

# POSSIBILITIES

2022 Annual Report

# WELCOME

Dear Friends:

**Possibilities.** This sentiment is imbued in everything we do. It lives in all our teaching, in how we interact with our young people, and with each other. Where there is challenge, we see hope. Where there is struggle, we find solutions. Every child we serve is unique and irreplaceable and we love them unreservedly. We seek to provide the very best for them and their families to uplift themselves from economic insecurity and to grow to become engaged civic-minded contributors in our global community.

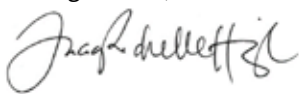
Since 1858, we have been part of the New York success story. Our founders sought to welcome newcomers to our shores, to teach, and provide opportunities for economic and personal growth. They fought for women's rights and racial advancement, often against stiff opposition. That mission lives on today. In the host of after-school and summertime programs we currently offer, our students learn, discover, and have fun in the process. After successfully navigating the pandemic through virtual and hybrid offerings, it is a delight to once again be able to take our student scholars on field trips outside their neighborhoods, to explore museums and activities designed to inspire and ignite in them the possibilities for their futures.

This report highlights just some of the many programs we offer and a few of the many important people who strive daily to champion the YWCA NYC mission of eliminating racism, empowering women, and promoting peace, justice, freedom and dignity for all.

The year 2022 was also one of transition for us as the search took place for our new CEO, Alba Rodriguez, who joined the YWCA NYC in October. Alba came to us with over 20 years of nonprofit experience. Most recently, she was the Chief Strategy and Data Officer of Brooklyn Community Services, a human service organization that serves 20,000 Brooklyn residents annually. Prior to that, Alba served as VP of the Posse Institute at The Posse Foundation, one of the country's largest youth leadership development and college success organizations. We are grateful beyond words to former board member and longtime supporter Mary Crawford for stepping in for 18 months as interim Chief Operating Officer. Mary led the institution with grace and good humor and managed the multi-faceted duties of the role with aplomb. We are honored to highlight the story of her 18 years of service to the YWCA NYC. And this fall, a scholarship was created in her honor to award each year to a graduating high school senior who exemplifies the spirit of service for which Mary is so well known.

As we look to the possibilities that await us in 2023, we are excited to provide the children, young women, and gender non-conforming youth we serve, most of whom are youth of color, even more options to grow as leaders and become engaged people of purpose. For our youth, the sky is truly not the limit. We are with them to see that whatever goal they have, we can help them find a way to reach it. We invite you to become involved in our organization as a mentor or tutor, or as a member of our Young Professionals Leadership Council. If you are interested, please contact our Chief Development and Communications Officer, Susan Madon, at [smadon@ywcanyc.org](mailto:smadon@ywcanyc.org) or 917.930.1508. We are grateful to you for partnering with us in this life-changing work.

With gratitude,



Tracy Richelle High  
Board Chair



Alba Rodriguez  
CEO



# YWCA MISSION

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**ESTABLISHED IN 1858**, the YWCA of the City of New York (YWCA NYC ) is the nation's very first YWCA association – and one of our country's oldest nonprofits committed to the personal and social development of women and girls, their families, and their communities. The YWCA reaches incalculably more people as a movement, with a long history of shifting culture for those with the fewest resources and opportunities. In the 1870s, the YWCA NYC was one of the first and only women's organizations to lead the way in job training and initiated the first employment bureau for women. The groundbreaking political education seminars launched in the 1970s increased women's participation in politics, including that of current New York Governor Kathy Hochul.

Today, the YWCA NYC is helping a new generation of boys, girls, young women, and gender non-conforming youth break free from the economic, social, gender, and racial challenges that have inhibited them from success. The YWCA NYC's work to eliminate racism and empower women and girls is more important now than ever. And so are leading discussions on race, racism, and the strategies young people need and deserve for a strong sense of self. We are providing opportunities for young people to let their natural leadership skills emerge and blossom.

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# HEROES IN ACTION

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**MARY CRAWFORD** has been involved with the YWCA of the City of New York for 18 years, as a volunteer, on the board, as co-chair, as a long-time donor, and most recently, as our interim Chief Operating Officer. We asked Mary why she got involved with the YWCA NYC.

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I have been thinking a great deal about my involvement in the YWCA of the City of New York. It began 18 years ago when we changed our focus to move from a membership organization to focus on social justice and education working in NYC's communities most affected by poverty and systemic inequities.



This resonated with me. I am inspired that the YWCA serves as an anchor for women and their families throughout New York City. We meet them where they are.

Different people are attracted to our mission for different purposes. Some like our STEM (Science, Technology, Engineering, and Mathematics) programs for teen girls or our summer camps for younger children. Some are engaged because of our advocacy work to combat racism and empower women. Whatever the reason, there is a place for all at the YWCA NYC.

For 18 months, I had a thrilling experience leading the organization while the search took place for our new CEO, Alba Rodriguez. The deeper I became involved, the more fulfilling I found the work. And I invite our stakeholders to deepen their commitment to the YW.

Become a mentor, sponsor a student, help us place interns in your organization. However you help, our students will appreciate you and you will make your mark! I volunteer and contribute because I am indignant that in the richest country in the world, we continue to have devastating income and social disparity. I know I am only one person, but when I combine my energy with others, we become a force for the future of New York's young women, girls, and boys.

I was quite moved as I stood outside the gates of one of our sites in Coney Island on the first day of camp last July. Kindergarteners, clinging tightly to the hand of the adults dropping them off, showed up with their backpacks and looks of expectation and anticipation that I will never forget. The thought that the promise in these children would not be fulfilled – that we as a society would fail them by not opening the doors that allow them to get an education, pursue a career, and build families – is heartbreaking. What a waste of human potential.

That's our role. We collaborate with parents, schools, and other agencies, all working together to ensure our children and young people can live to their potential. It would be devastating if these young lives could not achieve what, with just a bit of help, could be so extraordinary.

I invite you to join me.

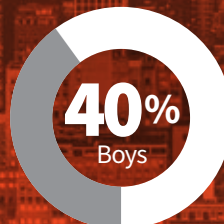
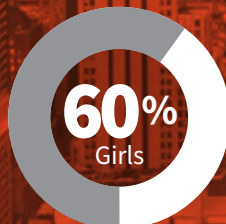
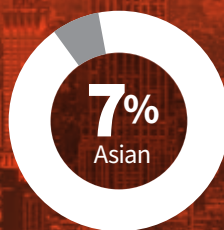
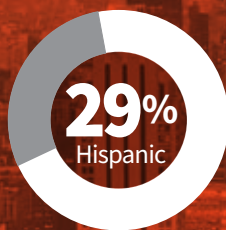
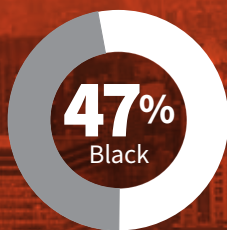
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Mary Crawford

# DEMOGRAPHICS



## ETHNIC AND GENDER BREAKDOWN OF YWCA NYC YOUTH



**83%**  
live at or below the  
Federal Poverty Rate.

# PROGRAMS

## PATHS TO POSSIBILITIES

**OUR AFTER-SCHOOL PROGRAMS** are designed to support academic achievement, enhance social skills, and foster success in school and in life by providing a safe and nurturing environment. Approximately 1,200 elementary and middle school students were served through these programs in Central Harlem, Carroll Gardens, Coney Island, and Brownsville. As a response to community needs, we increased academic support services for scholars whose learning was disrupted by the pandemic. As part of the after-school program, we added enrichment activities, such as cooking/nutrition, gardening, Egyptian studies, and modern dance via a partnership with Alvin Ailey Dance Theatre.

Learn more about YWCA NYC's Out-of-School Time programs at [ywcanyc.org](http://ywcanyc.org).

### OUR PROGRAMS



**Everyday Heroes:** Students explored what it means to be a hero. They learned about mindfulness and self-expression through meditation and theater, and participated in age-appropriate discussions on race and racism, self-empowerment, and service to one's community. Everyday Heroes provided a safe remote space for the students, many of whom have family members who are frontline workers, to process their fears and other feelings related to COVID-19 and the Black Lives Matter movement. This program met its ambitious goal of expanding to all eight OST (Out-of-School Time) sites, serving 312 elementary students.

**Cooking Lessons:** Cooking lessons were geared towards healthy eating, educating scholars about good nutrition, in-season fruits and vegetables, and planning and preparing meals. Scholars learned cooking techniques that do not require the use of a stove, and about different foods and their nutritional values and culture derivatives. The scholars learned that cooking is a life skill, providing them with a foundation to lead independent, responsible, and healthy lives. 280 children participated.





*Growing up, I didn't have after-school programs like my kids do now. YWCA has helped my kids grow into themselves. My kids need good after-school programs as much as they need good classrooms and good teachers.” - YWCA Parent*

## BY THE NUMBERS



# 7

service sites throughout the City



# 1,500

students served in FY22



# 100%

college acceptance\*



# 60%

of students have a language other than English spoken at home

\*Girls Initiatives Program participants



**Biking Enrichment:** This activity was designed to augment scholars' physical education and learn health and fitness benefits. The activity addressed how learning to ride a bike can be a life-long investment, especially in NYC. Additionally, the activity promoted fun and happiness by building endorphins, confidence, and self-fulfillment, while also highlighting how scholars can help fight environmental degradation. 100 Children in grades 2-5 participated.

### **Gardening and Growing One's**

**Own Food:** School grounds were used to create gardens. Each scholar was responsible for planting and maintaining their own flowers and vegetables. They also learned to make their own gardening pots from recycled materials, and how to grow vegetables on a windowsill. During the season, students harvested and exchanged the products they grew with their peers and gave away vegetables to their school communities. 240 students in grade 2-5 participated.

# HEROES IN ACTION

## GOING ABOVE AND BEYOND

**OUT-OF-SCHOOL TIME (OST)** nurtures the social development and academic success of youth, providing them with a safe and enriching environment outside of school and home. This free after-school program serves elementary and middle school students in 6 program sites across Central Harlem, Carroll Gardens, Coney Island and Brownsville, Brooklyn.

OST students participate in age-appropriate conflict resolution sessions through our Adventures in Peace Keeping program, learn about environmental science and grow produce through the Gardening Project, and reflect on self-empowerment and racial justice through Everyday Heroes. These programs reflect OST's intention of serving the whole child and, in turn, meeting the needs of the community.

"We consider ourselves the nucleus of the community," says OST Director JawnAnthony Bramble. "We take on a holistic point of view, asking ourselves 'How are we serving the student and how are we serving the family?'"

JawnAnthony joined YWCA NYC in 2021, serving as a site program director and becoming OST Director later that year. He knows what it's like to find a second home in Out-of-School programs. A self-described after-school kid from West Harlem, JawnAnthony joined the YWCA NYC with a passion for youth development and a love of coaching and developing staff.

"If there's anything I wish people would know about us it's that we go above and beyond. We're not just a tutoring program. We ask what the students and community need, and we develop the resources to meet that gap," says JawnAnthony.

And the gap has grown larger following the COVID-19 pandemic. Test scores are down and there's increased social disconnect among youth. "We want to bridge that gap," says JawnAnthony. OST is committed to resourcing students and families, hiring specialists within OST programs to address academic and social needs, and connecting families to social services, community forums, and other city resources.

"I understand the support the kids need. I remember being that kid," says JawnAnthony. "This is what's possible through OST: equity. Through OST, we shine the light on inequity and offer space for the community to advocate for themselves."



**JawnAnthony Bramble**  
**OST Director**

# PROGRAMS

**GIRLS INITIATIVES** at the YWCA NYC reflect our core belief that empowered girls become empowered women. Designed to inform, engage, and inspire young people to become self-advocates, our goal is to ensure that every girl gains the skills, knowledge, and confidence to pursue the education, career, and life options of their choice.

**Geek Girls:** During Fall and Spring 2022, we continued to encourage young women to take part in STEM (Science, Technology, Engineering, and Mathematics) study through a deep dive into the understanding that “technology is all around us.” Cleaning is understanding bioparticle science, cooking is chemistry, and crafting is engineering and design.



**Teens celebrating completion of Geek Girls program.**

These are skills anyone would need to survive and navigate small and big problems in the 21st century. Students use technology to create useful applications that they design and craft in ways that engage their creative expressions. Further, in this journey of discovery young women and non-binary youth learn about well-paying careers that utilize the skills they are developing, and consider how they may apply their new found knowledge to improve their homes, their neighborhoods, and their communities.

**Bystander Intervention: Step In and Stop It!:**

In these times of racialized and gender-discriminated oppression, it is more imperative than ever that members of our community are equipped with the skills they need to intervene in these situations. Prejudiced groups continue to arise and attempt to halt the progress we try to make as a whole. Several youth-led workshops on Bystander Intervention Training have been hosted by the Girls Initiatives Program at the YWCA of the City of New York. These workshops touch upon topics and skills on how to eliminate racism, gender oppression, and sexual violence. Sessions also teach the causes of bias-motivated harassment and provide effective strategies for safely intervening in a public situation.



# PROGRAMS



## GIRLS INITIATIVES

### Amplifying Multiple Perspectives

**Leadership Training (AMP):** This program offers a dynamic and innovative approach to developing leadership skills and collective capacity for youth activists committed to social change. AMP improves critical thinking, increases self-awareness, and builds gender justice networks. A week-long summer internship opportunity is offered as part of this program in partnership with the law firm Sullivan and Cromwell, LLP.

Our long-time partners at Sullivan and Cromwell take interested students through a full week of job shadowing, talks and meetings on various aspects of the legal profession, including different careers in law, and fields of practice. As part of this program, experts discuss the importance of ethics and the course work necessary in order to prepare for law school.

**College Knowledge Camp:** Students engage in college and career-oriented activities over fall and spring terms with a focus on college selection criteria, characteristics of a college-ready student, and how to determine college-student matches. Participants were also able to interact with college admissions officers. New York-based colleges that have participated in the past include Baruch College, Binghamton University, Columbia University's Fu Foundation School of Engineering and Applied Science, City College (CUNY), NYC College of Technology (CUNY), Hunter College (CUNY), Buffalo State College (SUNY), and University at Buffalo (SUNY). 100% of participating students are currently enrolled in the college of their choice.



*I was nervous coming to Geek Girls.*

*That completely changed as I became*

*accustomed to the program and the people*

*at the YWCA NYC. I feel so welcomed and*

*learned so much!" - Tumi J., 11th Grade*

# HEROES IN ACTION

## THE A TRAIN TO NEW POSSIBILITIES

**HERE AT THE YWCA NYC**, we provide a safe and supportive space for the young people of our city. YWCA NYC students engage in programs where they can reach for their dreams and learn to become agents of change in their own communities and beyond. Our very own Nana Blay is just one example of this mission coming to life.

Nana emigrated from Ghana in February 2016, and lives in Far Rockaway Queens. Then a middle schooler, Nana had to learn a new system of education customs, including how to interact with a very diverse group of people. She laughs when recalling how big New York City appeared compared to her much smaller Accra (Population 330,000) in Ghana. This was the first time she had seen snow and she remembers how cold it was!

During her sophomore year of high school, Nana was presented with the opportunity to join the YWCA NYC's Bystander Intervention Program. It is through this program that she learned vital tools on how to eliminate racism, gender subjugation, and violence. The sessions also taught the causes of bias-motivated harassment and effective strategies for safely intervening in a public situation. Once the Covid-19 pandemic hit, Nana continued to engage in our programs, joining virtually during her junior year. Our virtual programming allowed her to engage in meaningful conversation, despite the inability to meet in person.

Currently, Nana is a junior at Brooklyn College where she majors in Computer Science and Business. When she is not studying at school, she works with the YWCA NYC as a Program Assistant. When asked about her experience transitioning from student to worker, she said "Working with the YW is important to me because it allows me to learn how to communicate with people. I am able to connect with our students because I was once in their shoes." The confidence she gained from her time as a student aided her in becoming a strong and dedicated YWCA NYC team member.

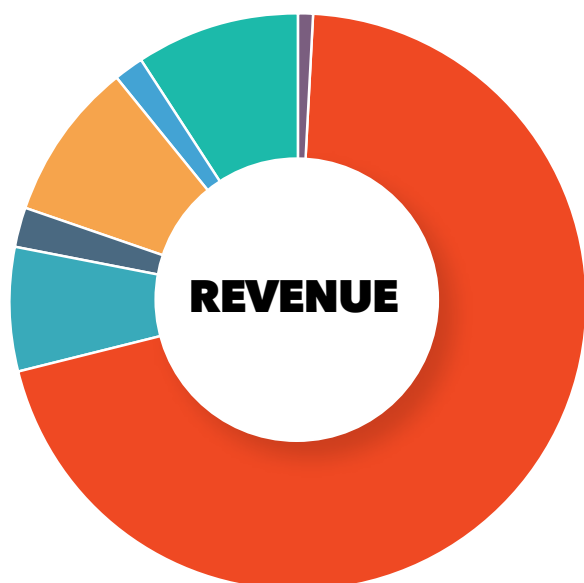
Nana wishes to become a financial analyst or operations manager. Her dream companies are Goldman Sachs and Morgan Stanley! She hopes to give back serving as a mentor to other young women as they chart their career paths. She also dreams of becoming a donor and perhaps even a board member. To young women, Nana offers these words of encouragement, "Life can be tough, but if you persevere you will achieve things you never thought you could do. There are so many possibilities for every young person!"

We are so lucky to have her!



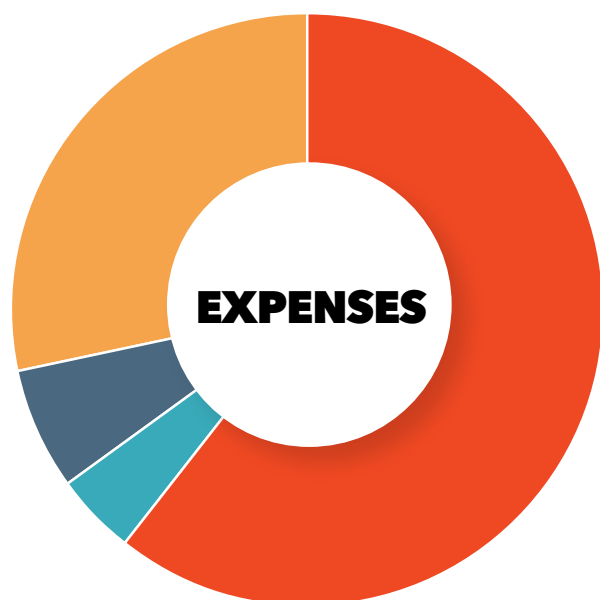
# FINANCIALS

Fiscal year 2022



Individuals	\$61,118
Government	\$3,932,836
Corporations and Foundations	\$383,024
Special Events	\$135,215
Endowment Income	\$490,133
Interest Income	\$91,142
Other Income*	\$508,036
<b>Total Revenue</b>	<b>\$5,601,504</b>

\*Includes Paycheck Protection Program



Programs	\$3,085,732
Building and Facilities	\$237,804
Marketing and Development	\$327,656
Administration	\$1,443,052
<b>Total Expenses</b>	<b>\$5,094,244</b>



*If I keep on saying to myself that I cannot do a certain thing, it is possible that I may end by really becoming incapable of doing it. On the contrary, if I have the belief that I can do it, I shall surely acquire the capacity to do it even if I may not have it at the beginning.” - Mahatma Gandhi*

# OUR SUPPORTERS

## \$40,000+

Pinkerton Foundation  
BNY Mellon  
Wasily Family Foundation  
Ruby B. Fleming Trust

## \$20,000+

Ambrose Monell Foundation  
Charles A. Frueauff Foundation  
Cleveland H. Dodge Foundation  
Con Edison Company of New York  
Colgate-Palmolive Company  
Fordham University  
Mary Crawford

## \$10,000+

Barclays  
Google  
Linda Derrick  
Lorryn Mai  
Hyde and Watson Foundation  
Alison M. Schweizer

## \$1,000+

Alliance Bernstein L.P. Matching Gift  
Program The Blackbaud Giving Fund  
The Estée Lauder Companies  
Fulfilling the Promise of Opportunity (FPWA)  
JP Morgan Chase & Co.  
KPMG  
The Laura B. Vogler Foundation, Inc.  
New York Community Trust  
The Rockefeller Foundation  
UBS  
Amy Abrams  
Michael Buckner  
Beth Ann Day  
Kathleen Fisher  
Margaret Gregg  
Suhana S. Han  
Tracy Richelle High  
Jamie Hill  
Joyce H. Mims

Linda Modico  
Douglas James and Elaine Peebles  
Paige Rabalais  
Ayisha Saul  
Maryann B. Sudo  
Jane V. Talcott  
Jean Walshe  
Natalie Williams

## \$500+

Ann Appert  
Patricia Babari  
Noreen Bagley  
Debra A. Baker  
Serge & Janeene Balmir Jane Barnet  
Julie Brandfield  
Stephana Bottom  
Shaun K. Butler  
Patricia Canning  
Community Foundation For Greater Atlanta  
Jocelyn Cunningham  
Lucy Dorr  
Kelleen Kiely  
Jacqueline Marcus  
Elizabeth Smith Malik  
Jane A. Perry  
Linda H Pryde  
William Schweizer  
Marcia Sells  
Brian T. Shea & Patricia M. Shea  
Thomas Thomson  
Cornie Thornburgh



*The possibility of the dream gives strength."*

**- Lailah Gifty Akita**

# OUR PEOPLE

## STAFF

Alba Rodriguez, CEO  
Susan Madon, Chief Development and Communications Officer  
Shaunte Gardener, Seniors Director of Programs  
JawnAnthony Bramble, Director, Out of School Time Programs  
Mary Oluokun, Girls Initiative Coordinator  
Robert Dupree, Human Resource Manager  
Cathy Crews, Officer Manager  
Rebekah Moses, Development and Communications Associate

### PS 90:

Program Director: Selvin Sinclair

### PS 188:

Assistant Director: Nicole Gonzalez

### PS 298:

Program Coordinator: Jeanette Ramos

### PS 329:

Program Director: Noreen Wall  
Assistant Director: Genesis Hernandez

### Brooklyn Collaborative Studies MS:

Program Director: Ashley Armand  
Assistant Director: Jaada Stewart

### New Design Middle School:

Program Director: Antoine Noble  
Program Assistant: Jonnell Richard

## BOARD

### Board Officers

Tracy Richelle High, Chair, Sullivan & Cromwell LLP  
Alison Martier Schweizer, Vice Chair & Chair of Nominating Committee  
Paige L. Rabalais, Treasurer & Co-Chair of Finance and Investment Committee, Commonfund  
Lorryn Mai, Board Secretary, Ernst & Young

### Board Members

Ayisha A. Saul, BlackRock  
Diane Sinti, Co-Chair of Fundraising & Communications Committee, Deloitte  
Gada Elkenani, The Praetorian Group  
Jamie Hill, Real  
Maggie Gregg, Saks OFF 5TH  
Natalie R. Williams, Chair of Audit & Governance Committee  
JPMorgan Chase  
Linda Derrick, BNY Mellon  
Patricia Canning, Deloitte

### Young Professionals Leadership Council

Tracy Davis, YPLC Chair  
Bee Jaworski, Etsy  
Brianna Dedeaux, Freddie Mac  
Diane Taha, CVS Health  
Gloria Bui, McKinsey & Company  
Krystin Cortes, New York Life Insurance Company  
Liz Benn, New York Mets  
Liza Kussner, General Atlantic  
Margarete Ousley, RH  
Monica Earle, Duolingo  
Samantha Sloves, Olayan America  
Shelbi Cornelison, Atlantic Records  
Virginia Albert, GREY Group



*As the sun knows; even the sky is not  
the limit..." - Rasheed Ogunlaru*

# OUR PARTNERS



## OUT-OF-SCHOOL TIME

New York City Department of Youth and Community Development  
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  
K448 – Brooklyn School for Collaborative Studies  
M524 – New Design Middle School  
STEM KIDS NYC  
Voices Advance MOVEMENT2BE™  
Josephine Herrick Project  
Penguin Random House (First Book)  
Brooklyn Arts Exchange  
Operation Warm  
Change Impact  
Fulfilling the Promise of Opportunity (FPWA)  
Tech Row

## GIRLS INITIATIVES

New York City Council  
4ward Inclusion Consulting, Inc.  
Exhale to Inhale  
Museum of the City of New York  
Schomburg Center for Research in Black Culture  
The Metropolitan Museum (Teens Take the Met)  
Center for Anti-Violence Education  
New York School of Interior Design  
Sullivan and Cromwell, LLP  
United Federation of Teachers  
WB Mason  
The Posse Foundation



*The possible's slow fuse is lit by*

*the Imagination.” - Emily Dickinson*

**YWCA OF THE  
CITY OF NEW YORK**

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New York, NY 10004  
[www.ywcanyc.org](http://www.ywcanyc.org)

To invest in our students reach out to  
[development@ywcanyc.org](mailto:development@ywcanyc.org)




 SCAN ME

Photo credits: Arin Sang-urai  
Graphic Design: Lisa Kempf Design