

eliminating racism
empowering women **ywca**
nashville & middle tennessee

2010 annual report

**changing our community.
one life at a time.**



mission and vision

The YWCA of Nashville and Middle Tennessee is dedicated to eliminating racism, empowering women and promoting peace, justice, freedom, and dignity for all.

It is the vision of the YWCA of Nashville and Middle Tennessee to focus on women and girls who desire to create a better quality of life for themselves and/or their families, to achieve self-sufficiency, and to increase their financial strength. The YWCA will also be a spokesperson for those women who have no voice. Further, we will raise the awareness and diminish the incidence of violence and racism.

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rita mitchell, board chair



Dear Friends,

This past year was one of unprecedented challenges and change for non-profit leadership throughout Nashville and Middle Tennessee. As you know, we as a community participated in the nation's longest economic decline since World War II and we are still combating high unemployment in Tennessee. However, a well run organization can convert challenges into opportunities by managing change. So as I review the past year and take stock of the YWCA's accomplishments during my first term as Board Chair, I am both excited and grateful. Excited to share the results of our "collective leadership" and I am grateful for our staff, board, donors and volunteers who have carried us forward during this very challenging but exciting year.

Strong leadership allows the YWCA to maximize our capacity to serve families in need. Our board is a working group of outstanding individuals who bring their time, talent, passion and capital to the YWCA. Through these folks, the YWCA gains expertise we otherwise couldn't afford. Board members lead committees of both staff and community volunteers to help us with decisions and strategy related to marketing, public relations, technology, finance, human resources and property management, just to name a few.

This year we are also blessed to add six new brilliant women into our fold; Beth Chase, President/CEO, C3 Consulting; Connie Elder, Founder & CEO, Connie Elder International; Ginger Hale, Consultant, Hale Consulting; Susan Short Jones, Senior Corporate Counsel, HCA; Lisa Pote, Director of Consulting Services, Center for Nonprofit Management; Christie Wilson, Managing Broker/Owner, The Wilson Group Real Estate Services. By agreeing to serve on the board they also will become part of our ongoing "collective leadership." The YWCA will only become better with this kind of talent and experience. Thank you for your commitment to serve.

On a personal note, I recently hosted a picnic for YWCA staff. We swam, conversed, ate and then gathered as a group for reflection on YWCA "Mission Moments". What I heard made me proud; I heard stories of staff members standing up against racism, celebrating GED success with students, and comforting women who had been beaten. But I was most inspired by the words of support that staff share with our clients on a daily basis.

- At the shelter—You are a courageous woman and you will get through this!
- In mentoring—You are strong, smart and capable!
- In class—You will earn your GED—we will help you!

I know first hand that we have the right folks doing the right work of the YWCA! Thank you for your hard work and ongoing dedication.

And finally, there are our amazing donors. Thank you so much for trusting us and allowing us to help others. It is my hope that you will read this annual report with pride. Without your financial support, we could not have made these life changing accomplishments occur. You are all amazing!

pat shea, president & ceo



Dear Friends,

Our fiscal year 2009-10 was very good year for the YWCA. We provided service to more clients than we ever anticipated. Fundraising was difficult but with great development and program staff, a very active board of directors, and absolutely no debt, we were able to cover our annual expenses. We successfully launched our first Stand Against Racism. And we took an important advocacy position supporting the commutation of Gaile Owens' death sentence with one hundred percent support of our board members and staff.

As we look forward, we know that fundraising for this coming year is going to be harder and more people are going to ask for help, but we are up for the challenge. Now is not the time for the YWCA to act small in Nashville. Too

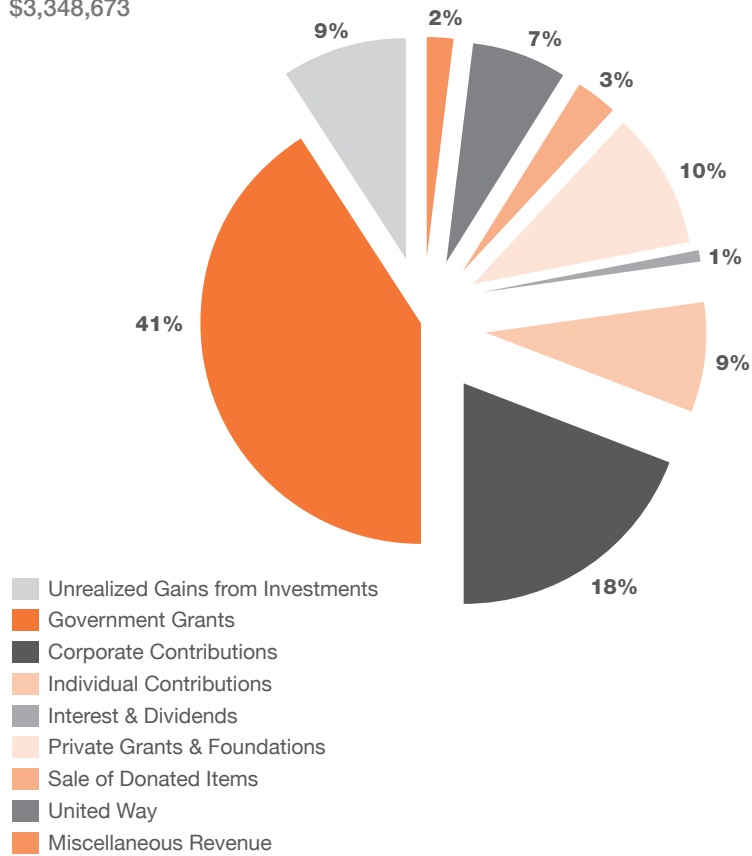
many women and children are still in need. Too much violence still goes undetected and unpunished. Too many of our fellow Nashvillians still don't have a high school diploma. Too many young girls are trying to handle all the pressures of their teenage years on their own. Now is not the time to be small—it is the time to shine brightly. It is the time to be a beacon of hope and support for all of those women who have lost their voice, who are struggling to improve their lives for themselves and their family and who want to become economically independent and safe.

Please join us in celebrating a year well done. Please also join us as we prepare to continue to change lives, one woman and one family at a time.

financial information

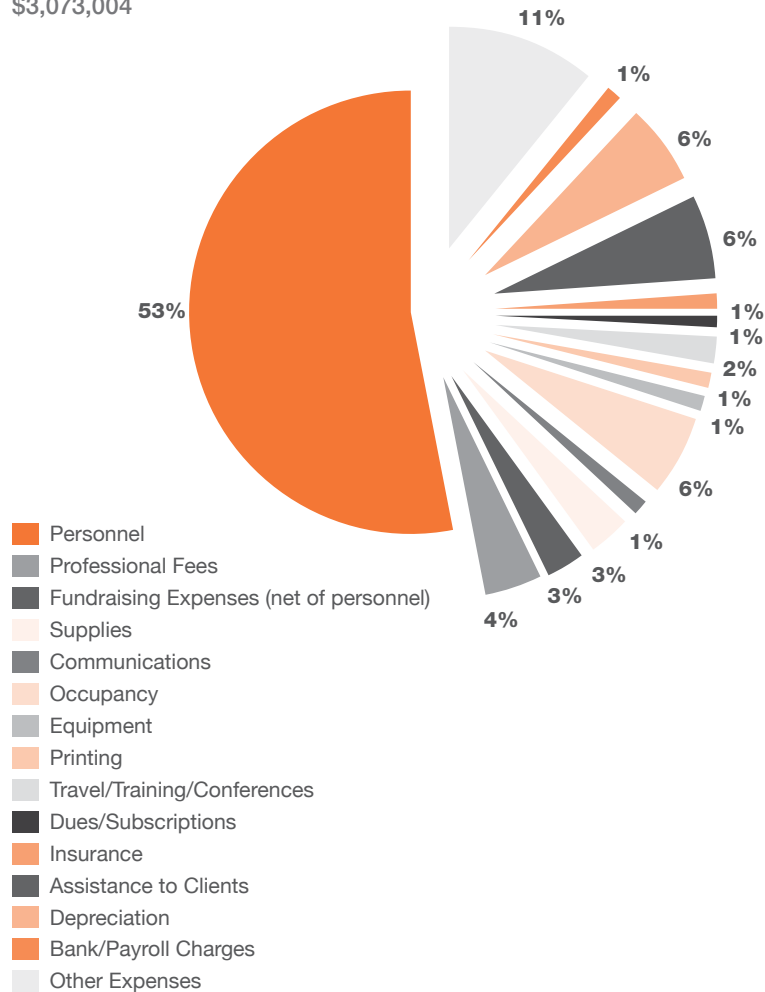
2009-10 Revenue

\$3,348,673



2009-10 Program Expenses

\$3,073,004



collaborators

Collaborators are those who work together toward the common goal of serving our clients. This listing is for collaborations active between July 1, 2009 and June 30, 2010.

- Alignment Nashville
- AXO (Alpha Chi Omega)
- Baker, Donelson, Beaman, Caldwell & Berkowitz, PC
- Belmont University
- Bethlehem Center of Nashville
- Born Again Church
- Brick Church Middle School
- Bridges Domestic Violence Center
- Catholic Charities
- Centerstone
- Church at Settle Court
- Council on Aging
- CVS Caremark
- Dell, Inc.
- Department of Children's Service
- Domestic Violence & Sexual Assault Program of Murfreesboro, Tennessee
- Downtown Presbyterian Church
- Family Life Center
- FiftyForward
- Guest House
- Hands On Nashville
- Hartman Park Community Center
- HCA, Inc.
- Hope House
- Jere Baxter Middle School
- Ladies of Charity
- Legal Aid Society of Middle Tennessee
- Lipscomb University
- Mary Parrish Center
- McGarr and Associates
- Mental Health Cooperative
- Metro Action Commission
- Metropolitan Nashville Police Department
- Morningstar Sanctuary
- Mount Zion Baptist Church
- Nashville Adult Literacy Council
- Nashville Alliance for Financial Independence
- Nashville Coalition Against Domestic Violence
- Nashville Coalition for the Homeless
- Nashville Continuum of Care Gaps Group
- Nashville Humane Association
- Nashville Rescue and Restore
- Oasis Center
- Office of the District Attorney General, Davidson County
- Park Center
- Room at the Inn
- Saint Thomas Health Services
- Second Harvest Food Bank of Middle Tennessee
- Sexual Assault Center
- The Hero Program
- The Refuge
- The Salvation Army
- Tennessee Coalition Against Domestic and Sexual Violence
- Tennessee Department of Human Services, Adult Protective Services
- Tennessee Human Rights Commission
- Trevecca Nazarene University
- United Neighborhood Health Services
- United Way of Metropolitan Nashville
- University of Tennessee - Nashville
- US Bank
- Vanderbilt University
- West End Middle School
- Women of Waller
- Youth Villages

domestic violence programs



SHELTER
bed nights 15,753
233 women served
187 children served

In-shelter Services (Weaver Center)

The YWCA Weaver Domestic Violence Center provides confidential 24-hour emergency and short-term residential shelter for women and children fleeing domestic violence. The Weaver Center has 16 rooms with a total of 51 beds. Comprehensive shelter services include therapeutic and addictions counseling, individual and family case management, on-site medical care, food, clothing, transportation, transitional housing planning, and support for meeting educational, employment, and financial goals. The Weaver Center is open 365 days per year, so our client services and need for funding are continuous.

The goals of the YWCA Weaver Domestic Violence Center are to increase the immediate safety of victims of domestic violence and to equip victims of domestic violence with skills, resources, and strategies to build futures free from abuse.

During FY10, the average length of stay for families (women with children) was 40 days, and the average length of stay for single women was 36 days. These lengths of stay represent an average increase of 8 days and 6 days, respectively, over FY09 lengths of stay. This is a tremendous positive development for

our clients, as a longer stay in shelter increases their capacity to heal and build skills that lead to long-term self-sufficiency. This trend does impact the number of clients we can serve, since longer shelter stays mean fewer clients can be admitted to shelter.

Upon shelter exit, approximately 65 percent of women moved into safe and affordable housing, away from their abuser.

Crisis Line Services

We provide a 24-hour information and crisis line to support those living with or fleeing domestic violence. 3,791 crisis calls were answered in FY10.

Transitional Housing

When women are ready to leave the Weaver Domestic Violence Center, we help them find safe and sustainable housing. Through our Transitional Housing program, we offer 17 families a place to live for one year as they exit our domestic violence shelter. The Transitional Housing program continues the counseling and case management services begun at the Weaver Center, furthering the healing process and strengthening each family's self-

sufficiency. In FY10, YWCA's Transitional Housing program served a total of 33 women and 46 children.

The Transitional Housing Program assists women in obtaining and maintaining permanent housing while increasing their self-sufficiency, job skills and income.

Elder Abuse Prevention

The Elder Abuse Prevention Partnership is committed to improving the community's response to and prevention of elder abuse. The project provides elder abuse training on three levels: 1) national trainings and conferences sponsored by the Office on Violence Against Women (OVW), 2) local training for law enforcement personnel delivered by the project's multi-disciplinary team, 3) new policy and protocol implementation training delivered by members of the project's multi-disciplinary team to the appropriate local entities.

Outreach Services

In FY10, the YWCA reached more than 8,470 people through community education presentations (faith communities, corporations, service organizations, schools and health care settings) and participation in fairs/community events. We also distributed YWCA brochures and safety cards (with crisis line phone number) to more than 135 organizations in the area.

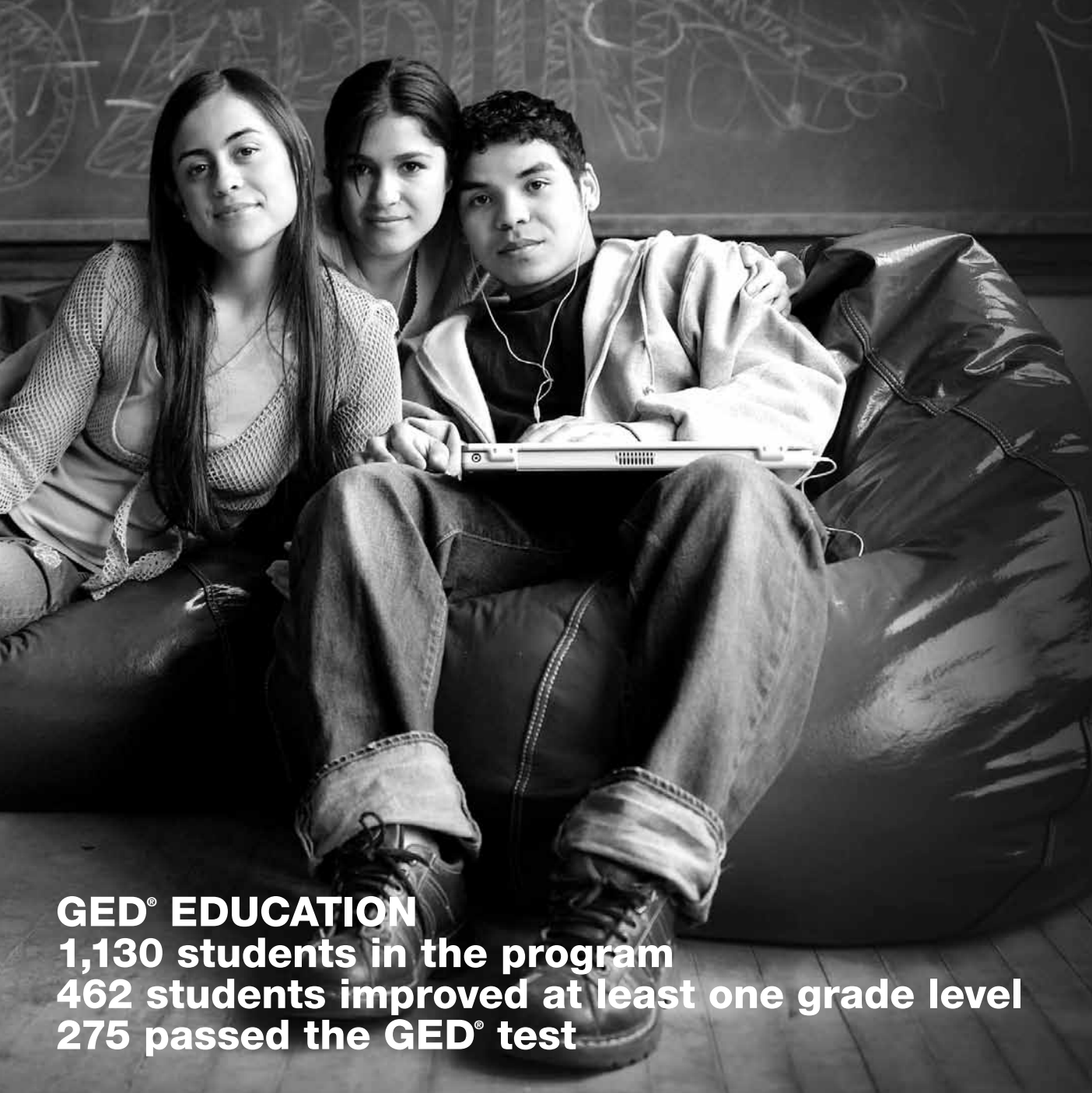
Community Support Group

The YWCA offers a confidential, weekly support group for women who are experiencing domestic violence. While in group women learn the dynamics of domestic violence, how it impacts their lives and their children's lives, and they develop skills to help them cope with their current situation. Safety planning is also a part of the group process. Child care is available.

During FY10, 55 women participated in the weekly support group.



ELDER ABUSE TRAINING
406 police officers
100 new recruit officers
83 detectives and investigators



GED® EDUCATION
1,130 students in the program
462 students improved at least one grade level
275 passed the GED® test

girls inc.®
at the ywca

Girls Inc.® at the YWCA serves girls through three Nashville public middle schools: Jere Baxter Middle School, Brick Church Middle School, and West End Middle School. We also offered summer programming at Hartman Park Community Center.

Girls Inc.® at the YWCA primarily serves minority girls from low-income households in high-risk and underserved areas who often come from single-parent families. Girls Inc. at the YWCA addresses real-life issues for these girls, such as violence prevention, healthy relationships, pregnancy prevention, and drug and alcohol awareness. Presented in a fun, non-threatening environment, girls are encouraged to have confidence, resist gender stereotypes and prepare for interesting work and economic independence.

Girls Inc.® at the YWCA seeks to decrease the number of minority girls in contact with the juvenile justice system by reducing high-risk behaviors linked to truancy, school suspension and expulsion, and juvenile crime.

girls inc.® at YWCA of Nashville & Middle Tennessee

ged® preparation services

YWCA's GED® Preparation Services help adults improve their literacy level and earn their GED® credential by offering instruction in reading, writing, math, science, and social studies. Thirteen free classes (morning, afternoon, evening and Saturday) were offered at four locations: Church at Settle Court, Bethlehem Center of Nashville, Mount Zion Baptist Church (Antioch), and the YWCA, taught by state-certified teachers.

Participation in GED® preparation classes helps adults increase their financial strength and achieve self-sufficiency by teaching them the skills necessary for better employment opportunities.

Students who receive their GED® are encouraged to continue their education at area colleges, vocational schools or universities.

women presidents' organization

YWCA of Nashville & Middle Tennessee is the hosting organization for the Nashville Chapter of Women Presidents' Organization. YWCA CEO, Pat Shea and YWCA Board Member, Betty Henderson Wingfield are co-chairing the Nashville Chapter.

Women Presidents' Organization (WPO) is a nonprofit membership organization focused on learning. Our members are a diverse group of second-stage entrepreneurial women presidents who have guided their business to generate at least \$2 million in annual sales. Each chapter, consisting of up to 20 women business owners, is a professionally facilitated peer advisory group that empowers members to achieve increased business or financial success as well as individual growth through group learning.

 **WOMEN PRESIDENTS' ORGANIZATION®**



GIRLS INC.®
served 204 girls

donations

Contributors

Companies, foundations, organizations and individuals who supported our work.

This reflects donations received from July 1, 2009 to June 30, 2010.

COMPANIES, FOUNDATIONS & ORGANIZATIONS: \$1-100

Allstate Giving Campaign
American Legion Auxiliary
Bellevue Presbyterian Church
First Baptist Church South
Inglewood
Gideon, Cooper & Essary, PLC
Glen Leven Presbyterian Church
Haileywood Home Demonstration Club
Judy Jacobs Interiors
Mattress Express
Nashville Humane Association
O.L.S. Cosmetics
S. M. Graphics
Saint Thomas Health Services
Southeast Chrysler/Jeep/Dodge
Soroptimist International
Stowell Realty Company
Tennessee CASA Association
The Breakfast Club of Nashville
The Open Book, LLC
Tyne Meade Garden Club
United Way of Central Maryland

INDIVIDUALS: \$1-100

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Metropolitan Government of Nashville and Davidson County
Regions Bank
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Tennessee Department of Finance and Administration, Office of Criminal Justice Programs
Tennessee Department of Human Services
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United Way of Metropolitan Nashville
U.S. Department of Homeland Security, Federal Emergency Management Agency
U.S. Department of Housing and Urban Development
U.S. Department of Justice, U.S. Office of Justice Programs, Office on Violence Against Women
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This listing is for in kind gifts given from July 1, 2009 to June 30, 2010

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domestic violence 24-hr hotline 615-242-1199 or 1-800-334-4628

special events

Academy for Women of Achievement

AWA is an annual event that began in 1992. The 18th annual AWA was held on October 27, 2009, with almost 900 people in attendance. The purpose of AWA is to honor outstanding women and one business in the community each year. Funds are raised for YWCA programs through corporate sponsorships, table sales and individual ticket sales. Last year this event netted over \$150,000.

Spring Breakfast

This 4th annual event held on March 3, 2010, was attended by 830 people. The purpose was to raise money and broaden awareness of our mission by featuring stories from women and girls who have been impacted by YWCA programs. Funds are generated to support YWCA programs through corporate sponsorships and personal donations during the event. Last year this event netted over \$50,000.

In Her Shoes

This inaugural event took place on May 13, 2010, with a sold-out attendance of 320 people. The YWCA Junior Board Committee developed this event as a means to reach out to the young professional community and bring awareness of YWCA programs and mission, as well as to raise funds for the Weaver Domestic Violence Shelter. Guests attended a wine & appetizer event and bid on shoes and purses donated by area shoe stores and department stores. Funds were raised through sponsorships, event ticket sales and silent auction sales. Last year this event netted over \$17,000.

Celebrity Auction with Martina McBride

In its 28th year, this year's YWCA Celebrity Auction was held on June 13, 2010, during the CMA Music Festival. Hosted by Martina McBride, autographed country music memorabilia is auctioned off to fans. Funds are generated through sponsorships and sale of memorabilia. Last year this event netted over \$85,000.

stand against racism day

April 30, 2010

The first annual Stand Against Racism event was an important day in Nashville's history. Some 65 supporters gathered at the YWCA with an estimated 3,000 others engaged in similar events across the city.

On that day, a seed was planted. And through the efforts of the YWCA and our passionate supporters, that seed will grow into a movement to eliminate racism in Nashville, Middle Tennessee and beyond.

The event featured guest speakers, readings to promote equality and information on the facts of racism. Participants joined in The Pledge, to identify and work on eliminating racism in their lives:

PLEDGE AGAINST RACISM

As an individual committed to social justice, I stand with the YWCA against racism and discrimination of any kind.

I will commit to a lifetime of promoting peace, justice, freedom and dignity for all people in my community and in the world.

