

Annual Report 2012

eliminating racism
empowering women

ywca

northeast indiana



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eliminating racism
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northeast indiana

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for every woman...

A Message from Our Board Chair and Our President/CEO

Our mission to eliminate racism, empower women, and promote peace, justice, freedom, and dignity for all, provides direction for all that we do. With that mission always in mind, we continued to seek ways to better serve the communities of northeast Indiana this past year. We have had another very busy year!

Our fiscal year ended on December 31, 2012, with positive cash flow. Total revenue remained stable at just under \$1.5M for the year. We continued to maintain cash reserves and to seek diverse funding sources. Our strategy is to provide programs that meet the needs of the community in an efficient and effective manner while staying within our budget. Unfortunately, there is a definite need for more domestic violence prevention services and the continuum of care we provide, as well as the other programs and services we offer. We have an increased focus on how to raise revenue to provide the increased services. Simply put: more funding, more service.

We are very grateful for the donors who continue to provide meaningful resources so that we can continue our mission. We are blessed with individual, corporate, and foundation donations that allow us to meet day-to-day operational needs, as well as long-term sustainability. You will find a list of these donors at the end of this report.

We are honored to be one of the Foellinger Foundation-Invited Initiative organizations. The Foundation continues to provide operating support, as well as many other resources that allow us to continue the strategic planning and capital improvements so necessary to our facilities. Our board and staff have been able to take advantage of the many tools available from Foellinger to become better stewards and to find ways to be more efficient. We learn from our peers and from looking at our own organization with a keen eye for improvement.

We are also proud to be a United Way Partner Agency in the six counties we serve. United Ways throughout our service area help us provide exceptional service to those in need.

Our board has been very active this year. We continue to recruit and retain very capable, engaged members. We are mindful of the need to have diversity in all respects (leading us to elect Larry Wardlaw as the first male board member in our organization's 118-year history), as well as maintaining stability by laddering terms to continue to replace outgoing members with new. We spend a fair amount of time for orientation, as well as developing leadership



Debby Beckman
President/CEO

Jan Wilhelm
Board Chair

Our Vision Statement: Empower individuals, support families, and unite communities to improve the quality of life.

Our Purpose: To provide mission-based programming centered on domestic violence, economic empowerment, immigrant services, and community diversity dialogues.

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

- Our Mission Statement

and asking all members to do their part. We track commitments and share them with the board, holding all of us accountable. With that focus in mind, we have developed a wonderful team of board members and leadership staff who strive for excellence.

We have had several sessions outside of our bimonthly board meetings to learn board fundraising strategies and to prioritize our goals. Our Facilities Task Force has been meeting regularly to determine options to improve infrastructure to be more efficient and meet the growing needs for our services. We recently received funding from the Community Foundation of Greater Fort Wayne to facilitate a review of potential collaboration opportunities. Our Marketing Committee has actively been searching for ways to create better awareness of the YWCA in all the communities we serve. All in all, we continue to keep our eyes focused on the goals of our strategic plan:

- 1) Engagement and support: increase community awareness and support of the YWCA
- 2) Financial management and development: achieve, build, and sustain financial health
- 3) Program service mix: offer sustainable, mission-based programs responsive to emerging needs and trends
- 4) Leadership: recruit and engage the powerful, talented, and diverse leadership needed to strengthen and sustain the organization
- 5) Facilities: plan for facilities and infrastructure required to strengthen and sustain our operations

We will continue to “fill in the blanks” as to how we will accomplish the aforementioned goals going forward; however, we acknowledge and celebrate the many ways we have accomplished these the past two years. We are very focused on being a community leader in the area of empowering women, and are strong advocates of collaboration whenever possible.

We are very proud to be part of this organization and to work with the board, the staff, and the volunteers who give so much and believe so strongly in the mission of the YWCA. Throughout this report, you will see snapshots of our work.

Thank you all for your support and please keep up to date on our progress through the various communications we provide. If you have comments or suggestions for improvement, please let us know.

-Jan Wilhelm, Board Chair & Debby Beckman, President/CEO

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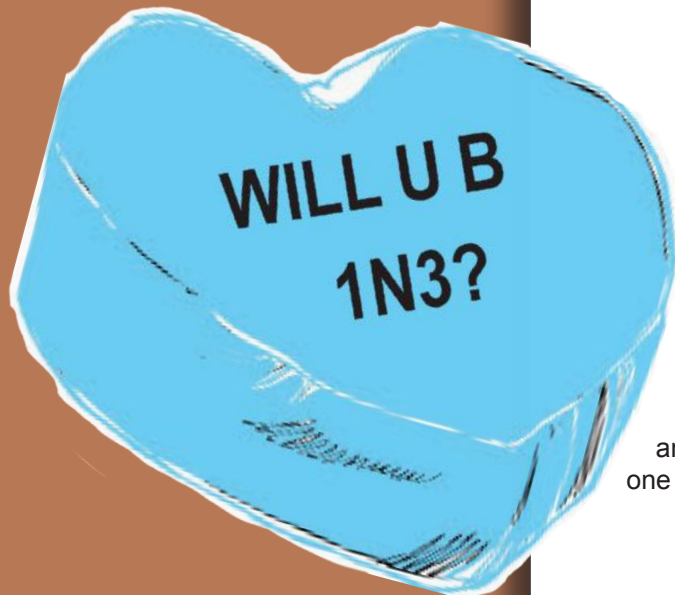
Our Continuum of Care:

Domestic Violence

Our impact

Youth Education

- 2,389 teens reached by “Eyes Wide Open”
- 940 teens reached by “Digital Boundaries”
- Presentations given to middle schools, high schools, and youth groups in Allen, DeKalb, Huntington, Noble, Wells, and Whitley Counties



Prevention Education

In classrooms and youth groups, **Eyes Wide Open relationship awareness**® helps teen avoid dating violence today and domestic violence when they become adults. **Digital Boundaries** focuses on the safe use of social media and cell phones, and the dangers of cyber-bullying and sexting. A companion program educates parents.

During Teen Dating Violence Awareness Month in February, we distribute an awareness toolkit to middle and high schools throughout our six-county service area. The sticker at left draws attention to the fact that one in three American teens will experience dating violence.

From Prevention to Empowerment

Crisis Intervention

- Our 24-hour **Crisis Hotline** is contacted by police, referral sources, and victims asking for help.
- Our 44-bed **Crisis Shelter** (at right) helps women and children fleeing violent households, stabilize their lives and remain safe.
- Our **community domestic violence programs** aid victims in crisis outside the shelter and helps them rebuild their lives.



A client (left) at her graduation from Steps to Success with her daughter and her case manager, Stephanie Feldman (right).

Empowerment

- **Support groups** serve hundreds of women and girls in the community, and incarcerated women in jails.
- **Steps to Success** provides two years of case management to enable survivors to achieve self-sufficiency.

Our impact

- 37 years providing domestic violence services
- 1,500 victims and survivors aided in 2012
- 3,373 crisis calls received
- 834 adults and children stayed at our Crisis Shelter
- 42 adults and 52 children served by Steps To Success
- 7 women graduated from Steps to Success

Eliminating Racism

Our impact

- 103 refugee students attended ESL, GED, citizenship, and computer classes
- 119 other refugees aided
- 10 Diversity Dialogue forums hosted



Tonya Wine teaches an English as Second Language (ESL) class to Burmese immigrants and refugees.

Refugee Services

A dedicated Program Coordinator works with volunteers and community agencies to provide ongoing supportive services for refugee families. YWCA Northeast Indiana has made a special effort to welcome refugees from Myanmar and DR Congo, and is at the forefront of supporting their efforts to secure affordable housing, jobs, and educations.

Educational opportunities continued to grow, thanks to dedicated volunteers. Additional English and computer classes were added to meet demand.

2012 Diversity Dialogues

January: Cyberbullying and Cyber Security

February: Teen Dating Violence Awareness Month

March: Women Who Shaped Fort Wayne

April: Shaping Our Children for a Diverse World

May: Drugs: From Prescription to Lifestyle

June: Human Trafficking in Northern Indiana

July: A Conversation about Sexual Identity and Gender

August: Immigrant Communities in Northeast Indiana

September: When Homelessness Hits Home

October: Assertiveness vs. Aggressiveness

For information about the Diversity Dialogues to be held in 2013, visit our website at ywca.org/NEIN.



We offered "A Day in the Life" training simulations in which participants take on the role of a different race, ethnicity, or gender and experience their day-to-day struggles.

Racial Justice

Diversity Dialogue continued to be a monthly forum for community members to learn and discuss difficult topics that often lead to anger and division in our community.

Diversity Dialogues are held on the fourth Wednesday of every month, January through October. Most are held at YWCA Northeast Indiana's 1610 Spy Run Avenue office, but October's Dialogue about Assertiveness vs. Aggressiveness in victims of domestic violence was held at IPFW's Walb Student Union. All Diversity Dialogues are free and open to the public.

Community Recognition...



Hope Awards In recognition of Domestic Violence Awareness Month, we honored those who exhibit excellence in advocacy that reflects our mission of eliminating racism, empowering women, and promoting peace, justice, freedom, and dignity for all. This year's winners included (from left to right) Michelle Ditton for Child Advocacy; Beth Stevens for Women's Economic Empowerment; Jenny Bennet, Kerry Mills, Craig Bard, and (not pictured) Sarah Cearns for Domestic Violence Prevention and Intervention; Rick Piatt for Racial Justice; and Hannah Davis for the Youth Hope Award.

The Torch Award

The Better Business Bureau of Northern Indiana named YWCA Northeast Indiana winner of the 2012 Torch Award for marketplace ethics in the non-profit category.



The Peggy Hobbs Award

Another yearly award presented by YWCA Northeast Indiana is the Peggy Hobbs Award for excellence in volunteerism. The 2012 winner was Jennifer Manning for her work with Catherine Kasper Place and the Community Harvest Food Bank.



... and Involvement



Stand Against Racism is a YWCA sponsored annual event that aims to eliminate racism by raising awareness. In 2012, we hosted a rally in front of our office on Spy Run Avenue encouraging passing motorists to take their own stand against racism.

Homeward Bound is an annual event that takes place in communities throughout Indiana to raise funds and awareness about affordable housing and homeless needs. In 2012, YWCA Northeast Indiana and its supporters helped to raise over \$3,500 for homeless services in our community.



Domestic Violence Awareness



Domestic Violence Awareness Month

YWCA Northeast Indiana promoted Domestic Violence Awareness Month with "Chalk it Up to Awareness" (top left, at Strebig Construction) and the "Flowers on the River" ceremony (right). The lights on the MLK Bridge in downtown Fort Wayne even glowed purple on October 1 for domestic violence awareness (bottom left).





Circle of Women

At the sold-out Circle of Women luncheon, the focus was on the prevalence and prevention of teen dating violence. Attendees learned how the YWCA helps educate teens, and heard from keynote speaker Johanna Orozco (pictured above, left, with Circle of Women Steering Committee Chair Kim Murphy, right).

Johanna shared her harrowing story of survival following a violent attack by her high school boyfriend, while focusing on self-respect, confidence, and what signs to look for in an unhealthy relationship.

The 600 people who attended the event helped to raise nearly \$150,000 to support YWCA Northeast Indiana's Domestic Violence Services.

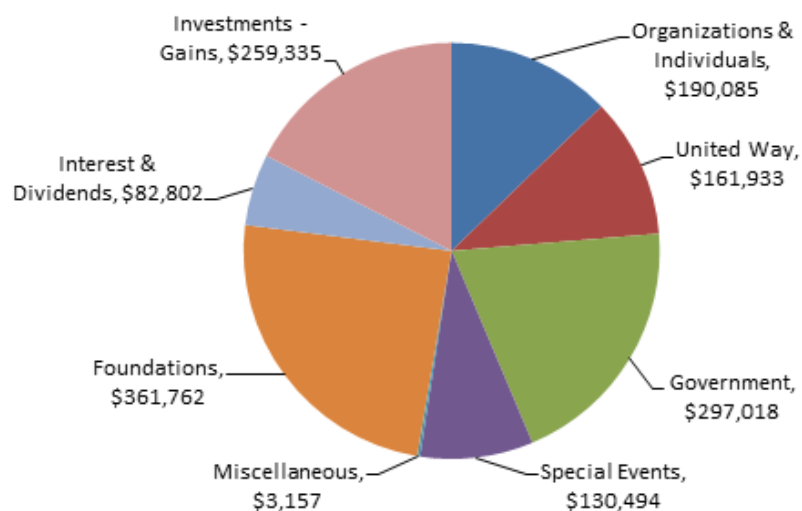
Thank you to all those who attended, for their continued support of YWCA Northeast Indiana's mission to empower women and eliminate racism.

Financial Report

Total Revenue for 2012

Foundations	\$361,762
Government	\$297,018
Investments - Gains	\$259,335
Organizations & Individuals	\$190,085
United Ways	\$161,933
Special Events	\$130,454
Interest & Dividends	\$82,802
Miscellaneous	\$3,157
Total	\$1,486,586

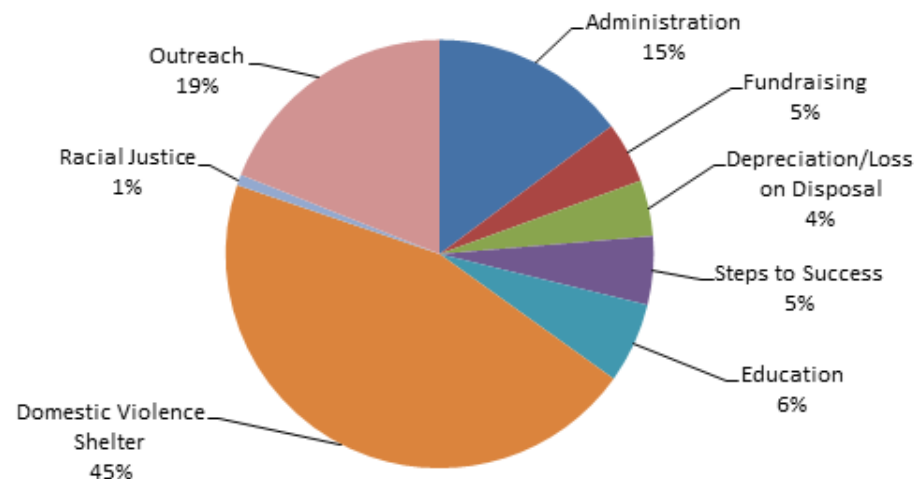
Total Revenue for 2012



Total 2012 Expenses

Domestic Violence Shelter	\$631,286
Community Programs	\$264,115
Administration	\$206,445
Prevention Education	\$84,573
"Steps to Success" Program	\$71,736
Fundraising	\$64,320
Depreciation/Loss on Disposal	\$58,917
Racial Justice	\$11,347
Total	\$1,392,739

Total Expenses for 2012



Thank you...

Donor categories are named for individuals who have played important roles in the YWCA's history.

Agnes Hamilton (\$50,000 or more)

English, Bonter, Mitchell Foundation
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Indiana Criminal Justice Institute
-Domestic Violence Prevention and Treatment
-Federal Family Violence Prevention and Services Grant
-Social Service Block Grant
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We are grateful for the support of our donors and recognize each and every one as a partner in our work for Northeast Indiana women and their families. We also extend our thanks to those donors wishing to remain anonymous.

We take great care in ensuring the accuracy of information published. If any error or omission is reflected in this report, please accept our apologies and report the error to Sue Hiatt, 260.424.4908 ext. 254.

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 Riet Zwiep

memoriam

The following donations were made in memory of another individual.

Deborah Beckman
 in memory of Clyde Nusbaum

Mary Anna Bradshaw
 in memory of Carolyn Foellinger

Mary Jo Hardiman
 in memory of Mary Raffety

Susann Hiatt
 in memory of Ed Hiatt

Carlabeth and Paul Mathias - Lavon Kelly Children's Fund
 in memory of Lavon Kelly

Kim Murphy
 in memory of Augie Gonzalez

Barb Phillips
 in memory of Robert Pickerill

Sandra Rogg
 in memory of Mary Evelyn Flanigan Eisenacher

Hana Stith
 in memory of Harold Stith

tributes

The following donations were made in honor of another individual.

African American Museum
 in honor of Richard Stevenson

Emily Baransy
 in honor of Paul Baransy

Madeleine Baker
 in honor of Debby Beckman

Deborah Beckman
 in honor of Richard Beckman; Richard Beckman, Jr.; Josh Kornau, and Denny Nusbaum

Nicole Buonomo
 in honor of David Colon

DeKalb County Domestic Violence Task Force
 in honor of Don Lauer

Jennifer Flanagan
 in honor of Tony Flanagan

Julie Fleck
 in honor of Chris Fleck

Mallory Laehr
 in honor of Terry Laehr

Ken and Kathy Lizer
 in honor of Julie Lizer

Jessica Marquart
 in honor of Jacob Marquart

Nancy Martin
 in honor of Connie Phillips

Kim Murphy
 in honor of Chad Murphy

Barb Phillips
 in honor of Jim Phillips and Rob Phillips

Deborah Romary
 in honor of Angie Dane

Snow & Sauerteig LLP
 in honor of Fort Wayne City Utilities

Hana Stith
 in honor of Clifford Clarke

Marilyn Tolbert
 in honor of Jim Tolbert

Jeff and Megan Weaver
 in honor of Marcia Patterson

Joel and Gretchen Weerts
 in honor of The Family

Lisa Worrell
 in honor of Emmanuel Ortiz



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2012 Leadership Team

Debby Beckman,
President/CEO

Steve Miller,
Director of Development and Communications

Mary Jo Hardiman,
Director of Community Programs

Joel Weerts,
Director of Business Operations

Yulonda Davis,
Director of Crisis Programs

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