



# eliminating racism empowering women



eliminating racism  
empowering women  
**ywca**

Central Massachusetts

**2014-2015 Community Report**





*Reflection at the Empty Place at the Table display during the Annual Daybreak Breakfast.*



*A crowd of all ages gathered in solidarity watch a youth performance at the Stand Against Racism.*



*Young Parents Program participants joining Teen Parent Lobby Day at the State House.*



*Early Education staff doing musical play with a group of children.*



*Members of the Fitchburg State University Dance Team attending the Annual Dance for Peace.*

# Letter from the Executive Director and Board President



YWCA Friends and Supporters,

As we begin our 130th year of service to the greater Worcester Community, the YWCA Board launches a vision and plan for the next five years. We spent the better part of a year and engaged stakeholders at all levels to help us prepare this strategic plan. It is bold and focused with benchmarks and milestones along the way. We addressed stronger Governance practices and Leadership continuity at all levels. Most importantly, the threads of Racial Justice and Women's Economic Empowerment weave through all programs and guide our activities. Finally, we have restructured the organization for better alignment of staff and resources.

With all eyes focused on the future, a Theory of Change model was developed to address the disparity and inequality in health, education, income and power for women and people of color. Our strategies and outcomes are pointed at program participants and our position in community impact for the short and long term. All programs (current and future) will be measured against a Strategy Screen to guide decision making and resource allocation.

At the same time, our learning is grounded in our current successes measured by investment in evaluation and technology.

At the heart and soul of it all, are the thousands of stories of women, girls and families who have survived and even thrived through the generous support of our donors walking hand in hand with the talented staff and volunteers.

Please join with us, once again, on this journey to ensure racism is not tolerated and that women, girls and their families have access to the tools and resources, coupled with their own strengths, to shape and measure their success. Please lend your voices to ours as we seek to shape policy that addresses the disparities and inequalities which impact our communities.

Thank you.

A handwritten signature in black ink that reads "Linda Cavaioni".

Linda Cavaioni  
Executive Director

A handwritten signature in black ink that reads "Linda C. Looft".

Linda Looft  
Board President



# racial & social justice

**A**dvocacy - As the nation's oldest and largest national multicultural women's movement, the YWCA is comprised of over 250 local associations, regional leadership and a national office in Washington D.C. - who all work together, across the nation to strengthen women's voices.

The YWCA brings first-hand knowledge of how federal policies and programs affect women, girls, and their families in communities across the country.

The YWCA Central Massachusetts carries on this long tradition of social action and advocacy to meet the twin goals of women and girls' economic empowerment and racial justice in our community.

Locally, the YWCA's Public Policy Committee is responsible for understanding and presenting national, state, and local public policy issues to the Board of Directors, its members and community stakeholders for information, review, and action.

The Racial Justice Task Force was created to serve as a venue for educating and awareness building around the issue of racial justice.

The Stand Against Racism is an annual public education event that brings together like-minded organizations that share in the YWCA's vision of eliminating racism and celebrating the richness of diversity.

The YWCA Central Massachusetts is a key partner with the City of Worcester in a series of dialogues on race, with facilitators from the Department of Justice.

21

Organizations in Worcester joined the Stand Against Racism for the first time.

300+

People joined the Stand Against Racism rally at City Hall, a positive celebration of diversity, and call to community action.



# womens economic empowerment

Empowering women to build a strong future.

**E**mpowering Women - The YWCA Central Massachusetts seeks to improve the lives of girls and women by increasing leadership development opportunities and by highlighting and promoting the importance of leadership skills, education, and community service among women of all ages.

The YWCA's leadership development programs are designed to help participants build a strong future. The agency works 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.

The Young Parents Program (YPP) helps expecting and parenting teens gain the knowledge and skills needed to earn their high school equivalency certificate and to provide a safe nurturing environment for their children. Through case management, parenting skills education, financial literacy, career/college planning, advocacy, and referral, young parents learn to set goals that lead to long-term self-sufficiency for themselves and their families.

YWCA's Transitional Housing Program (THP) offers an affordable housing option, paired with individual 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.



10

Young women graduated from the Young Women's Leadership Program.

15

Students earned their high school equivalency certificate (HiSET).

7

YPP Students started educational certificate programs or college.

21

THP participants successfully completed the program and found permanent housing.





# domestic violence services

A comprehensive program that provides support to survivors of domestic violence.

**V**ictims Services - Designed to meet the needs of all individuals whose lives are affected by interpersonal violence as they journey from victim to survivor. All services are confidential and free of charge. These include two confidential emergency shelters, a crisis hotline, court advocacy, individual short-term advocacy, and support groups.

The YWCA's Outreach and Prevention Program offers violence prevention education services for youth, teens and adults. Our violence prevention services educate the community by equipping individuals with the skills to resist violence and abuse and promote healthy, non-violent interaction.

The Coordinated Community Response Network (CCRN) is a partnership with the YWCA and community agencies and advocates to assist domestic abuse victims in accessing services. High Risk Response Teams bring together the district attorneys office and police and probation departments to identify cases at risk for lethality. Intervention networks partner the YWCA with police departments in Worcester and Leominster.

189

Adults and children found safety and refuge in our confidential emergency shelters.

3,107

Adults received assistance seeking protective orders using the SAFEPLAN program.

5,716

Individuals received prevention education.

1,302

Adults received crisis intervention, criminal justice advocacy, and victim services by an advocate at the Worcester Police Department.



Debbie\* entered the YWCA's confidential emergency shelter traumatized and unyielding. At first, she was distant from staff and shared very little about herself and her story.

In the first few months her anxiety spilled over into outbursts of verbal hostility with other participants and staff. As she developed a trust with staff, Debbie began to make great strides in her journey from victim to survivor.

She worked with a licensed therapist to rediscover herself, and with the legal system to clear up her court cases. With a better grasp on daily life, Debbie was able to complete housing applications and work on establishing an income. She also re-established visitation with her son and was able to renew their bond.

After some time and a lot of effort, Debbie found a job and was awarded a housing voucher. She left shelter stronger and equipped to make better choices about her future.

In a letter to staff, Debbie recently wrote: "I couldn't have done it without you. You helped me grow and become a better person and mother. I am so proud of myself for not giving up. Thank you so much you have no idea how much of a positive influence you guys have been to me."

*\* Debbie's name was changed for confidentiality.*

# early education and care

Education, school-readiness, and social development opportunities in a safe and nurturing environment.

**E**arly Education & Care - The YWCA's Child Care Centers provide a warm, nurturing, and secure environment for every child. Programs are offered for children age one month to six years, and offer age-appropriate learning in a diverse and fun setting.

The YWCA's after-school program offers a balance of academic support, arts & cultural enrichment, recreation and nutrition. School-age programs are located in two Worcester Public Schools, and offer full day programming during school holidays and vacation.

Camp Wind-in-the-Pines is a summer day camp for school-aged children located on Stiles Reservoir in Leicester. Each session is packed with themed activities, games, and projects, as well as traditional camp activities. The summer literacy program keeps children reading all summer with fun challenges and total camp participation. Scamper Camp offers an exciting and developmentally appropriate introduction to camp for children entering kindergarten .



192

Children served daily in group child care.

98 %

of children meet their milestones and are kindergarten ready.



101

Participants in *Learning4Fun* Afterschool Programs.

80%

of youth in K-3 increased reading level after participating in summer literacy program.

147

Campers served.





# health promotion services

Positive wellness services that are consistent with the YWCA's core beliefs.

**F**itness Center - The YWCA Health & Wellness Center is a full-service fitness center with a strength & cardio room, gymnasium, swimming pool, fitness classes, personal training, and a full aquatics program.

Health Promotion Services offers so much more than fitness. The YWCA works to benefit communities who have experienced systemic barriers to accessing health services and local, healthy food as part of our Food Justice initiative.

Programs such as the YWCA's Healthy Youth Development program have a positive impact on young people's ability to improve their self-esteem and realize their potential. A variety of activities offered weekly address the needs of youth, including fitness, aquatics, creative and educational initiatives.

Institutional partnerships provide access for under-served local populations and non-profit agency staff to provide access and opportunities to those who may otherwise not have access to a wellness program.

ENCORE<sup>plus</sup> supports breast cancer survivors by providing valuable emotional and rehabilitative physical support.



1,045

Participants accessed our fitness center.

1,056

YouthConnect participants.

592

Swim lesson participants.

80

Families participated in weekly nutrition workshops as part of Family Fun Friday.

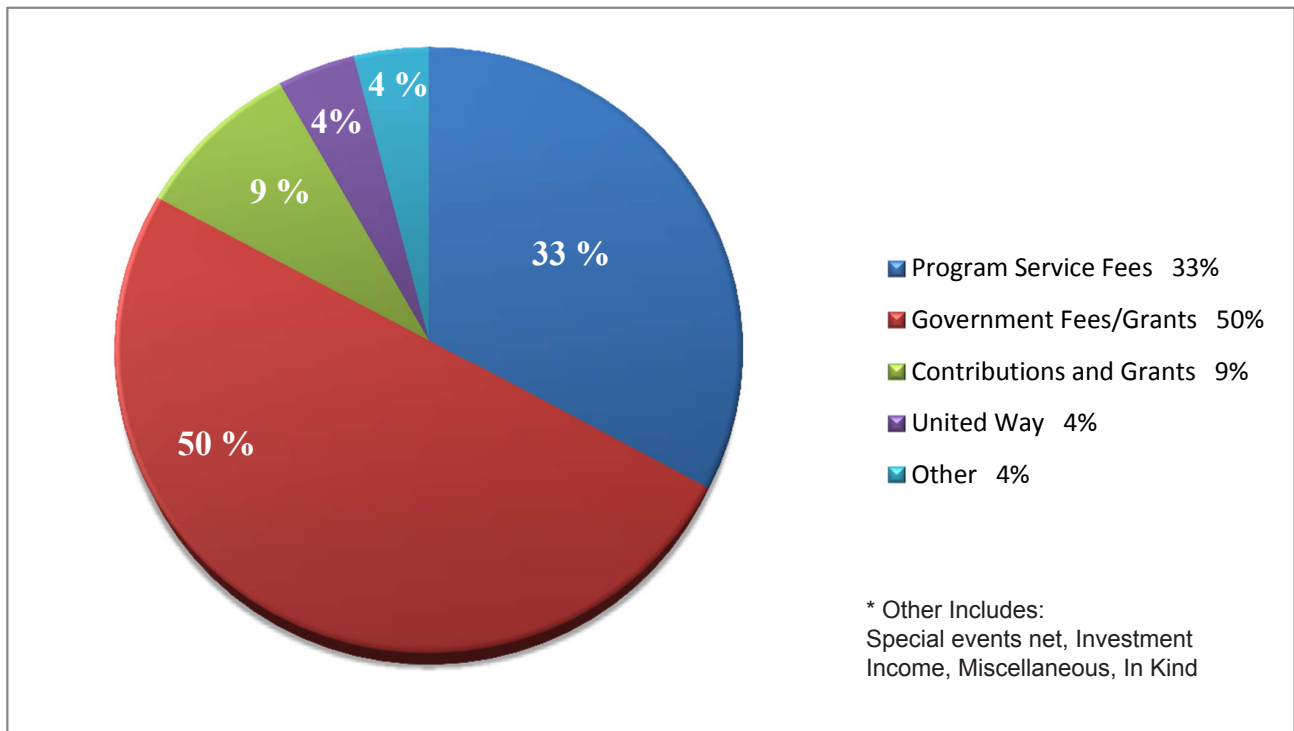
21

ENCORE<sup>plus</sup> participants.

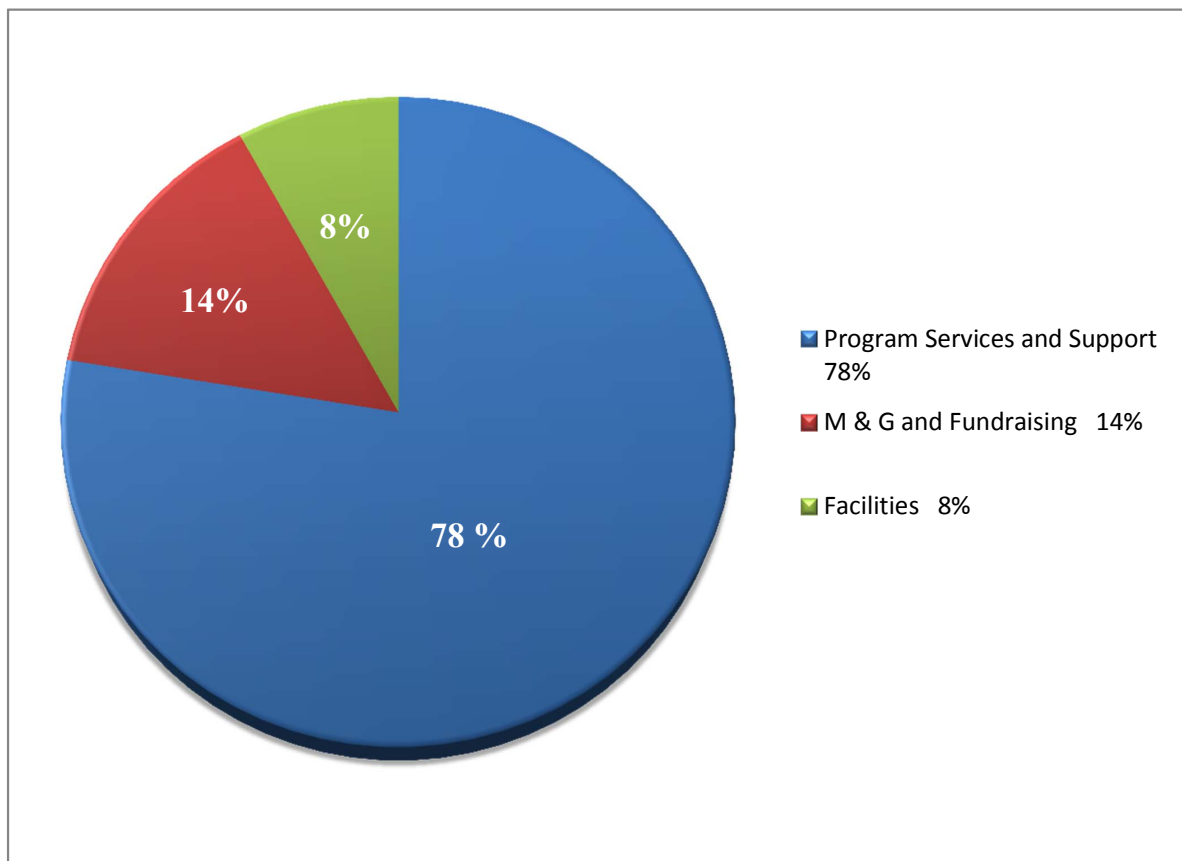




**Income sources for the year ended September 30, 2014.**  
**Total operating revenues \$5,865,954.**



**Expense by program for the year ended September 30, 2014.**  
**Total expenses \$5,994,270.**



## Statements of Financial Position September 30, 2014 and 2013

ASSETS		
	2014	2013
<b>CURRENT ASSETS:</b>		
Cash	\$ 4,647	\$ 13,704
Investments	80,307	61,140
Program service fees receivable	274,033	227,446
Other accounts receivable	207,761	143,131
Prepaid expenses and other	46,164	32,418
Total current assets	612,912	477,839
<b>INVESTMENTS</b> , net of current portion	1,731,644	1,720,796
<b>PROPERTY AND EQUIPMENT</b> , net	3,014,425	3,159,808
Total assets	<u>\$ 5,358,981</u>	<u>\$ 5,358,443</u>
LIABILITIES AND NET ASSETS		
<b>CURRENT LIABILITIES:</b>		
Accounts payable and accrued expenses	\$ 290,895	\$ 315,235
Current portion of long-term debt	26,873	25,774
Refundable advances	40,775	37,693
Total current liabilities	358,543	378,702
Note payable bank	385,674	252,483
Long-term debt, net of current portion	585,997	612,922
Total liabilities	1,330,214	1,244,107
<b>NET ASSETS:</b>		
Unrestricted :		
Operating	(347,280)	(396,572)
Designated by the Board of Directors	1,101,003	1,086,870
Property, plant and equipment	2,401,555	2,521,112
Appreciation of Board designated investments	91,529	107,484
Total unrestricted	3,246,807	3,318,894
Temporarily restricted :		
Purpose	142,690	187,604
Appreciation of permanently restricted endowment	160,897	129,465
Total temporarily restricted	303,587	317,069
Permanently restricted :		
Endowment	478,373	478,373
Total net assets	4,028,767	4,114,336
Total liabilities and net assets	<u>\$ 5,358,981</u>	<u>\$ 5,358,443</u>



# Statements of Activities and Changes in Net Assets for years ended September 30, 2014 and 2013

OPERATING REVENUES AND PUBLIC SUPPORT		
	2014	2013
Program Service Fees		
Government contracts	\$ 2,933,638	\$ 2,801,703
Individuals and other	1,939,264	1,958,022
Grants and contributions	524,486	509,502
United Way	243,500	213,750
Special events, net of expenses of \$31,567 and \$36,585 for the years ended September 30, 2014 and 2013, respectively	39,226	35,094
Investment income appropriated for operations	95,239	71,159
Miscellaneous income	34,283	45,387
Membership dues	30,055	29,570
Donated materials and services	26,263	12,384
	<u>5,865,954</u>	<u>5,676,571</u>
Total operating revenues and public support		
	<u>5,865,954</u>	<u>5,676,571</u>
EXPENSES		
Program Services		
Health Promotion Services	471,133	482,473
Child Care	2,131,847	2,171,082
Transitional Housing	125,537	123,820
Women's Economic Empowerment	243,848	212,359
Domestic Violence Services:		
Daybreak	795,518	789,735
BWR	705,275	762,550
	<u>4,473,158</u>	<u>4,542,019</u>
Total program services		
	<u>4,473,158</u>	<u>4,542,019</u>
Support Services		
Management and General	744,847	628,375
Program Support	170,715	180,981
Facilities	483,285	473,046
Development	122,265	107,492
	<u>1,521,112</u>	<u>1,389,894</u>
Total support services		
	<u>1,521,112</u>	<u>1,389,894</u>
Total expenses	<u>5,994,270</u>	<u>5,931,913</u>
Changes in net assets from operations	<u>(128,316)</u>	<u>(255,342)</u>
NON-OPERATING ACTIVITIES		
Realized gains on sale of investments	107,692	78,130
Investment income, net of fees of \$22,576 and \$16,223 for the years ended September 30, 2014 and 2013, respectively	29,105	45,269
Loss on disposal of property and equipment	(1,317)	(1,676)
Investment income appropriated for operations	(95,239)	(71,159)
Unrealized gains on investments	2,506	16,711
	<u>42,747</u>	<u>67,275</u>
Total non-operating activities		
	<u>42,747</u>	<u>67,275</u>
Changes in net assets	<u>(85,569)</u>	<u>(188,067)</u>
Net assets, beginning of year	<u>4,114,336</u>	<u>4,302,403</u>
Net assets, end of year	<u>\$ 4,028,767</u>	<u>\$ 4,114,336</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, 2013 and September 30, 2014. 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:

Margarete Arndt	Renee Mikitarian-Bradley
Linda Cavaoli and	Nancy Moscato
John Medbury	Charlene Nemeth
Lori Dawson	Judith Ockene
Linda Doherty	Phyllis Pollack
Mary Fletcher	George Rand
Liisa Holm	Shelley Rodman
Robyn Kennedy	Nancy Sala
Linda Looft	Lorna Stearns
Valerie Loring	Ann Tripp
Susan Mailman	Susan Woodbury
Linda Maykel	

### \$50,000+

United Way of Central  
Massachusetts  
United Way of Central  
Massachusetts –  
Women's Initiative

### \$25,000 - \$49,999

Fred Harris Daniels  
Foundation  
Greater Worcester  
Community Founda-  
tion  
Massachusetts Bar  
Foundation  
Corinne C. Turner  
Foundation  
United Way of North  
Central Massachusetts

### \$10,000 - \$24,999

Allstate Foundation  
Coghlin Electrical  
Contractors/Coghlin  
Network Services  
Fletcher Foundation  
Ruth and Peter Metz  
Family Foundation  
Stoddard Charitable Trust

### \$5,000 - \$9,999

Bank of America  
Charitable Foundation  
Berkshire Bank  
Foundation  
Linda Cavaoli and John  
Medbury  
Fallon Community Health  
Plan  
Hoche-Scofield  
Foundation  
People's United  
Community Foundation  
Rite Aid Foundation  
TD Charitable  
Foundation  
TJX Foundation  
UniBank for Savings  
Wyman-Gordon  
Foundation

### \$1,000-\$4,999

Anonymous (2)  
Agnes M. Lindsay Trust  
Margarete Arndt  
Deborah Bitsoli  
Marion Charbonneau  
Community Foundation  
of North Central  
Massachusetts - Melinda  
B. Persons Fund  
Lori Dawson  
Linda Doherty  
E. Stanley and Alice M.  
Wright Foundation  
First Baptist Church  
Worcester  
Mary Fletcher  
Hanover Insurance Group  
Foundation  
Liisa Holm  
HopeLine New England  
Junior League of  
Worcester

Robyn Kennedy  
Linda Looft  
Valerie Loring  
Susan Mailman  
Marlborough Savings  
Charitable Foundation  
Linda Maykel  
Renee Mikitarian-Bradley  
Rita Moran  
Nancy Moscato  
Charlene Nemeth  
Judith Ockene  
ORBIS Corporation  
Orion Emergency  
Services, Inc.  
Phyllis Pollack  
George Rand  
David Riley  
Shelley Rodman  
Roman Catholic Diocese  
of Worcester  
Ruth H. and Warren A.  
Ellsworth Foundation  
Saint Gobain Corporaton  
Charitable Foundation  
St. Vincent Hospital  
Nancy Sala  
Lorna Stearns  
Stowe & Degon, LLC  
Ann Tripp  
UMass Memorial Health  
Care, Inc.  
Susan Woodbury

### \$500 - \$999

Anonymous (2)  
Norman Bitsoli  
Janice Bouchard  
Bowditch & Dewey  
Ingrid Cruse  
Micki Davis  
Eric Day  
Aleta Fazzzone  
First Baptist Church  
First Church in Sterling  
First Congregational  
Church West Boylston  
Greater Worcester  
Community  
Foundation -  
Carolyn Knight-Dik  
Fund  
Greater Worcester  
Community  
Foundation –  
Marla Maykel Fund  
Penny Johnson  
Ann Lisi  
Jane Lochrie  
Elaine Lucas  
Susan Mantha  
Virginia Monte  
Gail Morgan  
Reliant Medical Group  
Philip Samponaro  
Sam Schwartzberg  
Nancy Wimberg

### \$250 - \$499

Anonymous (2)  
Janet Amorello  
Arpi Aprahamian  
Joyce Augustus  
Hazel Berry  
Edla Bloom  
Roberta Brien  
Nancy Buckingham  
Gail Carberry  
Cole Contracting  
Mary Dean



Barbara Fargo  
Lynne Feraco  
Patricia Fletcher  
Wesaline Gadson  
Eve Gilmore  
Ellen Gregus  
Joseph Gregus, Jr.  
Darlene Heywosz  
Meghan Maceiko  
Theresa McBride  
William Meany  
Melvin S. Cutler  
Charitable Founda-  
tion  
Janet Moore  
Suzanne Nebelung  
Bonnie O'Brien  
Cheryl Richardson  
Jessica Sabourin  
Joan and Lester  
Sadowsky  
Carol Seager  
Ann Stamm  
Unum Group  
Kristin Waters  
Carol Winn

#### **\$100 - \$249**

Anonymous (11)  
Fran Anthes  
Wendy Ardizzone  
Elizabeth Baldarelli  
Nancy Balducci  
Elaine Beals  
Bless It Ministries  
Dianne Bruce  
Sally Buffum  
Mary Callahan  
Lucy Candib  
Virginia Cardoso  
Jessica Caron  
Etel Capacchione  
Elaine Cinelli  
Coalition for Building  
Strong Communities  
(CBSC)  
Edwin Coghlin\*  
Thomas Cole  
Charlene Craven  
James DelSignore  
Cindy Dube  
Linwood Erskine  
Aleta Fazzzone  
Martin Ferguson  
Ann Flynn

*\*Deceased*

Kathleen Gemma  
Gary Gemme  
Eve Gilmore  
Catherine Goodall  
Andrea Gossage  
Damian Gowaski  
Cory Gracie  
Health Alliance  
Hospital  
Darlene Heywosz  
Sandra Honig  
Betty Hoskins  
Denise Jolicoeur  
Mary Kennedy  
Barbara Kohin  
Lauraine Laurence  
Betty Ann Lloyd  
Christine MacWade  
Judith Maruca  
Massachusetts Elks  
Association, Inc. –  
Gardner Elks  
Anita Maurier  
Lia McCarthy  
Joyce McNickles  
Ruthann Melancon  
Linda Mercier  
Carol Ann Millette  
Kathleen Mitchell  
Ellen More  
Margaret Morris  
Sandra Morin  
Lisa Olinger  
Kathleen Palm  
Deborah Pickett  
Prosperity Rebekah  
Lodge #68  
Cindy Purcell  
Heather Ralston  
Gareth Roberts  
Luanne Remillard  
Margaret Rwaramba  
Nancy Sarafian  
Helen Shuster  
Muazzez Elif Sikoglu  
Ann Stamm  
Bruce Sutter  
Maria Tembenis  
Liz Tomaszewski  
Margaret Traina  
Phuong Thoa Thi  
Truong  
Unitarian Universalist  
Society of Grafton and  
Upton

Uno Restaurant LLC  
Judith Uthoff  
Sharon Viles  
Victoria Waterman  
Pauline White  
Johnny Whitfield  
Virginia Woodbury  
Worcester Business  
Development  
Corporation  
Employees  
Elaine Wright  
Janice Yost

#### **Up to \$99**

Anonymous (9)  
Annemarie  
Adu-Frimpong  
Therese Adams  
Elsa Ahnrud  
Daniel Anderson  
Paul Arsenault  
Stephanie Ash  
Theopphilus Ayeh  
Ruth Azmat  
Christian Baehrecke  
David Baumgart  
Madeleine Beaulieu  
Violet Beckett  
Barbara Bell  
Elizabeth Bell  
Laura Berg  
Dean Berube  
Christienne Bik  
Patricia Bizzell  
Jody Boduch  
Elisabeth Borg  
Rick Breault  
Richard Brown  
Nathan Buck  
Wendy Burroughs  
Katherine Cannon  
Richard Capistran  
Joyce Cariglia  
Vincent Carver  
Pamela Casevant  
Center for Integrated  
PT  
Sandra Chacon  
Kathleen Chiavaras  
Leonard Ciuffredo  
Patricia Clark  
Michael Cramer  
Christine Collins  
Laurie Collins

Matt Collins  
Natasha Colonero  
John Congdon  
Janis Conlon  
Joanne Cox  
Benjamin Cuba  
Kim Dawkins  
Leslie Delmonaco  
Melanie Demarais  
Julie Dembek  
Carole Demchak  
John Diccico  
Dorothy Dimitri  
Thomas DiReda  
Margaret Donoghue-Eddy  
Joan Douty  
Scott Dudley  
John Duggan  
Allison Dunn  
David Earls  
Regina Edmonds  
Kate Egnaczak  
Deborah Ellstrom  
Carolyn Erskine  
Deborah Fafard  
Eskinder Fanta  
Judy Freedman Fask  
Judy Finkel  
Deborah Fins  
Fitchburg Firefighters  
Local 3128 Community  
Betterment Fund  
Patricia Flanagan  
Ann Flynn  
Geri Fuhrmann  
Vanessa Garcia  
Brian Garvey  
Jessica Gemme  
Brenda Gerardi-Guzzi  
Dorista Goldsberry  
Izaida Gonzalez  
Good as Gold Coffee  
Systems, Inc.  
Gregory Gorski  
Patricia Gould  
GRC Wireless, Inc.  
Patricia Hallberg  
Ben Hammond  
Sharon Hilson  
Alean Howard  
Adrian Hubley  
Sara Hunt  
Kurt Huttgren  
Dennis Irish

Noreen Johnson Smith  
Donald Jolie  
Christiana Joseph  
Nora Keefe  
Christine Kelly  
Chris Kerylow  
Judith Kirk  
Peggy Kocoras  
Patricia Lambert  
Colleen Laviolette  
Paige Lee  
Jerry Lembcke  
Marcia Levesque  
Suzanne Lewandowski  
Bertha Lewis  
Patricia Lewis  
Stephanie Lewis  
Neal Lipsitz  
Peter Lohrmann  
Troy Lowe  
Sarah Loy  
Agnes Lucey  
Karen Ludington  
David Lyons  
Alexandra Mably  
Ronald Macon  
Susan Maedler  
Alexandrea Maki  
Deborah Martin  
Jamie Mcavey  
Bryna McConarty  
Janet McDonald  
Ogretta McNeil  
Donna McGrath  
Mary Meade-Montaque  
Mary Menzigian  
Christopher Mehne  
Patrick Mettler  
Matt Monahan  
Alexandra Montgomery  
Andrea Morais  
Gina Moretti-  
MacConnell  
Susan Mulrooney  
Jane Murray  
Laura Myers  
Luyen Nguyen  
David Oates  
Elissa O'Connor  
Barbara Olendzki  
Gene Park  
Nicole Mercier Parker  
Mary Pasquale  
Anthony Pellegrini

Cristina Picozzi  
 Julie Pierce  
 Sara Port  
 Barbara Powers  
 Joyce Prouty  
 Mary Puzemis  
 Marjorie Purves  
 Michael Reardon  
 Genie-Rae Richard  
 Ruth Tubin  
 Jessica Sabourin  
 Brenda Safford  
 Amanda Sagarin  
 Raymond Sansoucy  
 Laurence Sawyer  
 Peter Scott  
 Gloria Sears  
 Shelter Alliance  
 Jim Shepardson  
 Shirley Shepardson  
 Lisa Siciliano  
 Anika Smith  
 Tonya Spagnuolo  
 David Spanagel  
 Edna Spencer  
 Rosemary Stone  
 Susan Manero &  
 Associates LLC  
 Tina Swaney-Black  
 Michael Swanson  
 Talbot's Holden  
 Carol Temmallo  
 Sheila Tetler  
 Jane Toomey  
 Michael True  
 Allister Tshudy  
 Dolly Vazquez  
 Elaine Vescio  
 William Walters  
 Kathleen Wanat  
 Parker Wellington  
 Barbara Werblin  
 Kathryn Wiberg  
 Jennifer Wiech  
 Edith Witherell  
 Donna Wright  
 YWCA Nereids  
 Swim Club  
 Tracy Young  
 Tiejun Zhang

**Employee Giving and Matching Gifts Companies**  
 AbbVie, Inc. Employee Giving Campaign  
 Bank of America United Way Campaign  
 Big Y Foods, Inc.  
 FedEx Corporation  
 Give with Liberty  
 Hanover Insurance Group  
 Morgan-Worcester, Inc.  
 Liberty Mutual  
 National Grid  
 Target  
 United Way of Central Massachusetts  
 United Way of Central New Mexico  
 United Way of Massachusetts Bay/Merrimack Valley  
 United Way of North Central Massachusetts  
 United Way of Tri-County  
 United Way of Webster & Dudley  
 Unum Group

**In Memory of Jean Mattson**  
 Joanne Giannone  
 Lorraine Hudak  
 Catherine Humphreys  
 Jean Mattson  
 Jo Pointer  
 Bernadette Roop  
 Larry Saklad  
 Thomas Shiner

**In Memory of Jean Perkins**  
 Deborah Ellstrom  
 Donna McGrath  
 Carol Seager  
 Lowerre Simsarian  
 The Jericho Road Project  
 Worcester Community Action Council

**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

**Girls CHOICE Program**  
 Fred Harris Daniels Foundation  
 Greater Worcester Community Foundation – Metzger Family Fund  
 United Way of Central Massachusetts-Women's Initiative

**In-Kind (\$1,000+)**  
 Shrewsbury Nursing & Rehabilitation Center  
 Worcester Telegram & Gazette

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 – BWR Dance for Peace Dance-a-Thon, Daybreak Breakfast, and Tribute to Women.

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The YWCA Central Massachusetts would like to thank the many volunteers who spend time in our programs throughout the year, and those who join us to help with special projects. Your efforts are appreciated by our staff and program participants.

**THANK YOU!**

*Staff make every attempt to ensure that the information included in this list is accurate and complete. If there are omissions, misspellings or other errors, please report them to the Marketing/Resource Development Office at 508-767-2505, extension 3009 and please accept our apologies.*



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