Dear valued partners:

Over the past year, our community continued to face a wide array of critical challenges, like the long-term effects of COVID on public health and the economy, as well as the stressors of a contentious political climate, increased gun violence, and ongoing acts of racism.

These challenges chip away at our human rights and the very fabric of our community. The costs for basic needs have skyrocketed, and daily life has become a greater struggle for people living furthest from equity: low-income households, BIPOC women and families, survivors of gender-based violence, and more.

Women with children in our community are more than four times as likely to be living below the poverty level than those without children. In Seattle, more than a quarter of Black households are severely housing cost burdened, meaning they spend more than fifty percent of their income on housing.

In 2021, as the need for assistance with food, shelter, transportation, and employment grew, YWCA responded by delivering direct services for more than 7,000 women, men, and children across the region. We advocated for public policies to support BIPOC women and families, such as ending discriminatory “no cause” evictions (House Bill 1236).

YWCA also embarked on a journey to create and adopt a new bold strategic direction that doubles-down on our commitment to eliminating racism and empowering women.

We have mapped a courageous path forward to fulfill our vision for a future where there is equitable access to resources for a safe and healthy life, and systems and policies are designed to support every person in our community.

This is a future worth fighting for – one guided by courage rather than fear. We will get there by working together with our funders, partners, board, staff, volunteers, and participants.

Our YWCA is bolstered by the strength of our network of support and leadership, including our new board chair Denise Stiffarm, who is the first Native American woman to serve in this position.

We are grateful to have you join us in the fight for a world transformed by racial and gender equity. Without your partnership, none of the achievements in this report would have been possible.

In the year ahead, we will stand together in solidarity, use our voices to call for change, and fight harder than ever before to protect justice and equity for all people. The future belongs to all of us, and the time for action is now.

With gratitude,

MARIA CHAVEZ-WILCOX
Chief Executive Officer

DENISE STIFFARM
Board Chair (2022-2023)
2021 IMPACT + OUTCOMES

MAKING A DIFFERENCE

These past years have been filled with compounding challenges and injustices for our region and our neighbors. Through it all, our organization, our supportive community, and the people we serve have been resilient, innovative, and compassionate.

Serving 7,027 participants in 2021, we remain committed to moving our community from surviving to thriving during this global crisis and beyond.

NUMBER OF PARTICIPANTS BY PROGRAM AREA

HOUSING SERVICES 4,760
HEALTH & SAFETY 1,624
ECONOMIC ADVANCEMENT 643

PARTICIPANT OUTCOMES

100% OF DOMESTIC VIOLENCE PROGRAM PARTICIPANTS GAINED TOOLS AND AWARENESS TO SUPPORT THEIR PERSONAL SAFETY AND GOALS.

95% OF RESIDENTS WHO LIVED IN YWCA PERMANENT HOUSING MAINTAINED HOUSING STABILITY.

94% OF PARTICIPANTS LEFT A YWCA EMPLOYMENT PROGRAM WITH INCREASED JOB READINESS.
The impact of the COVID pandemic on the economy has been felt across all of our community, most notably by BIPOC women and families. Career training programs have become even more critical as community members try to find stability in a tumultuous economic environment.

Deepa Suresh’s journey to YWCA highlights the power of our interconnected community. “One of my friend’s sisters is a volunteer at YWCA,” Deepa shares. “She reached out to me to give me more information about the BankWork$ program.”

Deepa graduated from YWCA’s BankWork$® in 2021 as the third ever recipient of the CareerWork$ Marc Hill Rising Star Award. Launched in the spring of 2021, the award recognizes a graduate who has shown significant personal growth and transformation from the start of their class until their graduation.

Despite juggling two jobs and caring for her children, Deepa made the BankWorks® program a priority, successfully making it to every class and completing all assignments. “[Because of BankWork$] I have learned to be more confident and also to never give up,” she reflects.

“We saw Deepa’s metamorphosis as she became a leader and force of light and positivity,” says Tracy Hinman, YWCA BankWork$® instructor. “She challenged herself out of her comfort zone by volunteering to read and participate in class activities. She generously offered encouragement to her fellow classmates and brought her laughter and insight to each class.”

Shortly after graduating, Deepa accepted a job at Salal Credit Union. Currently, Deepa works as a manager at a tennis academy. “I want to keep exploring more opportunities, keep learning, keep growing, and start a company of my own at some point,” Deepa shares. “When everything settles down and when it is my time to pass on the favor that I have received from my community and organizations, I want to turn around and help others achieve their goals.”
2021 PROGRAM PARTICIPANTS

LOOKING BACK ON 2021
As an organization built on a legacy of women helping women, YWCA has been at the forefront of advocating for women’s advancement for the past 128 years. The COVID pandemic further exposed the systemic flaws that require our collective, immediate attention. Housing, employment, and health disparities continue to widen throughout our region, with BIPOC communities – and Black women in particular – feeling the impacts of injustice in their daily lives.

WHO WE SERVED
Nearly 7,000 women, men, and youth received ongoing services from YWCA in 2021.
## 2021 CONTRIBUTORS

### $100,000 & Above

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<td>Bernier-McCaw Family Foundation</td>
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<td>City of Kent</td>
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<td>Workforce Development Council of Seattle-King County</td>
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<td>Department of Veterans Affairs</td>
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We are truly grateful for all of those who have contributed to YWCA’s mission, including the public, foundation, corporate, and individual funders listed below who donated $5,000 and above in 2021.

$10,000 - 24,999
Anne and Geoffrey Barker
Natanya Bednarski and Gregory Johnson
Belfor Property Restoration
Best Buy Foundation
BlackRock Charitable Fund
Charlene and Frank Blethen
James Bromley and Joan Hsiao
Frances and Gerald Conley
Country Doctor Community Health Centers
Rose Marie David
A’mé and Fletcher Dunn
The Echo Fund
Susan and Lewis Edelheit
Epiphany Parish of Seattle
EverTrust Foundation
City of Federal Way
The Foster Foundation
Gates Ventures/Intellectual Ventures
Bill & Melinda Gates Foundation
Mimi Gates
Stone Gossard and Vivien Wang
Harborstone Credit Union
Mary Ann Heeren
Kalen Holmes
Pamela Hughes and Robert Munoz
Gretchen & Lyman Hull Fund @ The Seattle Foundation
Jenkins Family Fund
Sally Jewell
Barbara Johns
Janet Ketcham
KeyBank Foundation

$5,000 - 9,999
Lorraine Bardeen
BECU
MultiCare Medical Center
Bishop-Fleet Foundation
City of Burien
1st Security Bank
Edward A. and Evelyn M. Dik Family Foundation
Maria Chavez-Wilcox and Jeffrey Wilcox
Judith Chung
Renee Cogdell Lewis and Laurance Lewis
Columbia Bank
2021 CONTRIBUTORS

$5,000 - 9,999 (Continued)

Columbia Pacific Wealth Management
East West Bank
Patti and Lindsay Eberts
Michele Elliott
Fales Foundation Trust
Ellen Ferguson
Veronica and John Gates
Estate of Elizabeth C. Giblin
Gilead Sciences, Inc.
Larry Harle
Hazel Miller Foundation
Elizabeth Hilton
Suzanne Hittman
City of Issaquah
Anu and Naveen Jain
Kaiser Permanente
KeyBank
Courtney and Kris Klein
Linda and Jay Lapin
Leslie Fund, Inc.
Tabitha Lieberman
Mary Ann and John Mangels
Lynn Manley Lindsey and Alexander Lindsey
Marjorie Mosher Schmidt Foundation
Susan Mask and W. Knight
The Keith & Mary Kay McCaw Family Foundation
Frances and Kevin Mead
Carol Megenity

Mill Creek Women’s Club
Mary Montgomery and Gary Sparling
Harriett and John Morton
Patricia and Eugene Neuberger
Sally and William Neukom
Constance Niva
Peoples Bank
Perkins Coie Charitable Foundation
Petunia Foundation
Suzanne Poppema and John Cramer
Rick Steves’ Europe
Melissa Robertson
Judith and Jon Runstad
Kristiann Schoening and Peter Davis
Schultz Family Foundation
Seattle Mariners
Seattle Credit Union
Seattle Pride/Seattle Out and Proud
Sound Community Bank
Meera and Ramamurt Suresh
Virginia Sybert
Sarah and Mark Taylor
Jeanne Thorsen and Thomas Mayer
Umpqua Bank
Vijay and Sita Vashee
Washington Bankers Association
Union Bank
Kristine Wilson
Anonymous (5)

Your partnership and generosity make a huge impact on the lives of women and families in our community. If you notice an error or omission, please contact YWCA’s Director of Individual and Corporate Giving, Sarah Hassen, at shassen@ywcaworks.org or 206.490.4365.
Thanks to the response of dedicated partners like you, YWCA continued to meet the urgent needs of the community throughout 2021.

**2021 FINANCIALS**

Visit our website for the most recent financial audit and IRS Form 990: ywcaworks.org/financials.
BOARD OF DIRECTORS

We are beyond grateful to YWCA’s Board of Directors for their continual leadership and commitment to our mission.

Carmen Best  
Microsoft, Seattle Police Chief (ret)

Jim Bromley*  
Community Volunteer

Sonya Campion*  
The Campion Advocacy Fund

Katherine Cheng  
Community Volunteer

Calandra Childers*  
ArtsFund

Robyn N. Corr*  
Nintendo of America

Renee Cogdell Lewis  
MFR Law Group

Benjamin Danielson  
UW Physicians

Katharine Fitzgerald  
Community Volunteer

Vicki Foege*  
JP Morgan Chase & Co.

Rafael Grijalva  
Amazon

Douglass L. Jackson  
UW School of Dentistry

Amy Liu**  
Microsoft

Sandra Madrid, Ph.D.  
UW Minority Affairs (ret)

Susan Mask*  
Consultant (ret)

Cassandra Mitchell  
KeyBank

Kim Pastega  
Boeing

Sue Peterson  
Pathstone

Brooke Pinkham**  
Seattle University

Camille Taylor Ralston  
Montgomery Purdue Blankinship & Austin PLLC (ret)

Amelia Ransom  
Smartsheet

Melissa Robertson  
Seattle Mariners

Richard Romero  
Seattle Credit Union

Roberta Romero  
Peer Washington & KING 5

Barbara Rosen*  
BR Consulting

Martha Sandoval  
Perkins Coie LLP

Lisa E. Schaures  
Seyfarth Shaw LLP

Mardia Shands**  
Swedish Health Services

Mary Snapp  
Microsoft

Akila Somasegar  
UN Foundation

Denise Stiffarm*  
Pacifica Law Group

Yvonne Terrell-Powell  
Edmonds Community College

* Ended term May 2022  
** Joined May 2022  
+ Officer
Thank you to our Past Board Presidents who have led our organization for over 128 years. Their support, leadership, and legacy continue to shape YWCA’s work today.

<table>
<thead>
<tr>
<th>Kathy Allen</th>
<th>Jonelle M.C. Johnson</th>
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<td>Rhoda Altom</td>
<td>Leslie Jones</td>
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<td>Dixie Jo Porter</td>
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<td>Jean Enersen</td>
<td>Sharon Rowley</td>
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<td>Mary Anne Eng</td>
<td>Alice Sandstrom*</td>
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<td>Barbara Fahey</td>
<td>Lisa E. Schaures</td>
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<td>Molly Hanlon</td>
<td>Rivian Smith</td>
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<tr>
<td>Kalen Holmes</td>
<td>Mary Snapp</td>
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<tr>
<td>Laura Jennings</td>
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<tr>
<td>Sally Jewell</td>
<td>*Deceased</td>
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</tbody>
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List as of July 2022
OUR MISSION

Eliminate Racism and Empower Women

OUR VISION

A healthy and joy-filled community transformed by racial and gender equity, where women and girls of color have equal access to opportunity and resources to pursue their full potential, which elevates the entire community.

FIND US ON SOCIAL MEDIA!

@YWCAWORKS
@YWCAWORKS
@YWCA_SKS

Mailing address:
YWCA Seattle | King | Snohomish
1118 Fifth Avenue
Seattle, WA 98101

YWCAWORKS.ORG

YWCA Seattle | King | Snohomish is supported by United Way of King County and Snohomish County, and is a 501 (c)(3) nonprofit organization.