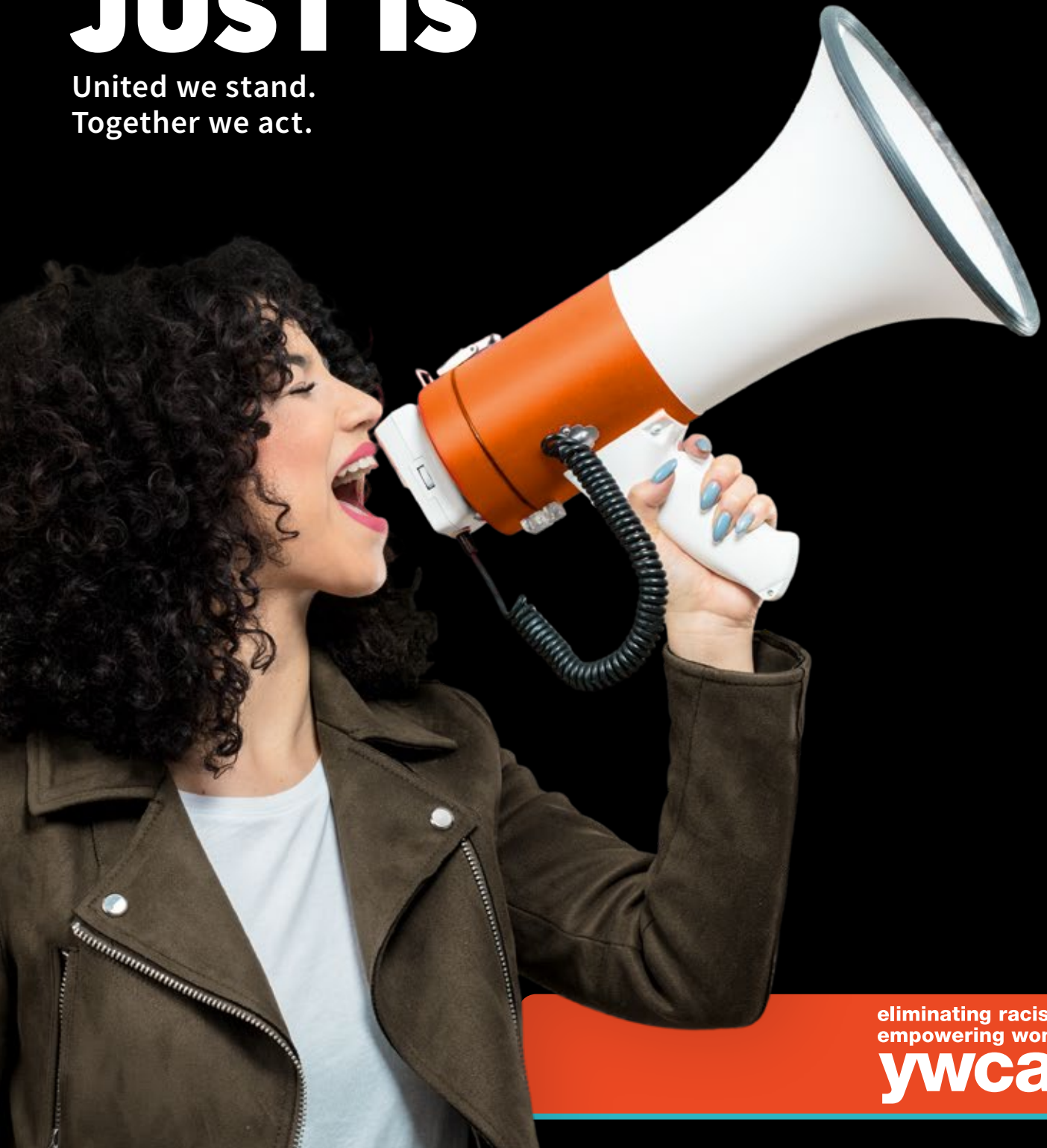


UNTIL JUSTICE JUST IS

United we stand.
Together we act.

YWCA of Rochester & Monroe County
Annual Report FY2020-2021



eliminating racism
empowering women
ywca

A MESSAGE FROM DR. MYRA HENRY

Equal! Powerful! Unstoppable! YWCA staff worked tirelessly to stay open and provide meaningful, quality services during an unprecedented year of medical unknowns, civil unrest, and historic firsts.

As COVID-19 began to spread around the world and in our community, we worked with clients to combat isolation and fear by providing peer support, education about COVID-19, and access to testing and vaccinations. All of our programs and services have remained open and operational since the beginning of COVID-19.

In response to the tragic racial injustices that heightened our awareness to the issues and impact of systemic racism, we partnered with United Way and other agencies to bring the 21-Day Equity Challenge to Rochester. My historic appointment as the first Black President & CEO to the YWCA of Rochester & Monroe County rounded out 2020 as a most extraordinary year of advancement.

The work continues...

We are committed to uniting our communities for equity, and elevating our service delivery to the women and families we serve by reinvesting our focus support on service excellence. Many of our programs are recognized by our funders for their excellence in care and support.

In the coming months, we will live out the fullness of our mission to “eliminate racism, empower women, and promote peace, justice, freedom, and dignity for all” by reimagining leadership to be inclusive and representative of the population we serve, expanding our racial equity and inclusion programming, as well as meaningful engagement of board members, donors, clients, community, staff, and supporters.

Yours in service,



Dr. Myra Henry
YWCA President & CEO

Executive Office

Dr. Myra Henry, *President & CEO*

Development

Carrie Michel-Wynne, *VP Strategic Partnerships*

Holly Beaston, *Director of Development & Marketing*

Finance

Leida Martinez, *VP of Finance*

Melissa Surridge, *Finance Assistant*

Housing

Phyllis McElligott, *VP Operations*

Maria Sharp, *Director of Long Term Housing*

Shaylynn McGee, *Emergency Housing Program Supervisor*

Alicia Gayden, *Rapid ReHousing Supervisor*

Amy Wells, *Supportive Living Clinical Supervisor*

Human Resources

Betty Peters, *Human Resources Consultant*

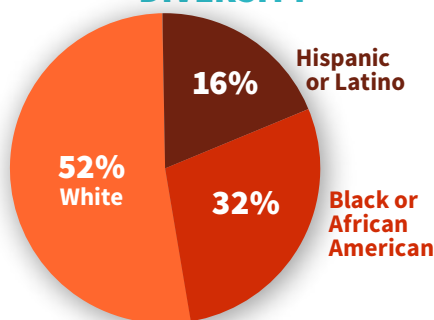
MIS/IT

Carolyn Keyser, *Director of Operational Excellence and Information Technology*

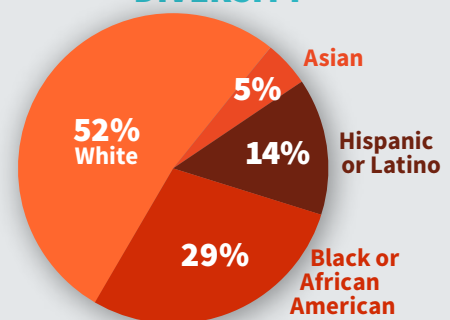
Young Adult Services

Elizabeth Russell, *Young Adult Services Supervisor*

YWCA LEADERSHIP DIVERSITY



BOARD MEMBER DIVERSITY



YWCA is on a mission to eliminate racism and empower women. We will get up and do the work until injustice is rooted out, until institutions are transformed, until the world sees women, girls, and people of color the way we do: Equal. Powerful. Unstoppable.

Board of Directors FY 2020-2021

Liz Vega, *Chair*

Cynthia Langston, *Vice Chair*

Vikki Ziolkowsk, *Treasurer*

Cora Conklin, *Assistant Treasurer*

Maisha Enaharo, *Secretary*

Mary Kathryn Dappen

Mary Anne Detmer

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Dr. Cecilia Golden

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Natosha McDonald

Dr. Heidi Macpherson

Amanda Mari

Olga Mendez

Michele Scatigno

Judy Seil

Kimberly Shimomura

Dr. Deborah Stamps

Aisha Stephens

Karen Webber

Barb Zappia



MEET NATASHA.

Thanks to you she is taking her next steps in recovery.

An imagined snapshot comes to mind when you hear the beginning of Natasha's story, a smiling round-faced 4th grader carrying a much too large backpack on her way home from school, playfully pushing her brother as they walk down the street. They enter their home and are welcomed by the sour smell of alcohol and sweat.

Their young mother sleeps on a broken couch in front of a snowy TV, drunk and passed out. Natasha's brother lifts the bottle from next to his mother's head, shrugs, takes a sip and passes it to his sister. **She was 10.**

Six years later, as a junior in high school, Natasha gave birth to her first child.

Now 36, Natasha is in recovery for the fifth time. She smiles broadly as she shares that she is one year and four months clean. Those first stolen sips of alcohol in her childhood graduated to pot and a variety of drugs throughout her teenage years. When asked why she started using drugs at such a young age, without emotion, Natasha recounts the sexual abuse by family members during those early years that led to covering up her feelings with drug use.

She shares that drugs took a lot away from her. She has four daughters, none of whom she has custody. Her oldest daughter lives with Natasha's mother, a recovering addict; her other three daughters live with their father. Her children range in age from 17 to 7. She lost custody of her middle two girls when she was incarcerated. She struggles the most with the loss of her youngest daughter. *"...my youngest went through it the most because I used during my pregnancy and I deal with that a lot. I go to a lot of counseling to deal with the emotions of what my child went through."* Without any custody agreements in place to

“ YW gives me another way of living. A good way of living that is different from my past. Here, there is someone to watch over me. ”

support her rights as a mother, Natasha has spent 3 years trying to get her daughters back into her life.

When asked why Natasha chose the YWCA Steppingstone program for women in recovery she says the YWCA helps provide structure. YWCA operates 29 licensed apartments for women in recovery and is one of the only programs in Rochester that allows children to live with their mothers during recovery. Steppingstone residents are required to maintain sobriety and attend both group and individual counseling. With three full-time drug and alcohol counseling staff members, Steppingstone provides the tools and support women and their families need for a healthy recovery. Natasha shares that YWCA group counseling, Narcotics Anonymous meetings, and the experience of living with others in recovery who are also *"trying to make it"* has helped her keep clean. *"YW gives me another way of living. A good way of living that is different from my past. Here, there is someone to watch over me."*

Natasha has dreams for her future.

In addition to reconnecting with her children she says, *"I am hoping to become a drug and alcohol counselor. I want to help other women or men who are struggling with addiction. I want to help them try. I want to share my experience with recovery with someone else."*

Your generous support of YWCA helped hundreds of women like Natasha create a new life for themselves and their families. During the past year, more than 1,000 individuals, businesses and foundations made gifts in support of our mission and hundreds of volunteers have provided thousands of service hours to help meet the needs of the women and families who rely on YWCA programming.

In the coming years, your continued support will result in thousands more finding their path to empowerment.

OUR IMPACT ON THE COMMUNITY



Assisted
899
Women and
families



Housing client
demographics
80%
Women of color



45
Affordable
Apartments

Housing Services Impact

This past year we have assisted 899 women and families while providing the support services needed to assist in their future success. Person-centered, trauma responsive services are offered by diverse and highly qualified staff so families can move from housing instability to long term homes of their choice.

Through our Housing Services, the YWCA offers a continuum of residential programs for single women and families who need a safe and secure home from which to build their strength and continue reaching their goals.

An innovative partnership developed in late 2020 with our local health care system provided a warm hand-off from hospital in-patient behavioral health services to shelter. With the goal of providing stability and support upon discharge, YWCA improved the health outcomes of newly released patients and reduced the relapse rate for in-patient services.

- Quality, community-based affordable housing is critical to a family's ability to achieve economic security and children's ability to succeed in school.
- Supportive staff help residents access community services, prepare for and gain employment and address barriers to independent living.
- Recreational and social activities build a sense of community and enrich resident's lives.



47
Single
Rooms

Long-Term Affordable Housing

- Women who experience chronic housing instability or felt they needed support to manage their individual recovery, find comfort in our unique Permanent Housing

program. This program offers 47 private sleeping spaces complimented with community gathering spaces designed to foster community building and peer support.

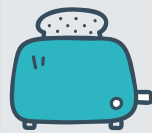
- Women are empowered to design a plan for the future and are supported by peers, trained staff, and culturally respectful resources. Many women take advantage of various empowerment workshops, the gardening club, onsite yoga, and dance classes as well as fun activities such as BINGO and karaoke.
- Participants develop individualized service plans and participate in workshops such as life-skills training and job readiness programs.



20
Emergency
Housing Units

Emergency Housing

- Twenty units provide women and families experiencing homelessness safe and secure housing during times of crisis. Individual rooms and family apartments offer privacy and sanctuary with access to common kitchens for family style meals as well as shared bathrooms, lounges, laundry facilities, and children's play areas.
- Individuals and families work closely with supportive teams to design plans that help them achieve their housing goals.
- Onsite health screenings and mental health assessments are offered in partnership with local healthcare providers.
- Experienced, trained staff help support women and families in developing resilient coping skills to manage trauma severity and effects of domestic violence.



29
Private Fully
Furnished
Apartments

Steppingstone Supportive Living

- Supportive living for women in recovery staff provide 29 private fully-furnished apartments for women who are eighteen or older and experiencing substance abuse disorders.

- This program helps provide a safe and supportive residential option to help create opportunities for recovery.
- This supportive housing program is licensed by the NYS Office of Addiction Services and Supports and is operated by licensed clinicians who support women and mothers in developing skills to avoid relapse and plan for success.
- Children ages 12 and under are welcome to live with their mothers during recovery.



URMC Partnership

An innovative systems approach to behavioral health care, YWCA provides a new program housing women transitioning from in-patient hospital care with the goal of providing stability and resource planning. Intensive case management is provided to reduce hospital recidivism rates and improve long term health and wellness outcomes.



Racial Equity Impact

With the 2020 appointment of YWCA of Rochester & Monroe County's first President and CEO of color, Dr. Myra

Henry, YWCA was recognized as a leader in capacity building through the development of our Racial Equity Toolkit for Change and the monthly Equity Engagement Series eNewsletter.

This monthly newsletter, first published in 2019, provides monthly readings and videos about issues of equity and includes guided, thoughtful questions for community members who were matched as "Spark Partners" during the YWCA STAND Against Racism Virtual Experience in April 2021.

With a renewed investment in YWCA work in community-wide racial equity, advocacy, and education, innovations in programming designed to eradicate barriers to equity are at the forefront of strategic planning.



110
Families
Finding Homes

Rapid Re-Housing combines assistance with finding suitable housing and case management support as well as

time-limited financial assistance (for a security deposit and/or rent subsidies) to help people quickly exit homelessness and achieve long-term housing stability.

- Family Rapid Re-Housing Program served 30 families.
- Bridges Home and Tapestry Program for survivors of domestic violence, managed by YWCA with support from Willow and Legal Aid served 70 families with case management and financial assistance.
- Permanent Housing for Chronically Homeless offers ongoing intensive case management and financial assistance to families experiencing chronic homelessness.



Young Adult Services Impact

Working as a key partner in a city school district that graduates only 67% of Black and

Brown students, YWCA sought to expand teen and young adult health and wellness education and provide support in preventing teen pregnancy with the goal of increasing the rate of graduation at Edison Career and Technology High School. **In 2020-2021, we served 242 individuals of which 90% were individuals of color.** For young parents in the Parents As Teachers program, we provided support to help young women and men reach their educational and parenting goals.

NOTABLE ACCOMPLISHMENTS

\$600,000 in Capital Improvements

Installation of all new windows at 175 N. Clinton Ave. with support of NICIP/DASNY and OASAS.

1

Secured Additional Section 8

Contracts for long-term housing programs, significantly increasing financial sustainability.

2

Successfully Maintained Full Staffing

During COVID-19 with no interruption of services and were able to bring on additional staff to provide 24/7 coverage in 2020-2021.

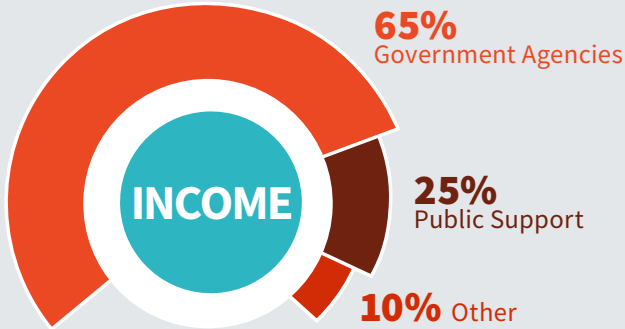
3

Awarded United Way Project Uplift

Funds that assisted many YWCA clients with rent payments, home furnishings, and basic needs.

4

FY 2020-2021 FINANCIAL REVIEW



Government Agencies	\$2,779,164
Public Support	\$1,055,130
Other	\$418,209
TOTAL REVENUE	\$4,252,503

EXPENSES



Programs	\$3,345,116
Admin	\$392,269
Fundraising	\$208,604
TOTAL EXPENSES	\$3,945,989

\$500,000+: HUD Continuum

of Care, Monroe County DHS **\$200,000+:**

Non-Profit Infrastructure, Office of Violence Against Women, ESL, United Way of Greater Rochester, NY

OTDA NYSSHP **\$100,000+:** Mother Cabrini Foundation

\$50,000+: Daisy Marquis Jones Foundation **\$30,000+:**

August Family Foundation **\$15,000+:** Wegmans Food Market,

Wilson Foundation **\$10,000+:** William & Sheila Konar Foundation, Paychex Community

Foundation, Janice M. Chapman, Mountain Rise UCC, Rochester Regional Health, NY State Food Waste

Grant, Wilson Foundation/RACF **\$5,000+:** M&T Bank, Kodak, Diane Morse MD, ROC City Furniture, Greater

Rochester Health Foundation, Federal Home Loan Bank of NY, Raymond James and Associates, Thomas R. Reh,

Angela Panzarella, Fidelis Care, Lark Federal LLC, Susan Roberts, Scott D. Stewart, Laurie Zaucha, FOODLINK, Five Star

Bank **\$2,500+:** Farsh Charitable Foundation, Lynn and Stephen Natapow, Heveron & Company CPAs PLLC,

UR Medicine/Strong Memorial Hospital/Highland Hospital, Excellus BlueCross BlueShield, Mengel Metzger

Barr & Co. LLP, Susan Riblett, Burke Group, ESL Charitable Foundation, Conifer Realty, Block, Longo,

LaMarca & Brzezinski, Flower City Glass, Rochester Area Community Foundation **\$1,000+:** Upstate

National Bank, Cora M. Conklin, Karen Webber, Maisha Enaharo, Vincent Battaglia, Diamond

Packaging, The Kinetix Group, LLC, Carmel Merrill, Kathy & Ted Nixon, Elizabeth Rennert, Nancy

Robbins, Judy von Bucher, Network for Good, Lynne Allen, Amanda Mari, Constellation Brands,

Harter Secrest & Emery LLP, Highland Hospital Administration, Nessa Kiely, Matthew

MacKinnon, Northwest Charitable Foundation, Inc., Rachel Rowe, Flaherty Salmin CPAs,

Mercer Health & Benefits, Paychex, Woods Oviatt Gilman LLP, ALSTOM Signaling

Foundation, Rochester Area Community Foundation, Nannette Nocon, Mary Anne

Detmer, David & Amy Lippitt, Elizabeth Vega, Irondequoit United Church of

Christ, Leticia Fornataro, Barbara Zappia, Ruth J. Myers, Diane G.

Caselli, Miller & Associates Sourcing Specialists LLC, Heidi

Macpherson PhD, Comedy @ the Carlson, Cynthia Crawford,

Kristin Hughes, Maxine Manjos, The Law

Firm of Janice M. Iati, P.C., Walmart, EY,

Paul Miller Family Foundation,

Joanne Chada, Sharon Hostetter,

Anonymous, Rachel Long, Kim

Shimomura, Patricia D. Walsh,

Elizabeth & Julian Web,

RACF Playground

Fund, Zonta Club

eliminating racism
empowering women

ywca

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585-546-5820 | ywcarochester.org

**THANK YOU
TO OUR SUPPORTERS!**

To learn more about the impact of YWCA of Rochester & Monroe County, please visit ywcarochester.org.

