

YWCA Cambridge Annual Report

eliminating racism
empowering women
ywca
cambridge, ma

FY 2019
January-December

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



**YWCA IS ON
A MISSION**

Welcome

**Eva Martin Blythe
Executive Director**



Dear Friends of YWCA Cambridge,

Each year as we prepare for our Annual Meeting, a big part of which involves writing the Annual Report, it is extremely gratifying to spend time mulling over our accomplishments from the previous year and thinking about the successes we are experiencing currently because of the work we did before. 2019 was a year of successes but, frankly, it is difficult to think much about the past when we are living in the moment, immersed in each day, every day, that brings forth reams of information drawing our attention to new, different, life-changing and frightening revelations.

For several months we have lived a new “normal” defined by the term “pandemic”. Pandemics and plagues are from other times and places, but we find ourselves trying to cope with a pervasive sickness that has come about with little warning, much less a cure.

Then, there is the other pervasive sickness that we can’t ignore, neither should we want to. The pervasive, ugly head of racism that has become another looming factor in our new normal. For Black and Brown people living in the United States experiencing racism is the norm. The new norm is that racism is, literally, the larger than life new norm. We live in an era when we are confronted by “in your face” racism at all levels of society, from our highest elected officials to name-calling little children on the street who learned from their parents that it’s open season on Black folks.

Even in spite of the pandemics of overt racism and Covid - 19 YWCA Cambridge continues to be a place of safety and refuge for marginalized women and homeless families. We are an essential service, our doors don’t close and our staff members don’t leave regardless of the madness in the streets. We mentor and support adolescent girls, through our ever-growing Girlx Only Leadership Development (GOLD) Program, helping to grow them into strong, self-confident young women. Our Racial & Social Justice Advocacy work fostered by our annual Stand Against Racism and our collaborative involvement with YWCAs across Massachusetts and beyond, gives us strength to continue on our mission to eliminate racism and empower women. At our 2019 Tribute to Outstanding Women, we honored women and young women who embrace our mission-driven passions in their professional and/or personal lives. Likewise, we partnered with Sister to Sister, the Cambridge Women’s Commission, Councilor E. Denise Simmons and others to sponsor the third annual Trailblazing Women program, an event focused on celebrating the lives of women who have stepped out bravely and with a vision to blaze trails for other women to follow.

YWCA Cambridge continues on a mission and we invite you to join us. Your virtual presence at this meeting is an indication that we hold the same values as truths. This is your time and your opportunity to work with us to truly help us overcome the pandemics that confront us.

Sincerely,
Eva Martin Blythe
Executive Director

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Mission-Driven Programming

YWCA Cambridge is a 501(c)(3) organization. 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 2019, we offered housing units for 103 single women in our Tanner Residence; a safe haven for 10 homeless families at our Renae's Place Family Shelter; and a leadership and empowerment program (GOLD) for 7th and 8th grade girls in Cambridge. In addition, we provided space for community groups to meet 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

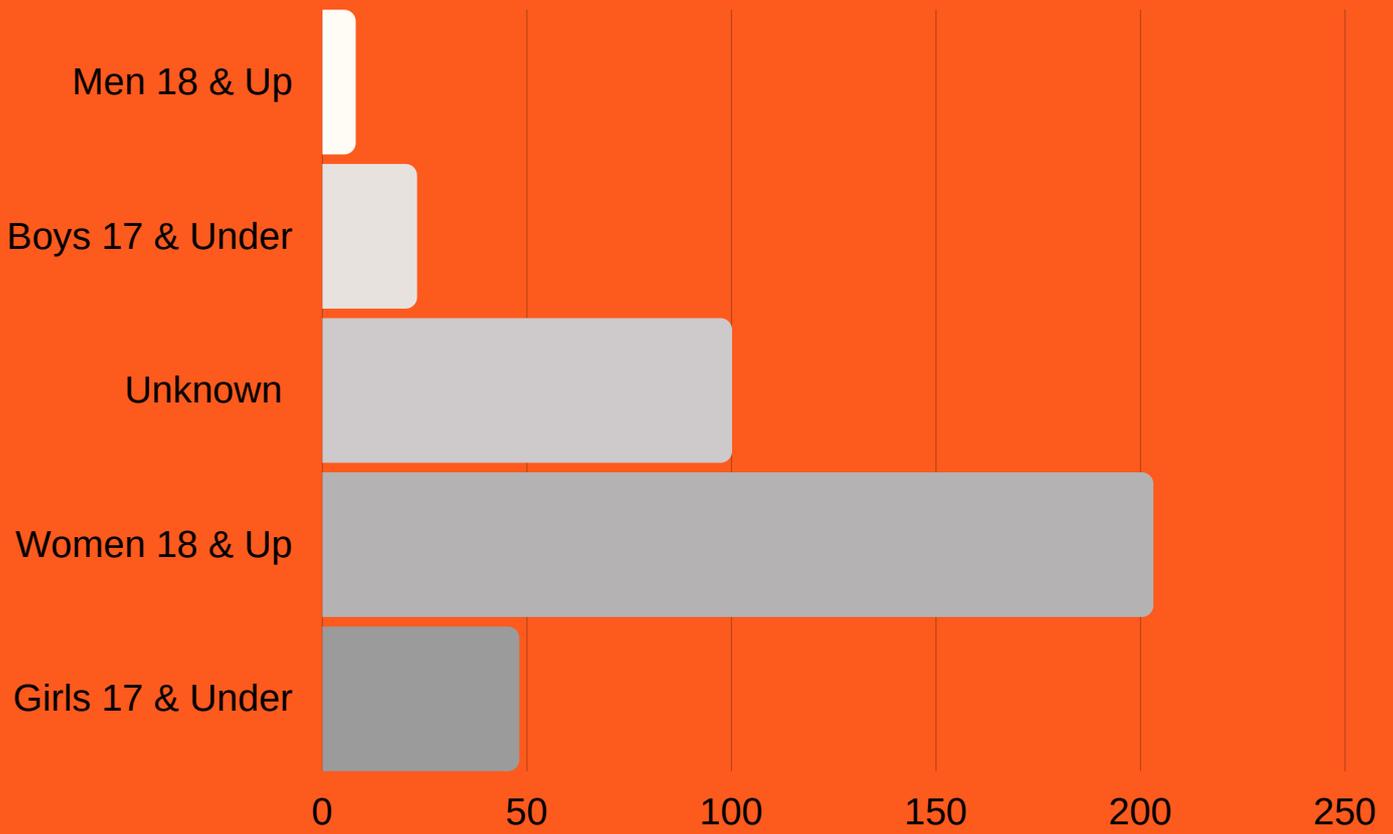
**unique
programming
areas**

382

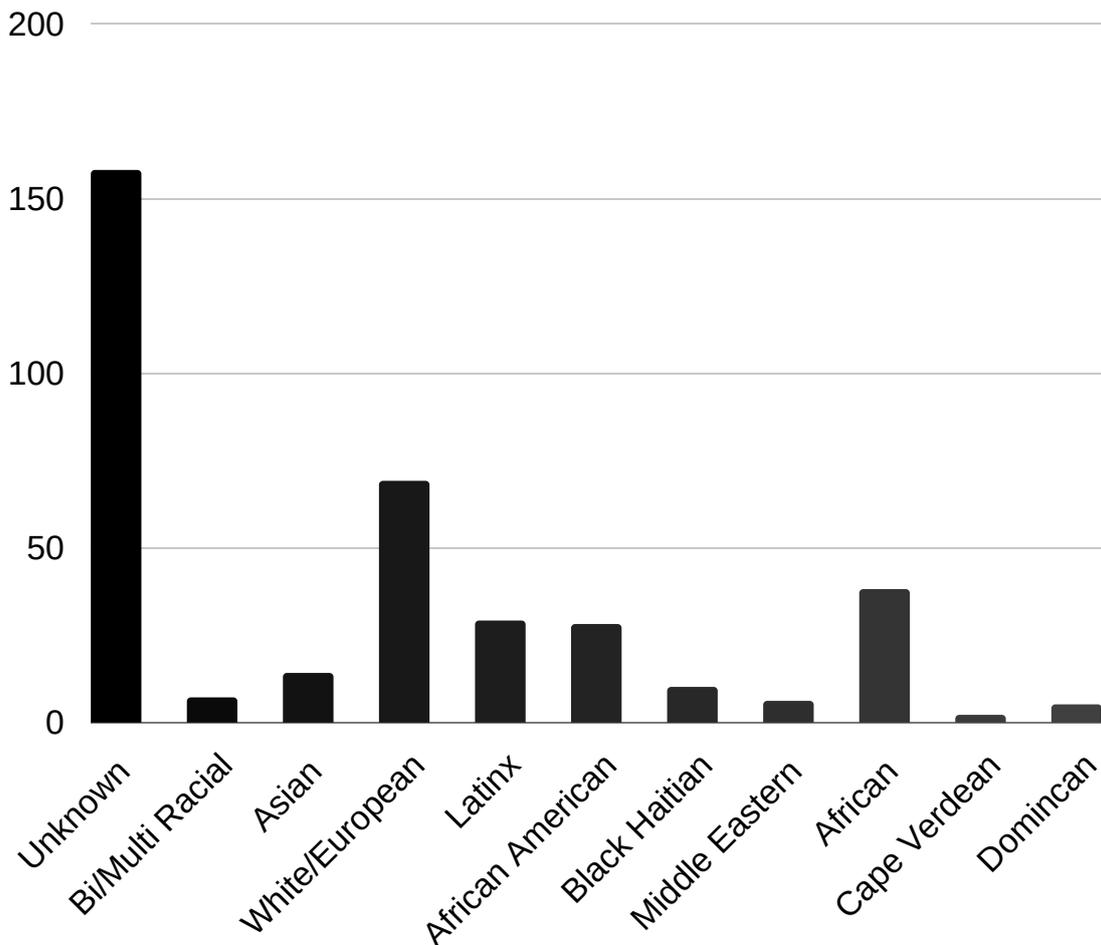
**individuals
served***

*includes ticketed racial justice events

Age of Service Population



Race/Ethnicity of Service Population



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 2019, we housed a total of 93 women in the residence. In 2019, we continued to provide robust programming including support groups and weekly meditation. Thanks to programs like Project Place, and IMPACT, and individual service providers such as Gayle Hearn, Alyson Lie and many others we offered a varied schedule of activities that included yoga and weekly meditation. Throughout the year, we hosted 170 events attended by 668 women, many of whom attended more than one event. In 2019, YWCA Cambridge also started providing residents with free menstrual products.



98%
of Tanner
residents live
below the
poverty line

170
robust
programs
attended by
668 women.

Partner Agencies

Lovin' Spoonfuls
Transition House
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

Renae's Place, YWCA Cambridge's Family Shelter, provided housing for 20 families with their 20 children during the year. Shelter Staff are available 24-hours a day, 7 days a week to offer support to our residents. Our shelter residents receive daily assistance working toward their individualized goals including securing safe permanent housing, developing interviewing skills, enrolling in job training programs, and more. Staff provide 18 months of stabilization assistance even after the women and their families are housed in the community.



Success Story:

A pregnant mother entered Renae's Place in late December, 2017. She was struggling with sobriety, and had significant trust issues. Her job skills were limited, she had an open CORI, and DCF (Department of Children & Families) was involved with she and her children. In addition, she had defaulted on attendance at mandated drug court in Barnstable. This young woman was at a very vulnerable point in her life. However with help and continuous support from YWCA Cambridge staff that led to her developing a new sense of determination, she was able to complete drug court, clear her CORI and follow DCF's recommendation to the end that her case was closed after she gave birth to a son in May, 2018. She committed to attend the Mom's Project, where she received assistance with family nurturing, early recovery, mindfulness, relapse prevention and self esteem, all of which helped her to attain and maintain her sobriety. As a result she was able to successfully taper off a medically assisted treatment (MAT) program. Next, she followed the advice of a case manager and began working with Cambridge Economic Opportunity Committee (CEOC) to enhance her interviewing and job readiness skills. She started a part-time retail position and within a very short period of time was promoted to a full-time manager. Her young son thrived in daycare even as the young mother endured two (2) program moves. Fast forward to March, 2020, in the midst of the Covid-19 pandemic, mother and son were approved for Rapid Re-Housing and now she proudly says that she is "finally home", living in an apartment where she feels safe and where she can enjoy her backyard with her son, who is now 2 years old.

Racial & Social Justice Advocacy

YWCA Cambridge's Racial and Social Justice programming is focused on educating, facilitating, and engaging the community in action-oriented dialogue on issues of race and social justice; and building a safe and open environment for community members to speak and be heard.

Our Racial and Social Justice work continued throughout 2019. In particular, Our Stand Against Racism forum, "Refugee Resettlement in Massachusetts: Know the Facts " highlighted organizations on the ground working in immigration and refugee rights.

We also continued our Get Out The Vote campaign throughout the year to engage Cambridge residents to vote in the local council election.

YWCA Cambridge signed on to become a member of both Roe Act Coalition, a group of organizations committed to expanding access to abortion in Massachusetts and of the Menstrual Access Coalition, a group of organizations committed to ensuring access to free menstrual products in schools and shelters.

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

Projects we co-sponsored in 2019:

Reading Frederick Douglass Together on the Boston Common

Trailblazing Women: Communal Reading and Community Conversation

Loving Day Cambridge

119
individuals
participated in
our racial and
social justice
events.*



Empowerment of Womxn and Girlx

GOLD Program

The YWCA Cambridge Girlx Only Leadership Development (GOLD) Program is an after school program on a mission to empower 7th & 8th-grade girlx to become leaders in their classrooms, communities, and beyond. Free weekly sessions offer a space where the participants have candid discussions with their peers and mentors and explore their individuality and unique leadership skills. Under YWCA Cambridge's leadership, working with teen mentors, volunteers, and numerous Cambridge community partners, we hosted GOLD sessions on many important topics including:

- Financial Literacy
- Juvenile Justice Strategies
- Mental Health
- Healthy Relationships
- Racial Equality
- Body Imaging and Self-Care
- STEAM
- Leadership and Advocacy

In 2019, we expanded GOLD to include 7th graders and adjusted our curriculum and language to include non-binary youth. We also provide a free meal at each session that accommodates various dietary needs. In the past year, our participation has tripled and we now serve over 25 middle schoolers. Our peer mentoring component allows last years' GOLD graduates to continue building their leadership skills. In the next year, we will implement a Mentor Training Curriculum which will provide five to seven womxn the opportunity to engage in an annual educational program to further support the GOLD participants. We want to thank all of our community partners, organizations, and influential womxn in our community for their support and contributions.

Salary Negotiation for Women

In 2019, YWCA Cambridge teamed up with the MA Office of Economic Empowerment for Women to host a two part salary negotiation series. This series included, budgeting, confidence building, and tips on how to have the salary talk with your employer. This event was attended by 50 women.

34

seventh & eighth grade girlx served through 25 sessions.



50

women attended 2 Salary Negotiation workshops

Health and Wellness

Boston Classical Soo Bahk Do

Boston Classical Soo Bahk Do has been a YWCA Cambridge 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 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 2019 we served 25 individuals through on-going classes. YWCA Cambridge offers scholarships to low income families to break down financial barriers.



Tenant

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.

Summer Yoga

In 2019, YWCA Cambridge received funding from Cambridge in Motion to host free summer yoga sessions for Cantabrigians. The goal of this initiative was to break down barriers for those who may not be able to afford wellness and self care activities. Each class ended with a healthy snack and water. YWCA Cambridge offered 6 classes hosted by Malaika Ms. Bonafide. This project served 31 women who work or live in Cambridge.



Tenant

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



Tenant

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



Tenant

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 for participating.



Tenant

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



Tenant

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 fiscal sponsorship of YWCA Cambridge. The purpose of the Haiti Initiative (SUD) is to support Haitians in the Southern region of Haiti around issues of hurricane preparedness and climate change. The Haiti Initiative (SUD)'s goals are to create spaces to educate the public about climate change, to assist with hurricane preparedness, and to work with climate activists in Haiti.



Community Conversations: Sister to Sister

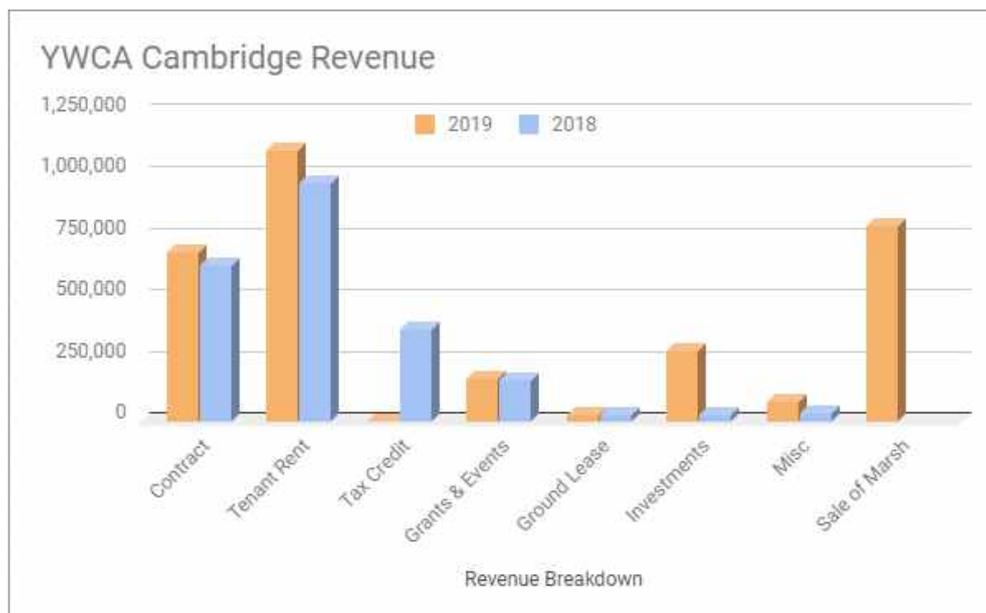
Community Conversations: Sister to Sister, a women's health initiative, is an open forum to explore health issues of relevance to Black women and their families. YWCA Cambridge is the fiscal sponsor for this organization. Each year, YWCA Cambridge along with other organizations partners with Community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



Statement of Activities

Unaudited

	2019	2018	2017
Revenues & Support			
Contract	685,307	628,923	516,020
Tenant Rent	1,096,583	961,242	873,768
Programs	18,836	18,458	130,633
HTC	0	373,470	373,470
Ground Lease	27,879	27,879	27,879
Investment Income	281,759	23,253	11,526
Sale of Marsh	786,872		
Misc	57,395	15,353	50,482
Memberships	570	420	315
	<u>2,955,200</u>	<u>2,048,998</u>	<u>1,984,093</u>
Grants	120,051	108,333	48,597
Events	53,029	55,226	15,758
	<u>173,080</u>	<u>163,559</u>	<u>64,355</u>
Total Revenue	3,128,280	2,212,557	2,048,448
Expenses			
Revitalization	1,093,399	848,406	914,004
Program	848,276	739,014	745,175
Properties	421,055	396,263	374,925
Fundraising	13,081	89,468	105,534
Mgmt & Gen	111,816	63,810	78,433
TOTAL:	<u>2,487,627</u>	<u>2,136,961</u>	<u>2,218,071</u>
Change in Assets	640,653	75,596	(169,623)



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