

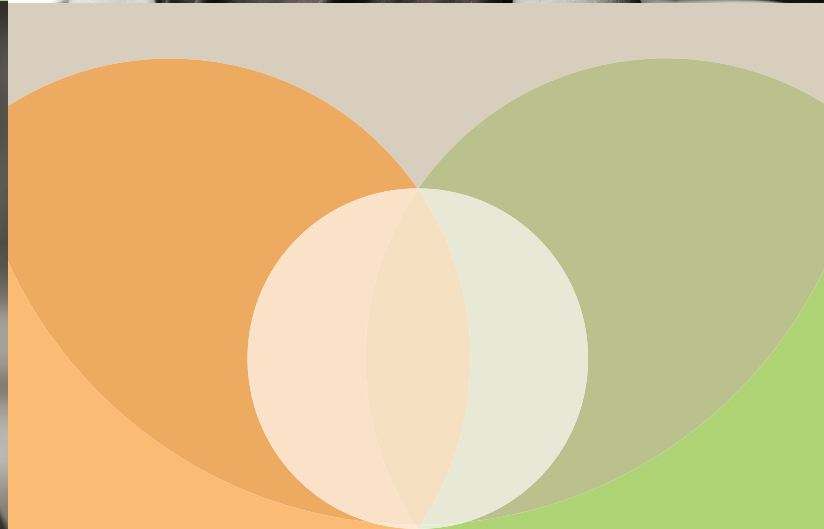
2021 Annual Report

127 YEARS OF CHANGING LIVES

eliminating racism
empowering women

ywca

Delaware



Dear Friends,

Our profound commitment to Delaware is evident throughout our 127-year-long history. Since 1895, when women struggled for recognition as full citizens, our organization was at the forefront, helping women gain the right to vote. When women joined the war era workforce, YW provided safe childcare and later worked for equal pay for equal work, fair housing, economic advancement, and the elimination of segregation. To this day, we remain focused on advancing the rights of all women and people of color to equality in opportunity.

In 2020, the historical challenges brought forth by the Covid pandemic became a catalyst for rapid solutions like technology-based service delivery, skills training for clients to work remotely, and the launch of the YWmarketplace. While Covid brought us new opportunities to innovate, we saw significant increases in the number of people who received our services, particularly women needing to escape domestic and/or sexual violence. We assisted clients facing job loss. We overcame food supply challenges for our emergency and transitional housing program and continue to address the mental health impact of Covid on front-line employees and clients.

A look back on our past reveals demanding, complex, and unpredictable moments, but also many moments of significant advancements, healing, and growth. Behind every significant milestone, our supporters have been indispensable to our ability to deliver timely, pivotal services that changed lives for generations.

As our journey continues, you—our donors and supporters, remain the major force behind our constant ability to respond to the societal challenges of women and families. We are truly humbled by your generosity and willingness to help wherever needed to drive this organization forward as we assist women and families to reach their full potential. There are no words to express our gratitude to you and those who went before us through our YW history.

With gratitude,



Stephanie L. Staats
Chief Executive Officer



Paula Jenkins-Massie
President, Board of Directors



2021 Annual Report

Our Mission

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

Our Vision

YWCA Delaware is the leading organization for social change and is widely recognized as the highly effective, inclusive and uplifting force that empowers women to achieve their full social and economic potential.

About this report

For 127 years, YWCA Delaware has stayed impactful and relevant by intentionally providing the services needed most with resourcefulness, adapting with the times to do the most good. This report shares how each program area continues to be intentional, resourceful, and adaptive through today's challenges.

Care Team Model

Today, YWCA Delaware clients are supported by a care team ensuring access to a range of YW services helping address clients' needs as they arise. This care team ensures low barrier access to what the client needs and is at the heart of what YW does to ensure our clients' success. Special thanks to all our supporters who help make our work possible.

Home-Life Management Center

YWCA Delaware's innovative residential program designed for emergency and transitional housing provides a spectrum of supportive services in a safe and stable environment for women and men with children and two-parent families who find themselves destitute.

Sexual Assault Response Center—SARC

SARC provides comprehensive, free, and confidential crisis services to sexual assault and domestic violence survivors aged 12 and older and their non-offending family members, friends, and partners. Reach out to our 24/7 Helpline at (800)-773-8570.

Economic Empowerment

Programs improve the economic condition of women and their families, including those with high barriers to employment, low or no credit, and homeownership challenges. Together they enhance housing and economic stability and build wealth, positioning women and families to achieve their full economic potential.

Emergence—Youth Empowerment

YWCA Delaware's services for youth ages 12 to 24 build the strength of the community by empowering youth to maximize their personal and educational potential. Programs include College and Career Readiness, Life Skills, and YW Leaders.

Racial & Social Justice

The Racial & Social Justice program strives to transform communities by changing consciousness, promoting inclusion and solidarity, and cultivating skills in individuals to advocate for justice and inspire a movement.

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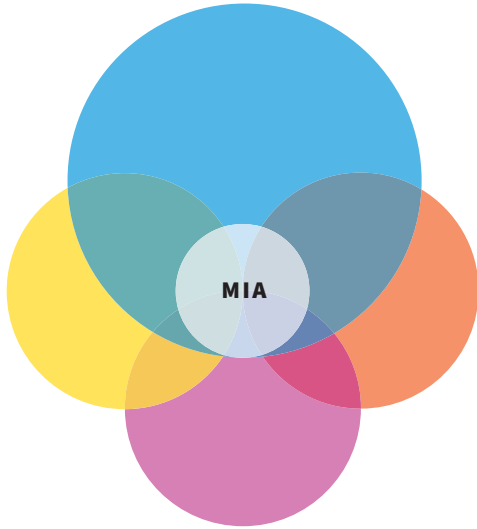
Patricia Pettaway Ward

Chief Housing Officer

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Deputy Chief Housing Officer

Home-Life Management Center



MIA'S CARE TEAM

- Home-Life Management Center
- Rapid Rehousing
- Economic Empowerment—Wo(men) Achieving New Directions (WAND)
- Sexual Assault Response Center (SARC)

Intentional

Our innovative emergency and residential housing program has helped families transition out of trauma, into a future filled with hope for 32-years. Clients' lives are transformed through case management and wrap-around services. Participating clients set goals to achieve economic and housing stability. Caring, supportive professional staff identify resources, guide, and encourage clients during their stay and beyond.

Resourceful

Impact of the widespread Covid pandemic continued to affect our participants and programs. Children living at Home-Life endured changes between Zoom school at the shelter and less frequent in-person classes. Parents gave up jobs to home-school their children. Our computer lab, lounges, hallways, and living spaces were vibrant with family life. Activities were planned to help participants stay engaged. Acts of kindness and generosity were evident

internally and externally through each season. Every new challenge was met successfully, including the safe delivery of a baby girl by the night staff, in the main lobby, over a holiday weekend.

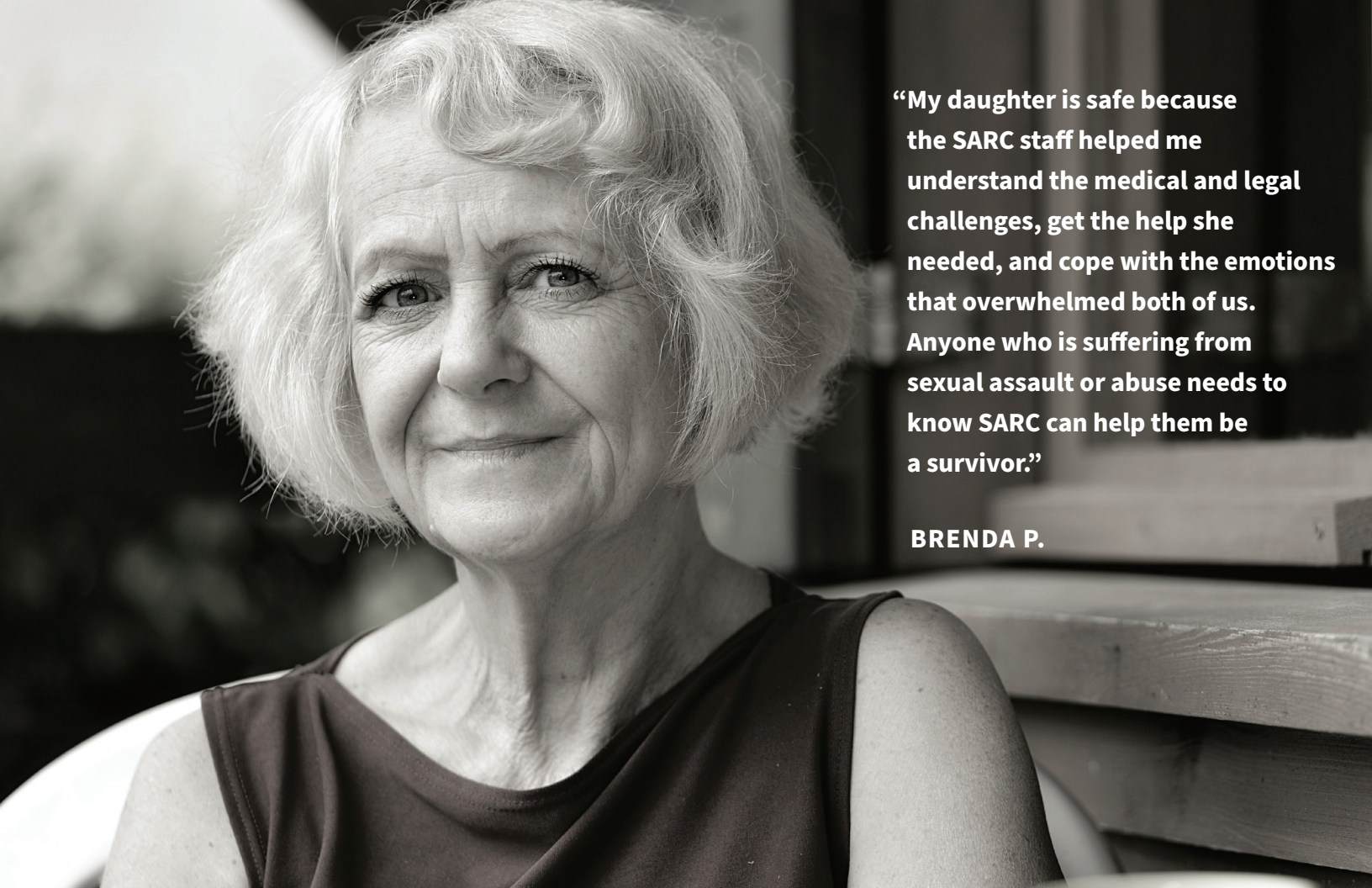
Adaptive

Addressing changing needs of clients has been at the heart of YWCA Delaware for 127 years. With the support of a generous donor, emergency shelter space was renovated to better serve clients with physical disabilities, and a kitchen storage area was transformed into a food prep space for family use. YW's Digital Learning Lab was equipped with new computers, printers, and a whiteboard. A new curriculum, YW Strive, is now taught in this space helping clients learn marketable digital skills. Our housing program is also expanding its community-based rapid rehousing and diversion services to help avert homelessness and keep families together.

"I went from living in my car with my 2-year-old son to having my own place and a reliable, stable full-time job. Living at Home-Life and working with my caseworker got me through some really hard times."

MIA B.

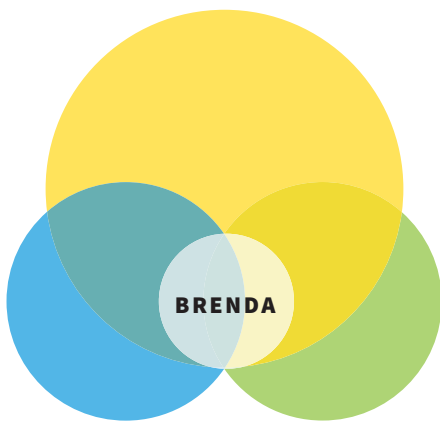




“My daughter is safe because the SARC staff helped me understand the medical and legal challenges, get the help she needed, and cope with the emotions that overwhelmed both of us. Anyone who is suffering from sexual assault or abuse needs to know SARC can help them be a survivor.”

BRENDA P.

Sexual Assault Response Center (SARC)



BRENDA’S CARE TEAM

- Sexual Assault Response Center (SARC)
- Economic Empowerment—Financial Coaching
- Home-Life Management Center

Intentional

With “Empowering Women” as half of our mission, providing statewide services to sexual assault and domestic violence survivors is an unfortunate, yet necessary priority. In addition to mental and physical health, secure housing and economic stability are often critical and long-term needs of those we serve.

Resourceful

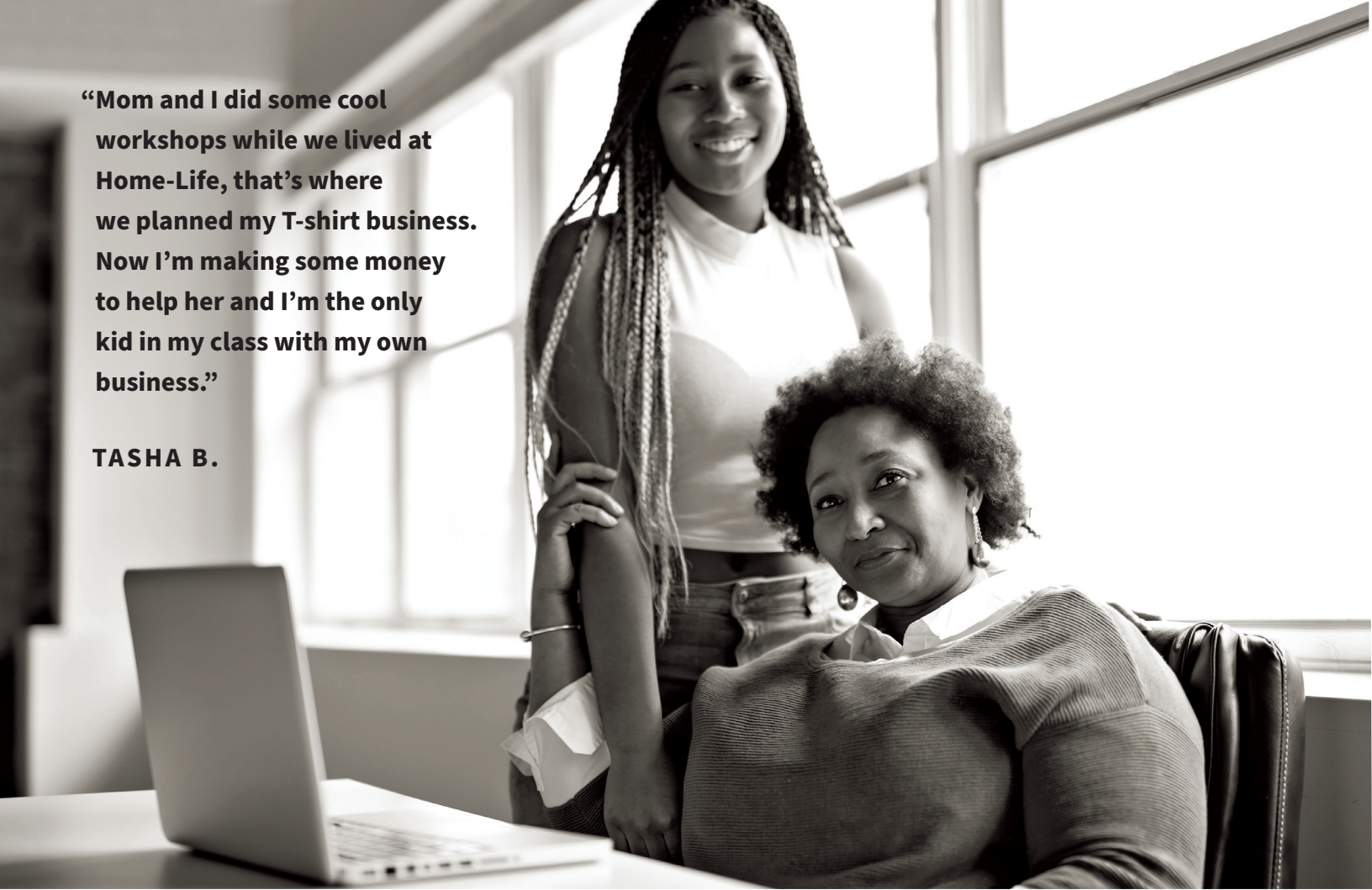
Partnerships with medical and legal service delivery agents expand our capabilities to fully provide timely services for those in need of our program. Understanding that domestic violence/ sexual assault is a leading cause of housing and economic instability, a dedicated Healing Space was established at Home-Life to provide services to women and families living there and those from the broader community.

Adaptive

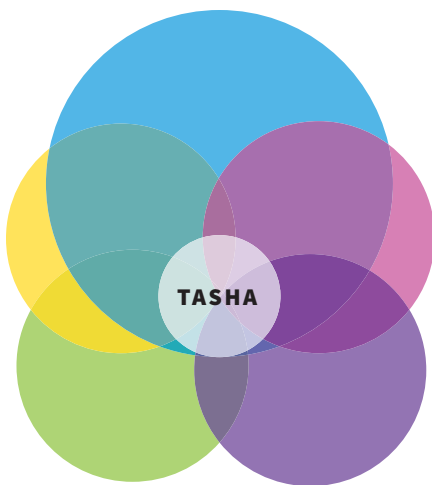
Throughout 2021, sexual and domestic violence survivors’ faced the continued impact of the pandemic. Telephonic and telehealth software was key to adapting our services and meeting the surge in client service requests. It also highlighted additional challenges for survivors without privacy, phones or computers, or reliable internet. SARC pivoted to create computer client stations at our offices, supplied clients with smartphone access, and transportation to remove these barriers and provide sexual and domestic violence survivors access to services like counseling, aftercare, and legal accompaniment.

“Mom and I did some cool workshops while we lived at Home-Life, that’s where we planned my T-shirt business. Now I’m making some money to help her and I’m the only kid in my class with my own business.”

TASHA B.



Economic Empowerment



TASHA AND MOM’S CARE TEAM

- Home-Life Management Center
- Economic Empowerment—Wo(men) Achieving New Directions (WAND)
- Economic Empowerment—YW Strive
- Economic Empowerment—Financial Coaching
- Sexual Assault Response Center (SARC)

Intentional

At the heart of housing and economic stability is the ability to earn a living wage. YW Economic Empowerment programs help clients learn new skills to help them secure a good paying job, develop a supplemental source of income, acquire money management skills, repair or build personal credit, and learn to budget, save, and buy a home.

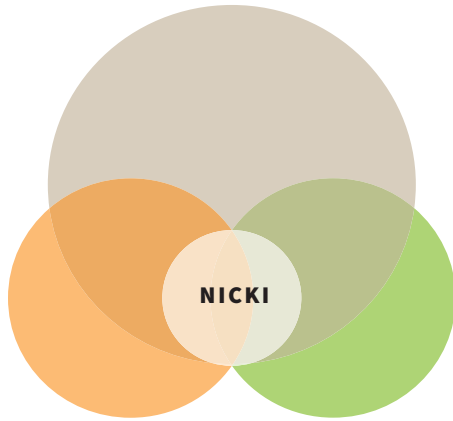
Resourceful

Clients living at Home-Life were the first to graduate from our new YW Strive and career counseling program. Classes were held in the newly outfitted Digital Learning Lab which makes hybrid workshop delivery possible. This free six-week digital literacy and workforce training program, powered by Google.org, teaches individuals how to work productively and collaboratively using Google Workspace and is an example of YW’s cutting edge services.

Adaptive

Following our strategic plan, YW continued to explore mission aligned income sources to help offset agency costs. YWMarketplace, designed to uplift small businesses, help upcycle dollars back into our local communities, and support YWCA Delaware programs and services was launched. Vendor recruitment began while marketing and payment systems were refined. The preparation for a full launch of this new initiative was made possible by a partnership with University of Delaware students and a grant from the Longwood Foundation.

Racial and Social Justice



NICKI'S CARE TEAM

- Racial and Social Justice Program
- Economic Empowerment—Financial Coaching
- Economic Empowerment—First Time Homebuyer

Intentional

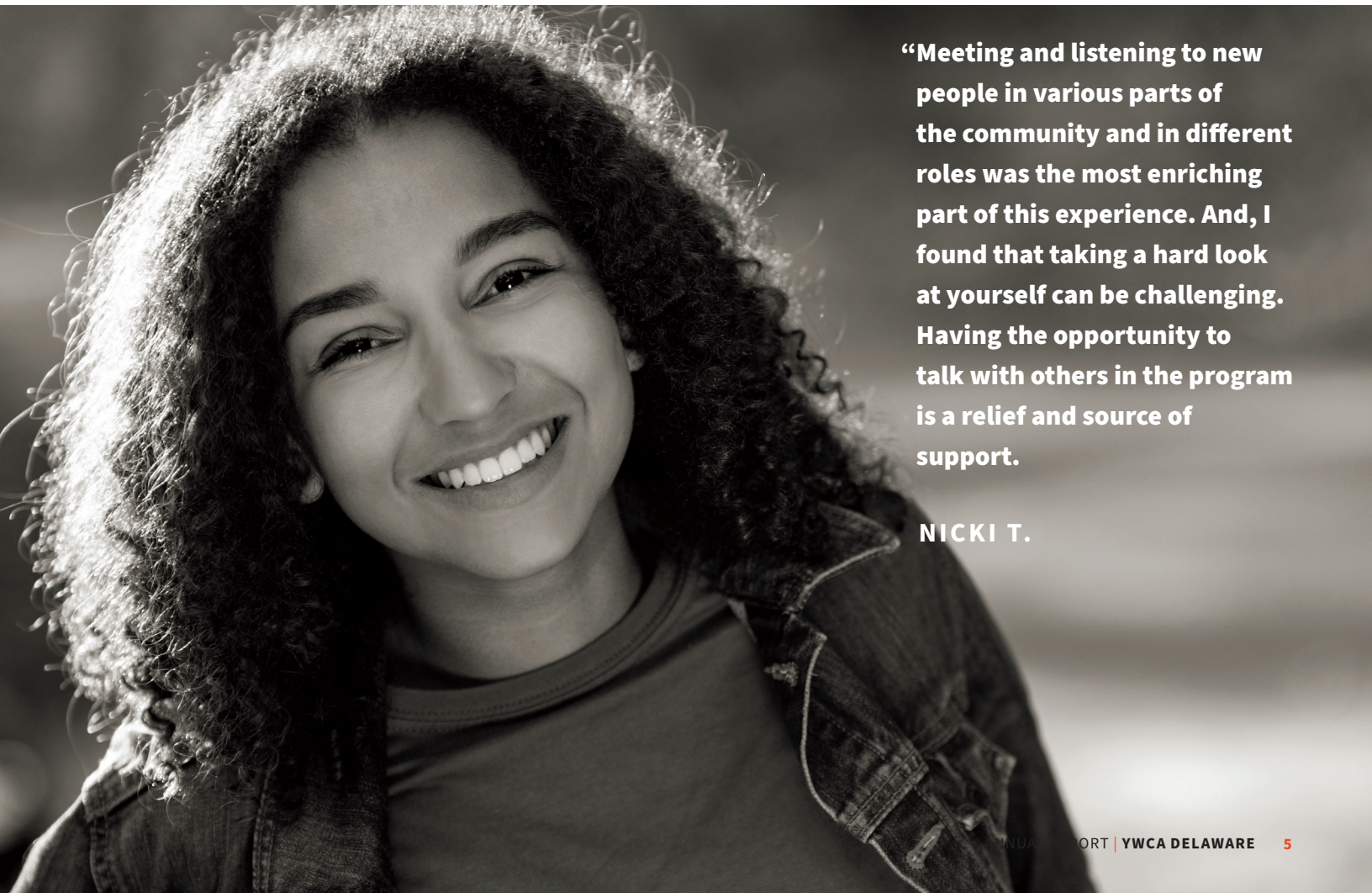
YW services are specifically designed to address the societal problems that exist where race and gender intersect. Our Racial and Social Justice Program helps people and organizations learn about and address these often unintentional challenges. We also assess our program outcomes through a race, gender, and ethnicity lens, safeguarding there are no disparities in our program delivery.

Resourceful

The YW Racial and Social Justice programs go beyond resourceful to leading edge. We are a long-standing leader in RSJ programming, a collaborator with other groups looking to eliminate racism and empower women, and the model and curriculum guide for recently launched external training programs.

Adaptive

Long before the national response to the murder of George Floyd, YWCA Delaware facilitated discussions between people from different races and backgrounds to understand their differences, find similarities, and join together to improve societal systems. In response to the growing call for healing, YWCA Delaware staff facilitated collaborations with non-profit and faith-based groups to provide RSJ services, recruit, and train volunteers to deliver workshops, and serve as a resource for mutual understanding to corporations, government entities, churches, and schools.



“Meeting and listening to new people in various parts of the community and in different roles was the most enriching part of this experience. And, I found that taking a hard look at yourself can be challenging. Having the opportunity to talk with others in the program is a relief and source of support.

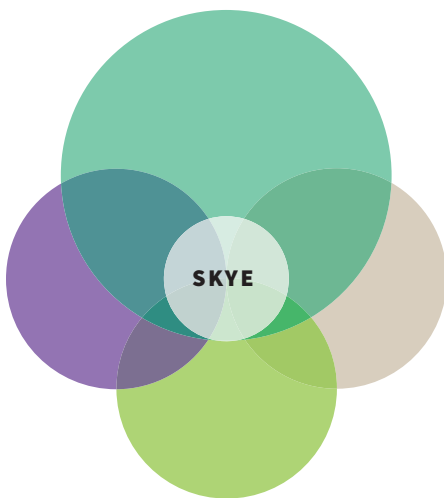
NICKI T.

“I liked how in the YW Leaders program I could state my opinion without judgement and feeling like it was a safe place to speak my mind when giving input about the racial and social justice topic.”

SKYE V.



Emergence (Services for teens and young adults)



SKYE'S CARE TEAM

- Emergence – Youth Program
- Racial and Social Justice Program
- Economic Empowerment—Financial Coaching
- Economic Empowerment—YW Strive

Intentional

Youth advisors help participants build self-esteem, explore career opportunities, apply for college and scholarships, craft strategies to excel beyond barriers, and empower them with knowledge about racial and social justice topics, healthy relationships, and consent. Young adult participants gain practical knowledge in budgeting and managing their personal finances, improving credit, and succeeding as first-time homebuyers.

Resourceful

YW Leaders was launched in part with a grant from M&T Bank, to help high school students address confusion around current events through conversation, racial and social justice education, and civic engagement opportunities that inspire hope and foster community leadership. Participants also develop leadership

skills becoming trainers for subsequent student teams, and student leaders with the guidance of a faculty advisor.

Adaptive

We meet clients where they are, both in concept and reality. Through strong partnerships with schools and community centers, our youth advisors have delivered recurring small group meetings and individual workshops in these spaces. With the impact of the pandemic, group and individual services were delivered using technology. Even program graduations were done online. Today, we offer our programs through a hybrid of in-person and online options. What is best for the client is at the heart of what we do and how we do it.

2021 Donor Listing

Generous contributions from individuals, businesses, organizations and the public sector help YWCA Delaware to meet the needs of our community and change lives every day. We offer our heartfelt thanks to the following supporters, whose gifts help to advance our mission to empower women and eliminate racism.

Changing Lives Society**

This robust society of multi-year donors helps to ensure our financial stability and future sustainability, and serves as philanthropic leaders to the community. We offer our deepest appreciation to members of the Changing Lives Society for making a long-term financial commitment to support YWCA Delaware's current and future work.

Influencers *

This group of donors provides significant support to YWCA Delaware's work with a long-term commitment of at least \$500 annually and positively influences the impact of our mission and the families we serve.

In Memoriam +

Eva L. Verplanck dedicated 58 years of service to YWCA Delaware as a member of YW's Board of Directors and as a longtime Honorary Board member. In 1963 she worked to promote international understanding of race and social justice during the Civil Rights Movement. She was most passionate about being on the frontline of gender issues and helping women become independent. Eva died peacefully on September 4, 2021, at the age of 97. Special thanks to those listed for their gifts in memory of Eva L. Verplanck, Ph.D.

Join our Legacy Society

Help us build a permanent source of financial support to sustain our mission and ensure YW's long-term financial strength by including YWCA Delaware (Tax ID #51-0064344) in your estate plan. If you have made a legacy gift to YWCA Delaware, please let us know so we can thank you in your lifetime. For more information, please go to <https://www.ywcade.org/howyoucanhelp/donate/> and select Plan Your Legacy or call 302/655-0039 ext. 227.

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DuPont
Federal Home Loan Bank of Pittsburgh
Female Harmony Society of Hanover S. Presbyterian Church
Food Bank of Delaware
Food Lion Feeds Charitable Foundation
Gannett Foundation
Google
GriffenHarte Foundation
Highmark
HomeFree-USA
HSBC Bank USA, N.A.
JPMorgan Chase
KDI Office Technology
Kenney Family Foundation
Kutz Foundation, Milton and Hattie
Laffey-McHugh Foundation
Lamb Insurance
Lawton Trust of Red Clay Creek Presbyterian Church
Longwood Foundation
M&T Bank
Marshall-Reynolds Foundation
PNC Bank
Quinton E. Primo, Jr. Fund for Racial Justice
Proctor & Gamble Company
TD Charitable Foundation
First Unitarian Church of Wilmington
United Medical
United Way of Delaware
Wells Fargo Foundation
W.L. Gore and Associates
Wilmington University
WSFS
YWCA USA

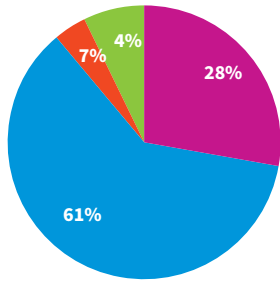
Government

City of Newark, Department of Planning and Development
City of Wilmington, Department of Real Estate and Housing

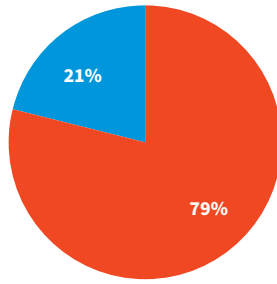
Delaware Criminal Justice Council
Delaware Department of Education
Delaware Department of Health and Social Services
Delaware Department of Public Health, Office of Women’s Health
Delaware Department of Services for Children, Youth and Their Families
Delaware Grant-In-Aid
Delaware State Housing Authority
New Castle County, Department of Community Services
Sussex County Council
U.S. Department of Agriculture
U.S. Department of Housing and Urban Development
U.S. Department of Justice

YWCA DELAWARE 2021 Financial Report

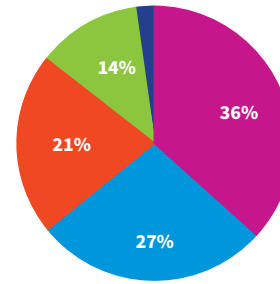
Unaudited, Consolidated Statement of Activities



- Contributions
- Government
- Earned
- Investments



- Program Services
- Supporting Services



- Housing
- SARC
- Supporting Services
- Economic Empowerment & Youth
- RSJ

2021

REVENUE

Contributions	\$1,004,100
Government	\$2,165,700
Earned	\$134,700
Investments	\$266,200
TOTAL REVENUE	\$3,570,700

EXPENSES

Program Services	\$2,781,800
Supporting Services	\$739,500
TOTAL EXPENSE	\$3,521,300
Change in Net Assets	\$49,400

EXPENSES BY PROGRAM

Housing	\$1,252,000
SARC	\$946,400
Supporting Services	\$739,500
Economic Empowerment & Youth	\$501,000
RSJ	\$82,400
TOTAL EXPENSE	\$3,521,300

YWCA DELAWARE 2021 PROGRAM RESULTS

	Individuals Served	Key Outcomes	Results
Home-Life Management Center & Community Housing	363	Formerly homeless families become self-sufficient and positioned for upward mobility.	92%
Economic Empowerment	685	Individuals demonstrate increased financial health.	79%
• Financial Empowerment		Families experiencing a foreclosure crisis achieve housing stability after interventions.	86%
• Homeownership			
• WAND		Individuals increase household income through employment or entrepreneurship.	61%
-Entrepreneurship			
-Employability			
Emergence	407	Youth develop a sense of purpose, a positive view of their personal future and goals that support their social and economic mobility.	68%
-Youth Development			
Sexual Assault Response Center (SARC)	5,636	Survivors feel supported, empowered and in control of decision-making during recovery.	92%
Racial Justice & Social Advocacy	1,761	Increased understanding of systemic racism and the inequities it creates.	93%
		Individuals are empowered to engage in ongoing efforts to eliminate racism.	88%
Total Served	8,852		

YWCA Delaware Timeline 1895 – March 19, 1895 – first meeting was held at the Second Baptist Church. Mrs. J.R. Milligan, wife of the pastor of First Presbyterian Church was elected president. YWCA Delaware is established as a voice for women's issues. **1896** – YW launched an exchange where women could market their handiwork and baked goods, providing an opportunity for women to earn money. **1898** – A 2nd location, 508 King Street becomes the YW headquarters, providing inexpensive, but safe lodging for working girls and a lunchroom was opened to offer hot meals to farm women. **1899** – YW joined the International Y.W.C.A. and became part of a worldwide movement. **1903** – YWCA Delaware is incorporated as a not-for-profit organization in the state of Delaware. **1906** – The need to improve working conditions and wages rose when the YW Board learned that one of the permanent lodgers was paying \$2.50 a week for her room and board while she was only making \$3.00 a week in a factory. **1908** – Special rates for the pool and gym were given to industrial workers and YW pushed for social legislation to improve wages for working women. 3rd location opens at 908 King Street offering swimming and gymnasium. **1914** – YWCA Delaware board presses for regular physical education for girls in public schools. **1916** – YWCA Delaware publishes a Civic Movement to meet a Great Civic Need. **1917** – During World War I, many women and girls come to Wilmington seeking work with business and industry. YWCA Delaware launches the “White Collar Girl” Department for Business and Professional women which becomes an increasingly important club where discussions center around personal philosophy, white collar workers’ contribution to the war effort, and her responsibility as a world citizen. (YWCA buys 904 King Street.) **1918** – During World War I, YWCA Delaware launches, the Girl Reserve Clubs, focused on character building for girls ages 12-18. Each club tries to make the lives of its members richer and the world a better place to live. **1921** – YWCA Delaware becomes a Red Cross Center where women of the community gave their time to roll bandages and sew, and serves as the Red Cross when needed. Administrative office at 1301 Market Street opened. Exchange launched at 837 Tatnall Street. Holiday House on Shipley Road began. **1924** – YW completes building at 908 King Street. **1929** – US Labor Director discusses “the Relation of Law in Industry in Progress” in the YWCA Building. **1931** – YW establishes an unemployment fund and launches a Brush-Up School offering work skill training to individuals who were idle during the Great Depression. **1940** – YWCA Delaware opens a branch for Black women and girls. Known as the Tatnall St. Branch, used jointly by people of color of the YWCA and YMCA. **1944** – During World War II, 1,178 girls find homes in Wilmington through YWCA and gain employment with servicemen through U.S.O. Also, YWCA launches special programs for teenagers and industrial women. **1945** – After World War II, the YW becomes a member of the United Community Fund. **1953** – YWCA receives an award for pioneering work and outstanding accomplishments towards better understanding among all races and becomes the first women’s association to urge that the United States enter the League of Nations. **1963** – YWCA Delaware’s Public Affairs Committee promotes international understanding and justice and publishes, All Races, all Credits – a summary of its record, past, present and future as it moves forward in a second century of service. **1967** – YWCA Delaware encourages encounter and diversity that “Together we may join the struggle for peace and justice, freedom, and dignity for all people. This purpose impelled members to listen to the poor, the young, and people of color and work with them to change programs to meet their needs. YWCA Declares itself both Christian and open to persons of all faiths or to no professed faith. Federally funded Job Corp program starts to offer opportunities for school dropouts. **1968** – YWCA Delaware offers preschool swimming classes and dance classes. YWCA Delaware offers preschool, swimming classes, and dance classes. It also participates in the Poor People’s march and provides food and clothing for the Poor Peoples’ Campaign. The Board adopts an Affirmative Action Policy. **1969** – YWCA Delaware holds an antique flea market and fashion show. It also sponsors a YOUTH Conference to offer discussions on politics, life after high school, drug abuse, and healthy relationships. **1970** – YW offers a winter course in natural childbirth in cooperation with the Wilmington Medical Center and University of Delaware and launches an International Club. **1971** – Beatrice Siebold holds a Racism Workshop at YWCA Delaware. **1972** – YWCA adopts the “one imperative”: To thrust our collective power toward the elimination of racism wherever it exists and by any means necessary. A representative of the YW Advisory Committee testified in Newark at Committee Hearings on the bill for Family Life Education in schools. YW offers housing and guidance to a selected number of young women from the Job Corps. With the aid of a trained counselor, these girls learn to adjust to work and social living. **1974** – YWCA Launches an after-school care and activities for children in grades 1 through 5. **1977** – The first Black President of the YWCA of New Castle County, Delaware was elected, and YWCA Delaware opens a Food Pantry for families in need. **1983** – YWCA Delaware offers a discussion – From Vapors to Valium – a history of Women coping with Stress – lecture by Dr. Dorilyn English. **1985** – YWCA offers Best Foot Forward, a program serving incarcerated women and their children. **1986** – The Women’s Center, a career counseling program transfers from Delaware Technical and Community College/ University of Delaware to YWCA Delaware. Barbara Y. Washman 55, retires as Director of New Castle County YWCA. **1988** – YWCA offers a 4-month wellness program for pregnant teens and HLMC building begins. **1989** – Marian E. Hinson Home-Life Management Center opens at 709 N. Madison Street in Wilmington. **1992** – YWCA HLMC offers drug and alcohol counseling, parenting group and children’s group for those receiving drug/alcohol services from Brandywine Counseling Center. **1994** – YW establishes the Women’s Center for Economic Options to help women become financially self-sufficient. **1995** – YWCA Delaware offers a Center for Homeownership-housing counseling for first-time homebuyers. **1995** – YWCA Delaware launches first “Week Without Violence” in conjunction with over 50 partner organizations statewide. **1996** – YWCA begins providing long-term transitional housing services for Wilmington Housing Authority WHA residents and families. **1997** – YWCA offers Study Circles on Racism which featured a dinner – appearance by Dr. Maya Angelou, Dr. Cornel West and go onto become nationally recognized by Reverend Bernice King. YWCA Delaware participates in White House Conference on Hate Crimes. **1998** – YWCA Delaware’s Micro Business Chamber of Commerce was inaugurated in partnership with the Delaware State Chamber of Commerce and the U.S. Small Business Administration. **2003** – YWCA Delaware touches the lives of over 15,000 Delawareans, the highest number on record since the organization’s formation. **2006** – YWCA Delaware provides “Pathways to Success – Asset Building for Economic Independence,” which created individual action plans to help women visualize and understand the steps needed to actualize their goal of building a sound financial future. Participants pursue credit management, homeownership, or small business ownership. **2007** – YWCA serves over 4,000 women, creates a partnership with Food Bank of Delaware to offer culinary training and expands its first-time homebuyer program in Spanish. **2011** – YWCA Drops the word Christian from its title and operates the largest inter-racial dialogue program in the United States, touching over 10,000 individuals in the state to learn more about each other and develop solutions to pressing local challenges. **2015** – YWCA Delaware presents NarrateHER traveling exhibit designed to build awareness about the layered ways social barriers impact the lives of people in Delaware and the women working to address such issues and launches its Sexual Assault Response Center services in Newark and in Sussex County. **2017** – YWCA launches MLKVOICE4YOUTH spoken word contest and Progress After Prison, 12 free workshops to help people overcome barriers they face because of their criminal records. **2018** – YWCA Delaware launches DIY Entrepreneur Series. **2019** – YWCA Delaware holds an Action Forum – Addressing Racism, Holds Witnessing Whiteness discussion about inherent privilege from skin color, regardless of an individuals’ social-economic status. YWCA Delaware holds first SITE Graduation. **2020** – After CDC confirms the first U.S. laboratory-confirmed case of COVID-19, YWCA Delaware’s emergency shelter remains open. YW begins launching hybrid programming including Workability to help individuals develop effective job search/workforce strategies during COVID-19 pandemic. YW’s SARC launches a male survivor support group and author Ibram X. Kendi provides a discussion based on his book, How to be an Antiracist. **2021** – YWCA Delaware delivers service to 8,852 Individuals. It joins the Delaware Voting Rights Coalition and launches YW Strive workforce development program to increase digital literacy skills; individuals learn collaboration skills via Google cloud applications and establishes the YWMarketplace. YWCA Delaware leads representatives to declare a Delaware House Concurrent Resolution recognizing racism as a human rights and public health crisis and opens an Empowerment Hub at HLMC so that families can prepare meals at their convenience. **2022** – YWCA Delaware’s Racial and Social Justice Program partners with Delaware University to offer a 6-week pilot program called, Healing Conversations.

eliminating racism
empowering women

ywca

Delaware

Administrative Office

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Wilmington, DE 19801
(302) 655-0039

Center for Social & Economic Progress

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Newark, DE 19713
(302) 224-4060

Home-Life Management Center

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Wilmington, DE 19801
(302) 658-7110

Sexual Assault Response Center (SARC)

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Newark, DE 19713
(302) 224-4060 x210
24/7 Sexual Assault Response
Helpline: (800) 773-8570

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