



# FY 2020 ANNUAL REPORT

Serving The Diverse Tapestry of Houston



**THE STRENGTH OF SHARED BELIEFS**

Interfaith Ministries for Greater Houston

3303 Main St., Houston, TX 77002 | 713-533-4900 | [www.imgh.org](http://www.imgh.org)

# LETTER FROM OUR LEADERSHIP



Martin B. Cominsky  
President & CEO



Franklin J. Harberg, Jr.  
Chair, Board of Directors

Dear Friends,

As we rang in a new year on January 1 of 2020, few of us imagined that in a few weeks, our nation and our world would be gripped by a deadly pandemic. COVID-19 seemed far away when news of the outbreak first surfaced in China. By early March 2020, it had already prompted changes in our city and beyond.

Interfaith Ministries for Greater Houston has weathered many storms, both literal and figurative- hurricanes, economic downturns and more. Yet, we have never encountered a global pandemic in our 50-year history. Our work of bringing together diverse groups for dialogue, collaboration and service is uniquely suited to times of crisis and we knew our mission would be more relevant than ever. But how could we carry out that work safely, in an environment in which personal connection could pose a serious health risk?

Within a few short weeks, we pivoted. Every program adapted to the new reality, with a focus on serving our clients in a safe way. At the heart of it all has been our foundation of **Interfaith Relations and Community Partnerships** - the thread that keeps the tapestry of Interfaith Ministries strong and beautiful.

From the beginning, Interfaith Relations and Community Partnerships leveraged its vast network in the community to bring together faith leaders for weekly informational calls co-managed with the Greater Houston Partnership. They heard first-hand from Harris County Judge Lina Hidalgo, Mayor Sylvester Turner, Houston Methodist CEO Dr. Marc Boom, Greater Houston Partnership President Bob Harvey, and many more - receiving accurate, current information to bring back to their congregants each week. As a part of its ongoing educational programming, monthly lunch and learns on different religions converted into virtual learning experiences. The department hosted two online prayer vigils for hope and healing, and a weekly "Mindful Monday" moment of prayer. The June Dinner Dialogue went virtual, as well, with participants visiting via Zoom and cooking at home with a recipe we provided. It has been amazing to see the response of the faith community to the COVID-19 challenge, even as they themselves are affected.

All the while, **Volunteer Houston** stood ready as it opened a Virtual Volunteer Reception Center to manage disaster-response needs throughout the COVID-19 outbreak. In partnership with the City of Houston and Harris County, Volunteer Houston has been connecting thousands of volunteers with nonprofits across the community to meet urgent needs. We also hosted a webinar of Virtual Volunteering, teaching nonprofits how to creatively leverage volunteer help during these challenging times. The VH team also procured donations to support essential services still facilitated by our Meals on Wheels program.

As the number of new refugees coming to Houston has decreased due to the pandemic, our **Refugee Services** program has focused on providing comprehensive, longer-term services to refugee neighbors already in our community. Over 90% of the refugees we serve are self-sufficient within six months of arrival, though most still live very modestly as they start new lives and careers in Houston. Many work in hourly jobs and have been affected by lost or reduced wages due to COVID-19. Thanks to generous community support, we were able to set up a Refugee Emergency Assistance Fund to cover rent during this precarious time, until our refugees could return to work. Maintaining their self-sufficiency and preventing homelessness has been our top priority. We have even been able to help partner refugee services agencies with client assistance as well.

As the largest **Meals on Wheels and Animeals** provider in Texas, we knew early on meal delivery in a pandemic would be a considerable challenge. Access to food and social support is essential. We served 5,000 homebound seniors, at high risk for contracting the virus. In mid-March, we expedited our annual Operation IMpact to distribute a supply of emergency, shelf-stable food to each senior in case COVID-19 disrupted our deliveries. This project generally occurs in late May or early June in preparation for hurricane season. By late March, we had adapted our delivery model from a daily delivery of a hot meal to each senior, to a weekly delivery of a week's worth of frozen meals. This model reduces personal contact and is augmented by phone calls between visits to check on our seniors and to offer them social support. Thanks to overwhelming community support, we have not only been able to maintain Meals on Wheels services throughout the crisis, but to expand the program by moving seniors off our waiting list onto delivery routes. We also helped seniors served by partner agencies on a short-term basis during this challenging time.

**Animeals** has been challenged throughout this ordeal by shortages of pet food, but generous donors have kept a steady supply of kibble coming in. And devoted volunteers have made social distanced deliveries, to make sure that our seniors' furry friends are fed at this critical time.

We have been very busy here at Interfaith Ministries. Each day, we feel immense gratitude for our hardworking and compassionate staff, dedicated volunteers, forward-thinking Board of Directors, generous donors, the stalwart faith community- and for all those who make our work possible.

Interfaith Ministries came to life over half a century ago as the results of a few Christian congregations who connected to make a difference. Today, we bring together thousands of people of various faiths - and of no particular faith tradition - who want to make a difference. The 2020 fiscal year was challenging, but we were bolstered by the tenet at our core - the Strength of Shared Beliefs. Thank you for being part of that strength.

Gratefully,

Martin B. Cominsky  
President & CEO

Franklin J. Harberg, Jr.  
Chair, Board of Directors



## DONOR SPOTLIGHT LINDA AND FRED MARSHALL

On February 8, Interfaith Ministries was proud to honor Fred G. Marshall and to remember Linda Marshall at its Wags & Whiskers Brunch benefiting the Animeals program. The couple have been devoted Animeals supporters since the program began. They have been the lead sponsors of this brunch each year and have also been the mystery challenge donors behind the annual Stock the Shelves campaign, an annual appeal that raises funds to replenish Animeals' food supply over the summer. At the brunch, Fred made the exciting announcement of a \$500,000 gift to Interfaith Ministries for its Meals & More capital campaign. This generous commitment will go toward the purchase and renovation of a new building on Interfaith's Midtown campus that will allow Meals on Wheels and Animeals to grow. The Linda and Fred Marshall Volunteer Welcome Center on the ground floor of the building will commemorate the couple's generosity. Linda and Fred both grew up in the Midwest and met on the job in St. Louis. They were married for 37 years. They moved to Houston in 1985 and spent most of their married life here. Fred enjoyed a lifelong career in public and government affairs, the last 26 years with ExxonMobil. Linda began her career in social work and then shifted to computer programming for companies such as BFI. Fred and Linda have long embraced Mahatma Gandhi's quote: "The greatness of a nation can be judged by the way its animals are treated." They have supported animal welfare causes both in the U.S. and internationally. After retiring to Florida, they bought a home in Houston in 2011 and decided to focus their financial support on one local animal organization - Animeals. Linda passed away in 2019 and Fred has continued the couple's legacy of support to Animeals, not only through donating but also through volunteering at the 2019 Meals on Wheels Thanksgiving project. Always giving behind the scenes, Linda and Fred have lived according to the motto: "Do all the good you can and make as little fuss about it as possible."

WATCH  
THE STORY  
OF LINDA  
AND FRED  
MARSHALL



SCAN HERE

## IMPACT:



**1,258 pets** of homebound seniors received pet food and more through our Animeals program. Of these, 434 were cats and 824 were dogs.



**129,110 pounds** of pet food were delivered.



Through partnerships with **Emancipet** and the **Texas Veterinary Medical Foundation**, we provided preventative medical care for animals in need.



Nearly **50 pets** had vet visits.



Through partnerships with Lyft drivers and the Houston Humane Society, we can transport animals to and from the vet. Volunteers also help.



**5 counties served** in total – Harris, Galveston, Montgomery, Liberty and Chambers.

## ANIMEALS

### MEET RONALD AND TINKER... MEALS ON WHEELS AND ANIMEALS CLIENTS



Ronald has been a Meals on Wheels client and Tinker has been an Animeals client for four years. Ronald is a veteran who proudly served in the U.S. Army for 12 years. After he retired from the military, he worked for the Texas Department of Transportation. But at one low point in his life, he was actually homeless. He stayed in a shelter and eventually moved into an apartment in Alief after getting back on his feet. He has a heart condition and is grateful to receive Meals on Wheels.

Tinker, a rescue poodle mix, was his friend's dog. When she was no longer able to care for the animal, Ronald rescued Tinker and they have been together for 11 years. "Tinker keeps me in good spirits," he says.

Ronald has one daughter and four grandchildren who live out of state. He looks forward to his daily visit or phone call from Meals on Wheels. "The visit makes my day and I appreciate being checked on," he shares.

### PARTNER SPOTLIGHT: HOUSTON HUMANE SOCIETY

At the onset of the COVID-19 outbreak, the Houston Humane Society started running a Pet Pantry providing free pet food to families in need. They donated dog and cat food at a critical time for our Animeals pets when area pet food shortages were limiting our supplies, especially for cat food.

### VETERINARY CARE

Through continued partnerships with the Houston Humane Society, Emancipet and the Texas Veterinary Medical Foundation, our Pets to Vets Program continued to thrive in 2019 by providing preventative medical care for animals in need. Services include: spay/neuter, vaccines, flea and tick prevention, heartworm prevention and microchipping.

EMANCIPET  
LOW COST. BIG HEART.



## MEALS ON WHEELS

### MEET KELLY AND KIM... MEALS ON WHEELS CLIENTS



Kim is disabled and confined to a wheelchair as a result of an injury sustained while he served in the Marines. His wife, Kelly, must also use a wheelchair due to an ankle injury that never healed properly. Both native Houstonians, this couple enjoyed a vibrant life. Kelly even was the hairstylist to the Dallas Cowboys cheerleaders at one time! But the couple's injuries have left them homebound and vulnerable. It's tough for them to get a consistent source of nutritious food, especially with the added strain of the coronavirus. "Meals on Wheels takes the stress away around mealtime," Kelly shares. "The service is great! I appreciate it... and my driver is very sweet."

Regular meal delivery is something Kim looks forward to. "My driver, Sue, is like family to us. She's fantastic! Sue even brings me special cards and American flags on Veterans Day."

### A MESSAGE TO OUR VETERAN CLIENTS



We are grateful to Ronald, Kim and all our veteran clients for their service. We are honored now to serve them.



This program is supported by a grant from the Texas Veterans Commission *Fund for Veterans' Assistance*. The *Fund for Veterans' Assistance* provides grants to organizations serving veterans and their families. For more information, visit [TVC.Texas.gov](http://TVC.Texas.gov).

### "GOOD MORNING, ALEXA"

Alexa® helps us connect with Meals on Wheels seniors through the ease of voice commands and the accessibility of having devices in their home. Seniors can talk to their Meals on Wheels program coordinator, this is especially important during times of an emergency. Interfaith Ministries is one of only seven organizations nationwide selected for an Innovation in Nutrition Grant from the Administration for Community Living.



View the video

## IMPACT:



**1,755,512 million** meals delivered with a friendly visit



**1,659,674** meals served in 2019



**7,113 unduplicated seniors** fed during the year, an average of 4,333 at any given time.



Geographic Reach **5 counties served in total** – Harris, Galveston, Montgomery, Liberty and Chambers.



**5,026 emergency packs** of shelf-stable food and water delivered prior to Hurricane Season and 4,310 winter meals in case of icy roads.



**All seniors** received a special Thanksgiving meal and a holiday gift bag.



The Hospital to Home Program is sponsored by the Robert L. Cook Charitable Fund. **The Hospital to Home program provides meals on a short-term basis** to recently discharged hospital patients. Our partners are Harris Health, Houston Methodist and Memorial Hermann.

### COVID-19

In mid-March, we altered our delivery model from one hot meal per day to a week's worth of frozen meals once per week, to reduce face-to-face contact. Our seniors received check-in calls between visits. We also delivered 8,411 emergency, shelf-stable food packs to each senior, in case the pandemic were to disrupt our deliveries. Thanks to generous community support, we were able to maintain and even expand Meals on Wheels during this critical time and help seniors served by other nonprofits.

## IMPACT:

### INTERFAITH RELATIONS

**155 people** participated in Dinner Dialogues, meeting others from different faiths and discussing topics of common interest.

**400 participants** in the 11-part monthly series in Faith in Our City series, which provides a monthly lunch-and-learn on a specific faith tradition, and a house of worship tour.

**50 faith and civic leaders** serve on our Multi-Faith Council, representing **20 distinct faith** traditions.

**380 middle and high school students** were impacted by day-long immersive house of worship experiences, presentations, and experiences at the **Brigitte and Bashar Kalai Plaza of Respect**.

**Over 40 presentations** on religions and religious diversity were given, reaching **over 450 people**.

**Over 3,000 individuals** impacted by our interfaith programming.

### COMMUNITY PARTNERSHIPS

**125 youth** participated in the Annual ILEAD Day of Service, on Martin Luther King, Jr. Day, in which they volunteer at IM.

**150 young professionals** engaged through IMpulse, IM's program for young professionals.

**250 individuals** engaged through IMpower, IM's Women's Initiative.

IM hosted, organized or facilitated **over 50 educational events** across the Greater Houston area.

**Over 350 people** signed a letter of solidarity and condolences we prepared for the family of George Floyd.

We launched The Dialogue Project: Vital Conversations with our Community, a virtual series exploring topics of social justice and race relations, which was viewed by **over 1,000 people**.

## INTERFAITH RELATIONS AND COMMUNITY PARTNERSHIPS

Interfaith Relations and Community Partnerships stayed focused on our mission to unite people of diverse faiths, and of no particular faith, in dialogue, service and collaboration.

# THE DIALOGUE PROJECT

VITAL CONVERSATIONS WITH OUR COMMUNITY



Archbishop Joseph A. Fiorenza, Rabbi Samuel E. Karff, Reverend William A. Lawson

Fighting for Justice, Equality and Respect

In recognition of Juneteenth – June 19 – a holiday commemorating the ending of slavery in the United States, Interfaith Ministries partnered with the powerful faith and civil rights trio Archbishop Joseph A. Fiorenza, Rabbi Samuel E. Karff, and Reverend William A. Lawson to present, The Dialogue Project: Vital Conversations with our Community – Fighting for Justice, Equality and Respect. The conversation featured the three faith leaders together at Interfaith Ministries' **Brigitte and Bashar Kalai Plaza of Respect**, which was created as a multi-faith space for education, dialogue and community. The Plaza features three Pillars of Light, honoring each of the Three Amigos for their commitment to ecumenism and social justice.



View the video

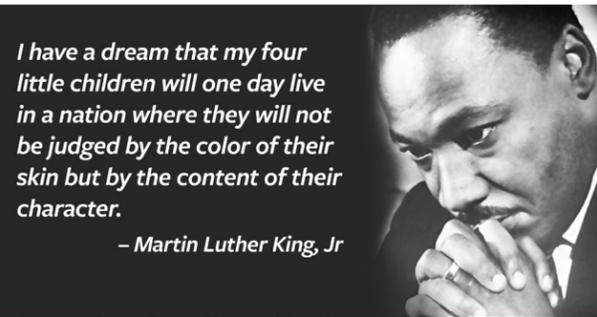
## WE STAND TOGETHER

Interfaith Ministries expressed outrage and sadness about the death of George Floyd, a son of Houston, and so many more by issuing a statement calling for an end to racism. We invited the community to sign an **Interfaith Statement of Solidarity and Expression of Condolences to the Floyd Family**.



SCAN HERE

READ THE FULL STATEMENT



*I have a dream that my four little children will one day live in a nation where they will not be judged by the color of their skin but by the content of their character.*

– Martin Luther King, Jr

*“We express our condolences to the family of Mr. Floyd, and to our brothers and sisters in the African American community. There is much that we stand against: long-standing inequities, injustice often codified in laws and practices, and systems of economics and education based in racism, prejudice and bias. There is much that we stand for: societies and governments based in fairness for all, respect and understanding to abound, communities united for the public good. Either way, the fact is this: we stand together.”*

## VOLUNTEER HOUSTON



## CONNECTING WITH TWITTER

In January, Volunteer Houston welcomed more than 4,000 friends from around the world – from Twitter! The company was hosting a first-ever all Twitter team in-person meeting in Houston. Volunteer Houston arranged and managed over 50 volunteer projects for their staff on one day! This work benefited dozens of nonprofits in our community and Twitter for Good made a real impact during their stay.

## COVID-19 AND BEYOND

Volunteer Houston continues to help our community during COVID -19. Since mid-March, Volunteer Houston has connected more than 1,000 volunteers with over 39 volunteer needs related to COVID-19 response with 21 nonprofit organizations. **#HoustonStrong**



## REGISTER. VOLUNTEER. REPORT.

Volunteer Houston has teamed up with the City of Houston and Harris County to encourage people to register as a volunteer, sign up to volunteer in the community and then report their volunteer hours.



Watch the Public Service Announcement

## IMPACT:



**15,034 individuals** placed in volunteer opportunities.



**10,303 new volunteers** registered in our database, to be matched with community needs and 58 new nonprofit agencies became our partners.



**4,998 employees** participated in corporate volunteer projects that we managed.



The financial impact of our volunteers in the community was **\$1.2M**.

Points of Light affiliate for Houston



POINTS OF LIGHT

## IMPACT:



**420 new neighbors** were welcomed from 23 different countries.



**1,225 refugees** received support services.



**627 refugees** received employment services and 22 received vocational training.



**51 refugees** with health conditions received medical case management.



**573 refugees** received case management to meet a variety of needs.



**70 refugee women** overcame social isolation and learned life skills through our two Women's Empowerment Groups.



**Over 90%** of our refugees are self-sufficient within 6 months of arrival

## REFUGEE SERVICES



The Refugee Services Medical Case Management team facilitated a car donation with the assistance of Refugee Services volunteer and community liaison Tehmina Masud. Tehmina is pictured with our clients - Tsega, a single refugee mother, and her two young daughters.

Tsega and her family are from Eritrea. They are intensive case management clients. Having reliable transportation is a game changer for this family making their way in Houston as new Americans!

**FACT: Over 90% of refugees in our program become self-sufficient within six months of arrival.**



*The Women's Empowerment Group field trip to the Museum of Fine Arts Houston*

## WOMEN'S EMPOWERMENT

What started as an effort to help Arabic-speaking women overcome social isolation and has evolved into a comprehensive experience that teaches valuable life skills and empowers women to successfully acculturate to American life. Refugee Services started a second Women's Empowerment Group, for Afghan women, that has been running for one year.

## 2020 TAPESTRY GALA GOES VIRTUAL

Interfaith Ministries celebrated the Annual Tapestry Gala with a virtual event and Meals on Wheels experience on Wednesday, April 22. Martin B. Cominsky, IM President and CEO, made the call to quickly pivot the originally scheduled Tapestry Gala event from an in-person gala to a virtual event at the onset of the COVID-19 stay home/work safe order. The virtual gala theme, "Dine in with IM", was a hit hosting more than 400 supporters online who raised more than \$525,000 for our four programs serving the greater Houston community: Meals on Wheels/Animeals; Refugee Services; Interfaith Relations and Community Partnerships; and Volunteer Houston.

Using our home-delivered meals expertise, Interfaith Ministries' team of Meals on Wheels drivers delivered a dining experience for guests to enjoy at home similar to how we serve homebound seniors in our Meals on Wheels program.

Dinner was sponsored by Amegy Bank in partnership with Sysco and prepared by Chef John Guidmond of Yvonne's Cafe located in the Amegy Bank Tower. Special thanks to our presenting sponsor, Shell.



# THANK YOU TO OUR LEAD DONORS IN FY20!

(Includes current pledges)

Thank you to our generous donors for funding our mission. With your support, Interfaith Ministries continues to be a strong and thriving service organization during COVID-19 and beyond. Your gifts are put into action in many ways to serve the increasing needs of the Greater Houston area. We are grateful for your support.

## \$1,000,000+

Brigitte & Bashar Kalai

## \$500,000-999,999

Fred Marshall, in loving memory of Linda Marshall

Sysco Corporation

United Way of Greater Houston

## \$250,000-499,999

The Robert L. Cook Charitable Fund

Patti & Richard Everett

Janice S. McNair

The Clark & Charlene Thompson Foundation

## \$100,000-249,999

Anonymous 1

Anonymous 2

Susan & Dan Boggio

The Brown Foundation, Inc.

Greater Houston Community Foundation

The Hearst Foundation

Houston Methodist

Shell Oil Company

The W.T. & Louise J. Moran Foundation

Wayne Duddleston Foundation

The ZESS Fund

## \$50,000-99,999

Andrew Delaney Foundation

Cheniere Energy, Inc.

The Frees Foundation

John P. McGovern Foundation

Meals on Wheels of America

Memorial Drive Presbyterian Church

Memorial Hermann Health System

Ashley & Adrian Peterson

Texas Mutual Insurance Company

Isla Carroll Turner Friendship Trust

Nihala & Shaukat Zakaria

## \$25,000-49,999

CenterPoint Energy

Terry & Martin B. Cominsky

CVS Health

The Dixie Starnes Wenger Foundation

Dow Chemical

Equinor US

Frost Bank

Harris Health

John R. Wright Eloise and Mountain Wright Foundation

The Kroger Company

Marek Family Foundation

Occidental Petroleum Corporation

Don A. Sanders

St. Philip Presbyterian Church

Dr. Marilyn Stovall

Truist Foundation

Walmart Foundation

## \$10,000-24,999

Alliance of Community Assistance Ministries

BP America

Andrea & Bruce Bryant

Buckeye Partners, L.P.

Carrie & Mark Carr

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Janet F. Clark

Marian & Paul Cones

Congregation Emanu El

The Eleanor and Frank Freed Foundation

EOG Resources, Inc.

Susanne & Randall Evans

Dr. Kathy C. Flanagan

George and Mary Josephine Hamman Foundation

Karen & Franklin J. Harberg, Jr.

H-E-B

The Hot Sky Charitable Fund

Intercontinental Exchange, Inc.

Dr. Bimla & Swatantra Jain

Jake & Nina Kamin Foundation

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The Levant Foundation

M. David Lowe & Nana Booker

Lulu Bryan Rambaud Charitable Trust

Dr. Sushma & Devinder Mahajan

Nancy & Neal Manne

Rosalyn & Barry Margolis

Marlene Marker

Mr. & Mrs. Paul McDermott

Medallion Foundation, Inc.

Mr. & Mrs. Mohammed Minhaj

Palmer Foundation

The Permanent Endowment Fund

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Sempra Energy

Southern Company Gas/ Sequent Energy

St. Luke's United Methodist Church

St. Stephen's Episcopal Church

Anuradha & Dr. Kohur Subramanian

Marilyn & Thomas Sumner

Paula Sutton & Bill Gross

Dr. Shahin Tavackoli & Nadia Tajalli

Sandra Tirey & Jan Van Lohuizen

Trinity Lutheran Church-LaMarque

Connie & John Wallace

The Wells Fargo Foundation

Westchester Community Foundation

Whalley Foundation

## \$5,000-9,999

The Aga Khan Council for the Southwestern United States

Sherri & David Anderson

Blue Cross Blue Shield of Texas

Bridgeway Capital Management  
 Charity Guild of Catholic Women  
 Charlotte and Jamil Azzam Foundation  
 Beth & Peter Cook  
 Ecclesia Houston Church  
 Rev. Dr. Becky Edmiston-Lange  
 ExxonMobil Foundation  
 Lydia E. Fisher  
 Doe & Henry J. Florsheim  
 Susan Floyd-Toups  
 Alyson & Elliot Gershenson  
 Joan Giese  
 Carol & Frank Gruen  
 Gulfhaven Seventh Day Adventist Church  
 Renee & John Hawkins  
 Shelia Heimbinder

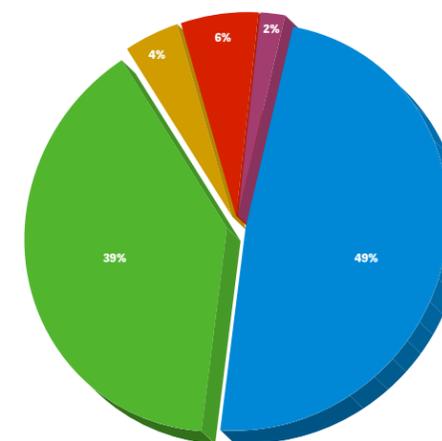
Albert and Ethel Herzstein Charitable Foundation  
 Patrisha A. Hillman  
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 Catherine & John Holecek  
 Houston Junior Forum  
 Debbie & Floyd Kearns  
 Anne Lambkin Kinder  
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 MD Excel Construction LLC  
 Paulea Family Foundation  
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Regina J. Rogers  
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 Kathleen L. Stafford  
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 Rebecca & Jeffrey Tapick  
 Texas Buddhist Association  
 Marilyn Thompson  
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 Shahnaz & Malik Waliany  
 Donna J. Walker  
 Lisa & John B. Walker  
 Laura & Michael Wiley  
 William E. and Natoma Pyle Harvey Charitable Trust

## VOLUNTEER SERVICES

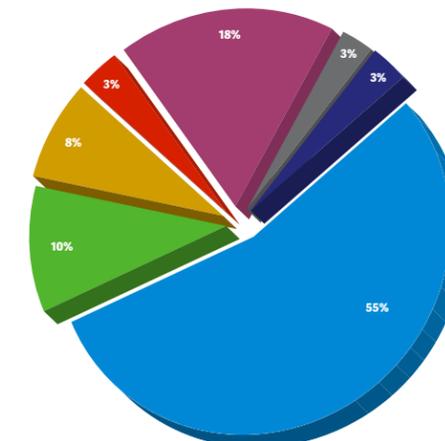
Interfaith Ministries received volunteer support from approximately 3,000 volunteers in this fiscal period. These volunteers donated over 31,000 hours of their time in support of Interfaith Ministries' programs and service areas. Volunteer opportunities include senior meal packaging and delivery, pet meal packaging and delivery, senior home and lawn maintenance, English language instruction and cultural orientation for refugees, special events and outreach, board and committee participation, internships and administrative assistance. The estimated value of these volunteer hours is approximately \$800,000.

## REVENUE



Government Contracts	\$8,831,240
Cash/In Kind Contributions	\$7,193,069
United Way	\$788,087
Program Service Fees	\$1,127,063
Other Income	\$363,690
<b>TOTAL</b>	<b>\$18,303,149</b>

## EXPENSES



Senior Services	\$9,046,066
Refugee Services	\$2,933,652
Interfaith Relations	\$450,619
Volunteer Houston	\$534,793
Management & General	\$1,708,414
Fundraising	\$1,326,014
Building Rental Operations	\$537,256
<b>TOTAL</b>	<b>\$16,536,814</b>

# 2019-2020 BOARD OF DIRECTORS

## INTERFAITH MINISTRIES FOR GREATER HOUSTON

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**Jennifer Leone**  
*Chief Financial &  
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Fred Zeidman



### OUR MISSION

Interfaith Ministries for Greater Houston (IM) brings people of diverse faith traditions together for dialogue, collaboration, and service, as a demonstration of our shared beliefs.

### OUR VISION

IM envisions a community working and acting together in response to the needs of a Greater Houston to create a more respectful, connected, and caring society.

### OUR VALUES

#### FOCUS:

We work hard to achieve IM's mission, vision and strategic goals. We are motivated by the trust and expectations of our clients, partners and donors.

#### INTEGRITY:

We do what we say and we keep our promises. We strive for excellence and hold ourselves to the highest standards while taking responsibility for our actions.

#### RESPECT:

We value diversity of opinion, thought and beliefs. We treat everyone the way we want to be treated with kindness and dignity.

#### SERVICE:

We help others with a spirit of compassion. We put the needs of those we serve above our own.

#### TRANSPARENCY:

We are honest, open and truthful. We proactively and willingly share information with the community and each other.



POINTS  
OF LIGHT



United Way of Greater Houston