



eliminating racism
empowering women
ywca
Central Carolinas

ANNUAL REPORT 2020

**YWCA CENTRAL CAROLINAS IS ON A MISSION
TO ELIMINATE RACISM, EMPOWER WOMEN
AND PROMOTE PEACE, JUSTICE, FREEDOM
AND DIGNITY FOR ALL.**

DEAR YWCA FRIENDS & FAMILY,

Our last annual report rested on hundreds of seats at the annual luncheon on a snowy day in February 2020.

That day, we shared our plans to reimagine our 10-acre campus at Park Road to build 104 units of very affordable rental housing on our front lawn. This land, located in a beautiful and thriving community, was given to YWCA over 50 years ago. We've made our home here, and we've provided a place to call home for hundreds of women and families over the decades. Leaning all the way into our mission allowed us to see this property as grounds for change.

Three weeks later, we were powering down our YWCA to the barest minimum to support those living in our housing. Staff held steady even as they felt tremendous concern and anxiety, keeping residents safe. Over the months, many households moved into permanent housing. The co-ed fitness center closed, re-opening six months later in mid-September 2020. Our students in our youth learning centers engaged virtually. Staff retrained themselves to support youngsters beyond reading comprehension to building their identity, resilience and critical thinking about the world.

Our country's epidemic of racism was laid bare by the disparities exacerbated by this pandemic, the economic travesty it caused and the stark contrast of values and beliefs held. In 2020, YWCA's lens of racial equity became crystal clear; we



Dr. Sheila Ijames, regional director of youth programs, at YWCA's 2020 Stand Against Racism.

leaned all the way into our mission to eliminate racism. We engaged and educated the community around issues of racial justice - virtually. We supported our students and advocated for our residents - most of whom are people of color. And, we engaged our community and its leaders in rezoning the YWCA property, raising the commitments to build the future housing, truly a bright spot in 2020.

Our mission of eliminating racism, empowering women and promoting peace, justice, freedom and dignity for all is not just about doing good, which is important and immediate. Our mission calls us to be just. Your overwhelming support in this epic year of 2020 has been a salve to our souls and an incredible boon to our staff and all those we serve. Our hearts are full of gratitude for each of you and we wish you peace, abundant health and joy as we enter 2021.

In solidarity,



YWCA team members in a Zoom meeting in the midst of the COVID-19 pandemic.



A handwritten signature in black ink that reads "Soamoya Rankins".

Soamoya Rankins
Board President
YWCA Central Carolinas



A handwritten signature in black ink that reads "Kirsten D. Sikkelee".

Kirsten D. Sikkelee
Chief Executive Officer
YWCA Central Carolinas

GROUNDS FOR CHANGE // YWCA'S COMMITMENT TO SAFE, AFFORDABLE HOUSING

In February 2020, we were proud to announce that YWCA and Charlotte-Mecklenburg Housing Partnership would come together to transform the front lawn of our property on Park Road into affordable housing. Fast forward one year, and this dream will soon become a reality - 104 apartments designed specifically for households earning 30%-60% area median income - between \$25,050 and \$50,100 for a family of four.

Our affordable housing development is set to begin construction in late 2021 with a goal to have units move-in ready in 2023. All of YWCA's stakeholders - from staff to donors to program participants - share excitement for this project.

"Having affordable housing is important to Charlotte," notes Gwen Martin, Resident Advisor for YWCA's Women In Transition (WIT) program and graduate of the program herself. "As a WIT participant, searching for affordable housing was discouraging. Facing the negative responses from numerous leasing offices stating their waitlists were closed or there was a one-to two-year waiting period was overwhelmingly disheartening. At one point I gave up hope. I was afraid I would not be able to survive in Charlotte, but with the encouragement of YWCA's housing team, I forged ahead."

Gwen is one of the 35 women to successfully graduate from YWCA's transitional housing program, Women In Transition, in 2020. For 18 months, Gwen called our Park Road campus home and worked with her case manager, Amy Rose, to set and achieve short-and long-term goals. Throughout her time in the program, Gwen developed budgeting skills, built up her savings and connected with community resources.

80%

OF WOMEN IN TRANSITION AND FAMILIES TOGETHER GRADUATES SUCCESSFULLY MOVED INTO PERMANENT HOUSING UPON EXITING OUR PROGRAM



By the end of her time in the program, she had achieved her goal of becoming a Financial Services Consultant. She acquired her Life Insurance License and began studies for her FIRNA Securities Series 6 Licensing exam.

Gwen took control of her personal and professional life, but still, she struggled to find affordable, permanent housing. And Gwen isn't the only one.

"WHEN YOU HAVE PEOPLE THAT BELIEVE IN YOU, IT GIVES YOU CONFIDENCE AND MAKES A WORLD OF DIFFERENCE. YWCA'S HOUSING TEAM WERE MY VERY OWN CHEERLEADERS."

- GWEN MARTIN, WOMEN IN TRANSITION GRADUATE

The lack of available affordable units remains an impediment for thousands in our community. **In Charlotte alone, at least 24,000 units of affordable housing need to be built to meet the current demand.** And while 80% of participants from YWCA's transitional housing programs, Families Together and Women In Transition, successfully graduate from the programs into permanent housing, they are consistently challenged to meet this goal.

"Our participants can check everything off of the list and do all of the things they are supposed to do, and still - if affordable housing isn't available, they won't be able to attain it," says Kirsten Sikkelee, YWCA's CEO. Inspired by our participants' hard work and the lack of housing available, YWCA is committed to being part of the affordable housing solution. As we celebrate the victories of women like Gwen, we also fight for the safe, affordable housing that is her right. **We stay focused on empowering the women, children and families served in our transitional housing programs by both advocating for affordable housing and building it.**

INSPIRED LITERACY // YWCA'S DEPARTMENT OF YOUTH LEARNING

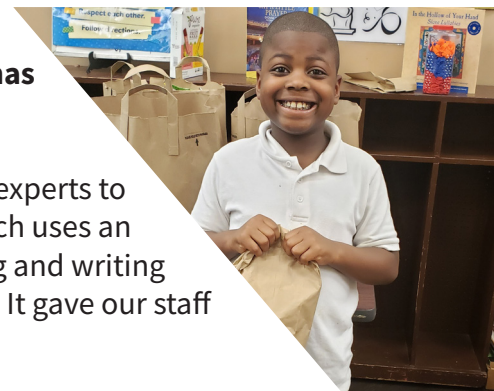
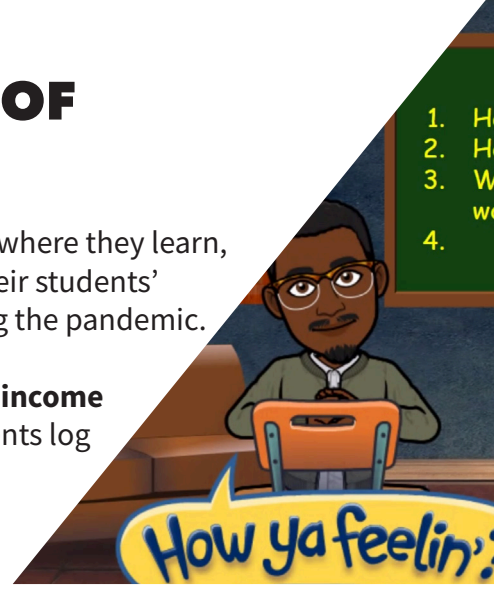
It's hard to over-emphasize the importance of the classroom for children's development. The classroom is where they learn, socialize with peers and deepen their understanding of the world. It's where educators keep watch over their students' emotional, physical and mental health. But like all shared spaces, classrooms have posed a new risk during the pandemic.

For nearly a year, YWCA's Youth Programs have provided out-of-school literacy programming for low-income students virtually. Instead of being dropped off at the doors of one of our eight Centers afterschool, students log in to a Zoom classroom for an afternoon lesson.

Montrell Brooks, Sugaw Creek's Youth Learning Center Coordinator, likes to start his classes by checking in with students, asking how they're feeling and what's going on in the world. "Whatever response is given helps us to navigate through the lesson while ensuring that students can make connections to their personal lives." **And connecting the literacy lesson to a student's personal life is critical - a point that has been emphasized for YWCA's team during the pandemic.**

From August through November, YWCA's Department of Youth Programs worked with a team of education experts to create a professional learning community. This community focused on historically responsive literacy, which uses an equity framework for reading and writing instruction. In this framework, teaching is not focused on reading and writing skills alone. Rather, it uses literacy as a way to develop students' identities, critical thinking and self worth. It gave our staff the tools to develop lesson plans with a deeper focus on racial and social justice issues.

YWCA's staff see the impact of this new framework in their Zoom classrooms and on their students. "Students have developed a brand new interest in literacy," says Montrell. "They ask more questions and are more engaged in lessons. **Our students are gaining new knowledge about the world around them with an understanding of how much they're appreciated for who they are.**"



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SUPPORT & REVENUE

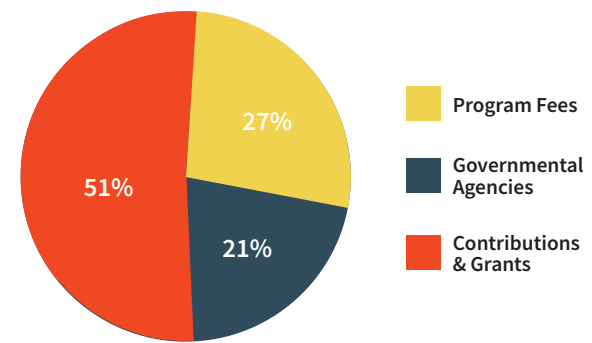
SUPPORT:

Contributions & Grants	1,413,489
Governmental Agencies	581,498
United Way of Central Carolinas	7,570

REVENUE:

Program Fees	747,838
Other Income	11,776

TOTAL SUPPORT & REVENUE 2,762,171

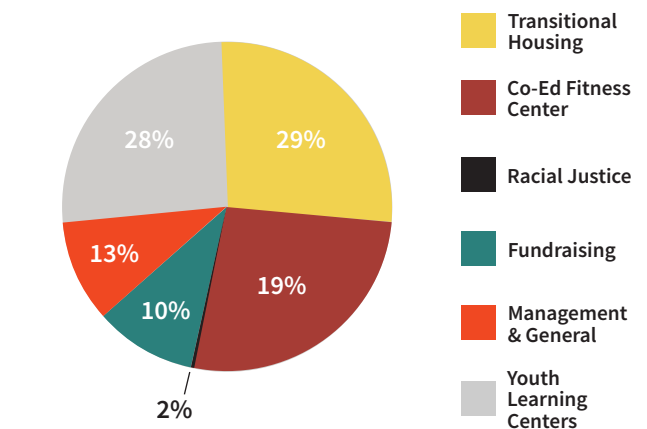


2019 - 2020 FINANCIALS

EXPENSES:

Program Services	912,592
Transitional Housing	873,147
Youth Learning Centers	585,900
Co-Ed Fitness Center	71,112
Racial Justice	396,762
Management & General	309,302
Fundraising	

TOTAL EXPENSES 3,148,815



NON-OPERATING GAINS & LOSSES:

Investment Income*	161,796
Loss on Disposal of Assets	(726)
Affordable Housing Capital Campaign	3,015,000

NET NON-OPERATING GAIN 3,176,070

CHANGE IN NET ASSETS 2,789,426

For the year ended June 30, 2020.

* Not used for operating budget
Information taken from audited financial statements issued by C. DeWitt Foard & Company, P.A. and dated October 13, 2020.

A copy of the complete audited financial statements and IRS Form 990 are available.

YWCA LEADERSHIP

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