Welcome
Eva Martin Blythe
Executive Director

Dear Friends of YWCA Cambridge,

Welcome to the Annual Report on our work during 2018. We are pleased to share with you just some our activities over the past year.

In FY 2018 we continued to be a mission-driven organization, working in four (4) program areas: Empowerment of Women and Girls, Health and Wellness, Housing and Shelter Services and Racial Justice. Even though the categories are distinct, the ways that we met those mission mandates often overlapped. For example:

As a long-time provider of housing and shelter services for women in the Cambridge area, we continued our 100+ year history of offering safe housing for single women and, more recently, families. Our staff empowered our residents through on-site educational, wellness and self-help programming, including healthy eating, financial management, housing searches and more. We focused on encouraging our residents to do for themselves with support from the staff, rather than relying on staff to do for them.

Empowered girls become empowered women. Our GOLD Program (Girls Only Leadership Development) encourages 8th grade girls to explore the world around them and expand their horizons as they prepare to enter high school. Career Night 2018 offered the girls a time to meet and talk with women working in various positions including: entrepreneurs, tradeswomen, educators and elected officials to name a few. Healthy relationships, financial literacy and internet safety were some of the other topics covered during GOLD sessions.

Our annual Tribute to Outstanding Women provided an opportunity for YWCA Cambridge to highlight the professional and volunteer accomplishments of a group of adult women and one young woman in areas consistent with our mission: the elimination of racism and the empowerment of women. Our empowering women and racial justice work was embodied in our co-sponsorship of Trailblazing Women, a celebration of fearless women in our community who work to uplift other women. The Trailblazing Women program also featured an open dialogue on race. Our work with Sister to Sister, another Trailblazing Women co-sponsor, enabled us to empower women and encourage wellness through facilitated discussions about health issues of concern to black women.

In the area of racial justice our Stand Against Racism featured a panel of women of color, elected officials who shared their insight and experiences in their respective roles. The forum also provided a platform for a Get Out the Vote (GOTV) campaign that continued throughout the year.

While we continued to be mission-driven, with an external focus on delivering quality programs and services to our residents and the community, we also focused internally on the professional needs of our staff. We devoted time and effort to building the capacity of our staff through Team Coaching, the preparation of Personal Development Plans and various training programs. Similarly we worked to build Board capacity with an intensive retreat designed to enhance their leadership skills.

YWCA Cambridge is ON A MISSION. We are grateful for your friendship and we hope that you will continue to support us on our journey to eliminate racism and empower women.

Sincerely,
Eva Martin Blythe
Executive Director
Board of Trustees


Staff & Interns

Eva Martin Blythe, Carol Lyons, Lemuel Lanier, Whitney Mooney, Amanda Okaka, LeNay Harper, Jennie Kwo, Jeffrey Mackey, Andrew Cheever, Thomas Nikiper, Ian Lee, Patrick Powell, Brennan Lee, Antoinette Mondesir, Trudy Bartlett, Michelle Howe, Lilian Calderon, Tago Celestin, Rachael Lee, Mia Kania, Jessica Shaughnessy, Emma Marie Celestin, Claire Celestin, Natividad Morrissey, Erick Yax
Mission-Driven Programming

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

As a member organization of YWCA USA, we fulfill our mission through direct-service programming and community-based advocacy work. In 2018, we offered housing units for 103 single women in our Tanner Residence; a safe haven for 10 homeless families at our Family Shelter; and a leadership and empowerment program for 8th grade girls in Cambridge. 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.

Empowerment of Women & Girls

Health & Wellness

Housing & Shelter Services

Racial & Social Justice Advocacy

4 unique programming areas

325 individuals served*

*number is much lower than 2017 due to the transfer of program services to a Marshfield organization
Age of Service Population

- **Girls 17 & Under**
  - 13%
- **Boys 17 & Under**
  - 12%
- **Women 18 & Up**
  - 42%
- **Men 18 & Up**
  - 6%
- **Unknown**
  - 27%

Race/Ethnicity of Service Population

- **Unknown**
- **Bi/Multi Racial**
- **Asian**
- **White/European**
- **Latina/Hispanic**
- **African American**
Housing and Shelter Services
Tanner Residence

At 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 2018, we housed a total of 105 women in the residence. In 2018, we doubled our programming at Tanner Residence to create a more well-rounded living experience for the women residing there. Thanks to Cambridge Savings Bank, Project Place, IMPACT, and many other donors we offered a varied schedule of activities, that included yoga and healthy eating classes funded through Cambridge in Motion. Throughout the year, we hosted 41 events attended by 253 women.

In 2018, we hired a Director of Housing and Shelter Services, LeNay Harper, to work with the clients in both our Tanner Residence and Renae's Place, our Family Shelter. LeNay's work includes developing programs and supportive services for residents, working alongside our partner agencies and so much more.

95% of Tanner residents live below the poverty line

41 robust programs attended by 253 women.

Partner Agencies

Lovin' Spoonfuls
Heading Home
Cambridge Housing Authority
Vinfen
On the Rise
AIDS Action Committee
Massachusetts Housing and Shelter Alliance
Housing and Shelter Services
Renae's Place for Homeless Families

The YWCA Cambridge Family Shelter provided housing for 17 families with their 20 children during the year. Shelter Staff are available 24-hours a day, 7 days a week for client support. Residents receive daily assistance working toward their individualized goals of securing safe permanent housing, job training, interview skills and more. Staff provide 18 months of stabilization assistance even after the women and their families are housed out in the community.

In 2018, through a partnership with City of Cambridge's Department of Human Services, our Family Shelter moved into a newly renovated, historic building, in Central Square. We now house 10 families in a home-like atmosphere. The building is dedicated to Renae Gray, a former YWCA Cambridge board member and community champion.

With the help of our Case Manager and our Housing & Stabilization Worker ....

11
- Clients completed a job training or GED program

6
- Families secured permanent housing

2
- Clients completed higher education

7
- Clients found full or part time work
Racial & Social Justice Advocacy

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 2018. In particular, Our Stand Against Racism, "Women of Color Discussing Their Experiences Running for Public Office, the Importance of Registering to Vote, and Voting." highlighted women of color elected officials who encouraged other women to get involved whether it was volunteering, voting, or running for office themselves.

In 2018, we launched a Get Out The Vote campaign in which 10 people registered to vote and 32 took the pledge to vote in the midterm election.

We supported other racial and social justice focused organizations by consistently making our building meeting spaces available to local organizations and groups such as: Cambridge Forum for Feminist Discussion of Masculinities, Cambridge Non-profit Coalition, Cambridge Area Stronger Together (CAST), and Jewish Voice for Peace Boston.

Projects we co-sponsored in 2018:

Reading Frederick Douglass Together on the Boston Common
Trailblazing Women: Communal Reading and Community Conversation
Loving Cambridge Day

79 individuals participated in our racial and social justice events.
Empowerment of Women and Girls
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 with their peers and mentors and explore their individuality and unique leadership skills. Under YWCA Cambridge's leadership, working with mentors, volunteers, and numerous Cambridge community partners we hosted GOLD sessions on many important topics including:

Financial Literacy
Juvenile Justice Strategies
Yoga & Mindfulness
Self Defense
Healthy Relationships

In 2018, we added a peer mentoring component allowing last years’ GOLD graduates to continue building their leadership skills. 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 the program to include 7th grade girls as well.
Health and Wellness
Boston Classical Soo Bahk Do

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." In 2018 we served 32 individuals through on-going classes and 57 through our yearly tournament.

Rumba y Timbal Dance Company

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

Alcoholics Anonymous (AA) Brattle Group

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.

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.

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

Transition House’s mission is to break the cycle of domestic violence in our community.
Fiscal Sponsorship
Haiti Initiative & Community Conversations

Haiti Initiative
The Haiti initiative (SUD) is a project under the YWCA Cambridge. The purpose of the Haiti Initiative (SUD) is to support Haitians in the Southern region of Haiti around hurricane preparedness and climate change. The Haiti Initiative (SUD)’s goals are to create spaces to educate the public about climate change, to support with hurricane preparedness, and to work with climate activists in Haiti.

Community Conversations: Sister to Sister
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 partners with Community Conversations to co-sponsor the Trailblazing Women event.
### Statement of Activities

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Revenues &amp; Support</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Contract</td>
<td>628923</td>
<td>516020</td>
<td>517542</td>
</tr>
<tr>
<td>Tenant Rent</td>
<td>961242</td>
<td>873768</td>
<td>971727</td>
</tr>
<tr>
<td>Programs</td>
<td>18458</td>
<td>130633</td>
<td>164617</td>
</tr>
<tr>
<td>HTC</td>
<td>373470</td>
<td>373470</td>
<td>373470</td>
</tr>
<tr>
<td>Ground Lease</td>
<td>27879</td>
<td>27879</td>
<td>27879</td>
</tr>
<tr>
<td>Realized Gains</td>
<td>23253</td>
<td>11526</td>
<td>10079</td>
</tr>
<tr>
<td>Unrealized Gains</td>
<td>570</td>
<td>103123</td>
<td>52748</td>
</tr>
<tr>
<td>Interest</td>
<td>26155</td>
<td>29386</td>
<td>20046</td>
</tr>
<tr>
<td>Misc</td>
<td>15353</td>
<td>50482</td>
<td>40282</td>
</tr>
<tr>
<td>Memberships</td>
<td>420</td>
<td>315</td>
<td>800</td>
</tr>
<tr>
<td><strong>Total Revenue</strong></td>
<td>2075723</td>
<td>2116602</td>
<td>2179190</td>
</tr>
<tr>
<td><strong>Grants</strong></td>
<td>108333</td>
<td>48597</td>
<td>36139</td>
</tr>
<tr>
<td><strong>Events</strong></td>
<td>55226</td>
<td>16758</td>
<td>57054</td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td>163559</td>
<td>64355</td>
<td>93193</td>
</tr>
<tr>
<td><strong>Total Revenue</strong></td>
<td>2239282</td>
<td>2180957</td>
<td>2272383</td>
</tr>
<tr>
<td><strong>Expenses</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Revitalization</td>
<td>848406</td>
<td>914004</td>
<td>814432</td>
</tr>
<tr>
<td>Program</td>
<td>739014</td>
<td>745175</td>
<td>749333</td>
</tr>
<tr>
<td>Properties</td>
<td>396263</td>
<td>374925</td>
<td>377293</td>
</tr>
<tr>
<td>Fundraising</td>
<td>89468</td>
<td>105534</td>
<td>125005</td>
</tr>
<tr>
<td>Mgmt &amp; Gen</td>
<td>63810</td>
<td>78433</td>
<td>83872</td>
</tr>
<tr>
<td><strong>TOTAL:</strong></td>
<td>2136961</td>
<td>2218071</td>
<td>2149935</td>
</tr>
<tr>
<td><strong>Change in Assets</strong></td>
<td>102321</td>
<td>-37114</td>
<td>122448</td>
</tr>
</tbody>
</table>

#### YWCA Cambridge Revenue

![Bar Chart](image)

Revenue Breakdown
2018 Donors, Supporters, and Funders

$5,000 or More
Wingate Management Company
Eastern Bank Charitable Foundation
Forest Foundation
Santander Bank
Anonymous

$2,500-$4,999
Anonymous
DivcoWest
Upward Spiral Studio

$1,000-$2,499
Alexandria Real Estate Equities, Inc.
Bruce Irving
Cambridge Community Foundation
Debby Irving
Ellen Semonoff
HMFH Architects
Ideal Residences of New England LLC
Irving House
Leader Bank
Lorraine Thornhill
Lynda Caines
Manikka Bowman
Maria & Greg Jobin Leeds
Patricia Sauer
Saul Tannenbaum & Genevieve Berumen
The Boston Foundation
Trillium Asset Management

$500-$999
AJ Spears Funeral Home Inc
Beth Milkovits
Cambridge Public Health Department
Cambridge Trust Company
Century Bank
David Belanger
East Cambridge Savings Bank
Eva Martin Blythe
Facebook Donations
Homer Contracting
Jane and Robert Morse
Marsh and McLennan
Voyager Therapeutics
Erin Johnson
Elizabeth Baldwin
Cheryl Nichols
Jennifer Lord
Lorie Graham
Amelia Joselow
2018 Donors, Supporters, and Funders

$1-$499
Abigail Lewis-Bowen
Alex Koch
Alex Oneill
Alexandra Varzhpetsian
Alexis Hartnett
Aline Irving
Alison Guzman
Allegra Terhorst
Amanda Okaka
Amazon Smile
Ameedah Maryam Abuwi
Andrea Spears Jackson
Angel Cruz
Anita Burke-Johnson
Anja Bresler
Ann Blaschke
Ann Walsh
Anna Shane
Anna Weick
Annie Mc Clements
Annkatrined Gates
Artis Spears
Berit Pratt
Betsy Bard
Blanche Stanton
Bob Buchanan
Bobby Sayers
Bonfire
Brittney Payne
Broadway Marketplace
Cambridge Area Stronger Together
Cambridge Black Pastors Alliance
Cambridge Savings Bank
Cara Foster Karim
Carol Lyons
Carolyn Cei
Carrington Crothers
Catharine Minichino
Charlotte Bro
Chelsea Tripp
Chrisa Skeadas
Christina Aiello
Civic Unity Committee
Connie Barcelo
Corey Michon
Dan Lee
Deborah Ruhe
Deborah Scearbo
Diana Hwang
Diane Kittredge
Donna M Keefe
Donna Tesiero
Dorothy Dunmore
Drew Wilcox
E. Denise Simmons
Eleanor Mason
Eleanor McClements
Elise Green
Elizabeth Clendenen
Elizabeth Holland
Emily Hummel
Emily Irving
Emily Wickstrom
Estelle Disch
Etaine Smith
Eva Mooney
Evangelical Church of Emmanuel, Inc.
Geeta Pradhan
Hanna Bonin
Hilary Ludlow
Hong Kong Restaurant
Irene Monroe
Ivan Stoitzev
Jaclyn Groves
Jan Devereux
Janice Bakey
Jason Stonehouse
Jeanne Koopman
Jeff Mackey
Jenn Murphy
Jennie Kwo
Jennifer Effron
Jennifer McConnell
Jenny Treiu
Jessica Britton
Jessie Brown
Jewel Russell
Jill Heller
Joan Cei
John Drislane
Josette Pierre - Louis
Josh Morse
Joyce Singer
Judith Irving
Kara Blue
Karen Davis
Katherine Doolittle
Kathy Cannon
Keane Fire & Safety Equip. Co., Inc
Kelsey Blair
Kirk Jones
Kristen Bell
Krystal Doucette
Kung Avarez
Lara Lind
Lauren Curry
Lauren Dana
Leah Federico
LeNay Harper
Lesette & Steve Jackson
Linda McIntosh
Lisa Peterson
Liz Level
Liz Meyer
Liz Walat
Liza Ruether
Lori Cowles
Lori Lander
Lorraine Kelly
Louis DePasquale
Lovette Curry
Margaret Thompson
Maria Fontellio
Marianna McCormick
Marissa Maturo
Market Basket
Marsha Montague
Mary Whitebirch
Mass Ave Diner
Maura Pensak
Mayra Cruz
Meghan McLoon
Melissa Koseski
Michael Biancucci
Michelle Carter
Michelle Howe
Mike Reynolds
Nancy Brown
Nancy E. Phillips
Nancy Lawrence
Nancy Seymour
Naveena Daniels Dembry
Network for Good
Pamela Thilo
Patricia Harrington
Pearl Morrison

14
2018 Donors, Supporters, and Funders

Peter Leopold
Philipa Lehar
Phyllis Bretholtz
Plumbers & Gasfitters Local Union 12
Rachael Solem
Rachel Dragos
Rainey Kelly
Regina Caines
Rhonda Kelner
Richard Beaton
Rick Harriman
Risa Mednick
Rosemarie Johnson
Ruby Pierce Donohue
Sally Tee
Samuel Gebru
Sara Grace
Sarah Ann Shaw
Sarah Gallop
Sarah Higgins
Sean Heffernan
Shah
Shameka Gregory
Sharon Stentiford
Simply Erinn’s Unisex Salon Inc.
Soleil Salon
St. Mary’s Orthodox Church
Star Market Mt. Auburn
Steve Osemwenkhae
Stop and Shop
Suma Nair
SURJ Boston
Susan DeAngelis
Susan Fleischmann
Susan O’Neill
Susan Ringler
Susan Shepherd
Susanne Marie Dsouza
Sylvia Whiting
Target

Terri Biancucci
The Williams Agency
Theodora Skeadas
Thomas Madden
Tiffany & Kermit Coley
Toni Phillips
Tony Grima
Torry Khakali
Transition House
Trenten Mervine
Usha Pasi
Vicki Sato
Whitney Mooney
Winifred Lenihan
Xenia Bhembe

In-Kind Donation
Artist and Craftsman Supply
Century Bank
Middle East Restaurant
Andala Coffee House
Human is Human
Cambridge Savings Bank
TatumBradleyCo
On Pointe Dance Academy
Harvard University Schlesinger Library
C A N Property Management Services
Bahai Ayyam-i-Ha
Cambridge Public Library
Diaper Circle
Reviewed.com
St. Mary’s Orthodox Church
MIT Community Services Office
Christina Aiello
Caryn Brady
Melissa Buchanan
Cheryl Carlson
Liz Coffey
Krystal Cunha
Deborah Doss
Idelle Erazo
Lenore Feigenbaum
Sarah Gilliland
Ropes and Gray
Kathleen Jones
Charlotte Kim
Silvia Kouyoumjian
Marissa Maturo
Jackie Perrotti
Carol Sardo
Johnny Yang
Herb Ziegler

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

YWCA Cambridge
7 Temple Street
Cambridge, MA 02139
(617)491-6050
www.ywcacam.org