From start to finish, Fiscal Year 2016 (FY16), our 125th year of operation, can be characterized best as a year of planning and plan implementation. Thanks to extensive input from staff, Board of Trustees members and other volunteers, donors, funders, and partners, the Board of Trustees began the year by approving a 3-year Strategic Plan designed to strengthen the Association structurally and financially, with priority focus on financial stability; alignment of programs and locations to create a new generation of “stand-out” programs; and leveraging our history, model, and brand for greater impact.

2016 ended with a major program change. At the Marshfield Branch we refocused our energy on the growth and development of Summer Day Camp, suspending all other YWCA-sponsored programs at that location. The strategic decision was based upon the fact that in recent years camp enrollment actually exceeded enrollment in all other Marshfield programs by an average of 15:1. As we target our resources on growing and building the Summer Day Camp program for the families that rely on us to provide their children with safe, affordable, quality care in a fun environment, we also are exploring other options for programming at the Ferry Hill Road location.

YWCA Cambridge is only able to advocate for and serve more than 1400 unique individuals each year because we receive “a little help from our friends.” In fact, we receive a lot of help from our donors and supporters that include many, many individuals, organizations, businesses, corporations, faith groups, foundations and others who contribute generously, both financially and with donated goods and services.

We also couldn’t fulfill our mission without help from our passionate, dedicated volunteers, from the eight interns at our Tanner Residence who hosted weekly programs and events for our residents, to the Boston Cares volunteers who weeded, built picnic benches, painted, and helped out with general maintenance tasks at Tanner Residence and the Main Building.

YWCA Cambridge is ON A MISSION, a clear mission, to increase our financial stability, create a new generation of “stand-out” programs, and capitalize on our history and brand in order to eliminate racism, empower women, stand up for social justice, help families and strengthen communities.

We invite you to join us!

2016 HIGHLIGHTS

◊ Hired Simone Steinberg to coordinate the Girls Only Leadership Development (GOLD) Program. Under Simone’s direction the number of program participants almost doubled from 20 in 2015 to 39 in 2016.

◊ Hosted Darakshan Raja, Co-Director, Washington, D.C. Peace Center, as keynote speaker for our annual “Stand Against Racism”.

◊ Completed landscaping and fencing of the backyard at Tanner Residence – FINALLY!

◊ With Transition House, and in conjunction with Cambridge College, sponsored a symposium on non-profit community service for 25 African professionals participating in the Mandela Washington Fellowship for Young African Leaders Initiative (YALI).

◊ Continued working with City of Cambridge Department of Human Services and MA Department of Housing & Community Development planning and preparing for a new-to-us Homeless Family Shelter that will open in 2018.

◊ Fully implemented electronic registration for all our fee-based programs.

◊ Assumed management and operational leadership of Soo Bahk Do, a Korean martial arts program housed at the YWCA Cambridge for more than 10 years.

◊ At Tribute to Outstanding Women, honored six adult women and one young woman, Sofia Bernstein, a Cambridge middle school student who wrote to then President Obama suggesting that more women should be memorialized on our money. The result: Harriet Tubman will be the first woman in over 100 years and the first person of color, ever, on US paper currency.

◊ As a member of the coalition of Massachusetts YWCAs, began a concerted, ongoing effort to secure state funding for YWCA youth-at-risk programs.

◊ Started the search that ultimately led us to hire a much-needed Development Manager.
YWCA Cambridge is a 501(c)(3) organization co-located in Cambridge and Marshfield, MA, whose mission is “eliminating racism, empowering women, and promoting peace, justice, freedom, and dignity for all.” As a YWCA USA chapter, we accomplish this through direct-service programming and community-based advocacy work. We offer housing assistance for 103 self-identified women in our Tanner Residence; a safe haven for 10 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 provide space for community groups to thrive in the heart of Central Square and serve as a welcoming place for women of all ages to find shelter, support, and opportunities to learn and grow.

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

**BOARD OF TRUSTEES**

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Sam Ford
Simone Steinberg
Solange Francois
Stephanie Maggiore*
Thomas Nashawaty
Torrian Samuel
Trudy Bartlett
Tyler Case
Tyler Starks
Zoe Bordenet

* Employees of Wingate Management Company
AGE OF SERVICE POPULATION

- men 18 or older
- boys 17 or younger
- women 65 or older
- women 31-64
- women 18-30
- girls 17 or younger

0% 10% 20% 30% 40%

RACE/ETHNICITY OF SERVICE POPULATION

- native american or alaskan native
- arab or middle eastern
- biracial or multiracial
- asian, south asian, or asian american
- white or european american
- latina or hispanic
- african-american or black

0% 5% 10% 15% 20% 25% 30%

HOUSING ASSISTANCE
tanner residence & family shelter

- **149** individuals served in 2016
- **65%** women ages 31-65 years
- **21%** women ages 18-30 years
- **90%** at or below federal poverty line

TANNER RESIDENCE
stephanie maggiore, property manager, wingate management company

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 2016, eight interns hosted weekly events for the residents. These events included daily coffee hour, movie nights, arts and crafts, cooking classes, monthly birthday parties, and more!

Fifteen residents successfully obtained housing vouchers from CHA, allowing them to lease permanent housing. Our staff continues to maintain a safe and healthy environment for all residents despite the increase in challenges of mental health and substance abuse.

FAMILY SHELTER
trudy bartlett, director

The **Family Shelter** typically offers a warm, stable environment for up to 10 homeless families at a time and offers support while these families build sustainable lives. Since the end of 2015, the Family Shelter has been operating out of Tanner Residence as we work closely with the City of Cambridge to relocate from our previous building. Due to this, we were only able to accommodate six families at a time in 2016.

Despite these challenges, the Family Shelter housed eight mothers and their 11 children in 2016. Shelter staff encouraged clients to return to school and obtain their High Set Certificate, formerly known as GED, and helped each mother to secure training and employment to remain self-sufficient.

As a result:

- 2 families moved into permanent housing
- 1 resident received her High Set Certificate, 1 resident completed an internship at Community Workshop, Inc.
- 3 residents found full time work and 4 residents found part-time employment

Effective in early 2018, The Family Shelter will have a new location in the heart of Central Square at the site of the former Cambridge Chamber of Commerce.
YWCA Cambridge takes our mission of eliminating racism and empowering women very seriously. In 2016, we served over 200 individuals in our community through awareness raising campaigns and events, advocacy work, and opportunity development. Our Board of Trustees takes a large role in this effort through the Racial Justice Committee, which is committed to educating, creating, and engaging in action-oriented dialogue on issues of race and justice as well as to building a safe and open environment for community members to speak and be heard.

The 2016 YWCA Cambridge Stand Against Racism event, a signature campaign of YWCAs across the country to build community among those who work for racial justice and to raise awareness about the negative impact of institutional and structural racism in our communities, was a great success! This campaign is one part of our strategy to fulfill our mission of eliminating racism and empowering women.

We held a community discussion on Race and Gender with Darakshan Raja, Co-Director and Helga Herz Organizing Fellow at the Washington Peace Center, at the Cambridge Public Library.

We have developed and maintain close partnerships with like-minded, mission-driven organizations such as the Cambridge Citizen’s Civic Unity Committee, Cambridge Peace Commission, Charles Hamilton Houston Institute for Race & Justice, Harvard Law School, and the Cambridge Women’s Commission.

In addition, we consistently make our building space available to local organizations such as The Chocolate Project, Black Lives Matter Cambridge, Community Conversations, and Massachusetts Artists for Change to ensure that groups doing racial and social justice work have a safe place to meet, discuss their ideas and actions, and host events.

The YWCA Cambridge Girls Only Leadership Development (GOLD) Program, a partnership with Mayor E. Denise Simmons, is a place where 8th grade girls go to develop into transformative and resilient leaders in their personal lives, their communities and beyond.

GOLD worked with a fierce team of mentors, women from the Cambridge community, on various themes such as:

- Stereotypes and traditional standards of beauty
- Social media safety and expression
- Healthy relationships
- Financial literacy
- Public speaking and more!

In FY16, we served 39 eighth grade girls in the Cambridge Public and Charter Schools. We maintained a retention rate of approximately 80% for 13 sessions. We were also grateful to form and maintain program partnerships with organizations such as Transition House, Boston Area Rape Crisis Center, Tutoring Plus, MIT Museum, Women and Public Policy Program at the Harvard Kennedy School of Government, and The Hip Hop Transformation.

All GOLD program participants agreed to at least one of the following statements:

- Through GOLD they learned new things about themselves
- Through GOLD they learned new things about their community
- Through GOLD they learned about new opportunities and career paths

Looking forward, we plan to increase the programming support we offer young women in Cambridge by meeting more frequently and continuing support through the ninth grade.
Marshfield Branch, YWCA Cambridge, is located in an old barn on a North River salt marsh in a beautiful spot for recreation and outdoor enjoyment. Approximately 10 acres of land, the Barn, a caretaker’s cottage, and 4’ in-ground pool are included on the property.

2016 at the Marshfield Branch brought many changes. We said good-bye to Kim Nashawaty who had been Marshfield Branch Director for nine years and we refocused our energy on the growth and development of Summer Day Camp, suspending all other YWCA-sponsored programs at that location.

The goal of the Marshfield Branch, YWCA Cambridge Summer Day Camp, is to provide each camper with age and developmentally appropriate activities in an organized environment that promotes social, physical, emotional, and intellectual growth in accordance with the YWCA Cambridge mission. For eight weeks each summer, the Summer Day Camp is open to almost 400 children from Kindergarten through 8th grade.

The 2016 camp schedule included daily activities such as arts and crafts, swimming skill building and free swim, and archery. Special activities were scheduled as well, like an antique car show, a magic show, 4H animal visits, and inflatable jump houses!

We have also continued our partnership with Second Nature Social Skills to provide specialized services to campers who have social challenges such as Autism Spectrum Disorder (ASD), anxiety, and AD/HD.

HEALTH & WELLNESS

Boston Classical Soo Bahk Do recently became a YWCA Cambridge run program!

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 tally integrates intellect, body, emotion and spirit.”

HEALTH & WELLNESS

TENANT PARTNERS

Boston Classical Soo Bahk Do

In addition to the community groups who use our space, we have several commercial tenants that rent space from us directly:

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

- 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 to the New England areas.

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

- Transition House’s mission is to break the cycle of domestic violence in our community.

- 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.
### Statement of Activities

**Lemuel Lanier, Director of Finance**

#### Revenues and Support

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**Total Revenue**

$2,272,383.00  $2,265,658.00

#### Expenses

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**Total Expense**

$2,149,935.00  $2,183,302.00

#### Change in Assets

$122,448.00  $82,356.00

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#### Revenue Comparison by Type

- **Contract Services**: 23%
- **Rental Income**: 43%
- **Program Services**: 7%
- **Tax Credits & Lease**: 18%
- **Investments**: 3%
- **Public Support**: 4%
- **Miscellaneous Income**: 2%

---

#### 2016 Revenue Breakdown

- **Contract Services**: 23%
- **Rental Income**: 43%
- **Program Services**: 7%
- **Tax Credits & Lease**: 18%
- **Investments**: 3%
- **Public Support**: 4%
### 2016 DONORS & SUPPORTERS

#### $500 OR MORE & IN-KIND

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### 2016 DONORS & SUPPORTERS

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**Note:** The list includes a variety of organizations and individuals who have contributed to the foundation, with notes on amounts and categories. The list is divided into different sections based on the amount contributed, from $5,000 and above to $1,000 and below, as well as an IN-KIND category for contributions in kind. Each section lists donors with their respective amounts and organizations they represent.
YWCA IS ON A MISSION

THANK YOU FOR YOUR SUPPORT

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Cambridge, MA 02139
617.491.6050

www.ywcacam.org
@YWCACambMA

celebrating our 125th year!
125