



2007 annual report

eliminating racism
empowering women
ywca
madison

financial statements

STATEMENT OF FINANCIAL POSITION

• ASSETS

Current Assets

CASH	46,624
ACCOUNTS RECEIVABLE	84,581
UNCONDITIONAL PROMISE TO GIVE	119,014
INVESTMENTS	125,000
PREPAID EXPENSES	20,731

TOTAL CURRENT ASSETS 395,950

Other Assets

INVESTMENTS	266,838
TENANT SECURITY DEPOSITS	24,591
CASH HELD FOR UC RESERVE	23,296
BENEFICIAL INTEREST IN AGENCY ENDOWMENT	44,508
BENEFICIAL INTEREST IN REMAINDER TRUST	316,335
TOTAL OTHER ASSETS	675,568

BUILDING, LAND & EQUIPMENT - NET 3,236,813

TOTAL ASSETS 4,308,331

• LIABILITIES AND NET ASSETS

Current Liabilities

LINE OF CREDIT	66,500
ACCOUNTS PAYABLE	76,034
ACCRUED LIABILITIES	45,593
ACCRUED PAYROLL AND WITHHOLDINGS	53,744
DEFERRED REVENUE	14,805
TOTAL CURRENT LIABILITIES	256,676

Other Liabilities

INTEREST PAYABLE	1,227,403
NOTES PAYABLE	379,100
FORGIVABLE LOANS	571,026
DEFERRED LOANS	127,957
TOTAL OTHER LIABILITIES	2,305,486
TOTAL LIABILITIES	2,562,162

Net Assets

UNRESTRICTED	1,587,923
TEMPORARILY RESTRICTED NET ASSETS	158,246

TOTAL NET ASSETS 1,746,169

TOTAL LIABILITIES & NET ASSETS 4,308,331

STATEMENT OF ACTIVITIES

• SUPPORT AND REVENUE

GRANTS	681,791
CONTRIBUTIONS	869,877
RENT INCOME	424,677
MEMBER DUES	16,898
SPECIAL EVENTS	100,446
INVESTMENT INCOME	24,762
FEE INCOME	49,840
AGENCY ENDOWMENT RETURN	4,482
DONATED MATERIALS	153,325
MISCELLANEOUS INCOME	39,222
NET ASSETS RELEASED FROM RESTRICTIONS	48,903

TOTAL SUPPORT AND REVENUE 2,414,223

• EXPENSES

Program Services

PERMANENT RESIDENTS	701,660
SHELTER SERVICES	329,741
EMPLOYMENT AND TRAINING	177,740
COMMUNITY PROGRAMS	805,368
TOTAL PROGRAM SERVICES EXPENSES	2,014,509

Support Services

MANAGEMENT & GENERAL	242,709
PROPERTY MANAGEMENT	60,631
FUNDRAISING	216,988
TOTAL SUPPORT SERVICES EXPENSES	520,328

TOTAL EXPENSES 2,534,837

DECREASE IN NET ASSETS (120,614)

CHANGE IN TEMPORARILY RESTRICTED NET ASSETS 108,128

NET ASSETS - BEGINNING OF YEAR 1,758,655

NET ASSETS - END OF YEAR 1,746,169

Audited December 31, 2007

board of directors 2007 - 2008 (terms)

Therese Gulbransen (2004 - 2007) – Chairperson
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 Eileen Mershart, CEO

from the desk of eileen mershart



Dear Friends of the YWCA,

Milestone:

1. Stone marker set up on a roadside to indicate the distance in miles from a given point.
2. An important event, as in a person's career, the history of a nation, or the advancement of knowledge in a field; a turning point.

As the American Heritage Dictionary says so well the word milestone is more than just a word. It connotes a turning point—a moment, an event that changed our community. The YWCA is about to commence the celebration of a significant milestone in our history. Early next year the YWCA Madison will be 100 years old. In fact the date will be February 13, 2009. On that date in 1909 the Articles of Incorporation of the YWCA Madison were filed with the Secretary of State. We counted 300 members at that time and were well launched into the 20th century to begin 100 years of service and commitment to our community.

And that service continues on into the 21st century as you will see in this 2007 annual report. We have launched new programs, we have expanded others and we have stayed exceptionally focused and committed to our mission: the elimination of racism and the empowerment of women.

In 2007 we worked closely with United Way and others on a new housing program and now in 2008 the work is coming to fruition. The Department of Housing and Urban Development has awarded the YWCA funding for our new House-ability Program commencing in the summer of 2008. This new program in collaboration with Interfaith Hospitality Network and the Salvation Army will provide permanent housing, with rent subsidies and case management services to 23 homeless families with a disabled adult.

In 2007 our Racial Justice Summit focused our community's attention on issues of great importance—the racial disparity in incarceration rates in Wisconsin and Madison.

We remain committed to providing education and training opportunities to secure economic security for women and minorities. In 2008 we hope to build on the success of our SUCCESS Program, a collaboration between the YWCA and MCD, Inc., and bring this model to other businesses in our community.

And in 2008 we will become full members and partners with Girls Inc.[®], a national organization that works to grow healthy, strong and confident young women.

We are of course proud to be almost 100 years old. It is no small accomplishment and it has happened due to the dedication of literally thousands of donors, members, friends, supporters and staff over the past 100 years who have contributed generously to make this an organization where excellence meets empowerment. To each and everyone we say a heart felt thank you. This year's annual report is a tribute to all those who have made this organization not just survive but to flourish.

But while we can take this time in the next months to look back, we at the YWCA are looking forward and as we go forward we will be inviting our community to join us in our celebration; to take our walk together into the next 100 years and set new milestones on our path. We will invite you to join us in building a world in which peace, justice, freedom and dignity exist for all people. The journey has just begun!

Sincerely,



Eileen Mershart
Chief Executive Officer

housing, programs and services

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, resources and support.

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. Third Street served 20 families in 2007.

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

60% Identified trauma issues
25% Fled Domestic Violence

90% successfully maintained housing and/or moved to other permanent housing.
20% attended school (high school, HSED, ESL, College)
20% participated in therapy and/or AODA treatment

The income sources of families were as follows:
75% of the women were working
10% of the families received SSI disability benefits
25% of the families received W2 during part of the year

The ethnic/racial background of Third Street residents:
34% African American
29% White
17% Hispanic
5% Native American
15% Multiracial (2 or more ethnicities)

Permanent Housing

The YWCA provides housing to low-income women, ranging in age from 18 to 83 and representing a variety of ethnic and racial backgrounds.

Permanent Resident Statistics:
119 women and 21 children lived at the YWCA in 2007
47% identified a mental illness
32% identified a physical disability
30% identified AODA issues
7% identified a developmental disability

The ethnic/racial background of permanent residents:
51% White
44% African-American
5% Hispanic
1% Asian

Shelter Floor

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

Shelter Statistics:

66 families lived on the shelter floor in 2007 (179 individuals)
10,324 days of shelter were provided
102 of those in shelter were children
77 of those in shelter were adults
32% of the households had been staying in Dane County for less than one year
52% of households had stayed in Dane County for more than two years

The primary reasons for seeking shelter were:

27% eviction/non-renewal of lease
24% low or no income
21% violence or threat of violence
14% roommate or family conflict
14% other

The ethnic/racial background of shelter residents:

78% African-American
16% White
5% Hispanic
0% Asian
1% Native American

70% Female
30% Male

Resident Services

Children's Programs

We provide nightly and weekend activities for children staying in our homeless shelter and the 3rd Street Program, including arts and crafts, science projects, literacy programming and outings in the community. These programs provide a safe, nurturing environment for children to thrive while providing parents time to secure housing, employment and to take care of other household responsibilities. The Children's Programs served 102 children in 2007.

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.

housing, programs and services

Second Chance Tenant Education Program

The Second Chance Tenant Education Program is a collaborative six-hour tenant and financial education workshop for homeless and near-homeless individuals conducted by the YWCA Madison, The Tenant Resource Center, The Fair Housing Center of Greater Madison, Summit Credit Union, UW Credit Union, Wisconsin Management and Fiduciary Real Estate Development. In 2007, 229 individuals graduated from the Second Chance Program. 99% of graduates reported the program would help them find and maintain an apartment. 78% of Second Chance Program graduates who received case management maintained housing six months following graduation. 17 families obtained housing specifically because they completed the Second Chance Program and 33 households received eviction prevention funding to help maintain their apartments.

Second Chance Apartment Project

The Second Chance Apartment Project is a collaboration between Interfaith Hospitality Network, the YWCA, and local congregations and groups 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 2007, there were sixteen families housed in the Second Chance Apartment Project, and we continue to recruit new congregations and groups to enlarge the program and expand Madison's affordable housing stock.

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

The S.K.I.L.L.S. Program partners YWCA Madison housing program staff with local volunteer financial professionals to conduct a four-week curriculum at some of the alternative high school programs in the Madison Metropolitan School District. The current financial institutions involved are Summit Credit Union, UW Credit Union and Great Wisconsin Credit Union. The school programs are: The Transition Learning Center at the Packer Townhouse Community Center, the SAPAR Program for adolescent mothers, Work and Learn Center/Lapham, Work and Learn Center/Doyle and the CRIS Program at West High School.

Programming consists of one hour for four weeks for each location once per semester. Topics covered include: apartment renting, tenant rights and responsibilities, checking and savings 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 credit union volunteers use Citigroup curriculum for financial education. In 2007, 162 students participated in the S.K.I.L.L.S. Program.

Volunteers

Volunteers are an integral part of our programs, from taking homeless children to the museum to operating the Suited for Success boutique, to facilitating Racial Justice Workshops. In 2007, 440 volunteers provided 7727 hours of service.

Girls Incorporated® at YWCA Madison

Girls Incorporated® (formerly Girl Neighborhood Power) is an intensive after school, evening and weekend leadership program for girls ages 9 to 18. Girls Inc.® empowers girls to be strong, smart and bold^(SM) by giving them skills and guidance to make healthy choices. Girls Inc. programming emphasizes academic achievement, positive recreation, community service, health and fitness, drug/alcohol/tobacco prevention, and access to health care. The overall goal of Girls Inc. is to increase girls' success in making healthy decisions regarding school, home, community and self. Strategies include increasing girls opportunities to interact in a positive way with peers and adults through skill and leadership development in the areas of health, academics, life skills, community service and recreational programs.

Girls Inc.® sites are located in three under-resourced communities. Partners in this project are three Madison Community Centers: Goodman Atwood Community Center, Kennedy Heights Community Center and Wisconsin Youth and Family Center as well as the elementary, middle and high schools serving these neighborhoods. Programs are offered daily at these centers.

Throughout 2007, the Girls Inc.® Director continued progress toward full membership under Girls Incorporated®, 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 us access to program models, resource materials, training and technical assistance that will support and improve programming. Joining the national network of Girls Inc.® has allowed us to offer more rigorously evaluated programs in math, technology, science, media literacy, self-defense, sports, sexuality, drug and alcohol prevention, leadership, economic literacy and many other areas. In 2007, over 400 girls were served through Girls Inc.® programming.

girls
inc.®

Girls Incorporated®
at YWCA Madison

Training Partnership for the Skilled Trades

TPST, a program designed to assist women and minorities in building skills necessary to enter building trade apprenticeships, is in its third year of operation. This six-week course covers mechanical comprehension, spatial relations, personal finance and employment search skills, along with small group tutoring to build strength in math and reading needed to pass an apprenticeship exam. Support services are provided until the student has secured an apprenticeship and/or is connected with a mentor in the field. A Fast-Track Program is available for people who have taken but not passed an apprenticeship exam and need to concentrate their efforts on a particular area in order to pass the test.

In 2007, 52 students enrolled in TPST. 71% (37 of 52) students graduated from the program and were academically prepared to pass an apprenticeship exam. 22% (8 of 37) were successfully placed in an entry-level position in a construction related field or state approved apprenticeship program.

Demographic breakdown:

50%	African American
37%	Caucasian
6%	Hispanic
4%	Asian
3%	Multiracial

Success - Structured Training for Successful Employment

The YWCA / MCD, Inc. Internship Program is a collaborative effort between the YWCA Madison and MCD, Inc. This paid internship program was implemented in 2006 to provide classroom and paid on-the-job training to prepare women and minorities to work in the printing and advanced manufacturing industry. During the six - twelve month program interns become proficient in basic machine operations, develop a thorough knowledge of safety practices in a plant setting, and design a portfolio to display examples of their work and tools used. Interns participate in classes, brushing up on employment skills and working on math and reading skills in a small group tutoring setting, all while earning an income and gaining an employment reference. 83% (24 of 29) of participants successfully completed the 3-week internship orientation / work readiness class. 60% (6 of 10) of participants enrolled in the six – twelve month internship program graduated from the program. In addition, four program graduates were hired permanently at MCD and two are working in full time positions with benefits in the community.

Demographic breakdown:

69%	African American
14%	Caucasian
7%	Hispanic
7%	Native American
3%	Multiracial



Job Options/Displaced Homemakers

The Job Options / Displaced Homemakers Program offers assistance in career planning and development. Participants work one-on-one with a job counselor to explore career interests, identify and eliminate barriers to employment, create a plan to enter or be promoted in their field of interest, and develop resume writing and interview skills. There is a computer lab available for participants to work on their job search and/or learn computer skills. 121 clients were served in 2007. 47% (57 of 121) gained or improved their employment. 56% (32 of 57) of those employed maintained employment for six months.

Demographic breakdown:

46%	African American
46%	Caucasian
3%	Hispanic
5%	Multiracial

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.

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. 325 women visited our boutique in 2007 and received business apparel to help them in their job searches.

transportation & community awards

YW Transit

YW Transit is a community-based alternative transportation service. Launched in July 2007, both YW Transit's day and night programs have been off to a great start.

YW Transit's day program provides community assistance daytime rides for individuals with no viable transportation options due to isolation by poverty, age, disability, or language barriers. In 2007, we provided 1,840 rides.

YW Transit day program contracts with community agencies including the Dane County Medical Assistance program to provide rides to individuals and groups needing transportation to medical appointments and group activities.

YW Transit's night program provides safe nighttime rides for potential victims of sexual assault and for workers who are without transportation after night shifts. The night program runs every day of the year between 8pm-2am. In 2007 we provided 3,066 rides, mostly to women and children. 47% of our rides were for people going to or from work; 40% were for social/recreation/childcare purposes; and 13% were for other purposes such as medical appointments, education, or shopping.

Demographic breakdown:

87%	African American
7%	Caucasian
1%	Hispanic
4%	Asian
1%	Multiracial

YW Transit relies heavily on volunteers to provide the volume of rides requested of us, and because of this, volunteer recruitment is a big component of our program. In 2007 YW Transit recruited and trained 21 volunteers, who have served as the backbone of our program



Annual Awards

Annual Awards recognizing the achievements of community members include the Racial Justice Award, Women of Distinction and Volunteer Recognition.

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.

2007 Women of Distinction Award Winners

Eve Galanter
Rita Kehl
Gloria Ladson-Billings
Marygold Melli
Anne Ross
Mai Zong Vue

2007 Racial Justice Best Practice Award

Alliant Energy
Edgewood College
Grassroots Leadership College
UW School of Social Work

2007 Volunteer Recognition Awards

Terry Lickel
Sandy, Katrina & Ashley Thompson



racial justice initiative

Racial Justice Initiative

Unlearning Racism Community Education Programs

The YWCA Madison, as part of its commitment to combat racism, sponsors 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 either Last Chance for Eden or The Color of Fear. 34 people attended the Unlearning Racism Workshops in 2007.

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. Last year 46 people attended an It's Time to Talk forum.

Heart to Heart Conversations

Heart to Heart Conversations is a national program of public dialogue that speaks to social issues of race, gender, class, and sexual orientation focusing on oppression through the lens of race. These dialogues are sparked by facilitator guided viewings of videos which serve as a model for conversation. Facilitators conduct ongoing Heart to Heart Conversations in the Madison community as well as at area workplaces. 152 people attended a Heart to Heart Workshop in 2007.

Annual Racial Justice Conference

This year's Summit was based on the Communities of Opportunity model which provides a comprehensive strategy to confront the persistent racial and social inequalities that separate us. The Communities of Opportunity model views access to housing and opportunity through a racial lens, focusing on housing as impacting wealth, health, school, and labor outcomes. Our goal was to bring together community stakeholders to create a strategic agenda to eliminate racism in our community. We heard from nationally known keynote speakers and researchers; presented successful local models; honored community leaders doing outstanding work in the field of Racial Justice; learned about other community models; and worked together to create a community plan. 289 people attended the 2007 Communities of Opportunity Summit.

In follow-up surveys administered 2 months after our workshops:

- 89% of people stated that they recently sought out more information to enhance their own awareness and understanding of racism by talking with others, reading or listening.
- 93% of people stated that they spent time recently looking at their own attitudes and behaviors as they contribute to or combat the racism around them, including an evaluation of their use of terms or phrases that may be perceived by others as degrading or hurtful.
- 71% of people stated that they made a commitment to learn more about a culture that is different from their own, through reading, study and listening.
- 85% of people stated that they made a personal contract to take a positive stand on cultural diversity.
- 73% have talked with colleagues at work about the racial/cultural climate in their organization.

Legacy Society

Members of the YWCA Madison Legacy Society are women and men who are part of the history of the YWCA and want to do more for the future by leaving a gift from their estate to the YWCA Madison. These thoughtful people plan to leave the world a better place through their legacy gifts. With a legacy gift, individuals of even modest means can help preserve and expand the work of the YWCA Madison for future generations.

Society Membership

Membership in the Society is open to any individual or couple that includes gifts to the YWCA Madison, Inc. in their estate plans. Membership in the Society may be obtained by making a planned gift in any of the following ways:

- A bequest in your will directing a percentage of your estate, fixed amount, or contingency statement which will direct an eventual gift to the YWCA Madison.
- Creating a trust or life estate agreement that eventually directs all or part of the principal or earnings to the YWCA Madison.
- Establishing a Charitable Gift Annuity or Pooled Income Fund Agreement to benefit the YWCA Madison.

The gifts provided through one or more of the above methods can be made through a gift or bequest of money, land, stocks and bonds, life insurance, savings or checking accounts or CDs, and assets in a qualified IRA. We encourage you to consult with your financial advisor and tax professional to assist you in making a thoughtful and effective estate plan. Working with these professionals will help you to fully evaluate personal and family issues of importance to you as well as your wishes for any charitable donation to the YWCA Madison. If you would like more information on joining the YWCA Madison Legacy Society, please contact the Development Department at 608-257-1436.

donors

Thank you to the individuals, businesses, foundations and groups providing support to the YWCA of Madison in 2007. 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.

Lisa and Danny Abelson	Frances Bicknell	Center for Fathers, Families &	Marlene Duffield
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