



eliminating racism
empowering women
ywca
Metropolitan Phoenix



YWCA Metropolitan Phoenix
Annual Report
June 2018 - July 2019

www.ywcaaz.org

A Message from Our Board Chair

YWCA of Metropolitan Phoenix is proud to showcase the many changes and challenges we have taken on this past year to further our mission of eliminating racism and empowering women. Our overarching goal is to deliver best-in-class education and services to those individuals and communities that need it most.

In order to best address the myriad of issues facing our communities, we made the decision to “Dare to be Powerful” as an organization knowing this would mean changes within our Board of Directors, our staff, and our programming.

We expanded our Board of Directors to 15 dynamic, civic minded individuals who are passionate in lending their talents to our mission. Our CEO, Debbie Esparza, has brought new energy, ideas, and strategies to our day-to-day operations.

Now in its third year, the Advocacy Committee and Engagement Council has brought thought-provoking programming out into local communities under YWCA’s Stand Against Racism program. In partnership with other organizations throughout the Valley, YWCA has facilitated 13 events at 12 locations over the past year, reaching 933 individuals with a message of social justice, equity, and inclusion.

Our financial education program, Own It!, held over 90 classes throughout Maricopa County last year, empowering 1,013 women with the financial tools to improve their lives and those of their families. Own It! Part II program is slated for future release to further empower women to take their financial knowledge to the next level.

Our Meals on Wheels program continues to serve the communities of Glendale and El Mirage, serving over 66,500 home delivered meals and 32,175 dining room meals at four Glendale Senior Center locations. This combined with our social and educational programming offered at YWCA’s Glendale Senior center reaches a total of over 1,170 seniors annually, making a meaningful and necessary difference in the lives of our senior population. Our organization also helps our Meals on Wheels clients care for their pets. Delivering a pet meal through our We Feed Four Feet program helps seniors care for their pets without having to share their meal with their beloved four-footed companions.

All of this is possible because of the dedicated and enthusiastic participation of our YWCA Metropolitan Phoenix Board, staff, and volunteers as well as partnerships with many other community organizations, individual supporters, and corporate sponsors that so generously support our efforts.

We will continue to change, evolve, and grow in step with the needs of the communities we serve. We understand that it may not always be easy, but it will always be impactful to those we touch and therefore, we will continue to move forward.

Thank you for your support of the YWCA though out this year of change, helping us to continue to grow into the most meaningful organization we can be serving the metropolitan Phoenix area.



Paula

Paula Hill
Board Chairwoman

A Message from Our CEO

Dear Friends,

This past year has been tremendous for our association. I began my journey as CEO in December, grateful and honored to take over from Regina Edwards. Regina's tenure as CEO built a strong and steady organization well positioned to expand our programs and services into new and exciting arenas. My journey in non-profit leadership began many years ago by serving as a board member for YWCA USA. After spending the last 25 years working to make the world a better place for women and girls, this role feels like a homecoming and I'm very excited to be back!

Our Board of Directors spent some time this year leaning into critical strategic conversations, which resulted in setting a direction on three strategic priority areas. These priority areas don't signify a shift in mission or an abandonment of our core direct services—we know our senior nutrition programs and financial prosperity programs fill a vital need for our community's most vulnerable populations—but a recognition of our leadership as conveners that shine a light on how race and gender impact the issues that impact our community. These focus areas include: access to quality healthcare for women and people of color, Census 2020 and ensuring a full and fair count, and women's reentry into community after experience with the justice system. After spending most of this year listening and learning about the priorities, issues, and barriers in these focus areas, we are very excited to get up and do the work to create an even more just and equitable Maricopa County.

As I reflect on what we've accomplished this year, I can't help but feel excited about what's on the horizon: new and strengthened relationships, innovative program solutions, and crucial partnerships that help the world see women, girls, and people of color the way I do: **Equal. Powerful. Unstoppable.**

None of this is possible without your support! From all of us at YWCA Metropolitan Phoenix—thank you! Here's to even greater success in the years to come!

Debbie

Debbie Esparza
Chief Executive Officer



Own It!: Financial Education Programs

Working through our community partners, our Own It!: Financial Education programs provide education and coaching to low to moderate income women, people of color, and their families. In addition to the introductory 4-week financial workshops, specialized workshops on insurance, home ownership, and wage negotiation are also offered.

This year, financial coaching was expanded to include on site coaching at several partner locations. All participants who complete the workshops are eligible to receive up to six months of financial coaching post-workshop. Financial coaches work with program participants to re-enforce workshop learnings, set and work towards financial goals, and create financial stability for themselves and their families. The financial coaching model is completely individualized for each client and focuses on their goals and priorities.



People served through our Own It!: Financial Programs. Own It! has grown 480% in three years.



Hours donated by volunteers in support of our programs and services. This translates to a community investment of over **\$109,000!**



Program Partners who share our commitment to creating a more equitable and inclusive society.

Thank You to our Program Partners without whom we couldn't positively impact so many lives!

Arouet

ASPIRE Program

Avondale Library

AZCEND Chandler

AZCEND Heritage Center

Cancer Support Community

Chaparral Community Center

City of El Mirage

City of Glendale

Escalante Community Center

Fresh Start Women's Center

Glendale Community Center

Glendale Community College

Homeward Bound

Hope Women's Center

Hughes Elementary School

ICM Food & Clothing Bank

Japanese American Citizens League

Maggie's Place

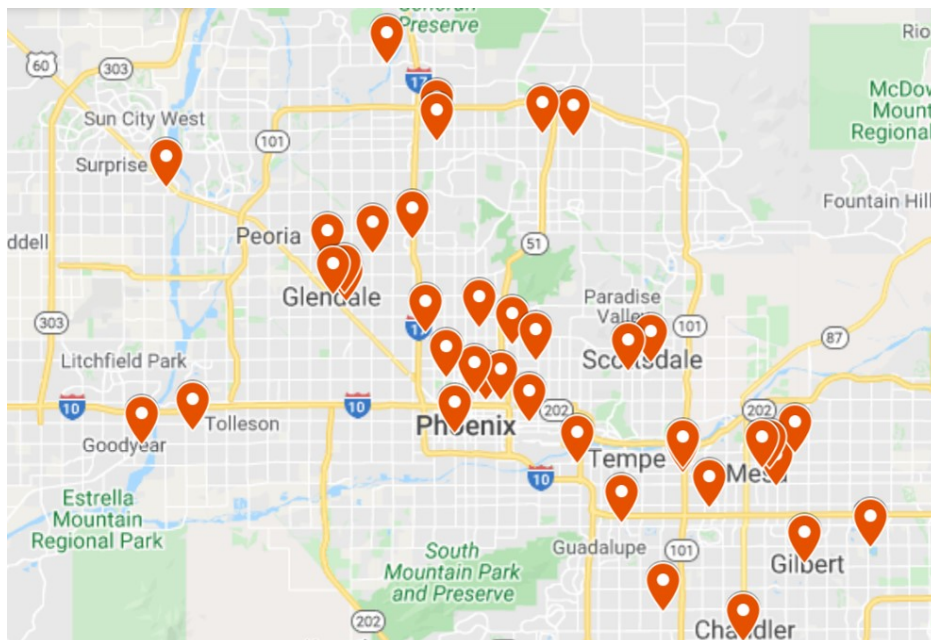
Maricopa Head Start Care Ptrshp

Maricopa Regional Library

Mesa Community College

Mesa Veteran Resource Center

Paiute Community Center



Paradise Valley FRC

Phoenix College

Phoenix Public Libraries

Phoenix Starfish

PVCC Women Rising

Salvation Army, Phx Family Services

Scottsdale Library

Tempe Community Action Agency

West Valley Senior Center

Wounded Warriors Project

Senior Programs

In addition to providing a hot, nutritious meal to seniors living in the West Valley, our Senior Programs provide educational and socialization programs and activities throughout four locations in Glendale. These programs help our seniors, many of whom are low income and at risk for food instability and homelessness, age in their homes with dignity and independence.



98,761

Meals served to seniors in the West Valley through our Senior Center and Home Delivered Meals Programs. YWCA runs the largest Meals on Wheels program in Glendale and El Mirage.



10,189

Safe rides provided through our partnership with Dial-A-Ride. These rides are an integral support of independent living for seniors and people living with disabilities.

107



Pets served through We Feed Four Feet. This program provides pet food for the furry friends of our seniors, eliminating the need for our seniors to share their own meals and ensuring the welfare of both our senior and their pets. The program grew **114%** this year.



YWCA Senior Center Provides Socialization and Empowerment

After retiring from a 20+ year career at Honeywell, where she was on the forefront of bringing process controls to some of the largest corporations in America, Shirley Daniels was looking for a way to stay active and engaged in her retirement. In 1995, she found herself at the West Valley Senior Center and 25 years later, she has found a purpose greater than she could have imagined.

It was the late 1940's when Shirley graduated from Radcliffe with a Master's degree in Organic Chemistry and a Bachelor's degrees in chemistry, physics, and math and she found herself on the forefront of the technological revolution. One of her first positions was programming her company's first computer to process 9th degree polynomials – a task that used to take a person 8 hours now took the computer 5 minutes. Despite her advanced degrees, however, Shirley often found herself advocating for herself and for equality – especially when it came to pay equity. She recalled one position in which she was paid less than her male counterpart for the same work, even though she had a Master's degree and he had an Associate's degree.

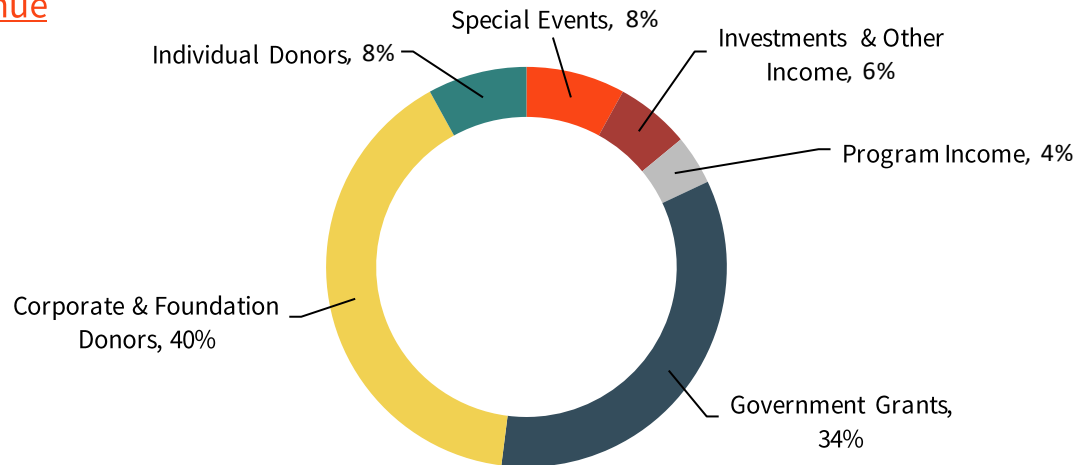
Shirley began participating with the Senior Center because of the socialization the center provided, particularly for people living alone. She especially enjoys the seminars and activities that help to keep her mind busy – and of course the hot lunch served daily! She has stayed connected because she recognizes how vital our mission is. "We don't have enough things dedicated just to women and focused on their empowerment and there's a need there because women usually get the short end of the stick," she reflected, "although we're getting better, inequality still exists."

Shirley found it wasn't enough for her to simply enjoy the friendship and congeniality at the Senior Center, she wanted to do more. The YWCA focus on women's empowerment, especially our work on wage gaps, inspired Shirley to join our Legacy Circle, naming YWCA as a beneficiary of her annuity.

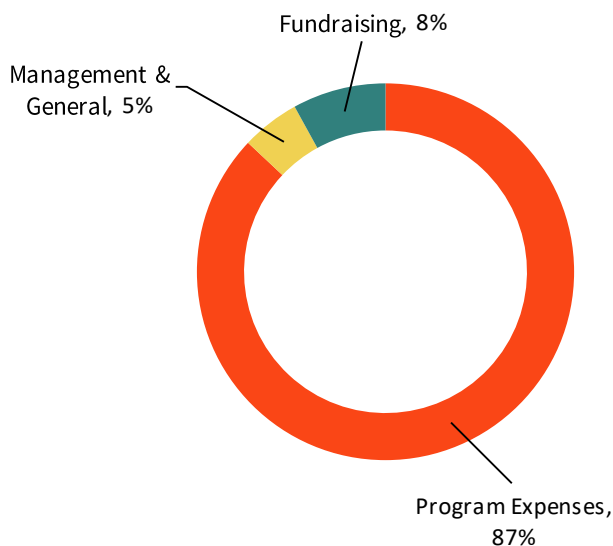
2018 - 2019 Financials

This year wrapped up the third and final year of a grant from the Nina Mason Pulliam Charitable Trust. Their support built capacity and fueled innovation and impact in our Own It! program. New funders, including the Diane and Bruce Halle Foundation, began their own multi-year journey of support for Own It! and our senior nutrition programs. Steady partnerships with banks, corporations, and private foundations keep the momentum moving. The multi-year grants that YWCA received this year totaled \$450,000. Per GAAP standards, this entire amount was entered as revenue while the program expenses will occur over the next three years. These grants may skew revenue numbers in upcoming fiscal years as the entirety of the revenue and expenses are not being accounted for in the same fiscal year.

2018 - 2019 Revenue



	Corporate & Foundation Donors	Individual Donors	Government Grants	Program Income	Investments & Other Income	Special Events	Total Revenue
2018-2019	\$694,196	\$139,923	\$597,076	\$64,757	\$96,290	\$146,323	\$1,738,565
2017-2018	\$308,837	\$243,145	\$577,585	\$53,387	\$126,872	\$154,025	\$1,463,851



2018 - 2019 Expenses

	2018-2019	2017-2018
Program Expenses	\$1,351,589	\$1,349,396
Management & General	\$77,879	\$59,973
Fundraising	\$124,415	\$89,960
Total Expenses	\$1,553,883	\$1,499,329

Advocacy Programs

Energized by the Board of Directors' directive to step into doing the work of race, equity, and inclusion in a big and bold way, YWCA Metropolitan Phoenix renewed the commitment and focus on eliminating racism. During their annual strategic dialogue, the Board also made a data driven decision to focus on three priority areas for the advocacy programs: 1) Women's Access to Healthcare; 2) Recidivism and Reentry into Community, and 3) Census 2020 & Immigration.



73

people participated in our **Stand Against Racism** panel discussion about barriers to racial equity and how we can each be social justice warriors. **Stand Against Racism** is a national campaign, joining our voice with our sisterhood of associations nationwide to educate, advocate, and promote racial justice.



76

people raised their consciousness through our film screening of *You Racist.Sexist.Bigot...* a film to raise consciousness. The sold out room experienced the film's messages of awareness and inclusivity and were able to process their reactions in community. Our youngest filmgoer, Lorraine, age 9, spoke eloquently about her experience in the included essay.



356

people empowered through our Women Empower Women activities and events, including a collaboration with the Women's Campaign School at Yale University and a luncheon featuring Lindsay Wagner, TV's Bionic Woman.



I Believe that All People Are Equal

by Lorraine, age 9

I feel that sometimes men view women as paper bags. They can be tossed around but if they get caught on a light post or some thing sturdy they can be held in place and men feel they have to be the thing that keep women/plastic bags in their vision, in place and attached. To transfer this metaphor into real life, men or some white people think that women and/or people of color are not worthy enough or strong enough to compete with them (nicely) or stand up for themselves. To me this is discrimination. I personally do NOT believe this because I disagree very strongly with racism and discrimination because I believe that all people are equal. I also feel that there should be even more organizations (like the YWCA) who are exclaiming that there is still racism and discrimination and we should be fighting against it.

I would [like to attend other film screenings] because I think they are very informative and emotional and say things that some people may be too scared to admit is happening to them and they are too scared to speak up about the things that are happening around us quietly and sometimes not quietly. I think YWCA should keep doing what they are doing because even though this is my first time seeing a film like this I feel I have some ideas on ways to help more people to learn and become involved in a positive way. One thing I might recommend is asking how people look at racism and what people feel racism means to them as a person. Documentaries about peoples stories would be so helpful and educational.

Since I am only nine I have not been to many places outside of my little corner of Phoenix. I do not have a lot of experience but as I get older I want to be involved with organizations that exclaim that not everything is how you see it, and even though you may not be struggling other people are. These organizations help us realize this world is not as perfect as we want it to be but in the future it could be better if we acknowledge the things that are happening outside our perspective. This is what YWCA and other organizations are trying to teach us.

2019—2020: A Look Ahead

In the upcoming year, we will be leaning into the Board of Directors' initiative to create big and bold programming that raises the awareness and consciousness of how race and gender impact the issues that impact our communities. This year we've spent time listening and learning to our volunteers, partners, and clients about how we can make the biggest difference. These conversations have informed and inspired our goals for 2019—2020 and beyond.



2018 - 2019 Leadership and Staff

Our Board of Directors , alongside our committee volunteers and staff members, ensure that our mission and programs create the greatest possible impact in Maricopa County. Their leadership and commitment is greatly appreciated.

2018 – 2019 Board of Directors

Paula Hill
Board Chair
Non-profit Relationship Manager
Wells Fargo

Maria Crimi Speth
Chair Elect
Attorney
Jaburg Wilk

Dr. Jackie Smith
Treasurer
Dean, College of Health Sciences
Midwestern University

Laura Schiesl
Secretary
Senior Corporate Counsel
Insight Enterprises

Carol Ackerson
Chief Financial and Operational Officer
Girl Scouts AZ Cactus- Pine Council

Roicia Banks, MSW
Owner and Founder
Social Roots, LLC

Lisa Cagnolatti- Daniels
ASU Executive in Residence
Arizona State University

Gaby Cardenas
Principal/Owner
The Colibri Collective

Diana Gregory
President and CEO
Diana Gregory Outreach Services

Alexis A. Hermosillo
Mayor
City of El Mirage

Lonni Lattie
Senior Client Strategy Manager
Gannett

Jill Mapstead
Principal Consultant
Social Profit Strategies

Felecia Rotellini
Director of Regulatory Compliance
Drive Time

Caroline VanIngen-Dunn
Director, SFAZ
Center for STEM at ASU

2018 – 2019 Committee Volunteers

Advocacy Committee
Kenja Hassan
Joyce Medina Harper

Community Outreach and
Engagement Committee
Melissa Embry-Ziedy
Sarah Kader

Finance Committee
Pam Hart
Alicia Nunez

Legacy Giving Council
Dr. Jan Elsea, Chair
Dana Campbell Saylor
Michael Colbert
Tiffany House
Kathy Pechman
Catherine Scrivano

YW Connections
Hannah Brown
Alicia Neal

YWCA Staff

Debbie Esparza
Chief Executive Officer

Liz Garleib
Executive Assistant

Elsa Gebreyohanes
Case Manager and Financial Coach

Laura Harper
Accountant

Beatrice Lopez-Parra
Senior Center Program Assistant

Natasha Lopez-Rodriguez
Financial Education Manager

Sinai Penaloza Bucio
Case Manager and Financial Coach

Judith Pennell
Home Delivered Meals Coordinator

Robyn Reyff
Volunteer Engagement Manager

Kathy Saunders
Senior Center Director

Home Delivered Meals Drivers

Ty DeBill
Victoria Draper
Jack Gann
Michelle Liedtke
DeAndre Miller
Dennis O'Melia
George Pfaff
Ralph Pikop
Judy Pikop
Maribel Quinones
Esperanza Rogoff
Dreyvon Saunders

Meal and Program Assistants

Virginia Cabrera
Henny Hechanova
Maria Hernandez
Maria Loera
Doris Thomas
Gwendolyn Voss
Mike Zaremski

2018 - 2019 Social Justice Champions

Thank you to these individuals who expressed their commitment to racial and gender justice through a gift to YWCA Metropolitan Phoenix. Special gratitude to this year's new donors as designated with a ^. Thank you also to our Board of Directors and staff donors, designated with * and ** respectively.

Carol Ackerson*
JoEllen Alberhasky
Patricia Andazola
Ellen Andeen
Kerry Anderson^
Debbie Anderson
Joy Antolini^
Catheryn Avalos
Cathleen Barton
Deborah Bateman
Tony Benites^
Catherine Biggers^
Georgiana Blume
Allie Bones^
Carol Bracken Clemency^
Hannah Brown
Laurie Brownlee^
Kim Bui^
Lisa Cagnolatti-Daniels*
Yvonne Cahill and Joseph Junker^
Jo Ellen Caldwell
Dana Campbell Saylor
Olive Cancellieri
Gabriela Cardenas*
Yvonne Chandler^
Martelle Chapital-Smith
Cathy Cheshier^
Beth Cohn
Michael Colbert
Monica Cole^
Deanna Conn^
Kylle Cook^
Bridget**and Alan Costello
Candace Cotton^
Robbin Coulon
Jennifer Cranston^
Maria Crimi Speth*
Elizabeth Crouch^
Paula Cullison^
Judy Cunningham
Matthew Cunningham
Patricia Curtis Karch^
Shivani Dallas^
Shirley Daniels
Lisa Davey
Ginny Davis^
Patricia Davis
Erika De La Garza^
Pam Del Duca
Eldon Diamond^

Olivia Diaz and Ernest Malamud^
James Dodson
Amy Doyle
Megan Druding
Joanna Duke Lucio^
Mina Dunne^
Lisa Echeverria^
Regina and Patrick Edwards
Brenda Edwards^
Dr. Janet Elsea
Amanda and Melissa Embry-Ziedy^
Pearl Esau^
Debbie Esparza**
Bertha Esparza Gagliano^
Jean Fairfax
Ruby Farias
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Julie Fletcher^
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Debbie Gaby
Liz Garlieb**
Joyce Geyser^
Kerry Giangobbe
Pam Giannonatti^
Jared Gibbs^
Sue Glawe
Kathy Glindmeier^
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Nicole and Daniel Goodwin
Diana Gregory*
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John Haagen^
Darlene Hagan
Carol Hagen
Mary Hall^
Kay Hansen
Meighan Harahan
Laura Harper**
Maria Harper-Marinick
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Shelly Jamison
Patricia Jayson^
Brandi Jenkins^
Julie Jennings
Gordon Jesse^
Dawn Johnson^
Janice and Brian Johnson^
Caitlin Julian^
Joelle Julien^
Marlena Kahn^
Kara Kalkbrenner
Sangeet Kaur Khalsa and Hari Singh^
Dana Keller
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Courtney King^
Debbi Kirkpatrick^
Marlene Klotz Collins
Jennifer and Adam Koeller
Ross Kosinski
Stacy Kramer
Katie Krause
Drena Kusari^
Lonni Lattie*
Martha Lattie
Lisa Lavoie
Danielle Leal^
Sharon Lewis
Giselle Leyva^
Cheryl Londen
Jill Mapstead*
Nancy and Gerald Marceau
Terry Martin Dennig^
Cassandra Mason-Motz
Yvonne Matejka
Rea Mayer
Andy and Sonja Mazon Rubalcava
Lenore McBride
Susan McCusker
Ruth McGregor
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Alysun Mead^
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Kristen Merrefield
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Christy Moore
 Ellen Moore Wesson^
 Catherine Morgan
 Amy Navarro^
 Alicia Neal
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 Jackie Orcutt
 Norma Ory
 Mi-Ai Parrish
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 Elaine Ralls^
 Brenda Rea
 Harriet Redwine^
 Robyn Reyff**
 Judith Rhodes
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 Joseph Roberts
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 Alejandra Santamaria^
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 Dani Wimbish^
 Kathleen Winn
 Cindy Winters
 Mary Wong^
 Tamara Woodbury
 Andrea Woronulk^
 Judy Zaft^
 Analise Zaremba
 Elena Zee^
 Kellie Zimmet^



Thank you to all of this year's honorees for everything they do to advance the mission of YWCA.



Jo Ellen Caldwell
 First Responder
 Honoree



Carrie Young
 Community Service
 Corporate Honoree



Paula Cullison
 Advocacy
 Honoree



Annie Groth
 Dorothy Willey
 Honoree



Alejandra Gomez
 Racial Justice
 Honoree

2018 - 2019 Corporate and Foundation Donors

Without the support of these dedicated organizations, YWCA Metropolitan Phoenix would be unable to support women and people of color through our financial education workshops and coaching, senior programs, and our race, equity, and inclusion work. Thank you for ensuring that our communities continue our progress towards greater and greater inclusivity and equity.

\$100,000 and Above

Area Agency on Aging
Diane and Bruce Halle Foundation^
Nina Mason Pulliam Charitable Trust

\$50,000 - \$99,999

City of Glendale, Community Development Block Grant
Kemper and Ethel Marley Foundation

\$25,000 - \$49,999

Arizona Community Foundation
The Arizona Republic
Season For Sharing

\$10,000 - \$25,999

Arizona Public Service
AZ CREW
Cox Communications
Discover Foundation^
Freeport-McMoRan Copper and Gold Foundation
Kroger Foundation
National Bank of Arizona

Otto and Edna Neely Foundation
Salt River Project
State Farm Operations Center
Thunderbirds Charities
Valley of the Sun United Way
Vanguard Flagship Select Services^
Virginia G. Piper Charitable Trust

\$5,000 - \$9,999

AARP Arizona^
AAUW
Arizona Diamondbacks Foundation
AZTV7
BBVA Compass Foundation
BHHS Legacy Foundation
Blue Cross Blue Shield of AZ
Boeing-Mesa Employees Community Fund
City of Glendale
Enterprise Bank and Trust
Jaburg Wilk P.C.
Sundt Foundation
Washington Federal Foundation
Wells Fargo

\$1,000 - \$4,999

Alliance Bank of Arizona
Arizona State University
City of Phoenix Fire Department
For the Love of Conor Foundation
From the Heart
Gettinggraphic
Glendale Civic Pride Ambassadors and the GCPA Foundation
Helios Education Foundation
Javelina
John F. Long Foundation
Kendra Scott
Latina Giving Circle
Maricopa Community College Foundation
Meals on Wheels America
Midwestern University
Safeway Foundation
Synchrony Financial
The Production Group

^ - New donors

Legacy Giving Circle Members

Thank you to our founding Legacy Giving Circle members. These social justice champions have chosen to leave a gift to YWCA Metropolitan Phoenix in their will or trust, ensuring that we will continue to get up to do the work to eliminate racism and empower women for future generations.

Carol Ackerson
Joan Brainard Pinson
Lisa Cagnolatti-Daniels
Dana Campbell Saylor
Shirley Daniels
Mary Davis Dickson
Elizabeth Woerner Carter Trust
Dr. Janet Elsea
Elsea Family Fund
Debbie Esparza
Tiffany House

Karen Johnson
Kimberly Kur
M Larson Charitable Remainder Trust
Jill Mapstead
Sylvia Marshall
Kathy Pechman
Mary Sargent
Catherine Scrivano
Shirley Ann Trott
Dorothy Willey

Ways to Get Involved

We would love to stay connected throughout the year! Consider one of these ways to stay involved with YWCA Metropolitan Phoenix.



Volunteer Opportunities

From providing activities at our West Valley Senior Center to teaching our financial education workshops to providing leadership to our association through board or committee participation, there are many ways to share your time with YWCA Metropolitan Phoenix. There is an emerging need for volunteers who are interested in contributing to our advocacy work. From hosting film screenings and panel discussions, to coordinating our Racial Justice lunch and learns to being a visible voice for social and racial justice across Maricopa County, our advocacy efforts are bringing light to how race and gender impact the issues that impact our communities.

Monthly E-newsletter, *Spotlight on YWork*

Register for our monthly e-newsletter to stay updated on YWork! Each month you will receive information on our programs and services, our efforts and campaigns to promote equity and inclusion for all, and ways to engage with our mission. Sign up at www.ywcaaz.org/contact.



Set It and Forget It



Support YWCA by doing your grocery shopping! If you already have a Fry's VIP card, sign-in to your account online and select YWCA Metropolitan Phoenix using code GT967. If you do not have a VIP card yet, you can sign up for one and enroll in their Community Rewards program. Visit FrysFoods.com to select YWCA Metropolitan Phoenix (code GT967) as your community rewards organization.



By shopping at smile.amazon.com, you'll have the same shopping experience as amazon.com, but with the added bonus that a percentage of each purchase will be donated to YWCA. Visit smile.amazon.com to select Arizona YWCA Metropolitan Phoenix as your charity and start shopping.

Let's Be Social!

Consider getting involved with us on social media! We are @ywcaaz on Facebook, Instagram, Twitter, and LinkedIn. Be a visible voice for social justice by liking, following, and sharing our posts!



Legacy Giving

Demonstrate your commitment to racial justice by remembering YWCA Metropolitan Phoenix in your will or estate plan. Working with your financial advisor, you can create a charitable gift plan which will establish your lasting legacy to eliminating racism and empowering women while ensuring our work continues for generations to come.



**eliminating racism
empowering women**

ywca

Metropolitan Phoenix

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