



eliminating racism  
empowering women

**ywca**

Nashville & Middle Tennessee

*Annual Report*

**2016**

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## A LETTER FROM

Pat Shea

Dear Friends,

I hope our 2016 Annual Report gives you a glimpse of the impact YWCA Nashville & Middle Tennessee is making on the lives of women, children, and families across our region. I trust you'll smile when you read about our Girls Inc. program and cheer when you see what our violence prevention initiative MEND means to those working with our youth. I'm confident you will see that the work we do day in and day out is life-changing for our clients AND our community.

When embarking on the role of CEO nearly 11 years ago, I knew that taking the helm of a 100 year old respected and beloved institution was an awesome responsibility. In order to continue its success and keep it relevant and thriving, we needed to partner with key allies from the nonprofit, government, and private sectors. I'm delighted to share that we've succeeded beyond our wildest expectations.

We've elevated the conversation about violence against women to a new level, reaching audiences on a local, regional, national and even international level. We've empowered thousands of girls and inspired them to be strong, smart, and bold. We've saved the lives of hundreds of women and offered them and their children hope and healing inside the safe, yet welcoming walls of the Weaver Domestic Violence Center.

Our work is important. Our work is valuable. Our work is powerful. YWCA is on a mission to help women move from safety to self-sufficiency and, ultimately, to success. We will achieve this goal because you are a part of the YWCA family.

Thank you for your support.

Pat

**YWCA NASHVILLE & MIDDLE TENNESSEE  
IS DEDICATED TO ELIMINATING RACISM,  
EMPOWERING WOMEN AND PROMOTING PEACE,  
JUSTICE, FREEDOM AND DIGNITY FOR ALL.**

*It is the vision of YWCA Nashville & 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. 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.*

# Our programs

*As part of our mission, our programs strive to support, strengthen, celebrate, and connect women across all walks of life. Through the core tenets of prevention, safety, self-sufficiency, and success, we work to empower women—and men—to take a stand against issues like domestic violence and racial injustice.*

## **PREVENTION**

Girls Inc at YWCA Nashville & Middle Tennessee  
MEND™

## **SAFETY**

Domestic Violence Services

## **SELF-SUFFICIENCY**

Family Literacy Center  
Dress for Success® Nashville

## **SUCCESS**

Women's Presidents Organization



*The programs and services of YWCA are driven by committed staff and dedicated volunteers. We simply couldn't do our work without the hundreds of women and men who give generously of their time and talents. One of those volunteers is Zuri Walker (pictured here with Alfred Degrafinreid). Zuri attended our annual Spring Breakfast in April where she learned about all of our programs. She felt a connection to Girls Inc., signed up for our volunteer orientation, and was hooked. Thank you Zuri and thank you to all of the amazing volunteers who are changing lives!*



## GIRLS INC.

Girls Inc. at YWCA Nashville & Middle Tennessee is dedicated to inspiring all girls to be strong, smart, and bold. The Girls Inc. Experience consists of people, an environment, and programming that, together, empower girls to succeed.

“ I quickly realized that Girls Inc. wasn’t just a girl bonding group, but it was something that would prepare me for the rest of my life. Not only was I gaining knowledge from Girls Inc., but I was also receiving support. I found myself in a place where I could be myself. ”

— Lucki Price,  
Pearl Cohn High School Student



456

girls served through in- and after-school programming and summer camps



400

girls received financial literacy education at Girls Just Wanna Have Funds



# The Internship

## LUCKI & GABBY'S STORY

It's one of the hippest, most exciting neighborhoods in Nashville—12th Avenue South. What teenage girl wouldn't want to spend her summer in this cool part of the "It City," learning the ins-and-outs of the fashion industry at Reese Witherspoon's trendy boutique, Draper James? Two Metro Nashville Public School students got the chance to do just that, thanks to a partnership between Draper James and Girls Inc. at YWCA Nashville & Middle Tennessee.

Lucki Price and Gabrielle Rigsby attend Pearl Cohn and Antioch High Schools respectively. Both take part in Girls Inc., a program that empowers girls to succeed and overcome challenges. In the spring of 2016, girls participating in Girls Inc. high school programs were offered the opportunity to apply for a summer internship at Draper James. The lifestyle company founded by the Oscar-winning actress and Nashville native supports Girls Inc. economic literacy programming. After a lengthy application and interview process, Lucki and Gabby earned the two coveted internships spots, and their summer of learning and fun began.

The girls had the opportunity to acquire basic foundational work skills in a high-end retail environment. The internship offered a chance to prepare them for their next job or even a career in fashion and retail. Throughout the eight-week internship, Lucki and Gabby were exposed to relationships and experiences that most teenagers can only dream about.

The reviews from the girls' Draper James supervisors were positively glowing.

"Gabby is such a little firecracker out on the sales floor. She loves to be customer-facing, engaging them with a smile the moment they enter the door. A few weeks into her internship, Gabby assisted one of our sales associates with a fabulous \$1600 sale and needed little to no direction. Now that's impressive!"

"Lucki has received some great compliments from customers on her sunny disposition and helpful attitude. Both girls routinely go above and beyond and even offer to stay longer than they are scheduled if we need the extra help."

Gabby and Lucki didn't want the experience to end. Gabby shared that the internship was, "an amazing way to start a career. My favorite part was helping people and meeting their needs. Being able to make someone's day was such a great pleasure."

Lucki expressed that Draper James, "felt like a family and all the girls were like older sisters I never had. It was so exciting meeting people from all over the world—literally—and giving them a great experience. I loved being in the store, and the entire environment was so inviting and special. It was a wonderful summer!"



## MEND™

MEND™ is an innovative, primary prevention initiative dedicated to ending violence against women and girls by engaging and educating boys. MEND™ seeks to elevate the conversation about violence against women and girls; engage men to be part of the solution; educate men and boys to challenge and change the current culture; and end violence against women and girls.

“MEND™ has made me a lot more intentional during my interactions with my teams. Like many coaches, I’ve always wanted to be a good example for my players but never had the confidence or the proper knowledge to be able to discuss certain ‘hot topics’ in our society. After going through the toolkit and attending MEND™ events, I’m able to have educated conversations with my players about domestic violence and sexual assault.”

— **Daniel Zahn,**  
MEND™ Coach of the Year –  
Montgomery Central High School



**151** coaches recruited



**3,000** community members educated







## RACIAL JUSTICE | ADVOCACY

As the oldest and largest multi-racial women’s organization in the world, YWCA has taken a leadership role in civil and human rights issues. Formed five years before the abolition of slavery, YWCA has been engaged in every phase of the Civil Rights Movement. YWCA Nashville & Middle Tennessee is actively engaged in advocacy that reduces violence against women and girls and promotes gender equity and racial justice.

Our efforts to strengthen Tennessee’s domestic violence laws were successful this past fiscal year, thanks to our hard-working Advocacy Committee. Led by Chair Ana Escobar and YWCA CEO Pat Shea, the committee crafted legislation to close a loophole in the state’s harassment statute. Sponsored by Rep. William Lamberth and Sen. Sara Kyle, the bill passed overwhelmingly in both houses. It was signed into law by Governor Bill Haslam on June 9, 2016.

Our annual Stand Against Racism took place on May 4, 2016 at the Metro Nashville Courthouse. Hundreds of citizens and community leaders gathered to join in the community conversation and take a public stand.



“As a community, we can’t be afraid to talk about race and racism. We must be laser focused... we need to lead the way.”

— **Megan Barry,**  
Nashville Mayor



On June 9, Governor Bill Haslam signed into law updates to Tennessee’s harassment statute (TCA 39-17-308). The YWCA Advocacy Committee, led by Ana Escobar and Pat Shea, worked with bill sponsors Rep. William Lamberth and Sen. Sara Kyle to bring the harassment law into the 21st century by including excessive texting and other means of communication. Previously, the law only allowed for repeated telephone calls to be considered harassing behavior. The new law gives prosecutors another tool to protect victims of domestic violence and other crimes.



*Re-New was founded in 2010 to help women who are moving from safety to self-sufficiency by furnishing the homes of survivors participating in our housing program. The all-volunteer run program is comprised of the Re-New Angels and led by founder Julie Davis and Cheryl Hays.*

## DOMESTIC VIOLENCE SERVICES

For nearly four decades, YWCA Nashville & Middle Tennessee has empowered domestic violence survivors to take control of their lives, while offering them safety and the resources to ensure their self-sufficiency. The Weaver Domestic Violence Center is the largest emergency shelter in the state of Tennessee. Services include the 24-Hour Crisis & Support Helpline, case management, counseling, shelter-based and community-based support groups, community education, transitional housing, and Re-New at YWCA.



**453**

*adults & children served at the Weaver Domestic Violence Center*



**3,796**

*calls for help answered by the 24-Hour Crisis & Support Helpline*



**142**

*homes created through Re-New (since 2010)*



**300**

*educational presentations & outreach events - reaching 10,000 individuals*

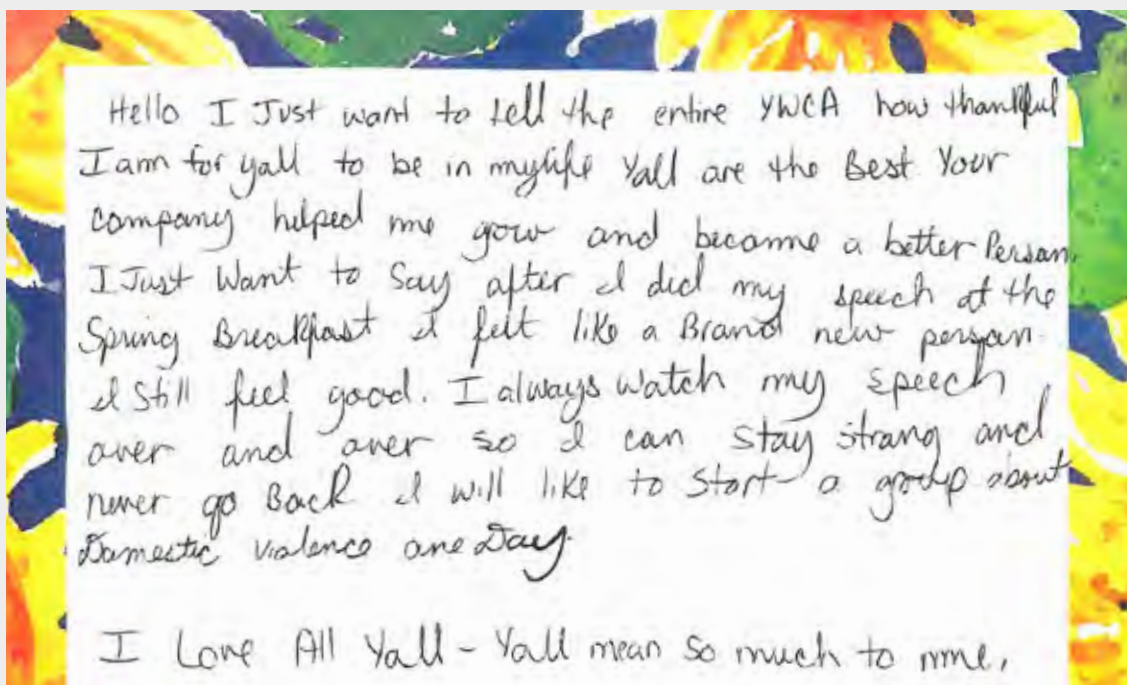
# Stop the Cycle

## JORDAN'S\* STORY

He had beaten her before, but she stayed with him. She got pregnant. She was happy, but he wasn't. The baby was only a few weeks away, and he strangled her. It all went dark. He could have killed her. He could have killed the baby, but she made it to the doctor. She was scared that she would find her, but the YWCA helped keep her safe. The doctors were worried about the baby. The baby was coming. She didn't have anyone to help her. All she had was the YWCA. The baby was born. She was a beautiful baby, with a beautiful mom, who didn't go back to him.

“ I knew I had to choose a better life for me and a better life for my daughter. It wasn't easy. I was escorted by police officers from the hospital to the YWCA. Even then, I almost went back, but I knew there was more in my future than this. The YWCA helped me learn I didn't have to live my life to be mistreated. They helped me see how strong I can really be. ”

— **Jordan\***,  
Survivor



\*Jordan's name has been changed for her protection.



## FAMILY LITERACY CENTER

The Family Literacy Center offers high quality, culturally sensitive, comprehensive family-centered programming to help families break the cycle of intergenerational poverty and illiteracy. The Family Literacy Center focuses on early childhood education, parent-child learning time, parenting education, adult literacy, career services and continuing education support for families.

“ My instructors were patient, knowledgeable and kind. Being an immigrant, reading has always been a challenge for me. Without the support of the teachers and staff at the YWCA, I am not sure that I would have been able to complete the program. I am glad that I decided to take that first step. ”

— Ming Wu,  
2016 FLC Graduate



**111** students earned HSE diplomas



**755** men & women received adult education



**106** children joined our early literacy classes





# The First Step

MING WU'S STORY

I was born and raised in China, and moved to the United States in 1997 at the age of 21. I have been working at the same Chinese restaurant since I first moved here. After well over a decade, working at the same mundane job, I began to feel bored and dissatisfied. A close friend of mine suggested that I look in to obtaining my high school equivalency diploma. Honestly, this is something that I never really thought about doing. I speak Chinese, so trying to earn a diploma in English was something I didn't think I could do. At the time, taking the classes and actually passing the test didn't seem possible for me. I didn't know where to start, and I didn't think I would be able to do it.

After a lot of encouragement from my friend, I decided to enroll in a program. I Googled and found the YWCA Family Literacy Center classes, and I enrolled in December 2014. It was all about just taking the first step, which was the hardest part. I was petrified!! I am really smart in math, but reading English- no! I took the classes in Antioch as often as I could around my work schedule. The teachers were so patient with me, and I really focused on reading. I read everything- science, social studies, etc.

Ms. Sherry told me to start with my strengths, so I took the math part of the exam first in May 2015 and passed it. I was so excited. I then took social studies in June and passed it. Two subjects down and three to go! I then passed science and writing. Couldn't believe I wrote and passed an essay in English. I took reading last in July and didn't pass it. I took it again and didn't pass it. In December, I took reading again and passed with the minimum points needed. I was so excited!!!! I finally made it!

I am so grateful to not only have my high school equivalency diploma, but I now have the opportunity to go to college! I am working with the YWCA career specialist to enroll in college. Nobody in my family can believe that I've accomplished this!!

I have an infinite amount of gratitude towards the YWCA.... I am glad that I decided to take that first step.



## DRESS FOR SUCCESS® NASHVILLE

Dress for Success exists to empower women to achieve economic independence by providing a network of support, professional attire and development tools to help women thrive in work and in life. Our purpose is to offer long-lasting solutions that enable women to break the cycle of poverty. In addition to physically equipping women with apparel and accessories, our programs furnish clients with confidence.

“ I look professional, and I feel beautiful. This was such an empowering and amazing experience. ”

— Valerie,  
Dress for Success®  
Nashville Client



177

suitings that prepared & empowered women reentering the workforce



34

veterans suited at our first annual Salute to Success event



## 2616 | A YWCA SOCIAL ENTERPRISE

2616 is a women's resale boutique with a simple vision: great brands at great prices for a great cause. Our social enterprise is an upscale resale boutique, selling donated women's clothing, shoes, and accessories. Proceeds from the 2616 sales support the programs and services of YWCA. In the spring of 2016, our East Nashville boutique was recognized by the Tennessean's Ms. Cheap as "Best Overall" shopping experience. 2616 was also named a finalist for the Center for Nonprofit Management's Salute to Excellence Frist Foundation Revenue Development Award.

[www.boutique2616.com](http://www.boutique2616.com)

“ I never thought shopping would be this much fun and feel this good. There is nothing better than knowing that when I receive a compliment on my clothes or accessories, I get to tell the story of 2616 and the YWCA. What a creative way to share the mission of this amazing organization! ”

— Cameron Simmons,  
Frequent Shopper

## WOMEN PRESIDENTS' ORGANIZATION

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.

### OUR MEMBERS

Kathie Edwards, Marjorie Feltus-Hawkins, Ginger Geldreich Jones, Rhonda Marko, Mekesha H. Montgomery, Pat Shea, Barbara Sutton, Britnie Turner, Diana Warner, Christie Wilson

# Events & Outreach

*Each year, YWCA Nashville & Middle Tennessee reaches thousands of people through our events, outreach, and media campaigns. Through the support of our donors, partners, and volunteers, we've touched more lives than ever before. Our programming and special events have grown tremendously, while our media campaigns are helping to educate and elevate the conversation around domestic violence and gender attitudes across the region, nation, and world.*

## **EVENTS**

Girls Just Wanna Have Funds

MEND™ Forum

The MEND™ Experience

24th Annual Academy for Women of Achievement

Spring Breakfast

Wine Women & Shoes®

## **OUTREACH**

Community Education

*Stop the Cycle* Campaign

*We Are The Lions* Debut





## OUR VOLUNTEERS

YWCA volunteers are our “boots on the ground.” They are vital to the success of our programs. We simply could not advance our mission without them. In addition to devoting their time and talents, our volunteers become some of our strongest advocates.

“Volunteering with the Family Literacy Center has been a wonderful experience for me. Even better than the experience of serving others, has been the connection and friendship that I have formed with the always wonderful YWCA staff.”

— Emily Ferguson,  
FLC Volunteer

 **1,849**  
individual volunteers

 **17,110**  
volunteer hours worked  
with YWCA programs

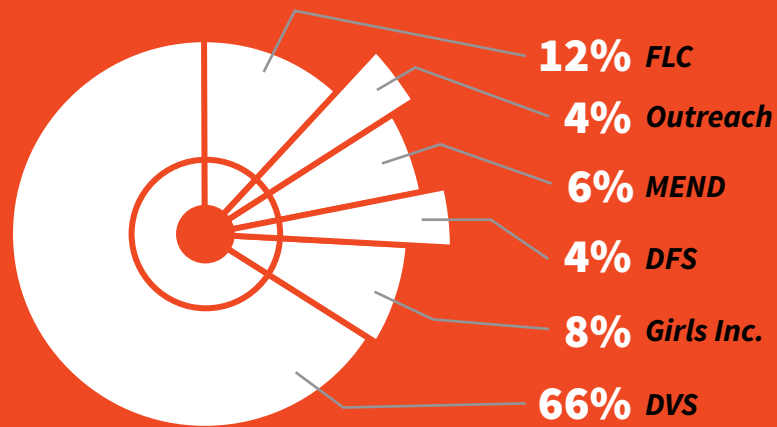
## IN THE NEWS

In 2016, YWCA’s message was shared with millions of people through traditional media and social media alike. Our life-changing and life-saving programs and special events were featured across all major news outlets in the region.

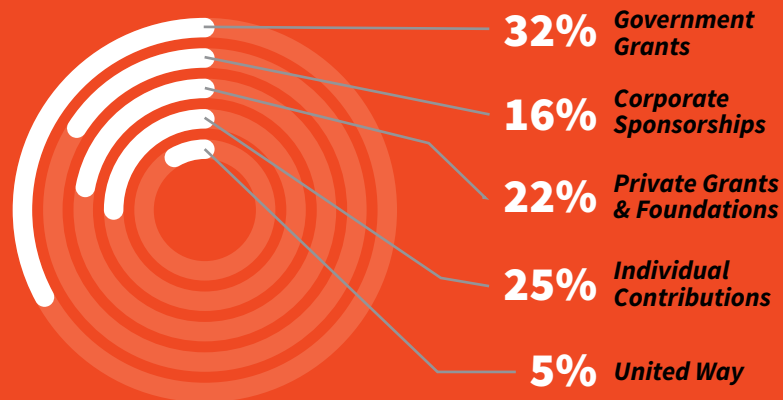


# Fiscal Year 2016

## PROGRAM FUNDING



## REVENUE BY SOURCE



## GOVERNMENT FUNDING

Metropolitan Government of Nashville & Davidson County, Community Enhancement Fund  
Metropolitan Development & Housing Agency, Emergency Solutions Grant Program  
Tennessee Office of Criminal Justice Programs, Victims of Crime Act  
U.S. Department of Agriculture, Food & Nutrition Service, Child & Adult Care Food Program  
U.S. Department of Housing & Urban Development, Continuum of Care Program  
U.S. Department of Justice, Office on Violence Against Women, Consolidated Youth Program  
U.S. Department of Justice, Office on Violence Against Women, Transitional Housing Program  
Metropolitan Development & Housing Agency, Summer Youth Enrichment Program  
Nashville After Zone Alliance

## FOUNDATION FUNDING

Aladdin Industries Foundation  
Atticus Trust  
Baptist Healing Trust  
Bank of America Charitable  
Foundation, Inc.  
Boulevard Bolt  
Bridgestone Americas Trust Fund  
The Community Foundation  
of Middle Tennessee  
Dan and Margaret Maddox  
Charitable Fund

Dell, Inc.  
Dollar General Literacy Foundation  
HCA Foundation  
Hendrix Foundation  
Ingram Industries Inc.  
Joe C. Davis Foundation  
Nashville Rotary Service Trust  
Louie M. & Betty M. Phillips  
Foundation  
Louisiana - Pacific Foundation

Mamie Crook Charitable Trust  
The Mary Wester Foundation  
The Memorial Foundation  
Molly Maids' Ms. Molly Foundation  
T & T Family Foundation  
Verizon Foundation  
Verizon Wireless  
Washington Foundation

## CORPORATE SPONSORS

AIG Matching Grants Program  
Allstate Insurance  
American General Life Insurance  
Company (AIG)  
AmSurg  
AT&T  
Bank of America  
Bass, Berry & Sims, PLC  
Bone McAllester Norton, PLLC  
Bree Marie Photography  
Bridgestone Americas, Inc.  
C3 Consulting, LLC  
California Closets  
Caterpillar Financial Services  
Corporation  
Community Health Systems, Inc.  
Conversion Interactive Agency  
Cool Springs Financial, LLC.  
Corrections Corporation of America  
Debe Dohrer Design  
Dell, Inc.  
Diana Warner Boutique  
Dodson Parker Behm & Capparella PC  
Dollar General Corporation, Inc.  
Draper James  
Dress For Success Worldwide  
DVL Seigenthaler  
E. Allen Boutique  
Empire Beauty School  
Encore Event Technologies  
First Tennessee Bank  
First Tennessee Foundation  
Franke Food Service Systems

Frost Brown Todd, LLC  
FTB Advisors  
Genesco Inc.  
Girl With A Pearl, LLC  
Go West Creative  
GS&F  
Hartert-Russell  
Hatcher & Fell Photography  
HCA Foundation  
HCA Healthcare  
Highland Capital Group  
Ingram Industries Inc.  
Interior Design Associates, Inc.  
JP Morgan Chase & Co.  
Kraft CPAs, PLLC  
Kroger Company  
LBMC, PC  
Les Shoemmeliers, LLC  
Lipscomb University  
Louisiana - Pacific Corporation  
Love Thirteen  
Lovell Communications, Inc.  
McNeely Pigott & Fox Public  
Relations, LLC  
Music City Center  
Music City Motor Cars  
Nashville Electric Service  
Nashville Predators Foundation  
National Council of Jewish Women,  
Nashville Section  
Nissan North America, Inc.  
Northmont Thunderdaws  
Omni Nashville Hotel

Pathway Women's Business Center  
Phase 3  
Posh Bridal Couture  
Provincial Development Group, Inc  
Publix Super Markets Charities, Inc.  
PureWorks, Inc.  
Radio Right LLC  
Regions Bank  
Regions Institutional Trust  
Silicon Valley Community  
Foundation  
Skanska USA Inc.  
Southern Land Company  
St. Thomas Health  
SunTrust Bank  
Tennessee Football, Inc.  
Tennessee Titans Foundation  
The Allstate Foundation  
The Bank of Nashville  
The Britt Hunt Company  
The Color Run, LLC  
The Community Foundation of  
Middle Tennessee  
The Mall at Green Hills  
The Wilson Group Real Estate Services  
Trauger & Tuke Attorneys at Law  
UBS Business Solutions Center  
United Way of Metropolitan  
Nashville  
UPS  
Vanderbilt University  
Waller Lansden Dortch & Davis, LLP  
WPLN Nashville Public Radio



Domestic Violence Services | Girls Inc. | MEND™ | Dress for Success® Nashville  
Family Literacy Center | Women Presidents' Organization  
**24-Hour Crisis & Support Helpline | 1-800-334-4628**

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