

ANNUAL REPORT 2020



Helping
Hands

www.rhhelpinghands.org

PRESIDENT'S MEMO



The launch of RH Helping Hands in 2019 couldn't have been more fortuitous, with COVID-19 rearing its ugly head in early 2020. Banding together as a Round Hill Country Club (RHCC) community, we thought, who better to support than the hardworking RHCC employees right in our own backyard?

Our founders were determined to help our immediate community when they began framing the RH Helping Hands program two years ago. With that in mind, we created our mission to improve the financial stability, health, and education of RHCC employees and their families. We learned that most RHCC employees hold at least one other job in addition to their employment at the club to make ends meet. In addition, many employees commute more than 40 miles roundtrip to work each day, making a reliable vehicle a necessity. We discovered that from time to time, RHCC employees face unexpected financial hardships, forcing them to make extremely difficult and often detrimental financial decisions.

RHCC employees are learning that our program is here for them – as a confidential resource for providing a financial "bridge" to help them get through tough times. In addition, RHCC members have stepped up to support their very own, with generous donations to fund our program. After a successful first full year of operation in 2020, we now look forward to assisting more Round Hill employees and their families in 2021.

Melissa Mann

**PRESIDENT
RH HELPING HANDS**

YEAR IN REVIEW

RH Helping Hands issued its first grants in January 2020, unaware of the challenges the year ahead would present. Following the temporary shutdown of Round Hill Country Club (RHCC) in March, and with imminent reduction of hours and layoffs on the horizon, RH Helping Hands provided \$200 Target cards to 130 hourly employees. In addition to providing grants to employees for emergencies and education, the organization also found a new purpose in assisting RHCC employees with COVID-19-related hardships, such as rent and other essentials.

RH Helping Hands approved 24 grants totaling \$80,852 by the end of the year. The majority of grants included COVID-19 hardships, loss of transportation to work, medical bills, bereavement expenses, and education. The organization is honored to have helped so many RHCC employees and their families through these difficult times.

RH Helping Hands also engaged the RHCC membership in new ways, producing a video highlighting the program, and hosting a reimagined, socially-distanced summer fundraiser, including an online auction and direct solicitation for donations. In total, RH Helping Hands was able to raise \$168,592 in 2020.

The year had its challenges, but RH Helping Hands has adjusted to the new reality that RHCC members and employees are facing. While a rough road still lies ahead in recovering from the COVID-19 pandemic, the continued support from the RHCC membership will help the program sustain its mission to help RHCC employees in need.

\$80,852
TOTAL GRANT MONEY



24
GRANTS APPROVED



\$168,592
MONEY RAISED



GRANTS

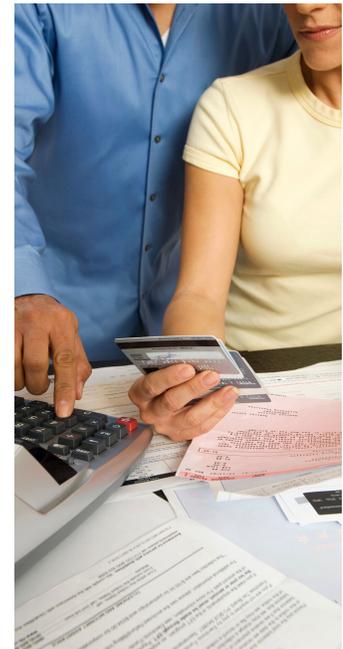
*"From the bottom of my heart, I would like to extend my deepest gratitude toward each and every one of you at RH Helping Hands (donors and staff alike). In addition to the financial contribution, the emotional support has been extremely healing for me."
~ Grant Recipient ~*

Grant Recipients

Throughout 2020, RH Helping Hands received applications from RHCC employees who shared their struggles as they tried to make ends meet. As a result of COVID-19, many employees experienced a drastic reduction in work hours at the club, lost their second jobs, or their spouse/partner incurred reduced hours or job loss. In addition, for many employees, other emergencies and unexpected bills put them in a bind; they had little to no savings, their 401(k) plans had already been tapped, and credit was not an available option.

Below are a few examples of 2020 RH Helping Hands grants:

- RH Helping Hands supported a first-generation college student by providing an education grant when federal and state financial aid wasn't enough to get the employee through the last year of school.
- After an employee suffered the stress of having a car stolen, RH Helping Hands assisted the employee with a grant to purchase a reliable car for work, relieving the employee from having to take out a high-interest loan.
- As a result of the passing of an employee's father, RH Helping Hands provided a grant for bereavement expenses, alleviating additional stress the employee and immediate family faced knowing they could not afford travel and funeral costs.
- An employee had a medical emergency, and due to a high-deductible plan, had to pay out of pocket. Given COVID-19 reduced hours, the employee would have accrued credit card debt if RH Helping Hands hadn't been available to provide a grant.
- An employee was forced to ask for extensions for both rent and car payments after being fully laid off due to COVID-19 reductions; however, upon returning to work, the expectation was that he would pay both bills. RH Helping Hands was able to provide a grant as a financial bridge to get the employee back on track.

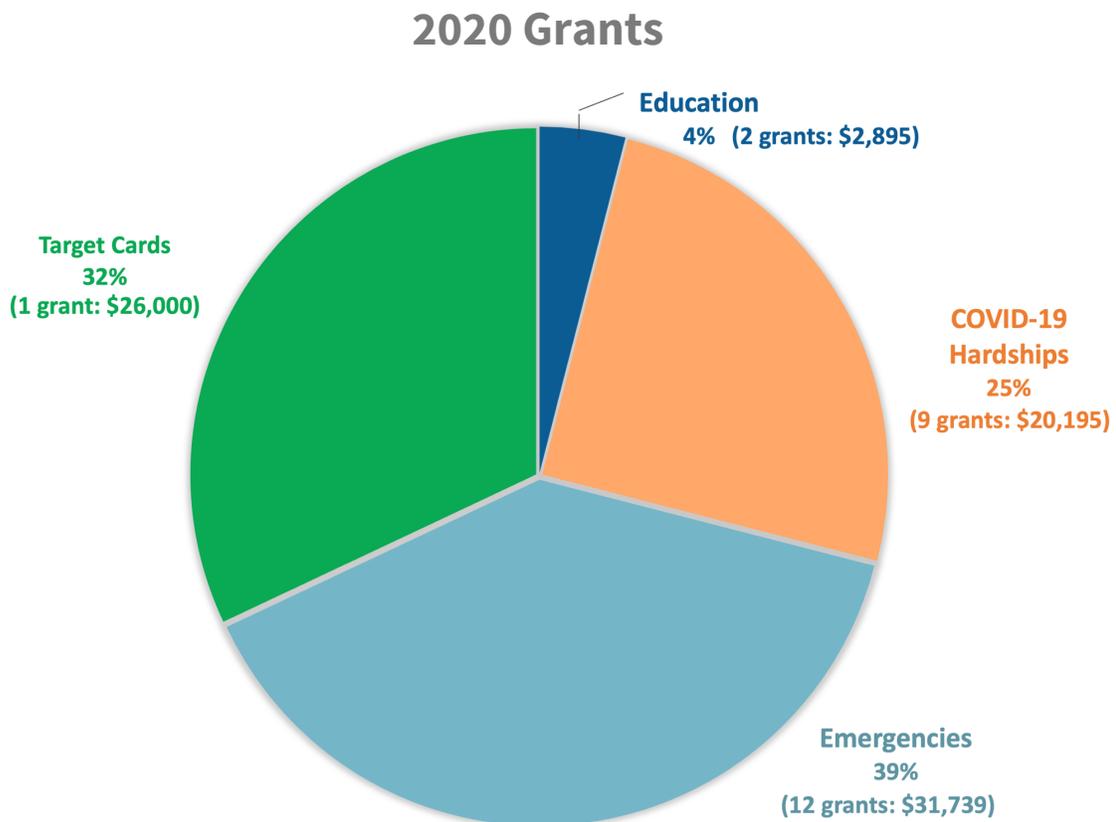


GRANTS

*"Words cannot describe how grateful my family and I are! You have helped us tremendously and relieved some of our worries and stress. I want to thank everyone that has made this possible."
~ Grant Recipient ~*

In 2020, a total of **\$80,852 in grants** was approved for distribution to employees of Round Hill Country Club facing financial distress. Of that total amount, a **group grant for \$26,000** was approved at the beginning of the pandemic consisting of \$200 Target cards distributed to 130 hourly employees to help with immediate food, gas, and prescription medication needs. In addition, **\$54,829 was approved for 23 individual grant applicants**, making the average per individual grant \$2,383.

Grants were divided into three categories: **emergencies** (including loss of transportation to work, medical, bereavement, and other family emergencies), **Covid-19 hardships**, and **education**.



OUTREACH

To connect with RHCC employees and provide more details about its program, RH Helping Hands partnered with RHCC's Director of Human Resources and other senior leaders to promote the program through staff meetings and direct messaging. In addition, RH Helping Hands placed brochures and informational posters in both English and Spanish in key areas around the club and in staff break rooms.

Furthermore, the organization hosted an informational table in October 2020, when Round Hill Country Club hosted its annual flu shot clinic for its employees. RH Helping Hands Board members passed out informational brochures to attending RHCC employees. Yummy cookies with the RH Helping Hands logo were created by former RHCC employee Nia Williams and given to employees to further the program's brand awareness. Round Hill employees were reminded that RH Helping Hands is available to help in times of financial distress as a safe and confidential program.



FUNDRAISING



Special Thanks to Our Donors

RH Helping Hands is incredibly thankful for all of its donors. We were delighted to introduce our **RH Helping Hands Distinguished Donors plaque**, which features donors who have contributed \$1,000 or more annually and is located next to the RHCC reception desk in the front foyer.

Carl and Judy Moore also provided a compelling \$25,000 donor match opportunity as part of the 2020 fundraiser. Not only was this match met, but the RHCC membership exceeded this goal, resulting with the Moore's generously increasing their match to \$36,000.

Other significant donors who contributed \$5,000 or more include: Donny and Valerie Magalhaes, Mike and Penny Edwards, David and Janet Carlson, Rick and Jen Ruso, Gordon and Elinor Berke, and Alex and Susan Virgilio.

Annual Auction

We wish to once again thank the dedicated RHCC members for participating in our “Hearts on the Hill” annual fundraiser and auction in August 2020. Fifteen exclusive RHCC-focused packages and seven member-donated items were offered through an online auction.

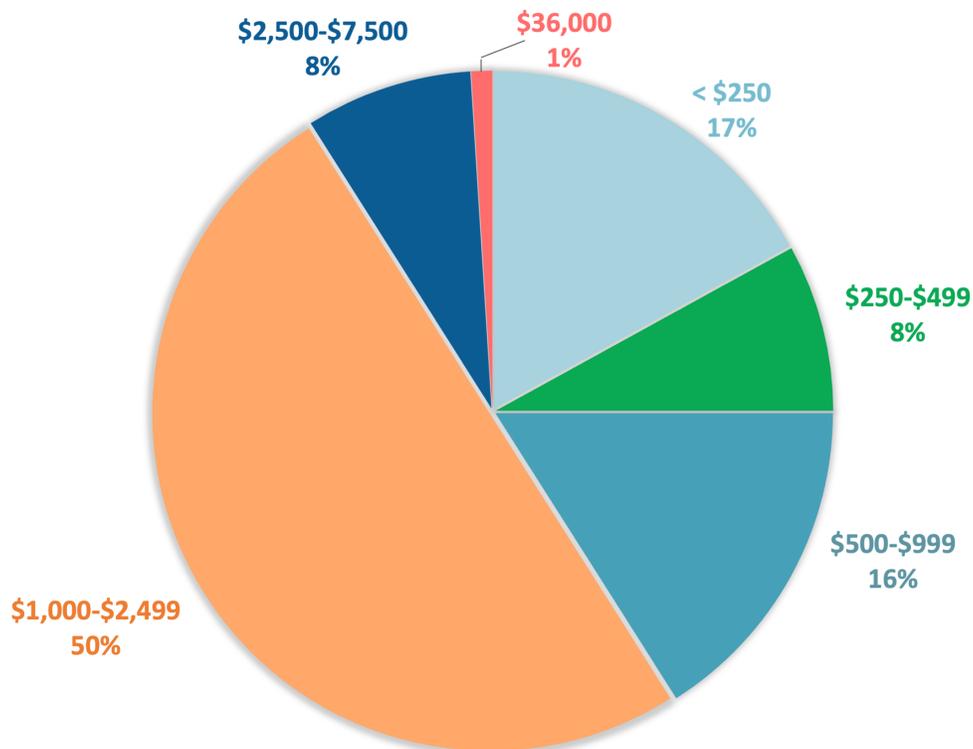
More than 54 members participated in the auction, vying for a chance to play golf or tennis with the pros, or win packages such as an exclusive Nine & Dine event, wine tastings, a cooking class with RHCC's Chef Joel, kids' and teen bocce, tennis, and golf parties, and more. The RHCC members' generosity helped RH Helping Hands raise over **\$12,000 from the online auction!**



FUNDRAISING

Overall, the fundraising results for RH Helping Hands proved to be quite positive in 2020. Not only did we see an increase of 55% in the number of donors who contributed to the program, jumping from 74 to **115 individual donors**, but we also achieved a significant year-over-year increase of 161% in donation dollars, with **\$168,592 donated in 2020** vs. \$64,620 in 2019. In 2020, 9% of the RHCC membership donated to RH Helping Hands, and we aim for 15% of the membership to be active donors in 2021.

2020 Donations



FINANCIAL REVIEW

Balance Sheets FY January 1 - December 31		
	2020	2019
Assets		
Cash and Equivalents	\$136,508	\$66,058
Total Assets	\$136,508	\$66,058
Liabilities		
Note Payable	-	\$10,169
Total Liabilities	-	\$10,169
Retained Earnings	\$136,508	\$55,889
Total Liabilities & Equity	\$136,508	\$66,058

RH Helping Hands is pleased with its 2020 fundraising efforts, in which a healthy fund was secured. These contributions will enable us to continue providing crucial grants to RHCC employees into the first half of 2021.

We look forward to our 2021 summer fundraiser, which we anticipate will represent approximately 75% of our annual donation dollars, to replenish our fund for future grants.

Statements of Activities FY January 1 - December 31		
	2020	2019
Revenue		
Contributions	\$168,592	\$64,620
Expenses		
Grants ¹	\$77,852	-
Other Expenses ²	\$10,121	\$8,731
Total Expenses	\$87,973	\$8,731
Net Income	\$80,619	\$55,889

¹ One remaining \$3,000 grant from 2020 will be distributed in early 2021.

² Other expenses are comprised of advertising, marketing, PayPal fees, fundraising, legal, and other.

BOARD OF DIRECTORS



2020 Board of Directors

Melissa Mann - President, Chair

Craig Ziegler - CFO, Treasurer

Molly Ott - Secretary, Marketing & Communications Manager

Tom Hansen - Marketing and Communications

Melissa Smith - Grants Committee Chair

Gordon Berke - Grants Committee

Allen Uzzell - Grants Committee

Thank you to our 2020 Board of Directors for their hard work and dedication to RH Helping Hands and its mission. We especially thank Allen Uzzell and Craig Ziegler, who helped launch the organization and have now completed their service on the Board. We welcome Shawn Young, CFO and Treasurer, and Michael Davis, Grants Committee, beginning January 2021.