THEIR WORLD, OUR IMPACT

As a staff member, I meet families that utilize all the support our organization offers, and I see them achieve more than they believed possible.

A YWCA STAFF MEMBER

My children are nurtured, challenged and encouraged by their teachers at the Elmwood ELC. They are loved. My husband and I are partners with the staff, and our resulting communication strengthens our children’s experience.

AN EARLY LEARNING PARENT

The Young Women’s Leadership Corps is a life-changing experience. I want to be a surgeon, and with the help of YWLC, I know I can achieve my goal.

A YWLC PARTICIPANT

It is very helpful having someone that can listen to your everyday challenges. The advice and constructive suggestions are very welcome. I feel very confident talking to [the program manager]. She is very patient and knowledgeable and is a great listener.

A YWCW PARTICIPANT
What brought you to YWCA? The Asylum Hill neighborhood – my childhood base – was home to women and children whose families have lived in poverty for generations. They wanted to break that cycle, but needed help. I cared deeply and wanted to be part of that. I joined the YWCA board in early 2004 and at that time YWCA was experiencing some major challenges. So when I received the phone call asking me to become the interim CEO, I accepted. My goals were to establish financial stability, help right the ship and foster mission-driven programs responsive to the social and economic realities of the 21st Century.

YWCA is dedicated to eliminating racism, empowering women and promoting peace, justice, freedom and dignity for all. How does YWCA work toward that mission? We work tirelessly to break the cycle of poverty and provide hope for the future. At our Early Learning and Childcare Centers, we are changing children’s lives – many of our families live in poverty with little hope for their future. We make sure that children and their parents are ready for kindergarten and beyond. Parents know that in our Early Learning Center, their children are learning to read and count, and to run and jump and they have the self-esteem and curiosity to keep on learning. Our YW Career Women (YWCW) program gives women with children the support they need to succeed in college and be ready for a career with a wage that will support their family. A woman who has made the commitment to further her education is balancing family, school and often a job so that can make a better life for her family. YWCW Navigators work with each individual to set their own goals and a plan to achieve those goals. If you change the life of a woman, you change the world. YWCA programs transform lives so that women and their families succeed and have a bright future.

What do you want readers to know about YWCA’s impact on you? After 13 years, YWCA is who I am – I have persimmon blood. My experience working with clients, staff and board has profoundly changed the way I think about peace, justice, freedom and dignity. We all deserve it. Ending gender and racial inequality is part of me now and that will not change as I move to this next phase of my life.

What do you think is in the future for YWCA? I am proud that the organization I leave behind is a YWCA with a bold mission and a bright future. The board and staff are prepared and anxiously anticipating bringing the organization to new heights as we continue the fight to eliminate racism and empower women through innovative programs and tireless advocacy.

Deborah Ullman Chief Executive Officer
What are the responsibilities of Chair of YWCA Hartford Region? The Chair gives the CEO advice and retains oversight regarding all affairs of the YW. She meets regularly with the CEO to understand the most important work on the CEO’s agenda, and she also leads all meetings of the Board of Directors. The Board is collectively tasked with supervising and controlling the business, property, and affairs of the YW.

What are the goals for the board in 2017? The Board’s key task goal in 2017 is to select a new CEO who is passionate about our mission and who can take the YW to the next phase of its important work. A team of the Board is actively participating in the search for both a new CEO, and the entire Board is regularly updated on our progress. We expect to name a new CEO in early fall 2017. After Deb Ullman retires in late June, the Board will be working with an Interim CEO who will be expected to keep the YW on a steady course until our new CEO is in place. Our main goal during this time of transition is to ensure that the YW’s clients, staff, and programs continue to flourish.

Where do you see YWCA going in the next couple of years? And why? I see the YW expanding its services to more clients, providing new services, and becoming an even more prominent voice for gender and racial justice in Connecticut. We are uniquely positioned — both mission-wise and geographically — to reach a wide swath of people, and I want us to increase our impact, our membership, and our donor network.

What’s your personal philosophy on what it takes to lead YWCA? Above all else, the leaders of the YWCA, whether on the staff or on the Board, need to have a deep understanding and passion for our intersectional mission and the ability to work well with the stakeholders needed to accomplish that mission. Those stakeholders include our clients, staff, corporate and individual donors, our members, and the Board. We need to be able to appreciate the different perspectives and contributions that all of these people bring to the table and how everyone can work together in service of our mission.

As the Chair, what sort of trends did you see YWCA adopting or cultivating? There is a trend toward more collaboration with other nonprofits, which YW has been doing for a long time in many of our programs. These collaborations help our clients and community by getting the most knowledgeable people together to solve problems.
YWCA EARLY LEARNING & CHILD CARE CENTERS
Children leave YWCA Early Learning & Childcare prepared academically, socially and emotionally to succeed in kindergarten. YWCA programs offer high quality, affordable, accessible childcare services to strengthen the well-being of children and their families. Programs are located in East Hartford, Hartford, Manchester and West Hartford.

YW KIDSLINK
Families with school-aged children enjoy the safe and affordable before and after school childcare YW Kidslink provides. The program offers children creative activities, recreation, academic support and social enrichment. Programs are located in Bolton, Rocky Hill and West Hartford.

YWCA PROGRAMS AND SERVICES

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YW CAREER WOMEN
CHANGES LIVES

Marianne’s story.

YW CAREER WOMEN

- The YWCW Program was created in 2012, when YWCA Hartford Region saw the need for mothers, whose children were attending the YWCA childcare programs, to obtain education, skills and ultimately, good-paying professional careers in order to create FINANCIAL STABILITY AND SUSTAINABILITY for themselves and their families.

- The YWCW Program has had HIGH RETENTION, GRADUATION, AND EMPLOYMENT RATES for women with families who live and work in the greater Hartford area.

Marianne was a single parent to then 3-year-old Sara. She was doing the best she could to provide for them, working in a retail store for a wage that did not support the two of them. Her low wages forced them to rely on food stamps and make do with what they had, but it was a constant struggle.

She was afraid and uncertain about the future. She knew she needed to do something to change their situation. She wanted a more stable, secure and prosperous life for her family. She knew if she wanted Sara to grow up with a better life, with more opportunities, she would need a career with a higher wage.
That’s when she decided to go to Capital Community College (CCC) to get her associate degree and pursue a career in Nursing. She knew how difficult this would be, continuing to work at her retail job, attending school and parenting Sara — all with limited funds.

While taking her pre-requisite courses, Marianne learned about the YW Career Women Program (YWCW). She met with the YWCW Program Navigator, Bonnie, who explained the supportive services the program provides to women with families who are taking classes at CCC and who are pursuing a career in Nursing or Radiologic Technology.

The YWCW Program assists students in attaining financial stability and success through a variety of service that are designed to help mothers accomplish their academic and career goals. The services include academic support, life coaching, career coaching and emotional support, which include stress management, education-related financial incentives, and referrals for additional needed services such as help with food, housing, and fuel assistance.

Marianne trusted Bonnie and the YWCW Program to help her face her challenges with confidence. When academic obstacles arose, she and Bonnie strategized a plan of study and tutorial assistance, which helped her to excel. Bonnie also provided Marianne with education-related financial incentives to help with the costs of her books, tuition and a tablet with which to could take notes in her nursing lectures. At her upcoming Nurse Pinning Ceremony, Marianne will receive an award for her academic excellence throughout her academic program.

The combination of the YWCW Program, Bonnie and Marianne’s determination, motivation, intelligence, and strength has helped her achieve her long-term goals. She now stands on the threshold of completing her associate degree in Nursing and will embark on a new, exciting path in a career that will provide her with a salary that will help support her family.
Safe and supportive housing was provided for 141 individuals.

50 organizations joined YWCA to take a stand against racism.

Who do we serve?

African American: 34%
Asian: 5%
Caucasian: 38%
Hispanic: 13%
Mixed: 7%
Native American: 0%
Other: 2%

Areas served:
- Bolton
- Bloomfield
- East Hartford
- Hartford
- Manchester
- Rocky Hill
- West Hartford
- Windsor

YWCA by the numbers:

- Childcare provided for over 800 children through the Early Learning & Childcare Centers and YW Kidslink programs.
- 263 women gained financial education during Money Conference for Women.
- 332 free tax returns prepared through VITA.
- 156 young women gained leadership skills through YWLC.
- 30 women given support needed to balance school, work and family with YW Career Women.

Angelique Kidjo inspired 1,068 guests at the 21st annual In the Company of Women luncheon.
FINANCIAL REPORT

EXPENSES 2016

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<tr>
<th>EXPENSE</th>
<th>AMOUNT</th>
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<tr>
<td>Personnel Expense</td>
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<td>Professional Fees &amp; Contract Services</td>
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<td>Facilities Expense</td>
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<td>Supplies</td>
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<td>Transportation Expenses</td>
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<td>All Other</td>
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<td>TOTAL EXPENSES</td>
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REVENUE 2016

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<td>Contributions &amp; Special Events</td>
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<td>Non-governmental Grants</td>
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<td>TOTAL REVENUE</td>
<td>6,278,992</td>
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Health Collective
Hartford Gay & Lesbian Media Group
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Society
Haddam Historical
GW Crane Hair Designs
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Partners, Inc.
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