MISSION

YWCA Boulder County is on a mission to eliminate racism, empower women, and promote peace, justice, freedom, and dignity for all.

We have a rich history in Boulder County, providing unique programs and services to the community since 1922. We strengthen families, advocate for social equity, and improve the quality of life for individuals from all walks of life through essential human services. Our core offerings have evolved over 95 years to include emergency drop-in child care, youth empowerment programs, racial equity programs, and more.

Many at-risk families, including children, youth and adults in Boulder County continue to experience multiple and complicated challenges that impede their economic and emotional success. We exist to improve their lives and create lasting changes that benefit all of society.

GUIDING VALUES

- We eliminate racism by serving as a catalyst to convene people in our community to heighten awareness of the impacts of prejudice and discrimination.
- We promote empowerment through education focusing on resiliency and adaptability leading to economic self-sufficiency.
- We celebrate diversity and advocate for equity for all people.
- We strive to create a community that provides resources, opportunities and choices for all women.
- We continually challenge ourselves to improve services to the community that emphasize collaboration, accountability, responsiveness and innovation.
- We are responsible stewards of resources to ensure the long-term sustainability of our organization to benefit women, children and their families.

BOARD OF DIRECTORS, 2016-2017

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Courtney Gimeno
Joanne Graham
Nan Joesten
Denny Kercher, Board Advisor
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Judy Lukjan
Ema Lyman, Secretary
Sarah Miller
Siân Murphy
Nancy Rowe
Marieta Sade
Elaine Shannon, Past-President
Fiona Young, Teen Board Member
Dear Friend,

2017 was a pivotal year for YWCA Boulder County. We watched proudly as our long-time director Janet Beardsley retired and launched her dream to travel the world with her husband. We hired a new executive director and learned over the course of the next few months that it just wasn’t a great fit. Meanwhile, we watched as the magnitude of the 2016 national election and spiking local housing prices significantly impacted local programs, increased family needs, and brought attitudes about diversity to the fore.

But challenges have a way of bringing out the best in people and in organizations. Our staff and board came together to redouble our efforts around empowering women and eliminating racism. We were awarded a 4-star accreditation through Colorado Shines for Children’s Alley — only a handful of providers earned this distinction in the state last year — while serving almost 600 children through emergency care. We reached more than 3,000 Boulder County children through our Reading to End Racism program to teach acceptance and empathy. We helped dozens of Latina girls navigate high school, with 100% of seniors graduating and all heading on to college.

We also launched a new executive search, and we all fell in love with Debbie Pope, who agreed to join us as CEO in January 2018. I believe our decision to bring Debbie on to the team will stand as our best of the year.

Indeed, 2017 marks the beginning of a new era for our organization. Our mission has never been more critical. YWCA Boulder County has a future that, with your help, we all can’t wait to write.

Warmest Regards,

Janet Eden-Harris
Board President
2016 – 2017

Debbie Pope
Chief Executive Officer
OUR IMPACT

YWCA USA

For 160 years and as one of the oldest and largest women's organizations in the nation, YWCA has been at the forefront of our most pressing social movements — from voting rights to civil rights, from affordable housing to pay equity, and from gender-based violence prevention to health care reform. YWCA programs annually serve more than 2.2 million women, girls, and families in more than 1,000 locations across the U.S. Worldwide, YWCAs serve more than 25 million women and girls in 120 countries.

★ 2,200,000+ women and families are enrolled in one or more than 475 life-changing programs
★ 155,000+ racial justice advocates are changing communities.
★ 260,000+ women are paving their way out of poverty and building long-term security with the help of YWCA empowerment, economic advancement, and professional development programs.
★ 170,000+ children and parents are learning and growing in YWCA childcare, teen and parenting programs that build stable and healthy families.
★ 145,000+ women and children are finding security in YWCA housing, food assistance and immigrant assistance programs.
★ 500,000+ women, girls and families are getting and staying safe through sexual assault, trafficking, domestic violence and gender violence prevention programs.

YWCA also advocates to generate institutional change in three key areas: racial justice and civil rights, empowerment and economic advancement of women and girls, and health and safety of women and girls. Here are just a few of our advocacy efforts for and against policies of 2017:

FOR Affordable Care Act
FOR Dream Act
FOR Violence Against Women Act (VAWA)
FOR Child Care for Working Families Act
FOR Family And Medical Insurance Leave Act (The Family Act-H.R.947/S.337)
FOR Security And Financial Empowerment (SAFE) Act Of 2017 (S. 2043/ H.R. 4198)
FOR Fix NICS Act of 2017
FOR End Racial And Religious Profiling Act Of 2017 (S.411)
AGAINST Graham-Cassidy Healthcare Proposal
AGAINST Tax Cuts and Jobs Act (H.1/S.1)
AGAINST H.R.38, the Concealed Carry Reciprocity Act of 2017
AGAINST Better Care Reconciliation Act of 2017
AGAINST American Health Care Act
OUR IMPACT

YWCA BOULDER COUNTY

We offer essential services to the Boulder County community, including emergency child care, youth empowerment programs, and racial equity programs. All of our services are provided on a sliding scale, and we offer scholarships as well, so that those with financial struggles can continue to advance in their goals and dreams. The YWCA served 5,520 individuals in 2017; 63% of all YWCA clients met the HUD low-income guidelines; 81% lived in the city of Boulder.

Reading to End Racism

RER is a racial justice program for grades K-8 that uses trained volunteers to read to children in the classroom and, through books and personal stories, stimulate an insightful conversation about discrimination. Opening this dialogue with students and teachers empowers individuals to work to eliminate racism in their lives, schools, and communities. We aim to provide students and teachers alike with the tools and resources needed to create solutions to conflict.

2016-2017 School Year Stats

- 3,845 children and youth served
- 2,884 service hours
- 88 classes visited
- 98% of students reported that because of lessons learned in RER, they will be respectful to all people
- 97% of students reported that they will be an ally when someone is being picked on because of his or her race
- 95% of teachers believe RER is helpful to their classroom and would recommend the program to other teachers

Parent Engagement

Engaged parents lead to happy families. We offer a variety of parenting classes throughout the year, including Co-Parenting for Life, Getting Ahead, Incredible Years, and Love & Logic. In addition, we offered free Financial Counseling and sliding scale career counseling for interested parents.

2017 Stats

- 177 classes taught
- 790 adults served
- 4,554 service hours
- 78% of clients met HUD low-income guidelines

Advocacy

Advocacy is the cornerstone of our efforts. We conduct local advocacy efforts and collaborate with other organizations to advance racial justice and women’s empowerment. Our efforts in 2017 included thought leadership forums such as “Sexism and Racism in the Workplace” and “Leveling the Playing Field: A White Privilege Workshop”. We also held “Coffee Talks” throughout the year: community spaces with featured speakers for thoughtful conversations.

2017 Stats

- 8 Coffee Talks
- 2 Empowered Thinking events
- 231 adults engaged
OUR IMPACT

Latina Achievement Support

LAS supports 9th-12th grade Latina girls through mentoring and academic guidance to ensure that they graduate from high school. Most of the girls come from low-income, at-risk environments where there are fewer resources and more barriers to pursuing a college education. We help create a community of peers and mentors whose common goal is to support the success of the participants. They receive tutoring that helps improve their grades, and they also engage in activities that guide them in thinking about their career, long-term future, and healthy decision-making.

2016-2017 School Year Stats

- 73 students served
- 2555 service hours
- 79 support events
- 90% met the HUD low-income guidelines.
- 100% of LAS participant high school seniors graduated in June 2017 and are pursuing postsecondary education.
- 92% of students stated that LAS contributes to their academic success
- 90% of students reported that they increased their ability to use computer technology for assignments and college applications

Sayra’s Story

Sayra joined LAS during her sophomore year of high school to explore its potential to assist with her academic success. She became a senior in 2016, and when the year began, she was already looking ahead at graduation and feeling conflicted about her options afterwards. She is a first-generation American, and her parents have not attended college. She was interested in college, but she didn’t know where to begin: the possibility seemed out of reach for her.

Incidentally, one program element of LAS is to encourage, provide scholarships for and transportation to the LaTEENa Leadership Conference each fall. There the Latina community convenes with high school students, college students, professionals and speakers across sectors to inspire the youth that attend. Sayra attended the conference and its workshops on leadership, health and wellness, financial literacy, and career planning. In the midst of these lessons and her introductions to so many inspirational and successful women, Sayra was moved: she decided to go to college.

On that same day, she confided her dream of going to college to the LAS Program Assistant, and when Sayra expressed her apprehension over the application process, the staff member made it her personal goal to help Sayra every step of the way. Within a month, she and the staff had completed her FAFSA financial aid form, applied to several colleges, connected with a financial counselor, and applied for scholarships. By the end of the school year in 2017, she was accepted to two colleges that she was excited about.

Sayra is now a proud, first-generation college student. Her next goal: law school.
Children's Alley

Children's Alley is the only emergency, drop-in child care center with sliding scale fees on the Front Range. We provide care for children six weeks to 12 years old, with quality curriculum for children 0-5 years old. Our highly trained teaching staff is also able to care for children with special needs. Our extended hours allow for emergencies and unconventional schedules. Children have increased access to nutritious foods, physical wellness activities and thoughtful play. Our programs result in an increased percentage of lower-income students who are measured as ready to start school.

2017 Stats

- **581 children** served
- **32,303** total service hours
- **61%** of families met HUD low-income guidelines
- **90%** of parents stated that CA helped them to be self-sufficient
- **93%** of parents attended work or educational commitments while their children were at CA
- **88%** of parents also utilized CA when unexpected or urgent events occurred
- **75%** of parents also sought support services for themselves or their family
- **74%** stated that their parenting practices improved as a result of their access to CA

Daniella’s Story

Daniella is aspiring to advance in her career. She is also a mother of five and a recent single parent. She first came to Children’s Alley when she needed care while working full-time. Recently, a number of health concerns have arisen for her children: her two oldest children now have severe asthma, and her middle child was discovered to have a life-threatening allergy.

Daniella had to leave work multiple times in 2017 to tend to her children’s health emergencies. As a result, she was eventually let go from her position, and she had trouble keeping a stable job afterwards while responding to her children’s ongoing health concerns. After being unemployed for several months, she then had trouble paying her rent and was aggressively evicted by her landlord in the fall.

She came to YWCA to receive child care services just before her eviction, so that she could continue her job search. When Daniella revealed the imminent possibility of homelessness, our staff sprang to action. We provided child care for free through our scholarship program, we connected her to critical resources, and we advised her on application processes.

With her children safe and cared for, her time freed up, and support from YWCA staff, she was able to search for a new job and a good home. Daniella was able to find housing before the end of the year, and then a flexible job as well, so she was able to avoid homelessness and create stability for her family.
We were fortunate in 2017 to receive a generous donation from John Pitlick, Professor of Geography at CU Boulder, who helped restore our scholarship fund for Children’s Alley with a significant gift. He has created the Marie Schnieders Scholarship Fund, which will provide opportunities for families for many years to come. We are incredibly grateful for his gift and would like to share his statement.

This donation is made in honor of Marie Schnieders, a remarkable, caring woman who brought me into her home soon after I lost my own mother.

I wasn’t exactly orphaned, but Marie would often explain the move as a sort of neighborhood resettlement: “John came over to play one day, and he stayed for five years”. These were my early teenage years, and it was likely that without the warmth and camaraderie of this surrogate family (Marie had five children of her own, three close to me in age) my life would have unraveled.

Marie made sure that didn’t happen. She worked me into the family quickly, providing much needed discipline and structure, but also a steady assurance that I was an integral part of the family. That feeling of belonging developed through high school and college and helped shape my personality as an adult.

Of course, I was not the only one influenced by Marie’s openness and sense of community. As we grew older and formed our own families, Marie turned her attention to the grandchildren, then the great-grandchildren. She was an elementary school teacher herself, so she would often gravitate to the younger ones, sitting with them to read books or tell stories. The pleasures that Marie got from interactions with children were obvious, and there is no doubt that her interest in the well-being of children paid dividends far down the line.

The Children’s Alley childcare center at YWCA Boulder County offers the types of activities and opportunities that Marie Schnieders would appreciate, and it is a pleasure for me to help support this program.

Sincerely,
John Pitlick

We are deeply moved by John and Marie’s story and the impact he has made in her honor. YWCA Boulder County is currently receiving donations towards the Marie Schnieders Scholarship Fund. If you would like to contribute to the scholarship fund at Children’s Alley, so that every family in need of emergency child care can be served, please contact CEO Debbie Pope at debbie@ywca-boulder.org.
**WITH GRATITUDE**

**We extend our thanks** to the many individuals, corporations, community groups and foundations that supported YWCA Boulder County from January 1, 2017 through December 31, 2017 through generous financial and in-kind assistance. In addition to those listed here, there were many hundreds of individuals that gave support in amounts less than $100. We are truly grateful for their contributions as well.

**$5,000 - $20,000**
Allison and Todd Barto  
Bob and Catherine Murphy  
Gail Osterbur  
Janet Eden-Harris and Paul Harris  
Jill Safari  
John Pitlick and Becky Thomas  
Sue and Tony Fagan

**$1,000 - $4,999**
Allyn and Eric Harker  
Angelique Espinoza and David Vollmar  
Ann Garstang  
Beth Willis  
Cheryl Flink and Jim Vetricek  
Daryl Smith  
Debbie and Dan Day  
Dianne Ladd and Bruce Holland  
Doug Rao and Elizabeth Prentiss  
Elizabeth Million  
Hope Meyer  
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Joanne and Scott Graham  
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Noel and Terrance Hefty  
Renae Foxhoven and Degan Hambacher  
Rick Sterling  
Sandra Weeks  
Sharon Caulfield  
Siân Murphy  
Sue Heilbronner  
Tatiana Maxwell and Ted Weaver  
Walter and Linda Pounds

**$500 - $999**
Allan and Marlene Metzger  
Amy and Stephen Carpenter  
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Wendy and Brian Underhill

**$100 - $499**
Adrian Krawczeniuk  
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Alice Louise and William Bradley  
Aliena Martinez  
Alix and John Corboy  
Amy and Kevin Reichlin  
Amy and Terry Britton  
Amy Wier  
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Caress Kiere  
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Carolyn Peterson  
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Catherine Brown  
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Catherine Mueller  
Cathleen and David Kendall  
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Charlotte Corbridge  
Chris Westgate  
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THANK YOU

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Corina Eckl
Craig Hirschberg
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Dan and Linda Souders
Daniel O’Brien
Darina Barciak
David Finlay
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David Lookner
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Diane Lafavor Hagemark
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Edward Weaver
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Enid and Mark Ablowitz
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Gary Olson
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Helen Moshak
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Ingrid Becher
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Jaclyn Weber
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Judy Minger
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Nancy and Joe Rule
Nancy Heck
Nancy Hohenstein
Nancy Pettingill
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Nils and Linda Nordberg
Nina Peterson
Pam DeBellis and Peter Mackie
Pat and Tom Metz
Pat Erickson
Patricia Foster
Patrick O’Dea
Paul Foley
Paul Hamilton
THANK YOU

$100 - $499
Paula Connelly
Rebecca Herman
Rico Changeux
Rita Yaroush
Rochelle and Lee Woods
Russ and Juliana Rew
Ruth and David Becker
Ruth Henderson
Ruth M. Wright
Ryn Kreidl
Samantha Strife
Sara and Tom Mayer
Shannon DiBari
Shannon Fable
Sharon McClew and
Richard Wildau
Sheila and Daniel King
Sheila Goetz
Sherburne MacFarlan
Sherri and Frank Weil
Stephanie Greenberg
Stower Beals
Sumanth Channabasappa
Susan and Ben Foster
Susan and Jim Chrisman
Susan Bird
Susan Seamans
Susan Smith-Denny
Susana Lopez-Baker and
Ed Baker
Suzanne Helburn
Suzelle Snowden
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Tara Hefty
Terry and John Bradley
Tim Banister
Tim Streeb
Tom and Eleanor Needy
Tom and Judy Stiers
Tom and Missie Sunderland
Tom O’Banion
Toni and Jonathan Saiber
Tracy Mayo
Tyler Wierl
Tyson and Lindsey Nielsen
Vicki Tiedeman and Eric Roth
Vickie Patton and
James Freeman
Yvonne Hammell
Zach Duckworth
Zoe Wedel

FOUNDATIONS
American Association of University Women
April Fund
Bank of America Charitable Fund
Boulder County Bar Foundation
Bump in the Road Fund
Collins Foundation
Community First Foundation
Community Foundation Serving Boulder
County
Fifteen for Ever Fund
Foothills United Way
Grace B. Ludwig Charitable Trust Fund
Guaranty Bank and Trust Company
Invest in Kids
Longmont Community Foundation
Lynn and Helen Clark Fund
Qualistar Colorado
Robert and Margaret McNamara Foundation
Rose Community Foundation
Sam S. Bloom Foundation
Silicon Valley Community Foundation
Temple Hoyne Buell Foundation
The CLASS Fund
Tony Grampas Youth Services
United Way of the Bluegrass
Virginia W. Hill Foundation
Western Digital Corporation Fund
Women’s Foundation of Colorado

BUSINESSES
$5,000 - $25,000
srg
Sterling Rice Group
Capital One
Elevations Credit Union

$1,000 - $4,999
Blue Federal Credit Union
Centennial Bank and Trust
Colorado Business Bank
Daily Camera
Eden-Harris Group
North Boulder Dental
North Boulder Dental Group
Republic National Brewing
Sunflower Bank
Taddiken Tree Company
Target Foundation
Triple Threat Digital
Virsage Solutions

$500 - $999
Alpine Valley Oral Surgery
Barnes & Noble Booksellers
Blue Spruce Design & Construction
MergeLane
Paul Morrison Colours
Rapid Evolution LLC
Walters and Hogsett

$100 - $499
A Spice of Life
Chrisman Insurance & Financial
Eco-Products
Ecosystems Group, Inc.
Four Winds Interactive, LLC
New American Funding
NJK Photography
Ramble on Pearl

BUSINESSES
$5,000 - $25,000
TEBO
Properties
Larry H. Miller
Toyota Boulder
Driven By You.

$1,000 - $4,999
Blue Federal Credit Union
Centennial Bank and Trust
Colorado Business Bank
Daily Camera
Eden-Harris Group
North Boulder Dental
North Boulder Dental Group
Republic National Brewing
Sunflower Bank
Taddiken Tree Company
Target Foundation
Triple Threat Digital
Virsage Solutions

$500 - $999
Alpine Valley Oral Surgery
Barnes & Noble Booksellers
Blue Spruce Design & Construction
MergeLane
Paul Morrison Colours
Rapid Evolution LLC
Walters and Hogsett

$100 - $499
A Spice of Life
Chrisman Insurance & Financial
Eco-Products
Ecosystems Group, Inc.
Four Winds Interactive, LLC
New American Funding
NJK Photography
Ramble on Pearl
FISCAL YEAR ENDING DEC 31, 2017

ASSETS

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LIABILITIES & EQUITY

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<tr>
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<tr>
<td>Unrestricted Equity</td>
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<tr>
<td><strong>Total Liabilities &amp; Equity</strong></td>
<td><strong>$2,496,881</strong></td>
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INCOME

- **GRANTS:** $476,430
- **INDIVIDUAL CONTRIBUTIONS:** $129,311
- **PROGRAM FEE REVENUE:** $306,333
- **DIVIDENDS AND INTEREST:** $14,113
- **SPECIAL EVENTS (NET):** $111,346
- **ALL OTHER INCOME:** $80,817
- **UNREALIZED GAIN IN INVESTMENTS:** $60,831

**TOTAL INCOME**

$1,179,181

EXPENSE

- **PROGRAM SERVICES:** $1,102,294
- **GENERAL AND ADMINISTRATIVE:** $108,190
- **FUNDRAISING:** $61,880

**TOTAL EXPENSE**

$1,272,364

For our compiled financials, please visit www.ywcboulder.org
A NOTE FROM OUR CEO

To begin, I would like to thank you for supporting our cause and for the commitment and passion you bring to our powerful mission to empower women and eliminate racism.

In my short time as CEO, I continue to be inspired by the incredible volunteers, community partners, funders, staff and board leadership that are changing lives in our community and beyond. We are on a mission together, and our critical work ensures we are breaking down barriers and creating paths for women and girls to achieve their fullest potential.

In 2018, we are creating our strategic plan to lead us into our 100th year of serving the community. Social Venture Partners recently awarded YWCA their prestigious Catapult investee grant. Through Catapult, SVP will work side-by-side with our staff and board to reach strategic goals for greater organizational impact. We are thrilled to have such strong community partners as we look ahead to our long-term aspirations.

YWCA is also launching several exciting initiatives to expand our community engagement. We have a new website that provides engaging resources; it is a powerful connecting point to current public policy issues, as well as the collective work of YWCA on a national and global scale.

Finally, we are introducing a new opportunity to bring our community together. The YWCA Dash and Bash is a 5K, 10K and Kids’ Dash followed by a multicultural festival to celebrate diversity and the power of our collective impact. We hope you can join us on September 30, 2018 at the Boulder Reservoir for this newest rallying point.

Achieving our mission, one of great magnitude, will take all of us. We must focus on building awareness and knowledge across our networks, strengthening donor support and engaging local businesses and community partners.

I look forward to this challenge and to working together to make sure there are more success stories like Daniella and Sayra.

Warmest Regards,

Debbie Pope
Chief Executive Officer
YWCA DASH AND BASH
September 30, 2018 · 8:30am
Boulder Reservoir

Come together for: 5K · 10K · Kids’ Dash · Multicultural Festival
Raise $50 – Receive a Food & Festival Pass // Raise $100 – Receive an Event T-Shirt

FREE registration for teams or individuals:
www.ywcadashbash.org

For More Information: Ashley Bruscoe at 303.443.0419 · ashley@ywca-boulder.org