

EQUAL POWERFUL *unstoppable*

YWCA YORK | 2021 ANNUAL REPORT TO THE COMMUNITY

www.ywcayork.org

eliminating racism
empowering women

ywca



TEAMWORK IS OUR SUPERPOWER

I look for every opportunity to celebrate the achievements and efforts of YWCA York's dedicated staff. This year requires special emphasis. Even during challenging times, they get up every day and do the work. And that work is vital to our community.

You will read about our endeavors and highlights, but that doesn't always put a human face to the impact we have with our little ones, survivors of violence, students, parents, and senior citizens. I see many of those faces throughout the year, and I know we make a very real difference.

I couldn't be prouder of how our team has served the York community during challenging times. And I couldn't be more grateful for the support we've received back from our community.

I hope you enjoy reading more about our mission-driven work and our vision for a better future.

Be well,

Jean M. Treuthart
YWCA York CEO



MESSAGE TO THE COMMUNITY

**It is an exciting and hopeful time
to be the Board President of YWCA York.**

The capital campaign relaunched in January and our community embraced it and demonstrated the generosity YWCA York has experienced since the doors opened in 1891. Led by past board presidents, the campaign committee successfully navigated a difficult fundraising climate and, as I write this, we are 85% of the way to our \$3.5M goal!



As the pandemic entered its second year, we could see the toll it had taken on the staff, families, clients and members. Despite this fatigue, what emerged even more prominently was the commitment to the mission, the relief our programs and services provided, and the push to move beyond the current circumstances.

This is a YW that is resilient, focused and true to the work of eliminating racism, empowering women, and promoting peace, justice, freedom, and dignity for all. I want to give a special thanks to YWCA York's leadership team for their strength and bold action, and to our multi-talented board of directors for their guidance and support.

In this annual report you'll see why the board is excited about the YW's future and the work we can and will do together as a community!

Warm regards,

Kristy Bixler
Board President

DEFINING OUR CULTURE

This past year we went on a journey of discovery. Together, our full leadership team captured YWCA York's culture through a series of virtual gatherings. **"What's our secret sauce?"** We asked ourselves, over and over again, until we landed on these real and aspirational qualities.

AROUND HERE, WE:

Meet people where they are

Creating inclusive environments starts with listening to understand. We offer an unbiased ear by being empathetic and accepting of people and their circumstances.

Assume best intent

Choosing to believe the best of others is the foundation of honor. We address challenges and conflict with open, honest and respectful dialogue.

Practice trauma-informed care

Our goal is to heal and empower people by giving them choices. We do that by acknowledging pain, giving support, and providing tools.

Believe survivors

We validate our clients, build trust, and provide safe spaces for growth and healing.

Utilize mindfulness

Pausing is a powerful tool. It allows us to promote safety, consider alternate paths, proceed with care, increase focus, build resiliency and set intentions.

Celebrate that TEAMWORK is our superpower

We are one YW. Each of us has the ability to make a positive impact, but together we are invincible. We are encouraged to take initiative within our spheres of influence and proactively seek out collaboration.

Listen to understand

Courageous conversations are at the core of what we do. We practice active listening, ask questions, re-frame situations, and gather different perspectives.

Find creative solutions

We are creative problem solvers. We use our strengths, maximize resources, look for efficiencies, and pursue partnerships.

Promote a community of care

A primary focus is to create abundance for the future. Not just financially, but holistic resources that support and promote peace, justice, freedom and dignity. **We extend privilege to all.**

Protect and cultivate a learning environment

Investing in education empowers individuals and influences the next generation. We intentionally develop our expertise and grow our awareness.

YWCA BOARD OF DIRECTORS

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CHILD AND YOUTH PROGRAMS

This year, a national conversation unfolded around the importance and value of child care and early childhood education. Child care in the United States is a broken economic model with costs that are too high for many families and revenue too low to provide competitive wages and cover overhead. Let's keep the conversation going and seek solutions that will support providers of child care so families receive the support they need.

YWCA York received additional federal and state funding, along with support from the United Way of York County and York County government, which helped provide a safety net so YWCA York could continue to provide child care during these uncertain times.

We offer programs to 350 children and youth on a daily basis and are accredited at the highest levels through NAEYC and Keystone Stars. It took time to rebuild our program, but we are on track for another robust year of empowering our young people and preparing them to find success in school and life.

Our children and youth benefit from an environment which focuses on strong social and emotional development. YWCA York applies proven mindfulness tactics and trauma-informed educational practices. Evidence-based programs like Positive Behavior and Implementations Support (PBIS) and conscious discipline techniques are aligned with our goal of developing a lifelong love of learning.

The first three years of a child's life are critically important to their development. Our infant and

toddler program values and supports each child's individual needs with a ratio of one adult per four children. YWCA York participates in the state-funded Infant Toddler Contracted Slots Program (ITCS), which provides exemplary experiences for children from nine months to three years of age. Our program goals are in sync with the Pennsylvania Early Learning Standards.

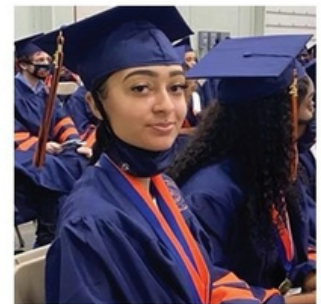
YWCA York's **School Age Program** provides working families with the security of knowing their students will be transported to and from school and are provided opportunities to stay active in a safe and high-quality environment. We provide homework help, encourage project work, and focus on physical and social development of students in Northeastern, York City and York Suburban School Districts.

Camp Cann-Edi-On, located along the Conewago in northern York County, saw the return of camp programming following the 2020 hiatus. It was one of our most successful seasons in many years. Our summer of fun included exploration of wildlife and the woods surrounding camp. Campers were excited to be outdoors, making friends, and engaged in activities like kayaking, swimming, archery, art, hiking, organized sports, fishing and gardening.

LEADING THE WAY

The 2020-2021 school year was an incredibly challenging one for students in our Quantum Opportunities Program (QOP). They navigated the pandemic and issues of remote learning, missing time with friends, and staying committed to their academic goals. The 12 seniors who graduated all moved on to higher education at several colleges, including Temple University, York College, Penn State and Shippensburg University.

QOP is expanding! Thanks to the hard work of Mike Smith, our Youth Program Director, and strong community support, this program will double in size over the next two years. Partners interested in supporting a QOP student can find more information at www.ywcayork.org under **What We Do**.



HIGHLIGHTS

- YWCA York secured a contract with the York Suburban School District to provide year-round, day programming for children ages 3-5 and school age care for ages 5-12.
- We offered a full-day program for the entire school year to York City students learning remotely. This was funded in part by a grant from AbbVie through the support of YWCA USA.
- The Quantum Opportunities Program (QOP) expansion is underway which will serve more York City students thanks to the support of generous funders like the Powder Mill Foundation, the York County Community Foundation and individual donors.



AQUATICS, YOGA AND MINDFULNESS

Families and members were so very grateful to return to the pool and participation continues to increase. Stringent COVID protocols helped provide peace of mind to our members. Our York Synchro Team competed in competitions via video before resuming in-person meets. We are hopeful that family swims, mermaid swims, paddle board yoga, and pool parties will resume in the future. Our Learn to Swim classes and aqua exercise classes continue to meet in eight-week sessions.

YWCA York went virtual for our yoga programming! As our gift to the community during these stressful

times, we offered all classes via Zoom and on Facebook Live for no charge. We understand the value of self-care and wanted to provide support to as many people as possible. The response was overwhelmingly positive.

FINDING EMPOWERMENT IN THE POOL

"At the age of 31, I enrolled in the beginner swim class at YWCA York to help conquer my fear of drowning. I'm thankful that I had one of the best swim instructors to learn from. She was kind and patient, and taught in a way that was easy to understand. She encouraged me to try different techniques in the water, but did not force me to do anything I was uncomfortable with. I put in the effort and I'm happy to say that I can now swim!"



I recently traveled to Mexico and swam in a 5-mile underground river. I also swam with Dolphins. I felt confident doing this and swimming in the ocean because of the YW."

HIGHLIGHTS

- Give Local York raised funds to replace the stairs in the pool, a much-needed improvement.
- Our Mindfulness Educator Coordinator held mindfulness sessions with employees at York City's Bureau of Health and the Office of Probation.
- Mindful Fathering included monthly meet ups which were requested by our dads to continue to have a space to share, learn and connect with other dads between regular sessions.

*"We are confronted
with the fierce urgency of now.
In this unfolding conundrum of life and history,
there is such a thing as being too late.
This is no time for apathy or complacency.
This is a time for vigorous and positive action."*

- Martin Luther King Jr.

RACIAL AND GENDER EQUITY

YWCA York is not just an organization... we are a mission-driven collective, ready to serve our community with open minds and hearts. Using an intersectional approach and mindfulness techniques, the goal of our work is to eliminate racism and empower women. Internal accountability and a clear-eyed view are a requirement for an organization dedicated to this work. This demands that we show up to advocate for the end of inequities and oppression that many groups and individuals experience in our community. 

HIGHLIGHTS

- We held meaningful monthly Courageous Conversations, sponsored by White Rose Credit Union, on the following topics: Race and Voting, Healing Racial Trauma, Building Authentically Diverse Boards, Allyship and White Privilege, How to Talk to Your Kids about Race.
- YWCA York began offering "pronoun training" for companies and organizations interested in expanding employees' understanding of gender identity and expression.
- We conducted an internal racial equity assessment to review our own operating policies, hiring practices, governance and leadership structures, and the delivery of our programs and services to diverse populations.

YWCA York will remain a strong voice to bring about an end to the deep-seated systemic racism found in school curricula, the criminal justice system, voting rights, health care, housing and employment. For our community to prosper, we know that more action and education are required. We're committed to being a primary provider. **There is a fierce urgency to this work. The time is now.**

21-DAY EQUITY CHALLENGE

YWCA York partnered with 80 YWs from coast to coast to address issues of race, gender, power and privilege with over 600 people in York County!

We dove into the materials and learned more about reparations, gender violence, racism in sports, and the impact of climate change on communities of color in ways that expanded horizons and called for systemic change. Community members completed the challenge having gained knowledge and a deeper commitment to bringing about change.



VICTIM SERVICES

YWCA York provides free and confidential 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 virtual and in-person prevention education programs for students in grades 2-12, college students, law enforcement, health care professionals, faith-based organizations, and other nonprofits.

We continue to advocate for survivors of violence, including a full-court push to support the passage of the Victims of Crime Act. Fortunately, the fix passed!

HEALING TRAUMA WITH HOPE

A call came in from a woman who had been a client at our shelter many years ago. When she found herself in need once again of services, she knew just who to call, **"the ladies at ACCESS York."** She remembered her shelter stay and the kindness and safety she experienced many years earlier.

The client had returned to live with her former mate after many years apart. He said this time it would be different and it seemed for a while this would be true. Then he lost his job due to the pandemic. He started drinking, threatening her, and it turned physical.

She called YWCA York's hotline. She knew she and her child needed to get away before she ended up right back where she started, in the emergency room more than a decade ago. **She found safety and security once again. She found hope.** Slowly, she began to reestablish her independence and is moving forward.



HIGHLIGHTS

- ACCESS York started renovation projects to transform all public and private spaces where we provide essential, emergency housing for victims of violence and their families.
- Our Community Education team provided over 6700 educational programs and trainings to adults almost exclusively through virtual platforms
- We increased awareness of human trafficking through trainings throughout the year and a high level of engagement in the Red Sand Project during Human Trafficking Awareness Month.
- YWCA York established the Racial and Gender Equity department under the Community Education umbrella.
- Our shelter provided an unprecedented number of emergency shelter nights.



CAPITAL CAMPAIGN

YWCA York launched our \$3.5 million capital campaign in March of 2020 and then quickly needed to take a pause due to the pandemic. We re-emerged in 2021 with an engaged, robust capital campaign committee co-chaired by Liz Dellinger and John Klinedinst, with Sue Schmidt as a very hard-working honorary chair. All three past YWCA York board presidents remain dedicated to our organization's mission and worked hard on a strategy for hitting our goal.

The committee delivered on the \$1.4M match needed for our state-awarded Redevelopment Assistance Capital Program (RACP) grant, which was approved by the Office of the Budget and finalized by Governor Tom Wolf. The public community phase of the campaign kicked off in July.

To date, we have an additional \$500,000 to raise for renovation and new construction projects at our main building in downtown York, Camp Cann-Edi-On in York Haven, and for all locations where we serve victims of violence. Visit www.ywcayork.org to learn more about our capital campaign.

OUR GOAL
\$3.5 MILLION



COMMUNITY INVESTMENT

We are enthusiastically grateful to all of our donors, especially during our capital campaign year! With your financial support we can preserve and protect our buildings and provide safe, modern, and functional spaces for our programs and services. In a typical year, we directly impact over 20,000 York County residents.

YWCA York acknowledges our funding partners including the Commonwealth of Pennsylvania, Pennsylvania Coalition Against Domestic Violence, Pennsylvania Coalition Against Rape, United Way of York County and York County Government.

\$100,000 and above

Arthur J & Lee Glatfelter Foundation*
Glatfelter Insurance Group*
Powder Mill Foundation*
MacKenzie Scott
J. William Warehouse Foundation*
United Way of York County

\$50,000 and 99,000

The Graham Group*
Hodges Family Foundation*
Kinsley Foundation*
John Schmidt Foundation*
Sue C. & John C. Schmidt*

\$25,000 to \$49,000

Gerald Altland*
Margaret & Peter Brubaker*
Stephanie & Anthony Campisi*
Ruth & Jacob Hershey*
Donald B. & Dorothy L. Stabler Foundation
Margaret Swartz*

\$10,000 to 24,999

AbbiVie
Robert Bowen*
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Susan & Randy Byrnes*
Central PA Scholarship Fund
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Donley Foundation
Fulton Bank, York Division*
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Faye & Loren Kroh*
PeoplesBank,
A Codorus Valley Company*
John and Maria Polli Family Fund°
RKL, LLP*
Sheryl Sandberg & Dave Goldberg Family Fund
Jean Treuthart*
Coni Wolf
York County Community Foundation

\$5,000 to \$9,999

Kristy & Bryan Bixler*
Jane Conover*
Fox Pool & Spa Services
GIANT
Bob Hoffman Foundation
Lorraine & Ray Hovis*
Heather Maxfield*
Henry L. & Margaret S. Mummert Memorial Fund
Michelle Pokrifka & Benjamin Pratt*
Bess Spiva Timmons Foundation
TJX Foundation
WellSpan York Hospital
White Rose Leadership/ Give Local
Kimberly & William Yanavitch*

\$1,000 to \$4,999

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Assurant
Gwendolyn Baker*
Nikki Bardin*
Carrie Becker*
Katie & Robert Berkebile
Brewery Products*
Johanna Brown
Cathy and John Carson Fund
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Family Clothes Tree, Inc.
First Energy Foundation
Claire Forbush*

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Tracy & Scott Montag
Mount Zion
United Church of Christ
Lindsay Morgan
OSS Health
Penguin Random House
Penn State York
PNC Bank
Jennifer Posner
Quilts for Kids
Spring Grove Chapter
RAYAC Foundation
Sarah & Scott Reinecker*
Kristi Riley-Platt*
Rooster Social Club
Royal Square Development & Construction
Sabol Family*
Dana Schmidt*
George & Josephine Schmidt Memorial Fund°
Nicole & Chris Shaffer*
Shipley Energy
Judith Simpson*
Bruce R. & Madelyn G. Snyder Foundation
Carolyn E. Steinhauer Fund*°
St. Onge Company
Sarah & Lou Tateosian
Traditions Bank
UPMC Pinnacle Memorial
Karl Warner
Wolfgang Confectioners
Barbara and Lee
Woodmansee Fund°
York County Bar Association
Jenny Zimmerman*

\$500 to \$999

Ray Ames*
Steve Baker
Laura Bankos-Kury*
Louise & Bob Batory
Kristin & Doug Berman
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Canadochly Lutheran Church
Sarah Chain

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Carol & Richard Wagman
Edward & Sally Wagman
Family Fund°
Cindy Weigle
Karen & Dennis Willman
Woman's Club Of York
York Young Professionals

*Capital Campaign Donation
2020-2021

°Fund of the York County
Community Foundation

AS ALWAYS, THANK YOU FOR YOUR GENEROUS SUPPORT!



Thank you

CORPORATE PARTNERSHIPS

Our work is more relevant today than ever before. YWCA York has been serving our community since 1891 and we were one of the original five nonprofits funded by the United Way of York County. We still rely on community support to make our mission a reality for those who need us. Thank you to those companies that invested in YWCA York through Pennsylvania tax credit programs (EITC EIO, EITC PKSO, and NAP/SPP).



Capital Blue
Fulton Bank
Graham Capital
Lorne Seifert, LLC
M & T Bank
Northwest Bank
Orrstown Bank
Stambaugh Ness

Stewart Gilbert III
Stronger Youth Brands LLC
PeoplesBank, A Codorus Valley Co.
Traditions Bank
Weis Market
The York Water Co.

We are grateful to Governor Tom Wolf and the Office of the Budget of PA for a Redevelopment Assistance Capital Program (RACP) award of \$1.4 million. Special thanks to the donors who helped us match this amount! And kudos to the York County Economic Alliance and the Redevelopment Authority of the City of York for your guidance and support during the RACP process.

MACKENZIE SCOTT GRANT

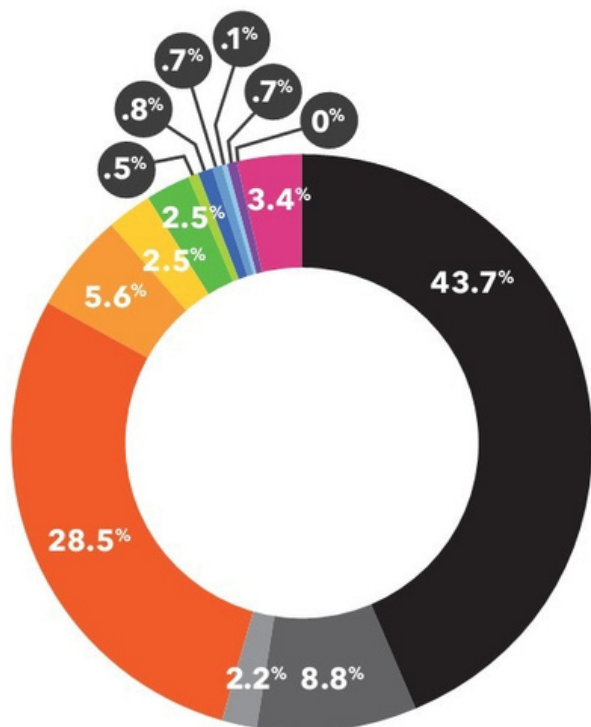
YWCA York was fortunate to be a recipient of a three-year grant from philanthropist MacKenzie Scott, aimed at strengthening our organization and advancing our mission. The first year of the grant allowed us to improve staff compensation, launch a comprehensive technology upgrade, reduce organizational debt, and build our investment portfolio for the future.



We also held a Shark Tank event to provide funds for YWCA York initiatives and projects. Departments were invited to make pitches to receive grant funding totaling \$80,000. It was a fun way to learn more about departmental priorities and enhance our community programming.

FINANCIALS

FISCAL YEAR JULY 2020 TO JUNE 2021 HIGHLIGHTS

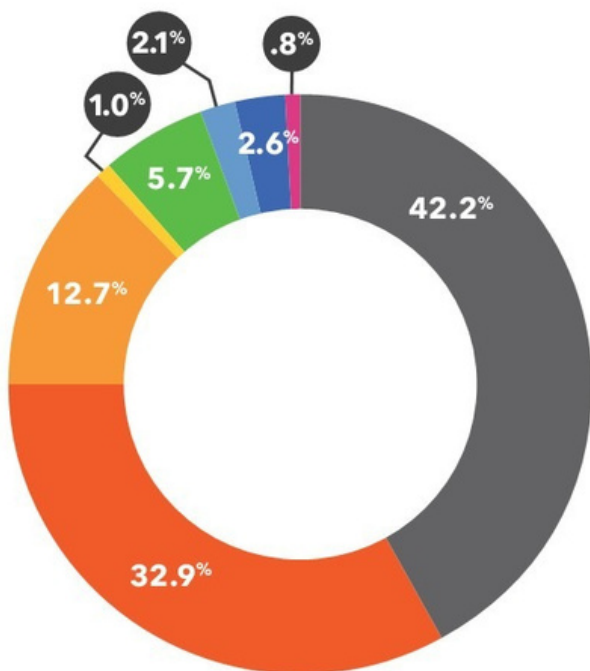


REVENUE:

\$11,279,578

Government Support	\$4,927,262
Program Service Fees	\$996,344
Private Grants	\$253,760
Contributions	\$3,209,538
Capital Campaign	\$635,232
Tax Credits	\$279,611
United Way	\$282,948
Investment Revenue	\$51,189
Gain on sale of investments	\$95,777
Special Events	\$82,792
In-kind Donations	\$7,662
Miscellaneous Revenue	\$83,866
Loss on disposal of equipment	(\$4,669)
Unrealized Gains/(Losses) on Investments	\$378,266

FISCAL YEAR JULY 2020 TO JUNE 2021 HIGHLIGHTS



EXPENSES WITHOUT DEPRECIATION:

\$6,950,195

Early Childhood Services	\$2,931,189
Victim Services	\$2,289,330
Administration	\$881,851
Buildings & Facilities	\$69,400
Aquatics, Mindfulness, Yoga	\$398,884
Youth Programs	\$141,964
Fund Development	\$179,553
Racial Justice Services	\$58,024

DEPRECIATION EXPENSE:

\$391,835

Outside of depreciation expense YWCA York experienced a financial surplus of \$4,329,383.

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



A SPECIAL THANK YOU.

YWCA York gives gratitude for the many supporters, funders and partners who stood shoulder to shoulder with us this past year. Because of your whole-hearted generosity, our journey was a little easier this year. We value your expertise, your resiliency, and the way you keep our community moving forward. **TOGETHER** we make a real difference.

24-HOUR CONFIDENTIAL CRISIS LINES:

DOMESTIC VIOLENCE
800.262.8444

SEXUAL ASSAULT
800.422.3204

OUR MISSION:

Eliminating racism, empowering women, and promoting peace, justice, freedom, and dignity **FOR ALL.**

eliminating racism
empowering women
ywca

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