





MESSAGE TO THE COMMUNITY

Greetings Community Members! We are honored and grateful to serve as the President of the Board of Directors and CEO of the YWCA of York!

A very big thank you goes to, Jean Treuthart for her nearly 8 years of leadership as our CEO and to Past President, Kristy Bixler, for your leadership and service during the challenges that COVID-19 brought to our community. All our best wishes for the next chapters in your lives.

Our leadership transitions have been seamless and streaming with momentum and fresh prospects. To, from, and because of all our super board members, dedicated leadership team and staff, youth leaders, loyal supporters, friendly neighbors, much-appreciated stakeholders, and awesome volunteers, we are "One YWCA" and we're not missing a beat!

United as "One YWCA", we are as determined and strong as ever. Our broad-based-developed transition and strategic plans, if we may dare say, are as visionary as they are challenging and exciting! To dive in, please check out our site at ywca.york.org

Together, as "One YWCA", we now embark on this new chapter of the Association and we have so many exciting miles to travel and many just, compassionate and worthy milestones to conquer. The pandemic has revealed the ongoing inequities in our community and we will continue to provide service to our community, from after-school programs that engage and enlighten our most precious resources – our youth; to life-changing aquatics and summer camp; to providing shelter and safe spaces for our vulnerable in need; to building the beloved community in our neighborhood and far beyond; to creative public relations and events that raise grassroots awareness of women's and human dignity; to yoga and mindfulness practices that grow peace – internally and externally; to combating human trafficking; to being a premiere leader in empowering all women; to stamping out racism, prejudice and bigotry throughout York County, we are "ONE YWCA", clear and resolve in our mission indivisible, with liberty, justice, dignity, equality and equity for all.

Please join us and if our team can be of service to you or your organization's causes and concerns and mission aligns with ours, please reach out. As "One YWCA", we are always mission-driven and vision-inspired and inspiring. We are ready to roll up our sleeves and are always here to serve, partner, and lead, now more than ever we are "One YWCA", united and strong.

Please like and follow us on Facebook and other social media to keep apprised, to stay in touch, and become even more engaged.

STATS FOR FISCAL YEAR 2022

Creative Explorers **80**


108 Camp Cann-Edi-On Campers
157 YWCA Staff

kiddos in Pre-K Counts **245**
410 Aqua Exercise Participants

929 Hotline calls
7,341 People Trained by CE

Shelter Nights
19,669

This annual report covers achievements and activities from July 2021 to June 2022.


C. Kim Bracey
YWCA York CEO


Michelle Pokrifka
Board President

CAPITAL IMPROVEMENTS

In 2021, YWCA York launched the public phase of our capital campaign which took the campaign total to \$3 million between donor contributions and a Redevelopment Authority Capital Project award from the Commonwealth of Pennsylvania. Additionally, grant funds from public and private sources allowed us to complete a number of key improvement projects. In total, \$3,046,878 was raised from all donors and funders.

2021-22 Highlights

- Our main building at 320 E. Market Street in the City of York was brought back to its former glory with new windows, gutters, and front doors befitting its Georgian architectural style. The front plaza was completely re-imagined to a more functional and inviting entrance.
- In March we held a ribbon-cutting ceremony to commemorate the opening of our new legal center. We renovated one of our properties to serve as the home base for our team where staff provide free expert legal advice and representation, delivered through the lens of trauma-informed care. The project was primarily funded through the Neighborhood Assistance Program of the PA Department of Economic Development. Partners included: M&T Bank, PeoplesBank, Traditions Bank, and the York County Bar Association Foundation.
- A top to bottom renovation was completed at ACCESS York making it a safer and more welcoming place to heal.

Thank you to everyone who is helping YWCA York to preserve and protect our assets for decades to come!



YWCA YORK BOARD OF DIRECTORS

Michelle Pokrifka, President
Kristy Bixler, Past President
Kristi Riley-Platt, President-elect
Demietra Middleton, Secretary
Claire Forbush, Treasurer
Korri Colon, Junior Board President
Josephine Appell, Emeritus

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YWCA YORK JUNIOR BOARD

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Hannah Sechrist
Lenne Shaw
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Cynsere Williams



VICTIM SERVICES

WE BELIEVE AND SUPPORT SURVIVORS

YWCA York is the county's sole provider of comprehensive services to survivors of violence including domestic violence, sexual assault, and human trafficking. We are proud to be on the front lines helping survivors of violence achieve safety, self-sufficiency, and long-term success.

ACCESS York was founded in 1978, with the support of the United Way of York County, and began providing access to shelter, hope, and a better life for abused women. In 2007, a merger between ACCESS York and YWCA York was completed and services continued to expand. The Victim Assistance Center (VAC) was the county's first rape crisis center, opening in 1976 to provide vital services to our community. This merger with YWCA York was signed in 2008 and services to survivors of abuse continued seamlessly.

Today, as One YWCA, we offer healing, outreach, and violence prevention to all genders. Services include emergency and transitional shelter at ACCESS York, and counseling services at our VAC. We operate a 24/7 hotline and provide legal representation at our new legal center, and medical advocacy to victims. In addition, our Community Education department offers prevention education programs to students in grades pre-K -12, colleges, law enforcement, health care professionals, faith-based organizations and other nonprofits.

IMPACT STORY

Last year, we were contacted through our hotline by a college student who had experienced a campus assault. After explaining our confidentiality practices, the student decided to come in for counseling. Through the course of counseling, the student began to express anxiety and concern about the upcoming campus hearing. We were able to connect the student with our legal advocacy department for information and support about victim's rights and options.

YWCA York's Victim Services department is proud of the holistic approach to healing we provide due to our various specialties and community connections. We are honored to stand with victims as they find their voices again. We have long-standing relationships with area colleges, including on-campus hours for our staff, to ensure that young adults, many just experiencing their first tastes of independence, have the tools and resources they need to prevent victimization and to heal from victimization if it does occur.

2021-22 Highlights

- The Violence Against Women Act was reauthorized in 2022 ensuring that critical services, tools and trainings will continue for another five years.
- Our Red Sand event for human trafficking awareness was filmed by an independent film maker.
- Delivered K-12 violence prevention education programs in 22 York County schools.
- ACCESS York residents participated in YW support groups from the privacy of their rooms thanks to special funding to purchase tablets for residents' needs.
- The *Building Bridges for Youth* symposium for counselors and school staff addressed how to navigating shifting student emotional needs post pandemic.
- VAC held separate virtual support groups for women and men, as well as, an 8-week trauma-sensitive yoga class.



AQUATICS, YOGA AND MINDFULNESS

THE POWER OF MINDFULNESS

Mindfulness, simply put, is paying attention to our attention. Research shows that it's possible to train our brains to be more focused, observant, and nonjudgmental.

Mindfulness in the workplace was a novel idea back in 2018 when it was first introduced across YWCA York. It has been one of our great unifiers. Our Pre-K Counts kiddos learn breathing techniques and yoga. Domestic violence survivors at ACCESS York explore how the brain functions under stress and how to control their fight-flight-freeze impulses. VAC clients learn the evidenced-based practice of trauma sensitive yoga to connect and heal. We see the value of this work in meaningful ways every day.

Each year we accept a few invitations to provide training to community partners.

AQUATICS FOR ALL AGES

Learning to swim is a life skill. YWCA York's long tradition of aquatics excellence is based on this premise. Swim classes are available for all ages, helping prepare people for a lifetime of enjoyment in and around water. Aqua exercise classes are available five days a week and offer increased health, balance, and strength. Children from our early learning center and Pre-K Counts program have pool time, too. YWCA York offers an encouraging and welcoming environment for everyone!

Our York Synchro Team had another hit with *Moana*. This story about a Polynesian girl on a journey of empowerment was an excellent fit for YWCA York and our mission. This summer the team celebrated its 50th anniversary and the many athletes who have participated over the years. The program has achieved this milestone thanks to our loyal supporters, including parents, alumni, coaches and private donors.

2021-22 Highlights

- The York Synchro Team celebrated their 50th anniversary.
- Staff participated in a mindfulness nature retreat at Camp Cann-Edi-On.
- Yoga Nidra was introduced to reduce blood pressure and enhance well being.
- YWCA York provided pool time for members of the JCC during their construction period.



IMPACT STORY

Two years ago, Paul Geiser woke up with weakness and tingling in his feet and legs which quickly spread to his upper body causing paralysis. He was diagnosed with Guillain Barre Syndrome, a rare disorder in which the body's immune system attacks the nerves. He went from being a healthy 78-year-old man to needing 24/7 care. He was disheartened.

Paul's granddaughter, Zarah Brooks, a former YWCA York Synchro swimmer convinced him to give aquatics a try. She knew it would be challenging and offered to pick him up and attend a water aerobics class with him. Although it has been 40 years since he was in a pool, he eventually agreed. Paul needed the chair-lift to enter the pool and he left his first class exhausted.

But he didn't give up.

Paul's instructors were very supportive and encouraged him to work at his own pace. Over time his grip strengthened, the weights increased. His mobility, balance and stamina improved. After several months, Paul could use the pool steps on his own.

Today, Paul Geiser has learned to swim and warms up with 38 laps before his aerobics classes begins! He and his granddaughter still attend together, only now he's picking her up for class.

YWCA York's aquatics team helped him find purpose and a sense of community. Paul got his life back and we can all learn from his motto "The more you do, the more you *can* do."





CHILDREN AND EARLY LEARNING

INVESTING IN THE FUTURE

Our Learning Centers are designed to encourage each child's individual emotional, social, intellectual, creative, cultural and physical development in a safe, nurturing environment that actively promotes acceptance. YWCA York is nationally accredited by the National Association for the Education of Young Children (NAEYC), an achievement only 181 institutions have been able to achieve. Our centers hold 4-star ratings from the Pennsylvania Keystone STARS program which means our programs meet the highest level of quality in PA's early learning assessment.

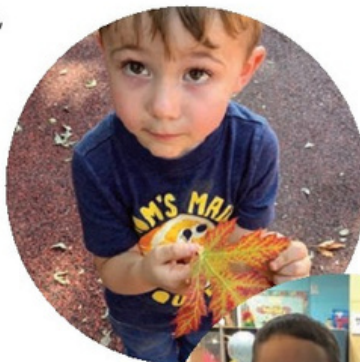
Programs include:

- Early Learning Center at our City of York location for children ages six weeks to three years old.
- Pre-K Counts, a free state-funded program, which makes quality pre-kindergarten opportunities available to children and families in the following school districts: York City (including Lincoln Charter School), Eastern York, Northeastern and York Suburban.
- Full day preschool programs at our City of York location and two York Suburban schools
- Before and after school care for ages 5-12 in the school districts listed above.



2021-22 Highlights

- YWCA York expanded child care to York Suburban School District and Pre-K Counts classrooms to Lincoln Charter School, Valley View Elementary and Canadochly Elementary plus one new classroom at our City of York location.
- Staff were involved in *Smart Start*, a non-partisan awareness campaign, which highlighted the need to support quality child care funding in our area.
- Quantum Opportunities Program students went on a Black History Month tour to the African American Museum in Washington, D.C., and Lincoln University.
- Several staff were trained on presenting *Be Strong Parent Café* experiences for all YWCA York programs. These highly-interactive parent café's ensure familiarity with protective factors that strengthen families and enhance parenting skills.
- Neighborhood Youth Ambassadors helped beautify sites around the City of York.
- Camp Cann-Edi-On staff were thrilled to win a \$5,000 internal contest for camp enhancements including shade structures and new life vests. Campers were also treated to a Camp Carnival which included an ice cream truck. It was great to see 120 campers daily enjoying these improvements!



YOUTH AND CAMP PROGRAMS

TAKING A QUANTUM LEAP

YWCA York's Quantum Opportunity Program (QOP) is a free after school program open to all students in grades 8-12, receiving free or reduced lunch, and living in the City of York. One hundred percent of past graduates have entered college or the military. Our Youth Director assists students and their families with applications for admissions and financial aid. Cultural enrichment opportunities take students to major metro areas. QOP provides one-on-one and group mentoring on three areas: academic achievement, community service, and personal growth. Students can earn up to \$6,000 towards higher education costs.



PRIDE IN OUR COMMUNITY

The Neighborhood Youth Ambassadors program (NYA) has a dual goal of making York neighborhoods clean and welcoming while employing youth from York City with paid employment positions; teaching work ethic, pride in community and fiscal management. The program will also strive to highlight the beauty of the City of York. NYA students volunteer for community clean up days upon request, based on availability.

MAKING SUMMER FUN

The Camp Cann-Edi-On program provides an opportunity to connect with friends and make new ones while enjoying the benefits of the outdoor education. Campers participate in archery, kayaking, swimming, sports, arts and crafts, STEM activities, trail hiking, river walker, camp fire activities and fort building.

Our Creative Explorers Camp is an on-site summer program at our downtown location. Our campers are on the move discovering parks, Cherry Lane, the Markets, the rail trail and other attractions. Indoor activities include swimming, STEM, art, and creating in a fun and positive atmosphere. Participation cost includes weekly trips to Camp Cann-Edi-On.

IMPACT STORY

It was his freshman year of high school when Juan was referred to our Quantum Opportunities Program (QOP) by his School Guidance Counselor. Juan was in jeopardy of failing three of his classes and was barely passing the rest. Juan's parents both worked second shift and he was caring for his younger siblings which took a lot of time away from his studies, and homework. Juan enrolled in QOP and slowly started getting on track in his classes. After 6 months in the program he was passing all of his classes with a C average and a 2.2 GPA. During his Sophomore year Juan's grades really picked up and he was so excited to get the report card incentive of \$150.00 during his 3rd term for his grades. His GPA had risen to 3.1 and he is thinking seriously about higher education. Juan, who is in his Junior year, still actively participates in QOP and has begun making application to colleges. He maintains his improved GPA and is very determined to get the incentive with every report card. Juan isn't quite sure what he wants to do when he graduates from High School, but he does know that he will have some money put aside through his QOP Escrow account. He has learned financial planning and other essential life skills through the QOP Program and knows he has support from the YWCA York program staff as he prepares to take his SATs. He no longer feels the sense of hopelessness experienced while a Freshman and now with so much support he knows he will achieve success!

Editor's note: Juan is a fictitious name used to protect the privacy of our program participant.



y of Listening

work on

"With more resources..."

UNITE TO HEAL PA FOCUSES ON RACIAL TRAUMA

YWCA's of York, Greater Pittsburgh, Tri-County Area, and Lancaster launched a partnership to engage our respective communities in acts of racial healing. We define racial healing as the process by which the acknowledgement of past wrongs is necessary, as well as the recognition of the lasting effects racial trauma has had on us as individuals, within our institutions and communities.

This work began with our CEOs participating in panel discussions in Pittsburgh and South Central PA to advocate for Pennsylvania's need to declare racism as a public health crisis. Next steps included Days of Listening in each community to learn more about the trauma of racism and the need for racial healing. We affirmed that the work of racial healing requires truth telling, acknowledging one another's humanity as we move forward to better our communities and society. We acknowledge the healing journey can be arduous, but we believe we can transform our communities through collective impact leading us closer to healing and progress.

Stay connected to unitetohealpa.org to learn more about this initiative through 2023.

RACIAL AND GENDER EQUITY

OUR MISSION IN ACTION

"We Are One YWCA" is the rallying cry for all YWCAs across the country, signifying our collective work to end the inequities and oppression that many groups and individuals experience in every community. It demonstrates our power to deliver real change and make sure everyone is afforded equal protection under the law, while also working to address the biases that are embedded in many of our laws and public policies.

We joined other YWCAs by uniting our mission-driven work this year by creating a new intersectional program in our Community Education department focusing on both racial and gender equity. This new direction will sharpen our focus as we educate and advocate through the lenses of our complex and layered identities and experiences.

EDUCATION IS KEY

YWCA York's Community Education department expanded its educational programming by delivering professional and community trainings focused on inclusive language to help raise awareness of gendered linguistic bias in classrooms, businesses, and community settings.

Feminist activists advanced women's issues by strategically advocating for more gender-equitable language with the most significant changes taking place from the 1960's through the 1980's. Today, utilizing gender-inclusive language not only signals that we value equity, but more importantly, speaks it into existence, advancing social progress for people of all genders.





REPRODUCTIVE FREEDOM

Since 1891, YWCA York has been a champion for women around issues of safety, autonomy, suffrage, and reproductive freedom. Following the overturning of Roe V. Wade, we released a statement to oppose any action that limits a person's right to access reproductive health care. We believe that everyone deserves access to unbiased, accurate information regarding health care to enable them to make the decisions that are best for them. We recognize reproductive justice as a necessary component of gender equity and racial justice. Reproductive justice can only be achieved when all people have the social, political, and economic power to make decisions about their own health, bodies, and sexuality.

2021-22 HIGHLIGHTS

- Ophelia Chambliss received the Dorrie Leader Advocacy Award for her significant body of work as an artist and an activist for change.
- An internal equity plan was developed to assist YWCA York in taking action towards a more inclusive and equitable workplace.
- CEO and Board President completed the Leading with Equity program with Northwestern's Kellogg School.
- YWCA York's Stand Against Racism 21-day Challenge dedicated time and space for over 200 people to dive into timely topics: racism in television and film, critical race theory, health and healing, and a living wage.
- YWCA York was designated a Welcoming Workplace through the York County Economic Development Corporation.
- YWCA York became a Preferred Partner with Rainbow Rose Center.
- YWCA York added Juneteenth to staff holidays



COMMUNITY INVESTMENT

All that we are, we owe to our staff, volunteers, community, and funding partners who have invested their time and resources to enable us to serve our community since 1891.

\$100,000 and above

Powder Mill Foundation
United Way of York County
York County Commissioner's Office

\$50,000 to \$99,999

Arthur J & Lee Glatfelter Foundation
York Building Products Company, Inc.
York County Community Foundation

\$25,000 to \$49,999

Donald B. & Dorothy L. Stabler Foundation
Glatfelter Insurance Group
John Schmidt Foundation
M&T Bank
M&T Charitable Foundation
PeoplesBank,
A Codorus Valley Company

\$10,000 to \$24,999

Anne and Philip Glatfelter III Family Foundation
Anonymous Fund*
CHR Corporation
Chreston K Briggs Trust
Colony Packaging and Machine
First Energy Foundation
Graham Capital Company
Kinsley Construction
Lorne G. Seifert, LLC
Whitney Morgan-Nanni
Stewart Gilbert II, LLC
The Donley Foundation
The Hodges Family Foundation
The York Water Company
TJX Foundation
Traditions Bank
UPMC
Coni Wolf
York County Bar Association
YWCA USA

\$5,000 to \$9,999

Angela & Joseph Alhadeff
Gerald Altland
Anonymous
Anonymous Fund*
Bob Hoffman Foundation
Dallmeyer Family Fund*
Fox Pool & Spa Services
Fulton Bank, York Division
Henry L. & Margaret S. Mummert Memorial Fund
Martha & George Hodges
Jeff Kile

Sally & Larry Miller
Northwest Charitable Foundation, Inc.
Orrstown Bank
Alexandra & David Sivel
Carol & Richard Wagman
Wagman Corporate Community Fund*
WellSpan Health
WellSpan York Hospital

\$1,000 to \$4,999

Teresa & Richard Achtzehn
Action Church
Amanda Strous Fly High
Anonymous Assurant
Atgooth Foundation
Gwendolyn Baker
Steve Baker
Barbara and Lee Woodmansee Charitable Fund*
Nikki Bardin
Katie & Robert Berkebile
Bess Spiva Timmons Foundation
Kristy & Bryan Bixler
Robert Bowen
Johanna H. Brown
Marla & Donald Butcher
Carolyn E. Steinhauer Fund*
CGA Law Firm, PC
Charles and Alma Diehl Family Fund*
Charles G. Eyster Fund*
Jane Conover
Elizabeth J. Dellinger
Mieke & John Driscoll
Donna Earhart
Melodie & John Eyster
Family Clothes Tree, Inc.
First Capital Federal Credit Union
Nancy Fudacz
George & Josephine Schmidt Memorial Fund*
Doreen Gubernat
Harry Miller Charitable Benefit
Linda Hengst
Lorraine & Ray Hovis
Dianne & Robert Jacobs
John D. & Kathryn W. Zimmerman Fund*
Jill & Leslie Jones
Ruby Martin
Marty DeRose Angel Scholarship Fund*
Heather Maxfield
Suzanne McConkey
Tracy & Scott Montag

New Standard Corporation
Ben Pratt & Michelle Pokrifka
Ralph K. and Mable M. Kise Fund*

RAYAC Foundation
Red Lion Controls
Hurley Reed
Rexann Richardson
Kathleen Riek
Rooster Social Club
Dr. Chad Rutter
Rutter's Stores Children's Charity
Sarah A. K. Hooper Trust
Ruby & Mark Schmidt
Mary & Keith Sheffer
Shiple Energy
Stambaugh Ness
Audrey & Thomas Stickney
Deb Stock
Stronger Youth Brands LLC
The Bruce R. & Madelyn G. Snyder Foundation
The Foundation for Enhancing Communities
Tompkins Charitable Gift Fund
Jean Treuthart
Truist Financial
Univest
Susan & Joe Wagman
Scott Wagner
Walter & Bessie Cooper Charitable Trust
Weis Markets Inc.
Wendell Staub Memorial Scramble
White Rose Credit Union
White Rose Leadership
Wolfgang Confectioners
Woman's Club of York
Kimberly & William Yanavitch II
Debra Stock Fund*
York Revolution Community Fund*
York College of Pennsylvania
York Revolution Professional Baseball
Jenny Zimmerman

\$500 to \$999

Diane & Ross Anderson
Kristin & Doug Berman
Penny Blackwell
Marsha Bornt
Kimberly Brister
Michele Burnham
Marla & Don Butcher
C.S. Davidson, Inc.
Calvary Evangelical Lutheran Church

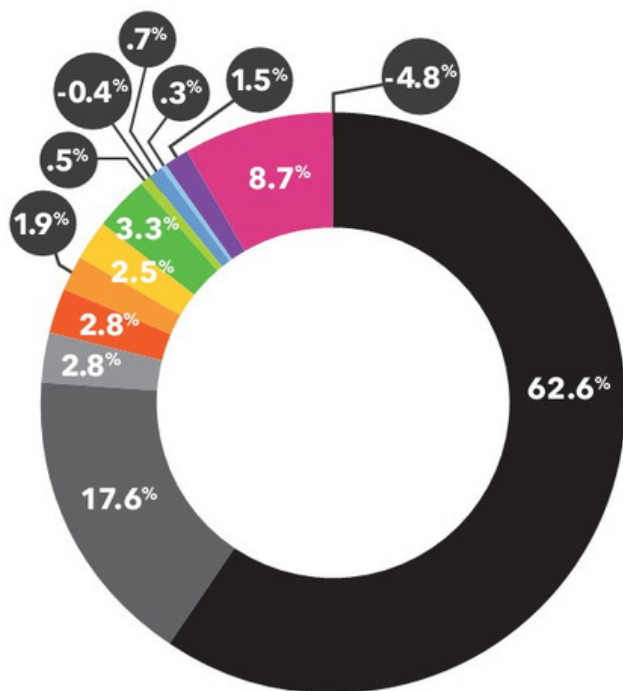
Tracey & Brian Crowl
Linda & David Davidson
Jane & Don Dellinger
Deborah Dunn
Claire Forbush
Four Fold Friends
Adam Geesey
Lisa & Michael Glezer
Jennifer Golden
Granfalloon Tavern
Catherine Grove
Erik Halvorsen
Vincent Henry
Di Hershey
Hershey Company
Julie & Bob Himler
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Beverly & David Kennedy
Lucy Kniseley
Thomas Kuhns
Lebo Skin Care Center
Charles Levine
Meleah & John Lewis
Lotus Moon Yoga
Margaret 'Peggy' Knoch Memorial Fund*
Nancy & James Marsteller
Jen May
Meg & Bill Swartz Family Fund*
Mike Milazzo
Moon Dancer Vineyards & Winery
Mt. Zion Lodge No 74 I.O.O.F.
Mudhook Brewery
Christine Nentwig
Penn State York
Timothy Pinkerton
Prince Athletic Association
Regal, Inc.
Kristi Riley-Platt
Royal Square Development & Construction
Maria Royce
Sue C. & John C. Schmidt
Nicole & Chris Shaffer
Patti Stirk
Stock and Leader
Brenda & Ned Strayer
Doris & James Sullivan
Heather A. Taylor
Unitarian Universalist
Congregation of York
USA Artistic Swimming
Jane & John Wagman
Ronesha Willis
Alexandra S. Yambor

*Fund of the York County Community Foundation

AS ALWAYS, THANK YOU FOR YOUR GENEROUS SUPPORT!

FINANCIALS

FISCAL YEAR JULY 2021 TO JUNE 2022 HIGHLIGHTS

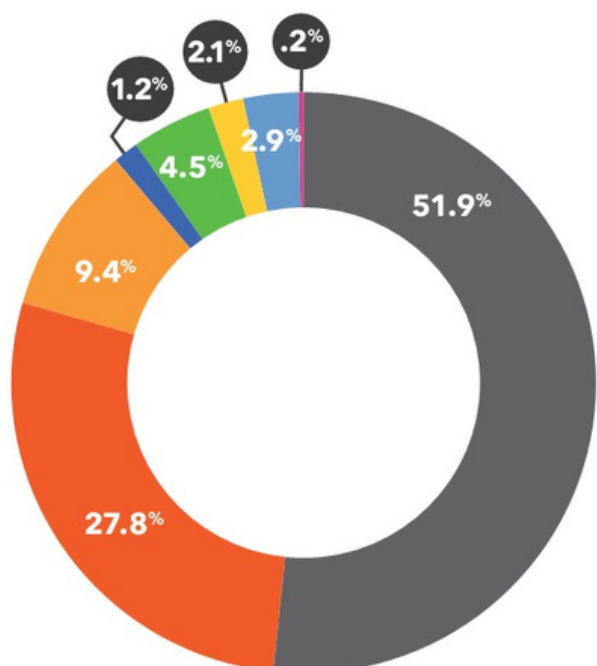


REVENUE:

\$8,960,953

Government Support	\$5,612,641
Program Service Fees	\$1,571,068
Private Grants	\$253,873
Contributions	\$248,853
Capital Campaign	\$173,143
Tax Credits	\$221,665
United Way	\$294,452
Investment Revenue	\$48,520
Loss on sale of investments	(\$35,422)
Special Events	\$62,863
In-kind Donations	\$23,188
Miscellaneous Revenue	\$131,193
Forgiveness of PPP Loan	\$782,400
Unrealized Gains/(Losses) on Investments	(\$427,484)

FISCAL YEAR JULY 2021 TO JUNE 2022 HIGHLIGHTS



EXPENSES WITHOUT DEPRECIATION:

\$8,023,641

Early Childhood Services	\$4,168,762
Victim Services	\$2,230,906
Administration	\$753,698
Buildings & Facilities	\$97,955
Aquatic, Mindfulness, Yoga	\$359,343
Youth Programs	\$165,294
Fund Development	\$233,169
Racial Justice Services	\$14,514

DEPRECIATION EXPENSE:

\$461,404

Outside of depreciation expense YWCA York experienced a financial surplus of \$937,312.

OUR MISSION:

ELIMINATING RACISM, EMPOWERING WOMEN, AND PROMOTING PEACE, JUSTICE, FREEDOM, AND DIGNITY FOR ALL.

FAREWELL AND THANK YOU

In 2022, we said farewell to Jean Treuthart who was our CEO for over seven years. We thank Jean for her dedicated service to the community. YWCA York is stronger for her leadership. We wish her the best with her future endeavors!



We are a proud partner agency of the United Way of York County! YWCA York was one of the original five charities of what was then known as the York Welfare Federation. For over 100 years, we have received financial support from our generous community through the annual campaign.

Pennsylvania Association of Nonprofit Organizations (PANO) Standard of Excellence indicate that YWCA York has met the highest standards, legal requirements, and regulatory compliance for nonprofit governance, management, and operations.



Design by Cloud10 Communications

24-HOUR CONFIDENTIAL CRISIS LINES:

DOMESTIC VIOLENCE
800.262.8444

SEXUAL ASSAULT
800.422.3204

SAVE THE DATE:
APRIL 29, 2023!



eliminating racism
empowering women
ywca

320 East Market Street
York, PA 17403
717.845.2631
www.ywcayork.org

