

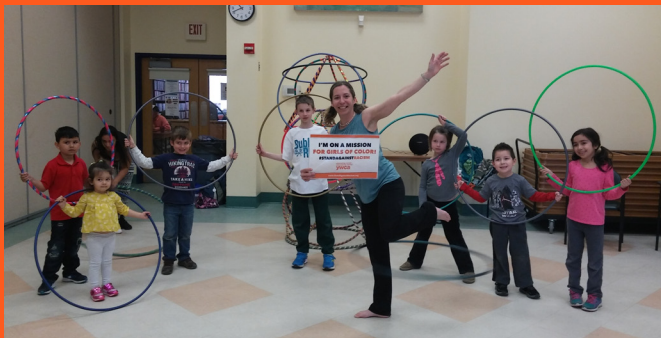
YWCA Community Report 2015/2016



eliminating racism
empowering women

ywca

Central Massachusetts



Letter from the Board President

It's been a great year at the YWCA Central Massachusetts! Thanks to our talented and dedicated staff, we successfully began implementation of an ambitious strategic plan and are well through our year one objectives. Some important milestones included implementing a leadership continuity plan for both the administration and the board, a reorganization of the senior management team which will afford the Executive Director more time to develop strategic initiatives and for community outreach, and executing a mindful succession plan for board leadership and membership. And, we hired and welcomed our first-ever Director of Racial and Gender Equity who will help us serve our mission of eliminating racism.



Our programs continue to grow and flourish as we serve the communities of Central MA. Just a few highlights: The YWCA Childcare Programs were awarded an impressive Childcare Validation Level 3 by the MA Department of Early Care and Education. We made great progress toward integrating programs and building connections between programs. A reorganization of the Women's Economic Empowerment programs brought about a logical alignment between the Young Parents Program, Girls CHOICE and Transitional Housing. Health and Wellness evolved into Wellness and Health Equity which touches nearly every aspect of the YWCA network and added a new focus on youth development. Plus, they offered new programs and activities as diverse as pool parties for youth to Take Shape for Life. We're proud of the role the YWCA played as the host facility and for being an integral participant in the recent community race dialogues and the Stand Against Racism event. The Domestic Violence Programs continue to provide regional leadership with participation in High Risk Response Teams, sheltering, education and outreach.

The success of these important programs wouldn't be possible without you, our membership, community partners, friends, an involved and committed YWCA board and our hard-working, very capable staff. A heartfelt thank you to each and every one of you for all that you do for the YWCA!

You may have heard the YWCA has a new message: THE YWCA IS ON A MISSION. We anticipate many positive results of that mission-driven approach to programming. As we look ahead, we look forward to new opportunities promised as downtown re-development plans are implemented. Stay tuned for some visible changes to the external space as we prepare to display some public art on the property and as we continue to re-organize space to better serve our members. And, please watch for news of opportunities to help us fund some much needed improvements to our Salem Square facility.

Finally, it has been a pleasure and a privilege to serve as President of the YWCA these past two years. I have been truly humbled by the experience of working with such a hardworking and caring group of women who, every day, live and work the YW's mission of *eliminating racism and empowering women*. I am most grateful for all that you have taught me and for the opportunity to witness how that work supports women and children in life-changing and meaningful ways.

On behalf of the Board of Directors, I offer my sincere gratitude for your commitment to the YWCA.

A handwritten signature in cursive script that reads "Linda C. Looft".

Linda Looft
Board President

Each year, 76 percent of women and children served by YWCAs have incomes below the federal poverty level or less, the equivalent of about \$23,850 a year for a family of four. We work to address the unique needs of those living in poverty and strive for outcomes that increase emotional and economic self-sufficiency.

YWCA Central Massachusetts provides economic empowerment programs offering help with housing, health care, career education, and counseling. We are committed to develop future generations of community volunteers and leaders who will give of their time, talent and treasure to the same community who invested in them.

Young Parents Program (YPP) helps expecting and parenting teens gain the knowledge and skills needed to achieve their high school equivalency certification and provide a safe and nurturing environment for their children. Young parents learn to set goals that lead to long term self-sufficiency for themselves and their families.



Girls CHOICE is a program that provides support to middle and high school girls, pairing them with a mentor throughout their educational experience. Girls build confidence, a sense of personal and community responsibility, and continuing education plans.

YWCA's Transitional Housing Program (THP) offers an affordable housing option, paired with case management, for single women who are working or in school. This program is the YWCA's response to the urgent need for safe, quality housing for adult women faced with homelessness.

3,684 Emergency Hotline Calls**1,898 Restraining Orders****Billie's story....**

She has the shy and reserved smile of a young girl but the soul and wisdom of a woman who has lived through many hardships. The product of three generations of domestic violence, Billie is determined that the cycle of violence ends with her.

Billie met her boyfriend in the 10th grade. Like many young teens, she was excited to be in a relationship. Billie was attracted to him because he was smart and interesting. But in her naivete, she didn't realize that he was also controlling. He told her what to wear, who to be friends with and where to go. He isolated her completely.

After graduation, they moved in together. Two years later Billie was pregnant and the psychological abuse became physical. When she was two months pregnant, Billie went to visit her mother without his permission. He followed her and when her car broke down, she was forced to get into his car. On the way home, he stopped at a gas station and beat her 20 times with a belt screaming, "Why are you leaving me? You can't leave me. You have no one but me," while bystanders watched. When they got home, he continued to beat her with a belt and metal hanger. "I thought my love for him would validate my love for myself. So I stayed — beaten, bruised but still in love," said Billie.

He was on his best behavior until their son was born. At that point, the controlling, abusive behaviors re-emerged. To protect her son, Billie moved in with her mother. Her partner turned on the manipulative charm. He financially supported both his family and his mother-in-law, bought them a car, and did everything he could to convince Billie that he had changed. Wanting desperately to keep her family together, she moved back in with him.

In 2005, Billie's mother died. Although Billie realized she had nowhere to turn, the loss of her mother only strengthened her resolve to permanently leave. One day after her partner left the apartment, Billie moved out. Two years later, he tracked her down. He broke into her apartment and destroyed her belongings, ripping all of her photos and identification forms to shreds. The police were called and she was advised to leave immediately.

Billie and her son moved into emergency shelters. "My life changed. They helped me and my son begin a new life with happy memories, friends, and accomplishments. I received the emotional, financial and educational support to jump-start my life. My son also received caring support to help him process and understand his experiences living in a violent home."

Billie now has a full-time job. She owns her own home and is one course away from earning a degree in Early Childhood Education. "My son and I will never forget our past, but we are optimistic about our future. Our future is filled with promise and hope."

761 youth participated in prevention programs**156 Support Groups**



YWCA IS ON A MISSION

racial justice and civil rights

YWCA's approach to racial justice goes beyond changing hearts and minds. We strive to transform communities, systems, and public policy. Most recently, we have focused on addressing racial profiling and police violence as they impact women and girls of color. Past priorities have included hate crimes, immigration reform, voting rights, and fair housing.

YWCA also supports measures at the national, state, and local levels to advance and ensure human rights for women and girls around the world. As a founding member of the World YWCA, YWCA USA supports the ratification of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), a comprehensive, international agreement on eliminating discrimination against women in every sphere - economic, political, and social.

YWCA Central Massachusetts offers direct services and programs that carry on this tradition of social advocacy. The YWCA's Public Policy Committee researches and presents national, state and local public policy issues to the Board of Directors, its members and community stakeholders for information, review and action. The YWCA Racial Justice Task Force offers events designed to bring area residents together for education, awareness and an opportunity to discuss the current issues our community's residents and neighborhoods are facing.

STAND Against Racism is an annual series of events, that bring together like-minded organizations sharing the YWCA vision of eliminating racism and celebrating diversity and culture. This year, 140 local organizations participated, pledging to STAND with the YWCA. Events include a leadership breakfast, community forum, and a public gathering showcasing diverse performances.

YWCA Central Massachusetts is a key partner with the City of Worcester, participating with the City Manager's Coalition Against Bias and Hate, and the Advisory Committee on the Status of Women. YWCA also played an active role in a series of dialogues on race, facilitated by the U.S. Department of Justice and the City of Worcester.

YWCA IS ON A MISSION

**early education and care
after school and
out of school**

532 children were served this year



43 children graduated to Kindergarten



**Locations in Worcester
and Westborough**

**80 % of campers maintained
their reading levels over the
summer**



YWCA seeks to improve the lives of women and girls by providing high-quality health and wellness programs that are too often not available to disadvantaged and marginalized communities of color. Programs and services are designed to address health inequities and members are able to customize fitness options that work for each individual's lifestyle and fitness goals. Specialized programs in place for women include small group training combined with nutrition and coaching, and *ENCORE^{plus}*, a support group and water exercise program for women living with, through and beyond breast cancer.



"A Celebration of Health through Yoga and More"

Annual events
promote health
and community.

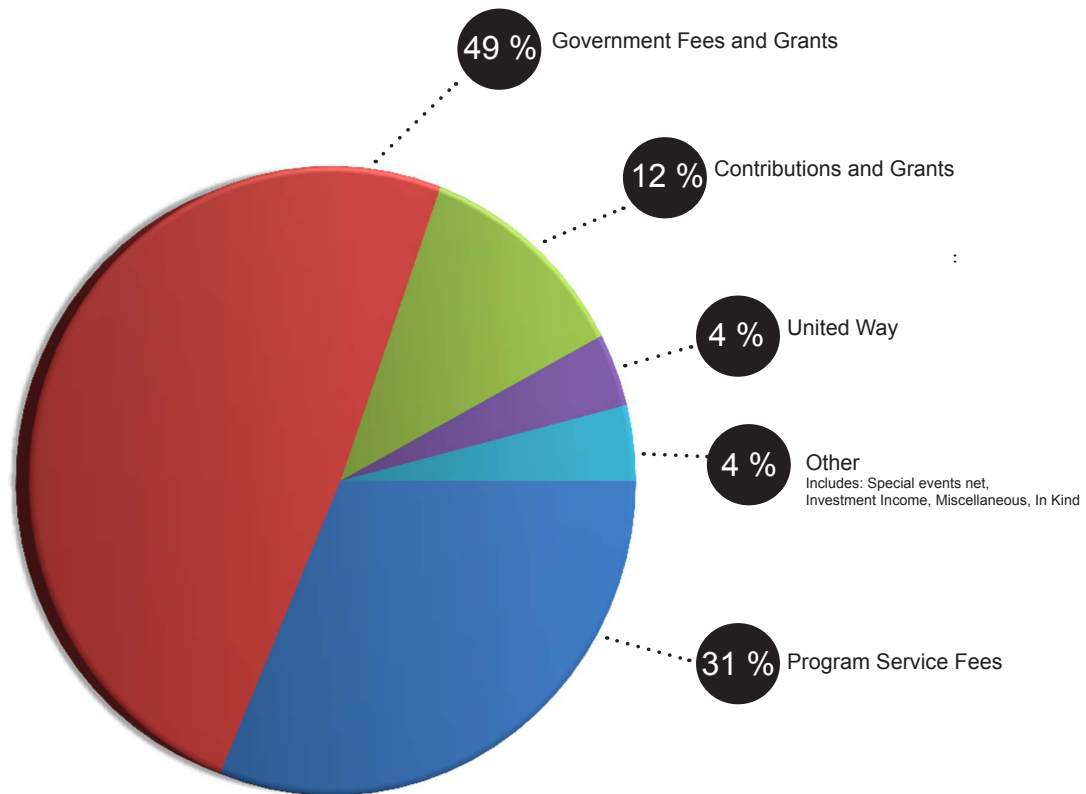
Healthy Youth Development encourages our younger members to improve their self-esteem and realize their potential. Weekly activities offered include fitness, aquatics, creative and educational initiatives, volunteering and internships.

Institutional partnerships provide access for underserved local populations to provide access and opportunity to those who may otherwise not have access to a wellness program.



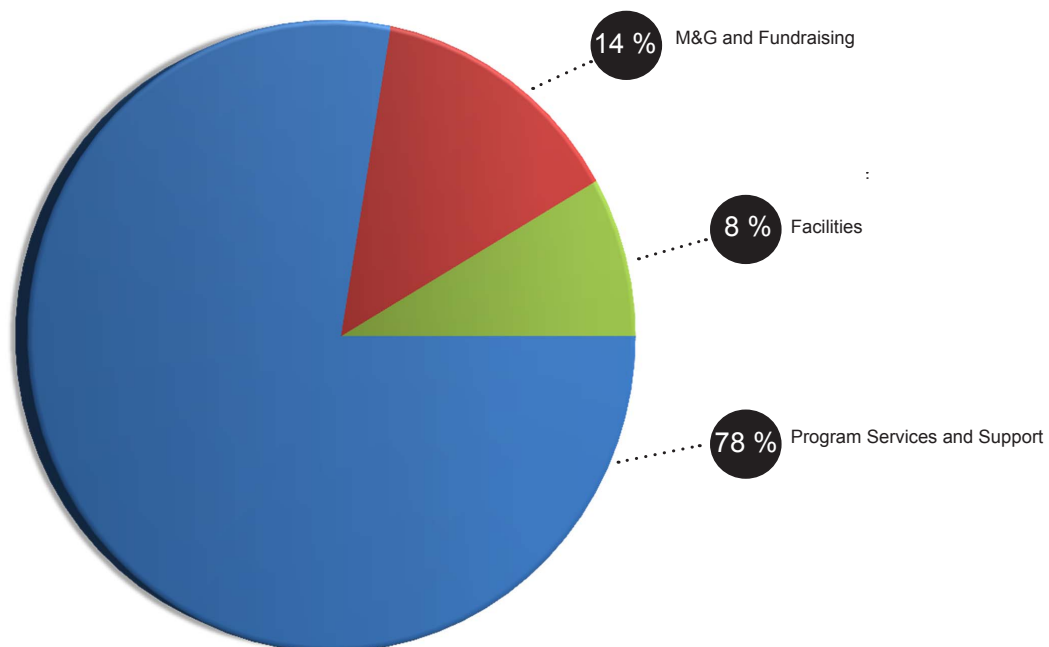
Income sources for the year ended September 30, 2015

Total operating revenues \$6,118,496



Expenses by program for the year ended September 30, 2015

Total expenses \$6,172,332



Statements of Financial Position

September 30, 2015 and 2014

ASSETS			
		2015	2014
CURRENT ASSETS:			
Cash	\$	180,566	\$ 4,647
Investments		37,222	80,307
Program service fees receivable		185,895	274,033
Other accounts receivable		235,621	207,761
Bequest receivable		46,000	-
Prepaid expenses and other		35,383	46,164
Total current assets		720,687	612,912
INVESTMENTS , net of current portion		1,648,772	1,731,644
PROPERTY AND EQUIPMENT , net		2,904,772	3,014,425
Total assets	\$	5,274,231	\$ 5,358,981
LIABILITIES AND NET ASSETS			
CURRENT LIABILITIES:			
Accounts payable	\$	9,810	\$ 20,672
Accrued expenses		264,067	270,223
Current portion of long-term debt		27,960	26,873
Deferred revenue		38,462	40,775
Total current liabilities		340,299	358,543
Note payable, bank		469,642	385,674
Long-term debt, net of current portion		558,043	585,997
Total liabilities		1,367,984	1,330,214
NET ASSETS:			
Unrestricted :			
Operating		(406,506)	(347,280)
Designated by the Board of Directors		1,035,442	1,101,003
Property and equipment		2,318,769	2,401,555
Appreciation of Board designated investments		48,539	91,529
Total unrestricted		2,996,244	3,246,807
Temporarily restricted:			
Purpose		237,016	142,690
Appreciation of permanently restricted endowment		148,614	160,897
Total temporarily restricted		385,630	303,587
Permanently restricted		524,373	478,373
Total net assets		3,906,247	4,028,767
Total liabilities and net assets	\$	5,274,231	\$ 5,358,981

Statements of Activities and Changes in Net Assets for years ended September 30, 2015 and 2014

OPERATING REVENUES AND PUBLIC SUPPORT			
		2015	2014
Program Service Fees			
Government contracts	\$	3,002,495	\$ 2,933,638
Individuals and other		1,925,945	1,939,264
Grants and contributions		672,243	524,486
United Way		236,200	243,500
Special events, net of expenses of \$32,993 and \$31,567 in 2015 and 2014, respectively		48,868	39,226
Investment income appropriated for operations		100,522	95,239
Miscellaneous income		81,116	34,283
Membership dues		28,442	30,055
Donated materials and services		22,665	26,263
		<u>6,118,496</u>	<u>5,865,954</u>
EXPENSES			
Program Services			
Health Promotion Services		506,985	471,133
Child Care		2,234,307	2,131,847
Transitional Housing		131,655	125,537
Women's Economic Empowerment		203,406	243,848
Domestic Violence Services:			
Daybreak		906,417	795,518
BWR		685,240	705,275
		<u>4,668,010</u>	<u>4,473,158</u>
Support Services			
Management and General		694,703	744,847
Program Support		168,569	170,715
Facilities		522,395	483,285
Development		118,655	122,265
		<u>1,504,322</u>	<u>1,521,112</u>
Total support services		<u>1,504,322</u>	<u>1,521,112</u>
Total expenses		<u>6,172,332</u>	<u>5,994,270</u>
Changes in net assets from operations		<u>(53,836)</u>	<u>(128,316)</u>
NON-OPERATING ACTIVITIES			
Realized gains on sale of investments		66,900	107,692
Investment income, net of fees of \$14,987 and \$22,576 in 2015 and 2014, respectively		51,727	29,105
Loss on disposal of property and equipment		(562)	(1,317)
Investment income appropriated for operations		(100,522)	(95,239)
Unrealized gains (losses) on investments		(86,227)	2,506
		<u>(68,684)</u>	<u>42,747</u>
Total non-operating activities		<u>(68,684)</u>	<u>42,747</u>
Changes in net assets		<u>(122,520)</u>	<u>(85,569)</u>
Net assets, beginning of year		<u>4,028,767</u>	<u>4,114,336</u>
Net assets, end of year	\$	<u>3,906,247</u>	<u>\$ 4,028,767</u>

DONORS

The YWCA Central Massachusetts is grateful to the many individuals, businesses, foundations and organizations that made cash gifts or pledge payments between October 1, 2014 and September 30, 2015. The following list recognizes those that have provided unrestricted operational and program support as well as restricted and capital gifts.

Salem Society

Membership in the Salem Society recognizes donors who make a commitment to support the YWCA Central Massachusetts with an annual leadership gift of \$1,250 or more. Members provide the unrestricted funding necessary to advance the agency's mission by enabling the YWCA to recruit and retain talented and dedicated staff, maintain and improve the physical plant, enhance existing services, and develop new programs to meet emerging needs among women, children and families.

Salem Society Members:

(Anonymous 1)	Liisa Holm	Rene Mikitarian-Bradley	Phyllis Pollack, MD	Susan Woodbury
Margarete Arndt	Robyn Kennedy	Nancy Moscato	George Rand	
Linda Cavaoli	Linda Looft	Charlene Nemeth	Shelley Rodman	
Gail Carberry	Valerie Loring	Judith Ockene, PhD	Lorna Stearns	
Linda Doherty	Susan Mailman	Deborah Penta	Ann Tripp	
Mary Feeney	Mary Fletcher	Linda Maykel, DDS	Cynthia Pitcher	

\$50,000+	\$2,500 - \$4,999		\$500 - \$999	\$250 - \$499
Stoddard Charitable Trust	Anonymous (1)	Harvard Pilgrim Health Care Foundation	Anonymous (4)	Anonymous (3)
United Way of Central Massachusetts	Berkshire Bank Foundation	Liisa Holm	Norman Bitsoli	Elizabeth Adams
Women's Initiative of United Way of Central Massachusetts	Dunkin' Donuts – C&L Donuts	HopeLine New England	Janice Bouchard	Todd Alexander
	Digital Federal Credit Union	C. Greer Jordan	Bowditch & Dewey LLP	Janet Amorello
	Marsh & McLennan New England	Robyn Kennedy	Martha and Doug Breunig	Hazel Berry
\$10,000 - \$49,999	Memorial Foundation for the Blind	Linda Looft	Ingrid Cruse	Roberta Brien
Coghlin Electrical Contractors/Network Services	Ruth A. and Warren A. Ellsworth Foundation	Valerie Loring	Cutler Management Corp.	Nancy Buckingham
George F. and Sybil H. Fuller Foundation	Protector Group Insurance	Susan Mailman	Micki Davis	Lucy Candib, M.D.
Greater Worcester Community Foundation	United Way of Central Massachusetts – Fuller Capital	Nancy Moscato	Carolyn Knight Dik	Clinton Savings Bank
Massachusetts Bar Foundation	Verizon HopeLine	Scott and Jacqueline Wellman	Fund of the Greater Worcester Community Foundation	Karen Currie
Ruth and Peter Metz Family Foundation	Webster Five Foundation	Patrice MacLauchlan	Joseph Gregus	Lori Dawson
Metzger Family Fund of the Greater Worcester Community Foundation		Linda Maykel	Harvard Pilgrim Health Care	Eric Day
Corinne C. Turner Foundation	\$1,000 - \$2,499	John M. Nelson Fund of the Greater Worcester Community Foundation	Penny Johnson	Mary Dean
Verizon Wireless	Anonymous (1)	Charlene Nemeth	Karen Kempskie-Aquino	Karen Dumas
\$5,000 - \$9,999	Margarete Arndt	Judith Ockene	Charles Kingsbury	Louise M. Erskine Real Estate, Inc.
Bank of America Charitable Foundation	Deborah Bitsoli	Orion Emergency Services, Inc.	Jane Klugman	Barbara Fargo
Linda Cavaoli	Gail Carberry	PEACE Fund of the Greater Worcester Community Foundation	David Kurlan	Aleta Fazzzone
Fletcher Foundation	Crystal Carpenter	Deborah Penta	Angela Leblanc	Patricia Fletcher
Health Alliance Hospital	Diocese of Worcester – St. Vincent Community Healthcare Fund	Melinda L. Persons Fund of the Community Foundation of North Central Massachusetts	Ann Lisi	Eve Gilmore
Hoche-Scofield Foundation	Linda Doherty	Cynthia Pitcher	Jane Lochrie	Catherine Goodall
Myles and C. Jean McDonough Foundation	Emerald Club	Providence & Worcester Railroad	Ruthann Melancon	John Grady
Reliant Medical Group Foundation	Fallon Community Health Plan	David Riley	Janet Wilson Moore	Ellen Gregus
TD Bank Foundation	Mary Feeney	St. Vincent Hospital	Pilgrim Church	Darlene Heywosch
UMass Memorial Health Care	First Baptist Church Worcester	Sam Schwartzberg	Pilgrim Congregational Church	Allan Johannesen
UniBank for Savings	First Church Sterling	Lorna Stearns	Congregational Church – United Church of Christ	Jean King
	First Congregational Church Paxton	Ann Tripp	Philip Samponaro	Lauraine Lawrence
	Allen Fletcher	Susan Woodbury	Tufts Cummings School of Veterinary Medicine	Barbara Leroux
	Mary Fletcher	Worcester County Food Bank Fund to End Hunger of the Greater Worcester Community Foundation	Kristin Waters	Eric Lukko
	John Gimbel	E. Stanley and Alice M. Wright Foundation		Joseph MacDonough
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				Theresa McBride
				William Meany
				Rita Moran
				Gail Morgan
				Suzanne Singh
				Nebelung
				Bonnie O'Brien
				Oakham Country Day School
				Cheryl Richards
				Jessica Sabourin
				Brenda Seaver
				Helen Shuster
				Carol Winn

\$100 - \$249

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 Kamara Altman Corbin
 Fran Anthes
 Linda Aspell
 Joyce Axelson
 Amanda Baer
 Elizabeth Baldarelli
 Nancy Balducci
 Edla Bloom
 Mary-Ellen Boyle
 Brookfield Unitarian
 Universalist Church
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 CEC Entertainment,
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Up to \$99

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 Bank of America United
 Way Campaign
 Berkshire United Way
 Big Y Foods, Inc.
 Dow Chemical
 Liberty Mutual - Give
 with Liberty
 Hanover Insurance
 Group Foundation
 Intel Corporation
 Metrowest Home Health
 Care
 National Grid
 Rockland Trust
 Company
 Stop & Shop
 Supermarkets
 Tiaa-Cref Employee
 Giving Campaign
 UBS
 United Way of Central
 Massachusetts
 United Way of Central
 New Mexico
 United Way of Greater
 Plymouth County
 United Way of
 Massachusetts Bay/
 Merrimack Valley
 United Way of Midland
 County
 United Way of North
 Central Massachusetts
 United Way of
 Tri-County
 Unum Group
 Verizon Foundation
 YWCA Central
 Massachusetts

Other
Amazon Smile
Foundation
PayPal Giving Fund

United Way Partners
United Way of Central
Massachusetts
United Way of North
Central Massachusetts

Government
Child Care Resources
City of Leominster
City of Worcester
Mass Department of
Children and Families
Mass Department of
Early Education and
Care
Mass Department of
Elementary and
Secondary Education
Mass Department of
Housing and
Community
Development
Mass Department of
Public Health
Mass Department of
Transitional Assistance
Mass Office of Victim
Assistance

In-Kind
American Printing &
Envelope
Classic Toy Shop
Mugford's Flower Shoppe
PENTA Communications,
Inc.
Sleep Number Stores
Sweet T's Catering
Worcester Business
Journal
Worcester Telegram &
Gazette

**THANK YOU
STUDENTS**
Clark University
Stair-a-thon
College of the Holy Cross
– Women's Forum
College of the Holy Cross
– Denim Day
Quinsigamond
Community College - Psi
Beta Honor Society and
Psychology Club.

Thank you to all those individuals who
attended and supported, and the dozens of local
businesses which donated their services and/or gift
items to the YWCA's special events including:
BWR Dance for Peace Dance-a-Thon,
Daybreak Breakfast, and Tribute to Women.

**Special Event
Sponsors**

Dance for Peace
Clinton Savings Bank
Fidelity Bank
Harvard Pilgrim Health
Care
Health Alliance
Hospital
Leominster Credit
Union
Nypro Foundation
Worcester Telegram &
Gazette
Workers' Credit Union

Daybreak Breakfast
Fidelity Bank
Reliant Medical Group
– Atrius Health
Webster Five
Worcester Business
Journal

Stand Against Racism
Bowditch & Dewey
LLP
Worcester Telegram &
Gazette

**Tribute to Women-Kath-
arine F. Erskine Awards
Luncheon**
Bay Path University
Commerce Bank
Hanover Insurance
Group Foundation
Harvard Pilgrim Health
Care
Mirick O'Connell
PENTA
Communications, Inc.
Quinsigamond
Community College
Women's Initiative of
United Way of Central
Massachusetts

Volunteers

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SuccessFactors/SAP
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The YWCA wishes to acknowledge all the individuals and
companies whose in-kind donations have a much greater
impact on YWCA programs and their participants than people may realize.
Whether they are books or games for the children in our child care centers
or emergency shelter, small household items for women in our transitional
housing program, gifts for families during the holidays, clothing, or com-
puter equipment, THANK YOU!



Staff make every attempt to insure that the information included in the lists below is accurate and complete. If there are
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please accept our apologies.

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 Kimberly Devine – Holy Cross
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 John Eisner – PALS
 Jacqueline Galvinhill – Holy Cross
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