

eliminating racism  
empowering women  
**ywca**

New York City

Annual Report

July 1, 2016 – June 30, 2017

resilience

**YWCA**  
**IS ON A**  
**MISSION**

rise  
mobilize  
educate  
activate



“The YWCA helped me get through what I went through being homeless. They empowered me and helped me discover the power I had as a woman and a minority.”

**Rosemary** speaking on her experience in YW's College and Career Programs.



Dear YWCA Friends and Family,

After nearly 160 years, the YWCA of the City of New York (YW) has remained a leader in the social justice movement, building on the legacies of trailblazers such as Dorothy Height and Rosa Parks. Before them, Grace Hoadley Dodge, one of our founders, pioneered programs empowering New York City's poor, working, and immigrant women to be resilient when women had little or no basic rights or social support.

We have come a long way, but still must continue Grace's work through community service and girls initiatives that enable participants to overcome challenges. Rosemary, a student who completed YW's College and Career Programs, earned a full scholarship to college while transitioning through the City's homeless system with her family. Now a freshman in college, Rosemary's journey of resilience was one she credits the solidarity and support of YW for her achievement. Her advice for other girls is "do not give up, find your voice and use it, because that's the only way to find your power in this world."

**"RISE, MOBILIZE, EDUCATE, ACTIVATE,"** the theme for our 4<sup>th</sup> Annual Potential to Power Girls Symposium<sup>SM</sup>, can serve as a rallying cry to unite forces for change. Tina, a senior at Queens College for the Sciences at York College, heard the call. Among Symposium and other YW programs she participated in, the Ignite Youth Fellowship<sup>SM</sup> showed her how to analyze grant proposals and how to make actual funding decisions for organizations serving young women. Her work as a paid fellow in Ignite helped fund programs enabling other girls to be resilient.

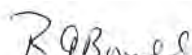
Even though more than a century separates Rosemary and Tina from Grace Hoadley Dodge, they model a spirit of determination and collaboration, mirrored in our call to "Rise, Mobilize, Educate, Activate." It was Grace's work, and that of YW and others working as a powerful force for change, that has cleared the way for Rosemary and Tina to blaze trails others can follow.

Thank you to all of our resilient girls and women who make us proud, and to the YWCA of the City of New York friends and benefactors who continue to believe in them. Women. Girls. Possibilities!

Warm Regards,



Debra Baker  
Board Chair



Rosemarie Bonelli  
Interim CEO



Rosemarie Bonelli  
& Debra Baker



# rise

*We emerge in the current moment following leaders, past and present,  
who epitomize the transcendent values of love and courage.*



An early YW  
board meeting  
with Grace Dodge

YW programs are an example of the resilience of the organization and its commitment to expanding services to meet the changing needs of our constituents. While the YWCA NYC started out providing housing to young women and expanded into job training, it has transformed and reinvented itself time and again, a tradition started by **Grace Hoadley Dodge**. Grace created and transformed many organizations and institutions to ease the harsh social and economic conditions faced by women at the turn of the twentieth century. Her work at YW gave rise to an organization that has grown into a powerful force, locally, nationally, and internationally, seeking not only to improve individual lives, but also to confront persistent social injustices.



Activism has been at the heart of YWCA since its beginning which includes marching for civil rights and racial justice.



Shining stars empowering the YW to Rise, from left to right: Jean Walsh, Board Member, Co-Chair, YW Academy of Women Leaders<sup>SM</sup> Committee; Debra Baker, Board Chair; Rosemarie Bonelli, Interim CEO; Connie Tate, Former Board Chair (2000-04, 2008-09); Mary Crawford, Secretary; Paige Rabalais, Board Member; Linda Derrick, Board Member



YWCA USA — Capital Hill Day 2015

Images compliments of YWCA USA



The Girls Symposium strives to create a brave, nurturing environment for girls to be heard and motivated to lead in their communities.



The fourth annual

## Potential to Power Girls Symposium<sup>SM</sup>,

**RISE, MOBILIZE, EDUCATE, ACTIVATE**, held at Fordham University–Lincoln Center Campus in May 2017, united a diversity of girls from throughout the city in an effort to develop their collective leadership and power. Led by 50 women of influence, the day-long Symposium offered workshops, dialogue and activities that bridged activism, STEM, and leadership. Notable attendees at this year's event included YW Board members, Mayor's General Counsel Maya Wiley, Global Head of Diversity at JP Morgan Chase, Patricia David, and actress/activist Sheetal Sheth.



*We gather forces and resources to confront the challenges before us,  
unified by our shared cause and vision.*

# mobilize

Our **AMP Leadership<sup>SM</sup>** program engaged self-identified girls ages 14 – 18 in an intensive year-long leadership program. The program consisted of four key components; (1) social identities exploration; (2) examining power, privilege and oppression; (3) understanding group dynamics; and (4) activism and organizing strategies. The program engaged self-identified girls from across the city, representing a broad spectrum of socioeconomic backgrounds, in a multicultural and multiracial coalition within their local communities.



In summer 2016, YW held its third annual **FemSem<sup>SM</sup>** (Feminist Seminar). The week-long leadership training in collaboration with Columbia University offered young leaders the skills, support and networks needed to fight for social justice. Participants learned from a combination of lectures, presentations, group projects and field observation of nonprofits at work. This year included speakers such as Dior Vargas, award-winning mental health activist and Dr. Alondra Nelson, the inaugural Dean of Social Science at Columbia University.





# Introducing YW Academy Class of 2016

**Friday, November 18, 2016**  
**Marriott Marquis**  
**1535 Broadway**  
**New York City**



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Berkeley College



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Citi



**Andrea Anderson**  
Rockefeller Group



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**Elizabeth Diep**  
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Barclays



**Elinor L. Hoover**  
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**Tanya Hopkins**  
Barclays



**Rica Karen Johnson**  
Con Edison



**Brandee McHale**  
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**Leslie J. McNamara**  
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**Caroline Rudd**  
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**Linda Chatman Thomsen**  
Davis Polk & Wardwell LLP



**Maria J. Tiso**  
KPMG



**Jean Walshe**  
JPMorgan Chase

## YWCA NYC 2016 SALUTE Presenters, Honorees and Speakers

**Man of the Year**



**Rob Spectre**  
Senior Director,  
Developer Evangelism  
Twilio

**Woman of Influence**



**Monique Morrow**  
CTO-Evangelist  
New Frontiers Development  
and Engineering  
Cisco

**Grace Hoadley Dodge Award  
for Community Leadership**



**Reva Wurtzburger**  
Co-Founder, Chair Emerita  
Bottomless Closet

## The YW would like to thank our generous contributors:

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Citi

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## The Academy of Women Leaders Salute Luncheon

is YW's annual gala that supports core programming and is an induction into the Academy of Women Leaders (See Page 6-7).

This year 18 women executives joined this sorority of C-Suite leaders.

## Learn more about the YW

Visit us on the web: [www.ywcanyc.org](http://www.ywcanyc.org)

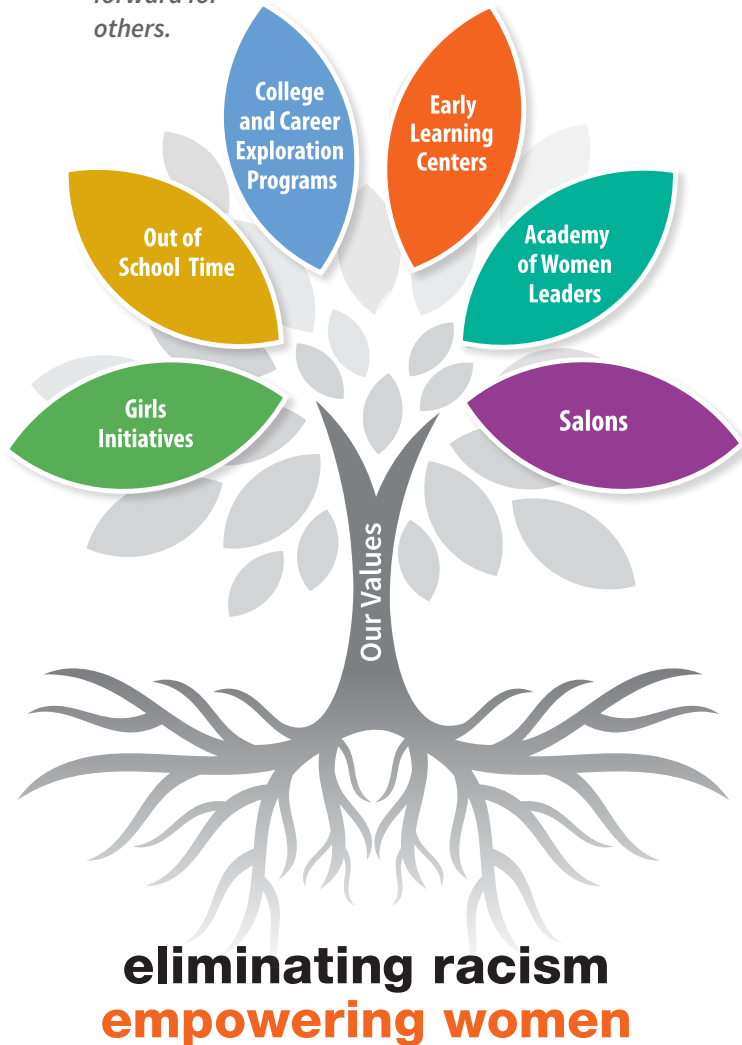
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*YWCA is dedicated to eliminating racism,  
empowering women and promoting peace,  
justice, freedom and dignity for all.*

# educate

*We demonstrate by our actions, inspire with our words, sharing what we've experienced on the course we've chosen, in order to point the way forward for others.*



**Girls Initiatives** train self-identified women and girls in leadership skills that allow them to affect social change and make an impact in their local communities.

**Out of School Time** (OST) programs incorporate a collaborative learning approach that assists school-aged youth to become and remain engaged in life-long learning.

## College and Career Exploration Programs

build skills to develop engaged, dynamic and socially responsible leaders, by ensuring that all students gain the knowledge and confidence to pursue their educational, career and life goals. Students attended panel discussions on careers and visited universities like Columbia University.

**Early Learning Centers** (ELC) provide parents and guardians resources to increase participation in their child's education, while setting the stage for each child's healthy educational, social and emotional development.

The **YW Academy of Women Leaders**<sup>SM</sup> has coalesced into a family of more than 3,000 C-Suite women united in their desire to mentor girls and young women, network and support each other, and promote professional development opportunities.

**Salons** are periodic panel discussions of experts, activists, and educators who discuss best practices in activism and service in the civic and corporate sectors.



# Highlights of YW Community Programs

In collaboration with the New York City Council Speaker, Melissa Mark Viverito, and the New York Women's Foundation, YW added **Ignite! Giving Youth Fellowship**<sup>SM</sup> and **Step In and Stop It!**<sup>SM</sup> to its Girls Initiatives (See Page 8).

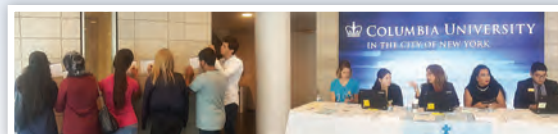
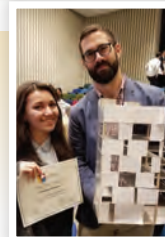
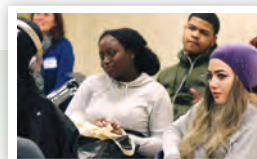
- In **Gardening Workshops**, students learned about plant botany and the origin, economic, social and political importance of crops, such as fufu, a staple food in Western and Central Africa.
- During **Food Justice** workshops students learned about the social inequities in food availability and quality in marginalized communities.

- Students visited **Brooklyn College's Research Institute on Scientific Enhancement** where they discussed pathways into STEM for students of color.
- Students continued to collaborate with **Label X**, which provided them the opportunity to simulate running an actual record label as producers.
- YW held a **Media Career Day** for students with a panel consisting of professionals from *Rolling Stone*, Sirius XM, RCA Music Group, and Bushwick Film Festival. Panelists discussed what students should know to be successful in the industry and the different career paths available to them.

- At **Health Fairs**, children learned healthy practices such as yoga, or participated in different genres of dance, where they learned techniques and choreography.
- During **Take Your Dad to School Day** events, fathers were empowered to nurture and educate their children.
- Children engaged in **Creative Literacy Sessions** learning to understand the world around them. They developed personal narratives that drew from activities focused on grammar, research, editing and performance.

The AWL committee was re-invigorated under the visionary leadership of co-chairs, Jean Walshe, JPMorgan Chase (AWL 16 & YW Board member) and Natalie Borneo, Wells Fargo (AWL 10). YW also inaugurated a new tradition by holding a networking reception for a new class of AWL inductees to share experiences with alumni held at Leesa Gallery in SoHo.

This year, the **Salon** series was highlighted by Black History Month (February 2017), which focused on *The Future of Black Politics in the Current Age*, and Women's History Month (March 2017), which consisted of three weekly sessions: *Global Women Leaders: Making their Mark in the World*, co-hosted by BNY Mellon and Concordia Summit; *NYC's Women: Leading in the Current Age*, hosted by Sullivan & Cromwell; and *Young Women's Perspective: Fem-ing the Future*, hosted by Deloitte.



# activate

*We spread out as a force for change,  
powerful and unified in diversity, to create  
the justice and equity we all deserve.*

**YW's Geek Girls Club** partnered with Twilio, a cloud communications company, to create a mobile application to text information about candidates for the presidential election of 2016. Geek Girls also attended the **Teens Take the Met!** Festival at the Metropolitan Museum of Art where they participated in various hands-on activities. The girls also met with Amira Dhalla of Mozilla Foundation to hear how a woman of color can be successful within STEM.

## **The YW launched two new Girls Initiatives:**

The **IGNITE! Giving Youth Fellowship<sup>SM</sup>**, provided participants the opportunity to flex their leadership skills and advance in New York City through an in-depth look at the philanthropic sector. Fifteen paid fellows completed a 10-month program in philanthropy and leadership. They then helped the foundation distribute \$30K to girls serving organizations in the city.

**Step In and Stop It!<sup>SM</sup>** armed 20 young people with the tools to be change agents by standing up and speaking out for what's right. After intensive training on bystander intervention, participants, who received stipends for their work, empowered other young activists by facilitating their own workshops across NYC. They taught others on what it means to be an upstander (one who stands up for their beliefs) and how to do it safely.



*Tina is a senior at  
Queens High School  
for the Sciences at  
York College*



I began attending the **Geek Girls** program expecting to be immersed only in the sciences. To my surprise we were not only tackling a problem in science but we were also asked to think about how our science project could improve a social issue. During the program, my fellow Geek Girls and I created an app for the 2016 Presidential Election that allowed users to review reliable, unbiased information about the candidates in one app. Last spring, I also participated in a panel on STEM during the YWCA's annual **Potential to Power Girls Symposium<sup>SM</sup>**. My panel allowed me to discuss my experiences and future goals in STEM.

As I was working on the app in Geek Girls I learned of another program starting at the YW, the **IGNITE Youth Giving Fellowship**. We learned about the history and basic foundations of philanthropy, non-profit organizations, and the grant-making process. We then put our skills into practice—analyzing applications, conducting site visits, and deciding on final grant decisions. It was a lot of work and a lot of pressure deciding which organizations to give money to. I felt so powerful being able to make those decisions with my group.

YW programs have given me an opportunity to find my voice, understand the importance of uplifting others and work with a diverse group of girls from all over the city. I now think outside of the STEM box by asking myself and others, how STEM can address social issues and what can we do to take our communities to the next level.

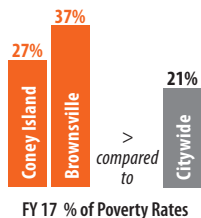
# Strengthening Our Actions

In order for a nonprofit organization like YW to be resilient, it must modify programs and services concurrent with the needs of the constituents it serves. Ongoing program and community assessment is critical to this process. Methods of tracking program effectiveness include, but are not limited to attendance, completion rates, and staff observations. YW also evaluates

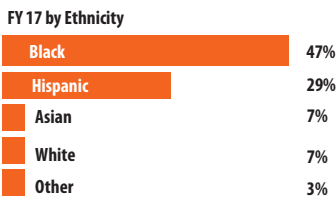
qualitative and quantitative information from student surveys. The data is analyzed during monthly meetings between program and senior staff to guide programmatic decisions, and provide trends and insights and best-practice examples to youth development.

## Activating Diverse Communities

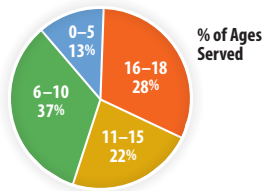
At 13 program locations in Manhattan and Brooklyn, YW served more than **2,500** children and their families in neighborhoods with **poverty rates higher than the NYC average.**



YW provides a **diverse population of families** with more than a million hours of support through our school-based and center-based sites.



YW community programs serve girls and boys, ages 2 – 18  
**(Girls 60%, Boys 40%)**



## Program Locations

**YWCA of the City of New York Headquarters**

### Early Learning Centers

- Brownsville Early Learning Center
- Polly Dodge Early Learning Center
- Roberta Bright Early Learning Center

### Out of School Time (OST) Programs

- P.S. 90, Edna Cohen School
- P.S. 188, Michael E. Berdy School
- P.S. 327, Dr. Rose B. English School
- P.S. 329, Surfside School

### Middle School Programs

- K448 – Brooklyn School for Collaborative Studies
- Comprehensive Adolescent Pregnancy Prevention (CAPP) Program
- M524 – New Design Middle School

### High School and College Bound Initiatives

- Independence High School
- Rachel Carson High School for Coastal Studies
- Family Resource Center and Girls Initiatives



# Thank You for Your Generous Support

July 1, 2016 – June 30, 2017

## 1858 Society

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### \$40,000+

BNY Mellon  
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The New York Women's Foundation  
The Pinkerton Foundation  
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## Persimmon Club

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### \$10,000+

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Tracy Richelle High  
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Ralph Lauren Corporation  
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Twilio Inc.

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Sirius XM Satellite Radio  
The Styling Experience  
Sullivan & Cromwell LLP  
Taproot Foundation  
Vox  
Women's City Club of New York  
YMCA at Coney Island

# Financials

July 1, 2016 – June 30, 2017

## Operating Public Support and Revenue

Public Support:

### Contributions

Individuals	\$ 60,456.00
Corporations	16,365.00
Foundations	419,449.00
Special events	329,000.00
Less: Direct cost of special events	<u>(30,360.00)</u>
Total Public Support	<u>\$ 794,910.00</u>

### Revenue

Government contracts	\$ 5,030,473.00
Program service fees	193,039.00
Investment return designated for operations	2,400,000.00
Investment income	45,168.00
Change in beneficial interest in perpetual trust	101,598.00
Other revenue	<u>5,313.00</u>
Total Revenue	<u>\$ 7,775,591.00</u>
Net assets released from restriction	<u>-</u>
TOTAL OPERATING PUBLIC SUPPORT AND REVENUE	<u>\$8,570,501.00</u>

## Operating Expenses

### Program Services:

Youth Services	\$ 3,780,171.00
Women’s Employment, Family Resource Center and Wellness	318,237.00
Early Learn Centers	<u>3,057,464.00</u>
Total Program Services	<u>\$7,155,872.00</u>

### Supporting Services:

Management and general development	\$ 929,106.00
	<u>656,285.00</u>
Total Support Services	<u>\$1,585,391.00</u>
Total Operating Expenses	<u>\$8,741,263.00</u>
CHANGE IN NET ASSETS (DEFICIT) FROM OPERATIONS	(170,762.00)
Investment income in excess of amounts designated for operations	<u>(1,635,333.00)</u>
CHANGE IN NET ASSETS (DEFICIT)	(1,806,095.00)
NET ASSETS, BEGINNING OF YEAR	<u>8,457,633.00</u>
NET ASSETS, END OF YEAR	<u>\$ 6,651,538.00</u>

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**Vice Chair**  
Tracy Richelle High

**Secretary**  
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*Interim Chief Executive Officer*

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Promiti Islam  
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Cynthia Perez  
*Educational Director, Polly Dodge ELC*  
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Randy Frazer  
*Director of School Culture (SVP), P.S. 327*  
Tiffany Keitt  
*Director, P.S. 188, Coney Island*  
Reina Onorato  
*Coordinator, P.S. 90 (SVP), Coney Island*  
Ewuraesi Daozie  
*Director, P.S. 329, Coney Island*

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*Director, Brooklyn Collaborative*  
Janet Cooper  
*Assistant Director, Brooklyn Collaborative*  
Jermaine Small  
*Director, New Design Middle School*



## YWCA of the City of New York

50 Broadway, 13th Floor, New York, NY 10004

info@ywcanyc.org • 212.735.4500 • [www.ywcanyc.org](http://www.ywcanyc.org)



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