



United Way
of the Mid-South

6775 Lenox Center Court, Suite 200
Questions? (901) 433-4380
Visit us on the web at www.uwmidsouth.org

**Destroy all earlier issue statements and replace with this most current set
(Date in lower right hand corner)**

Issue Statements

These are statements that clarify issues and questions people may raise during a United Way campaign.

Note: This packet of Issue Statements has been entrusted to you as a member of our United Way staff.
**They are not for general public distribution, should be treated with the
highest standard of care, and should be used wisely.**

To use these statements correctly, please observe these three easy points:

- 1.** When using Issue Statements, use **only** the individual statement that addresses the issue in question.
Providing other Position Statements that do not address the issue in question only causes more confusion.
- 2.** If, after using the correct Issue Statement to answer an issue, **there are still questions** about the issue, please refer the questions to Dave Skorupa at 901-433-4380 or through e-mail to dave.skorupa@uwmidsouth.org
- 3.** **Do not** make copies of the entire set of Issue Statements for volunteers, Sponsored Representatives or Loaned Executives. This is in compliance with our ongoing efforts to keep confusion to a minimum.

Thanks, and if you have any questions please call Dave Skorupa at 901-433-4380.



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Statement on Abortion

United Way of the Mid-South does not allocate monies to any member agency, hospital or clinic for the financial support of abortion. Additionally, none of the member agencies has ever offered abortion as a service.



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Statement on Boy Scouts of America

United Way of the Mid-South has supported the Chickasaw Council, Boy Scouts of America for over 80 years and continues to do so. United Way volunteer review committees believe the organization has provided—and will continue to provide—many critical services for youth throughout our area.

United Way of the Mid-South is governed by a local volunteer board which sets policy and oversees its overall operation. Decisions about funding are made locally. The decisions made by other United Way organizations do not affect local funding decisions.



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Statement on Coercion

Giving is a personal decision. Whether a person chooses to give to United Way of the Mid-South and how much he or she gives is up to the individual. United Way of the Mid-South does not encourage or condone coercive solicitation in any of its fundraising activities.

The spirit of voluntarism is the guiding force behind our fundraising and the basis for giving to United Way of the Mid-South. United Way believes in the principles of voluntary giving—which precludes the use of pressure or coercion in soliciting contributions. United Way believes providing information about our work is always the most powerful way to get people involved in the United Way fundraising campaign.



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Statement on Discrimination

United Way of the Mid-South recognizes the rights of all people and does not, in any way, discriminate against any person or organization because of race, religion, gender, age, national origin, disability, socio-economic status, political preference or life style.

In all of our funding policies and employment practices we strive to be both fair and equitable.



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Statement on Funding Policies

The ways by which a nonprofit 501(C)(3) organization can obtain funding from United Way of the Mid-South are: applying to become a United Way member agency; applying for a grant from the United Way Avron B. Fogelman Venture Fund, applying for a United Way Youth Special Projects Grant, applying for funding through the Southwest Tennessee HIV/AIDS Care Consortium, applying for funding through Housing Opportunities for People With AIDS (HOPWA), or; applying for a grant from the Emergency Food & Shelter Local Board.

Any organization wishing to become a United Way member agency must apply to the New Agency Admissions Committee, which is a committee of volunteers who review the potential agency based on the following criteria: responsiveness to community needs; effectiveness in serving individual clients; efficiency in delivering services; quality of financial management, and; quality of agency management.

To receive a grant from the United Way Avron B. Fogelman Venture Fund or to receive a United Way Youth Special Projects Grant, an organization must apply to one of two volunteer committees. The Venture Fund provides one-time grants to assist agencies in the development of new, innovative, and/or high risk programs as a means of meeting emerging community needs, while promoting coalitions and providing support to non-traditional community groups. A United Way Youth Special Projects Grant is available to nonprofit organizations serving youth in our seven-county service area. A committee of youth volunteers review the applications and make one-time grants based on the quality and effectiveness of programs applying. For information about applying for funding through the Southwest Tennessee HIV/AIDS Care Consortium, HOPWA or the Emergency Food & Shelter Local Board, please call our office at 901-433-4333.

Any nonprofit organization in our eight-county service area may receive additional support, be it technical assistance, staff training or donated goods, through programs such as United Way Gifts-In-Kind (which solicits new and used furniture, equipment and other products from corporations to be used by nonprofit organizations) and the United Way Management Assistance Program (which offers consultation, professional development and other training to nonprofit staff and volunteers at little or no cost).



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Statement on Labor and Management

United Way of the Mid-South does not become involved in disputes or negotiations between labor and management. It would not be in keeping with United Way's goals and objectives, and hurtful to the thousands of people served by our member agencies, for the organization to become involved in labor-management disputes.

For many years, both organized labor and management have supported United Way of the Mid-South at every possible level—from providing leadership and volunteers to contributing financially.



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Statement on Local Administrative Costs

Your United Way of the Mid-South is an independent organization whose administrative activities and expenditures are reviewed and monitored by area volunteers to ensure prudent stewardship of locally donated dollars. With the help of thousands of volunteers, the staff of United Way of the Mid-South is able to keep administrative costs among the lowest of any local, state or national charitable organization.

Your United Way of the Mid-South spends only 9.9¢ per dollar raised from the general campaign for administrative, processing, pledge tracking and fundraising costs, making us one of the most efficient ways to contribute to improving our community.

This is far lower than the 35 percent recognized by the Better Business Bureau's Wise Giving Alliance (also called Give.org), a national nonprofit "watchdog" group, or the 25 percent recognized by the USA Office of Personnel Management for the Combined Federal Campaign, or the 20 percent recognized by some charity information reporting sources.

Every year, United Way of the Mid-South is audited by an independent accounting firm to review our financial practices.



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Statement on Compensation

The annual budget for your United Way of the Mid-South is reviewed/approved by our local volunteer Finance Committee and is presented to our Board of Directors, also comprised of local volunteers, for final approval. The Chairman of the Board of Directors is responsible for the evaluation and compensation process of the President. The President is responsible for the evaluation and compensation process of the Senior Staff. The President, with input from the Senior Staff, is responsible for the evaluation and compensation process for United Way staff. All compensation budgets are approved by the Board before they are implemented. As contributors and volunteers, your United Way of the Mid-South Board of Directors realizes the organization must be competitive in attracting and maintaining the highest quality staff at competitive costs. Board members know you've made your donation to help those less fortunate, and that you want to ensure that people who really need help receive the care needed to overcome hardship and unfortunate circumstance.

Currently, your United Way of the Mid-South employs a staff of 52, approximately 20-25% fewer staff than those of other United Ways raising similar amounts of resources. These professionals allow your local United Way of the Mid-South to keep administrative and fundraising costs at a very low 9.9¢ per dollar raised in the general campaign, providing over 90¢ to help people through the nearly 200 human service programs and initiatives operated by partner agencies and other nonprofit organizations receiving assistance from United Way.

United Way of the Mid-South is YOUR United Way. Your trust, confidence and support are essential to the people of all ages in our communities who rely on the critical programs and services made possible through your generosity.



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Statement on United Way of America

Your United Way of the Mid-South is an independent organization governed by local community volunteers. To improve the effectiveness of our local efforts, this organization annually pays a service fee (less than one penny of each dollar raised) to United Way of America for national advertising support, staff training, research, fundraising materials and community planning services.

The operational structure of your local United Way provides a tight system of accountability to all donors in our Mid-South community. Each year, over 200 local volunteers evaluate United Way programs and costs to ensure proper use of funds donated. United Way volunteers recognize that each dollar you contribute to these programs through United Way is a very special gift and, in some cases, a sacrifice. They know you've made your donation to help the less fortunate in our community, and you want to ensure that residents of every age are given opportunities to receive the guidance and care needed to maintain the best possible quality of life for all.



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Statement on William Aramony

In February 1992 management improprieties surfaced against William Aramony, then president of United Way of America and drew a swift response from United Way of the Mid-South. Our local Board of Directors immediately withheld the service fee to United Way of America until extensive and immediate actions were taken to eliminate the recurrence of questionable practices and Mr. Aramony resigned.

In June 1995 after an extensive investigation, William Aramony and two accomplices were convicted on numerous charges brought against them. Mr. Aramony was given a seven-year sentence in federal prison for “a conspiracy to defraud United Way of America.” The other two individuals involved were also sentenced to serve prison time, and the three have been ordered to pay back over \$500,000 to United Way of America—virtually all of what they were convicted of stealing.

Where public contributions are involved, ALL ACTIVITIES must be above reproach.

United Way of America has made sweeping changes to strengthen its governance, accountability and cost effectiveness. While the Board of Directors of United Way of the Mid-South continues to monitor corrective steps taken at United Way of America, it believes that strong national support is critical to the continued success of local United Ways.