	No
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i> 	8	No
9 Did the organization report an amount in Part X, line 21 for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? <i>If "Yes," complete Schedule D, Part IV</i> 	9 Yes	
10 Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? <i>If "Yes," complete Schedule D, Part V</i> 	10 Yes	
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI</i> 	11a Yes	
b Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VII</i> 	11b	No
c Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VIII</i> 	11c	No
d Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part IX</i> 	11d	No
e Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i> 	11e	No
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? <i>If "Yes," complete Schedule D, Part X</i> 	11f Yes	
12a Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI and XII</i> 	12a Yes	
b Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional</i> 	12b	No
13 Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>	13	No
14a Did the organization maintain an office, employees, or agents outside of the United States?	14a	No
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? <i>If "Yes," complete Schedule F, Parts I and IV</i>	14b	No
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? <i>If "Yes," complete Schedule F, Parts II and IV</i>	15	No
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? <i>If "Yes," complete Schedule F, Parts III and IV</i>	16	No
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I</i> (see instructions) 	17	No
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i> 	18 Yes	
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i> 	19	No
20a Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>	20a	No
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b	

Part IV Checklist of Required Schedules (continued)

21	Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II	21	Yes	
22	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22		No
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete Schedule J	23		No
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a	24a		No
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
25a	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations.			
	Did the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I	25a		No
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete Schedule L, Part I	25b		No
26	Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any current or former officers, directors, trustees, key employees, highest compensated employees, or disqualified persons? If "Yes," complete Schedule L, Part II	26		No
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? If "Yes," complete Schedule L, Part III	27		No
28	Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions)			
a	A current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV	28a		No
b	A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV	28b		No
c	An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? If "Yes," complete Schedule L, Part IV	28c		No
29	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29		No
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M	30		No
31	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I	31		No
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II	32		No
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I	33		No
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1	34		No
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a		No
b	If 'Yes' to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2	35b		
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2	36		No
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI	37		No
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? Note. All Form 990 filers are required to complete Schedule O	38	Yes	

Part V

Statements Regarding Other IRS Filings and Tax Compliance

Check if Schedule O contains a response or note to any line in this Part V

			Yes	No
1a	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable.	1a15		
b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable.	1b0		
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	1c		
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return.	2a15		
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions).	2b	Yes	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?	3a		No
b	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation in Schedule O.	3b		
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	4a		No
b	If "Yes," enter the name of the foreign country: _____ See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).			
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a		No
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b		No
c	If "Yes," to line 5a or 5b, did the organization file Form 8886-T?	5c		
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?	6a		No
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	6b		
7	Organizations that may receive deductible contributions under section 170(c).			
a	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?	7a	Yes	
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b	Yes	
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	7c		No
d	If "Yes," indicate the number of Forms 8282 filed during the year.	7d		
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e		No
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f		No
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g		
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	7h		
8	Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?	8		
9a	Did the sponsoring organization make any taxable distributions under section 4966?	9a		
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?	9b		
10	Section 501(c)(7) organizations. Enter			
a	Initiation fees and capital contributions included on Part VIII, line 12.	10a		
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities.	10b		
11	Section 501(c)(12) organizations. Enter			
a	Gross income from members or shareholders.	11a		
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them).	11b		
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a		
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year.	12b		
13	Section 501(c)(29) qualified nonprofit health insurance issuers.			
a	Is the organization licensed to issue qualified health plans in more than one state? Note. See the instructions for additional information the organization must report on Schedule O.	13a		
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans.	13b		
c	Enter the amount of reserves on hand.	13c		
14a	Did the organization receive any payments for indoor tanning services during the tax year?	14a		No
b	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O.	14b		

Part VI

Governance, Management, and Disclosure
For each "Yes" response to lines 2 through 7b below, and for a "No" response to lines 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions.
Check if Schedule O contains a response or note to any line in this Part VI ☒

Section A. Governing Body and Management

			Yes	No
1a Enter the number of voting members of the governing body at the end of the tax year If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O	1a	22		
b Enter the number of voting members included in line 1a, above, who are independent	1b	22		
2 Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	2			No
3 Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?	3			No
4 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4		Yes	
5 Did the organization become aware during the year of a significant diversion of the organization's assets?	5			No
6 Did the organization have members or stockholders?	6			No
7a Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?	7a			No
b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?	7b			No
8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following				
a The governing body?	8a		Yes	
b Each committee with authority to act on behalf of the governing body?	8b		Yes	
9 Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O	9			No

Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)

			Yes	No
10a Did the organization have local chapters, branches, or affiliates?	10a			No
b If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?	10b			
11a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a		Yes	
b Describe in Schedule O the process, if any, used by the organization to review this Form 990				
12a Did the organization have a written conflict of interest policy? If "No," go to line 13	12a		Yes	
b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b		Yes	
c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done	12c		Yes	
13 Did the organization have a written whistleblower policy?	13		Yes	
14 Did the organization have a written document retention and destruction policy?	14		Yes	
15 Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?				
a The organization's CEO, Executive Director, or top management official	15a		Yes	
b Other officers or key employees of the organization	15b			No
If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions)				
16a Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a			No
b If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?	16b			

Section C. Disclosure

17 List the States with which a copy of this Form 990 is required to be filed	CT
18 Section 6104 requires an organization to make its Form 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply. <input checked="" type="checkbox"/> Own website <input checked="" type="checkbox"/> Another's website <input checked="" type="checkbox"/> Upon request <input type="checkbox"/> Other (explain in Schedule O)	
19 Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year	
20 State the name, address, and telephone number of the person who possesses the organization's books and records KAREN KEEGAN 1 LAFAYETTE COURT GREENWICH, CT 06830 (203) 869-2221	

Check if Schedule O contains a response or note to any line in this Part VII ☐

1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
- List all of the organization's **current** key employees, if any. See instructions for definition of "key employee."
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, or highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

List persons in the following order: individual trustees or directors; institutional trustees; officers; key employees; highest compensated employees; and former such persons

☒ Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee

[illegible]

Part VIII

Statement of Revenue

Check if Schedule O contains a response or note to any line in this Part VIII

				(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512-514		
Contributions, Gifts, Grants and Other Similar Amounts	1a	Federated campaigns . . .	1a						
	b	Membership dues	1b						
	c	Fundraising events	1c	371,814					
	d	Related organizations	1d						
	e	Government grants (contributions)	1e						
	f	All other contributions, gifts, grants, and similar amounts not included above	1f	2,050,321					
	g	Noncash contributions included in lines 1a-1f \$							
	h	Total. Add lines 1a-1f			2,422,135				
Program Service Revenue			Business Code						
	2a								
	b								
	c								
	d								
	e								
	f	All other program service revenue							
	g	Total. Add lines 2a-2f							
Other Revenue	3	Investment income (including dividends, interest, and other similar amounts)		13,224			13,224		
	4	Income from investment of tax-exempt bond proceeds . . .							
	5	Royalties							
	6a	(i) Real		(ii) Personal					
	b	Less rental expenses							
	c	Rental income or (loss)							
	d	Net rental income or (loss)							
	7a	(i) Securities		(ii) Other					
		10,000							
		7,976							
		2,024							
	d	Net gain or (loss)		2,024			2,024		
	8a	Gross income from fundraising events (not including \$ 371,814 of contributions reported on line 1c) See Part IV, line 18		47,338					
	b	Less direct expenses							66,705
	c	Net income or (loss) from fundraising events . . .							-19,367
	9a	Gross income from gaming activities See Part IV, line 19							
	b	Less direct expenses							
	c	Net income or (loss) from gaming activities							
	10a								
b	Less cost of goods sold								
c	Net income or (loss) from sales of inventory . . .								
Miscellaneous Revenue		Business Code							
11a									
b									
c									
d	All other revenue								
e	Total. Add lines 11a-11d								
12	Total revenue. See Instructions			2,418,016	0	0	-4,119		

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).

Check if Schedule O contains a response or note to any line in this Part IX

☐

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.		(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1	Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21.	1,192,498	1,192,498		
2	Grants and other assistance to domestic individuals. See Part IV, line 22.				
3	Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16.				
4	Benefits paid to or for members.				
5	Compensation of current officers, directors, trustees, and key employees.	55,077	19,701	14,350	21,026
6	Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B).				
7	Other salaries and wages.	437,096	156,350	113,879	166,867
8	Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions).	22,594	8,082	5,887	8,625
9	Other employee benefits.	22,609	8,087	5,890	8,632
10	Payroll taxes.	50,463	18,051	13,147	19,265
11	Fees for services (non-employees):				
a	Management.				
b	Legal.				
c	Accounting.	77,433	6,940	67,288	3,205
d	Lobbying.				
e	Professional fundraising services. See Part IV, line 17.				
f	Investment management fees.	757		757	
g	Other. (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O.)	87,562	23,104	52,600	11,858
12	Advertising and promotion.	75,815	20,004	45,544	10,267
13	Office expenses.	104,384	36,680	28,552	39,152
14	Information technology.	20,826	5,495	12,511	2,820
15	Royalties.				
16	Occupancy.	21,892	7,831	5,704	8,357
17	Travel.				
18	Payments of travel or entertainment expenses for any federal, state, or local public officials.				
19	Conferences, conventions, and meetings.	2,513	899	655	959
20	Interest.				
21	Payments to affiliates.	26,478		26,478	
22	Depreciation, depletion, and amortization.	17,932	6,414	4,673	6,845
23	Insurance.	11,247	4,023	2,930	4,294
24	Other expenses. Itemize expenses not covered above. (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a	PROGRAM SUPPLIES AND EX	47,673	47,673		
b	MISC OPERATING EXPENSE	8,811	3,808	938	4,065
c					
d					
e	All other expenses				
25	Total functional expenses. Add lines 1 through 24e.	2,283,660	1,565,640	401,783	316,237
26	Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720).				

Part X

Balance Sheet

Check if Schedule O contains a response or note to any line in this Part X

				(A)		(B)	
				Beginning of year		End of year	
Assets	1	Cash—non-interest-bearing		1,077	1	1,080	
	2	Savings and temporary cash investments		538,975	2	671,578	
	3	Pledges and grants receivable, net		109,325	3	113,161	
	4	Accounts receivable, net		7,310	4	0	
	5	Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. Complete Part II of Schedule L			5		
	6	Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions). Complete Part II of Schedule L			6		
	7	Notes and loans receivable, net			7		
	8	Inventories for sale or use			8		
	9	Prepaid expenses and deferred charges		11,658	9	6,894	
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a	664,119			
	b	Less: accumulated depreciation	10b	489,019	193,032	10c	175,100
	11	Investments—publicly traded securities		193,286	11	210,056	
	12	Investments—other securities. See Part IV, line 11			12		
	13	Investments—program-related. See Part IV, line 11			13		
	14	Intangible assets			14		
	15	Other assets. See Part IV, line 11			15		
16	Total assets. Add lines 1 through 15 (must equal line 34)		1,054,663	16	1,177,869		
Liabilities	17	Accounts payable and accrued expenses		88,422	17	40,577	
	18	Grants payable		54,968	18	142,370	
	19	Deferred revenue			19		
	20	Tax-exempt bond liabilities			20		
	21	Escrow or custodial account liability. Complete Part IV of Schedule D		99,613	21	106,735	
	22	Loans and other payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L			22		
	23	Secured mortgages and notes payable to unrelated third parties			23		
	24	Unsecured notes and loans payable to unrelated third parties			24		
	25	Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17–24). Complete Part X of Schedule D			25		
	26	Total liabilities. Add lines 17 through 25		243,003	26	289,682	
Net Assets or Fund Balances	Organizations that follow SFAS 117 (ASC 958), check here <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34.						
	27	Unrestricted net assets		678,040	27	741,099	
	28	Temporarily restricted net assets		133,620	28	147,088	
	29	Permanently restricted net assets			29		
	Organizations that do not follow SFAS 117 (ASC 958), check here <input type="checkbox"/> and complete lines 30 through 34.						
	30	Capital stock or trust principal, or current funds			30		
	31	Paid-in or capital surplus, or land, building or equipment fund			31		
	32	Retained earnings, endowment, accumulated income, or other funds			32		
33	Total net assets or fund balances		811,660	33	888,187		
34	Total liabilities and net assets/fund balances		1,054,663	34	1,177,869		

Part XI

Reconciliation of Net Assets

Check if Schedule O contains a response or note to any line in this Part XI

☒

1	Total revenue (must equal Part VIII, column (A), line 12)	1	2,418,016
2	Total expenses (must equal Part IX, column (A), line 25)	2	2,283,660
3	Revenue less expenses Subtract line 2 from line 1	3	134,356
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	811,660
5	Net unrealized gains (losses) on investments	5	11,849
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain in Schedule O)	9	-69,678
10	Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 33, column (B))	10	888,187

Part XII

Financial Statements and Reporting

Check if Schedule O contains a response or note to any line in this Part XII

☒

		Yes	No
1	Accounting method used to prepare the Form 990 <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O		
2a	Were the organization's financial statements compiled or reviewed by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		No
b	Were the organization's financial statements audited by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both <input checked="" type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis	Yes	
c	If "Yes," to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O	Yes	
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?		No
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits		

Additional Data

Software ID:
Software Version:
EIN: 06-0646578
Name: UNITED WAY OF GREENWICH INC

Form 990, Part III - 4 Program Service Accomplishments (See the Instructions)

(Code	(Expenses \$	15,110	including grants of \$	15,110) (Revenue \$)
FUNDS RECEIVED ON BEHALF OF OTHERS					

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
KAREN KEEGAN CHAIRMAN OF THE BOARD	10 00	X		X				0	0	0
MARY LAUGHLIN VICE CHAIR OF STEWARDSHIP	4 00	X		X				0	0	0
BROOK URBAN VICE CHAIR OF FUND DEVELOPMENT	8 00	X		X				0	0	0
RICHARD PORTER VICE CHAIR OF COMMUNITY SERVICES	4 00	X		X				0	0	0
EILEEN KIM VICE CHAIR OF FINANCE	4 00	X		X				0	0	0
ANNE SHERRERD SECRETARY	8 00	X		X				0	0	0
ELIZABETH ANGELONE BOARD MEMBER	1 00	X						0	0	0
MAXINE ARMSTRONG BOARD MEMBER (THRU 01/16)	1 00	X						0	0	0
KATHLEEN BURGWEGER BOARD MEMBER	4 00	X						0	0	0
DONNA BYRNES BOARD MEMBER	1 00	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
KERI CAMERON BOARD MEMBER (THRU 04/16)	1 00	X						0	0	0
AMY CARBONE BOARD MEMBER (THRU 01/16)	1 00	X						0	0	0
STEPHANIE COWIE BOARD MEMBER (THRU 01/16)	1 00	X						0	0	0
ROBERT DAVIS BOARD MEMBER (THRU 01/16)	2 00	X						0	0	0
FRANCES DEUTSCH BOARD MEMBER	1 00	X						0	0	0
JEFFEREY EVANS BOARD MEMBER	1 00	X						0	0	0
BILL FINGER BOARD MEMBER	2 00	X						0	0	0
DAN FITZGERALD BOARD MEMBER	1 00	X						0	0	0
PAMELA FORNERO BOARD MEMBER	2 00	X						0	0	0
WENDY HEARN BOARD MEMBER (THRU 10/15)	1 00	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
NISHA HURST BOARD MEMBER	1 00	X						0	0	0
PATRICK KRAMER BOARD MEMBER	1 00	X						0	0	0
ANGELA LOVELY BOARD MEMBER (THRU 07/15)	1 00	X						0	0	0
ERIN MCCALL BOARD MEMBER	1 00	X						0	0	0
DEBRA MCLAUGHLIN BOARD MEMBER (THRU 05/16)	1 00	X						0	0	0
KENNETH MIFFLIN BOARD MEMBER	2 00	X						0	0	0
NEAL NEILINGER BOARD MEMBER (THRU 01/16)	1 00	X						0	0	0
PATRICK SULLIVAN BOARD MEMBER	2 00	X						0	0	0
JILL WEINER BOARD MEMBER	4 00	X						0	0	0
NANCY WEISSLER BOARD MEMBER	1 00	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
MARIE WOODBURN BOARD MEMBER	1 00	X						0	0	0
DAVID RABIN PRESIDENT AND CEO AS OF FEB 2016	40 00			X				0	0	0

SCHEDULE A
(Form 990 or 990EZ)

Public Charity Status and Public Support

OMB No 1545-0047

2015

Open to Public Inspection

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.
▶ Attach to Form 990 or Form 990-EZ.
▶ Information about Schedule A (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990.

Name of the organization
UNITED WAY OF GREENWICH INC

Employer identification number
06-0646578

Part I Reason for Public Charity Status (All organizations must complete this part.) See instructions.

- The organization is not a private foundation because it is (For lines 1 through 11, check only one box)
- 1

☐

A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i).**
- 2

☐

A school described in **section 170(b)(1)(A)(ii).**(Attach Schedule E (Form 990 or 990-EZ))
- 3

☐

A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).**
- 4

☐

A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state _____
- 5

☐

An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv).** (Complete Part II)
- 6

☐

A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v).**
- 7

☒

An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi).** (Complete Part II)
- 8

☐

A community trust described in **section 170(b)(1)(A)(vi)** (Complete Part II)
- 9

☐

An organization that normally receives (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions—subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975 See**section 509(a)(2).** (Complete Part III)
- 10

☐

An organization organized and operated exclusively to test for public safety See **section 509(a)(4).**
- 11

☐

An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2) See **section 509(a)(3).** Check the box in lines 11a through 11d that describes the type of supporting organization and complete lines 11e, 11f, and 11g
- a

☐

Type I. A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization **You must complete Part IV, Sections A and B.**
- b

☐

Type II. A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s) **You must complete Part IV, Sections A and C.**
- c

☐

Type III functionally integrated. A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions) **You must complete Part IV, Sections A, D, and E.**
- d

☐

Type III non-functionally integrated. A supporting organization operated in connection with its supported organization(s) that is not functionally integrated The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions) **You must complete Part IV, Sections A and D, and Part V.**
- e

☐

Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization
- f

Enter the number of supported organizations
- g

Provide the following information about the supported organization(s)

(i) Name of supported organization	(ii)EIN	(iii) Type of organization (described on lines 1- 9 above (see instructions))	(iv) Is the organization listed in your governing document?		(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
			Yes	No		
Total						

Part II

Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)
(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ►	(a)2011	(b)2012	(c)2013	(d)2014	(e)2015	(f)Total
1 Gifts, grants, contributions, and membership fees received (Do not include any unusual grants)	2,986,204	2,675,709	2,729,068	2,586,322	2,422,135	13,399,438
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3	2,986,204	2,675,709	2,729,068	2,586,322	2,422,135	13,399,438
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
6 Public support. Subtract line 5 from line 4						13,399,438

Section B. Total Support

Calendar year (or fiscal year beginning in) ►	(a)2011	(b)2012	(c)2013	(d)2014	(e)2015	(f)Total
7 Amounts from line 4	2,986,204	2,675,709	2,729,068	2,586,322	2,422,135	13,399,438
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	15,553	22,766	23,399	30,465	13,224	105,407
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income Do not include gain or loss from the sale of capital assets (Explain in Part VI)						
11 Total support. Add lines 7 through 10						13,504,845
12 Gross receipts from related activities, etc (see instructions)					12	17,992
13 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here <input type="checkbox"/>						

Section C. Computation of Public Support Percentage

14 Public support percentage for 2015 (line 6, column (f) divided by line 11, column (f))	14	99 220 %
15 Public support percentage for 2014 Schedule A, Part II, line 14	15	99 170 %
16a 33 1/3% support test—2015. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization <input checked="" type="checkbox"/>		
b 33 1/3% support test—2014. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization <input type="checkbox"/>		
17a 10%-facts-and-circumstances test—2015. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the "facts-and-circumstances" test The organization qualifies as a publicly supported organization <input type="checkbox"/>		
b 10%-facts-and-circumstances test—2014. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part VI how the organization meets the "facts-and-circumstances" test The organization qualifies as a publicly supported organization <input type="checkbox"/>		
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions <input type="checkbox"/>		

Part III Support Schedule for Organizations Described in Section 509(a)(2)

(Complete only if you checked the box on line 9 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ►	(a)2011	(b)2012	(c)2013	(d)2014	(e)2015	(f)Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						
c Add lines 7a and 7b						
8 Public support. (Subtract line 7c from line 6.)						

Section B. Total Support

Calendar year (or fiscal year beginning in) ►	(a)2011	(b)2012	(c)2013	(d)2014	(e)2015	(f)Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
13 Total support. (Add lines 9, 10c, 11, and 12.)						
14 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here ► <input type="checkbox"/>						

Section C. Computation of Public Support Percentage

15 Public support percentage for 2015 (line 8, column (f) divided by line 13, column (f))	15	
16 Public support percentage from 2014 Schedule A, Part III, line 15	16	

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2015 (line 10c, column (f) divided by line 13, column (f))	17	
18 Investment income percentage from 2014 Schedule A, Part III, line 17	18	
19a 33 1/3% support tests—2015. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and stop here . The organization qualifies as a publicly supported organization. ► <input type="checkbox"/>		
b 33 1/3% support tests—2014. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3% and line 18 is not more than 33 1/3%, check this box and stop here . The organization qualifies as a publicly supported organization. ► <input type="checkbox"/>		
20 Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions. ► <input type="checkbox"/>		

Part IV Supporting Organizations

(Complete only if you checked a box on line 11 of Part I. If you checked 11a of Part I, complete Sections A and B. If you checked 11b of Part I, complete Sections A and C. If you checked 11c of Part I, complete Sections A, D, and E. If you checked 11d of Part I, complete Sections A and D, and complete Part V.)

Section A. All Supporting Organizations

	Yes	No
1 Are all of the organization's supported organizations listed by name in the organization's governing documents? If "No," describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.	1	
2 Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).	2	
3a Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? If "Yes," answer (b) and (c) below.	3a	
b Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? If "Yes," describe in Part VI when and how the organization made the determination.	3b	
c Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? If "Yes," explain in Part VI what controls the organization put in place to ensure such use.	3c	
4a Was any supported organization not organized in the United States ("foreign supported organization")? If "Yes" and if you checked 11a or 11b in Part I, answer (b) and (c) below.	4a	
b Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? If "Yes," describe in Part VI how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.	4b	
c Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.	4c	
5a Did the organization add, substitute, or remove any supported organizations during the tax year? If "Yes," answer (b) and (c) below (if applicable). Also, provide detail in Part VI, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed, (ii) the reasons for each such action, (iii) the authority under the organization's organizing document authorizing such action, and (iv) how the action was accomplished (such as by amendment to the organizing document).	5a	
b Type I or Type II only. Was any added or substituted supported organization part of a class already designated in the organization's organizing document?	5b	
c Substitutions only. Was the substitution the result of an event beyond the organization's control?	5c	
6 Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (a) its supported organizations, (b) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (c) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? If "Yes," provide detail in Part VI .	6	
7 Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (defined in IRC 4958(c)(3)(C)), a family member of a substantial contributor, or a 35-percent controlled entity with regard to a substantial contributor? If "Yes," complete Part I of Schedule L (Form 990).	7	
8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 7? If "Yes," complete Part II of Schedule L (Form 990).	8	
9a Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? If "Yes," provide detail in Part VI .	9a	
b Did one or more disqualified persons (as defined in line 9(a)) hold a controlling interest in any entity in which the supporting organization had an interest? If "Yes," provide detail in Part VI .	9b	
c Did a disqualified person (as defined in line 9(a)) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? If "Yes," provide detail in Part VI .	9c	
10a Was the organization subject to the excess business holdings rules of IRC 4943 because of IRC 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? If "Yes," answer b below.	10a	
b Did the organization have any excess business holdings in the tax year? (Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)	10b	
11 Has the organization accepted a gift or contribution from any of the following persons?		
a A person who directly or indirectly controls, either alone or together with persons described in (b) and (c) below, the governing body of a supported organization?	11a	
b A family member of a person described in (a) above?	11b	
c A 35% controlled entity of a person described in (a) or (b) above? If "Yes" to a, b, or c, provide detail in Part VI.	11c	

Part IV

Supporting Organizations (continued)

Section B. Type I Supporting Organizations

	Yes	No
<div>1</div> <div>Did the directors, trustees, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's directors or trustees at all times during the tax year? <i>If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove directors or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.</i></div>		
<div>2</div> <div>Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? <i>If "Yes," explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised or controlled the supporting organization.</i></div>		

Section C. Type II Supporting Organizations

	Yes	No
<div>1</div> <div>Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)? <i>If "No," describe in Part VI how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s).</i></div>		

Section D. All Type III Supporting Organizations

	Yes	No
<div>1</div> <div>Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (1) a written notice describing the type and amount of support provided during the prior tax year, (2) a copy of the Form 990 that was most recently filed as of the date of notification, and (3) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided?</div>		
<div>2</div> <div>Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s) or (ii) serving on the governing body of a supported organization? <i>If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).</i></div>		
<div>3</div> <div>By reason of the relationship described in (2), did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? <i>If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.</i></div>		

Section E. Type III Functionally-Integrated Supporting Organizations

<div>1</div> <div>Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions)</div> <div><div>a</div><div><input type="checkbox"/> The organization satisfied the Activities Test. Complete line 2 below.</div><div><div>b</div><div><input type="checkbox"/> The organization is the parent of each of its supported organizations. Complete line 3 below.</div><div><div>c</div><div><input type="checkbox"/> The organization supported a governmental entity. Describe in Part VI how you supported a government entity (see instructions).</div></div></div></div>		
<div>2</div> <div>Activities Test. Answer (a) and (b) below.</div>		
<div>a</div> <div>Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? <i>If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.</i></div>		
<div>b</div> <div>Did the activities described in (a) constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? <i>If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.</i></div>		
<div>3</div> <div>Parent of Supported Organizations. Answer (a) and (b) below.</div>		
<div>a</div> <div>Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? <i>Provide details in Part VI.</i></div>		
<div>b</div> <div>Did the organization exercise a substantial degree of direction over the policies, programs and activities of each of its supported organizations? <i>If "Yes," describe in Part VI the role played by the organization in this regard.</i></div>		

Part V

Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations

1

Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov 20, 1970 **See instructions.** All other Type III non-functionally integrated supporting organizations must complete Sections A through E

☐

Section A - Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain	1	
2	Recoveries of prior-year distributions	2	
3	Other gross income (see instructions)	3	
4	Add lines 1 through 3	4	
5	Depreciation and depletion	5	
6	Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6	
7	Other expenses (see instructions)	7	
8	Adjusted Net Income (subtract lines 5, 6 and 7 from line 4)	8	

Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year)	1	
a	Average monthly value of securities	1a	
b	Average monthly cash balances	1b	
c	Fair market value of other non-exempt-use assets	1c	
d	Total (add lines 1a, 1b, and 1c)	1d	
e	Discount claimed for blockage or other factors (explain in detail in Part VI) _____		
2	Acquisition indebtedness applicable to non-exempt use assets	2	
3	Subtract line 2 from line 1d	3	
4	Cash deemed held for exempt use Enter 1-1/2% of line 3 (for greater amount, see instructions)	4	
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5	
6	Multiply line 5 by .035	6	
7	Recoveries of prior-year distributions	7	
8	Minimum Asset Amount (add line 7 to line 6)	8	

Section C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, Column A)	1	
2	Enter 85% of line 1	2	
3	Minimum asset amount for prior year (from Section B, line 8, Column A)	3	
4	Enter greater of line 2 or line 3	4	
5	Income tax imposed in prior year	5	
6	Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions)	6	
7	Check here if the current year is the organization's first as a non-functionally-integrated Type III supporting organization (see instructions) <input type="checkbox"/>		

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations (continued)

Section D - Distributions	Current Year
1 Amounts paid to supported organizations to accomplish exempt purposes	
2 Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	
3 Administrative expenses paid to accomplish exempt purposes of supported organizations	
4 Amounts paid to acquire exempt-use assets	
5 Qualified set-aside amounts (prior IRS approval required)	
6 Other distributions (describe in Part VI) See instructions	
7 Total annual distributions. Add lines 1 through 6	
8 Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI) See instructions	
9 Distributable amount for 2015 from Section C, line 6	
10 Line 8 amount divided by Line 9 amount	

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2015	(iii) Distributable Amount for 2015
1 Distributable amount for 2015 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2015 (reasonable cause required--see instructions)			
3 Excess distributions carryover, if any, to 2015			
a			
b			
c			
d From 2013.			
e From 2014.			
f Total of lines 3a through e			
g Applied to underdistributions of prior years			
h Applied to 2015 distributable amount			
i Carryover from 2010 not applied (see instructions)			
j Remainder Subtract lines 3g, 3h, and 3i from 3f			
4 Distributions for 2015 from Section D, line 7 \$			
a Applied to underdistributions of prior years			
b Applied to 2015 distributable amount			
c Remainder Subtract lines 4a and 4b from 4			
5 Remaining underdistributions for years prior to 2015, if any Subtract lines 3g and 4a from line 2 (if amount greater than zero, see instructions)			
6 Remaining underdistributions for 2015 Subtract lines 3h and 4b from line 1 (if amount greater than zero, see instructions)			
7 Excess distributions carryover to 2016. Add lines 3j and 4c			
8 Breakdown of line 7			
a			
b			
c Excess from 2013.			
d From 2014.			
e From 2015.			

Part VI **Supplemental Information.**

Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; Part III, line 12; Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a and 3b; Part V, line 1; Part V, Section B, line 1e; Part V Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions).

Facts And Circumstances Test

Return Reference	Explanation
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Name of the organization UNITED WAY OF GREENWICH INC	Employer identification number 06-0646578
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Part I

Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.
Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

	(a) Donor advised funds	(b) Funds and other accounts
1	Total number at end of year	
2	Aggregate value of contributions to (during year)	
3	Aggregate value of grants from (during year)	
4	Aggregate value at end of year	
5	Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? <div><input type="checkbox"/> Yes <input type="checkbox"/> No</div>	
6	Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? <div><input type="checkbox"/> Yes <input type="checkbox"/> No</div>	

Part II

Conservation Easements. Complete if the organization answered "Yes" on Form 990, Part IV, line 7.

1	Purpose(s) of conservation easements held by the organization (check all that apply) <div><input type="checkbox"/> Preservation of land for public use (e g , recreation or education)<div><input type="checkbox"/> Protection of natural habitat <input type="checkbox"/> Preservation of open space</div><input type="checkbox"/> Preservation of an historically important land area <input type="checkbox"/> Preservation of a certified historic structure</div>	
2	Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year	
a	Total number of conservation easements	Held at the End of the Year
b	Total acreage restricted by conservation easements	2a
c	Number of conservation easements on a certified historic structure included in (a)	2b
d	Number of conservation easements included in (c) acquired after 8/17/06, and not on a historic structure listed in the National Register	2c
3	Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ►	2d
4	Number of states where property subject to conservation easement is located ►	
5	Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? <div><input type="checkbox"/> Yes <input type="checkbox"/> No</div>	
6	Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ►	
7	Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ► \$	
8	Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4) (B)(i) and section 170(h)(4)(B)(ii)? <div><input type="checkbox"/> Yes <input type="checkbox"/> No</div>	
9	In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements	

Part III

Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.
Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

1a	If the organization elected, as permitted under SFAS 116 (ASC 958), not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIII, the text of the footnote to its financial statements that describes these items	
b	If the organization elected, as permitted under SFAS 116 (ASC 958), to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items	
(i)	Revenue included on Form 990, Part VIII, line 1	► \$
(ii)	Assets included in Form 990, Part X	► \$
2	If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 (ASC 958) relating to these items	
a	Revenue included on Form 990, Part VIII, line 1	► \$
b	Assets included in Form 990, Part X	► \$

Part III

Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets

(continued)

3

Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply)

a

☐ Public exhibition

d

☐ Loan or exchange programs

b

☐ Scholarly research

e

☐ Other

c

☐ Preservation for future generations

4

Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII

5

During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection?

☐ Yes

☐ No

Part IV

Escrow and Custodial Arrangements.

Complete if the organization answered "Yes" on Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

1a

Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X?

☐ Yes

☒ No

b

If "Yes," explain the arrangement in Part XIII and complete the following table

c

Beginning balance

d

Additions during the year

e

Distributions during the year

f

Ending balance

	Amount
1c	
1d	
1e	
1f	

2a

Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability?

☒ Yes

☐ No

b

If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided in Part XIII

☒

Part V

Endowment Funds.

Complete if the organization answered "Yes" to Form 990, Part IV, line 10.

	(a)Current year	(b)Prior year	b (c)Two years back	(d)Three years back	(e)Four years back
1a Beginning of year balance	560,543	537,601	694,403	764,047	833,344
b Contributions	17,925	19,625	5,000	28,521	22,531
c Net investment earnings, gains, and losses	26,443	5,737	73,198	42,416	-16,828
d Grants or scholarships					
e Other expenditures for facilities and programs	10,000	2,420	235,000	140,581	75,000
f Administrative expenses					
g End of year balance	594,911	560,543	537,601	694,403	764,047

2

Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as

a

Board designated or quasi-endowment ▶ 100 000 %

b

Permanent endowment ▶

c

Temporarily restricted endowment ▶

The percentages on lines 2a, 2b, and 2c should equal 100%

3a

Are there endowment funds not in the possession of the organization that are held and administered for the organization by

(i) unrelated organizations

(ii) related organizations

	Yes	No
3a(i)		No
3a(ii)		No

b

If "Yes" on 3a(ii), are the related organizations listed as required on Schedule R?

3b		
----	--	--

4

Describe in Part XIII the intended uses of the organization's endowment funds

Part VI

Land, Buildings, and Equipment.

Complete if the organization answered 'Yes' to Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

Description of property	(a)Cost or other basis (investment)	(b)Cost or other basis (other)	(c)Accumulated depreciation	(d)Book value
1a Land		125,000		125,000
b Buildings		392,606	355,386	37,220
c Leasehold improvements				
d Equipment		146,513	133,633	12,880
e Other				
Total. Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10(c)) ▶				175,100

Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return

Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

1	Total revenue, gains, and other support per audited financial statements	1	2,369,316
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12		
a	Net unrealized gains (losses) on investments	2a	11,849
b	Donated services and use of facilities	2b	24,996
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII)	2d	
e	Add lines 2a through 2d	2e	36,845
3	Subtract line 2e from line 1	3	2,332,471
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	757
b	Other (Describe in Part XIII)	4b	84,788
c	Add lines 4a and 4b	4c	85,545
5	Total revenue Add lines 3 and 4c . (This must equal Form 990, Part I, line 12)	5	2,418,016

Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return.

Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

1	Total expenses and losses per audited financial statements	1	2,292,789
2	Amounts included on line 1 but not on Form 990, Part IX, line 25		
a	Donated services and use of facilities	2a	24,996
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIII)	2d	
e	Add lines 2a through 2d	2e	24,996
3	Subtract line 2e from line 1	3	2,267,793
4	Amounts included on Form 990, Part IX, line 25, but not on line 1 :		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	757
b	Other (Describe in Part XIII)	4b	15,110
c	Add lines 4a and 4b	4c	15,867
5	Total expenses Add lines 3 and 4c . (This must equal Form 990, Part I, line 18)	5	2,283,660

Part XIII Supplemental Information

Provide the descriptions required for Part II, lines 3, 5, and 9, Part III, lines 1a and 4, Part IV, lines 1b and 2b, Part V, line 4, Part X, line 2, Part XI, lines 2d and 4b, and Part XII, lines 2d and 4b. Also complete this part to provide any additional information.

Return Reference	Explanation
PART IV, LINE 2B	UNITED WAY ACTS AS A FISCAL AGENT FOR FUNDS RAISED IN COLLABORATION WITH OTHER LOCAL AGENCIES FOR SPECIFIC PROGRAMS AND ISSUES OF THE COMMUNITY

Part XIII **Supplemental Information** *(continued)*

Return Reference	Explanation
PART X, LINE 2	THE AGENCY RECOGNIZES THE EFFECT OF TAX POSITIONS ONLY IF THOSE POSITIONS ARE MORE LIKELY THAN NOT TO BE SUSTAINED. MANAGEMENT HAS DETERMINED THAT THE AGENCY HAD NO UNCERTAIN TAX POSITIONS THAT WOULD REQUIRE FINANCIAL STATEMENT RECOGNITION OR DISCLOSURE. THE AGENCY IS NO LONGER SUBJECT TO EXAMINATIONS BY THE APPLICABLE TAXING JURISDICTIONS FOR PERIODS PRIOR TO JULY 1, 2013.
PART XI, LINE 4B - OTHER ADJUSTMENTS	DONOR DESIGNATIONS RECLASSIFIED TO PART IX, LINE 1 15,110. PROVISION FOR UNCOLLECTIBLE PROMISES RECLASSIFIED TO PART XI, LINE 9 69,678.
PART XII, LINE 4B - OTHER ADJUSTMENTS	DONOR DESIGNATIONS RECLASSIFIED TO PART IX, LINE 1 15,110.

Name of the organization
UNITED WAY OF GREENWICH INC

▶ Attach to Form 990 or Form 990-EZ

► Information about Schedule G (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990.

Open to Public Inspection

06-0646578

Part I Fundraising Activities. Complete if the organization answered "Yes" on Form 990, Part IV, line 17. Form 990-EZ filers are not required to complete this part.

- 1** Indicate whether the organization raised funds through any of the following activities. Check all that apply.

a <input type="checkbox"/> Mail solicitations	e <input type="checkbox"/> Solicitation of non-government grants
b <input type="checkbox"/> Internet and email solicitations	f <input type="checkbox"/> Solicitation of government grants
c <input type="checkbox"/> Phone solicitations	g <input type="checkbox"/> Special fundraising events
d <input type="checkbox"/> In-person solicitations	

2a Did the organization have a written or oral agreement with any individual (including officers, directors, trustees or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising services? ☐ Yes ☐ No

b If "Yes," list the ten highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least \$5,000 by the organization.

(i) Name and address of individual or entity (fundraiser)	(ii) Activity	(iii) Did fundraiser have custody or control of contributions?		(iv) Gross receipts from activity	(v) Amount paid to (or retained by) fundraiser listed in col (i)	(vi) Amount paid to (or retained by) organization
		Yes	No			
Total						

- 3** List all states in which the organization is registered or licensed to solicit contributions or has been notified it is exempt from registration or licensing

Part II Fundraising Events.

Complete if the organization answered "Yes" on Form 990, Part IV, line 18, or reported more than \$15,000 of fundraising event contributions and gross income on Form 990-EZ, lines 1 and 6b. List events with gross receipts greater than \$5,000.

		(a)Event #1	(b)Event #2	(c)Other events	(d)
		SOLE SISTERS LUNCHEON (event type)	COMEDY NIGHT (event type)	4 (total number)	Total events (add col (a) through col (c))
Revenue	1 Gross receipts	346,988	66,841	5,323	419,152
	2 Less Contributions	310,525	55,966	5,323	371,814
	3 Gross income (line 1 minus line 2)	36,463	10,875		47,338
Direct Expenses	4 Cash prizes				
	5 Noncash prizes				
	6 Rent/facility costs	28,602	2,200		30,802
	7 Food and beverages	1,179	10,000		11,179
	8 Entertainment	3,800			3,800
	9 Other direct expenses	15,265	1,957	3,702	20,924
	10 Direct expense summary Add lines 4 through 9 in column (d) ▶				66,705
	11 Net income summary Subtract line 10 from line 3, column (d) ▶				-19,367

Part III Gaming.

Complete if the organization answered "Yes" on Form 990, Part IV, line 19, or reported more than \$15,000 on Form 990-EZ, line 6a.

		(a)Bingo	(b)Pull tabs/Instant bingo/progressive bingo	(c)Other gaming	(d)
					Total gaming (add col (a) through col (c))
Revenue	1 Gross revenue				
Direct Expenses	2 Cash prizes				
	3 Noncash prizes				
	4 Rent/facility costs				
	5 Other direct expenses				
	6 Volunteer labor	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	
	7 Direct expense summary Add lines 2 through 5 in column (d) ▶				
	8 Net gaming income summary Subtract line 7 from line 1, column (d) ▶				

9 Enter the state(s) in which the organization conducts gaming activities _____

a Is the organization licensed to conduct gaming activities in each of these states? ☐ Yes ☐ No

b If "No," explain _____

10a Were any of the organization's gaming licenses revoked, suspended or terminated during the tax year? ☐ Yes ☐ No

b If "Yes," explain _____

11 Does the organization conduct gaming activities with nonmembers?

☐ **Yes** ☐ **No**

12 Is the organization a grantor, beneficiary or trustee of a trust or a member of a partnership or other entity formed to administer charitable gaming?

☐ **Yes** ☐ **No**

13 Indicate the percentage of gaming activity conducted in

a The organization's facility	13a	%
b An outside facility	13b	%

14 Enter the name and address of the person who prepares the organization's gaming/special events books and records

Name ▶

Address ▶

15a Does the organization have a contract with a third party from whom the organization receives gaming revenue?

☐ **Yes** ☐ **No**

b If "Yes," enter the amount of gaming revenue received by the organization ▶ \$ _____ and the amount of gaming revenue retained by the third party ▶ \$ _____

c If "Yes," enter name and address of the third party

Name ▶

Address ▶

16 Gaming manager information

Name ▶

Gaming manager compensation ▶ \$ _____

Description of services provided ▶

☐ Director/officer ☐ Employee ☐ Independent contractor

17 Mandatory distributions

a Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license?

☐ **Yes** ☐ **No**

b Enter the amount of distributions required under state law distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year ▶ \$ _____

Part IV **Supplemental Information.** Provide the explanations required by Part I, line 2b, columns (iii) and (v); and Part III, lines 9, 9b, 10b, 15b, 15c, 16, and 17b, as applicable. Also complete this part to provide any additional information (see instructions).

Return Reference	Explanation
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2015

Open to Public Inspection

06-0646578

☒ Yes ☐ No

(h) Purpose of grant or assistance

Schedule I (Form 990) 2015

Part III

Grants and Other Assistance to Domestic Individuals. Complete if the organization answered "Yes" on Form 990, Part IV, line 22
Part III can be duplicated if additional space is needed

(a)Type of grant or assistance	(b)Number of recipients	(c)Amount of cash grant	(d)Amount of non-cash assistance	(e)Method of valuation (book, FMV, appraisal, other)	(f)Description of non-cash assistance

Part IV

Supplemental Information. Provide the information required in Part I, line 2, Part III, column (b), and any other additional information.

Return Reference	Explanation
PART I, LINE 2	EACH YEAR AS PART OF OUR COMMUNITY INVESTMENT PROCESS THE RECIPIENTS MUST LET US KNOW THE RESULTS OF THE PRIOR YEAR FUNDING WITH THIS YEAR'S CHANGE IN FUNDING EACH RECIPIENT HAD TO PROVIDE A FUNDING REPORT WITH RESULTS OF FUNDS RECEIVED PROGRAM FUNDING IS RECOMMENDED BY LOCAL VOLUNTEERS WHO REVIEW INFORMATION ON THE COMMUNITY'S MOST PRESSING NEEDS, VISIT PROGRAM SITES, EXAMINE FUNDING APPLICATIONS AND FINANCIAL DOCUMENTATION FUNDING RECOMMENDATIONS IS ULTIMATELY APPROVED BY THE GREENWICH UNITED WAY BOARD OF DIRECTORS

Additional Data

Software ID:
Software Version:
EIN: 06-0646578
Name: UNITED WAY OF GREENWICH INC

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
ABILIS OF GREENWICH 50 GLENVILLE STREET GREENWICH,CT 06831	06-6009327	501(C)(3)	131,194				COMMUNITY INVESTMENT - SUPPORT FOR PEOPLE WITH SPECIAL NEEDS
AMERICAN RED CROSS - GREENWICH 99 INDIAN FIELD ROAD GREENWICH,CT 06830	53-0196605	501(C)(3)	10,058				COMMUNITY INVESTMENT - DISASTER, HEALTH & YOUTH SERVICES
BOYS AND GIRLS CLUB OF GREENWICH 4 HORSENECK LANE GREENWICH,CT 06830	06-0646655	501(C)(3)	18,043				COMMUNITY INVESTMENT - YOUTH PROGRAMS

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV , appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
CENTER FOR SEXUAL ASSAULT CRISIS COUNSEL & ED 733 SUMMER ST SUITE 503 STAMFORD, CT 06901	06-1037583	501(C)(3)	12,245				COMMUNITY INVESTMENT - PREVENTION & VICTIM SUPPORT
CHILD GUIDANCE CENTER OF SOUTHERN CT 196 GREYROCK PLACE STAMFORD, CT 06901	06-0712058	501(C)(3)	118,725				COMMUNITY INVESTMENT - YOUTH MENTAL HEALTH, BEHAVIORAL & DEVELOPMENTAL SERVICES
COMMUNITY CENTERS INC 61 EAST PUTNAM AVENUE GREENWICH, CT 06830	06-0703570	501(C)(3)	148,263				COMMUNITY INVESTMENT - SUPPORT FOR INDIVIDUALS AND FAMILIES

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
FAMILY CENTERS INC 40 ARCH STREET GREENWICH, CT 06830	06-0646656	501(C)(3)	291,580				COMMUNITY INVESTMENT - CHILDCARE, HEADSTART AND MENTAL HEALTH SERVICES
FOOD BANK OF LOWER FAIRFIELD COUNTY 461 GLENBROOK ROAD STAMFORD, CT 06906	02-0684220	501(C)(3)	13,081				COMMUNITY INVESTMENT - FOOD DISTRIBUTION FOR THE HUNGRY
GREENWICH ADULT DAY CARE INC 123 RIVER ROAD EXTENSION COS COB, CT 06807	06-1066787	501(C)(3)	48,892				COMMUNITY INVESTMENT - ADULT CARE SENIOR SERVICES

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
UNITED WAY OF CONNECTICUT (INFOLINE) 1344 SILAS DEANE HIGHWAY ROCKY HILL, CT 06067	06-1084194	501(C)(3)	9,303				COMMUNITY INVESTMENT - LOCAL INFORMATION AND REFERRAL SERVICES
JEWISH FAMILY SERVICES OF GREENWICH 1 HOLLY HILL LANE GREENWICH, CT 06830	06-1073590	501(C)(3)	14,103				COMMUNITY INVESTMENT - SENIOR SERVICES
KIDS IN CRISIS INC ONE SALEM STREET COS COB, CT 06807	06-1027885	501(C)(3)	47,305				COMMUNITY INVESTMENT - YOUTH SHELTER & CRISIS SERVICES

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
LIBERATION PROGRAMS INC 129 GLOVER AVE NORWALK, CT 06850	06-0867006	501(C)(3)	34,986				COMMUNITY INVESTMENT - SUBSTANCE ABUSE PREVENTION & TREATMENT
NEIGHBOR TO NEIGHBOR 248 EAST PUTNAM AVE GREENWICH, CT 06830	06-6071605	501(C)(3)	6,287				COMMUNITY INVESTMENT - FOOD AND CLOTHING
PACIFIC HOUSE SHELTER 137 HENRY STREET SUITE 205 STAMFORD, CT 06901	06-1144355	501(C)(3)	30,438				COMMUNITY INVESTMENT - EMERGENCY SHELTER, SERVICES & SUPPORT FOR THE HOMELESS

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
PATHWAYS INC 175 MILBANK AVENUE GREENWICH, CT 06830	06-1051588	501(C)(3)	39,358				COMMUNITY INVESTMENT - SERVICES FOR PEOPLE WITH CHRONIC MENTAL ILLNESS
TRANSPORTATION ASSOC OF GREENWICH 13 RIVERSIDE AVENUE RIVERSIDE, CT 06878	22-2531166	501(C)(3)	49,651				COMMUNITY INVESTMENT - SERVICES FOR SENIORS & PEOPLE WITH SPECIAL NEEDS
YMCA OF GREENWICH 50 EAST PUTNAM AVENUE GREENWICH, CT 06830	06-0646976	501(C)(3)	82,266				COMMUNITY INVESTMENT - YOUTH SERVICES & CHILDCARE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
YWCA OF GREENWICH 259 EAST PUTNAM AVENUE GREENWICH, CT 06830	06-0646992	501(C)(3)	68,272				COMMUNITY INVESTMENT - YOUTH SERVICES & CHILDCARE
CONNECTICUT LEGAL SERVICES INC 62 WASHINGTON STREET 4TH FLOOR MIDDLETOWN, CT 06457	06-0955461	501(C)(3)	4,373				COMMUNITY INVESTMENT - LEGAL SERVICES

2015

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**SCHEDULE O
(Form 990 or 990-EZ)**

Department of the
Treasury
Internal Revenue
Service

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on
Form 990 or 990-EZ or to provide any additional information.

▶ Attach to Form 990 or 990-EZ.

▶ Information about Schedule O (Form 990 or 990-EZ) and its instructions is at
www.irs.gov/form990.

Name of the organization
UNITED WAY OF GREENWICH INC

Employer identification number

06-0646578

**Return
Reference**

Explanation

FORM 990,
PAGE 2, PART
III, LINE 1

IN 2007 THE GREENWICH UNITED WAY BOARD INITIATED A PROCESS TO REVIEW THE ORGANIZATION'S MISSION AND PRIMARY WORK AT THE CONCLUSION, THE FOLLOWING WERE ADOPTED AS THE ORGANIZATION'S REVISED VISION AND MISSION STATEMENTS VISION THE GREENWICH UNITED WAY WILL DEEPEN THE COMMUNITY'S UNDERSTANDING OF LOCAL NEEDS AND SERVICES, CREATE MEANINGFUL SOLUTIONS, AND INSPIRE ALL WHO CAN TO HELP ALL WHO NEED MISSION THE GREENWICH UNITED WAY MOBILIZES THE COMMUNITY IN STRATEGIC EFFORTS TO IDENTIFY AND ADDRESS CRITICAL HUMAN SERVICE NEEDS THE GREENWICH UNITED WAY ACHIEVES MEASURABLE AND SUSTAINABLE RESULTS THROUGH COMPREHENSIVE PLANNING, EFFICIENT FUNDRAISING, AND EFFECTIVE INVESTMENT IN THE COMMUNITY

Return Reference	Explanation
FORM 990, PAGE 2, PART III, LINE 4A	<p>DURING THE 2015/2016 FISCAL YEAR, THE GREENWICH UNITED WAY MADE COMMUNITY INVESTMENT PROGRAM DISTRIBUTIONS OF \$1,192,498 THESE INVESTMENTS WERE DISTRIBUTED AMONG MORE THAN 20 NON-PROFIT ORGANIZATIONS PROVIDING ESSENTIAL SERVICES TO THE GREENWICH COMMUNITY THE LEVEL OF INVESTMENT IN EACH PROGRAM, WITH THE EXCEPTION OF THOSE FUNDS DIRECTED BY DONORS, IS RECOMMENDED BY LOCAL VOLUNTEERS TO THE GREENWICH UNITED WAY BOARD OF DIRECTORS THESE VOLUNTEERS REVIEW INFORMATION ON THE COMMUNITY'S MOST PRESSING NEEDS, VISIT PROGRAM SITES, EXAMINE FUNDING APPLICATIONS AND FINANCIAL DOCUMENTATION THE RECOMMENDED FUNDING LEVELS ARE THEN VOTED ON FOR APPROVAL BY THE BOARD OF DIRECTORS AS A RESULT OF THIS PROCESS, THIS YEAR'S PROGRAM INVESTMENTS WERE DISTRIBUTED AS FOLLOWS SERVICES THAT STRENGTHEN CHILDREN AND FAMILIES INCLUDE FULL DAY CHILDCARE, AFTER-SCHOOL CARE, MENTAL HEALTH COUNSELING, PARENTING ASSISTANCE AND SUPPORT AND OTHER DEVELOPMENTAL PROGRAMS FOR CHILDREN, \$517,337 SERVICES THAT ASSIST INDIVIDUALS IN CRISIS INCLUDE FOOD FOR THE HUNGRY, SHELTER FOR THE HOMELESS, IMMEDIATE ASSISTANCE FOR PEOPLE (INCLUDING CHILDREN AND TEENS) DEALING WITH VIOLENCE OR ABUSE, MENTAL OR EMOTIONAL CRISIS, AND DISASTER RELIEF, \$276,377 SERVICES THAT FOSTER SELF-SUFFICIENCY INCLUDE PROGRAMS AND SUPPORT FOR PEOPLE WITH MENTAL, DEVELOPMENTAL OR PHYSICAL CHALLENGES, JOB TRAINING AND SUPPORT, CLASSES IN ADULT LITERACY AND CONVERSATIONAL ENGLISH, FINANCIAL AND HOUSING ASSISTANCE AND COMPREHENSIVE SUPPORTS FOR UNDERREPRESENTED POPULATIONS, \$290,043 SERVICES THAT SUPPORT OUR GROWING SENIOR POPULATION INCLUDE ADULT DAY CARE, SHOPPING AND CHORE ASSISTANCE, TRANSPORTATION, HOME MONITORING AND OTHER SERVICES THAT ENABLE SENIORS TO REMAIN IN THEIR HOMES AS ACTIVE MEMBERS OF THE COMMUNITY, \$85,363 CORE SERVICES INCLUDE A 24 HOUR STATEWIDE INFORMATION AND REFERRAL PROGRAM AND SERVICES THAT RECRUIT, PLACE AND TRAIN VOLUNTEERS, \$9,303 DONOR DESIGNATED FUNDS ARE THOSE CONTRIBUTIONS DIRECTED TO SPECIFIC AGENCIES OR PROGRAMS AT THE REQUEST OF THE CONTRIBUTOR 100% OF DESIGNATED CONTRIBUTIONS ARE DISTRIBUTED BASED ON THE EXPRESSED INSTRUCTIONS OF THE DONORS, \$14,075</p>

Return Reference	Explanation
FORM 990, PAGE 2, PART III, LINE 4B	<p>THE UNITED WAY PLAYS A LEADERSHIP ROLE IN THE IDENTIFICATION AND DOCUMENTATION OF CRITICAL HUMAN SERVICE NEEDS WITHIN THE COMMUNITY. UNITED WAY REPORTS AND DOCUMENTS ARE SHARED WITH MUNICIPAL AGENCIES, OTHER FUNDERS, SERVICE PROVIDERS AND OTHER COMMUNITY ORGANIZATIONS. WHEN IT IS CLEAR THAT A COORDINATED COMMUNITY RESPONSE IS REQUIRED, THE UNITED WAY BRINGS OTHERS TO THE TABLE TO DEVELOP A PLAN, DETERMINE MEANINGFUL GOALS AND INITIATE ACTION. COMMUNITY PLANNING PROCESS INCLUDING GATHERING AND SHARING OF INFORMATION, CONVENING KEY PLAYERS, LEGISLATIVE ADVOCACY, STUDYING SPECIFIC ISSUES AND DISSEMINATING PUBLISHED REPORTS, ETC. AN AREA OF EMPHASIS OVER THE PAST YEAR HAS BEEN GATHERING INFORMATION AND OTHERWISE ENGAGING IN A PROCESS TO UPDATE THE UNITED WAY'S LATEST ASSESSMENT OF HUMAN SERVICE NEEDS AND STATE OF GREENWICH STATISTICAL PORTRAIT. THIS REPORT, THE ONLY COMPREHENSIVE DOCUMENTATION OF NEEDS IN THE COMMUNITY IS USED BY PUBLIC AND PRIVATE ORGANIZATIONS, FUNDERS, AND OTHERS WHO SEEK TO PLAY A MEANINGFUL ROLE IN ADDRESSING LOCAL NEEDS. FOR THE UNITED WAY, IT CREATES A ROADMAP FOR THE DISTRIBUTION OF FUNDS, USE OF VOLUNTEER AND STAFF RESOURCES, PUBLIC POLICY ADVOCACY, AND THE CREATION OF NEW INITIATIVES THAT ADDRESS DOCUMENTED SERVICE GAPS. THE LAST FULL REPORT WAS COMPLETED, PUBLISHED AND RELEASED TO THE COMMUNITY IN MAY OF 2016. NOW WORK HAS BEGUN TO ADDRESS THE ISSUES IDENTIFIED AS PRIORITIES IN THE REPORT. AGENCY RELATIONS AND COORDINATION OF SERVICES INCLUDES WORKING WITH AND CONVENING LOCAL AND REGIONAL SERVICE PROVIDERS IN EFFORTS TO ENHANCE COLLABORATION, STRENGTHEN AND SUPPORT INDIVIDUAL ORGANIZATIONS, AS WELL AS, THE WHOLE SYSTEM OF SERVICES. THE UNITED WAY ALSO REGULARLY PROVIDES GUIDANCE AND ASSISTANCE TO INDIVIDUAL AGENCIES, THEIR STAFF AND BOARD MEMBERS, ON ISSUES REGARDING STRATEGIC PLANNING, GOVERNANCE, MANAGEMENT, ETC. THE UNITED WAY'S COMMUNITY ANSWERS PROGRAM, A UNITED WAY CREATED, LOCAL VOLUNTEER DRIVEN, INFORMATION AND REFERRAL SERVICE. OVER THE COURSE OF A YEAR THOUSANDS OF QUESTIONS ARE ASKED BY LOCAL RESIDENTS BOTH ON THE PHONE AND THROUGH A SEARCHABLE ONLINE DATABASE OF LOCAL PROGRAMS, ORGANIZATIONS, SERVICES AND EVENTS. THE TOTAL EXPENSES RELATED TO COMMUNITY PLANNING, AGENCY RELATIONS, SERVICE COORDINATION AND THE PROVISION OF LOCAL INFORMATION AND REFERRAL SERVICES WAS \$245,263.</p>

Return Reference	Explanation
FORM 990, PAGE 2, PART III, LINE 4C	<p>YOUTH SERVICES COORDINATION IS A PARTNERSHIP WITH THE STATE OF CONNECTICUT AND THE TOWN OF GREENWICH. THE COMMUNITY'S YOUTH SERVICES COORDINATOR IS HOUSED AT THE UNITED WAY AND HER WORK COORDINATING YOUTH SERVICES, ENGAGING TEENS IN SOLUTIONS, DEVELOPING COLLABORATIVE INITIATIVES, ETC. IS FUNDED THROUGH THIS THREE WAY PARTNERSHIP. IN ADDITION, THE YOUTH SERVICE COORDINATOR HAS WORKED IN PARTNERSHIP WITH MULTIPLE OTHER LOCAL AND REGIONAL ENTITIES, BRINGING SIGNIFICANT GRANT DOLLARS INTO THE COMMUNITY TO SUPPORT SPECIFIC YOUTH INITIATIVES, PARENT EMPOWERMENT PROGRAMS, A NEW READING ENHANCEMENT TUTORING PROGRAM, ETC. EMPHASIS OVER THE PAST YEAR WAS THE CONTINUED DEVELOPMENT OF A JUVENILE REVIEW BOARD IN PARTNERSHIP WITH THE GREENWICH POLICE DEPARTMENT AND SEVERAL LOCAL AGENCIES. THROUGH THIS PROGRAM, A JUVENILE ARRESTED FOR CERTAIN MISDEMEANORS MAY BE GIVEN A CHANCE TO MAKE AMENDS, HAVE ACCESS TO NECESSARY SUPPORTS AND WITH THE SUCCESSFUL COMPLETION OF A "TREATMENT" PLAN, HAVE THE OPPORTUNITY FOR THE LEGAL RECORD TO BE EXPUNGED. THE READING CHAMPIONS TUTORING/MENTORING PROGRAM SAW TREMENDOUS GROWTH OVER THE PAST YEAR. THIS PROGRAM BRINGS TUTORS, MANY OF THEM RETIRED TEACHERS, INTO THE SCHOOLS AND COMMUNITY CENTERS TO HELP UNDERPERFORMING CHILDREN IMPROVE THEIR READING SKILLS AND DEVELOP A LOVE OF READING. THE TARGETED GOAL OF THIS PROGRAM IS TO LEVEL THE PLAYING FIELD FOR STRUGGLING CHILDREN AND HELP ELIMINATE THE ACHIEVEMENT GAP. IN FIVE YEARS, THE PROGRAM GREW FROM SEVEN TUTORS WITH TWENTY-FOUR STUDENTS TO MORE THAN 125 VOLUNTEER TUTORS WITH WELL OVER 400 CHILDREN. THE POSITIVE DIFFERENCE THE PROGRAM IS MAKING ON THE ACHIEVEMENT OF INDIVIDUAL STUDENTS IS BEING DOCUMENTED BY READING SPECIALISTS IN THE GREENWICH PUBLIC SCHOOLS, WHO HAVE FOUND THAT THOSE WHO PARTICIPATE FOR ONE YEAR ARE GENERALLY NOT IN NEED OF CONTINUED ASSISTANCE IN THE SECOND YEAR. THE AGREEMENT WITH THE TOWN OF GREENWICH CONCERNING THE YOUTH SERVICES BUREAU/COORDINATOR OF YOUTH SERVICES CONCLUDED FEBRUARY 29, 2016. YOUTH PROGRAMS THAT WERE TRANSFERRED TO THE TOWN OF GREENWICH AT THE END OF THE AGREEMENT WERE JUVENILE REVIEW BOARD, INTER AGENCY TEAM AND THE SELECTMAN'S YOUTH COMMISSION. THE UNITED WAY CONTINUES TO RUN AND OVERSEE THE READING CHAMPIONS PROGRAM, YOUTH PLANNING COUNCIL AND JR UNITED WAY. EARLY CHILDHOOD EDUCATION COORDINATION INCLUDES BRINGING EARLY CHILDHOOD EDUCATORS TOGETHER TO SHARE INFORMATION AND TRAINING OPPORTUNITIES. THIS PAST YEAR UNITED WAY OF GREENWICH CONTINUED A MAJOR PARTNERSHIP BETWEEN THE UNITED WAY AND THE GREENWICH PUBLIC SCHOOLS WORKING TOGETHER TO DEVELOP A STRATEGIC PLAN FOR IMPROVING EARLY CHILDHOOD EDUCATION, ENHANCING THE TRANSITION FROM PRE-SCHOOL TO KINDERGARTEN, ENGAGING UNDER REPRESENTED PARENTS IN THEIR CHILDREN'S EDUCATION, IMPROVING EDUCATIONAL OUTCOMES AND ELIMINATION OF THE ACHIEVEMENT GAP. UNITED WAY ALSO PROVIDES SCHOLARSHIPS FOR EARLY CHILDHOOD EDUCATORS, ENABLING THEM TO CONTINUE THEIR OWN PROFESSIONAL DEVELOPMENT AND SKILLS. THE TOTAL EXPENSES RELATED TO YOUTH SERVICE COORDINATION WAS \$136,821.</p>

Return Reference	Explanation
FORM 990, PART VI, SECTION A, LINE 4	THE BYLAWS WERE AMENDED IN NOVEMBER 2015 TWO MAJOR GOALS OF THE AMENDMENTS WERE TO 1 DIVIDE THE ROLE OF VICE CHAIRMAN OF STEWARDSHIP INTO TWO ROLES "VICE CHAIRMAN OF FINANCE" TO TAKE ON OVERSIGHT OF FINANCIAL MATTERS, AND "VICE CHAIRMAN OF STEWARDSHIP" TO RETAIN MATTERS SUCH AS GOVERNANCE, NOMINATING, AND HUMAN RESOURCES 2 ELIMINATE THE OFFICER POSITION OF "VICE CHAIRMAN OF INFORMATION AND REFERRAL SERVICES" IN THE BYLAWS DUE TO THE COMMUNITY ANSWERS PROGRAM BECOMING FULLY INTEGRATED INTO GREENWICH UNITED WAY FINALLY, REVISIONS WERE MADE TO THE BYLAWS TO REFLECT CURRENT PRACTICES AS FOLLOWS 1 UPDATING DESCRIPTIONS OF CERTAIN COMMITTEE RESPONSIBILITIES AS ASSIGNED BY THE BOARD OF DIRECTORS 2 UPDATING DESCRIPTION OF THE TIMING OF FUNDING CYCLE AS DETERMINED BY THE BOARD OF DIRECTORS 3 REVISING OFFICERS' TITLES TO REFLECT EXPANDED FUNCTIONS AS DETERMINED BY THE BOARD OF DIRECTORS

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 11	THE 990 IS COMPLETED BY THROUGH A JOINT EFFORT BETWEEN MANAGEMENT AND THE INDEPENDENT AUDITING FIRM UPON ITS COMPLETION, IT IS SHARED WITH THE AUDIT COMMITTEE WHO MAY ASK QUESTIONS, AND MAKE SUGGESTED IMPROVEMENTS AFTER THE RETURN IS APPROVED BY THE AUDIT COMMITTEE, IT IS SHARED WITH THE ENTIRE GOVERNING BOARD OF DIRECTORS, PRIOR TO BEING FILED WITH THE IRS

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 12C	<p>THE UNITED WAY HAS A FORMAL CODE OF ETHICS AND CONFLICT OF INTEREST POLICY WHICH WAS DEVELOPED BY A BOARD COMMITTEE, ORIGINALLY ADOPTED IN 2004, REVISED AND APPROVED A SECOND TIME IN 2007. EVERY BOARD MEMBER AND MEMBER OF THE STAFF IS REQUIRED TO SIGN THE CODE OF ETHICS AND IDENTIFY ANY POTENTIAL CONFLICTS OF INTEREST EACH YEAR. THE SECRETARY OF THE BOARD IS CHARGED WITH REVIEWING AND ENSURING COMPLIANCE. THE CODE OF ETHICS/CONFLICT OF INTEREST POLICY DIRECTS ANYONE SUSPECTING BEHAVIOR THAT IS NOT IN COMPLIANCE WITH UNITED WAY'S POLICIES OR THAT PUTS THE ORGANIZATION'S INTEGRITY AT RISK TO REPORT THESE SUSPICIONS TO THE EXECUTIVE COMMITTEE OR A MEMBER OF THE EXECUTIVE COMMITTEE FOR FURTHER INVESTIGATION. GREENWICH UNITED WAY STAFF HAS A "WHISTLE BLOWER POLICY" AS STATED IN THE ORGANIZATION'S EMPLOYEE HANDBOOK. THE EXECUTIVE COMMITTEE IS CHARGED BY THE POLICY WITH ADDRESSING ANY SUSPECTED PROBLEMS OR ISSUES WITH REGARD TO THE POLICY. ALL REPORTED BREACHES WILL BE INVESTIGATED AND, IF NEEDED, APPROPRIATE ACTION TAKEN BASED UPON THE POLICIES OF THE ORGANIZATION. THE UNITED WAY OF GREENWICH AFFIRMS PROMPT AND FAIR RESOLUTION OF ALL REPORTED BREACHES. RETALIATION AGAINST A PERSON WHO SUSPECTS AND REPORTS A BREACH IN GOOD FAITH WILL BE TREATED AS AN INDEPENDENT BREACH OF THE CODE OF ETHICS.</p>

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 15A	<p>1 THE EXECUTIVE COMMITTEE HAS PRIMARY RESPONSIBILITY FOR EVALUATING THE PERFORMANCE OF THE CEO THIS RESPONSIBILITY IS GENERALLY DELEGATED TO THE CHAIRMAN OF THE BOARD AND THE EXECUTIVE COMMITTEE 2 THE EXECUTIVE COMMITTEE AND THE CEO AGREE ON THE FORMAT OF THE CEO EVALUATION THE EVALUATION IS DISTRIBUTED TO ALL BOARD MEMBERS FOR INPUT AND COLLECTED BY THE SECRETARY OF THE BOARD 3 CONCURRENT WITH THE BOARD MEMBERS COMPLETING THEIR EVALUATION FORMS, THE CEO COMPLETES A SELF-EVALUATION REVIEWING HIS OWN THOUGHTS WITH REGARD TO PROGRESS ACHIEVED ON MEETING GOALS AND OBJECTIVES SET THE PREVIOUS YEAR AND PROVIDING AN OVERALL REVIEW OF THE ORGANIZATION'S ACTIVITIES, SUCCESSES AND CHALLENGES 4 THE SECRETARY OF THE BOARD COLLECTS ALL FORMS AND TABULATES/SYNTHESIZES COMMENTS INTO ONE DOCUMENT, INCLUDING ANY DATA RECEIVED FROM OTHER BOARD MEMBERS THIS INCLUDES GOAL-SETTING EXECUTIVE COMMITTEE MEETS TO DISCUSS AND FINALIZE PERFORMANCE EVALUATION A COMPENSATION REVIEW IS CONDUCTED BY THE CHAIRMAN OF THE BOARD AND THE EXECUTIVE COMMITTEE WHO REVIEW THE CURRENT LEVEL OF COMPENSATION AND GATHER REPRESENTATIVE SAMPLES OF COMPENSATION LEVELS AND OTHER BENEFITS PROVIDED BY SIMILAR ORGANIZATIONS THROUGHOUT THE REGION A COMPENSATION RECOMMENDATION IS THEN DISCUSSED AMONG THE EXECUTIVE COMMITTEE MEMBERS THEY ALSO CONSULT WITH THE CHAIRMAN OF THE FINANCE COMMITTEE, AS NECESSARY, TO REVIEW ANY IMPLICATIONS OF THE COMPENSATION RECOMMENDATION ON THE OVERALL ORGANIZATION BUDGET UPON COMPLETION OF THE REVIEW PROCESS, A FORMAL EVALUATION AND COMPENSATION SUMMARY IS PREPARED AND APPROVED 5 THE CHAIRMAN OF THE BOARD AND OTHER MEMBERS OF THE EXECUTIVE COMMITTEE MEET WITH THE CEO TO PROVIDE FEEDBACK FROM THE PERFORMANCE EVALUATION, DELIVER COMPENSATION RECOMMENDATION AND COLLABORATE ON GOALS FOR NEXT YEAR 6 FINAL VERSION OF GOALS FOR NEXT YEAR ARE DISTRIBUTED TO EXECUTIVE COMMITTEE AND CEO, AND THEN THEY ARE INCORPORATED INTO NEXT YEAR'S EVALUATION FORM THE OVERALL RESULTS OF THE PERFORMANCE EVALUATION PROCESS ARE SHARED WITH THE FULL BOARD, AND MEMBERS ARE ENCOURAGED TO SPEAK DIRECTLY WITH THE CHAIRMAN IF THEY WISH ADDITIONAL DETAILS</p>

Return Reference	Explanation
FORM 990, PART VI, SECTION C, LINE 19	THE UNITED WAY OF GREENWICH MAKES ITS FORM 990, ITS AUDITED FINANCIAL STATEMENTS AND ITS CODE OF ETHICS/CONFLICT OF INTEREST POLICY AVAILABLE FOR PUBLIC INSPECTION UPON REQUEST AND HAS THESE DOCUMENTS POSTED ON ITS WEBSITE. ADDITIONALLY, THE FINANCIAL STATEMENTS ARE CONDENSED INTO AN ANNUAL REPORT WHICH IS DISTRIBUTED TO THE GREATER COMMUNITY AS WELL AS POSTED ONLINE AT THE UNITED WAY'S WEBSITE.

Return Reference	Explanation
FORM 990, PART XI, LINE 9	PROVISION FOR UNCOLLECTIBLE PROMISES -69,678

Return Reference	Explanation
FORM 990, PART XII, LINE 2C	THE UNITED WAY HAS AN AUDIT COMMITTEE WHICH IS SEPARATE FROM THE FINANCE COMMITTEE. THE MEMBERS OF WHICH SHALL INCLUDE THE VICE CHAIRMAN OF FINANCE AND AT LEAST THREE (3) DIRECTORS, A MAJORITY OF WHOM DO NOT CURRENTLY SERVE ON THE FINANCE COMMITTEE. THE CHAIRMAN OF THE AUDIT COMMITTEE SHALL BE APPOINTED BY THE BOARD CHAIRMAN. FINANCIAL STATEMENTS ARE AUDITED BY AN INDEPENDENT AUDITING FIRM. THE AUDIT COMMITTEE, MANAGEMENT, AND INDEPENDENT AUDITORS WORK TOGETHER ON REVIEWING THE FINANCIAL STATEMENTS AND RESOLVING ANY ISSUES THAT MAY ARISE IN THE COURSE OF THE AUDIT. UPON ITS COMPLETION AND THE APPROVAL OF THE AUDIT COMMITTEE, THE FINANCIAL STATEMENTS ARE SHARED WITH THE ENTIRE GOVERNING BOARD OF DIRECTORS WHO MAY ASK QUESTIONS AND THEN ULTIMATELY VOTE TO APPROVE THE FINANCIAL STATEMENTS.