eliminating racism
empowering women
ywca
Kalamazoo

2015 ANNUAL REPORT

YWCA IS ON A MISSION

the ywca stands with survivors
YWCA Kalamazoo is dedicated to eliminating racism and empowering women.

**Board of Directors**

**Board Officers**
Namita Sharma, Chair
Gail Griffin, Vice Chair
Darlene Hybels, Treasurer
Ann Fergemann, Secretary

**Board Members**
Pat Coles-Chalmers
Heather Haigh (May-December)
Coleen McNinch (May-December)
Anita Mehta
Sara Nicholson
Margaret Patton
Lisa Rodriguez
Sarah Sandell (May-December)
Martha Upjohn
Wendy Van Peenan
Lupe Velazquez
Cathy Wortham

*Board Members served June 2014-December 2015 unless otherwise noted.*
Dear YWCA Friends and Family,

If you haven’t noticed, YWCA is on a mission. YWCA Kalamazoo has been on a mission since 1885, but we are now more than ever on a mission for women and girls of color. Together with our community partners, we are striving to serve the most vulnerable and underserved populations in Kalamazoo.

In 2015, YWCA Kalamazoo saw tremendous growth in our programs and services. In the spring, we created a Women’s Initiatives department to lead our mission work of empowering women and eliminating racism. This department houses Community Education, Empowerment Programs, Infant Mortality, and Advocacy. They continue to push our messaging forward by creating ways to help prevent and overcome systems of oppression.

Our Children’s Center and Victim Services programs embody our mission by focusing on the intentional growth of our services. These programs are finding innovative ways to address trauma that clients and their children experience, both within their home and their community. By providing a safe, non-judgmental, and confidential space we are striving to alleviate the cycle of poverty and abuse.

We are excited to have you join us on this mission to improve the lives of children, advance women in public policy, and advance health and safety of all of our community members. Sometimes it feels like our work is a secret due to the stigma surrounding domestic violence and sexual assault. We are no longer willing to be silent. We are ready to proudly display our work. We are ready to stand up and say we’re on a mission. We hope you’re ready to join us!

Sincerely,

Namita Sharma  
YWCA Kalamazoo Board Chair

Grace Lubwama  
YWCA Kalamazoo CEO
YWCA Children’s Center is a licensed early education center that enrolls an economic and culturally diverse population of children. Lead teachers and trained, experienced child care providers offer care and learning experiences such as field trips and individual learning centers.

"Your staff is more of a family than anything else. I wouldn't be able to do the work I need to do and worry about my children at the same time. I know I can trust your program."

- YWCA Children's Center Parent

By meeting the needs of the most vulnerable and underserved populations in Kalamazoo, we are better serving all of our families. All of our children benefit from having personalized attention for their development.

Join us on our mission to nurture the social and emotional growth of our children in a respectful and culturally diverse environment.
In 2015, YWCA Children’s Center had:

- 46% increase in total enrollment for our infant, toddler, pre-school, and Great Start Readiness Programs
- 75 children from 59 families enrolled
- 4:1 Student-to-Teacher Ratio
- 89% of parents utilized our resources
- 83% of parents received tuition assistance
- 56% of parents received clothing assistance
- 44% of parents received transportation assistance
Victim Services houses the YWCA Kalamazoo’s Domestic Assault Program (DAP) and Sexual Assault Program (SAP). Each program offers vital services for the safety and healing of survivors of domestic violence and sexual assault. We are on a mission to stand with all survivors regardless of gender identity, race, socioeconomic status, or sexual orientation.

YWCA Kalamazoo Victim Service Advocates/Counselors offer support and guidance for survivors throughout their journey of healing. Not only do we offer support for those in immediate danger, but we also empower our clients to plan for their future. As the only Domestic Violence Shelter and Sexual Assault Nurse Examiner program in Kalamazoo County, YWCA is on a mission to support survivors and hold perpetrators of violence accountable.

“They (YWCA Kalamazoo) saved my life. They taught me that no matter what life can throw at me, I have a whole team of people willing to help put me back together when I fall.”
- Sophia Putney Wilcox
In 2015, YWCA Victim Services provided:

- Services to **640** total clients
- **22,282** nights of emergency crisis shelter to **371 adults** and **568 children**
- **13,787** nights of Transitional Supportive Housing to **23 adults** and **50 children**
- **617.65** hours of support for **1,428 crisis calls** made to the crisis line seeking services, information, and referrals
- **132** Sexual Assault Nurse Examinations
- **1,277** hours of counseling and **291 instances of advocacy** were provided
- **22 volunteers** provided **3,613.5 hours** of service
While our mission is present in every aspect of our programming, the YWCA Kalamazoo wanted to create intentional programming for eliminating racism and empowering women. Women’s Initiatives offers the community opportunities to engage in the work of the YWCA Kalamazoo. Community members are able to join us on our mission through advocacy, dialogue, training, and community meetings.

Women’s Initiatives is on a mission to create dialogue and action around racism, sexism, violence, and poverty. Together as a community we can change the systems of power to create a more just and equitable society.

“The importance of women's initiatives is to engage the community in a meaningful way that is impactful and transformative,” says Jen Frank Brenton, Director of Women’s Initiatives.
In 2015, Women’s Initiatives impacted:

- **53** young female scientists with our science, technology, engineering, mathematics (STEM) **TechGYRLS** Program
- **82** community members at our **People Who Think** and **Call-to-Action** events
- **5,044** students and community members who attended or participated in **142 community education** events
The Kalamazoo Infant Mortality Community Action Initiative (KIMCAI), a collaborative led by YWCA Kalamazoo and comprised of local agencies, stakeholders, and community residents, which has an overarching goal of reducing the infant mortality rate in racial/ethnic minorities to 6.0 (per 1,000 births) in Kalamazoo by 2020.

"Infant Mortality is a key indicator of how well a community is doing."
- Grace Lubwama, YWCA Kalamazoo CEO

In 2015, through two community meetings, KIMCAI sought to identify the health and service gaps that exist within the Kalamazoo community and created an action plan to address those gaps as they relate to race and poverty and its impact on infant mortality.

Grace Lubwama, YWCA Kalamazoo CEO states, "These efforts will continue to make sure that every child in this community, especially black babies, all start on a level playing field."
In 2015, 210 community members attended KIMCAI community meetings.

Statistics from the Michigan Department of Community Health show that for the years 2001-03, for every white infant who died before their first birthday, 2.3 black infants died. By 2010-12, that disparity nearly doubled with 4.5 black infant deaths to every one white infant death.

Five Focus Areas:
1. Infant Safety
2. Maternal Wellbeing
3. Infant Wellbeing
4. Women's Empowerment
5. Strengthening Families

KIMCAI Partners:
Arcus Center for Social Justice Leadership
Borgess Hospital
Bronson Hospital
Catholic Charities
Department of Human Services
Eliminating Racism Claiming/Celebrating Equality
Family Health Center
Gryphon Place
Interfaith Strategy for Advocacy & Action in the Community (ISAAC)
Kalamazoo Metropolitan Branch NAACP
Kalamazoo Community Foundation
Kalamazoo Community Mental Health
Kalamazoo County Health & Community Services
Kalamazoo Regional Educational Service Agency
Northside Ministerial Alliance
Planned Parenthood Mid & South MI
WMU Homer Stryker M.D. School of Medicine
WMU Department of Psychology
YWCA Kalamazoo addresses its mission of eliminating racism through trainings and public awareness events.

**Kalamazoo's Summit on Racism** is designed to address dismantling institutional racism.

**Summit on Racism Partners:**
- Society for History and Racial Equity (SHARE)
- Borgess Medical Center
- Bronson Healthcare
- Kalamazoo Community Foundation

**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.

"This workshop helped me to understand the definition of racism vs. prejudice."

-Eliminating Racism Participant
47 people participated in Eliminating Racism Training

Over 100 community members attended Summit on Racism
**Government Grants and Contracts**

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

City of Portage
Federal Emergency Management Agency/Emergency Food And Shelter Program
Michigan Department of Health and Human Services
  - Michigan Crime Victim Services Commissions
  - Michigan Domestic and Sexual Violence Prevention and Treatment Board
Michigan Department of Education
Michigan State Housing Development Authority
1. This project, Assisting Victims of Domestic and Sexual Assault, was supported by Crime Victim Assistance Grant Award 20150140-00 awarded to YWCA Kalamazoo by the Michigan Crime Victim Services Commission, Michigan Department of Health and Human Services. The grant award of $131,798 (80% of the project), comes from the Federal Crime Victims Fund, established by the Victims of Crime Act of 1984. The YWCA Kalamazoo provides the required match by the use of volunteers valued at $32,950 (est. 2,210 hours).

2. The YWCA wishes to thank the Domestic and Sexual Violence Prevention and Treatment Board (The 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 Board.
Thank You to our Donors, Members, & Volunteers!

The YWCA Kalamazoo would not be able to offer our services without the help of our donors and funders. We value every donation, no matter the size of the contribution. We take your generosity very seriously and hold ourselves accountable to the intention of each gift.

*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

## Transformation Leaders: $5,000+

<table>
<thead>
<tr>
<th>Name</th>
<th>Foundation/Project</th>
</tr>
</thead>
<tbody>
<tr>
<td>Anonymous**</td>
<td>Preston S. and Barbara J. Parish Foundation</td>
</tr>
<tr>
<td>Frances A. and William T. Little</td>
<td>Barbara J. and Preston S. Parish</td>
</tr>
<tr>
<td>Mark and Louise Novitch Fund**</td>
<td>The Peterson Company</td>
</tr>
<tr>
<td>K. Louise and Mark Novitch</td>
<td>Caroline E. Robbins</td>
</tr>
<tr>
<td>Ann V. and Donald R. Parfet</td>
<td>Leigh Ann Sayen</td>
</tr>
<tr>
<td>In Honor of Doris LaGrone</td>
<td></td>
</tr>
<tr>
<td>Frances A. and William T. Little</td>
<td>Burton H. or Elizabeth S. Upjohn</td>
</tr>
<tr>
<td>K. Louise and Mark Novitch</td>
<td>Charitable Trust</td>
</tr>
<tr>
<td>Mark and Louise Novitch Fund**</td>
<td>William S. &amp; Lois Van Dalson Foundation</td>
</tr>
<tr>
<td>Ann V. and Donald R. Parfet</td>
<td>William T. and Frances A. Little Foundation</td>
</tr>
<tr>
<td>In Honor of Doris LaGrone</td>
<td>Rachel P. and Andrew D. Worgess</td>
</tr>
<tr>
<td>Mary and Louise Novitch Fund**</td>
<td></td>
</tr>
</tbody>
</table>

## Dignity Enhancers: $1,000-4,999

<table>
<thead>
<tr>
<th>Name</th>
<th>Foundation/Project</th>
</tr>
</thead>
<tbody>
<tr>
<td>Anonymous (2)</td>
<td>James C. McGuire</td>
</tr>
<tr>
<td>In Honor of Doris LaGrone</td>
<td>In Memory of Dawne C. Kennedy</td>
</tr>
<tr>
<td>Burdick-Thorne Foundation</td>
<td>Mid-Michigan Romance Writers of America</td>
</tr>
<tr>
<td>Elizabeth Burns and Roger Zinser</td>
<td>Molitor Family Foundation</td>
</tr>
<tr>
<td>Patricia Chipman</td>
<td>Joan and Ronald Molitor</td>
</tr>
<tr>
<td>Carol B. Coggan</td>
<td>Nancy Malcomson Connable Fund</td>
</tr>
<tr>
<td>H. P. and Genevieve Connable Fund</td>
<td>Richard D. and Martha M. Omilian</td>
</tr>
<tr>
<td>Si and Shirley Johnson Family Fund*</td>
<td>Florence and Joel Oroz</td>
</tr>
<tr>
<td>Shirley and Si Johnson</td>
<td>Martha G. Parfet</td>
</tr>
<tr>
<td>Joy and Timothy Light</td>
<td>Remembering Maggie Fund*</td>
</tr>
<tr>
<td>Dr. Frederick &amp; Mrs. Elizabeth Margolis Fund*</td>
<td>Julie Rogers and Edward Orloff</td>
</tr>
<tr>
<td>In Honor of Doris LaGrone</td>
<td>Gerard &amp; Margery Thomas Fund*</td>
</tr>
</tbody>
</table>

## Freedom Finders: $500-999

<table>
<thead>
<tr>
<th>Name</th>
<th>Foundation/Project</th>
</tr>
</thead>
<tbody>
<tr>
<td>Anonymous (1)</td>
<td>Julie G. Heath</td>
</tr>
<tr>
<td>Cody Allkins and Jan Frizzo</td>
<td>In Memory of Gail Gilmore Smith</td>
</tr>
<tr>
<td>Mark and Ann Austin Charitable Fund**</td>
<td>Mildred S. Hedrick</td>
</tr>
<tr>
<td>Ann and Mark Austin</td>
<td>Andy and Jack Hopkins</td>
</tr>
<tr>
<td>Karen R. and Charles A. Barnes</td>
<td>Darlene and P. Timothy Hybels</td>
</tr>
<tr>
<td>Robert M. and Melissa Brown Fund*</td>
<td>G. Joan Keep</td>
</tr>
<tr>
<td>Melissa and Robert Brown</td>
<td>Edward Kenny and Jennifer Einspah</td>
</tr>
<tr>
<td>Phillip and Carol Carra</td>
<td>Richard and Katherine Kinas</td>
</tr>
<tr>
<td>Barbara and Douglas Church</td>
<td>Marlena and Kenneth Kirton</td>
</tr>
<tr>
<td>In Honor of Sara Nicholson</td>
<td>Grace Lubwama</td>
</tr>
<tr>
<td>Patricia Coles-Chalmers</td>
<td>Sara Nicholson</td>
</tr>
<tr>
<td>Michele and John Cook</td>
<td>Michele and Mark Ogden</td>
</tr>
<tr>
<td>Betty and Jack Duke</td>
<td>Barbara Ann Page, M.D. and Roger Prior</td>
</tr>
<tr>
<td>Drs. Michele and Alain Fabi</td>
<td>The George B. and Louise B. Robeck Fund***</td>
</tr>
<tr>
<td>Gail B. Griffin</td>
<td>Dr. and Mrs. George B. Robeck</td>
</tr>
<tr>
<td>Linda C. and Charles M. Hall</td>
<td>Patricia J. Shiley</td>
</tr>
<tr>
<td>In Honor of Gail Griffin</td>
<td></td>
</tr>
<tr>
<td>Jane T. Baas</td>
<td></td>
</tr>
<tr>
<td>In Honor of Gail Griffin</td>
<td></td>
</tr>
<tr>
<td>Jane F. and Mark F. Bainbridge</td>
<td></td>
</tr>
<tr>
<td>Karen Bainbridge</td>
<td></td>
</tr>
<tr>
<td>In Memory of Suzanne Todd Shepherd</td>
<td></td>
</tr>
<tr>
<td>Jane T. Baas</td>
<td></td>
</tr>
<tr>
<td>In Honor of Gail Griffin</td>
<td></td>
</tr>
<tr>
<td>Amy C. Anderson</td>
<td></td>
</tr>
<tr>
<td>In Honor of Gail Griffin</td>
<td></td>
</tr>
<tr>
<td>Jane F. and Mark F. Bainbridge</td>
<td></td>
</tr>
<tr>
<td>In Honor of Gail Griffin</td>
<td></td>
</tr>
<tr>
<td>Kelly Bainbridge</td>
<td></td>
</tr>
<tr>
<td>In Honor of Suzanne Todd Shepherd</td>
<td></td>
</tr>
<tr>
<td>Jane T. Baas</td>
<td></td>
</tr>
<tr>
<td>In Honor of Gail Griffin</td>
<td></td>
</tr>
</tbody>
</table>

## Justice Seekers: $100-499

<table>
<thead>
<tr>
<th>Name</th>
<th>Foundation/Project</th>
</tr>
</thead>
<tbody>
<tr>
<td>Anonymous (5)</td>
<td>Carol and James Carter</td>
</tr>
<tr>
<td>Allamay Anderson</td>
<td>Christine K. Castle</td>
</tr>
<tr>
<td>In Honor of Jennifer Shoub</td>
<td>Terri and Robert Chambers</td>
</tr>
<tr>
<td>Amy L. Anderson</td>
<td>Jennie L. Church</td>
</tr>
<tr>
<td>In Memory of Suzanne Todd Shepherd</td>
<td>The Cloud Family Trust</td>
</tr>
<tr>
<td>Jane T. Baas</td>
<td>Joan Colgren</td>
</tr>
<tr>
<td>In Honor of Gail Griffin</td>
<td>Paula and Robert Cook</td>
</tr>
<tr>
<td>Jane F. and Mark F. Bainbridge</td>
<td>Trudy Crafts-Peck and David Peck</td>
</tr>
<tr>
<td>In Memory of Suzanne Todd Shepherd</td>
<td>Debra and Steven Cronkite</td>
</tr>
<tr>
<td>Karen Ballard</td>
<td>Dr. Suhashini Datta-Sandhu</td>
</tr>
<tr>
<td>Elizabeth and James Barren</td>
<td>Norma J. Dearborn</td>
</tr>
<tr>
<td>Priscilla and Jan Blair</td>
<td>Sharon Dickenson</td>
</tr>
<tr>
<td>Sharon C. and Sherwood M. Boudeman</td>
<td>L.D. Docsa Associates, Inc.</td>
</tr>
<tr>
<td>Stephanie and Robert Brinkerhoff</td>
<td>David L. and Sandra M. Docsa</td>
</tr>
<tr>
<td>In Honor of Nomita Sharma</td>
<td>Kevin and Virginia Doerfler</td>
</tr>
<tr>
<td>Janice Brown and Edward Birch</td>
<td>In Memory of Hub and Bobbi Doerfler</td>
</tr>
<tr>
<td>Mary C. and Don J. Brown</td>
<td>Mary A. and Robert S. Doud</td>
</tr>
<tr>
<td>Brueggemann &amp; Sharma, PC</td>
<td>Debra Driver Cassell</td>
</tr>
<tr>
<td>Ed and Mary Buczkowski</td>
<td>Karen and Stuart Eddy</td>
</tr>
<tr>
<td>Ann Burian</td>
<td>Nancy D. Ehrle</td>
</tr>
<tr>
<td>Janice E. and Dennis P. Burke</td>
<td>Bonnie and Loyal Eldridge</td>
</tr>
<tr>
<td>Susan D. Buxton</td>
<td>Susan S. Ells</td>
</tr>
<tr>
<td>Carla Campbell-Jackson and</td>
<td>Pamela C. Enslen</td>
</tr>
<tr>
<td>Kevin B. Jackson</td>
<td>Susan Fall and Frank Sardone</td>
</tr>
<tr>
<td>Ruth E. Caputo</td>
<td>Elizabeth Farner</td>
</tr>
<tr>
<td>In Memory of Suzanne Todd Shepherd</td>
<td>Ann and Gregory Feldmeier</td>
</tr>
<tr>
<td>Ann and Gary Fergemann</td>
<td>First Baptist Church</td>
</tr>
<tr>
<td>Patricia L. Flower</td>
<td></td>
</tr>
<tr>
<td>In Honor of Suzanne Todd Shepherd</td>
<td></td>
</tr>
<tr>
<td>In Memory of Suzanne Todd Shepherd</td>
<td></td>
</tr>
<tr>
<td>In Memory of Suzanne Todd Shepherd</td>
<td></td>
</tr>
</tbody>
</table>

## Additional Donors

- Anonymous (1)
- Anonymous (2)
- Anonymous (5)
- Barbara B. Somers
- James and Winifred Stewart
- Donor Advised Fund
- Lucinda Stewart and Rick Welch
- Jerry Ann and Derek Strine
- Linnaea and John Thomas
- Susan Trillet
- Frances A. Underhill
- In Memory of Huberta Doty
- Amy Upjohn and Bradley VandenBerg
- Wendy Van Peenan and Rod Malcolm
- Joan and Charles Van Zoeren
- C. Sonia Wardley
- Sally Parfet Williams

*Names of donors have been anonymized for privacy reasons.*
Peace Makers: $1-99

Anonymous (6)  
In Memory of Kaitan Kothari  
Dr. Ariel L. H. Anderson  
Kay Bach  
Judith and Bud Baldwin  
Susan and Paul Banner  
Ann G. Bennett  
Kelly Boris  
In Memory of Lisa Herrera  
John and Alyce Brady  
Jennifer Brenneman  
Nancy Brookins  
Marina R. and Phillip C. Buist  
Margaret P. Cancro  
Mary B. Carlson  
Virginia P. Caruso  
Gary J. Cirulli  
Elizabeth A. Clem  
Betty and Henry Cohen  
Beverly Coleman  
Barbara Cole-Smith and Belden Burr Smith  
Lynne E. and James D. Cowart  
Cynthia A. Cox  
Katherine Crosby  
Marjorie Davies

Thomas Myers
In Honor of Namita Sharma and Gail Griffin
Jane Nelson Holmes and John B. Holmes
Regena and Eric Nelson
Rosalie and Joseph Novara
Mark and Natalie Orbe
In Honor of Pat Coles-Chalmers
Carla A. Orwin
Alyce Osborn
In Honor of Patricia Coles-Chalmers
Nancy Owen
Parchment Bridge Marathon
Margaret L. Patton
Ann Paulson and William Pierce
In Honor of Mary Tyler
Dr. Carol Payne Smith and Robert Smith
Julie and Robert Peterson
John and Joyce Petro
Margaret G. Piifer
Pamela R. Pole
Robin and Steven Pollens
Kathryn S. Polzin
In Honor of Carol Fergemann
Judith A. Poole
Margot and Robert Poznanski
Prince of Peace Lutheran Church
Dr. G. Gwen Raaberg
Phyllis Rappoport
Aaron Riker
Lisa and Gonzalo Rodriguez
Zylka M. Rodriguez, M.D.
Silvia Rossbach
Barbara Ruhs
Freeman L. Russell
In Memory of Frances Russell
Joyce Salisbury
Sarah and Pat Sandell
Sassy Red Hattitude
Gloria H. Savitt
Janet S. Scarrow
Schaeffer Ware Fund*
Elizabeth and Peter Seaver
In Honor of Wendy Van Peenan
Colleen R. and David C. Smeler
Namita Sharma
Jennalie and Joel M. Shepherd
Paula Sies

Joellen Silberman
Carol and David Simpson
Dolores P. and Herman Smith
Linda Socia
St. Luke’s Episcopal Church
Marion Stamp-Cole and Clayton Cole
Holly C. Statler
Florence Steinberg and Vincent Groppi
M. Gayle Stephenson
Carole A. Stevens
Judith Stimson
Joyce M. Stout
Julie A. Sullivan
Sheryl and Paul Swodzinski
The Connable Office, Inc.
Sherry Thomas-Cloud and Timothy Cloud
Jennifer Thome Hoffman and Fred Hoffman
Sandra and Allan Thompson
Town and Country Bridge Marathon
Trinity Evangelical Lutheran Church
Carol and John Trittschuh
Nancy and Nicholas Tuit
Ruth Ann Uggan
Unity of Kalamazoo
Matthew and Carleen Van Middlesworth
Melicent and Robert Van Peenan
Cathryn R. VanderSalm
Susan and Edward Vanecek
Lupe Velazquez
Visser Construction LLC
Charles A. and Peggy S. Vliek
Sheila and James Ware
Westminster Presbyterian Church
Julie and Thomas Wheat
Nancy E. Wilks
Marla J. Williams
Tonia M. and Timothy D. Williams
Eileen Wilson-Oyelaran and Olosopo Oyelaran
Margaret and David Wochaski
Carolyn and Foster Woodward
Susan and Douglas Worgress
Cathy Wortham
Jacqueline L. Wylie
Joanne and Gary Yancon
Laurie M. Young

Nancy M. Hamilton Charitable Lead
Annuity Trust
Nancy M. Hamilton
AJ Hartman
In Honor of Nora Carpenter
Denise L. Hartsough
Sheryl L. and Michael C. Henderson
Kathryn R. Henriksen
Carolyn J. Hilgert
Sarah Hill
Dr. Indudhar and Yashoda Hiremath
Sandra L. and Daniel L. Hough
In Memory of Pamela Aukerman
Bruce H. Hinshaw
Martha and Daniel Jamieson
In Memory of Jo Jacobs, and Allene Dietrich
Paula and Frank Jamison
Beth and David Jarl
Megan Jeffery
Judy K. Jolliffe
Jane Jorgensen Vandere and Dale Vandere
Kalamazoo Area Newcomers Club
Evan and Sharon Kokales
In Honor of Lorri Kirby
Toni and Bob Kowalski
Gary and Sara Kребill  
Ladies Library Auxiliary  
Millie Lambert  
Dolores and Kenneth Lapekas  
Loretta Lapointe and Teresa Fluty  
Robyn and Scott Levene  
Eunice Levy  
In Honor of Carolyn Alford  
Jane Maddox and James Hospfensperger  
David and Nancy Maturan  
Donor Advised Fund**  
David C. and Nancy D. Maturen  
In Honor of Wendy Van Peenan  
Cheryl and David McCaffery  
Katherine A. Miller  
Tammy Mills  
Margaret and James Mosby  
Stephne Nash  
Karla Niehus  
Sally and Paul Olexia  
Patricia and John O'Toole  
Sylvia C. Pahl  
Adele J. Paxson  
Kathy and Dale Peerbolte  
Barbara J. Perkins  
Pamela and Andrew Porritt  
Lynn E. Pruitt-Timko  
Michael and Carla Raphelson  
Fredric K.W. and Nancy A. Reeves  
Lynda and Bill Rhodes  
Barbara A. Rider  
Beverly and Melvin Robinson  
Jane Rooks Ross and Barry Ross  
Joyce M. and Randall S. Schau  
Peggy J.K.D. and Eric Schreuer  
Linda S. Servis  
Eleanor Sheeler  
Thomas Slack and Maura Fichter  
Gail S. Somerville  
Laurita Pauline Stebbins  
Vicki and Daniel Stewart  
Margaret and Ronald Strzelecki  
In Memory of Dorothy Cudhy  
Sandra J. Kristen  
Erin Knott  
Cheryl Knapp  
Sonia V. Eden  
Empire Beauty School  
Empire Education Group, Inc  
Family & Children Services  
Ann L. Fergemann  
John E. Fetzer Institute, Inc.  
First Presbyterian Church of Kalamazoo  
Barbara J. Fitzpatrick  
Michael Fitzstephens  
Friendship Village  
Iving S. Gilmore Foundation  
Carole S. Greene  
Gail B. Griffin  
Gryphon Place  
Heather N. Haigh  
Judith Halseth  
Mildred S. Hedrick  
David B. Heinrich  
Hidden Lake Conservancy  
C. Hill  
Housing Resources, Inc.  
Agnes Hughes  
Darlene H. Hybels  
ISAAC  
Erin Itawi  
Paula W. Jamison  
Dana Jansma  
In Honor of Sally Arent  
Jeoffe’s Jewels Community Resale Shop  
Dixie D. Johnson  
Ramiah Johnson  
Jane M. Jones  
Kalamazoo Assembly 27 Order of Rainbow  
Girls  
Kalamazoo Chapter of the Links, Inc.  
Kalamazoo College  
Kalamazoo Community Foundation  
Kalamazoo County Association of Retired  
School Personnel  
Kalamazoo Friends Meeting  
Kalamazoo Gay Lesbian Resource Center  
Kalamazoo Literacy Council  
Allison Kennedy  
Ian Kennedy  
Pamela B. Kingery  
In Honor of Grace Lubwama  
Jenny Kie. K. Kinn  
Kiwanis Club of Westside Kalamazoo  
In Memory of Jack Ginther  
Cheryl Knapp  
Erin Knott  
Sandra J. Kristen  
In Memory of Louise Safron  
Susan Kurtz  
Ladies Library Association  
Loretta Lapointe  
Susan Larner  
Mary Ann Laurell  
Local Initiatives Support Corporation  
Lois Loeffer  
Judith K. Loudin  
Katheryn Lucatelli  
Dora L. Mann  
Elana Mareles-Hill  
Julie Marron-Parker  
Heather L. Martin  
Noelle Mays  
Mary E. MeLean  
In Memory of Gail Smith  
Colleen McNinch  
Anita Mehta- McNamara  
Lindsey Merkel  
Metropolitan Kalamazoo Branch NAACP  
Michigan League For Public Policy  
Michigan United  
Miller Johnson  
Linda D. Miller  
Theresa Mitchell  
Lolita Moss  
Jennifer Mount  
Rachael Myers  
Network For Good  
Sara Nicholson  
Patricia A. Niewoonder  
Gabrielle Obiya  
Old National Bank  
Open Doors Kalamazoo  
Marsha Ostrowski  
Glenda Ouding  
Janice R. Park  
Rob Parker  
Margaret L. Patton  
Ellen Pazdro  
In Memory of Joan Safron  
People’s Church of Kalamazoo  
Planned Parenthood Mid and South Michigan  
PNC Foundation  
Prince of Peace Lutheran Church  
Francine Raffel  
Anna Rayas  
Sarah Rice  
Sally Roach  
George B. Robeck  
Lisa Rodriguez  
Julie M. Rogers  
Peter Ross  
Sarah T. Sandell  
Namita Sharma  
Kellie Swikoski  
Jennette and Tydus Tarver  
Amy and Robert Taylor  
Linda Teare  
Cheryl and Burton Tenbrink  
Flora and David Thomas  
Patricia and Peter Thomas  
Mary Tiff  
Susan J. and William A. Van Dis  
Michelle VanderMeer  
Jayne and Henry Visser  
Holly and Joseph Walls  
Gail L. Walter  
Joshua T. and Pam Weiner  
Linda S. and Paul L. Wierin  
Diane. Worden  
Dr. Jody A. Wren  
Yarosz & Associates, Inc.  
In Memory of Betty Atchison  
Maria L. Zuniga  
*Kalamazoo Community Foundation Funds  
**Fidelity Charitable Gift Funds  
***Vanguard Charitable Gift Funds
### Women of Achievement Sponsors

**Event Sponsor**  
Old National Bank

**Award Sponsors**  
Greenleaf Trust  
Kalamazoo Community Foundation  
The Peterson Company  
PNC Financial Services Group  
Stryker Instruments

**Special Sponsors**  
Kalamazoo College

**Sponsors**  
Elizabeth S. Upjohn Mason  
Western Michigan University

**Supporters**  
Family Health Center  
Heritage Community of Kalamazoo  
Kalamazoo Chapter of the Links, Inc.  
Schupan & Sons, Inc.

**Friends**  
CSM Group, Inc.  
FASTSIGNS  
First National Bank of Michigan  
Mercantile Bank of Michigan  
Planned Parenthood Mid and South Michigan

### Women of Achievement Donors


### Matching Gift Companies

| Arcus Foundation | Kalamazoo Community Foundation | Kalsec, Inc. | W.K. Kellogg Foundation | Pfizer Foundation Matching Gifts Program | PNC Foundation Matching Gifts Program |
The YWCA is proud to acknowledge the generous donations from the following United Ways and their supporting donors:

- Allegan County United Way
- Allstate: The Giving Campaign
- AT&T United Way Employee Giving Campaign
- Capital Area United Way
- Greater Kalamazoo Combined Federal Campaign
- Pfizer United Way Campaign
- Trust
- United Way of Greater Atlanta
- United Way of Battle Creek and Kalamazoo Region
- United Way Suncoast

In-Kind Gift Donors

Anonymous
Aacorn Farm
TL Adamson
Dane Alexander
Gerald and Susan Alexander
Allegra Print & Imaging
Alpha Delta Kappa Sorority
Lisa Anderson
Nicholas and Barbara Andreadis
Allison Austin
Linda Bailey
Rodney and Gianna Balazs
Christine C. Ballard
Lindsey Ballard
Ballet Arts Ensemble
Banana Republic
Basic Bible Study
Bath & Body Works
Ballet Arts Ensemble
Bell’s Brewery, Inc.
Diane Berger
Emily A. Betros
Binky Patrol
Luci Bird
Stephanie Bordeaux
Borgess Medical Center Labor & Delivery Unit
Borgess Research Institute
Borroughs Corporation
Tammy Brewer
Bronson Hospital Inpatient
Surgical Recovery
Bronson Methodist Hospital Trauma & Emergency Center
Bronson OB Department
Melissa Brown
Melissa and Robert Brown
Ruth Buntrock
Janice E. and Dennis P. Burke
Kim Buurstra
Susan D. Buxton
C & M Charity
Brook Cameron
Logan Campagna
Marie Cannell
Blanca Cardoza
Karen and Norm Carlson
Carter’s
Elaine Catlin
Christ Temple Church
Janet and Charles Christianson
Chum Co-Op Preschool
Church Women United
Diane Cleary
Sandra Cobb
Fara Cochran
Martha Cohen
Patricia Coles-Chalmers
Communities In Schools of Kalamazoo
Jeanne Comparoni
Continental Linen Service
Courttyard by Marriott
Sherri Crum
Alicia Curry
Tamara Daniels
Lindsay Davies
Mitzi DeLuca
Kris Desmond
Kathleen Dievendorf
Rebecca Dillonbeck
Kevin and Virginia Doerfler
Gail Doster-Parker
Double Dividends Investment
Sharon Dow
Mike Dzialowski
Eagles Nest
Veronica and Rob Egali
Rose Elhart
Janice Elliott
Rebekah Ellwitz
Robert Wall Emerson
Empire Beauty School
Nancy Engardio
Arlene Engbers
Envy Consignment
Fran Erskine
Barb and Bruce Ettwein
Janis and John V. Etzcorn
Evergreen Academy
Nina Faison
Faith Temple Church of God
Anne M. Fassler
FASTSIGNS
Fedex
Chris Fenner
Cheryl Ferrin
First Congregational Church
Maureen Fitzgerald
Krisan Fluckey
Forest Academy
Sharon Francis
Emily Freed
Earl Gaddis
Jan Gage
Gazelle Sports
Marlin Gerber
Joy Gerow
Loretta Gill
Gabrielle Gipson
Girl Scout Troop 80850
Girls on the Run Plainwell Schools
Diane Goodrich
Graphic Packaging
Charlotte Green
Kim Green
Greenwood Reformed Church
Gail B. Griffin
Katherine Groesbeck
Dale Grogel
Gsttoma Troop #90696
Heather and Todd Haigh
Hallmark
Judy R. S. and Alan A. Halpern
Karen Halsted
Judy Hanna
Angela Harris
Britt Hartenberger
Jane Hauk
Tyler Hayes
Jan Helgersson
Bonnie Herbert
Johnien Herbert
Joanna Heyd
Hibiscus Book Club
Kathleen Hillman
Julie Hoffmann
Amy Holmes
Janet and Jonathan Holte
Connie Howes
Helen Hughes
Kristin Hugheson
Carol and Thomas Hustoles
Huston, Grochowski, & Kamai Families
Darlene and P. Timothy Hybels
Initial Attraction
Irish American Club of Kalamazoo
J. Jill
Heather Jach
Jack and Jill of America
Jacquie Jackson
Jolene Jackson
Jared
Amy Jones
Don Jordan
Donna Joslin Tellam
Shawn R. Jung
K-1st Church
Kalamazoo Academy of Medicine Alliance
Kalamazoo Area Newcomers Club - Book Group
Kalamazoo Assembly 27 Order of Rainbow Girls
Kalamazoo Chapter of the Links, Inc.
Kalamazoo College, Student Development
Kalamazoo Country Club
Kalamazoo County Association of Retired School Personnel
Kalamazoo County Prosecuting Attorney’s Office
Kalamazoo Gay Lesbian Resource Center
Kalamazoo Humane Society
Kalamazoo Junior Girls
Kalamazoo Mechanical, Inc.
Kalamazoo Public Library
Kalamazoo Ringers
Kalamazoo Women Of Today, Inc
Marjorie Kars
Kazoo School
Sherry Kemp
Rosalie Kirsch
Marlena and Kenneth Kirton
Carrie and Dave Klein
Knitting For Charity
Brooke Kolodzieczyk
Nancy M. Kovach
YWCA Members and Associates

Linda Adamcz
Amy L. Anderson
Madilyn Anderson
Katherine Andrews
Andrea M. Bonkowski
Patrice Bowden
Sharnika Boyd
Alexis Bradshaw
Lauren Brady
Sherry A. Brockway
Cathy Brown

Alexandra D. Burse
Riley Buschke
Christina Byrd
Patty Byrd
Troy Byrd
Patricia Coles-Chalmers
Chasity Cooper
Katherine Corbit
Michelle Dartis
Erika Denny
LaQuintas Edwards

Cia M. Elder
Ann L. Fergemann
Andres Fernandez
Brian Fields
Lori Fletcher
Fred Fox
Jennifer L. Frank-Brenton
Amanda Fuller
Bridgette Garner
Shakita Givhon
Kassandra Gmitter

Alexandra Burse
Riley Buschke
Christina Byrd
Patty Byrd
Troy Byrd
Patricia Coles-Chalmers
Chasity Cooper
Katherine Corbit
Michelle Dartis
Erika Denny
LaQuintas Edwards

Cia M. Elder
Ann L. Fergemann
Andres Fernandez
Brian Fields
Lori Fletcher
Fred Fox
Jennifer L. Frank-Brenton
Amanda Fuller
Bridgette Garner
Shakita Givhon
Kassandra Gmitter

Cia M. Elder
Ann L. Fergemann
Andres Fernandez
Brian Fields
Lori Fletcher
Fred Fox
Jennifer L. Frank-Brenton
Amanda Fuller
Bridgette Garner
Shakita Givhon
Kassandra Gmitter

Cia M. Elder
Ann L. Fergemann
Andres Fernandez
Brian Fields
Lori Fletcher
Fred Fox
Jennifer L. Frank-Brenton
Amanda Fuller
Bridgette Garner
Shakita Givhon
Kassandra Gmitter

Cia M. Elder
Ann L. Fergemann
Andres Fernandez
Brian Fields
Lori Fletcher
Fred Fox
Jennifer L. Frank-Brenton
Amanda Fuller
Bridgette Garner
Shakita Givhon
Kassandra Gmitter

Cia M. Elder
Ann L. Fergemann
Andres Fernandez
Brian Fields
Lori Fletcher
Fred Fox
Jennifer L. Frank-Brenton
Amanda Fuller
Bridgette Garner
Shakita Givhon
Kassandra Gmitter

Cia M. Elder
Ann L. Fergemann
Andres Fernandez
Brian Fields
Lori Fletcher
Fred Fox
Jennifer L. Frank-Brenton
Amanda Fuller
Bridgette Garner
Shakita Givhon
Kassandra Gmitter

Cia M. Elder
Ann L. Fergemann
Andres Fernandez
Brian Fields
Lori Fletcher
Fred Fox
Jennifer L. Frank-Brenton
Amanda Fuller
Bridgette Garner
Shakita Givhon
Kassandra Gmitter
IT TAKES YOU

JOIN US IN THE MISSION TO CREATE REAL CHANGE FOR WOMEN, GIRLS AND COMMUNITIES ACROSS THE COUNTRY.

YWCA Kalamazoo
353 E. Michigan Ave.
Kalamazoo, MI 49007

Business Line: (269) 345-5595
Crisis Line: (269) 385-2869
www.ywcakalamazoo.org