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OUR MISSION

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

To fulfill our mission, YWCA Madison:

- Advances race & gender equity to create a more inclusive community.
- Helps people improve their financial situations through job training & transportation.
- Supports women and families in housing & shelter.
- Offers school and community restorative justice programming.
OUR VISION

YWCA Madison envisions a community where people of all racial, ethnic, socio-economic and gender groups are valued and included, and discrimination and injustice are eliminated. To this end, the YWCA Madison provides leadership in our community to create social change for all racial, ethnic, gender and economic groups. Through YWCA Madison programming and collaborative initiatives, individuals, families and the community at large are empowered to greatly improve quality of life.
FROM OUR CEO, VANESSA MCDOWELL

If you are like me, you have found yourself looking back on specific events from the past two years, wondering, “When did that actually happen? What year was that?” Our days, months, and years have started to blur a bit in a mix of isolation, hardship, rage, and beautiful moments too. As our community, you have stood with us through all of it. This report brings you some of the highlights of 2021, specifically.

In 2021, we at YWCA Madison were called to the theme of reimagining. The YWCA Madison team took what we had learned from COVID and started to live in this new realm. We asked ourselves the following questions. What could programs, services, and events look like in a reimagined way? What do we need to hold onto? What do we want to let go of? How can we infuse a new sense of energy to do things differently? Most importantly, how can we serve our community better?

In 2021, we offered our first Basic Skills Technology Class for individuals touched by the criminal legal system. We hosted our first virtual Circle of Women (now called Circle) event and our first hybrid Racial Justice Summit. Both were joy-filled and hopeful!

It seems we weren’t the only ones reimagining. We started to see movement in the philanthropic world towards a more equitable, trust-based, transformational way of providing support. Funders, such as MacKenzie Scott (who made a generous unrestricted gift in late 2020), CUNA Mutual Group Foundation, and the Roots & Wings Foundation, modeled “walking alongside us in our mission.” This support gave us space to flourish internally and externally.

While there continues to be much violence and tragedy in our world, I am still hopeful because of the community of support that surrounds our YWCA Madison team. Our funders, volunteers, program participants, program partners, donors, staff, and board members. You are our ecosystem of hope.

Sincerely,

Vanessa McDowell,
CEO, YWCA Madison
## 2021 BOARD OF DIRECTORS

### Officers

<table>
<thead>
<tr>
<th>Role</th>
<th>Name</th>
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<tr>
<td>Chair</td>
<td>Joyce Dieter</td>
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<td>Angela Arrington</td>
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<td>Stephanie Muñoz</td>
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<td>Member At Large</td>
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<td>Treasurer</td>
<td>Justin Cruz</td>
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### Members

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<td>Julia Stanley</td>
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<td>Natalia Kruse</td>
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EMPLOYMENT & TRANSPORTATION

YWCA Madison improves the economic wealth of individual families and our community. Economic empowerment speaks to an individual’s ability to make strategic choices, improve one’s economic situation, and alter existing power structures that create barriers to economic justice. Economic empowerment is more than simply having a job. Our goal is to create economic justice that equals equity and fairness. YWCA Madison achieves these goals by providing employment and training programs and safe transportation solutions.

OUR PROGRAMS

Driver’s License Recovery
Driver’s License Recovery Program is available to people working to reinstate suspended driver’s licenses through a systematic partnership.

YW Transit
YW Transit is a community-based transportation program serving Dane County. There are three services YW Transit provides.

YWeb Career Academy
YWeb Career Academy is an employment service program that trains women and people of color to become web developers/designers.
268
INDIVIDUALS SERVED

- **Driver’s License Recovery**: 133 Individuals
- **YW Transit**: 66 Individuals
- **YWeb Carer Academy**: 56 Individuals
- **Basic Skills Tech Training**: 13 Individuals
EMLOYMENT & TRANSPORTATION (Continued)

DEMOGRAPHICS

Gender Identity

- 117 Male
- 151 Female

Race

- 169 Black/African American
- 55 White/Caucasian
- 17 Latinx/Hispanic
- 17 Asian
- 3 American Indian or Alaska Native
- 1 Native Hawaiian/Pacific Islander
- 5 Multiracial
- 1 Other/Unknown
HOUSING & SHELTER

Everyone needs a place to call home—a safe haven and shelter from the storm, a place to settle and be nurtured. YWCA Madison has designed several services that address this need and help women and their families find stability in a supportive and caring environment. Through internal programs (located at 101 E. Mifflin Street) and external programs (throughout the Greater Madison area), YWCA Madison is a leader in housing and supporting families as they navigate their journey towards stable housing.

OUR PROGRAMS

Family Housing Stability
Family Housing Stability is a shelter diversion program that serves homeless families who have not yet entered the shelter system.

Empower Home
Empower Home provides transitional housing to female survivors of domestic violence, who are homeless or fleeing a domestic violence situation.

House-Ability
House-ability is a collaborative program that serves homeless families who have at least one adult with a disability in the household.

Family Shelter
YWCA Madison Family Shelter provides housing and case management to families with children who are experiencing homelessness.
HOUSING & SHELTER  (Continued)

OUR PROGRAMS

Housing for Women
YWCA Madison’s downtown location features affordable apartments for single women, providing a safe and supportive permanent home on the Capitol Square.

Rapid Rehousing
Rapid Rehousing is a six-month program providing families with rent assistance and supportive case management services.

Second Chance Apartment Project
Second Chance Apartment Project is a transitional housing program that helps homeless families find, secure, and maintain permanent housing.

Third Street
Third Street, located at the downtown YWCA Madison location, provides affordable apartments, a safe neighborhood, and support services for families with children under age five.
824
INDIVIDUALS SERVED

- Adults (Over 18): 381
- Children (Under 18): 442
- Unknown: 1

<1%
46%
53%
**Housing & Shelter** (Continued)

**Demographics**

**Gender Identity**

- Male: 295
- Female: 526
- Unknown: 3

**Race**

- Black/African American: 588
- White/Caucasian: 134
- Latinx/Hispanic: 59
- Asian: 8
- American Indian or Alaska Native: 1
- Multiracial: 68
- Other/Unknown: 11
RESTORATIVE JUSTICE

YWCA Madison’s Restorative Justice Programming takes a healing centered approach, rather than a punitive one. Through direct services, consultation and coaching, and curated Restorative Justice education experiences, our team cultivates anti racist, abolitionist, decolonizing healing spaces for young people, school staff, parents/families, and the community. YWCA Madison’s Restorative Justice team maintains an acute focus on the experiences and needs of Black, Indigenous, and youth of color and young people with other marginalized identities as they navigate and are impacted by systems of oppression and racism in schools and the community. We utilize the practice of circle keeping to build relationships and community, to respond to harm/conflict, and cultivate collective care in shared values. Our team coordinates Restorative Justice implementation in several middle schools and receives referrals from Madison Police to reconcile conflicts and harm caused to and by young people without the use of courts, punishment, and other exclusionary practices that function to replicate and reinforce harm and generally leads to more conflict.
RESTORATIVE JUSTICE (Continued)

OUR RESTORATIVE JUSTICE PROGRAMS

Community-Based Programming
Every 12-16 year old issued a municipal ticket by the Madison Police is eligible to participate in restorative justice as an alternative to court.

Restorative Justice Workshops
YWCA Madison offers three-day professional development training workshops for educators, community members, and parents.

School-Based Learning
YWCA Madison provides ongoing student and staff support at some of our partner schools in order to facilitate a transition to a restorative approach.
2032
INDIVIDUALS SERVED

- School-Based Learning
  1318 Individuals
- Restorative Justice Workshops
  624 Individuals
- Community-Based Programming
  90 Individuals
RESTORATIVE JUSTICE (Continued)

DEMOGRAPHICS

Gender Identity
- Male: 734
- Female: 662
- Unknown: 636

Race
- Black/African American: 477
- White/Caucasian: 461
- Latinx/Hispanic: 339
- Asian: 104
- American Indian or Alaska Native: 2
- Other/Unknown: 649
RACE & GENDER EQUITY

YWCA Madison’s Race & Gender Equity programs support people and organizations to interrupt institutionalized racism and sexism while developing knowledge and skills to center, deepen and broaden equity and belonging in their personal, professional, and organizational practices. For over 20 years, the Race and Gender Equity department at YWCA Madison creates opportunities for deep racial justice learning and unlearning, as well as offers collaborative consulting services for transformative change that centers, deepens and broadens racial justice, equity and belonging within organizational systems and culture.

OUR RACIAL JUSTICE PROGRAMS

Black Thought Wall Madison

The Black Thought Project (conceived by Alicia Walters) transforms public and private spaces into sanctuaries for the expression of Black thought.

Racial Justice Series

Learning experiences to support the development of a foundational understanding of the system of racial inequity, and what we can do to transform it.

Racial Justice Summit

Each year, YWCA Madison hosts a Racial Justice Summit that brings together community stakeholders to work on eliminating barriers that foster racism.

Creating Equitable Organizations

Collaborative consulting services to center, deepen and broaden racial justice, equity and belonging within organizational systems and culture.
1806 INDIVIDUALS SERVED

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<td>Creating Equitable Organizations</td>
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<td>Amplify Madison</td>
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<td>Black Thought Wall Madison</td>
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<tr>
<td>Racial Justice Series</td>
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</table>

67% Racial Justice Summit
27% Creating Equitable Organizations
3% Amplify Madison
<1% Black Thought Wall Madison
<1% Racial Justice Series
Racial Justice

Demographics

Gender Identity

- Male: 234
- Female: 1296
- Other/Nonbinary: 51
- Unknown: 165

Race

- Black/African American: 292
- White/Caucasian: 923
- Latinx/Hispanic: 133
- Asian: 96
- American Indian or Alaska Native: 12
- Native Hawaiian/Pacific Islander: 3
- Multiracial: 64
- Other/Unknown: 223
OUR GENDER EQUITY PROGRAMS

Amplify Madison Academy
Amplify Madison funded a combination of professional development, organizational collaboration and community engagement for teams of women.

Women of Distinction
Women of Distinction Leadership Awards were established to increase community awareness and appreciation of the diverse contributions of women in the workforce and in the community.

Racial Demographics

- 37 Black/African American
- 6 White/Caucasian
- 10 Latinx/Hispanic
- 5 Asian
- 3 Multiracial
- 4 Other/Unknown
YWCA Madison is proud to have recognized 251 women since the first Woman of Distinction was bestowed the honor in 1974. Their community service, professional achievement, integrity, leadership, and dedication to the lives of others and to the quality of life for all stand as a reflection of YWCA’s historic mission.

2021 WOMEN OF DISTINCTION HONOREES

Adrian Jones  
Nasra Wehelie  
Jenny Pressman  
Jacquelyn Hunt  
Jannet Arenas Pineda  
Roxie Hentz
EMPOWERMENT SOCIETY & BRIGHTER FUTURES

Empowerment Society members have turned their passion and support of YWCA Madison’s mission into action through a five-year annual pledge. These unrestricted gifts bring organizational stability that allows us to be responsive to emerging community needs and new opportunities. Thank you for your generosity!

Kyle V. Ackeret
Carrie Astin
Rasheid S. Atlas
Melissa Auchard-Scholz and
John Scholz
Juli Aulik
Diane K. Ballweg
Elizabeth and Charles Barnhill
Michelle and John Bayouth
Terri and Dave Beck-Engel
James Berbee and Karen Walsh
Jeanne J. Bissell
Dave Boyer and Joan Philip
Kristy M. Brown Lust
Anna Burish
Mary P. Burke
Christin and Kamal Calloway
Eugenia and Michael Carter
Lau and Bea Christensen
Karen and Craig Christianson
Heather Clefisch and Nathan Zolik
Sheila Conroy
Katherine J. Cramer
Justin and Wendy Cruz
Jeannie Cullen-Schultz
Jael Currie
Betty Harris Custer and Corkey Custer
Aimee and Kyle Davis
Jan and William DeAtley
Susan Denholm
Sarah Dickerson
Danielle A. Dieringer
Joyce and Steve Dieter
Tina Diodati
Jessica and Jim Doyle
Murphy M. Dunne
Julie A. Eichhorn
Todd Fancher
Dondieneita Fleary-Simmons
Raelene Freitag
Deirdre Garton
Erica and Mark Gehrig
Chariti Gent and Andy Kahn
Jennifer and Andrew Giesler
Mindi S. Giftos
Amy Gilliland
Byron Glick
Dianne Greenley
Leigh Griesbach
Tenisha Grimmer
Jeanne and Thomas Grist
EMPOWERMENT SOCIETY & BRIGHTER FUTURES

Mary and Carl Gulbrandsen
Katie Gustavson
Jane Hamblen
Scott R. Haumersen
Mercedes Hernandez
Linda Hmielewski
Melissa Huggins and John Opel
Stephanie K. Imhoff
Nyra Jordan
Jenifer Juarez
Paul and Anne Karch
Shirin and Eric Kestin
Elizabeth Kirchstein
Margaret M. Leitinger
Elaine Lohr
Margaret Luby
Mary and Richard Lynch
Tiffany and Jeff Mack
Kirbie and Jeffery Mack
Norma and Doug Madsen

Mary Kay and Peter McCanna
Candace and Charles McDowell
Vanessa McDowell
Sally and Charles Miley
Annette and Michael Miller
National Guardian Life Insurance Company
Deb Neff and Kurt Sladky
Helene Nelson and James Arts
Tami Patel
Theresa Peachey
Jillana Lois Peterson
Jill and Jacob Pfeiffer
Gregory Pfluger and Connie McElrove
BreeSean Pittman
Amber H. H. Porter
Kate Serpe
Christina Sheehan and Karl Harter
Christina Smith Gallagher
Spherion Staffing and Recruiting

Julia and Craig Stanley
Jessie Stauffacher
Paula and Shaun Steinhorst
Kathy Stewart
Michael and Suzanne Swift
Jay Thomsen
Elizabeth Watson
Ann F. Wenzel
Bridget Wilcox
Michele and Arland Wingate
Christine D. Wood
Jane F. Zimmerman
Janet K. Zimmerman
Ciara Zimprich
2021 DONORS

We are grateful to the individuals who provided generous support to YWCA Madison. Over 200 donors also made contributions of $99 or less and several donors gave anonymously. YWCA Madison solicits donations in a number of ways: events, mailers, online efforts, meetings and proposals. Regardless of how your support comes our way, we appreciate it! Thank you to everyone who supported our work with a donation!

Maryam Abdul-Kareem
Lisa Abler
Amy Achter
Kyle V. Ackeret
Kaitlyn Adams
Renee Adler
Michelle M. Affatati
Chijioke Agwoeme
Ronda Alexander
Miranda Alksnis
Alisa Allen
Paula and Robert Alt
Sara L. Alvarado
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Mary Lu Anderson
Richelle R. Andrae
Robert Andrew
Margaret and Charles Angevine
Rima and Michael Apple
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Barbara and Stephen Arnold
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Rasheed S. Atlas
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John Karl Scholz
Kathryne A. Auerback
Mandy Auger
Juli Aulik
Elizabeth Backes
Lisa Baker
Annie Ballweg
Diane K. Ballweg
Rosalind Balton
Cindi Bannink
Jeanne and Jack Barham
Elizabeth and Charles Barnhill
Angela and Jeff Bartell
Jane A. Bartell
Peter Barton and Margaret Lambert
James and Mary Bartz
Adam Basarich
Janneke C. Baske
Maddie Batzli
Nancy and Jim Bauch
Alisa Baum
Susan and Ellis Bauman
Michelle and John Bayouth
Jane Sadusky and Kimberly Bean
Emma Becher
2021 DONORS  (Continued)

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Bridget Beninati
James Berbee and Karen Walsh
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Holly and Jim Berkenstadt
Kaitlyn Berle
Brenna Bernards
Dawn Berney
Mary Beth Collins
Kristi Betts
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Gail Bliss
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Kathy Bricker
Ashlyn Brigham
Tonya Brito
Marybeth Wilk and Katherine Brophy
Debbie and Steve Brown
Laurel Brown
Marion Brown
Virginia and Percy Brown
Melissa Brown
Kristy M. Brown Lust
Courtney Browne
Elizabeth Bruno
Kristine Bruns
Dolores Buchler
Kamilla Buddemeier
Catherine M. Buerger
Allison B. Bunnaw
Mary P. Burke
Kristin Burki
Mary Burton
Colleen Butler and Jonathan Broad
April A. Byl
Angel Calderon
Christin and Kamal Calloway
Carlotta Calmese
## 2021 Donors

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Eliminating Racism
Empowering Women

**YWCA is on a Mission**
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The Cremer Foundation
The Evjue Foundation
2021 PARTNERS & FUNDERS  

The Nature Conservancy
The Rainbow Project Inc.
The Road Home Dane County
The Salvation Army of Dane County
The WHEDA Foundation
Theda & Tamblin Clark Smith Family Foundation, Inc.
Thermo Fisher Scientific
Toral Livingston-Jha
Total Awards and Promotions Inc
Tricor Inc
United Way of Dane County
United Way of Metropolitan Chicago
United Way Waukesha
US Cellular
UW Colleges & UW-Extension
UW Credit Union - Racial Equity Fund
UW Health Department of Obstetrics & Gynecology
UW Health, UnityPoint Health- Meriter & Quartz
UW Population Health Institute - Mobilizing Action Toward Community Health (MATCH)
UW School of Medicine and Public Health - All of Us WI
UW-Madison Athletic Department

Vogel Foundation Inc.
Wegner CPAs
WHEDA Foundation
WI State Public Defender's Office
Willy Street Co-Op
Wisconsin Partnership Program
- UW Madison School of Medicine and Public Health

YWCA USA
LEGACY SOCIETY

Members of YWCA Madison’s Legacy Society are individuals who are part of YWCA Madison’s future. These thoughtful individuals plan to leave the world a better place through their legacy gifts, which will help preserve and expand the work of YWCA Madison for generations. Thank you for your future vision!

Gloria and Mike Green
Sharon A. Stark and Peter Livingston
Elaine Lohr
Ronald Luskin and M. Therese (Terry) Ruzicka
Norma and Doug Madsen
Helene Nelson and James Arts
Jane and Daniel Tereba
Steven Vedro and Beverly Gordon

Special thanks to Linda Dawson for leaving a generous Legacy Gift to YWCA Madison in 2021. We are grateful for this act of kindness and care.
VOLUNTEERS

In 2021 YWCA Madison had 76 unique volunteers and they contributed 890 volunteer hours. Volunteers are critical to helping us achieve our mission. We are thankful to the volunteers who act as YWCA Madison ambassadors in the community and build our capacity to serve. Thank You!

On behalf of women, children and families, we salute our partners and funders with heartfelt thanks. YWCA Madison works with corporations, foundations, individuals, organizations and government institutions to help further our mission.

YWCA Madison is a partner agency of United Way of Dane County.
# 2021 AUDITED FINANCIAL STATEMENTS

## 2021 Revenue

<table>
<thead>
<tr>
<th>Earned Income</th>
<th>2021 Revenue</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fee Income</td>
<td>$419,139</td>
</tr>
<tr>
<td>Investment Income</td>
<td>$13,046</td>
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<tr>
<td>Rent Income</td>
<td>$542,874</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Private Sector Income</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Agency Endowment Return</td>
<td>$113,226</td>
</tr>
<tr>
<td>Contributions</td>
<td>$1,774,607</td>
</tr>
<tr>
<td>Miscellaneous Income</td>
<td>$5,383</td>
</tr>
<tr>
<td>In-Kind Support</td>
<td>$50,153</td>
</tr>
<tr>
<td>Special Events</td>
<td>$347,422</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Public Sector Revenue</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Grants</td>
<td>$3,286,206</td>
</tr>
</tbody>
</table>

## 2021 Expenses

<table>
<thead>
<tr>
<th>Operations</th>
<th>2021 Expenses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fundraising</td>
<td>$369,962</td>
</tr>
<tr>
<td>Management &amp; General</td>
<td>$530,634</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Programs</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Race &amp; Gender Equity</td>
<td></td>
</tr>
<tr>
<td>Community Programs</td>
<td>$1,658,701</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Job Training &amp; Transportation</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Employment &amp; Training</td>
<td>$650,090</td>
</tr>
<tr>
<td>Transportation</td>
<td>$721,639</td>
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</table>

<table>
<thead>
<tr>
<th>Housing &amp; Shelter</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Community Based Housing</td>
<td>$1,094,277</td>
</tr>
<tr>
<td>Permanent Housing</td>
<td>$1,605,903</td>
</tr>
<tr>
<td>Shelter Services</td>
<td>$335,961</td>
</tr>
</tbody>
</table>

## 2021 Total Revenue         | $6,552,056    |

## 2021 Total Expenses        | $6,967,167    

YWCA IS ON A MISSION
YWCA MADISON CONTACT

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