



# PEACE, JUSTICE, FREEDOM, AND DIGNITY FOR ALL

YWCA YORK | 2020 ANNUAL REPORT

[www.ywcayork.org](http://www.ywcayork.org)

eliminating racism  
empowering women

**ywca**

# MESSAGE TO OUR COMMUNITY



## GREETINGS!

**We can all agree that 2020 has been a year like no other.**

During the COVID-19 pandemic shutdown, and as we carefully reopened, YWCA York pulled together to keep those we serve at the forefront of our decision making. We have been most grateful to our generous community for supporting us during this extraordinary health and financial crisis. **TOGETHER** we are helping our community in their time of need.

YWCA York also recommitted this year to our mission to eliminate racism as we joined many who called for action in dismantling the systemic racism that has plagued our nation for hundreds of years. It is a time of true reckoning, and we invited you to engage with our racial justice work in a deeper way. **TOGETHER** we can build a more equitable, inclusive world.

And, yes, there were many accomplishments to celebrate and acknowledge this past year. We hope you enjoy hearing about some of our annual highlights and we invite you to follow us on social media to stay current on what's happening throughout the coming year.

**TOGETHER we can achieve unprecedented change.**

**Warm regards,**

**Jean M. Treuthart**  
YWCA York CEO

**Kristy Bixler**  
President, Board of Directors

## YWCA BOARD OF DIRECTORS

Kristy Bixler, President  
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President-elect  
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Kristen Heisey  
Irene Hudson, Ed.D.  
Debra Lee  
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Sully Pinos  
Brandy Portonova  
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Carrie Becker, President  
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Danielle Makrias  
Ashlyn Oberdorff  
Sarah Van Vleet



# HOW WE LIFT OUR COMMUNITY



## IMPACT NUMBERS

YWCA York was on track for a very robust year as we entered 2020. Our agency then navigated the shifting landscape of our operations very well during the COVID-19 shutdown. Our committed, resilient staff provided essential services to vulnerable populations, moving some of what we do to virtual platforms. Other programs closed down for the last four months of the fiscal year resulting in fewer participants. So, our impact numbers may look different, but the work continued in critical areas to the very best of our abilities.

These numbers represent real people who were empowered, healed, helped, educated, and inspired by the work of YWCA York through the support of our generous community.

## 21,678 PEOPLE SERVED\*



### AQUATICS

998



### CHILD CARE

469



### MINDFULNESS AND YOGA

923



### RACIAL AND SOCIAL JUSTICE

5,910



### VICTIM SERVICES

11,906



### YOUTH PROGRAMS

322

\*Some clients, members, and families received more than one type of service and participated in more than one program.



## 1,150 EVENTS

## OUR MISSION



**Eliminate racism, empower women, and promote peace, justice, freedom and dignity FOR ALL.**

# RACIAL AND SOCIAL JUSTICE



## COURAGEOUS CONVERSATIONS

Moving toward racial justice is the work of generations. It can't be limited to responding in times of crisis, but these difficult days have required YWCA York to sharpen our focus and elevate our anti-racism work, both internally and in our community. We stand in solidarity with Black Lives Matter and acknowledge the many organizations and individuals in York County that stepped up to do the same.

Training and education remain the cornerstones of our racial justice work. A series of "courageous conversations" were held to help our community become more comfortable with the discomfort of talking about racism. In small groups, we came together to talk about the impact of COVID-19 on our community of color, racial trauma and PTSD, allyship and anti-racism. In looking for more substantive tools to fight injustice, a virtual 14-day racial equity immersion titled "Awakening" was offered to those ready to engage in a meaningful way.

There is a real and imperative opportunity presented to us right now to deepen our work with schools, companies, local government, boards of directors, nonprofits, law enforcement, health care providers, and other partners. We will continue to offer real, workable solutions that will create a more inclusive, equitable York community.

## BUILDING EQUITY IN OUR ARTS COMMUNITY

KELLEY GIBSON



"Advancing racial equity and embedding equitable practices into your organization's work can sometimes seem daunting and often leaves you wondering how and where to start. In working with YWCA York's Racial Justice Coordinator, Dr. Monea Abdul-Majeed, since 2017, her expertise and guidance gave us the tools to bring a blueprint for systems change to our board—and her leadership, as part of our equity training team—has helped us identify and start to move through the deep work of changing our practices at every level of operation. As Dr. Monea tells us, 'Systems aren't broken, they're built.' Her guidance is helping us re-build the Cultural Alliance into an equitable organization brick by brick."

**Kelley Gibson, President,  
Cultural Alliance of York County**



## RACIAL AND SOCIAL JUSTICE HIGHLIGHTS

- Leadership Summit brought 95 high school students together to learn how to engage as racial justice advocates and take action.

- Uptown Rotary Club sponsored a Courageous Conversation and collected school and personal care supplies for students at the Lincoln Charter School.
- YWCA York was represented on WITF's Racial Justice series with Dr. Monea Abdul-Majeed speaking on understanding systemic racism.



## WHAT WOMEN WANT

Everyone is welcome at YWCA York! At the same time, we must acknowledge the continued commitment to place women and girls at the forefront of our work, as disparities still have to be addressed. Women's empowerment may look very different from when YWCA York opened its doors in 1891, but the need to provide education, safe housing, connection, and advancement continues to this day.

Last fall we conducted a survey to uncover the issues important to York County women and then reported out on the results at our What Women Want event, sponsored by Highmark. Topics included finding balance in our day to day lives, navigating the roles women play, and learning more about wealth building. Our speakers, Christen Coscia, Shawn Fink and Grace Quartey shared their wisdom and offered concrete solutions for enhancing the lives of women.

## #YWCA YORK VIRTUAL 5K

Our virtual Race Against Racism 5K, sponsored by White Rose Credit Union, resonated with our community and produced a strong turnout, lifting us over our fundraising goal. We saw that the commitment was there, regardless of our ability to gather in person, and we were grateful for the support.



## WOMEN AND WEALTH

"We are a goal-oriented society and set goals in many aspects of our lives, however, when it comes to finances, our tendency is to not set firm goals and bury our heads in the sand. I love this quote, because I feel it captures financial literacy and empowerment:

'The habit of saving is itself an education; it fosters every virtue, teaches self-denial, cultivates the sense of order, trains to forethought, and so broadens the mind.'  
- T.T. Munger"

**Grace T. Quartey, CPA, MBA,  
Owner, Grace & Associates LLC  
What Women Want panelist**



## CONSCIOUSNESS RAISING

YWCA York's Junior Board demonstrated their unstoppable leadership by bringing The Vagina Monologues back to the stage to show that art has the power to transform consciousness. Sponsored by UPMC, the performances explored the intersection of race, class and gender. Laurin Gross, a former Junior Board president, was honored with the Young Women's Leadership Award for her dedication to our mission and her efforts to make Walk a Mile in Her Shoes our most popular fundraising event.



- Jane Tucker, co-founder of ACCESS York, received the Dorrie Leader Advocacy Award as a pioneer for domestic violence advocacy.

- Neida Lau received a national award from Girls on the Run for her dedication to our GOTR program, serving as a coach and advisory committee member, and raising \$5000 when she ran in the Boston Marathon.



# CHILD AND YOUTH PROGRAMS



## LEARNING

YWCA York offers empowering child care and early learning programs accredited at the highest-levels through NAEYC and Keystone Stars. We were excited to reopen our programs in early June, following the COVID-19 shutdown and our kiddos were thrilled to be back! Our day camp program took place at our downtown location this summer, and we can't wait to return to Camp Cann-Edi-On in 2021. Our camp director and counselors creatively planned an enriched, outdoor-focused program that was welcomed by campers and their families.

Our Pre-K Counts students benefit from a curriculum enhanced by activities including yoga, cooking, soccer, robotics, gymnastics, and more. Our healthy eating program incorporated learning concepts in math, science, and literacy that align with the PA early learning standards. Children learned to explore their independence, social skills and increase their confidence while creating food to share and explore with their peers.

Our School-Age Care and Youth Programs focus on building skills and relationships with peers, adults, and the world around them. It's critical that our young people understand their power and their potential. YWCA York focuses primarily on underserved, disadvantaged youth who participate in the Temple Guard Drill Team and the Quantum Opportunities Program, providing them with opportunities to attend cultural events, travel for performances and college tours, participate in community protests, and meet their educational goals. Our Girls On the Run participants learned important lessons of resiliency with our shortened spring season which we capped off with a virtual 5K. This provided an outlet to display their creativity and physical progress.

## LEADING THE WAY

"If hope exists for real and transformative change, it is with our inspired young people. Watching Mike Smith, YWCA York Youth Director, create that inspiration in young women and men in the Quantum Opportunities Program (QOP) has been a joy. Each day as Mike and his students arrived, they reminded us why the Center for Community Engagement exists. We took special joy in seeing one of the rooms in our building—once the home of a restricted men's club—fill with the college acceptance letters this diverse group of students had earned. I could envision these people as tomorrow's leaders toward a more equitable country."

**Dominic DelliCarpini, Ph.D.,  
Dean, Center for Community Engagement**



**DOMINIC DELICARPINI**



**APRIL COLLIER**

## CREATING LIFELONG HABITS

"No matter what the world looks like around you, cooking, along with some good music, gives you the power to put your taste buds on launchpads and send yourself to another place, all without leaving your kitchen. What I would like for the children at YWCA York to get out of their time with Ms. April is for them to know that they are already great, and that they can acquire the skills to build positive relationships."

**April Collier, Founder of  
the League for Exceptional  
Individuals (LEXI)**

## CHILD AND YOUTH HIGHLIGHTS

- The Temple Guard Drill Team completed a season of performances with the York Revolution, and participated in community racial justice protests.
- Approved for the Infant/Toddler Contracted Slots (ITCS) program which provides funding for Child Care Works families and offers a smooth transition into the Pre-K Counts program.
- Camp Cann-Edi-On celebrated its 90-year anniversary in 2020.



# VICTIM SERVICES

## PREVENTING VIOLENCE AND HEALING TRAUMA

YWCA York is the county's sole provider of comprehensive services to victims of violence including domestic violence, sexual assault, and human trafficking. We provide emergency and transitional shelter at ACCESS York, complex-trauma services at Still Waters (Hanover), and counseling services at our Victim Assistance Center (VAC). We operate a 24/7 hotline and provide legal representation and advocacy, as well as, medical advocacy to victims. In addition, our Community Education Department offers prevention education programs to grades 2-12 and college students, law enforcement, health care professionals, faith-based organizations and other nonprofits.

Our victim services team provided essential emergency services throughout the



COVID-19 shutdown when victims of violence were quarantined at home, often times with their abusers. That impact continued to be felt as we responded to a significant spike in the need of services when York County entered the green phase.

## SYMPOSIUM FOR EDUCATORS AND COUNSELORS

"Our Community Education department hosted a "Building Bridges for Youth" symposium with a focus on cultivating healthy adolescent relationships. This day-long training was supported by a grant from the Memorial Health Fund, and open to all York County middle and high school teachers, counselors, administrators, and support staff. Speakers included our own community education team of experts, representatives

from our state coalitions, and a keynote address by Ashley Bendiksen, a national speaker on teen dating violence.

One in three teens will experience teen dating violence. If parents and educators know what signs to look for—isolation, jealousy, loss of self esteem, and injuries—they can help address this growing issue. Everyone is worthy of respect! YWCA York is a valuable York County resource with a 24/7 hotline for advice and support."



ASHLEY BENDIKSEN

**Ashley Bendiksen,  
Motivational Speaker  
and Activist**

## VICTIM SERVICES COVID-19 HIGHLIGHTS

- Launched "Storytime with Lindy," a monthly YouTube series for children on how to manage emotions.
- Continued to provide safe shelter at ACCESS York to those seeking refuge while navigating stress, concerns and exhaustion.
- Transitioned Community Education programming to virtual platforms for task force meetings, grand rounds trainings for WellSpan Health, and delivery of our 72-hour advocate training.
- Offered tele-counseling for our VAC clients during the COVID-19 shutdown.
- Served 242 individuals seeking legal protection during ten weeks in the spring working in person and virtually, and that work has not slowed down.
- Provided bi-monthly virtual mindfulness and trauma-sensitive yoga practices to our residents at Still Waters in Hanover.





# AQUATICS, YOGA AND WELLNESS



## BUILDING RESILIENCE

YWCA York was incredibly fortunate that our wellness and mindfulness culture had already taken root before the COVID-19 pandemic reached York County. We worked together over the past three years to provide our children, clients, families, members and staff with ways to manage stress, process difficult emotions and handle anxiety.

Social media has been an excellent way to share our focus on health with “Wellness Wednesdays” that provide the community with a break in the day to focus on ourselves. YWCA York has also developed a strong following beyond our own

community for our positive quotes, educational articles and encouraging posts on Facebook, Twitter and Instagram.

As our reputation as a wellness provider grew, the York County Office of Probation took note. YWCA York was asked to provide mindfulness training for the staff of both the Juvenile and Adult Probation departments. This partnership included offering Trauma Sensitive Yoga classes to the GEM program (Girls Empowerment Model) which is a program for young women with a history of trauma and loss in York County. This uplifting work provided adjunctive treatment to the traditional programming already offered by the county and was well aligned with our empowerment model.





## TOOLS FOR TRAUMA INTERVENTION

"York County's Juvenile Probation began a partnership with YWCA York that brought new energy to the GEM program. Mindfulness Education Coordinator, Christen Coscia, immediately connected with the girls by facilitating mindfulness and trauma-sensitive yoga sessions. The GEM girls can all relate to trauma and they were exposed to a different way of coping and healing. A variety of benefits were reported: better sleep, feeling calmer, releasing stress and tension and being able to clear their minds. As the supervising Probation Officer, it has been a pleasure to witness the growth in the girls since adding mindfulness into the GEM curriculum, and I look forward to continuing this unique and beneficial partnership!"

**Megan Agapis, York County Probation Officer**



## FINDING EMPOWERMENT IN THE POOL

Our daughter Alexis was born with Down syndrome 21 years ago, and she also has autism. As new parents, my husband and I vowed not to put limitations on Alexis as we wanted her to develop to be the best, most productive young lady she can be. We heard about a special-needs swim class at YWCA York through parents in our Down Syndrome support group. Bill Georgantis became her swim instructor, and he demonstrated the most patience with all of his swimmers. He taught Alexis,



using so many strategies to get her legs and arms to move together. Eventually, she was ready to enroll in the Special Olympics! She holds her own when it comes to the front crawl and back stroke and is very competitive. We have witnessed firsthand what a blessing this program is to this population of our local community.

**Edward and Stephanie Mundorf, Proud Parents of Alexis Mundorf**

## OUR LONG AQUATICS TRADITION

Paddleboard yoga, synchronized swimming clinics, swim lessons, mermaid swims, and aqua exercise classes made for a very full aquatics year at YWCA York up until mid-March when we closed the pool during our pandemic shutdown. Aquatics remains a time-honored tradition and supports our commitment to build sound bodies and minds. Water safety and lifelong skills are key to our aquatics program. The pool reopened for our day campers in early June, providing them with daily activities at a time when many of their usual field trip locations were closed.

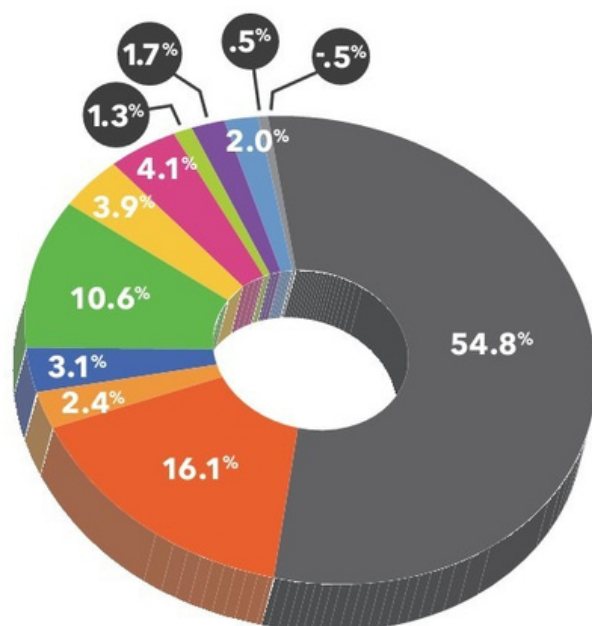
## AQUATICS, YOGA AND WELLNESS HIGHLIGHTS

- Our Aquatics Center hosted the Keystone Games synchronized swimming competition.
- York Synchro Team brought The Lion King to the community with beautiful costumes, artistry and athleticism.
- YWCA York's Wellness Committee provided self-care stations for staff during the pandemic.
- Trauma-sensitive yoga classes for adolescent girls who commit delinquent acts.
- Yoga for Pre-K Counts program continued to provide an introduction to healthy living.



# FINANCIALS

## FISCAL YEAR JULY 2019 TO JUNE 2020 HIGHLIGHTS

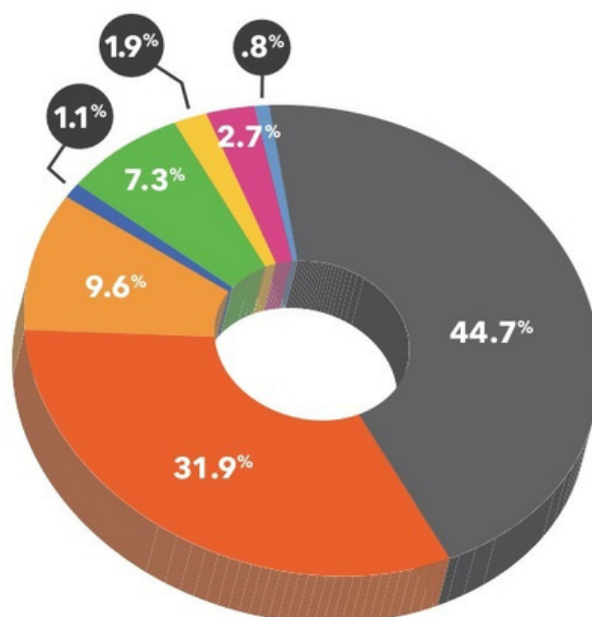


### REVENUE:

**\$7,495,051**

Government Support	\$4,107,661
Program Service Fees	\$1,205,046
Private Grants	\$180,362
Contributions	\$236,552
Capital Campaign*	\$794,655
Tax Credits	\$291,650
United Way	\$306,552
Investment Revenue	\$96,372
Special Events	\$128,550
In-kind Donations	\$147,447
Miscellaneous Revenue	\$41,250
Unrealized Gains/(Losses) on Investments	(\$41,046)

## FISCAL YEAR JULY 2019 TO JUNE 2020 HIGHLIGHTS



### EXPENSES WITHOUT DEPRECIATION:

**\$7,164,832**

Early Childhood Services	\$3,203,750
Victim Services	\$2,285,536
Administration	\$691,776
Buildings & Facilities	\$77,421
Aquatics, Mindfulness, Yoga	\$522,789
Youth Programs	\$133,694
Fund Development	\$191,048
Racial Justice Services	\$58,818

### DEPRECIATION EXPENSE:

**\$389,381**

**Outside of depreciation expense YWCA York experienced a financial surplus of \$330,219.**

If you would like to request a printed copy, please contact CFO Rexann Richardson at 717.845.2631 x 4146 or rrichardson@ywcaYork.org.

\*In early 2020, YWCA York launched the quiet phase of our capital campaign. Any payments that were received in 2020 are denoted by an asterisk. A full accounting of all payments and pledges will be included in next year's annual report, following the relaunch of the quiet phase of the campaign in early 2021.



# COMMUNITY INVESTMENT



## **\$49,999 and above**

PeoplesBank, A Codorus Valley Company  
United Way of York County  
The York Water Company

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

The Donley Foundation  
Stewart Gilbert II, LLC  
M&T Bank  
Northwest Bank  
Powder Mill Foundation  
J. William Warehime Foundation

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

Louis J Appell III  
The Betty & Leo Balzereit Foundation  
Chreston K Briggs Trust Account  
Susan & Randy Byrnes\*  
Community Impact Foundation  
Dallmeyer Family Fund, YCCF  
Graham Capital Company  
Memorial Health Foundation, YCCF  
Rite Aid Foundation  
Sue C. & John C. Schmidt\*  
WellSpan Health  
York County Community Foundation (YCCF)  
York Traditions Bank

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

Angela Ang-Alhadeff & Joseph Alhadeff MD\*  
Assurant  
Avalon Insurance Company  
Marty & George Hodges  
Johnson Controls  
Nancy MacEslin Estate  
Martin Foot & Ankle Center  
Henry L. & Margaret S. Mummert Memorial Fund  
Keith Noll  
Orrstown Bank  
Michelle Pokrifka & Benjamin Pratt\*  
George & Josephine Schmidt Memorial Fund, YCCF  
TJX Foundation  
Jean M. Treuthart\*

## **UPMC**

UPMC, Pinnacle Memorial  
White Rose Leadership  
York County Convention & Visitors Bureau  
John D. & Kathryn W. Zimmerman Fund, YCCF

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

Action Church  
Gerald Altland  
Assembly  
B.D. Social Club  
Baker Tilly Virchow Krause, LLP  
Nikki Bardin\*  
W. Robert Berkebile  
Kristin & Doug Berman  
Kristy & Bryan Bixler\*  
Sheamus Bonner  
Marsha Bornt MD  
Robert A. Bowen\*  
Johanna Brown  
C.S. Davidson, Inc.  
CGA Law Firm, PC  
Collens-Wagner Agency, Inc.  
Barbara & Robert Constable\*  
Walter & Bessie Cooper Charitable Trust  
Tracey & Brian Crowl  
Louise Deane Trust  
Marty DeRose Angel Scholarship Fund, YCCF  
Jennifer Marie Dettinger  
Charles & Alma Diehl Family Fund, YCCF  
Deborah Dunn  
Charles G. Eyster Fund, YCCF  
Melodie & John Eyster  
First Energy Foundation  
The Foundation for Enhancing Communities  
Fulton Bank, York Division  
Grace United Methodist Church  
Harley-Davidson Foundation, Inc.  
Ruth & Jacob Hershey  
Bob Hoffman Foundation  
Sarah A. K. Hoover Trust  
Sarah Howell  
John Klinedinst\*  
Jean & Lanny Laughman  
LCBC

Ralph K. & Mable M. Kise Fund, YCCF

Margaret 'Peggy' Knoch Memorial Fund, YCCF  
Ruby Martin  
Heather Maxfield\*  
Frances McCabe\*  
McNees, Wallace & Nurick  
Harry Miller Charitable Trust  
Stephanie & Scott Newcomer  
New Standard Corporation  
Normandie Ridge Auxillary  
OSS Health  
Penn State York  
RAYAC Foundation  
RKL, LLP  
Rooster Social Club  
Deborah & Chad Rutter  
Dana Schmidt\*  
Matthew Schutthers  
Shipment Trackers  
The Bruce R. & Madelyn G. Snyder Foundation  
Stambaugh Ness  
Wendell Staub Memorial Scramble  
Debra Stock Fund for YWCA York, YCCF  
Stronger Youth Brands LLC  
Bess Spiva Timmons Foundation  
Unitarian Universalist Congregation of York  
Joseph Wagman  
Walmart Foundation  
Weis Markets Inc.  
White Rose Credit Union  
Woman's Club of York  
Barbara Woodmansee Domestic Violence, YCCF  
Jenny Zimmerman

## **\$500 - \$999**

Laura Bankos-Kury\*  
The Cathy & John Carson Fund, ACCF  
Charm City Movers Business  
Cross Roads United Methodist Church  
Sandra Cunningham-Henise  
Linda & David Davidson  
Elizabeth Dellinger  
Jane & Don Dellinger

Diocese of Harrisburg  
Mieke & John Driscoll  
Emigsville Otterbein United Methodist Church  
Empire Education Group  
Family Clothes Tree  
Fred C. Fay II  
Martha Frankenberry  
Glatfelter  
Lisa & Mike Glezer  
Greek Ladies Philoptochos  
Catherine Grove\*  
Beverly & Richard Heilman  
Vincent Henry  
Doug Keith  
Karen & Roderick A. LaFountain  
Leadership York  
Dr. Marjorie Mattis  
Allison Meckley  
Dave & Betsy Meckley Family Fund, YCCF  
Kendall & Eric Menzer  
Mt. Zion Lodge No 74 I.O.O.F.  
Must Have Chocolate  
Pennex Aluminum  
Timothy C Pinkerton  
Rexann Richardson  
Kristi Riley-Platt  
Frances Polk  
Brandy Portonova (Sabol/Portonova Family)  
Donna & Robert Pullo  
Leah G Pritchett  
R. S. Mowery & Sons, Inc.  
Rost & Associates  
Constance & Basil Shorb  
Elizabeth Shorb  
Paul & Margie Smith Charitable Foundation  
Margaret Z. Swartz  
Union Lutheran  
USA Artistic Swimming  
Edward & Sally Wagman Family Fund, YCCF  
Carol & Rich Wagman  
Bobbi Wherley  
York College of Pennsylvania  
York Endodontics PC  
York Revolution Community Fund, YCCF  
York Women's Association

**AS ALWAYS, THANK YOU FOR YOUR GENEROUS SUPPORT!**



## CELEBRATING OUR ROCK STAR STAFF

We deliver programs and services out of many locations around the county with a staff of 150 incredible people who have dedicated their professional lives to our mission. They are the change agents of YWCA York and we value how they deploy their talents and strengths to transform our community.

Weekly Zoom meetings with our staff kept us connected as **One YW** even though we were separated for several months. They persevered while adapting to constant change and stress through a period of diminishing resources, always placing those we serve front and center. **THANK YOU to our YWCA York** family for your talents, compassion, and commitment!

## LIFTING OUR COMMUNITY-TOGETHER!

YWCA York improves lives, inspires lasting change, and builds a stronger York County community—and we are working with more purpose and drive than ever before. We know that when one person is uplifted, they uplift others. We proudly bring about real change day after day, powered by our many donors, partners, and supporters.

## 24-HOUR CONFIDENTIAL CRISIS LINES:

DOMESTIC VIOLENCE  
800.262.8444

SEXUAL ASSAULT  
800.422.3204

eliminating racism  
empowering women  
**ywca**

320 East Market Street  
York, PA 17403  
717.845.2631

[www.ywcayork.org](http://www.ywcayork.org)



**YWCA is dedicated to eliminating racism, empowering women, strengthening families, and promoting peace, justice, freedom and dignity for all.**



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