

2025-26
**LOANED
EXECUTIVE
PROGRAM**



UNITED WAY
Waco-McLennan
County

PROGRAM OVERVIEW

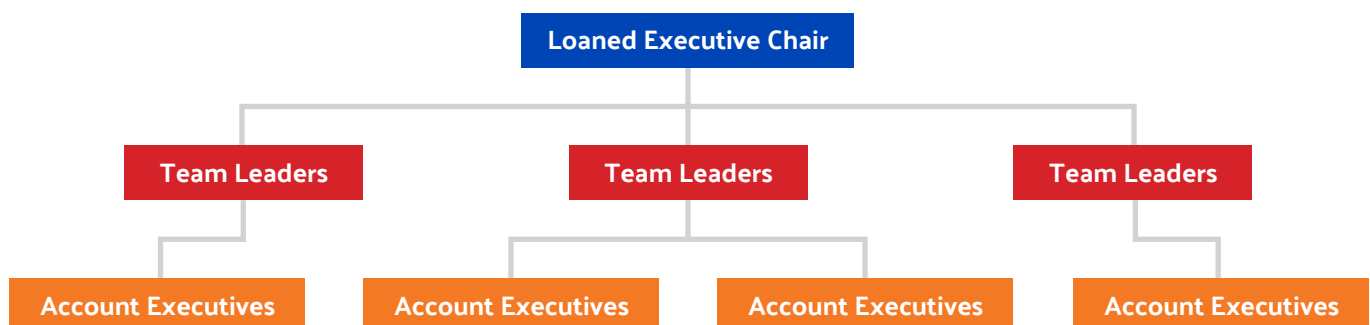
For almost 70 years, United Way Worldwide has utilized loaned executives as a way to further the mission of taking care of local communities. United Way of Waco-McLennan County has reintroduced the Loaned Executive (LE) program to our community. This program has been a large part of United Way’s success nationally as it trains participants in all things United Way. It develops professional skills to help participants’ organizations, the community-at-large and their careers. This program also offers excellent hands-on experience to understand local needs and how we can **each use our voice** to create a community where **everyone belongs**.

Each year corporations and small businesses alike “loan” employees to United Way on a part-time basis (on average no more than five hours per month) to act as an army of ambassadors to share what it means to be united and to provide support for our workplace campaigns! Our workplace campaigns raise funds to help our partners meet community needs in a variety of ways such as providing essential services to homeless teens, improving the health of families, enhancing workforce development and meeting basic needs for those in the Waco-McLennan County area.

Loaned Executives will participate in team building and training to expand their skills as the next generation of diverse leaders in our community. They will also visit with our Community Partners to see firsthand how United Way of Waco-McLennan County and our funded partners help improve the quality of life for many of our most vulnerable residents. Participants will also assist with presentations at workplaces and special deliveries to help grow the network.

Loaned Executives can return each year to participate in new roles within the organizational structure of the LE Program. Programming and training will be updated annually to offer new skills and development for participants. As a recurring program, we hope to contribute to developing highly qualified leaders over the years as they earn a greater understanding of the impact they can have when serving their community.

LOANED EXECUTIVE ORGANIZATIONAL CHART



POSITION OVERVIEW

The Loaned Executive functions as a member of a team, working directly with campaign staff, company leadership and workplace volunteers to manage employee campaign group results. The Loaned Executive works closely with five to eight assigned accounts and has the opportunity to provide campaign presentations and engage in corporate solicitation. In essence, the Loaned Executive drives the campaign's sales force once the campaign commences.

Participants will report to the Loaned Executive Chairs and United Way Professional Staff. LEs' time commitment will vary during the commitment period from April through February, based on when assigned accounts run their campaign and how engaged those campaigns are. Loaned Executives are high performers, detail-oriented and selfstarters with passionate personalities.



Chris Gerick from Alliance Bank Central Texas received our Reelin' It In Award! He is thriving as he cultivates relationships with current and NEW companies and organizations in his role as a Loaned Executive Team Leader.

LOANED EXECUTIVE CHAIR

The **Loaned Executive Chair** acts as the main liaison between the LE teams and United Way Staff*. Throughout the program, the LE Chair will meet monthly with the Team Leaders to monitor communication to businesses and help with any issues that the teams may encounter. The Chair will also meet with Team Leaders and United Way Staff at the beginning and end of the program to go over desired trainings, agendas, and changes to the program. We want to be sure to engage the LEs more throughout the program and ensure we have a constant stream of feedback. The Chair will help with facilitating this.

*Individual LEs are still welcome to reach out to United Way Staff with any questions, but the Chair will provide a regular progress report of all teams

TEAM LEADERS

Team Leaders will lead groups of 3-5 LEs for the duration of the program year. They will gather monthly progress reports from their teams to share with the Chair during short monthly meetings. They are tasked with helping to facilitate meetings with companies and assist with communication between LEs and United Way Staff. Depending on the number of companies and number of LEs, Team Leaders may be assigned fewer companies so that they have more time to assist the LEs. Team Leaders facilitate things like group chats, meetings with a buddy etc. and assist with time management during the 30 min block at the beginning of each monthly LE meeting. Throughout the duration of the program, Team Leaders will submit monthly reports directly to United Way Staff. The report framework will be provided by UW staff.

ACCOUNT EXECUTIVES

Account Executives include all LEs, new and returning, who are not pursuing a leadership role. New LEs begin the program as an Account Executive with the ability to move up as they stay in the program. Account Executives will become knowledgeable on all things UW and workplace campaigns. They will also heavily focus on the maintenance of current campaigns and new recruitment within the community to help boost fundraising ability.

ESSENTIAL RESPONSIBILITIES

- Attend campaign meetings
- Attend training programs designed to provide:
 - Knowledge of United Way, its services and its role in the community
 - Skills to organize and conduct campaigns
 - Confidence to successfully accomplish the assignment
- Develop professional relationships with Campaign Coordinators, prepare and motivate coordinators regarding campaign techniques that will enhance overall employee contributions while promoting available campaign tools and proven campaign techniques
- Analyze the results of previous campaigns with campaign professional staff for development of a campaign work plan and assist and speak at group meetings, training events and kickoff functions
- Provide detailed and timely documentation of account activities and campaign results (i.e. personnel changes, campaign coordinator name, contact information, etc.)
- Monitor and review campaign progress on a regular basis with appropriate professional staff to track progress, identify problem areas and concerns
- Oversee scheduling and conducting of employee group meetings for assigned accounts; ensure availability of necessary resources (campaign materials, videos, speakers, etc.)
- Submit an evaluation at the conclusion of the campaign

LEADERSHIP SKILLS AND TRAINING FOR EMPLOYEE DEVELOPMENT

United Way will help train the future leaders of your organization in:

- | | | |
|----------------------|------------------------------------|----------------------|
| ● Project Management | ● Interpersonal Communication | ● Team Building |
| ● Team Leadership | ● Building Community Awareness | ● Group Facilitation |
| ● Networking | ● Fraud Prevention | ● Public Speaking |
| ● Customer Service | ● Working with Diverse Populations | ● Supervising Others |
| ● Strategic Planning | ● Problem Solving | |

MAKING IT HAPPEN

Sponsoring companies “loan” their executives to us for an average of five hours each month for professional development trainings and assistance with our local campaign management. These executives have the opportunity to learn more about the social needs in our community and the organizations who work to elevate the quality of life for families and individuals facing challenges to their health, education and financial stability. In addition to learning valuable skills to assist with their careers, they help lift our community voice to create a place where everyone belongs and has the opportunity to live their best life! For new members, there is a program cost of **\$250** to cover meals, apparel, and trainings. Returning members pay **\$150** to cover meals and training expenses. 100% of the program cost is used for the Loaned Executive Program.

BENEFITS TO YOUR COMPANY

- Employee Development
- Networking Opportunities
- Business Advertising
- Good Corporate Neighbor Recognition

JOIN THE MOVEMENT

29% of children under the age of five in the Waco-McLennan County area are living in poverty. We have sought the community's voice on the issue of Child Well-being and our community has spoken. Our children and families need an even better Waco-McLennan County and you can join United Way of Waco-McLennan County as it helps everyone live their best life.

We would love for you to be part of the team working to ensure a bright future for McLennan County. At United Way, dollars raised locally stay local to help the needs of our community. Join us for another year of this great program and be a part of our network of leaders. You can choose to participate with us year after year to grow your skillset and earn leadership positions within the program. We want and expect our Loaned Executive Program to mirror the diversity that exists in our community.

FAQS

1. What is the difference between Loaned Executives and Campaign Coordinators?

The main difference is that Loaned Executives will work with United Way to monitor and assist with multiple workplace campaigns whereas Campaign Coordinators work at individual businesses to run a single campaign. There may be some instances where a Campaign Coordinator participates in the Loaned Executive program, and, in that case, they would run their workplace campaign and also work with United Way to monitor and assist other campaigns as needed. LEs participate in customized professional development trainings and can continue with the program for several years because new skills are added annually, and they can grow into leadership positions.

2. What does the program cost cover?

The program cost covers meals, trainings, and apparel for the Loaned Executives. The entirety of the program cost goes to covering those items.

3. Can more than one person participate per company?

Absolutely! Space may be limited, but we encourage companies to nominate more than one employee if they have significant interest among their staff and want to expose multiple employees to the “hands-on” learning and networking opportunities that this program will provide.

Camille Wilder from Baylor University creates great energy and fun as she connects and engages with new and current workplace campaign coordinators in her role as a Loaned Executive!



2025 LOANED EXECUTIVE CALENDAR*

Meetings will occur monthly from April - February from 11:00 am - 2:00 pm.

- 11:00 am - 11:30 am Company contact time spent with your team
- 11:30 am - 12:30 pm United Way Training and team building
- 12:30 pm - 1:00 pm Lunch
- 1:00 pm - 2:00 pm Professional Development

Meetings will include presentations from local organizations providing social services in our community, discussions of local demographics, challenges facing our communities, and time to plan and execute ways to strengthen the United Way network.

The 2024 class of Loaned Executives included:

- Fernando Arroyo, Waco Family Medicine
- Heather Travers, McLennan County
- Stephanie Alvey, City of Waco
- Alyce Lehrmann, Texas Farm Bureau
- Hyla Ruiz, Turner Brothers Real Estate
- Olga Dominguez, Caterpillar
- Ferlisa Raglin, Waco Housing Authority
- John Gorrell, Extraco Banks
- Khristian Agu, Baylor University
- Tim Webb, Baylor University
- Debbie Weaver, Baylor University
- Mayra Gutierrez, Alliance Bank Central Texas
- Brandi Meador, Alliance Bank Central Texas
- Tory Schafer, HighView Insurance Group
- Justin Vining, Atmos Energy
- Terri Corley, Atmos Energy
- Jonatan Garcia, Velocity Clinical Research
- Carson Bell, American Bank
- Cameron Curry, Extraco Banks
- Tina Keel, Waco Family Medicine

***Times are subject to change**

Time requirements will vary based on assignments.

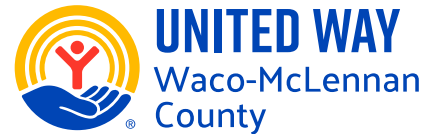
August through January, approximately 3-6 hours per month on average

February through May, approximately 2-4 hours per month on average

CONTACT INFORMATION

Please reach out to Allen Holt, Director of Resource Development at allenholt@unitedwaywaco.org or at (254) 752-2753, extension 204 for any questions.

2025 Loaned Executive Program



Applicant Information

Name _____ Company _____

Job Title _____ DOB (MM/DD) _____

Business E-mail _____ Business Phone _____

Business Address _____

Home Address _____ Mobile Number _____

Emergency Contact _____ Phone _____

Shirt Size ☐ Small ☐ Medium ☐ Large ☐ XL ☐ 2XL ☐ 3XL ☐ 4XL ☐ 5XL

Dietary/Food Restrictions _____

Loaned Executive Commitment

As a volunteer and representative of my company, I agree to fulfill my duties and responsibilities to the best of my ability with the support of my company, other United Way of Waco-McLennan County volunteers and staff. I have reviewed the information and time commitment outlined in the 2025 Loaned Executive Booklet with my supervisor (if applicable). I understand the expectations of those who participate in the Loaned Executive program and acknowledge that absences from more than two (2) of the mandatory meetings will result in my withdrawal from the program. _____ (initial)

Please provide one professional reference with submission of your application.

Loaned Executive Signature _____ **Date** _____

What skills or knowledge do you hope to gain from being a Loaned Executive?

Why do you want to be selected as a Loaned Executive?

2025 Loaned Executive Program



Please review the information and time commitment outlined in the Loaned Executive Booklet with your supervisor and have them sign below to ensure all parties involved understand the expectations of those who participate in the Loaned Executive program.

Company Commitment

As a sponsoring company, you agree to support your employee as he or she fulfills their duties as a Loaned Executive. United Way of Waco-McLennan County understands the importance of your employee's time and the impact they have in the success of your business. For that reason, time away from your company for meetings and/or events is carefully considered throughout the program.

Company Name _____ Supervisor Email _____

Supervisor Printed Name (if applicable) _____

Supervisor's Signature: _____ Date _____

☐ I have reviewed the 2025 Loaned Executive essential responsibilities and time requirements printed in the Loaned Executive Booklet and agree to support my company's candidate in the program.

Application Deadline: **March 29, 2025**

Send applications to allenholt@unitedwaywaco.org

or by mail: **UWWMC, PO Box 7634, Waco, TX 76714**

Payment Information* **Due no later than March 29, 2025**

Full payment of \$250 (new Loaned Executive), \$150 (returning)

☐ Check Enclosed (payable to United Way of Waco-McLennan County)

☐ Credit Card

☐ Send Invoice

Credit Card Number _____

EXP Date ____ / ____ CVV (3/4 digit code) _____

Check One ☐ VISA ☐ MASTERCARD ☐ AMERICAN EXPRESS ☐ DISCOVER

Name on Card _____

Signature _____

Send receipt to email address _____

* Limited scholarships may be provided. Please contact info@unitedwaywaco.org with any questions.

UNITED IS THE WAY

United Way of Waco-McLennan County
1227 N. Valley Mills Dr., Ste. 212
PO Box 7634
Waco, Texas 76714
254.752.2753



UNITED WAY
Waco-McLennan
County