

eliminating racism
empowering women

ywca

Seattle | King | Snohomish

YWCA IS ON A MISSION

YWCA Progress Report

Since 1894, YWCA Seattle | King | Snohomish has worked where we're needed most to create change in our community. Today, we are on a mission to eliminate racism, empower women, stand up for social justice, help families, and strengthen communities.

FROM THE CEO & BOARD CHAIR

“I’m no longer accepting the things I cannot change. I’m changing the things I cannot accept.” - Angela Davis

September 2016

We are living in a time of powerful change. The past year has brought significant shifts to the social, political, and economic realms of our nation, and our community.

Some changes have been inspiring: the Supreme Court ruling on marriage equality, the growth of the #BlackLivesMatter movement, and the thousands of women, men, and children who embarked on a new journey in their lives through YWCA’s programs.

Other changes have been sobering: a record-setting number of mass shootings, high-profile incidents of sexual assault and domestic violence, and an increased number of people experiencing homelessness across our region.

YWCA has been going through some of its own changes the past twelve months. We revised our strategic framework, launched a new brand campaign, and elected our first Latina board chair, to name just a few. And one of the biggest changes of all is just around the corner—welcoming our new CEO, Maria Chavez Wilcox.

Maria will propel our organization forward on its transformative mission, building on YWCA’s 122-year legacy and the foundation provided by supporters like you—people committed to change and motivated to take action. The funders, service providers, policy makers, volunteers, and staff who work every day to make a difference in our community.

Now more than ever, we have the opportunity and the power to change the things we can’t accept. To all of you who share YWCA’s vision for peace, justice, freedom, and dignity for all, thank you for sharing your compassion, courage, and joining YWCA on this meaningful mission.



Sue Sherbrooke
Sue Sherbrooke | CEO



Sandra Madrid
Sandra Madrid, Ph.D. | Board Chair

MISSION & VISION

YWCA Seattle | King | Snohomish is dedicated to eliminating racism, empowering women, and promoting peace, justice, freedom, and dignity for all. We envision a society where all people can thrive and all communities are valued, respected, and self-directed.

YWCA works where we’re needed most, providing services and advocacy programs to create real change for women, girls, and marginalized communities. We make an impact by:

- Building stable homes and economic advancement
- Reducing violence against women and improve health
- Increasing racial equity and social justice for all people

WHO WE SERVE

More than 15,000 people were enrolled in YWCA programs in 2015. Participants were:

- 97% low-income
- 82% women and children
- 56% low-income women and children of color
- 52% experiencing homelessness at intake
- 39% domestic violence survivors

The overrepresentation of women and people of color in our programs reflects racial and gender disparities that exist throughout our society. By addressing the root causes of inequity and dismantling systems of oppression, we can create an inclusive and equitable community.

YWCA serves people of all ages, races, genders, and faiths. In 2015, YWCA reached **27,200** individuals through one-time events and outreach, and provided an estimated **57,600** information or referral contacts.

OUR MISSION IMPACT

With **150+** programs, **30** program sites, and **330+** staff members, our YWCA is a one-stop-shop for stable housing, economic advancement, protection from violence, better health, and youth development. Our services wrap-around program participants, support their individual needs at every stage of their journey, and increase their chances of finding long-term success. Here are some of the ways YWCA made an impact in 2015:



HOUSING

- 98% of residents in YWCA's permanent housing maintained a stable home.
- 11,764 people received ongoing housing services from YWCA, including 4,127 children.
- 881 units of housing are owned and operated by YWCA in King and Snohomish Counties.



EMPLOYMENT

- 94% of adults in YWCA's employment programs increased their employability.
- 14,151 job seekers used a YWCA career development center or job bank to look for work.
- 3,597 people (mostly women) were outfitted with clothing for an interview or new job.



YOUTH

- 97% of children and youth strengthened skills that support positive social development.
- 2,035 students received backpacks and supplies through YWCA School Days.
- 144 teenage girls participated in leadership development programs.

4,877

Individual Contributors

412

Corporate Partners

24,020

Volunteer Hours

2,009

Total Volunteers

WHAT WE DO

Direct services and advocacy are at the core of YWCA's work. A new role was created in 2015 to strengthen the delivery of our services, and senior director Patricia Hayden was named Chief Program Officer.

In this role, Patricia leads a group of key staff members who work to identify system improvements, replicate successful service models, and center program participants' voices in this process.

"YWCA's vision is to live in an equitable community with programs that support self-empowerment and level the playing field for those who have experienced inequity," Patricia explained.

"Through our services, YWCA has the opportunity—and the challenge—to address racial and social disparities, and be an advocate for change in the systems in which we operate."

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Here are just a few ways YWCA's programs have empowered individuals and increased equity in our region over the past year:

Angeline's Center for Homeless Women expanded services for individuals and families in direct response to Seattle's emergency declaration on homelessness. **Healthy Birth Outcomes** began work in South King County to address higher infant mortality rates in the region. In **Snohomish County**, YWCA joined the Everett Streets Initiative to get housing and help for the highest utilizers of emergency and criminal justice services. **Passage Point** was named a model re-entry program by the U.S. Department of Housing and Urban Development. **Family Village Issaquah** received a 2016 Community Recognition Award from A Regional Coalition for Housing (ARCH). **GirlsFirst participants** formed an Opt Out Youth Advocacy Team to highlight the effects of racism on youth of color in educational settings.



SERVICES: DA'VONYA'S STORY

Da'Vonya Jackson moved into YWCA's domestic violence emergency shelter with her son in 2008. She also enrolled in the Hope & Power program through YWCA's Economic Resilience Initiative, where she learned how to build her credit, set investment goals, and established a stable financial foundation for her family.

Talking to her fellow survivors in this class, Da'Vonya began to heal and discovered a new calling. She completed the program, enrolled in Highline College, and returned to YWCA as a volunteer. Then, she landed an internship at YWCA, assisting with Money Mechanics workshops and facilitating support groups for DV survivors in South King County.

In June 2015, Da'Vonya graduated from college and was hired as a full-time YWCA domestic violence advocate, where she now helps survivors move from shelter to permanent housing. She encourages others to learn about the resources YWCA offers the whole community and to get involved. "Volunteering at YWCA can give you a wider perspective on what's going on in society, and understand how people got into that position."

FAST FACT: 93% of adults in YWCA's domestic violence programs reported greater awareness and more tools for support.



ADVOCACY: SAHRO'S STORY

In October 2015, Sahro Fahra, a single mom and refugee from Somalia, worked two jobs and lived in the only place she could afford in South Seattle—a rundown apartment full of mold, pests, and dozens of other health violations. Then the landlord doubled her rent.

Firesteel, YWCA's innovative advocacy program, documented her living conditions, shared the story online, and connected with Tenants Union of Washington, who helped Sahro and her neighbors advocate for their rights. Their actions led Seattle's City Council to unanimously pass legislation prohibiting landlords from raising rents in substandard buildings, a change that will protect the health and safety of countless families in our community.

To see how Sahro's family is doing today, visit firesteelwa.org.

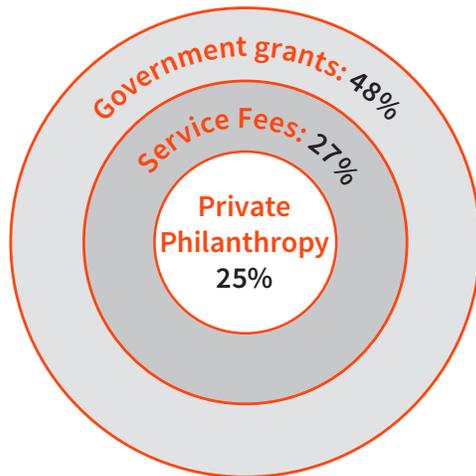
FAST FACT: 1,624 immigrants and refugees participated in YWCA programs in 2015.

MONEY AND MISSION

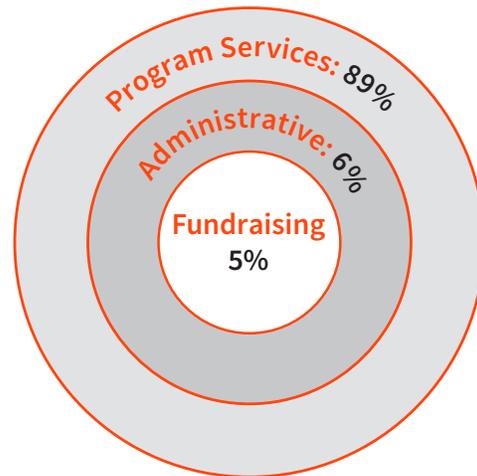
Every dollar is essential to fulfilling YWCA's mission. Our funding sources include government grants, service fees (generated by vouchers and client payments), and private philanthropy; these cover program service costs, as well as support for our core mission functions.

89% of YWCA's expenses go to program services. The effectiveness of these programs is amplified by core mission support, which includes administrative and fundraising expenses. To maintain and grow the impact of our mission, investment in financial controls, board governance, progressive HR practices, and key funding partnerships is critical.

2015 Revenue | \$33,400,668



2015 Expenses | \$33,210,703



These graphs do not reflect depreciation, other non-cash transactions, endowment gifts, or revenue or expenses from major capital projects. To see YWCA's most recent unqualified financial statement audit and IRS Form 990, please visit ywcaworks.org/financials.

BOARD OF DIRECTORS

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Korynne Wright

* Retired as of April 2016

** New as of May 2016

COMMUNITY PARTNERS

Many thanks to the community partners that contributed \$5,000 and above to YWCA in 2015, listed below.

Corporate

- AV Factory
- Banner Bank
- BECU
- BlackRock Charitable Fund
- Capital One
- JP Morgan Chase
- Costco Wholesale
- Davis Wright Tremaine LLP
- Employees Community Fund of Boeing Puget Sound
- Ethnopraxis, Inc.
- FINRA Investor Education Foundation
- Foster Pepper PLLC
- Group Health
- HomeStreet Bank
- Huntington Steele, LLC
- IAM, District Lodge 751
- Joni Henry Real Estate
- KeyBank Foundation
- KING 5 Television
- Mentoring Works Washington
- Microsoft Corporation
- Microsoft Giving Campaign
- Nintendo of America Inc.
- Nordstrom, Inc.
- Opus Community Foundation
- Outerwall
- PACCAR Inc
- Pacific Crest Savings Bank
- Pacific Hospital PDA
- PepsiCo
- Perkins Coie Charitable Foundation
- PJ Hummel & Company, Inc.
- Plum Creek
- Providence Health & Services
- QFC
- RBC Foundation - USA
- RealNetworks Foundation
- Safeco Insurance
- Seattle Children's
- Seattle Times Fund for the Needy
- Starbucks Coffee Company
- State of Washington Combined Fund Drive

- Swedish Medical Center
- The Boeing Company
- The Plaster Group, LLC
- Umpqua Bank
- Union Bank
- UW Foster Executive MBA Program
- Verizon Wireless
- Virginia Mason
- Vulcan Inc.
- Walsh Construction Co./WA
- Washington Partners, Inc.
- Wells Fargo

Foundation

- American Endowment Foundation
- Apex Foundation
- Bill & Melinda Gates Foundation
- Comerica Charitable Trust
- Community Foundation of Snohomish County
- Edward T. and Elizabeth P. Gardner Foundation
- EverTrust Foundation
- Fales Foundation Trust
- Fidelity Charitable Gift Fund
- Fred & Gretel Biel Charitable Trust
- Goldman Sachs Philanthropy Fund
- Greater Saint Louis Community Foundation
- Hazel Miller Foundation
- Horizons Foundation
- Kawabe Memorial Fund
- Medina Foundation
- Moccasin Lake Foundation
- Morgan Stanley GIFT, Inc.
- Northwest Children's Fund
- Nowogroski Trust
- PAH Foundation
- Petunia Foundation
- Raikes Foundation
- Raynier Institute & Foundation
- Regis Family Community Fund
- Roberts Family Foundation
- Scheumann Charitable

Lead Trust

- Schultz Family Foundation
- Schwab Charitable Fund
- Spark Charitable Foundation
- Susan G. Komen Breast Cancer Foundation
- The Anderson Foundation
- The Biella Foundation
- The Chisholm Foundation
- The Hope Heart Institute
- The John C. & Karyl Kay Hughes Foundation
- The Keith & Mary Kay McCaw Family Foundation
- The Kroger Foundation
- The Overton & Katharine Dennis Fund
- The Runstad Foundation
- The Seattle Foundation
- The Sheri and Les Biller Family Foundation
- Tillie & Alfred Shemanski Testamentary Trust
- United Way
- United Way of King County
- U.S. Bank Foundation
- Vanguard Charitable
- Washington Women's Foundation
- Zonta Club of Everett Foundation

Public

- Child Care Resources
- Children's Home Society of Washington
- City of Auburn
- City of Bellevue
- City of Burien
- City of Covington
- City of Federal Way
- City of Kent
- City of Kirkland
- City of Redmond
- City of Renton
- City of Seattle Human Services Department
- City of Seattle Office for Civil Rights
- City of Seattle Office of Housing

- City of Tukwila
- Country Doctor Community Health Centers
- Department of Justice
- Department of Veterans Affairs
- Employment Security Department
- Housing Authority of Snohomish County
- Housing Authority of the City of Everett
- King County
- King County Community & Human Services
- King County Department of Transportation, Metro Transit Division
- King County Emergency Food and Shelter National Board Program
- King County Housing Authority
- NAVOS
- Port of Seattle
- Public Hospital District No. 2 of Snohomish County (c/o Verdant Health Commission)
- Puget Sound Educational Service District
- Renton Technical College
- Seattle-King County Department of Public Health (PHSKC)
- Seattle Housing Authority
- Seattle Jobs Initiative
- Snohomish County Emergency Food & Shelter Program
- Snohomish County Human Services Department
- Solid Ground Washington
- State of Washington Department of Early Learning
- State of Washington Department of Social and Health Services
- State of Washington Superintendent of Public Instructions
- U.S. Department of Housing and Urban Development
- Washington State Department of Commerce

To view our annual report online, please visit ywcaworks.org/annualreport