

**ELIMINATING
RACISM,
EMPOWERING
WOMEN**

YWCA YORK

EMPOWER

MESSAGE FROM THE BOARD PRESIDENT AND CHIEF EXECUTIVE OFFICER



Dear Community Supporters and Donors:

We are proud to share our YWCA York FY 2023-24 Annual Report. It is our purpose and mandate to embrace change while working to strengthen the lives of the families we serve daily in our community and we hope you will enjoy reading about some of those highlights through this report.

For 133 years, YWCA York has had the honor and privilege of serving our community through our mission of eliminating racism, empowering women and ensuring that peace, justice, freedom, and dignity exist for all. Our mission has been empowered by our many donors, partners, and supporters of which we say thank you! The work is carried out by the selflessness of our 165 associates, along with a dedicated governing body who serve and give generously of their time and talents. It is through the collective passion, expertise, and delivery of a fully array of high-quality services, inclusive of all, that we continue to impact lives throughout York County.

YWCA York is ever focused, and determined to improve lives, while inspiring lasting impact and building a stronger community. We are grateful to the survivors that have taken a leap of faith and allowed us to help their healing process, to the families that trust us daily with the lives of their most prized possessions, to those that entrust us with the sustainability of a healthy lifestyle through swim and yoga, and to the community that provides us with the ability to serve as a gathering and meeting place that advances our work towards racial justice, gender equity, and our beloved community.

We are "One YWCA York" united, strong with clarity and resolute in our mission of our equality, empowerment, and equity for all

On behalf of the Board of Directors and our Associates we thank you for your continued support and invite you to engage with us on social media or to visit our website, to stay current on our impact throughout the coming year too.

Sincerely,

C. Kim Bracey
YWCA York CEO

Michelle Pokrifka
Board President

STATS FOR FY 2023 - 2024

104

Camp Cann-Edi-On
Campers

56

Creative Explorers

Pre-K Counts
Students

256

935

Swimmers

988

Hotline
Calls

58

Little Hoopers

Legal
Department
Clients

778

Shelter Nights

9,815

4,126

Hours of free counseling
to victims and survivors

CAPITAL IMPROVEMENTS

2023-24 Highlights

- Our main location at 320 E. Market Street received several upgrades, to ensure a cohesive and welcoming space for our youth, families, staff, and community. Our kitchen received an upgraded to our commercial dishwasher, adding 3 bay sinks, and new stainless-steel work stations for efficiency as our culinary team prepare delicious meals for our students and staff. Our Human Resources Department was expanded by converting our previous staff lounge into a confidential and workable space.
- Our Camp Cann-Edi-On received several upgrades including our kitchen floors, basketball court, and blacktop providing a world class experience for our campers and renters to enjoy the safety and comforts of nature.
- Throughout the entire association, our phone system was upgraded with an enhanced and user-friendly communication system.

320 Kitchen Upgrades

Camp Cann-Edi-On Kitchen Upgrades

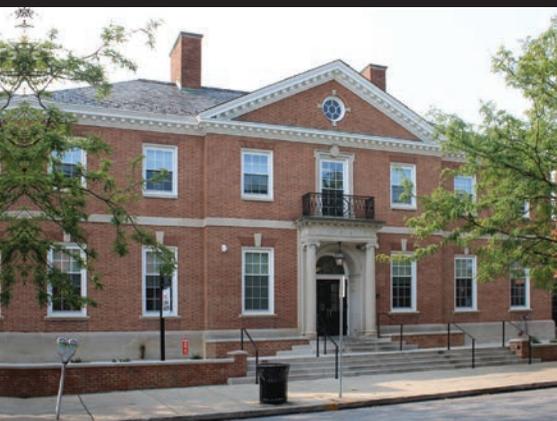
Camp Cann-Edi-On Basketball Court Upgrade

Camp Cann-Edi-On Blacktop Upgrade

Human Resources Suite Upgrade

New phone system

Website Overhaul/Refresh



SUPPORT **VICTIM SERVICES**

WE BELIEVE AND SUPPORT SURVIVORS

YWCA York is the county's 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.

2023-24 Highlights

- Our Inaugural Justice Gala event was held in January, raising awareness and supporting our Anti-Human Trafficking programming, while honoring the late Jessica Hummel, a tireless and passionate advocate, daughter, Associate, and friend.
- Our Red Sand event, raising awareness for Human Trafficking victims and survivors was held with tremendous community support
- Our 2023 Walk A Mile In Her Shoes event was held in October, supporting men ending men's sexualized violence towards women and fem presenting folk, while supporting our victims and survivors of sexualized violence.
- In April, the emergency shelter for victims of domestic violence, sexual assault, and human trafficking was dedicated to Jane Tucker and the fierce leadership and advocacy work she led to assist all victims.

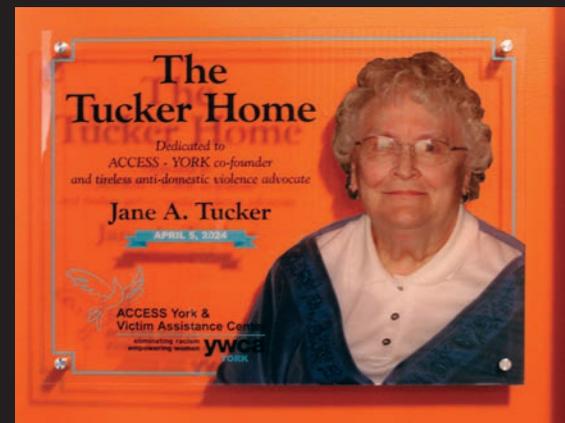
ACCESS York was founded in 1978, with the support of the United Way of York County, and began providing access to shelter, hope, and a better life for abused women. In 2007, a merger between ACCESS York and YWCA York was completed and services continued to expand. The Victim Assistance Center (VAC) was 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 York, we offer healing, outreach, and violence prevention to all people. Services include emergency and transitional shelter at ACCESS York, and counseling services at our VAC. We operate a 24/7 Victim Services Hotline and provide legal representation at our 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

"Thank you, ACCESS York for all that you did for me and my daughter to save our lives! I came there a young and scared mom who was emotionally, verbally, and physically abused. Thank you for holding my baby many nights, so that I could shower in peace. I don't know where I'd be if it wasn't for all of you at ACCESS York!!! You all supported me and loved me, until I could figure out how to love myself again. Currently, I am attending nursing school to become a Registered Nurse. I continue to utilize the boundaries I learned during group therapy at the Shelter! My children and I are thriving and not just surviving - like you always told me was possible. I love you!"

- Anonymous Female, Mother of 2



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 has been a great unifier that has been infused in YWCA York's daily operations. Our Pre-K Counts children 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.

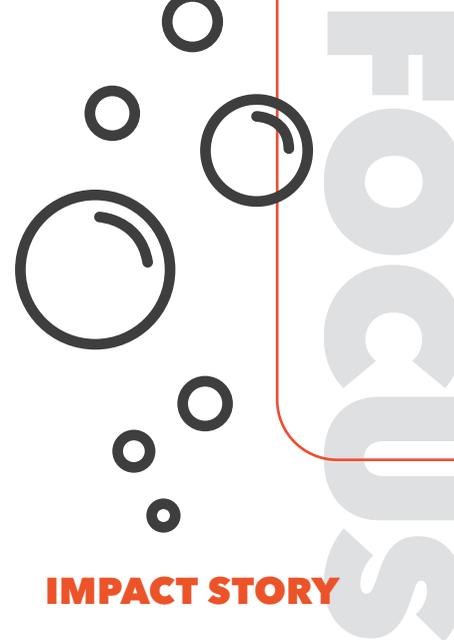
AQUATICS FOR ALL AGES

YWCA York has a long tradition of aquatics excellence. We believe learning to swim is an important life skill. 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 participate in swimming activities. YWCA York offers an encouraging and welcoming environment for everyone!

Our York Synchro Team had another hit with our Frozen show. The program has achieved this milestone thanks to our loyal supporters, including parents, alumni, coaches and private donors.

2023-24 Highlights

- Our 3, 4, and 5-year-old Childcare students learned to swim and developed valuable swimming skills, while ending their fear of swimming.



IMPACT STORY

Ben, a community member contacted us to inquire about swim lessons, because he needed to prepare to attend the State Police Academy in 2 months. He contacted other programs, but YWCA York was the only program that returned his call.

Ben came to the YWCA York as often as possible within those 2 months, while Aquatics Associates worked with him to develop his swimming skills.

Nine months later, Ben contacted us and shared that he passed the State Police Academy and was very grateful for the assistance he received to enhance his swimming skills.

- Editor's Note: "Ben" is a fictitious name used to protect the privacy of our program participant.



ACHIEVE

CHILDREN AND EARLY LEARNING



Pennsylvania Governor Josh Shapiro and York County Economic Alliance pictured with The Sharks classroom

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.

Pennsylvania Governor Josh Shapiro visited YWCA York in January 2024 highlighting the expanded child and dependent care tax credit to cut costs for Pennsylvania families.

Programs include:

2023-24 Highlights

- Our Inaugural Breakfast With Santa provided the opportunity to promote a community of care for 250 of our childcare students and families, highlighting family engagement, festivities and holiday cheer.
- Author Jerry Andre and his daughter Zara visited for a reading of their book, "I'm A School Super Hero," a fun read to help children prepare for school.

- Early Learning Center at our City of York location for children ages six weeks to three years old.
- Pre-K Counts, a state-funded program, makes quality pre-kindergarten opportunities available to children and families in the following school districts: York City (including Lincoln Charter School), Eastern York and York Suburban.
- Full day preschool programs at our City of York location and one York Suburban location
- Before and after school care for ages 5-12 in the following school districts: York City (8 locations), Lincoln Charter School, Northeastern School District, and York Suburban School District



YOUTH AND CAMP PROGRAMS

TAKING A QUANTUM LEAP

YWCA York's Quantum Opportunity Program (QOP) is a 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 focusing on three areas: academic achievement, community service, and personal growth. Students can earn up to \$6,000 towards higher education costs.

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. Indoor activities include swimming, STEM, art, and creating in a fun and positive atmosphere.

IMPACT STORY

Brian, currently a junior in high school, began attending our Quantum Opportunity Program (QOP) as a freshman in high school. When he initially began attending QOP, his grades were not good, he was having challenges in school, and did not want to attend the program.

Now, Brian's attitude, grades, and attendance in QOP have made a positive change. He willingly attends each QOP sessions, has made honor roll, is looking forward to attending college in the future, and participated in our summer program.

2023-24 Highlights

- Quantum Opportunity Program (QOP) youth participated in Ky The Chemist's "STEAM Sneakerheadz" program, allowing youth to use Science, Technology, Engineering, Art, and Mathematics (STEAM) concepts, exposing youth to advanced STEAM science topics.
- Video Games Club of America partnered with our Quantum Opportunity Program (QOP) for their "Build A Gaming PC" event, which provided the opportunity for youth within QOP and our community to learn how to build a personal gaming computer, while enjoy some swimming fun in our pool.
- Summer camp enjoyed creative activities, while exploring kayaking, fishing, archery and other activities providing youth with fresh air and adventures to last a lifetime.



ENGAGE

RACIAL AND GENDER EQUITY



PA Lt. Governor Austin Davis

RACIAL JUSTICE IS KEY

Pennsylvania Lt. Governor Austin Davis attended our Racial Justice Committee's State of Black Life in York event as the Keynote Speaker, empowering, educating, and enriching our community.

- The State of Black Life in York event, focused on educating the community and raising awareness surrounding education, housing, health, economics, arts, and civic engagement disparities relevant to Black Americans. Over 180 community members participated in engaging and solution-based conversation to advocate for the elimination of racism in York.

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.

2023-24 Highlights

- YWCA York Associates highlighted Black Maternal Health Awareness Week in April, raising awareness of the health disparities for black mothers and the need for immediate solutions.
- We supported the hopeful passing of The Pennsylvania C.R.O.W.N. Act, which would amend the Pennsylvania Human Relations Act (PHRA) to clarify that the term "race" includes traits associated with race, including hair texture and protective hairstyles.
- We partners with UPMC for their Diversity Dialog Dinner to create a safe space to engage in meaningful conversations on sensitive issues relative to race, bias, identity, belonging, diversity, equity, and inclusion.
- Our 18th annual Race Against Racism provided an opportunity for community members to engage in a 5k Race or Walk in support of YWCA York's racial justice programming, while raising awareness to eliminate racism in York!



HUMAN RESOURCES

TEAM EMPOWERMENT

Our Human Resources Department has enhanced several components within their department, to ensure efficient and effective processes for Associates. The onboard process has improved applicant tracking, detailed onboarding documentation, and informative benefits overview materials. This process streamlined orientation and eliminated redundancies. Our compensation and benefits package was critically evaluated to identify wage disparities, safeguarding their alignment with our mission.

IMPACT STORY

Ana arrived to the United States in 2006 at 16 years old from the island of St. Thomas (USVI), and began high school in the 9th grade without having any understanding of the English language. Despite this challenge, she completed high school in 2010 and immediately enrolled in Harrisburg Area Community College (HACC). However, because of her limited English skills, a teacher advised her to withdraw from all her classes, which she did subsequently not returning to HACC until 2015.

She spent 1.5 years studying English before starting her Associate's degree in Education. At HACC, a YWCA York Associate introduced her to our Child Care program and shared of an opening for an Assistant Teacher at the Early Learning Center (ELC). Ana applied in December 2019. After completing her Associate's degree, she was encouraged to pursue a Director credential.

One of her colleagues, then suggested that she obtain her Bachelor's degree, which she successfully completed from Eastern University. Currently, Ana is considering pursuing her Master's degree.

At the opening of our York Suburban Pre-School, Ana became the Lead Assistant. Later becoming the Preschool Lead Teacher for her own classroom. Recognizing her dedication and potential, Ana was promoted to Team Lead, assisting the Director with daily tasks.

Ana shares that her journey has not been easy; she has cried, suffered, and felt discriminated against. Although she has encountered these challenges, she has used them to grow and succeed. She is very grateful to the YWCA York for the opportunity to develop in a field she loves and to continue applying what she has learned.



Ana Acosta, ELC Director

2023-24 YWCA YORK BOARD OF DIRECTORS

- Michelle Pokrifka, President
- Kristi Riley-Platt, President-elect
- Demietra Middleton, Secretary
- Claire Forbush, Treasurer
- Gwen Baker
- Heather Maxfield
- Kim Brister
- Richard Craighead
- Rachel Eyster
- Karin Swartz
- Margie Mattis
- Brandy Portonova
- Kristen Dempwolf
- Lois Garnett
- Kim Lentz
- Annie Mendoza
- Barbara Nixon

“My journey has not been easy. I’m very grateful to the YWCA York.”

- Ana Acosta

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

Arthur J & Lee
Glatfelter Foundation
PA Housing Finance Agency
Powder Mill Foundation
The Donley Foundation

\$50,000 to \$99,999

York County
Community Foundation

\$25,000 to \$49,999

Community Progress
Council
Glatfelter Insurance Group
Memorial Health Fund -
YCCF
Peoples Bank

\$10,000 to \$24,999

Anne & Phillip Glatfelter
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of Christ
The Hodges Family
Foundation
The Kinsley Foundation
UPMC Health Plan

\$5,000 to \$9,999

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First Energy Foundation
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Sharren Hummel
Orrstown Bank
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Traditions Bank
Truist
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Wagman Corporate
Community Fund of the
York County Community
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Wellspan Health

\$1,000 to \$4,999

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Snyder Foundation
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Frank Countess, Esq.
Fulton Bank, York Division
Heather Maxfield
Herbert Morgan I LLC
Jeffrey Hammel
John D. & Kathryn W.
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Lisa Fast
Lorraine & Ray Hovis

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Scholarship Fund of York
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Communications, Inc.
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of Christ
Penn State York
Ralph K. and Mable M. Kise
Fund of York County
Community Foundation

RAYAC Foundation
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Rotary Club of York
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Shiple Energy
The Bruce R. & Madelyn G.
Snyder Foundation
The Financial Advisory
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The Foundation for
Enhancing Communities
UPMC Health Plan
Weis Markets Inc.
Wolfgang Confectioners
Woman's Club of York
YCCF Barbara
Woodmansee Domestic
Violence
YCCF Debra Stock Fund for
YWCA York
York County Economic
Alliance
York Women's Association
YWCA USA

\$500 to 999

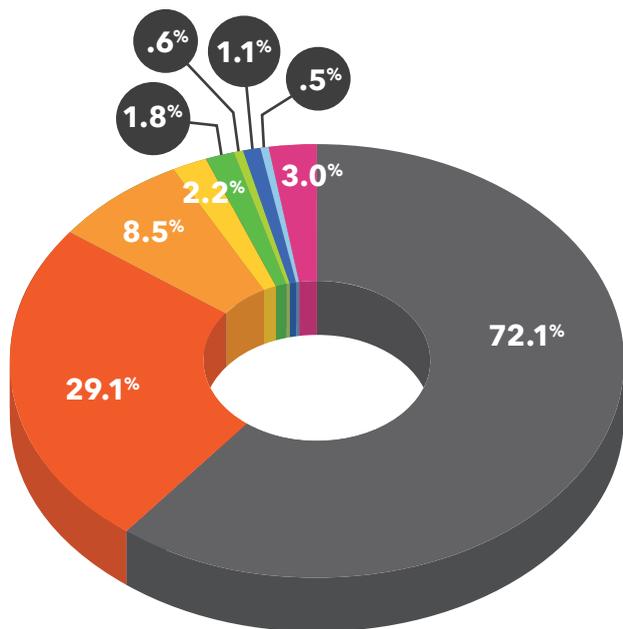
Amy Doyle
Barbara Woodard
Betsy Keefer
Burns Tree Service
C.S. Davidson
Canadochly Lutheran
Church
Cecilia Kim Bracey
Charities Aid Foundation
America
Charles Levine

Counsel Trust Company
Donna and Robert Pullo
Doris & James Sullivan
Dylan Bauer
Fidelity Charitable
Fidelity Charitable Gift
Fund - Tateosian Family
Fund
Frances Polk
GGS Information
Services, Inc.
Greenmount United
Methodist Women
Jane & John Wagman
John C. Schmidt
Josh Lamb
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Keller Contracting
Kristin Hummel
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Margaret 'Peggy' Knoch
Memorial Fund of York
County Community
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Margaret Swartz
Mary Murphy
Michelle Pokrifka
Morgan's Paws Pet Care
Center
Mt. Zion United Church
of Christ
Normandie Ridge Auxillary
Pathlight Wealth
Management
Pershing
Regents Glen Ladies Golf
Association
Rick Bennett
Rooster Social Club
Sarah A. K. Hooper Trust
Sarah Pincus
Steve Baker
Stock and Leader
Unitarian Universalist
Congregation of York
USA Artistic Swimming
Foundation
Walter & Bessie Cooper
T/A Charitable Trust
White Rose Credit Union
York County Chapter of PA

AS ALWAYS, THANK YOU FOR YOUR GENEROUS SUPPORT!

FINANCIALS

FISCAL YEAR JULY 2023 TO JUNE 2024 HIGHLIGHTS

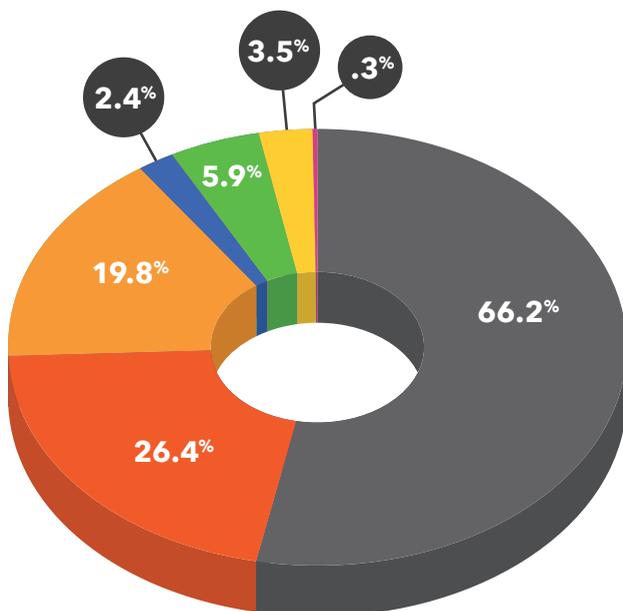


REVENUE:

\$10,650,292

Government Support	\$6,465,019
Program Service Fees	\$2,602,156
Contributions	\$757,409
Tax Credits	\$197,785
United Way	\$164,753
Investment Revenue	\$52,348
Special Events	\$94,598
Miscellaneous Revenue	\$46,892
Unrealized Gains/(Losses) on Investments	\$269,334

FISCAL YEAR JULY 2023 TO JUNE 2024 HIGHLIGHTS



EXPENSES WITHOUT DEPRECIATION:

\$9,361,319

Early Childhood Services and Youth Development	\$5,318,319
Victim Services	\$2,116,425
Administration	\$1,590,871
Buildings & Facilities	\$192,345
Aquatic, Mindfulness, Yoga	\$476,878
Fund Development	\$283,192
Racial Justice Services	\$27,642

DEPRECIATION EXPENSE:

\$644,353

Outside of depreciation expense YWCA York experienced a financial surplus of \$1,288,973.

**YWCA YORK
VICTIM SERVICES HOTLINE:**

800.262.8444

**eliminating racism
empowering women**

ywca

York

OUR MISSION:

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

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.

**YWCA YORK
2024 ANNUAL
REPORT TO THE
COMMUNITY**

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ywca.york.org



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