

# annual report



eliminating racism  
empowering women

**ywca**

**madison**

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

**2004**

## from the desk of eileen mershart



Dear Friends of the YWCA,

In 2004, as the YWCA of Madison celebrated our ninety-fifth birthday we renewed our commitment to our community and to our mission of working towards the elimination of racism and the empowerment of women. In 2004 we took down the old and hung up the new—that would be our new, bright, persimmon logo emblazoned on the front of our building at 101 East Mifflin Street and at our Employment and Training Annex on Lakeside Street. We started two new programs that bring our mission to life: the SKILLS program and our Training Partnership for the Skilled Trades. Both of these new programs join our existing educational programs, the Second Chance Tenant Education Program and the TRANS program which enable people in our community to begin anew, learn new skills and build a solid foundation for the future. In the pages that follow we report on all of our programs and those we serve through our work.

2004 also saw the YWCA of Madison take a bold step in amending our organization's bylaws to include men as full members within our organization. It became increasingly clear to our board and membership that if we truly are to live our mission of eliminating racism and empowering women we need to be fully inclusive and invite our whole community to the table. This is the true and authentic way in which we will change the world. And to do so we need everyone who believes in our work to join us in that work as full partners. As we look to 2005 we hope that our national organization will follow suit and change the national by laws. To date approximately nine YWCAs around the country have taken this step with Madison. We in Madison are working for this change.

Our annual report to you is our opportunity to recognize and thank those who have given their time, talents and resources to the work of the YWCA. Simply put, we could not do the work we do without the support and commitment of our community, our board and our volunteers. In 2004, we introduced our new Circle of Women event and the outpouring of support was extremely gratifying. Thank you Madison and Dane County for your support, for your guidance and your love for the YWCA.

We look forward with a renewed sense of commitment and energy to the work ahead—preventing and reducing homelessness, providing safe affordable housing through our work at our downtown location and through our partnership with Interfaith Hospitality Network to provide Second Chance Apartment Project. We remain committed to training women and minorities for jobs that pay family supporting salaries, providing broader horizons and options for our girls involved in Girl Neighborhood Power. We will in continue to lead the way in our work for a more just society, one free of hate, violence and racism through our Racial Justice programming. Thank you for joining with us as we move ahead.

Sincerely,

A handwritten signature in black ink, appearing to read "Eileen Mershart". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Executive Director

# housing, programs and services

## Shelter Floor

The YWCA Emergency Shelter provides temporary housing to homeless families and teenage girls.

### Shelter Statistics:

85 households lived on the shelter floor in 2004 (241 individuals)

11,881 days of shelter were provided

132 of those in shelter were children

109 of those in shelter were adults

28% of the households had been staying in Dane County for less than one year

29% of households had stayed in Dane County for more than two years

The primary reasons for seeking shelter were:

24% eviction/non-renewal of lease

24% low or no income

20% roommate or family conflict

18% violence or threat of violence

14% other

The ethnic/racial background of shelter residents:

82% African-American

12% White

2% Hispanic

2% Asian

1% Native American

## Permanent Housing

The YWCA provides housing to low-income women, ranging in age from 18 to 81 and representing a variety of ethnic and racial backgrounds.

### Permanent Resident Statistics:

125 women lived at the YWCA in 2004

43% identified a mental illness

30% identified a physical disability

17% identified AODA issues

12% identified a developmental disability

The ethnic/racial background of permanent residents:

66% White

30% African-American

3% Hispanic

1% Native American

1% Asian

## Third Street

Third Street provides housing with early intervention/prevention programming for single moms with a child, birth to four years old. Most of the families served have been homeless or near homeless and have very limited housing options.

Third Street served 22 families in 2004.

100% would be homeless or at risk of homelessness without Third Street.

77% Identified trauma issues

32% Fled Domestic Violence

82% left Third Street to permanent housing.

The income sources of families were as follows:

64% of the women were working

18% of the families received SSI and/or disability benefits

36% of the families received W2 during part of the year

27% Attended School (high school, HSED, ESL, College)

The ethnic/racial background of Third Street residents:

44% African American

29% White

20% Hispanic

7% Multiracial (2 or more ethnicities)

The Third Street neighborhood provides the safety and support families need to pursue goals and parent their children. Families participate in weekly meetings, workshops and activities which build a sense of community. A resource room with computers and Internet access is available to all Third Street Families.



# housing, programs and services

## Resident Services

### Children's Programs

We provide nightly and weekend activities for children staying in our homeless shelter and 3rd Street program, including arts and crafts, science projects, literacy programming, and outings.

### Food and Personal Care Pantry

The YWCA offers a food and personal care pantry for use by residents.

### Adult Residential Programs

Counseling support services are provided to all YWCA residents. In addition, homeless families are provided a case manager to assist them in finding housing and to address those barriers that might prevent them from maintaining housing.

### Basic Skills Education & GED Preparation

In partnership with MATC, we provide an instructor to help residents upgrade their reading, writing and math skills, and learn English as a second language.

## Volunteers

Volunteers are an integral part of our programs. From taking homeless children to the museum to operating the Suited for Success boutique, approximately 562 volunteers contributed 7,738 hours of time in 2004.



## Suited for Success

This program provides free professional clothing for low-income women who are entering the job market. It is fully stocked with donated clothing, and is entirely operated by volunteers. 280 women visited our boutique in 2004 and received business apparel to help them in their job searches.

## Heil Scholarships

Three \$500 YWCA Heil Scholarships are given to MATC students each year. YWCA Heil Scholarships are given to female students in financial need with preference given to YWCA residents.

## Girl Neighborhood Power

The YWCA continues to provide fiscal services to Madison's Girl Neighborhood Power Program. GNP was designed to address the needs of girls by supporting communities in building programs that foster healthy behaviors and create meaningful community participation for girls. Six Madison neighborhood centers are home to GNP programs including Atwood, Allied/Dunns Marsh, Bridge/Lake Point, Kennedy Heights, Vera Court and Wexford Ridge. Over 300 girls from age 9 through 18 participated in daily after school, evening, weekend and summer programs in 2004. GNP provides programming that supports girls in academic achievement, health and fitness; community service opportunities; leadership development; and cultural enrichment.

With the support of the YWCA, GNP became an affiliate organization of Girls Inc., a national nonprofit youth organization dedicated to research, advocacy and programming for girls. Girls Inc. is committed to helping girls build skills and capabilities leading to responsible, confident and economically self-sufficient adulthood. Girls Inc. membership provides GNP access to program models, resource materials, training and technical assistance that will support and improve GNP programs. Joining the national network of Girls Inc. has allowed us to offer more rigorously evaluated science-based programs in math, technology, science, health, career planning, self-development, sports, sexuality, drug and alcohol prevention and many other areas.

Ethnic/racial background of GNP participants:

- 64% African American
- 10% Hispanic
- 21% Southeast Asian
- 5% White

# housing, programs and services

## Housing Retention and Education

### **The Second Chance Tenant Education Program**

The Second Chance Workshop is a collaborative six-hour tenant education workshop for homeless and near-homeless families conducted by the YWCA, The Tenant Resource Center, The Fair Housing Center of Greater Madison, UW-Madison and local private landlords. In 2004, 227 individuals graduated from the Second Chance Program. 96% of graduates said the program would help them find and maintain an apartment. 86% of Second Chance Program graduates who received case management maintained housing six months following graduation. 53 families found housing that they otherwise would have been unable to obtain without the Second Chance Workshop!

### **The Second Chance Apartment Project**

The Second Chance Apartment Project is a collaboration between Interfaith Hospitality Network, the YWCA, and local congregations to help homeless families find and maintain affordable housing, while giving them the support they need to meet educational, employment, and financial goals. At the end of 2004, there were eight families housed in the Second Chance Apartment Project, and we continue to recruit new congregations to grow the program and expand Madison's affordable housing stock.

### **Student Knowledge of Independent Living and Life Skills Program (S.K.I.L.L.S.)**

The S.K.I.L.L.S. Program partners YWCA housing program staff with local volunteer credit union staff from Summit Credit Union and UW Credit Union and students from UW-Madison School of Human Ecology to conduct a six-week curriculum at some of the alternative high school programs in the Madison Metropolitan School District. The programs are: The Transition Learning Center at Northport/Packers Apartment Community, the SAPAR Program for adolescent mothers, two Work and Learn sites, and the CRIS Program at West High School.

Programming is one hour for six weeks for each classroom once per semester. Topics covered include: apartment renting, success in housing, tenant rights and responsibilities, checking and savings, budgeting, and credit. Each student receives a housing and a financial education resource packet to keep and a certificate of completion for every hour attended. YWCA staff presents the housing education and financial presenters use the NEFE curriculum (National Endowment for Financial Education) for financial education. In 2004, 135 students participated in the S.K.I.L.L.S. Program.

## Racial Justice Initiative

### **Unlearning Racism Community Education Programs**

The YWCA of Madison, as part of its renewed commitment to combat racism, is sponsoring ongoing Unlearning Racism Workshops. The workshops provide a forum for participants to discover conscious and unconscious ways that racism has affected their lives. This powerful program is designed to foster a deeper understanding and appreciation of differences. Participants explore personal perceptions and issues concerning race, conflict, and internalized racism. This four-hour workshop includes the viewing of the 90-minute film, *The Color of Fear*. 55 people registered to attend the Unlearning Racism Workshops in 2004.

### **It's Time to Talk Community Meals**

It's Time to Talk forums provide an informal opportunity for meaningful cross-cultural dialogue about racism. Focused around a meal, this program brings people together who may be friends or acquaintances, see each other at work, in community groups, or civic organizations, and may have never discussed race issues. Individuals are offered opportunities to participate in an annual large community luncheon, to attend smaller quarterly community brown-bag lunches, or to host dinners in their homes. Last year 186 people attended an It's Time to Talk Forum and 22 people were trained as facilitators.

## Annual Awards

Annual Awards recognizing the achievements of community members include the Racial Justice Award, Women of Distinction and Week Without Violence.

### **Women of Distinction Award Winners**

Marilyn Beach  
Michelle Behnke  
Charlie Daniel  
Gloria Sarto  
Kathleen Voit  
Florence Zmudzinski

### **Racial Justice Award**

Seema Kapani  
Dane Dances

### **Week Without Violence Poster and Essay Contest**

Jacob Ahrens-Balwit - Poster  
Maeve Crowley-Waack - Essay

### **Volunteer Recognition Awards**

Dan Ross  
Robert and Ida Wrenn  
Daniel G. Guerra, Jr.  
Atwood Community Center Girl Neighborhood Power

# employment and training annex

## Certified Nursing Assistant Program

The YWCA C.N.A. Program, which began in 1997, provides a board certified, comprehensive curriculum, with an array of support services. Students are taught personal care of Alzheimer's and dementia patients, body systems and vital signs. Half of the training includes clinical experience at various nursing homes and St. Mary's Hospital.

In 2004, 79%, or 19 out of 24, students completed the training. 79% of these graduates, or 15 out of 19, are currently employed in health care.

65% of all enrollees are single parents; the average age is 32.

The Demographic breakdown is:

- 62% African American
- 38% Caucasian
- 8% English as a Second Language
- 8% Men

## Training Partnership for the Skilled Trades

The TPST program started in the summer of 2004. It was set up to help women and minorities build the skills they need for entrance into the building trade apprenticeships. Classroom work covering mechanical comprehension, spatial relations, personal finance and job skills is combined with small group tutoring to build strength in math and reading. Further support services are provided until the student has secured an apprenticeship.

Two classes were held in 2004. 120 applications were collected and 36 students selected for the 6-week training. A Fast-Track Program was also implemented for people who had taken the apprenticeship test before and needed to concentrate their efforts on the particular area they did not succeed in, and for referrals from the TrANS Program.

The Demographic breakdown is:

<u>Full Program: 36 participants</u>	<u>Fast Track Program: 39 participants</u>
77% African American	44% African American
11% Caucasian	49% Caucasian
5% Asian	3% Hispanic
3% Hispanic	3% Native American
3% Native American	13% Female
22% Female	

## TrANS

The TrANS Program is an intensive 120-hour industry awareness class, which provides students with the skills to enter into the road construction industry. In-classroom instruction is combined with hands-on demonstrations and projects, such as cement finishing, surveying, and oxy-acetylene torch cutting. Participants completing the TrANS Program will be referred to local construction companies.

In 2004, three TrANS classes were conducted, with 53 of 62 people graduating (85%). 41 of the graduates from the Madison classes and our subcontractor, Rock County OIC, secured employment in the road construction industry.

26 graduates from previous years reported continuing their employment in the road construction industry. Many of these graduates are union members and have continued their education into the apprenticeships.

Graduate Demographics are:

- 66% African American
- 19% Caucasian
- 8% Asian
- 6% Hispanic
- 2% Native American

## Job Options

The Job Options Program offers assistance in career planning and development. Participants work one-on-one with a job counselor to find their career interests, identify and eliminate barriers to employment, plan the steps needed to enter or be promoted in their field, and develop resume writing and interview skills. There is an open computer lab available for all Job Options clients to work on their job searches or practice computer skills and use.

Client surveys indicated 63% found jobs after completing sessions in resume writing and interview skills.

Total number served: 115

- 73% Female
- 27% Male
- 57% African American
- 35% Caucasian
- 6% Hispanic
- 1% Native American
- 1% Asian

10% Over 50

# financial statements

## STATEMENT OF ACTIVITIES

• SUPPORT AND REVENUE	
GRANTS	1,070,938
CONTRIBUTIONS	161,905
RENT INCOME	387,819
MEMBER DUES	20,411
SPECIAL EVENTS	144,436
INVESTMENT INCOME	22,396
BUILDING RELATED INCOME	30,520
NET ASSETS RELEASED FROM RESTRICTIONS	145,486
<b>TOTAL SUPPORT AND REVENUE</b>	<b>1,983,911</b>
• EXPENSES	
<b>Program Services</b>	
PERMANENT RESIDENTS	458,656
SHELTER SERVICES	365,104
EMPLOYMENT AND TRAINING	374,468
COMMUNITY PROGRAMS	508,157
<b>TOTAL PROGRAM EXPENSES</b>	<b>1,706,385</b>
<b>Support Services</b>	
MANAGEMENT & GENERAL	194,530
PROPERTY MANAGEMENT	184,119
FUNDRAISING	135,808
<b>TOTAL SUPPORT SERVICES</b>	<b>514,457</b>
<b>TOTAL EXPENSES</b>	<b>2,220,842</b>
DECREASE IN NET ASSETS	(236,931)
CHANGE IN TEMPORARILY RESTRICTED NET ASSETS	(1,074)
NET ASSETS - BEGINNING OF YEAR	<u>2,236,599</u>
<b>NET ASSETS - END OF YEAR</b>	<b>1,998,594</b>

## STATEMENTS OF FINANCIAL POSITION

• ASSETS	
<b>Current Assets</b>	
CASH	53,563
ACCOUNTS RECEIVABLE	46,791
UNCONDITIONAL PROMISE TO GIVE	15,686
INVESTMENT	141,175
PREPAID EXPENSES	31,079
<b>TOTAL CURRENT ASSETS</b>	<b>288,294</b>
<b>Other Assets</b>	
INVESTMENTS	355,284
TENANT SECURITY DEPOSITS	29,432
CASH HELD FOR UC RESERVE	20,154
BENEFICIAL INTEREST IN AGENCY ENDOWMENT	40,843
<b>BUILDING, LAND &amp; EQUIPMENT - NET</b>	<b>3,444,399</b>
<b>TOTAL ASSETS</b>	<b>4,178,406</b>
• LIABILITIES AND NET ASSETS	
<b>Current liabilities</b>	
CURRENT PORTION OF NOTE PAYABLE	94
ACCOUNTS PAYABLE	114,737
ACCRUED LIABILITIES	35,501
ACCRUED PAYROLL AND WITHHOLDINGS	46,786
DEFERRED REVENUE	21,571
<b>TOTAL CURRENT LIABILITIES</b>	<b>218,689</b>
<b>Other Liabilities</b>	
INTEREST PAYABLE	889,136
NOTES PAYABLE LESS CURRENT PORTION	379,100
FORGIVABLE LOANS	577,930
DEFERRED LOANS	114,957
<b>TOTAL OTHER LIABILITIES</b>	<b>1,961,123</b>
<b>TOTAL LIABILITIES</b>	<b>2,179,812</b>
<b>Net Assets</b>	
UNRESTRICTED	1,869,730
TEMP	128,864
<b>TOTAL NET ASSETS</b>	<b>1,998,594</b>
<b>TOTAL LIABILITIES &amp; NET ASSETS</b>	<b>4,178,406</b>

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Thank you to the individuals, businesses, foundations and groups providing support to the YWCA of Madison in 2003. We make every effort to recognize our financial contributors, but we may have inadvertently left someone off our list. Please let us know if we have left you off our list.



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