

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

eliminating racism  
empowering women  
**ywca**  
cambridge, ma

# **ANNUAL REPORT**

## **FY 2016**

**JANUARY - DECEMBER**



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**ywca cambridge**

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[www.ywcacam.org](http://www.ywcacam.org)

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**celebrating our**  
**125th year!**



# WELCOME

eva martin blythe, executive director

From start to finish, Fiscal Year 2016 (FY16), our **125th year of operation**, can be characterized best as a year of planning and plan implementation. Thanks to extensive input from staff, Board of Trustees members and other volunteers, donors, funders, and partners, the Board of Trustees began the year by approving a 3-year Strategic Plan designed to strengthen the Association structurally and financially, with priority focus on financial stability; alignment of programs and locations to create a new generation of “stand-out” programs; and leveraging our history, model, and brand for greater impact.

2016 ended with a major program change. At the Marshfield Branch we refocused our energy on the growth and development of Summer Day Camp, suspending all other YWCA-sponsored programs at that location. The strategic decision was based upon the fact that in recent years camp enrollment actually exceeded enrollment in all other Marshfield programs by an average of 15:1. As we target our resources on growing and building the Summer Day Camp program for the families that rely on us to provide their children with safe, affordable, quality care in a fun environment, we also are exploring other options for programming at the Ferry Hill Road location.

YWCA Cambridge is only able to advocate for and serve more than **1400 unique individuals each year** because we receive “a little help from our friends.” In fact, we receive a lot of help from our donors and supporters that include many, many individuals, organizations, businesses, corporations, faith groups, foundations and others who contribute generously, both financially and with donated goods and services.

We also couldn’t fulfill our mission without help from our passionate, dedicated volunteers, from the eight interns at our Tanner Residence who hosted weekly programs and events for our residents, to the Boston Cares volunteers who weeded, built picnic benches, painted, and helped out with general maintenance tasks at Tanner Residence and the Main Building.

YWCA Cambridge is **ON A MISSION**, a clear mission, to increase our financial stability, create a new generation of “stand-out” programs, and capitalize on our history and brand in order to eliminate racism, empower women, stand up for social justice, help families and strengthen communities.

**We invite you to join us!**



# 2016 HIGHLIGHTS

- ◇ Hired Simone Steinberg to coordinate the **Girls Only Leadership Development (GOLD) Program**. Under Simone’s direction the number of program participants almost doubled from 20 in 2015 to 39 in 2016.
- ◇ Hosted Darakshan Raja, Co-Director, Washington, D.C. Peace Center, as keynote speaker for our annual “**Stand Against Racism**”.
- ◇ Completed landscaping and fencing of the backyard at **Tanner Residence** – FINALLY!
- ◇ With Transition House, and in conjunction with Cambridge College, sponsored a symposium on **non-profit community service** for 25 African professionals participating in the Mandela Washington Fellowship for Young African Leaders Initiative (YALI).
- ◇ Continued working with City of Cambridge Department of Human Services and MA Department of Housing & Community Development planning and preparing for a new-to-us **Homeless Family Shelter** that will open in 2018.
- ◇ Fully implemented **electronic registration** for all our fee-based programs.
- ◇ Assumed management and operational leadership of **Soo Bahk Do**, a Korean martial arts program housed at the YWCA Cambridge for more than 10 years.
- ◇ At **Tribute to Outstanding Women**, honored six adult women and one young woman, Sofia Bernstein, a Cambridge middle school student who wrote to then President Obama suggesting that more women should be memorialized on our money. The result: Harriet Tubman will be the first woman in over 100 years and the first person of color, ever, on US paper currency.



- ◇ As a member of the coalition of Massachusetts YWCAs, began a concerted, on-going effort to secure state funding for YWCA **youth-at-risk programs**.
- ◇ Started the search that ultimately led us to hire a much-needed **Development Manager**.

## BOARD OF TRUSTEES

Andrea Spears Jackson	Donna Keefe	Lauren Curry	Pamela Howard
Arielle Levy	Donna Tesiero	Lorie Graham	Priscilla Lopes
Beth Milkovits	Elizabeth Baldwin	Maisha Moses	Reverend Lorraine Thornhill
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Darlene Ellis-Donahue	Esther Hanig	Nancy Hurlbut	Reverend Manikka Bowman
Deanna Demet Myers	Joanna Morris	Nancy Phillips	Sarah O'Toole

## STAFF

Abigail McCarthy	Casey Borstel	Jesse Bartlett	Mirtha Belleuve
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Bennett Ford	Erick Grant	Lauren Higgins	Rebecca Ellis
Bernadette Vales	Erick Yax	Lemuel Lanier	Sam Ford
Blondine Fanfan	Eva Martin Blythe	Lilian Calderon	Simone Steinberg
Brendan Nee	Francis Nelson	Magnolia Dow	Solange Francois
Brent Garcia	Holly Adams	Mary Balestracci	Stephanie Maggiore*
Brianna Jarvis	Ian Alexanderson	Matthew Jorden	Thomas Nashawaty
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Cameron Whale	Iginaijah Seck	Megan Zydel	Trudy Bartlett
Canice Oparah	Jack Kahrs	Michael Bradley	Tyler Case
Carlene Gilbert	James Marzelli	Michael Jorden	Tyler Starks
Carol Lyons	Jason Hair-Wynn	Michelle Howe	Zoe Bordenet

\* Employees of Wingate Management Company

## MISSION-DRIVEN PROGRAMMING

YWCA Cambridge is a 501(c)(3) organization co-located in Cambridge and Marshfield, MA, whose mission is “eliminating racism, empowering women, and promoting peace, justice, freedom, and dignity for all.” As a YWCA USA chapter, we accomplish this through direct-service programming and community-based advocacy work. We offer housing assistance for 103 self-identified women in our Tanner Residence; a safe haven for 10 homeless families at our Family Shelter; a leadership and empowerment program for 8th grade girls in Cambridge; and a traditional summer day camp at our Marshfield Branch.

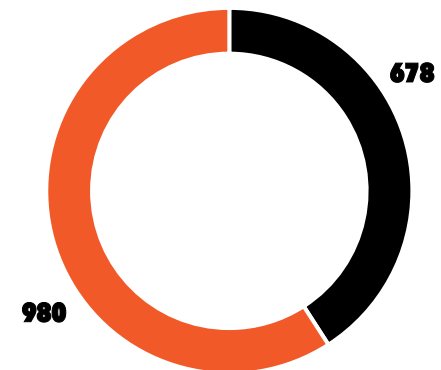
In addition, we provide space for community groups to thrive in the heart of Central Square and serve as a welcoming place for women of all ages to find shelter, support, and opportunities to learn and grow.

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

**6**  
unique  
program  
areas

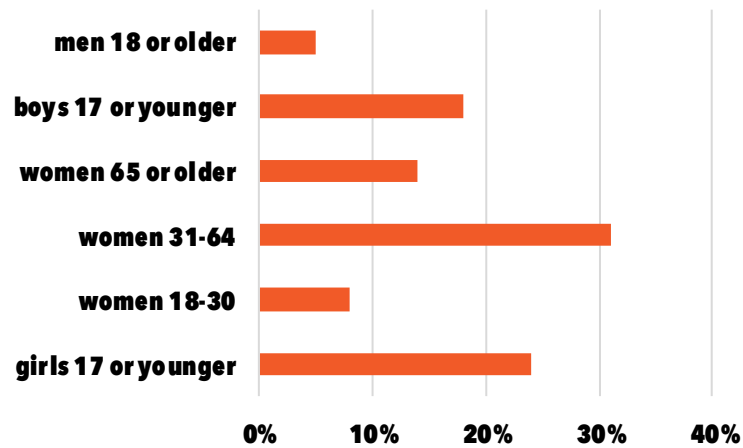
**1409**  
individuals  
served

## NUMBER SERVED BY PROGRAM

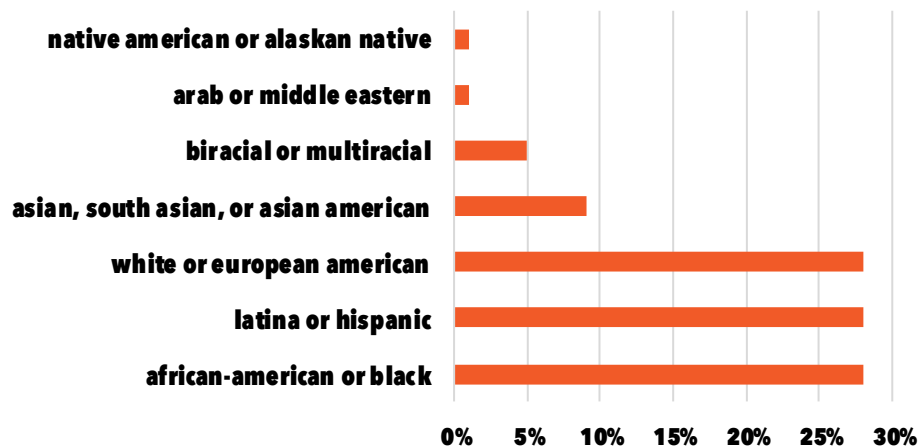


■ ongoing & multi-week initiatives ■ one-time initiatives & events

## AGE OF SERVICE POPULATION



## RACE/ETHNICITY OF SERVICE POPULATION



## HOUSING ASSISTANCE

### tanner residence & family shelter



### TANNER RESIDENCE

**stephanie maggiore, property manager, wingate management company**

In **Tanner Residence**, YWCA Cambridge offers 103 units of quality, safe single room occupancy (SRO) housing for women who have experienced trauma and need a supportive environment where they can heal and grow. In 2016, eight interns hosted weekly events for the residents. These events included daily coffee hour, movie nights, arts and crafts, cooking classes, monthly birthday parties, and more!

Fifteen residents successfully obtained housing vouchers from CHA, allowing them to lease permanent housing. Our staff continues to maintain a safe and healthy environment for all residents despite the increase in challenges of mental health and substance abuse.

### FAMILY SHELTER

**trudy bartlett, director**

The **Family Shelter** typically offers a warm, stable environment for up to 10 homeless families at a time and offers support while these families build sustainable lives. Since the end of 2015, the Family Shelter has been operating out of Tanner Residence as we work closely with the City of Cambridge to relocate from our previous building. Due to this, we were only able to accommodate six families at a time in 2016.

Despite these challenges, the Family Shelter housed eight mothers and their 11 children in 2016. Shelter staff encouraged clients to return to school and obtain their High Set Certificate, formerly known as GED, and helped each mother to secure training and employment to remain self-sufficient.

As a result:

- ◇ 2 families moved into permanent housing
- ◇ 1 resident received her High Set Certificate, 1 resident completed an internship at Community Workshop, Inc.
- ◇ 3 residents found full time work and 4 residents found part-time employment

Effective in early 2018, The Family Shelter will have a new location in the heart of Central Square at the site of the former Cambridge Chamber of Commerce.

# RACIAL & SOCIAL JUSTICE

racial justice committee, board of trustees

YWCA Cambridge takes our mission of eliminating racism and empowering women very seriously. In 2016, we served over 200 individuals in our community through awareness raising campaigns and events, advocacy work, and opportunity development. Our Board of Trustees takes a large role in this effort through the **Racial Justice Committee**, which is committed to educating, creating, and engaging in action-oriented dialogue on issues of race and justice as well as to building a safe and open environment for community members to speak and be heard.



The 2016 YWCA Cambridge **Stand Against Racism** event, a signature campaign of YWCAs across the country to build community among those who work for racial justice and to raise awareness about the negative impact of institutional and structural racism in our communities, was a great success! This campaign is one part of our strategy to fulfill our mission of eliminating racism and empowering women.

We held a community discussion on Race and Gender with Darakshan Raja, Co-Director and Helga Herz Organizing Fellow at the Washington Peace Center, at the Cambridge Public Library.



We have developed and maintain close partnerships with like-minded, mission-driven organizations such as the **Cambridge Citizen's Civic Unity Committee**, **Cambridge Peace Commission**, **Charles Hamilton Houston Institute for Race & Justice**, **Harvard Law School**, and the **Cambridge Women's Commission**.

In addition, we consistently make our building space available to local organizations such as **The Chocolate Project**, **Black Lives Matter Cambridge**, **Community Conversations**, and **Massachusetts Artists for Change** to ensure that groups doing racial and social justice work have a safe place to meet, discuss their ideas and actions, and host events.

# GOLD PROGRAM

simone steinberg, coordinator

The YWCA Cambridge **Girls Only Leadership Development (GOLD) Program**, a partnership with Mayor E. Denise Simmons, is a place where 8th grade girls go to develop into transformative and resilient leaders in their personal lives, their communities and beyond.

GOLD worked with a fierce team of mentors, women from the Cambridge community, on various themes such as:

- ◇ Stereotypes and traditional standards of beauty
- ◇ Social media safety and expression
- ◇ Healthy relationships
- ◇ Financial literacy
- ◇ Public speaking and more!



In FY16, we served 39 eighth grade girls in the Cambridge Public and Charter Schools. We maintained a retention rate of approximately 80% for 13 sessions. We were also grateful to form and maintain program partnerships with organizations such as **Transition House**, **Boston Area Rape Crisis Center**, **Tutoring Plus**, **MIT Museum**, **Women and Public Policy Program at the Harvard Kennedy School of Government**, and **The Hip Hop Transformation**.

All GOLD program participants agreed to at least one of the following statements:

- ◇ Through GOLD they learned new things about themselves
- ◇ Through GOLD they learned new things about their community
- ◇ Through GOLD they learned about new opportunities and career paths



Looking forward, we plan to increase the programming support we offer young women in Cambridge by meeting more frequently and continuing support through the ninth grade.



## MARSHFIELD BRANCH

**kim nashawaty, marshfield branch director**  
**jill goodwin, marshfield branch summer day camp director**

Marshfield Branch, YWCA Cambridge, is located in an old barn on a North River salt marsh in a beautiful spot for recreation and outdoor enjoyment. Approximately 10 acres of land, the Barn, a caretaker's cottage, and 4' in-ground pool are included on the property.

2016 at the Marshfield Branch brought many changes. We said good-bye to Kim Nashawaty who had been Marshfield Branch Director for nine years and we refocused our energy on the growth and development of Summer Day Camp, suspending all other YWCA-sponsored programs at that location.



Focusing on the **Summer Day Camp** program allows us to provide safe, affordable, quality care in a fun environment for the children of the families that rely on us.

The goal of the Marshfield Branch, YWCA Cambridge Summer Day Camp, is to provide each camper with age and developmentally appropriate activities in an organized environment that promotes social, physical, emotional, and intellectual growth in accordance with the YWCA Cambridge mission. For eight weeks each summer, the Summer Day Camp is open to almost 400 children from Kindergarten through 8th grade.



The 2016 camp schedule included daily activities such as arts and crafts, swimming skill building and free swim, and archery. Special activities were scheduled as well, like an antique car show, a magic show, 4H animal visits, and inflatable jump houses!

We have also continued our partnership with **Second Nature Social Skills** to provide specialized services to campers who have social challenges such as Autism Spectrum Disorder (ASD), anxiety, and AD/HD.



**393**  
campers  
filled

**797**  
summer  
day camp  
spots

## HEALTH & WELLNESS

**Boston Classical Soo Bahk Do** recently became a YWCA Cambridge run program!

Soo Bahk Do is a traditional Korean martial art whose historical sources date back over 2,000 years. It is both a highly effective self-defense system and a beautiful, traditional art form.

As a 'classical' martial art, Soo Bahk Do's purpose is to "develop every aspect of the self in order to create a mature human being who tally integrates intellect, body, emotion and spirit."



**Boston Classical Soo Bahk Do**  
A Moo Duk Kwan Traditional Korean Martial Arts School - USSBOMDK SA496

## TENANT PARTNERS

In addition to the community groups who use our space, we have several commercial tenants that rent space from us directly:

- Alcoholics Anonymous (AA) Brattle Group is part of an international fellowship of men and women who have had a drinking problem. It is nonprofessional, self-supporting, multiracial, apolitical, and there are no age or education requirements.

**Alcoholics Anonymous®**

### Huan's Tai Chi

- Huan's Tai Chi offers Tai Chi for Health, Tai Chi for Martial Arts, Woman's Self-defense, Tong Bei (AKA Ghost Hands), Pa Gua Circle Walking, Qi Kung, and Basic Kung Fu classes to the New England areas.

- Rumba y Timbal Dance Company is committed to teaching Latin Dance to the local community of all ages.

**RUMBA  
Y TIMBAL  
DANCE STUDIO**



- Transition House's mission is to break the cycle of domestic violence in our community.

- Upward Spiral Studio seeks to be a vital member of the Cambridge community and beyond, by providing each client with an education about his/her specific physical needs, as well as a safe and individualized course of exercise/rehabilitation.



# STATEMENT OF ACTIVITIES

Iemuel Ianler, director of finance

	DEC. 31, 2016	DEC. 31, 2015
<b>REVENUES AND SUPPORT</b>		
Contract Services	\$ 517,542.00	\$ 459,339.00
HTC Revenue	373,470.00	373,470.00
Rental Income	971,727.00	1,123,792.00
Program Services	164,617.00	158,530.00
Realized Gains	10,079.00	54,880.00
Unrealized Gains	52,748.00	(69,098.00)
Interest and In-Kind	20,046.00	15,512.00
Miscellaneous Income	40,282.00	37,630.00
Ground Lease	27,879.00	27,879.00
Membership Dues	800.00	1,200.00
Grants and Contributions	36,139.00	21,278.00
Special Events	57,054.00	61,246.00

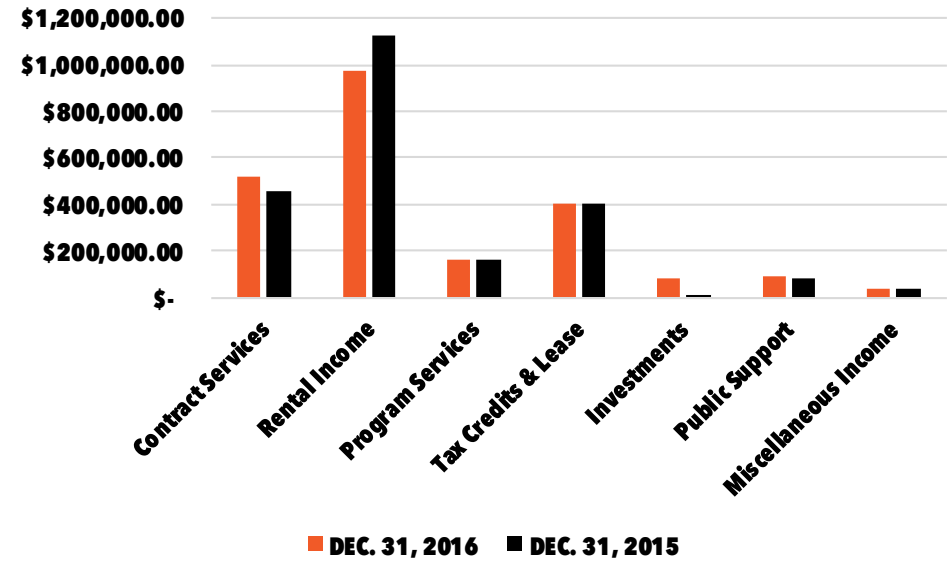
**Total Revenue** **\$ 2,272,383.00** **\$ 2,265,658.00**

	DEC. 31, 2016	DEC. 31, 2015
<b>EXPENSES</b>		
Revitalization	\$ 814,432.00	\$ 720,160.00
Program	749,333.00	890,931.00
Properties	377,293.00	374,512.00
Fundraising	125,005.00	89,970.00
Administration	83,872.00	107,729.00

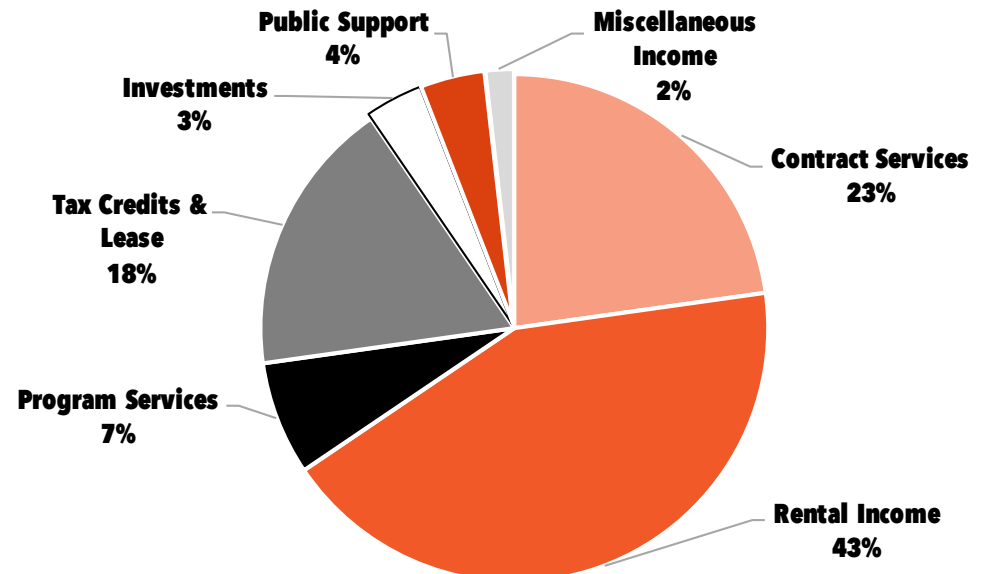
**Total Expense** **\$ 2,149,935.00** **\$ 2,183,302.00**

**CHANGE IN ASSETS** **\$ 122,448.00** **\$ 82,356.00**

# REVENUE COMPARISON BY TYPE



# 2016 REVENUE BREAKDOWN



# 2016 DONORS & SUPPORTERS

## \$500 OR MORE & IN-KIND

### \$5,000 OR MORE

Anonymous	Cambridge Community Foundation	Forest Foundation	Frederick & Margaret L. Weyerhaeuser Foundation
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Wingate Management Company

### \$2,500 - \$4,999

Anonymous	Century Bank	Eastern Bank Charitable Foundation	Forest City Financial Group
Josef Rettman	Massachusetts Institute of Technology (MIT)	NEI Contractors	Twining Properties

### \$1,000 - \$2,499

Alexandria Real Estate Equities	Anonymous	Constellation	Green Terapin Trust
HMFH Architects	Irving House	Leader Bank	Lisa Drapkin & Debbie Lewis
Mt. Auburn Hospital	North Community Church	PW Realty LLC	Schott Foundation for Public Education
The Boston Foundation	Trillium Asset Management	Vanguard Charitable	

### \$500 - \$999

Beth Milkovits	Cambridge Housing Authority	Carrie Sears	Deanna Dement Myers
Elizabeth Baldwin	Erin Johnson	Eva Martin Blythe	Friends Meeting at Cambridge
Harvard Pilgrim HealthCare	Hong Kong Restaurant	Jane Morse	Madeleine McDonald
Marydale DeBor	Nancy Hurlbut	Perfectly Posh	Saul Tannenbaum
Suma Nair			

### IN-KIND

Art Wear	Arvind Krishnamurthy	Betsy Hornik	Biosol Hair Salon
Cindy Mulcahy	Elizabeth Straghelis	Heidi Wickersham	Kaiden Kazanas
Levering White	Mackenzie Lemma	Shannon Canzano-Zermani	Tayne Hayden
Zion Church			

# 2016 DONORS & SUPPORTERS

## \$1 - \$499

Alexandra Delahunt	Debby Irving	Jennifer Kreingold	Marilee Wheeler	Roberta King
Alexandra Lee	Deborah Scarbo	Jennifer Yanco	Marisol Fernandez	Robin Okun
Alisa Kuno	Dennis Carlone	Jesene Godfrey	Marjorie Ryan	Rosalind Thomas-Clark
Andrea Jackson	Donald Phillips	Jessica Brown	Marsha Robinson	Ruby Pierce Donohue
Ann Walsh	Donna Brescia	Joan Archibald	Martha Morrison	Ruth Allen Irving
Anna C Weick	Donna Keefe	Joanna Morris	Martine Anderson	Ruth Wile
Arielle Levy	Donna Tesiero	Joanne Sullivan	Marty Milkovits	Salon at Huron Village
Artis Spears	Dr. Kerry Ressler	Jody Adams	Mary Merritt	Sandra Sweetnam
Besemer Trust	East Cambridge Savings Bank	John Ritz	Michael Fahey	Sarah O'Toole
Bridget Rodriguez	Ebony Bridwell-Mitchell	Karen Griffith	Michael Martin	Shirley Jobe
Cambridge African American Heritage	Elaine Hsieh	Karen Smethurst	Michelle Landers	Showa Boston
Cambridge Black Pastors Alliance	Elissa Rae	Keane Fire and Safety	Molly Moulton	Sufia Jamal
Cambridge Commission on the Status of Women	Elizabeth Hayes	Kelly Marchand	Nancy Currie	Susan & Gerald Dupuis
Cambridge Democratic City Committee	Elsie Scott	Kimberly Topping	Nancy Lawrence	Susan Fleischmann
Cambridge Sunshine Foundation	Emily Levine	Kiril Sinkel	Nancy Lyons	Susanne Howard
Carol Lyons	Estelle Disch	Kyle Johnson	Nancy Phillips	Suzanna Russell
Cheryl Maynard	Esther Hanig	Larry Schwartztol	Nancy Seymour	Sylvia Whiting
Cheryl Nichols	Eva Soares	Lauren Cleckley	Pamela Chang	Syreta Guest
Cheryl Singleton	Evelyn Holley	Lauren Curry	Pamela Howard	Tammy Dowley-Blackman
Chris Theodat	Evette Layne	Lawrence Braman	Pat Taylor	Ted Rainha
Christina Alexis	Felicia Collazzo	Lemuel Lanier	Patricia Mulkern	The Arthur Gallagher Foundation
Christley Harris	Fidelity Charitable	Lenore Gibson	Patrick Rowe	The Brass Sisters LLC
Citizens Bank	Gallup Landscape	Lewel Picken	Peg Cantwell	Thomas Madden
City of Cambridge	George Metzger	Lori Cowles	Philadelphia Indemnity Insurance Co.	Tiffany Lilie
Community League	Glenda Allsopp	Lorie Graham	Phyllis Bretholtz	Travis Dupuis
Community Works	Grayce Stead	Lorraine Thornhill	Polly Allen	Trudy Bartlett
Cynthia MacDougall	Gwendolyn Noyes	Lynda Jordan	Priscilla Lopes	United Way of MA Bay and Merrimack Valley
Dale Kaiser	Harvest Co-Op	Lynne Weiss	Regina Barzilay	Virginia Elsehans
Damon & Associates	Helen Hobbs	Maisha Moses	Regina Caines	White People Challenging Racism
Daniel Fitzmartin	Irene Carriere	Malene Robinson	Renae Gray	William & Nan Stone
Danielle Boundrow	J. Homola	Manikka Bowman	Richard Shortt	Zoe Snape
Darcy Ward	Jamia Wilson	Mara Evans	Rob Steinberg	
Darlene Ellis-Donahue	Jan Devereux	Margo Brathwaite	Robert Flack	
David Orlinoff	Janice Bakey	Maria Fontellio	Roberta Fairbanks	



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

eliminating racism  
empowering women  
**ywca**  
cambridge, ma

**THANK YOU**  
**FOR YOUR SUPPORT**

 **ywca cambridge**

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**cambridge, ma 02139**  
**617.491.6050**

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**celebrating our**  
**125th year!**

**125**

