Welcome

Eva Martin Blythe
Executive Director

Dear Friends of YWCA Cambridge,

Throughout 2017 it continued to be an honor and a privilege for YWCA Cambridge to deliver programs and services to the Cambridge and Marshfield communities. The information contained in this Annual Report represents just a small percentage of the work your YWCA was involved in in 2017.

We began 2017 with advocacy and social justice at the forefront of our operating and policy agendas. Board members, staff and other volunteers participated in the January 21, 2017 Women’s March in Boston, along with approximately 175,000 other women, men and children who marched in support of legislation and policies supporting women’s rights, human rights, LGBTQ+ rights, racial equality, healthcare and immigration reform, and other issues.

The Strategic Plan, approved in 2016, recommended that all Board and staff complete an internal training process to ensure cohesive thinking about our racial and social justice agenda and practices, and to ensure that we maintain a balance between our service delivery and racial justice programming. Throughout 2017, the Racial Justice Committee focused on research and development of a racial justice framework that will enable us to create and implement internal and external training models to guide our advocacy work and make sure that it is consistent with our services for the community. That work is ongoing.

While we wrestled with large scale policy issues, we also struggled with larger than life operating and programming issues, not the least of which was what to do about the Marshfield Branch that had not been financial viable for a number of years. After having discontinued all adult programming at the end of 2016, we began 2017 singularly focused on making the Marshfield Summer Day Camp the showcase program at that site and, hopefully, one that would be fully self-supporting. Unfortunately, that did not happen and by year-end the Board was tasked with the job of figuring out the disposition of the Marshfield property.

2017 was a year of comings and goings…

Early in the year, we grieved the loss of Renae Gray, our friend, former Board and Committee member and consummate YWCA Cambridge cheerleader. She continues to be with us in spirit.

We created a new position, Development Manager, as recommended in the Strategic Plan. Brianna Mirable, brought fundraising and marketing skills to our YWCA that were lacking. During her short tenure with us, she helped to create fundraising and marketing strategies and plans that continue to guide our work.

In October, 2017, Whitney Mooney joined YWCA Cambridge as Administrative Assistant to the Executive Director. Whitney possesses a wealth of organizational and creative skills that have been invaluable in our efforts to brand and position our YWCA more effectively in the community. She is a very welcome addition to our staff.

In 2017, we recognized and honored exceptional women even though we did not host a Tribute to Outstanding Women awards program…

In March, we co-hosted the first annual Trailblazing Women event, a celebration of mothers and daughters who have charted their own courses for success in our community.

Stand Against Racism, 2017, was a celebration of the lives and works of more than 30 women of color who have been “change makers” in and around the Cambridge community. The April 29 event launched a month-long exhibition of photos and quotes from the women being honored.

Our advocacy work continued in other areas in 2017…

We were active participants in the Equal Pay Committee coordinated by then Mayor E. Denise Simmons. The committee was focused on eliminating the gender wage gap, locally, and encouraging early adoption ahead of the July, 2018 legislatively mandated implementation date.

We began working with State Representative Marjorie Decker to gain state funding for YWCA programs for at-risk youth across Massachusetts. That work is ongoing.

YWCA Cambridge continues ON A MISSION. Much of the work started in 2017 did not end in 2017. Our mission is clear and we hope that you will join us as we chart a course toward long-term financial stability characterized by programs and services that are mission-driven and with a clear focus on racial and social justice.
Board of Trustees

Staff & Interns
YWCA Cambridge is a 501(c)(3) organization co-located in Cambridge and Marshfield, MA. Our mission is “eliminating racism, empowering women, and promoting peace, justice, freedom, and dignity for all.”

As a YWCA USA chapter, we fulfill our mission through direct-service programming and community-based advocacy work. In 2017, we offered housing for 103 single women in our Tanner Residence; a safe haven for 6 homeless families at our Family Shelter; a leadership and empowerment program for 8th grade girls in Cambridge; and a traditional summer day camp at our Marshfield Branch. In addition, we provided space for community groups to thrive in the heart of Central Square and served as a welcoming place for women of all ages to find shelter, support, and opportunities to learn and grow.

**Mission-Driven Programming**

Empowerment of Women & Girls
Health & Wellness
Housing & Shelter Services
Racial & Social Justice Advocacy

YWCA Cambridge programming participants

One Time
36%

On-Going
64%

4 unique programming areas

1478 individuals served
**Age of Service Population**

- **Men 18 & Up**: 2%
- **Girls 17 & Under**: 40%
- **Boys 17 & Under**: 35%
- **Women 18 & Up**: 23%

**Race/Ethnicity of Service Population**

- Arab/Middle East: <0%
- Bi/Multi Racial: 15%
- Asian: 15%
- White/European: 60%
- Latina/Hispanic: 45%
- African American: 30%
Housing Assistance
Tanner Residence

In Tanner Residence, YWCA Cambridge offers 103 units of quality, safe, single room occupancy (SRO) housing for women who have experienced trauma and need a supportive environment where they can heal and grow. In 2017, we housed a total of 151 women in the residence. Four interns helped to increase programming by hosting weekly events for the residents. Events included daily coffee hours, movie nights, holiday meals, monthly birthday parties, and more!

In 2017, we said goodbye to Stephanie Maggiore, who had been Tanner's Property Manager for five years and hello to Delicia Charles, who brings to us 12 years of related property management experience.

Partner Agencies

- Lovin' Spoonfuls
- Heading Home
- Cambridge Housing Authority
- Vinfen
- On the Rise
- Cambridge Cares About AIDS

95% of Tanner residents live below the poverty line

5 residents secured permanent housing
Housing Assistance Family Shelter

The YWCA Cambridge Family Shelter housed 12 mothers and their 15 children during the year. Shelter Staff are available 24-hours, 7 days a week for client support. Residents receive daily assistance working toward their individualized goals of securing safe permanent housing. Staff provide 18 months of stabilization assistance even after the women and their families are housed in the community.

As a Result...

In 2017, the Family Shelter continued to be housed at the Tanner Residence. Once the City of Cambridge secured a new location for the Family Shelter, renovations continued through 2017, with an anticipated move in date of early 2018.

- 6 Families secured Permanent Housing, with 1 Family moving into market rate unit.
- 4 Families repaid back debt & cleaned up their Credit Reports.
- 4 residents found full time work.
- 5 residents found part time work.
Racial & Social Justice

The YWCA Cambridge's Racial Justice Committee is committed to educating, creating, and engaging in action-oriented dialogue on issues of race and justice; and building a safe and open environment for community members to speak and be heard.

Our Racial and Social Justice work continued throughout 2017. In particular, Our Stand Against Racism, "Women Of Color: Leading Change" highlighted change makers in the city of Cambridge with a photo exhibition and a community conversation.

The Racial Justice Committee is actively working to create a racial justice toolkit using the model developed by YWCA USA. The anticipated roll-out is in 2018.

We support other racial and social justice focused organizations by consistently making our building space available to local organizations and groups such as: Cambridge Forum for Feminist Discussion of Masculinities, Black Lives Matter Cambridge, Anti-Racist Collaborative, and Cambridge African American Heritage Alliance.

Projects we co-sponsored in 2017:

Reading Frederick Douglass Together on the Boston Common

One Drop of Love: A one-woman show exploring the intersections of race, class, and gender in search of truth, justice and love.

Loving Cambridge Day

257 individuals participated in our racial and social justice events.
GOLD Program

The YWCA Cambridge Girls Only Leadership Development (GOLD) Program, in partnership with Councilor E. Denise Simmons, is an after school program on a mission to empower 8th grade girls to become leaders in their classrooms, communities, and beyond. The sessions offer a safe space where participants are able to have candid discussions about important issues they face today. In November 2017, we hired Amanda Okaka as a Program Coordinator. Amanda came to us with YWCA experience gained at the YWCA Central MA and YWCA National Capital Region (WDC). Under her leadership, working with mentors, volunteers, and numerous Cambridge community partners we hosted GOLD sessions on many important topics:

- Gender Stereotypes and Representation
- Financial Literacy
- Race, Ethnicity, and Culture
- Internet Etiquette and Safety
- Healthy Relationships and much more

In FY17 GOLD served 37 eighth grade girls from Cambridge Public and Charter Schools. We successfully transitioned the program from biweekly to weekly while continuing to strengthen our partnerships with organizations such as Transition House, Boston Area Rape Crisis Center, Tutoring Plus, MIT and the Women and Public Policy Program at The Harvard Kennedy School of Government.

Looking toward the future, we plan to augment the programming support we offer young women by increasing the number of participants in the program and expanding our support to 9th grade girls through a peer mentorship component.
Health and Wellness
Boston Classical Soo Bahk Do & Community Conversations

Boston Classical Soo Bahk Do has been a YWCA Cambridge run program since 2016! Soo Bahk Do is a traditional Korean martial art whose historical sources date back over 2,000 years. It is both a highly effective self-defense system and a beautiful, traditional art form. As a 'classical' martial art, Soo Bahk Do’s purpose is to "develop every aspect of the self in order to create a mature human being who integrates intellect, body, emotion and spirit."

Community Conversations: Sister to Sister, a women's health initiative, is an open forum to explore health issues of relevance to Black women and their families. YWCA Cambridge is a fiscal sponsor for this organization. Each year, YWCA Cambridge along with other organizations teams up with Community Conversations for their Trailblazing Women event.

Alcoholics Anonymous (AA) Brattle Group is part of an international fellowship of men and women who have had a drinking problem. It is nonprofessional, selfsupporting, multiracial, apolitical, and there are no age or education requirements.

You Are Not Alone is a weekly Narcotics Anonymous support group.

Rumba y Timbal Dance Company is committed to teaching Latin Dance to the local community of all ages.

Upward Spiral Studio seeks to be a vital member of the Cambridge community and beyond, by providing each client with an education about his/her specific physical needs, as well as a safe and individualized course of exercise/rehabilitation.

Huan’s Tai Chi offers Tai Chi for Health, Tai Chi for Martial Arts, Woman’s Self-defense, Tong Bei (AKA Ghost Hands), Pa Gua Circle Walking, Qi Kung, and Basic Kung Fu classes.

Transition House’s mission is to break the cycle of domestic violence in our community.
The Marshfield Branch, YWCA Cambridge, is located on a North River salt marsh, a beautiful spot for recreation and outdoor activities. The site consists of approximately 10 acres of land with a barn, main building, a caretaker’s cottage and a 4’ in-ground pool. The site has been the home for the Marshfield Summer Day Camp for the last 50 years.

Historically, the Camp has provided young campers with activities that promoted social, physical, emotional, and intellectual growth in accordance with the YWCA Cambridge's mission. In 2017, the Camp operated for eight weeks and provided services to over 350 children from Kindergarten through 8th grade.

Starting in 2018, the YWCA Cambridge will no longer operate the Marshfield Summer Day Camp. As the YWCA Cambridge looks for new owners, Amy Gordon, a Marshfield resident, will lease the property and run The "Ferry Hill Camp" under her umbrella company, Second Nature Social Skills, which offers programs for children and teens.

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Day Camp Enrollment FY17

Filled Slots
80%

Vacant Slots
20%
### Statement of Activities

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<tr>
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<th>2017</th>
<th>2016</th>
<th>2015</th>
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<td><strong>Revenues &amp; Support</strong></td>
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<td>Contract</td>
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<td>Ground Lease</td>
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<td>64,355</td>
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<td><strong>Total Revenue</strong></td>
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<td>2,218,071</td>
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<td><strong>Change in Assets</strong></td>
<td>(37,114)</td>
<td>122,448</td>
<td>82,356</td>
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Income Breakdown

- Programs: 36%
- Contracts: 21%
- Rental Income: 15%
- Tax Credits: 17%
- Investments: 6%
- Public Support: 3%
- Misc: 2%
2017 Donors & Supporters

$5,000 or More
B. Good Family Foundation
Frederick & Margaret L. Weyerhaeuser Foundation
Anonymous
Cambridge Community Foundation

$2,500-$4,999
Marshfield Kiwanis Club
Upward Spiral Studio

$1,000-$2,499
Wingate Management Company
North Community Church
Elizabeth Baldwin
HMFH Architects
Chris Reilly
Ellen Semonoff
Irving House
Saul Tannenbaum
Anonymous
Rachael Solem
Amy Gordon
Christine Connaire
The Boston Foundation
Anonymous

$500-$999
Damon & Associates
Donna Keefe
Lorie Graham
Joanna Haas
Erin Johnson
Beth Milkovits
Margaret Lamb
Jane Morse
Annette Oakes
Leader Bank
Nancy E. Phillips
Lorraine Thornhill
Donna Tesiero
Estelle Disch
Eva Martin Blythe

In Kind
Zonta Club Medford
Century Bank
Matahari Womens Workers' Center
Xi Tau Chapter, Wellesley
Yohannes Adeg
Bill Boehm
Johanna and Mike Burke
Lynda Caines
Cheryl Carlson
Kazimiera Fraley
Brianna Garland
Ropes and Gray
Mary Ann Kowalaki
Arvind Krishnamthy
Harvard Phillips Brooks House
Mike McLaughlin
Cheryl Nichols
Alma Pellecer
Esther Rheinbay
Naomie Stephen
Elizabeth Straghanlis
Kelly Whaelan
Levering White
2017 Donors & Supporters

$1-$499
Ameedah Maryam Abuwi
Gregory Pemberton
Jamia Wilson
Linda O'Callahan
Cambridge Forum for the Feminist Discussion of Masculinities
Joshua Gerber
Zoe Snape
Harmony Witte
Cafe Nero
Genevieve Guimond
Amy Munsat
Nancy Seymour
Lisbeth Britz
Shannon Howe
Amelia Joselow
Elizabeth Walat
Jessie Brown
Nina Kallen
Lynda Caines
Laurel & Keith Starks
Market Basket
Max Barber
Susan Fleischmann
Esther Hanig
Susanne Howard
Andrea Jackson
Nancy Lawrence
David Maher
Jane Martin
Ken McGuinness
Natividad Morrisey
Gilda Nogueira
Deborah Scearbo
Anne Shuhler
Christine Stewart
Ann Walsh-MacLeod
Sylvia Whiting
Michele Whooley
Kezia Bacon
Amazon Smile

Christley Harris
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Cambridge Democratice City Committee
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Margo Brathwaite
Lori Cowles
Lauren Curry
Beth Hayes
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Alisa Kuno
Irene Monroe
Lisa Peterson
Etaine Smith
Simone Snook
Grayce Stead
Alexander Weick
William Stone
Kate McCabe
Thomas Madden
Anna Weick
Anonymous
Manikka Bowman
Carol Lyons
Joann Chen
John Kildoff
Luke Miratrix
Diane Kirkland
Robert Kirkland
Julie Sullivan
Ted Rainha
AJ Spears Funeral Home
Heather White
Masonic Angel Foundation
Nancy Ryan
Community League
Facebook Payments

We apologize for any errors or omissions from our list of donors and sponsors.
Thank you for your support!

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