2019

# ANNUAL REPORT

eliminating racism empowering women

WCC

Central Alabama





## Inside ...



# 8-11 CHILD DEVELOPMENT

Features a high-quality learning environment and affordable care options for families.



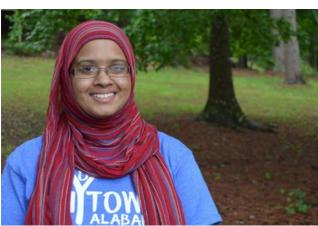
# 12-15 DOMESTIC VIOLENCE SERVICES

Includes outreach, victim support groups, advocacy, a Children in Crisis program, supervised visitation, a 24-hour crisis line, and confidential emergency shelters.



# 16-19 **AFFORDABLE HOUSING**

Accommodates income-eligible seniors, disabled residents, and individuals who transition into affordable housing, while providing emergency shelter for clients experiencing homelessness.



# 20-21 **SOCIAL JUSTICE**

Equips middle and high school students and adults with skills needed to stand against social injustice and make schools and communities more fair and inclusive for all.

## **FROM THE PRESIDENT**

# Transition & Change

Dear Friends,

One morning, a woman was walking along a beach. The sun was shining, and it was a beautiful day. Off in the distance, she could see a person going back and forth between the surf's edge and the beach. Back and forth, this person went. As the woman approached, she could see there were hundreds of starfish stranded on the sand as a result of the natural action of the tide.

The apparent futility of the task struck the woman. There were far too many starfish. Many of them were sure to perish. As she approached, the person continued the task of picking up starfish one by one and throwing them into the surf.

As she came closer to the person, she said, "You must be crazy. There are thousands of miles of beach covered with starfish. You can't possibly make a difference." The person looked at the woman. Then she stooped down and picked up one more starfish to throw back into the ocean. She turned back to the woman and replied, "It sure a made a difference to that one!"

I assume you know this is not an original story, but its message is a perfect illustration of the YW's effect on our community.

The impact of our collective efforts is tremendous and starts with ONE.

2019 represented the end of a decade and the beginning of a transition, in addition



to organizational change for YWCA Central Alabama.

Change concepts are found to be useful in developing specific ideas for changes that lead to improvement. Whether it is making deliberate adjustments internally or addressing unforeseen circumstances out of our control, the YW has and will continue to impact our community in meaningful ways. We step up to the challenge and acknowledge the need for change.

Please make no mistake, it would not be possible without you.

I want to thank you for your unwavering support throughout the year. As I look into 2020, Dr. Magras' Vision 2020 plan brings the YW's future into focus. I cannot wait to share the tremendous influence of this plan in the year to come.

In your service,

MAGGIE BROOKE PRESIDENT

## **FROM THE CEO**

## Vision 2020

Dear Friends,

Nashville and Birmingham have that wonderful southern charm, and while in these cities, you'll rarely meet a stranger. When it comes to representing southern hospitality, for me, Birmingham is No. 1 hands down. I received so many warm welcomes and well wishes, and many of them came before I actually moved here. The city of Birmingham is such a generous and philanthropic community.

I believe Birmingham is poised for growth and development. We should draw from the experiences of similar-sized municipalities with comparable economic development priorities.

The voices of the community are necessary at every stage of economic development. In fact, cities cannot prosper unless all of their citizens can contribute and reach their full potential.

In the fall through SWOT and PEST analyses, we developed a one-year strategy. As we look at the year ahead, our team will engage in a 7-goal strategy to:

- Evaluate programs and services for impact, quality, and mission alignment;
- 2. Identify emerging needs;
- 3. Elevate YW's brand story;
- 4. Position YW as the employer of choice:
- 5. Ensure YW remains the nonprofit of choice for board service and volunteerism;
- **6.** Develop strategies to diversify our funding portfolio; and



## 7. Evolve our infrastructure.

We are walking in our truth. And the truth is we've had some difficult days and periods of uncertainty. Fortunately, that's not where our story ends.

The truth is YWCA Central Alabama is strong and our commitment to this community is unwavering.

Without the courageous and strong support of the YW board of directors, Birmingham community partners, and our generous funders, we could not get up each day to do the work.

My promise to you is that we will continue to be drum majors for justice, to help those who need us the most, and to be responsible in everything we say and do.

In your service,

DR. LARHONDA MAGRAS CHIEF EXECUTIVE OFFICER

OUR VISION 5

## **Our Vision**



Evaluate programs and services for impact, quality and mission alignment



Identify emerging needs through advocacy, policy, and the development and nurturing of key community partnerships





MISSION

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

YWCA Central
Alabama supports
the community
through our programs
and services and
advocates for policies
and practices that
impact the people

we serve.

YWCA Central
Alabama's VISION
is to create a more
caring community.
YWE work every
day to make a
positive change
in the lives of
individuals and
in the community.



Elevate YW's brand story – our internal and external messaging



Position YW as the employer of choice – includes our recruitment strategies and benefits



Ensure YW remains the nonprofit of choice for board service and volunteerism



Develop strategies to diversify our funding portfolio – what are additional funding opportunities



Evolve our infrastructure through the use of technology and quality assurance measures – developing organizationwide performance metrics, and enhancing quality

## **Our Board**

Maggie Brooke, President & Board Chair

Lucy Thompson Marsh, Vice President, Development

Sheri S. Cook, Vice President, Finance

Eleanor Griffin, Vice President, Planning

Leigh Davis, Vice President, Programs

DeValerie Harry Williams, Treasurer

Holly H. Stiles, Recording Secretary

Carla Roberson, Corresponding Secretary

Pat Hoban-Moore, Interim CEO

Dr. LaRhonda S. Magras, CEO

Taylor Cooper, Junior Board President (ex officio)

Tracey Morant Adams Elizabeth H. Hutchins
Dr. Jarralynne Agee Ann Gunter Johnson
Amy S. Allen Apryl Fort-Kelly
Mary Bradley Hosch Anderson Sherryl Kimerling
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Kitty Rogers Brown Suzanne D.
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Dr. Kathy Hoar



Tynesha Dansby

PURSE & PASSION
Table Captains Nancy Goedecke, Fran Godchaux, and Ricki Kline.



#### KIDS KORNER

Junior Board members pose with YWCA Central Alabama President Maggie Brooke (second from left) and YW COO Genesis Player (second from right) at the annual KIDS Korner Luncheon.

## **JUNIOR BOARD**

Taylor Cooper, Junior Board President

Yawanna McDonald, President-elect

Kathryn Boyd, Mission Liaison

Ann Todd, KIDS Korner Co-chair

Mary Elizabeth Roberson, KIDS Korner Co-chair

**Tenley Armstrong** Megan LaRussa Chenoweth Yonti Brown Callie Nash Mary Cox Brown **Brittany Norman** Ashley Cantrell Avani Patel Julie Carter Breauna Peterson Jessica Denson Adrian M. Peterson-Fields Suzanne Echols Mary Anne Phillips Helen Eckinger Elizabeth Poindexter Spentressia "Spen" Fenn **Emuni Sanderson** Allison Ferrell Claire Sands Martha Foster Cameron Sanford Linesha Foster Lacey Scott Kayla Sullivan Jennifer Gisi **Amy Hayes** Jessica Thomas Amanda Held **Bevin Tomlin** Temeka Hudson Ellise Washington Lauren Kallus Rachel Weingartner Virginia Willings Megan Kelly Shelby Kimerling Elizabeth Wilson

Sarah Kana Lacey Charity Laister Mary Caroline Wynn



YWCA Central Alabama's Child Development Center\* is accredited by the National Association for the Education of Young Children (NAEYC), an honor only 6 percent of centers in the country have earned. The First Class Pre-K program\*\* prepares students for "big school," so they are ready to learn and are on track academically, socially, and emotionally with their peers.

## CHILD DEVELOPMENT CENTER

Our Child Development Center is nationally accredited and serves children from working-class, low-income, and homeless families from ages 8 weeks to 5 years. Our programs in child development serve families in local shelters, exiting domestic violence and facing poverty, as well as working-class families from around Birmingham. All children receive daily hot breakfast, lunch, and snacks and are educated, nurtured, and loved.

## **AFTER-SCHOOL ENRICHMENT PROGRAM**

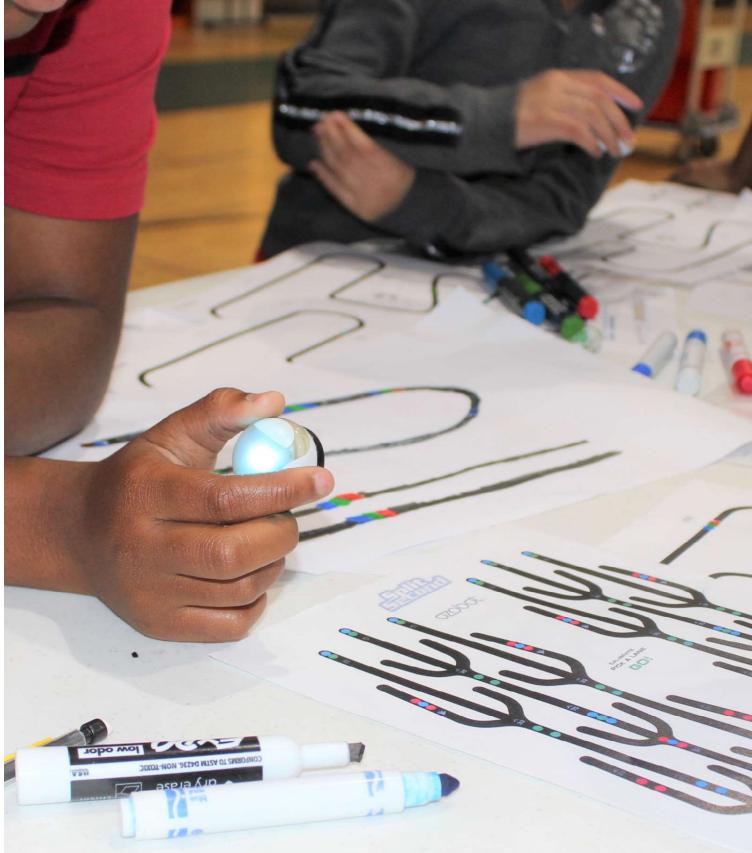
The After-School Enrichment Program (ASEP) provides academic support for homeless children in grades K-8. The summer program offers field trips, academic instruction, swimming, arts, and more.

- \* Partnerships with JCCEO Head Start and Early Head Start
- \*\* Partnership with Alabama Department of Education's Office of School Readiness

## HELPINGFAMILIES

# CHILD DEVELOPMENT





Research shows First Class Pre-K graduates – regardless of demographics – are more likely to be proficient in reading and math and less likely to have serious disciplinary issues in school.

Source: Alabama Pre-K Results - Alabama School Readiness Alliance

## **MISSION IMPACT**

Unfortunately, for some of the YW's youngest clients, the basic comforts of life aren't always at hand.

The YW's After-School Enrichment Program (ASEP) provides children residing in shelter a respite from the difficulties they face and a place to build a strong, steady foundation.

Emma is a bright young lady who was experiencing the challenges that come with a temporary living situation. She had been bullied at school, which led to a lack of self-confidence and affected her academic performance.

Her predicament would soon change. As a seventh-grader, she came to YWCA ASEP at

Emma has blossomed ... into a young woman who now has the confidence to dream big despite life's challenges.

the beginning of the 2018-19 school year. She worked alongside ASEP staff members and learned how to appropriately work through emotions brought on by life's daily stressors.

Emma is now part of the YW's Will 2 Win mentoring program offered by The Flora Pearl Foundation. Volunteers in this enrichment program teach students effective leadership through professional and personal training and development. Emma blossomed in this program and has grown and transformed into a young woman who now has the confidence to dream big despite life's challenges.

Emma credited her development to ASEP and often referred to the program as her "home away from home." Because of the support she received while attending ASEP, she moves closer to pursuing her personal goals with a strong sense of achievement.

Note: Real names are not used in Mission Impact stories to protect clients' identity.

#### **FULL STEAM AHEAD**

#### (Previous Page)

Educators with the Alabama Math, Science, and Technology Initiative teach youth in the YW's After-School Enrichment Program how to create pathways for hand-held "robots" to follow.

#### (Below)

The after-school program exposes youth to science, technology, engineering, arts, and mathematics enrichment to improve their outcomes in school.



#### READY FOR BIG SCHOOL

YWCA Child Development Center is among Alabama's prestigious First-Class Pre-K programs that follow national school readiness standards.



YWCA Central Alabama offers a variety of services to help domestic violence victims and their children escape abusive homes and become self-sufficient survivors.

## **EMERGENCY SERVICES**

The YW has **emergency shelters** for victims and their children that serve Jefferson, St. Clair, and Blount counties. The agency operates a **24-Hour Crisis Line (205.322.4878)** to assist callers with safety planning and other resources.

## **SUPERVISED VISITATION**

The Supervised Visitation and Exchange Center at YWCA Central Alabama provides an emotionally and physically safe environment for children to visit with their noncustodial parents.

On a typical day, domestic violence hotlines nationwide receive approximately 20,800 calls.\*

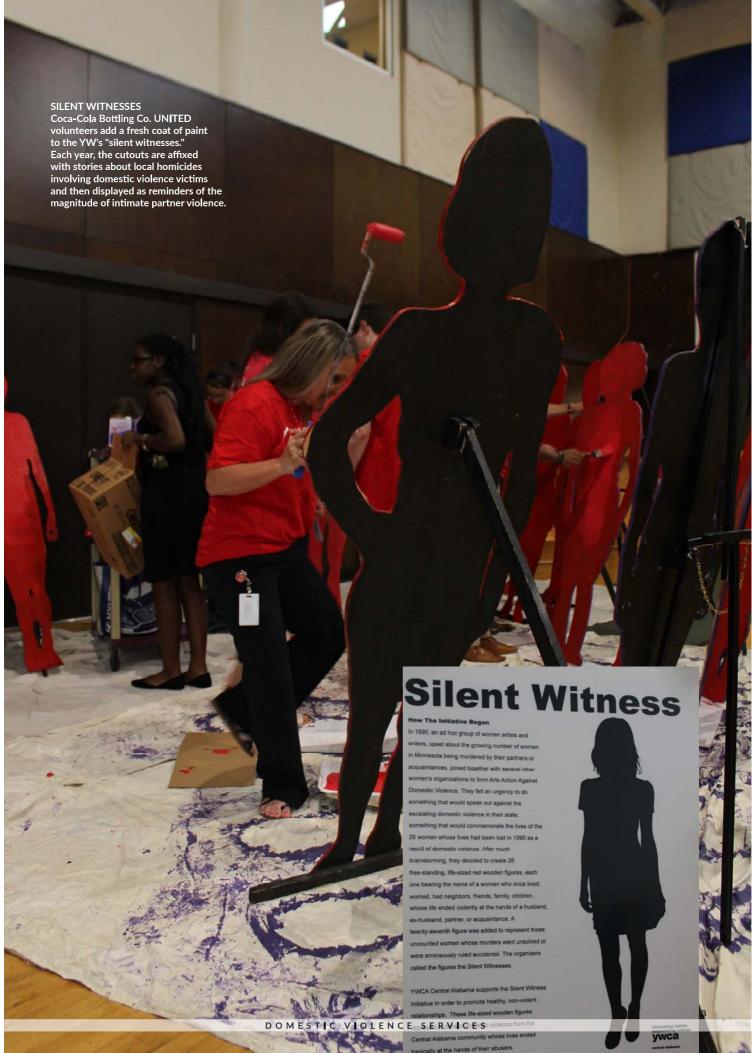
## **ADVOCACY**

YWCA Central Alabama advocates help victims navigate the court system while the Family Law Center provides comprehensive civil legal services to victims of domestic violence, sexual assault, stalking, and dating violence.

\* Source: www.safehomesdv.org

ENDINGABUSE

## DOMESTIC VIOLENCE SERVICES





## MISSION IMPACT

The YW's Court Advocacy Program links a survivor with a professional advocate who provides guidance through the intimidating legal system.

In the spring of 2019, the emergency fund provided by the Independent Presbyterian Church (IPC) Foundation helped Meagan during her time of crisis.

Meagan worked with YWCA's Blount County office to file a Protection from Abuse Order (PFA) against her violent husband of six years. She developed chronic health issues as a result of the violence and was unable to work for several months. Eight weeks after her husband had been out of the home, Meagan was running out of money and was delinquent in her bills.

Meagan was running out of money and was delinquent in her bills. She appealed to YWCA for help.

She appealed to YWCA for help when her water and electricity were disconnected. The YW used its emergency support fund to help Meagan remain in her home and avoid becoming homeless. The process was so expedient that Meagan's son didn't even realize there had been a crisis with the utilities.

These funds gave Meagan a sense of relief and helped her maintain her hope. Meagan has been able to heal and search for work again.

#### **CLIENT SERVICES**

The YW offers a variety of client services, including counseling, advocacy, and emergency assistance.



#### **COMMUNITY SUPPORT**

The mayor of Pell City presented a Domestic Violence Awareness Month proclamation to a survivor who was served by the YW's Domestic Violence Services division.



Note: Real names are not used in Mission Impact stories to protect clients' identity.

YWCA Central Alabama's Housing Department is committed to providing excellent housing and supportive programming for women, children and families and works every day to ensure equal and fair access to a variety of housing types to accommodate multiple needs.

## **AFFORDABLE HOUSING**

YWCA provides affordable housing units for individuals and families living paycheck to paycheck, including the elderly, disabled, homeless, and other vulnerable populations.

## TRANSITIONAL & PERMANENT HOUSING

The YW offers more than 137 affordable housing units, including permanent housing as well as transitional housing for women escaping abusive relationships.

## CREATING RESPONSIBLE, EDUCATED, WORKING TEENS

The CREW program provides valuable summer work experience for teenagers and is administered in the YW's Family Resource Center, which serves the Woodlawn community.

YWoodlawn is an empowerment initiative to reduce poverty through affordable housing and community-based health, education, and employment-related services.

S T R E N G T H E N I N G C O M M U N I T I E S

## AFFORDABLE HOUSING





## **MISSION IMPACT**

Erica knows first-hand that YWCA Central Alabama is on a mission for every working mother who needs affordable childcare.

A former YWCA employee and YWoodlawn resident, Erica found herself needing assistance in 2019. Prior to moving into YW Housing, she and her daughter were living in unhealthy and unsafe conditions. She left her job because the home instability became too overwhelming, and she was unable to fulfill the work expectations assigned by her employer.

When she was able to return to work, she had difficulty finding employment. Her bills were mounting, and she needed to provide enough food for her family. It was time to do something.

Erica connected with a case manager at YWoodlawn Family Resource Center (FRC) and received information about the FRC's workforce development program. She soon enrolled in the Ready to Work job training program and started participating in FRC's case management and supportive services.

After completing the Ready to Work program, Erica secured full-time employment with benefits, opened a savings account, and paid off debts.

Erica received financial resources and food assistance. She learned about budgeting and gained skills to increase her career readiness. Erica's baby girl was safe and sound in the YW's child development program, receiving the support, love, and stable foundation she needed to flourish — giving Erica the peace of mind she needed to commit to her studies.

Erica emerged from the YW's FRC programs ready for her next stage in life. After completing the Ready to Work program, she secured full-time employment with benefits, opened a savings account, paid off debts, and purchased a vehicle.

Note: Real names are not used in Mission Impact stories to protect clients' identity.

\*\* The Ready to Work job training program is operated by the Alabama Community

College System in cooperation with AIDT, a division of the Alabama Department of Commerce,
and funded by The Women's Fund of Greater Birmingham and the Community Foundation of

Greater Birmingham. It provides a career pathway for individuals with limited education and employment experience.

#### HOUSING EDUCATION

(Previous Page)

YWCA hosted an Affordable Housing Opportunities Forum to share information about available resources to colleagues in the field. The event was an effort to enhance area housing options for low-income people and those transitioning from homelessness.

#### **FOOD SECURE**

(Below)

Inconsistent access to enough food to remain healthy is a battle many homeless and high-poverty families face. Interfaith Hospitality House, the YW's shelter for families, keeps a fully stocked food pantry for its residents thanks to donor support.



#### **CLEAN CLOTHING**

The simple convenience of a laundry where clients can wash and dry clothing helps shelter families regain a sense of normalcy in their lives.



YWCA Central Alabama's social justice programs are designed to equip students and adults with the skills to stand up for what is right and to help make schools and communities more fair and inclusive for all.

## **YOUTH PROGRAMS**

Our youth programs — Heritage Panel, PEACE Birmingham, and Anytown Alabama\* — allow diverse groups to learn from each other and help participants become advocates for change.

## **ADVOCACY**

YWCA Central Alabama is committed to advocacy that supports our mission of eliminating racism and empowering women. To help clients trapped in a cycle of debt from high-interest payday and title loans, we advocate for fair lending practices.

For more than a century,
YWCA has been at the
forefront of major social
movements — from civil
rights to affordable
housing. We stand
against racism and stand
up for social justice.

## **AMERICORPS**

The Building Communities, Bettering Lives AmeriCorps

program\*\* is a service initiative that increases the impact and reach of the YW and other local nonprofits.

- \* Partnerships with The National Conference for Community and Justice
- \*\* Partnership with the Governor's Office of Volunteer Services and the Corporation for National and Community Service

PROMOTING PEACE, JUSTICE, FREEDOM & DIGNITY FOR ALL

# SOCIAL JUSTICE



YWCA Central Alabama's clothing boutique for women provides free attire to clients of the YW and others through referral. Anyone can shop at a low cost, which also supports and benefits YW clients.

## **EMPOWERING WOMEN**

Our primary customers are referred by various agencies helping them get their lives back on track. They may be homeless and need attire for job interviews. Some are survivors of domestic violence. Others may have lost everything in a house fire or other calamity. These women browse **My Sister's Closet** with confidence and dignity and select attire and other items at no cost through our referral program.

## **EMPOWERING GIRLS**

To empower homeless and other young girls during prom season, YWCA hosts prom dress giveaways.

Prom Palooza provides full prom attire to girls in need.

Dresses, gowns, handbags, jewelry, shoes, personal shopper services, and more are all donated. It costs the girls nothing, and the joy on their faces as they try on that perfect prom dress is unmistakable!

Prom Palooza takes away the worry and stress about paying for a prom dress when you cannot afford it. Every year girls share how beautiful they felt and how appreciative they are. We make girls' dreams come true.

E M P O W E R I N G W O M E N

# MY SISTER'S CLOSET





eliminating racism empowering women Central Alabama





## **MISSION IMPACT**

### 80,146

Nights of safe, affordable housing to **291** individuals (elderly, disabled, those transitioning from homlessness & others)

## 6,614

Nights of shelter to 23 homeless families at Interfaith Hospitality House



67,113

Nights of permanent rental housing for **228** residents (downtown & YWoodlawn campuses)

718

Boxes of food distributed to those in need

19,528

TOTAL NUMBER OF women, girls, and families served by all YWCA Central Alabama programs



## 5 COUNTIES

YWCA CENTRAL ALABAMA is the state's only YWCA affiliate. While domestic violence calls statewide are answered 24 hours a day, seven days per week, the YW primarily serves BLOUNT, JEFFERSON, and ST. CLAIR counties with limited services available in SHELBY and WALKER counties.

1,898

TOYS & GIFTS GIVEN during the annual Santa's Workshop, which benefitted 396 children 59,643

HOURS OF SERVICE provided by 40 AmeriCorps members to YWCA, our partners, and the community





## MISSION & VISION

Founded in 1903 by Maybelle Sloss, YWCA Central Alabama is on a MISSION to eliminate racism, empower women, and promote peace, justice, freedom, and dignity for all.

Our **VISION** is to create a more caring community. We work every day to make a positive change in the lives of individuals and in the community.





575

**YOUTH AND ADULTS** equipped to break down barriers and build bridges through leadership training and programs



## 4 FOCUS AREAS

YWCA CENTRAL ALABAMA offers a variety of programs and services to help the most vulnerable in our communities. Those programs fall under four focus areas:

- Child Development
   Domestic Violence Services
- 3. Affordable Housing
  4. Social Justice

41

### **STUDENTS**

and 5 adult advisors participated in the YW's year-round PEACE Birmingham program

1,023 adults and children from the Woodlawn community served by the **FAMILY RESOURCE CENTER** through arts, educational, and healthy lifestyle programs

1,754

## **STUDENTS**

learned about healthy dating relationships





## **Our Financials**

\$8,177,202 UNAUDITED TOTAL SOURCES



**2019 SOURCES** 



GRANTS



CONTRIBUTIONS



UNITED WAY



SERVICE FEES



SPECIAL EVENTS



INTEREST / MISCELLANEOUS

## **2019 EXPENSES**



PROGRAMS & SERVICES



MANAGEMENT, GENERAL, & ADMINISTRATIVE



COMMUNITY HOUSING



## S P O N S O R S D O N O R S P A R T N E R S



Interim YWCA Central Alabama CEO Pat Hoban-Moore and Board President Maggie Brooke joined former YWCA CEOs Suzanne Durham and Yolanda Sullivan at the St. Clair County Purse & Passion Luncheon.



Janet Davis, M.D. (center) donated TVs for YWCA Central Alabama's domestic violence shelters. She is shown with the YW's Kathie Davis and CEO Dr. LaRhonda Magras.



Albert DiMercurio of Publix Super Markets Charities (center) presented a \$10,000 check to YWCA Central Alabama. Accepting Publix's donation are (I-r) Holly Hilton, Pat Hoban-Moore, and Erica Sellers.



YWCA Central Alabama CEO Dr. LaRhonda Magras (right) chats with Dot Mueller (left) and Ina Leonard at the YW Investors Reception.

## **HONOR ROLL OF DONORS**



# Thank You!

YWCA Central Alabama salutes our sponsors, partners, and donors for providing critical financial and other support to advance our mission.

Your generous contribution to our programs and initiatives brings about change in the lives of some of our state's most

vulnerable people. You are a beacon of hope for the women. children, and families the YW serves across Jefferson. Blount. and St. Clair counties.

Together, we can truly realize empowerment, inclusion, and peace, justice, freedom, and dignity for all.

We're grateful for the YW's donors, sponsors, and partners, as well as the 1,434 volunteers who gave 14,643 hours of service valued at \$372,369.

19/19 Investment Counsel

Janet Aarons Livy Abele

Kathy Abrams

Lauren Adams Olivia Affuso

Jarralynne Agee

Janell Ahnert

Alabama Civil Justice

Foundation

Alabama Coalition Against Domestic Violence

Alabama Department of Child Abuse and Neglect Prevention - Children's

Trust Fund

Alabama Department of

Economic and Community Affairs -

**Division of Community** 

and Economic

Development

Alabama Department of

Economic and

**Community Affairs** 

- Division of Law **Enforcement and Traffic** 

Safety Division

Alabama Department of

Economic and Community Affairs -**Emergency Solutions** 

Alabama Department of

**Human Resources** Alabama Farm Credit

Alabama Humanities Foundation

Alabama Law Foundation,

Inc. Alabama Media Group

Alabama Network of Family **Resource Centers** 

Alabama Partnership for Children

Alabama Power Foundation

Alabama Power Service

Organization

Alabama State Department of Education

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Otello Alessio

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Rhonda Allen Amy Allen

Frances Allison

Allstate Alpine Bay Golf Course Altec Styslinger Foundation

Altec, Inc.

Carol Alverson

Every effort is made to ensure accuracy, but if we have inadvertently left your name out, please contact YWCA's Development Department at 205.322.9922.

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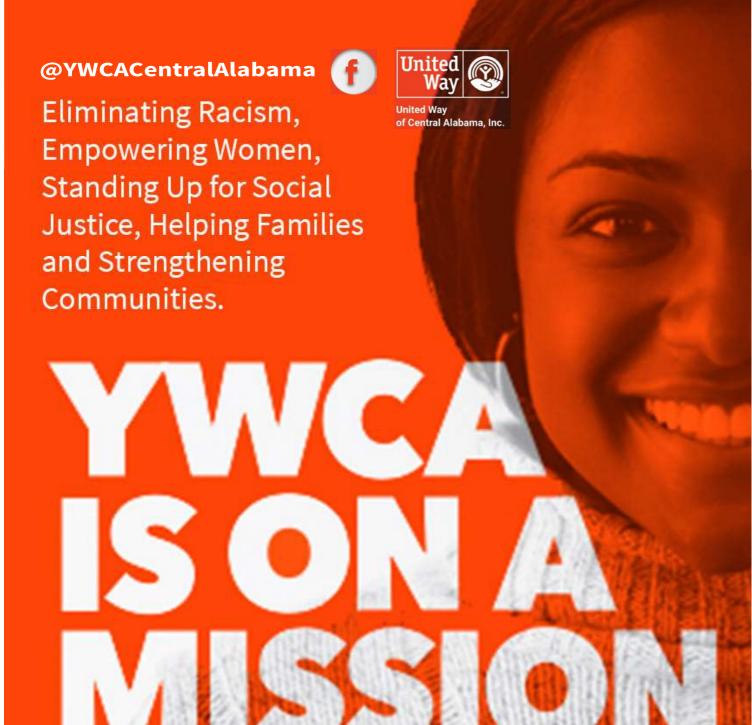
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