

annual report

eliminating racism, empowering women, and promoting peace, justice, freedom, and dignity for all



eliminating racism
empowering women

ywca

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2013–2014 YWCA board of directors (terms)

Chairperson: Magda Kmiecik (2013–2016)	Malika Evanco (2013–2016)
Vice Chairperson: Beth Norman (2013–2016)	Kristin Green (2011–2014)
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Kathy Cramer (2013–2016)	Wayne Strong (2013–2016)
Beth Curley (2013–2016)	CEO: Rachel Krinsky

Dear friends of the YWCA,

In 2013, 2500 community members participated in YWCA programs to reach stable housing, better jobs or to grapple with issues of racial and gender equity. We are proud to make significant impact on our community in these three critical areas and we thank you for the support that makes this work possible.

In the Housing & Shelter area, we have continued to provide safe, quality, supported 81 units of housing for single women and over 100 units of family housing—over 450 people at any given time—at our building downtown and in the community through excellent partnerships with other housing and social service organizations, landlords, and funders. **Over 91% of those in our housing programs are able to maintain their housing for 12 months or longer.** These programs are helping people like Anna*.

Our Race & Gender Equity programs have grown exponentially this year. The Restorative Justice program is reducing out-of-school suspensions that disproportionately affect youth of color in 12 schools. The Racial Justice Summit had our highest attendance ever. And, we launched the Moxie Conference and YWomen Lead professional development series. These new women's leadership programs have been very well received. Race & Gender Equity programs are helping people like Pamela*.

“ Pamela was heading towards trouble in school, after Restorative Justice programming, she’s making different choices and getting involved in school activities. ”

“ Anna escaped domestic violence, moved into safe housing and got a job as a teacher! ”

I’ve just completed my second year in the CEO seat and it continues to be a pleasure and challenge.



Job Training & Transportation programs survived a year of funding threats and changes, and have emerged whole. **These programs help 200 people find and/or maintain jobs each year.** Job training and transportation programs are helping people like Tamara*.

“ Tamara went from homelessness to making \$27 an hour. ”

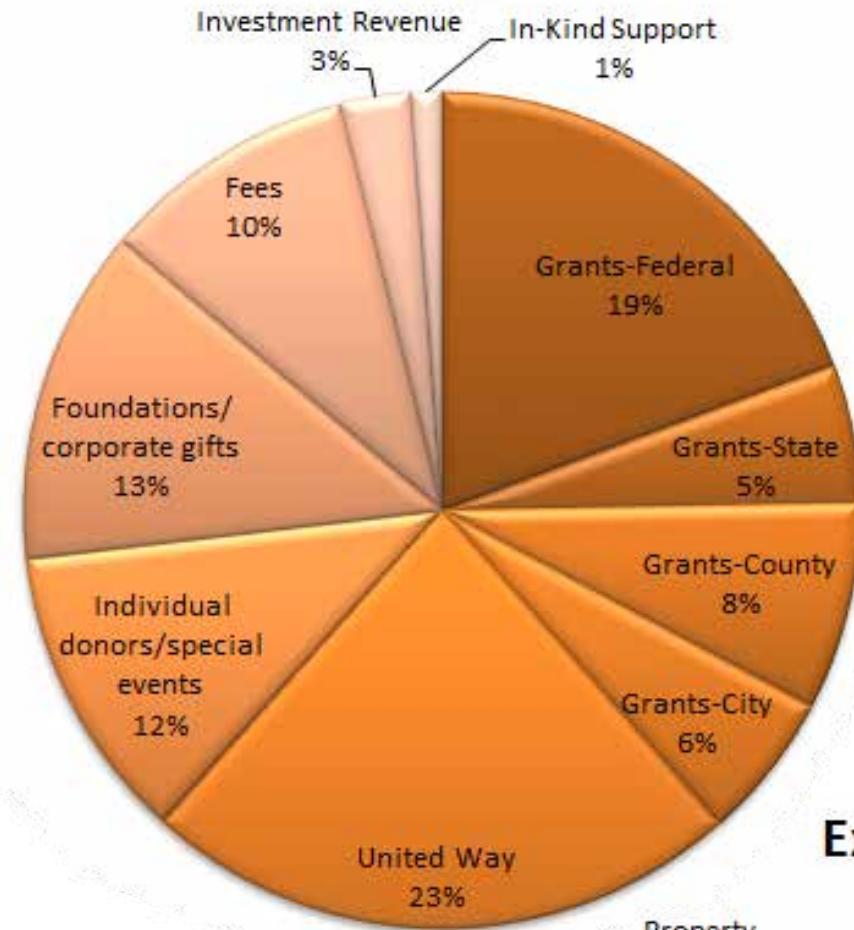


*names changed to protect confidentiality.

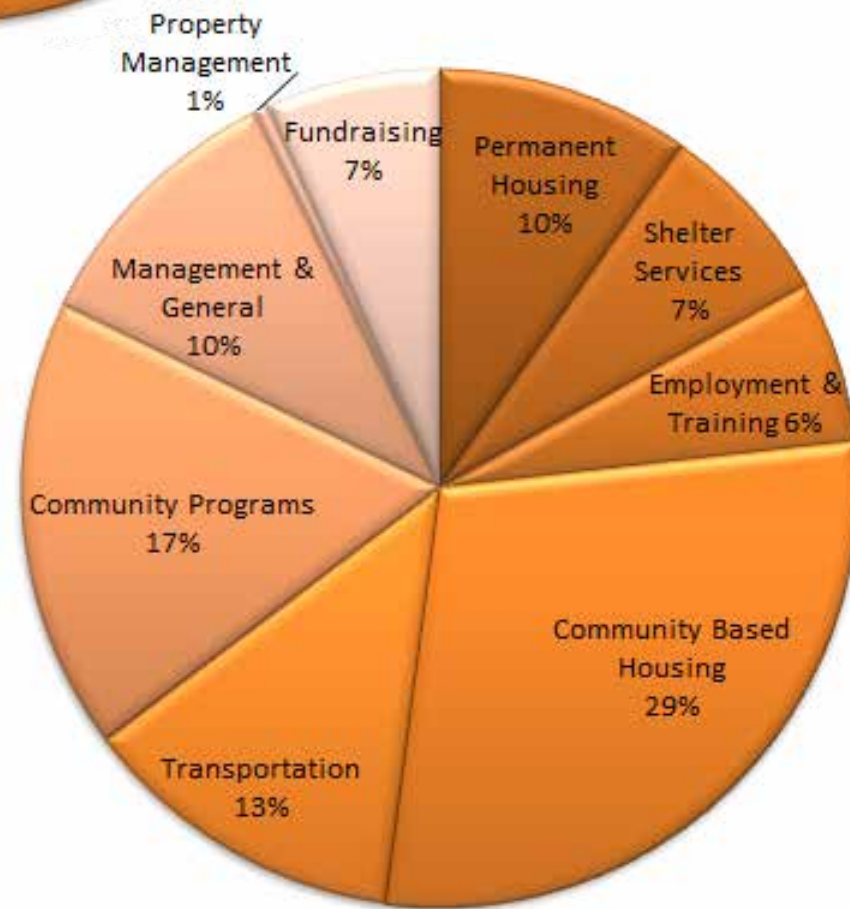
Revenue & Expenses

For the year ending December 31, 2013

Revenue



Expenses



Annual Community Awards

Each year, the YWCA recognizes community members for their contributions and achievements.

2013 Women of Distinction Award Winners

(in order of appearance in photo above, from left, YWCA Rachel Krinsky is third person from left)

- Tehmina Islam
- Salli Martyniak
- Becky Steinhoff
- Andreal Davis
- Mona Adams Winston
- Betty Banks

View a complete list of the 202 Women of Distinction award winners honored since 1974 at www.ywcamadison.org/academy. Nominations for the next Women of Distinction awards are made available each year in November.

2013 Volunteer Recognition

YWCA Volunteer *Magda Kmiecik* was recognized with the United Way Dane County's Mike McKinney Award.

Women in Focus was recognized by the United Way for their involvement with the YWCA.

Heil Scholarships

The YWCA Heil Scholarship provides grants to worthy students who are current or former residents of the YWCA Madison or have participated in YWCA Madison programs to pursue educational opportunities. The goal of the scholarship is to assist the recipients in achieving personal

and professional success so that they can provide an improved and stable quality of life for themselves and their families.

2013 Heil Scholarship Recipient

LeAndrea Vernon

Volunteers

The YWCA believes everyone has something to contribute and receive from participation within the YWCA community. Volunteers are an integral part of the programs of YWCA Madison. These, and the myriad of other activities staffed by volunteers, help make YWCA programs quality experiences for both participants and volunteers.

Participant Demographics

448 (434 adults and 14 teens) people volunteered and provided 7913 hours of service in 2013

Ethnic/racial background of volunteers

- 67% (298) White
- 11% (51) African American
- 3% (15) Latin@
- 3% (15) Asian
- 2% (7) Multi-Racial
- 14% (62) unavailable

Gender of Volunteers

- 71% (319) female
- 25% (112) male
- 4% (17) unavailable

Age of Volunteers

- 24% 15-19
- 30% 20-34
- 12% 35-54
- 5% 55-64
- 4% 65 and Over
- 25% unavailable

"I love volunteering and giving back to an agency that has helped me so much during my life."

A YWCA Volunteer

The YWCA Madison Supports People in Housing.

Housing & Shelter

Housing & Shelter programs offer safe, affordable, and supportive housing options on the Capitol Square and throughout the Madison area.

- **Ending Family Homelessness** – Shelter, housing programs, and case management services give families homes in which to live and grow.
- **Housing Single Women** – The YWCA Madison is the largest provider of affordable housing for single women in Dane County.

1140 people

1140 people (637 adults and 503 children) were served in YWCA housing programs.

Housing Outcomes

91%

91% (239 of 264) of households in YWCA housing programs maintained housing for one year or move to other permanent housing during that year.

Other Outcomes

89% (117 of 132) of households receiving case management achieved at least one significant goal in addition to housing.

92% (21 of 23) of former YWCA shelter households who secured housing maintained their housing with at least 6 months stability.

53% (20 of 38) households who fully utilized YWCA shelter case management services moved into long term housing.

Housing Demographics

Participant Demographics

Ethnic/racial background of shelter residents

- 62% (712) African American
- 18% (207) White
- 10% (112) Latin@
- 8% (90) Multi-Racial
- >1% (5) Asian
- >1% (5) Native American
- >1% (5) Unknown
- >1% (4) Southeast Asian

Gender of shelter residents

- 69% (792) female
- 31% (348) male

Participant Statistics

406 participants identified surviving domestic violence or sexual assault.

67 participants identified alcohol or other drug abuse issues.

250 participants identified having a mental illness.



Housing Programs

- **Family Shelter** — The YWCA provides emergency shelter for up to 90 days for homeless families with children.
- **House-ability**, a collaboration with The Road Home and the Salvation Army, provides permanent housing to homeless families with minor children and at least one disabled adult.
- **Rapid Rehousing**, a collaboration with The Road Home, The United Way, and the Salvation Army, moves homeless families with minor children from shelter and places them in long-term housing in the community.
- **Second Chance Apartment Project**, a collaboration with The Road Home, provides homeless families transitional, affordable housing and supportive services.
- **Single Women's Housing** — The YWCA is the largest provider of affordable housing for low-income women in Dane County.
- **STAY** - New in 2013, the Stay Program works with families with pre-school-aged children living in the household and who are at risk of becoming homeless or losing their subsidized housing. Participants work with a case manager in order to support them in maintaining their affordable housing as well as achieve personal goals.
- **Third Street** provides affordable apartments, supportive services, and a safe neighborhood for homeless or near homeless single moms with one child, birth to 4 years old, or women in their last trimester of pregnancy.



The YWCA Helps People Find Jobs.

Job Training & Transportation

Job Training & Transportation programs provide people with knowledge, skills, and transportation to improve their financial situations.

- *Delivering job training* – Employment and training programs help participants find and maintain work with family-supporting wages.
- *Getting people to work* – Transportation solutions offer people affordable, reliable transportation to and from their jobs.

Delivering Job Training

Construct-U

Construct-U is a training program intended to improve employment opportunities for people traditionally under-represented in the skilled trades: women and people of color. The Construct-U mission is to help individuals obtain jobs that have a family-supporting wage in the road construction industry and building trades.

Participant Demographics

40 adults enrolled in the Construct-U program.

Ethnic/racial background of Construct-U participants

- 83% (33) African American
- 7% (3) Latin@
- 5% (2) White
- 5% (2) Multi-Racial

Gender of Construct-U participants

- 67% (27) male
- 33% (13) female

58%

58% (15 of 26) of 2012 Construct-U graduates found or improved employment.

Other Outcomes

- 63% (25 of 40) of participants graduated from Construct-U in 2013.
- 39% (10 of 26) of program graduates found educational opportunities.
- 31% (8 of 26) obtained an apprenticeship or licensure.

Employment Support Services

Smiles for Success

Smiles for Success, in partnership with the Max Pohle Dental Clinic at Meriter Hospital, provides women with significant dental issues free dentistry services to improve their smiles and self-esteem as they enter their careers as well as individual job counseling and continual case management.

Participant Demographics

Ethnic/racial background of Smiles for Success participants

- 67% (8) African American
- 25% (3) White
- 8% (1) Multi-Racial

Gender of Smiles for Success participants

100% (12) female

Outcomes

- 12 women received services through Smiles for Success.
- 4 adults completed the Smiles for Success program.

Suited for Success Boutique

The Suited for Success boutique provides free professional clothing for women seeking employment or just entering the workforce. It is fully stocked with donated clothing and is entirely operated by volunteers. The boutique closed in March 2014.

Outcomes

- 289 women received professional clothing from the boutique.
- Six boutique volunteers provided 188 hours of service.

201 people

201 people were served by Construct-U and JobRide.

Getting People to Work

Driver's License Recovery

The Driver's License Recovery Program (DLRP) assists individuals with suspended driver's licenses due to unpaid fines or child support. The loss of driver's licenses for individuals at or below the poverty level is becoming a growing concern in Dane County and drastically limits employment opportunities for those affected.

Participant Demographics

124 adults participated in DLRP.

Ethnic/racial background of DLRP participants

- 77% (95) African American
- 10% (13) White
- 6% (7) Unavailable
- 4% (5) Latin@
- 3% (4) Multiracial

Gender of DLRP participants

- 63% (78) male
- 37% (46) female

Other Outcomes

12 people were able to reinstate their license on their own after attending the DLRP Information Clinic.

86%

86% (31 of 36) of program participants who received case management reinstated their driver's license while receiving case management from the DLRP program.

YW Transit

YW Transit provides community-based transportation throughout Dane County. The three primary components of the department are: JobRide, Sexual Assault Prevention, and Contracted Community Transportation. These programs provide safe, reliable, and affordable transportation options for the county's most vulnerable populations 24-hours, 365 days a year.

68%

68% (109 of 161) of riders were able to maintain their job because of JobRide.

Program Statistics

- 18,137* rides were provided by YW Transit
- 8,524* Sexual Assault Prevention rides were provided
- 522 contracted rides were provided to community partners.

*Job-related rides provided during night time hours are also considered Sexual Assault Prevention rides.

Participant Demographics

Ethnic/racial background of JobRide participants

- 31% (50) African American
- 27% (43) Asian
- 20% (32) White
- 11% (18) Southeast Asian
- 9% (14) Latin@
- 1% (2) Native American
- 1% (2) Multiracial

Gender of JobRide participants

- 57% (92) female
- 43% (69) male

32%

32% (52 of 161) of riders were able to obtain new employment because of Job Ride.

The YWCA Madison Advances Equity.

Race & Gender Equity

Race & Gender Equity programs create a more inclusive community.

- **Eliminating Racism** – Racial Justice workshops and trainings teach people how to acknowledge the existence of racism and how to combat interpersonal and structural racism.
- **Keeping Kids in School** – Restorative Justice keeps students engaged in their school communities by reducing suspensions and expulsions, particularly for children of color.
- **Closing the Leadership Gap** – Women’s Leadership Initiatives help women develop skills for career advancement while breaking down barriers that prevent them from attaining leadership roles.

1135 people

1135 people were served in equity programs.

Eliminating Racism

Racial Justice Initiative

The YWCA Madison is committed to improving race relations and working to eliminate racism through constructive dialogue and meaningful action. To that end, the YWCA hosts an annual Racial Justice Summit and offers three levels of Racial Justice training to meet the needs of individuals and businesses looking to increase their capacity and skills in the areas of equity and diversity.

85%

85% (119 of 140) of participants have talked or plan to talk with their colleagues at work about the racial/cultural climate in their organization as a result of the YWCA Racial Justice Summit.

Participant Demographics

519 adults participated in the Racial Justice Initiative.

Ethnic/racial background of Racial Justice Initiative participants

- 54% (281) chose not to identify an ethnicity/race
- 30% (154) White
- 10% (53) African American
- 3% (17) Latin@
- 2% (8) Multi-Racial
- 1% (5) Asian
- 0.2% (1) Native American

Gender of Racial Justice Initiative participants

- 5% (25) chose not to identify a gender
- 73% (381) female
- 22% (112) male
- 0.2% (1) transgender

Other Outcomes

94% (132 of 141) of Summit participants plan to apply knowledge or skills that they gained at this event to reduce racial disparities or to create or expand an initiative or program.

95% (133 of 140) of participants have sought out or plan to seek out more information to enhance their own awareness and understanding of racism by talking with others, reading, or listening as a result of the YWCA Racial Justice Summit.

96% (134 of 140) of participants spent time looking at their own attitudes and behaviors as they contribute to or combat the racism around them as a result of the YWCA Racial Justice Summit.

Keeping Kids in School

Restorative Justice

The Restorative Justice Program aims to reduce school suspensions and expulsions which disproportionately impact children of color. The racial disparities in school discipline directly correlate with the racial disparities in the criminal justice system. The YWCA uses restorative justice to provide alternative discipline models in schools to keep students in school and out of the justice system. This is a proactive approach to whole-school climate change based on improved communication and responsibility.

81%

81% (110 out of 136) students who participate in referral circles showed attitude and behavioral improvements. Students who participate in referral circles are more likely to become connected to the school community and stay in school until graduation.

Participant Demographics

415 students participated in Restorative Justice.

Ethnic/racial background of Restorative Justice participants

- 35% (146) African American
- 32% (132) White
- 14% (59) Multiracial
- 13% (52) Latin@
- 3% (13) data not available
- 2% (8) Asian
- 1% (5) Southeast Asian

Gender of Restorative Justice participants

- 62% (259) female
- 35% (144) male
- 3% (12) data not available

Closing the Leadership Gap

Women’s Leadership Initiatives

Despite many gains in access and equality, women in the United States still face significant gaps in wages, have lower representation in senior leadership roles, and live in a country where far fewer women hold leadership positions compared to other developed countries. The Moxie Conference works to change this and fulfill the YWCA’s mission of eliminating racism and empowering women by strengthening conference attendees’ personal career skills and creating a coalition of people dedicated towards collective action aimed at removing structural barriers for women in leadership. At the same time, funds raised at the conference support women in the YWCA’s housing and job training programs.

Participant Demographics

201 people participated in the Moxie Conference and YWomen Lead.

Ethnic/racial background of participants:

- 55% (110) Unknown
- 29% (58) White
- 9% (18) African American
- 3% (7) Latin@
- 2% (5) Asian
- 1% (3) Multi-Racial

Gender of Women’s Leadership participants

- 99% (200) female
- 1% (1) male

Program Statistics

90% of Moxie Conference survey respondents (37 of 41) rated the first Moxie Conference as excellent or very good.

88%

88% of Moxie Conference survey respondents (36 of 41) responded that they learned skills to develop their leadership potential.

Other Outcomes

68% of Moxie Conference survey respondents (28 of 41) indicated that they have a better awareness of barriers that prevent women from attaining leadership positions.

88% of 4 YWomen Lead session evaluations strongly agreed or agreed that the session increased awareness and knowledge of gender bias in our society. 12% neither agreed or disagreed.

I told my executive leadership team that the YWomen Lead training was better than any of the other management training we’ve done through my company.

YWomen Lead Participant

YWCA donors make a difference!

Empowerment Society

Empowerment Society members truly support the YWCA's mission of eliminating racism and empowering women. They've turned that passion into a long-term commitment to moving our work forward by making a five-year annual pledge of \$1,000, \$5,000 or \$10,000. By making a multi-

year pledge, the YWCA can count on incoming, sustained funding. Individuals under the age of 35 can join the Brighter Futures Society by making a five-year annual pledge of \$500 or more.

Advancing Change (\$10,000+ annual pledge)

Mary P. Burke
Lau and Bea Christensen

Transform Lives (\$5,000+ annual pledge)

Holly and Jim Berkenstadt
Dianne Cummings Christensen
Karen and Craig Christianson
Susan Denholm
Norma and Doug Madsen
Promega (*company matching gift*)
Betty Harris Custer and Corkey Custer

Create Opportunity (\$1,000+ annual pledge)

Anonymous (3)
Elizabeth and Charles Barnhill
Linda Bergren
Patricia A. Brady
Linda Clifford
Beth Curley
Barbara and Patrick Finley
Gloria and Mike Green
Hatheway Hasler
Elizabeth Hill Askey and Richard Askey
Angela James and Forbes McIntosh
Donna Katen-Bahensky
Jesse Kaysen

Magda and Ken Kmiecik
Ed Krinsky
Rachel Krinsky and Scott Titus
Margaret Leitinger
Elaine Lohr
Peggy and Patrick Luby
Jill and Peter Lundberg
Mary and Richard Lynch
Mary T. Marshall
Monsanto Fund (*company matching gift*)
Sally and Mike Miley
Deb Neff and Kurt Sladky
Helene Nelson and James Arts
Beth and Andrew Norman
Joan Philip and Dave Boyer
Susan Rather
Ruth Rohlich
Linda and John Schilling
Katie Stadler
Eileen and Tom Sutula
Ann Wenzel
Cindy and Ted Witt

Brighter Future (\$500+ annual pledge for those under 35)

Anonymous (1)

We believe that the YWCA is an important organization in our community and will receive our continuing support!

Empowerment Society Member

Legacy Society

Members of the YWCA Madison Legacy Society are women and men who are part of the history of the YWCA and want to do more for the future by leaving a gift from their estate to the YWCA Madison. These thoughtful people plan to leave the world a better place through their legacy gifts. With a legacy gift, individuals of even modest means can help preserve and expand the work of the YWCA Madison for future generations.

We encourage you to consult with your financial advisor and tax professional to assist you in making a thoughtful and effective estate plan. Working with these professionals will help you to fully evaluate personal and family issues of importance to you, as well as your wishes for any charitable donation to the YWCA Madison. If you would like more information on joining the YWCA Madison Legacy Society or making a charitable contribution, please contact the Development Department at 608-257-1436, option 2.

Legacy Society Members

Anonymous (3)
Mary Jean Bartholomew Estate*

Nettie Wade Chase Estate*
Gloria and Mike Green
Norma and Doug Madsen
Sharon Stark and Peter Livingston
Dorothy Roberts Estate*
Jane and Daniel Tereba
Diania C. Tweed Estate*
Jane H. Wood Estate*
Doris D. Woychik Estate*

*Legacy gifts realized



2013 donor list

We are grateful to the individuals, businesses, foundations, and groups who provided generous support to the YWCA Madison. We make every effort to recognize our financial contributors, but we may have inadvertently left someone off our list. Please let us know if we have left you off our list by calling the Development Department at 608-257-1436, opt. 2.

A Fund For Women	Matching Gifts	Margaret Blanchard	Mary Buroker
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Kristin Balistreri	Angela Black	Darcy Burke	Wisconsin
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