

**eliminating racism**  
**empowering women**  
**ywca**  
**kalamazoo**



**2014**  
**annual report**

# ywca of kalamazoo

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\* Board members served June 2013 - May 2014 unless otherwise noted.

**mission and vision:** The YWCA of Kalamazoo is dedicated to eliminating racism, empowering women and promoting peace, justice, freedom and dignity for all.

The YWCA is the oldest, autonomous women's membership organization in the world. As such, it has a strong and respectable tradition of social change, community service and advocacy. Throughout history the YWCA has been at the forefront of major movements in the United States as a pioneer in women's suffrage, race and gender justice, safe and equitable work environments for women and children. The YWCA has actively worked to eliminate racism and empower women since 1858. The YWCA held the first interracial conference in the South in 1915 and fought for civil rights and affirmative action.

Dear YWCA Friends and Family,

2014 was an exciting year for the YWCA of Kalamazoo.

New leadership brought an opportunity to truly define who we are and the work we are seeking to accomplish. Throughout our in-depth evaluation of programs, practices and services, the support of our friends never wavered. Because of your faith in our mission, and your belief in our capacity, we have grown as an organization and as a leader in women and children's issues throughout the Greater Kalamazoo area.

Last year saw a transition into new areas of service, such as the Infant Mortality Reduction Initiative. The response from the community has been incredibly encouraging. Our progress in reducing the deaths of black infants in Kalamazoo County is strong and we are confident in the group of community partners who have joined us in this effort. We truly believe that, by working together, we can diminish racial disparity and reduce the infant mortality rate amongst black infants to six per 1000 births by 2020.

2014 also saw the return of our TechGYRLS program. We now offer two after-school sites where girls 9-13 have the opportunity to explore science technology engineering and math (STEM) in a safe and supportive environment. TechGYRL participants are currently working in teams to build robots and develop their own individual paths through STEM.

Our Children's Center also welcomed new leadership in 2014. Under Nichole Weststrate's direction, the center has thrived through strong parent involvement and school-readiness program expansions. Our enrollment continues to blossom as we prepare to extend art and literacy programming to children residing in our Women's Shelter.

The excitement around the YWCA continues to spread throughout the entire Kalamazoo community and we are grateful to say that we could not have done it without you. We are proud of the work we are able to do together. Thank you for your friendship, for your support, and for your faith. We can't wait to show you what lies ahead!

Sincerely,



Grace Lubwama  
YWCA CEO



Namita Sharma  
YWCA Board Chair





Children at the YWCA of Kalamazoo's Children's Center have many opportunities to express themselves through music, art, drama, movement and other physical activities. We use age-appropriate, non-violent and culturally diverse toys, games and equipment.

Lead teachers and trained, experienced childcare providers offer care and learning experiences such as field trips and individual learning centers. Through these methods, children explore and develop in areas that include math, language and science.



The YWCA welcomes children from the ages of 6 weeks up to 5 years through three main components: Infant, Toddler and Preschool Programs. The center is conveniently located in downtown Kalamazoo within walking distance to Kalamazoo Public Library, Kalamazoo Valley Museum and the Arcadia Creek Festival Site.



# ywca children's center



## program accomplishments

### Classrooms:

1. Infants
2. Toddlers
3. Preschool
4. GSRP

- **35 families** with **45 children** served
- **37,076** total hours of **care** provided
- **3 volunteers** provided **900** hours of volunteer service



- **Ready to Learn and Grow (RLG)** Childcare Program offers high-quality care for 46 children of homeless and transient parents or families that are showing risk factors.



Since the mid 1970's, the YWCA of Kalamazoo has provided confidential and non-judgmental crisis intervention, counseling, advocacy and support for victims/survivors of domestic assault. The YWCA also operated the first shelter for abused women in Michigan. Our services are available for all, with a focus on the most often victimized: women.

The YWCA provides safe shelter for up to five weeks for victims of domestic violence (intimate partner violence) and their dependent children. Food, personal needs items, clothing, and emergency transportation are provided to shelter residents. Free counseling (for adults and children), support groups, legal advocacy, court accompaniment, community advocacy, parenting classes, special children's activities are available to all residential and non-residential clients.

# ywca domestic assault program

“Each time a woman  
stands up for herself,  
without knowing it  
possibly, without  
claiming it, she stands  
up for all women.”  
*-Maya Angelou*



## program accomplishments

- **429** residential and non-residential program participants received **717.5** hours of **individual counseling**
- **303** program participants received **1,951** instances of **advocacy**
- **104** program participants took advantage of the **97.75** hours of **support group** that were offered throughout the year
- **1,506** calls made to the crisis line seeking services and/or information/referral
- **26** volunteers provided **2,721.5** hours of **service**

## ywca community impact services

- 24-hour crisis hotline
- Emergency shelter for victim/survivors and their dependent children
- Supportive advocacy at hospitals, courts, law enforcement agencies, etc.
- Individual counseling and support groups





sexual assault nurse examiner program

Since the mid 1970's, the YWCA of Kalamazoo has been advocating for victims/survivors of sexual assault. The YWCA has a 24 hour crisis line, emergency response services, supportive counseling, individual and group for primary victims and secondary victims (family, friends, etc.)

- Emotional and informational support is provided to victim/survivor and their friends/family
- Empowerment for survivors to access services and make choices
- No cost to the victim/survivor
- Free follow-up counseling and advocacy services are also provided onsite

advocacy and supportive services

- Criminal Justice
- health
- employment and housing
- emergency shelter

emergency response services

- in person at the YWCA
- Police and Hospitals

supportive counseling

- Individual and Group for primary victims and secondary victims (family, friends, etc.)

specific assistance

- financial and/or material resources etc.)

transportation

- to and from the YWCA, hospitals, Police

ywca  
sexual assault program



program accomplishments

- **346** crisis, information and referral calls received
- **97 forensic exams** performed on-site at the YWCA for sexual assault survivors
- **27 supportive volunteers** spent **146** hours providing support to victims at hospitals and at the YWCA, and 7,117 additional hours on call
- **371.5** hours of individual counseling were provided to **120** program participants and **349** instances of advocacy for **59** participants
- **17** program participants took advantage of the **25** hours of **support group** that were offered throughout the year

ywca community  
impact services

- 24-hour crisis hotline
- Emergency shelter for victim/survivors and their dependent children
- Supportive advocacy at hospitals, courts, law enforcement agencies, etc.
- Non-hospital-based medical forensic examinations on site at the YWCA
- Individual counseling and support groups





YWCA Eliminating Racism is intended to bring together members of the community to increase awareness of the perpetual existence of and oppression caused by racism in our society and to establish a collective commitment to become anti-racist. It is based on the premise that racism is both carefully taught and absorbed, beginning at the earliest ages. Using powerful videos, open and honest dialogue, and interactive learning experiences, YWCA Eliminating Racism creates awareness, builds personal and collective responsibility, and provides skills to confront racism in our lives and throughout our community.

#### Kalamazoo's summit on racism

is designed to dismantle institutional racism and is held in collaboration with the Southwest Michigan Black Heritage Society, Kalamazoo County Community Action Agency, Kalamazoo Valley Museum, and Michigan Department of Civil Rights.



END  
RACIAL  
PROFILING

## ywca community impact services

### program accomplishments

1. racial justice initiatives
2. community education
3. awareness

- **50** community members attended Kalamazoo's Summit on Racism
- **28** individuals attended Eliminating Racism Training
- **30** individuals attended **6** sessions of the video series Unnatural Causes followed by community conversations, held at the Kalamazoo Valley Museum and in collaboration with the Southwest Michigan Black Heritage Society
- Solutions-focused advocacy, education and action regarding:
  1. Women's history, status, contributions and empowerment
  2. Domestic and sexual violence
  3. Racism, sexism, prejudice and bias

IT'S ON

eliminating racism  
empowering women  
**ywca**





shelter

The YWCA provides safe shelter for up to five weeks for victims of domestic violence (intimate partner violence) and their dependent children. Food, personal needs items, clothing, and emergency transportation are provided to shelter residents. Free counseling (for adults and children), support groups, legal justice, court accompaniment, community advocacy, parenting classes, special children’s

transitional housing

Transitional Supportive Housing is available for up to 24 months for eligible domestic violence survivors who reside in the shelter who need assistance establishing housing on their own. While in the program, families are able to pursue their goals, parent their children in a safe stable environment and build a positive housing and credit history with the assistance of an outreach worker. We have a number of housing units scattered throughout Kalamazoo County.

permanent supportive housing

Permanent Supportive Housing offers residents safe stable housing in a YWCA-owned apartment for as long as they are eligible for the program. Subsidized through the Michigan State Housing Development Authority (MSHDA), participants are eligible for supportive services at the YWCA including counseling, child care and mentoring.



program accomplishments

1. ywca transitional supportive housing

- Provided **22,218** nights of transitional supportive housing to **28** adults and **48** children.
- **19,199 nights of crisis shelter** provided to **345** victims of domestic violence and **423** children

2. ywca permanent supportive housing

- Provided **4,961** nights of tenant based rental assistance to **5** adults and **11** children.
- Individual Counseling
- **55** hours to **17** clients
- Lifeskill, Information and Education: **67** instances to **19** clients
- Advocacy and Supportive Services: **319** instances to **23** clients

ywca housing programs





The YWCA of Kalamazoo is dedicated to promoting healthy relationships and making our resources and services readily available to those who seek them.

Using powerful videos, open and honest dialogue, and interactive learning experiences, the YWCA Healthy Relationships presentation series works to raise awareness, build personal and collective responsibility and provide skills to challenge sexual assault, domestic violence, child abuse and LGBTQ discrimination in our lives and throughout our community.

**Sexual Assault**  
This survivor-focused presentation closely examines sexual assault within relationships. This presentation is recommended for high school, college, community groups, businesses, churches and organizations.

**Domestic Violence**  
This presentation is a basic introduction to violence within relationships and the central role of power and control. It is recommended for high school and above.

**Very Important People (VIP)**  
This presentation is recommended for kindergarten through 4th grade.

**Building Boundaries/Social Media Safety**  
This presentation is recommended for 5th and 6th grade students and high school.



**program accomplishments**

- **162** educational presentations were made to **6,394** people in middle and high school groups, colleges, at-risk programs, and community groups.
- **41** Preventive Education Presentations (of our Healthy Relationships Series) **51.5** hours, talked to more than **706** people
  - 1. **12** Building Boundaries and Social Media Safety
  - 2. **5** Intro to Dating and Domestic Violence
  - 3. **24** Intro to Sexual Assault and Rape Culture
- **12** general community education presentations (talking about our services, tabling, fairs, etc.), **51.5** hours, more than **2,275** people
- **20** sessions with at risk youth, more than **30** hours, **178** students

***“This was great! I think it’s very important to help high schoolers learn about DV. The YWCA is a great organization.”***  
- Loy Norrix High School

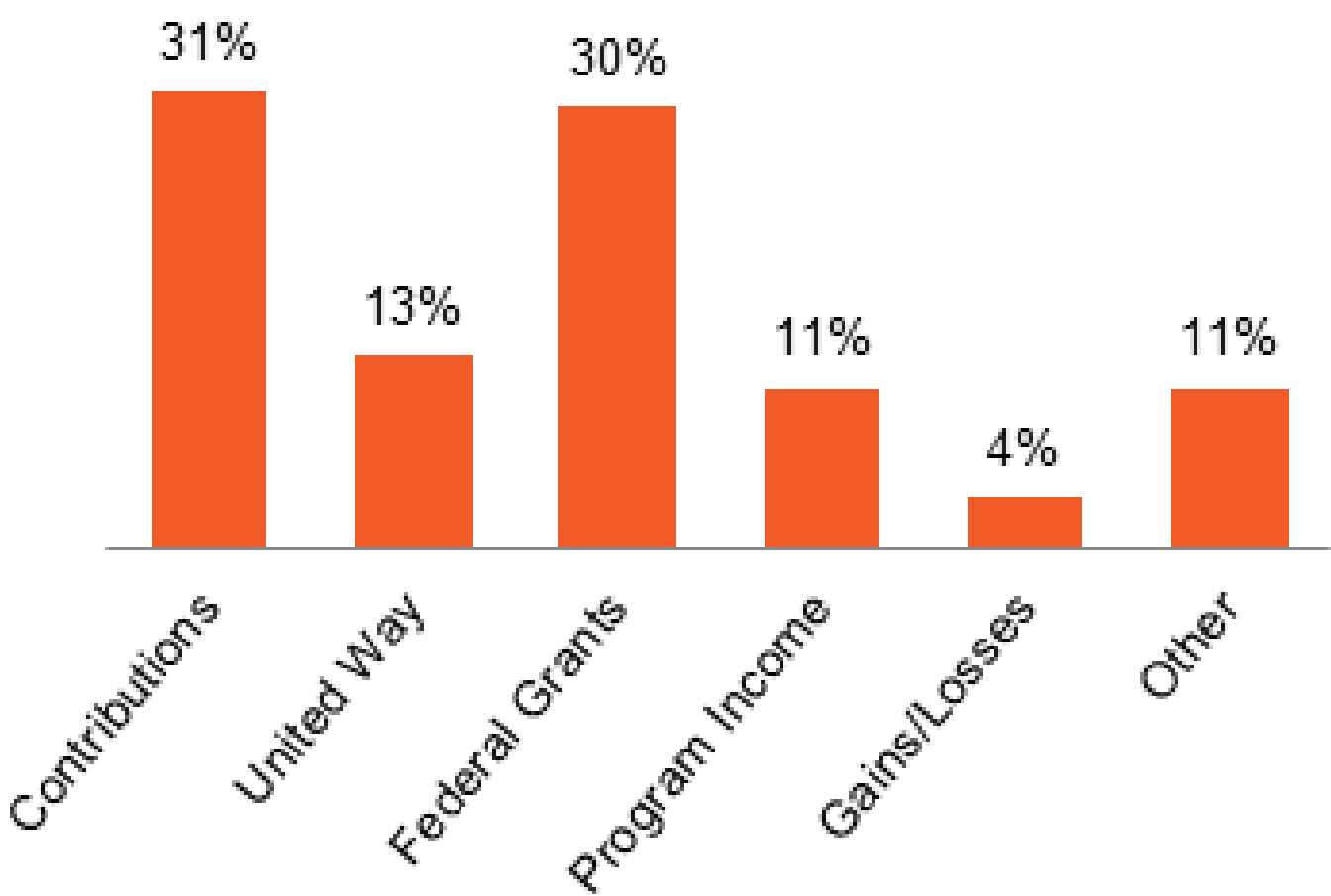
***“ This was a really amazing presentation. I feel like it’s what I’ve been waiting for - I feel like it’s what schools need. Thank you. ”***  
- Loy Norrix High School student

**ywca**  
**community education**





# total revenue 2014



## government grants and contracts

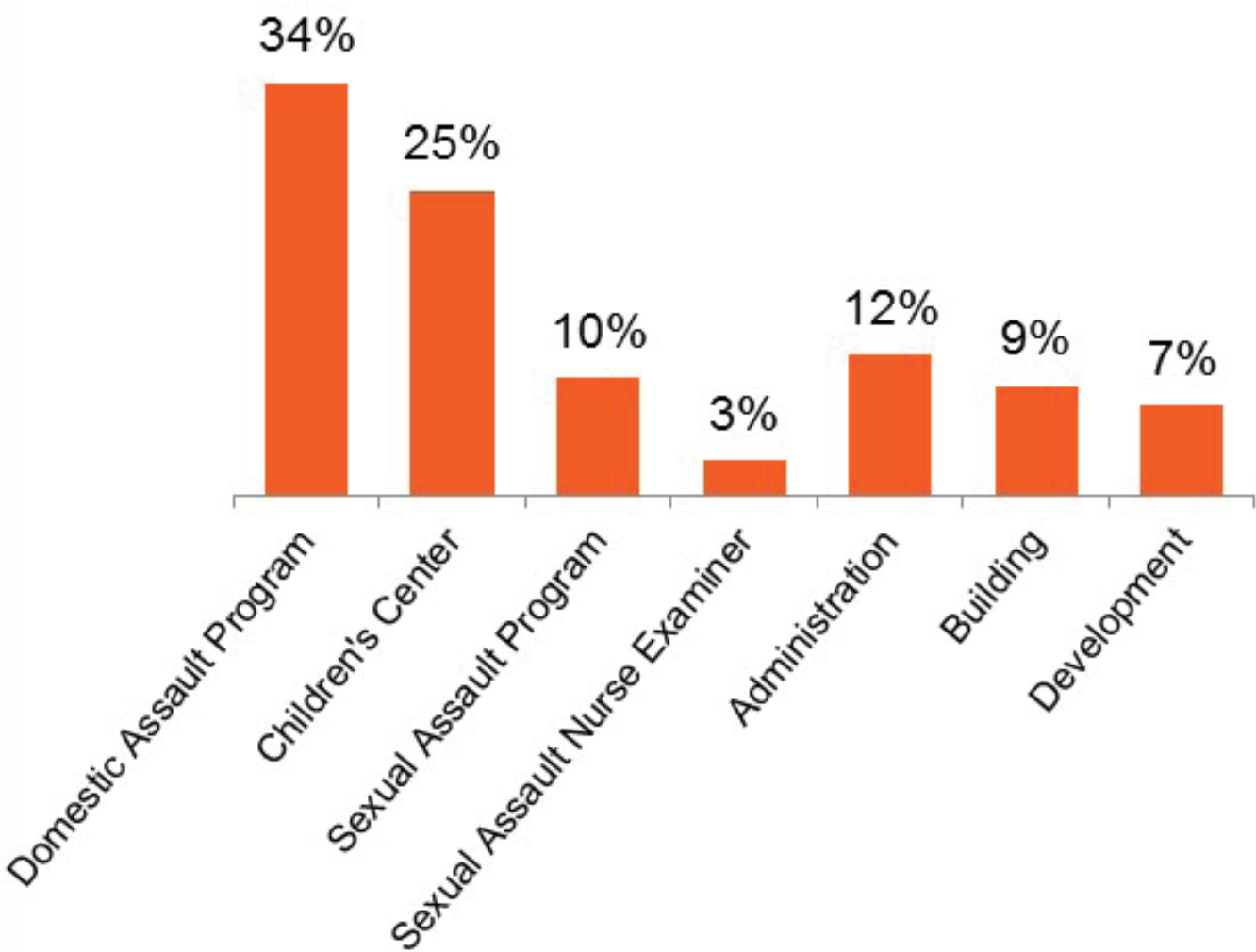
YWCA of Kalamazoo programs are supported in part by the following governmental funders:

- City of Portage
- Federal Emergency Management Agency/  
Emergency Food and Shelter Program
- Kalamazoo County Department of Human Services
- Michigan Crime Victim Services Commission/  
Michigan Department of Community Health 1
- Michigan Department of Education
- Michigan Department of Human Services
- Michigan Domestic and Sexual Violence Prevention and Treatment Board 2
- Michigan Emergency Shelter Partnership Program
- Michigan State Housing Development Authority

1. This project is supported by Grant No. 2013-VA-GX-0058 awarded to the YWCA of Kalamazoo by the Michigan Crime Victim Services Commission. The agreement award of \$131,798 (approximately 80% of the project), comes from the Federal Crime Victims Fund, established by the Victims of Crime Act of 1984 administered by the Office for Victims of Crime, Office of Justice Programs, U.S. Department of Justice. The YWCA of Kalamazoo provides the required match valued at \$32,950 by the use of volunteers (approx. 2,500 hours).

2. The YWCA wishes to thank the Michigan Domestic and Sexual Violence Prevention and Treatment Board for their financial support of this project. Points of view in this document are those of the author and do not necessarily represent the official position or policies of the Michigan Domestic and Sexual Violence Prevention and Treatment Board.

# total expenses 2014



The YWCA service delivery philosophy reflects the Michigan Domestic and Sexual Violence Prevention and Treatment Board's philosophy:

The Michigan Domestic and Sexual Violence Prevention and Treatment Board (MDSVPTB) shall promote the empowerment of survivors and seek social change to redress the existing power imbalance within violent relationships. To make informed decisions for themselves and their children, survivors need access to safety and information about domestic and/or sexual violence, available options, and community resources. The MDVPTB is committed to treating survivors with dignity and respect and to providing them the support and advocacy necessary to realize their right to self-determination. The YWCA encourages participation in any programs and services for which one is eligible. All participation is voluntary and not required.

**\* 72 cents of every dollar directly supports YWCA programs**



# 2014 donors, members/associates and volunteers

Thank you! We are profoundly grateful for and very proud of each and every gift and volunteer that help us advocate against racism, sexism, violence and poverty. It is always our intention to thoughtfully and appropriately credit our generous donors. Please contact the Development Office, 269-345-5595 if we have made an error or omission.

## breaking barriers building futures annual fund

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---

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Caroline R. Ham  
Laurie Hamilton  
Dolores M. Hayden  
Mildred S. Hedrick  
James M. Heffner  
Theresa V. Hluchyj  
Whitney Holloway  
Amanda Holmes  
Tiffany Holmes  
Courtney Holsworth  
Agnes Hughes  
Darlene H. Hybels  
Heather Jach  
Barbara L. James  
Dustin Jepakema  
Anna John  
Aaliyah Johnson  
G. Joan Keep  
Anthony Kennedy-Walker  
Sherri Khillah  
Nicolaus P. Kogon  
Mark Kraai  
Carolyn A. Krill  
Sandra J. Kristen  
Amy L. Lason  
KrisAnne Leonard

Yuliya Leonova  
Margo R. Light  
Judith K. Loudin  
Grace Lubwama  
Laurel L. Luehrig  
Amber Lund  
Harry T. Madison  
Gnyapti Majmudar  
Micah Makoni  
Dora L. Mann  
Meghan Marshall  
Delzora A. Martin  
David J. McKelvey  
Barbara L. McKenzie  
Mary E. McLean  
Jennifer McManus  
Amy Medina  
Erika Mendez  
Sadie C. Miles  
Nicole Milliman  
Misty C. Moon-Larthridge  
Nichole Morse  
Rosanne Mortlock  
Regena F. Nelson  
Roberta L. Nelson  
Sara Nicholson  
Alexandria Nix  
Nicole Nzioki  
Betty Lee C. Ongley  
Patti Owens  
Eva L. Ozier  
Sylvia C. Pahl  
Martha G. Parfet  
Barbara J. Parish  
Margaret L. Patton  
Adele J. Paxson  
Ann M. Perry  
Jessica Polum  
Lorena Provancher  
Sally Putney  
Debra Quade  
Linda Rawls  
Stephanie Ritsema  
Amanda Rivas  
Lisa Rodriguez  
Ann S. Rohrbaugh  
McKenzie Roman  
Rosalba Roman  
Adriana Rosas  
Leigh Ann Sayen  
Alexandra M. Scheidt  
Phyllis E. Seabolt  
Namita Sharma  
Patricia J. Shiley

Patricia A. Sholler-Barber  
Jennifer A. Shoub  
Davena Shute  
Pamela K. Sikkema  
Sheneeka Skinner  
Margaret E. Smillie  
Dolores P. Smith  
Simone Smith-Ozier  
Amanda Somers  
Michelle Stahl  
Renee Stewart  
Joyce M. Stout  
Mary Stryker  
Julie A. Sullivan  
Kellie A. Swikoski  
Imani G. Sytsema  
Chéree L. Thomas  
Delores Tignes  
Paige C. Torres  
Edie Trent  
Gwendolyn R. Tulk  
Mary L. Tyler  
Martha M. Upjohn  
Elizabeth S. Upjohn Mason  
Wendy Van Peenan  
Phyllis A. VanOrder  
Elizabeth Veenhuis  
Guadalupe Velazquez  
Allison Walker  
Brooklyn Washington  
Lori Weiss-Thole  
Janice L. Werbinski  
Lereese White  
Geraldine S. Williams  
Briana Wolverton  
CristiEllen H. Zarvas  
Brenda W. Zody

**The 2014 year-end Member  
and Associate total is 174.**

**volunteers**

Emily Addis  
Molly Andrew  
Dominique Arzu  
Madison Bailey  
Cassandra Bates  
Dawn Boughton  
Kelle Brooks  
Phillip C. Carra  
Center Pointe Church  
Pat Coles-Chalmers

Sara DeRaud  
Tonya DeYoung  
Michelle Dowty  
Rosie Espinoza  
Chloe Fabi  
Anne Fassler  
Ann Fergemann  
Tiffany Fitzgerald  
Rachel Flaherty  
Gail B. Griffin  
Emerald Haan  
Elizabeth Helms  
Marta Huerta  
Darlene H. Hybels  
Kathryn Jones  
Cindy Kole  
Felisha Leith  
Linda Lesniak  
Gretchen Loza  
Gynapti Majmudar  
Kayla Malone  
Michele Marquardt  
Meghan Marshall  
Anita Mehta  
Abigail Michaels  
Lisa Miller  
Julia Murray  
Cody Nelson  
Sara Nicholson  
Jennifer Nitz  
Nicole Nzioki  
Ann Parfet  
Margaret Patton  
Wendy Van Peenan  
PNC Grow Up Great  
Jennifer Prucker  
Lisa Rodriguez  
Namita Sharma  
Maude Statler  
Tajah Thomas  
Martha Means Upjohn  
Sister Betty Veenhuis  
Lupe Velazquez  
Diana Vescoso  
VML  
Melinda Wilger  
Sheree Williams  
Karli Withee  
Rachel P. Worgess  
Cathy Wortham  
Rebecca Zarras



# eliminating racism empowering women

**ywca**  
**kalamazoo**

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