YWCA of the City of New York
50 Broadway, 13th Floor, New York, NY 10004
info@ywcanyc.org • 212.735.4500 • www.ywcanyc.org

Stay Connected
Stay up to date with what’s happening at the YW by following us online, and joining our mailing list by scanning the qr code.

On the Web
www.ywcanyc.org

On Twitter
twitter.com/ywcanyc

On Facebook
facebook.com/ywcanyc

On YouTube
youtube.com/ywcanyc

YWCA is dedicated to eliminating racism, empowering women and promoting peace, justice, freedom and dignity for all.

2012 Annual Report
Dear YWCA Friends and Family,

It has been such a joy getting to know the board, staff and volunteers of the nation’s oldest women’s organization over the last several months. The deep and abiding commitment people have for the YWCA of the City of New York is driven by our collective passion to make New York City a better place to live, work and connect with others. Whether it’s our Women’s Empowerment Network, our YW Early Learning Centers, or our YW After-School Programs, or our high impact response to the Coney Island victims of Hurricane Sandy, it’s easy to see why we are such an integral part of the social fabric of this city. We are not just resting on a great legacy of advocacy, service, and engagement; we are constantly creating new opportunities to add value to the lives of women and children in New York City.

In the coming year, I invite you to get involved with us as we launch our newly revamped YW Women’s History Month commemoration, our new women’s health initiatives, reestablish our leadership programs for girls and young women, strengthen existing programs, and introduce new opportunities for college access for underserved youth. The YW is looking internally at our strengths and engaging new partners where that makes more sense. We can’t wait to keep you apprised of our progress, and to share our successes as they continue.

But, we can’t get from here to there without your help. We need bold partners to join our team. We’ll need invested volunteers ready to make a difference. And, your pledge or gift of $1000, $500, $250 or even $100 will go a long way to help us continue transforming the lives of women and children in New York City. Give the gift of employment, childcare, access and opportunity to a woman or child who really needs your help. We’ll make it count!

Sincerely,

Dr. Danielle Moss Lee
Chief Executive Officer

Dr. Danielle Moss Lee
YWCA of the City of New York
A message from our Board Chair

Dear Friends of the YWCA,

Throughout my tenure as a member of the YW Board, I have enjoyed being an active part of an organization helping thousands of women and families every year in New York City. The YW has long been an important partner for so many families, and witnessing the organization’s continued evolution and response to current issues is inspiring. Year by year, the YW’s light continues to brighten—powered by our wonderful staff and building upon the glow set off by the people who’ve nurtured our organization along the way. As we move forward under the direction of our bold, passionate and talented leader Dr. Danielle Moss Lee, I have every confidence that the YW will reach even more women and transform even more lives.

In the face of tragedy, the YW’s commitment to serve does not waver. Like so many of our neighbors, the YW has had to grapple with the devastating effects of Hurricane Sandy over the past two months. The storm’s damage has been tragic for many families and businesses, and the YW too has had to cope with the temporary closure of our Roberta Bright Early Learning Center. Despite these challenges, our staff stayed true to mission, responding swiftly while maintaining the high-quality job training, after school and early childhood programming for which the YW is known. We are grateful to our neighbors—from communities near and far—and community partners who joined forces to bring needed supplies to Coney Island. Our thoughts are with the many people facing a long road to recovery.

This unflagging dedication to serve, and the energy and passion of Danielle, our staff and friends, reinforces the commitment I made seven years ago when I joined the Board. It reaffirms the commitment my mother, a YW Board member in Cincinnati, and countless other women who’ve come before us made to advancing the rights and potential for women and young people everywhere.

Many exciting opportunities lie ahead. I hope that you’ll join us in bringing women, children and families in New York City more.

Sincerely,

Marcia Lynn Sells
Board Chair

Marcia Lynn Sells
YWCA of the City of New York
Education is key in ensuring that children have access to college, good jobs, and increased opportunities as adults. It is also vital for mothers who wish to pursue an education or career to have affordable, quality childcare.

Early Learning Centers:
The YW’s Early Learning Centers provide award-winning, education-based childcare for children age two to five in Manhattan and Brooklyn. With over 30 years of experience, the YW is a recognized expert in early childhood development. We prepare children for success by developing cognitive, creative, emotional, social, and physical competencies through exploration and hands-on learning experiences.

Elementary and Middle School Programs:
The YW’s Elementary and Middle School Programs provide quality, school-based, after school, holiday, and summer care for kindergarten through eighth grade students in Brooklyn. Through close collaboration with principals, faculty, parents, and community partners, the YW is able to provide academically enriching programs that emphasize achievement and leadership. Students are provided free academic support, counseling, fitness and nutrition, art, drama, and conflict resolution services.

“As the lead educator of the building, I can attest to the impact of the YWCA programs, especially the garden project, on students’ self-esteem, sense of discovery, curiosity, and enthusiasm for schoolwork.”

Greta Hawkins
Principal of P.S. 90
The YW provides individualized attention in our programming, addressing specific needs, strengths, and goals, helping women and young adults to achieve success on their own terms.

High School Programs:

YW High School Programs in Manhattan and Brooklyn are designed to connect teens with positive role models, develop strong academic habits, build social, emotional and psychological competencies, and provide personalized guidance as teens face important life decisions. These comprehensive programs offer guidance, support, and structure while providing important services including drop-out prevention, proactive HIV/STD and pregnancy prevention, parent engagement workshops, college access and preparation, girls' STEM initiatives, and anti-bullying services.

Women's Empowerment Network:

The Women's Empowerment Network is a supportive, intimate environment where women build confidence, clarify and set goals, and take concrete measures towards achieving their goals. WEN guides women through transitional periods in their lives and prepares them to enter or re-enter the workforce through a comprehensive six-week program. Support and solutions are tailored to each woman's strengths, goals, and needs and include resume assistance, mock-interviews, computer training, and financial literacy.

WEN also provides counseling and support for domestic violence victims and survivors, as well as resources and workshops aimed at building financial independence, a key factor for ending domestic violence.

"I learned so much from the YWCA. Not just computer and business skills, but life skills. The YW taught me how to overcome obstacles, how to thrive. I was homeless and pregnant, but now I have completed my bachelor's degree and I'm confident in myself, and my abilities. Thanks to the YW, I will achieve my goals."

Rhonda Women's Empowerment Network participant
Partnerships and Volunteers are vital to the YW’s programming. Though collaboration with community partners, companies, and individual volunteers, the YW is able to enhance and expand programming, and provide support to the New York City community.

Volunteers with expertise in the legal, financial, and even the social-media industries engage Women’s Empowerment Network participants with educational workshops, one-on-one mentorship, and career planning and advice.

Through community engagement and volunteerism, the YW has been able to offer valuable relief to Coney Island following Hurricane Sandy. Partnerships with companies and organizations including Starbucks, United Way, AmeriCares, Cole Haan, New York Urban League, Weil, Gotshal & Manges LLP, and Food Bank for New York City, as well as individual volunteers, have ensured that families in Coney Island have received vital support in a time of great need.

“Weil’s core beliefs in diversity, the empowerment of women and minorities and social responsibility are further demonstrated through our partnership with the YWCA through its events, the Women’s Empowerment Network, and by participating in their Hurricane Sandy relief efforts.”

Weil, Gotshal & Manges LLP
As a 154 year old agency serving New York City, we recognize partners that embody our mission.

Summer Soirée:
The YWCA of the City of New York Summer Soirée highlights and celebrates the YW’s mission—empowering women and eliminating racism—and all those who support it. Bringing together 300-plus YW friends and supporters. Soirée is a great opportunity to give back to the community while participating in New York City’s vibrant nightlife. The evening features our annual W Award, which honors women who work to create positive change in the community, as well as dancing and a silent auction.

Salute Luncheon:
The YW’s Academy of Women Leaders Salute Luncheon is a celebration of the women leaders who inspire greatness from us all. One of the nation’s largest, most visible and important tributes to professional women leaders, the Luncheon is the premiere event for showcasing trailblazing women in business. For almost 40 years, the Salute Luncheon has been a premier event for a broad spectrum of companies, professional service organizations and nonprofits to embrace and celebrate the advancement of women and demonstrate their commitment to diversity.

Every year at Salute the YW honors a woman and man whose life and career achievements embody the YW’s mission, as well as announcing the year’s inductees to the Academy of Women Leaders, a network of over 3,000 accomplished women. The YW also presents a $5,000 college scholarship to a program participant during the event.

“I was thrilled to host the YWCA Academy of Women Leaders Salute Luncheon and to support their diversity efforts of women’s empowerment.”

Betty Liu
Anchor, In the Loop with Betty Liu
Bloomberg Television
## Program Locations

- **A** Brownsville Early Learning Center
  1550 East New York Avenue
  Brooklyn, NY 11212
  718.342.2505

- **B** Polly Dodge Early Learning Center
  538 West 55th Street
  New York, NY 10019
  212.757.3047

- **C** Roberta Bright Early Learning Center
  3001 West 37th Street, 3rd Floor
  Brooklyn, NY 11224
  718.266.5303

- **D** P.S. 90 Edna Cohen School
  2840 West 12th Street
  Brooklyn, NY 11224
  718.266.6090

- **E** P.S. 186 Michael E. Berdy School
  3314 Neptune Avenue
  Brooklyn, NY 11224
  718.266.6380

- **F** P.S. 327 Dr. Rose B. English School
  111 Bristol Street
  Brooklyn, NY 11212
  718.495.7801

- **G** P.S. 329 Surfside School
  2929 West 30th Street
  Brooklyn, NY 11224
  718.996.3800

- **H** YW-UFT Charter School Extended Day Program
  300 Wyona Street, Room 437 A
  Brooklyn, NY 11207
  917.536.8703

- **I** Independence High School
  850 10th Avenue
  New York, NY 10019
  212.232.2800 x411

- **J** Murray Bergtraum High School for Business Careers
  411 Pearl Street
  New York, NY 10038
  212.964.5680

- **K** Rachel Carson High School for Coastal Studies
  521 West Avenue
  Brooklyn, NY 11224
  718.266.5303

- **L** Family Resource Center – Clinton
  550 West 56th Street
  New York, NY 10019
  212.937.8700

- **M** Family Resource Center – East New York
  1 S. 262
  300 Wyona Street, Room 224
  Brooklyn, NY 11201
  718.385.1388

- **N** Administrative Offices
  50 Broadway, 13th Floor
  New York, NY 10004
  212.755.4500

## Financial Highlights

### Public Support and Revenue 2012

#### Contributions
- Individuals: $156,974.00
- Corporations: $30,565.00
- Foundations: $130,000.00
- Special Events: $385,819.00
- Legacies: $48,387.00

#### Total Public Support
- $751,745.00

#### Revenue
- Government Contracts: $5,529,600.00
- Non-Government Grants: $1,524,726.00
- Program Service Fees: $387,673.00
- Investment return designated for operations: $1,100,000.00
- Investment Income: $765.00
- Other Revenue: $7,981.00

#### Total Revenue
- $8,550,745.00

#### Excess (deficit) of revenue over expenses
- ($778,348.00)

#### Total Public Support and Revenue
- $9,302,490.00

## Expenses 2012

### Program Services
- Youth Services: $4,606,506.00
- Women’s Empowerment Network: $317,322.00
- Day-Care: $3,775,341.00

#### Total Program Services
- $8,699,169.00

### Supporting Services
- Management and General: $957,484.00
- Development: $424,185.00

#### Total Supporting Services
- $1,381,669.00

#### Total Expenses
- $10,080,838.00

#### Excess (deficit) of revenue over expenses
- ($778,348.00)
**YWCA–NYC Board of Directors**

Marcia Lynn Sells
Chair
Associate Dean, Associate Vice President, Columbia University

Mary F. Crawford
Secretary
Senior Vice President, ESL Service

Kathryn G. Casparian
Treasurer
Chief Administrative Officer, Canadian Imperial Bank of Commerce

Debra A. Baker
Managing Director
Morgan Stanley & Co. – Head of Global Risk Solutions

Claire Bovelli
Managing Director
J.P. Morgan Chase & Co.

**Staff**

**Executive**

Dr. Danielle Moss Lee
Chief Executive Officer

Jullie Young
Special Assistant to the CEO

**Finance**

Sarah Brown
Human Resources Associate

Nicole Doherty
Human Resources Associate

Ida Rivera
Human Resources Administrative Assistant

**Development & Communications**

Andrei Hakko
Vice President, Director of Finance

Shinny Yang
Accounting Manager

Raimonda Baneleviciute
Staff Accountant, Accounts Payable

Bernard Jenkins
Budget/Fiscal Analyst

Tahmina Haque
Payroll/Benefits Coordinator

**Early Learning Centers**

Evelyn Delva
Director, Brownsville Early Learning Center

Maria Damianakos
Educational Director, Poly Dodge Early Learning Center

**Programs**

Judy Kuller
Administrative Systems Manager

Cheryl Maltby
Assistant Administrative Systems Manager

**Elementary & Middle School After School Programs**

Ammarie Paul
Senior Director, Elementary After School Programs

Randy Fakhr
Director, P.S. 90, Coney Island

Donna Fearon-Dewar
Director, P.S. 327, Brownsville

Maria G. Gordon
Principal, P.S. 188

Donna Pedro
Chief Diversity Officer, North America

**Elementary & Middle School Before School Programs**

Ashley Peters
Educational Director, The UFT Elementary Charter School Extended Day Program

Alicia Quinones
Assistant Director, The UFT Elementary Charter School Extended Day Program

Hansa Ararat
Senior Director, High School & Adult Programs

Rose Platel
Director, Independence High School

**Elementary After School Programs**

Rigoberto Sgouestro
Family Outreach Coordinator, Fresh Start Program, Murry Bergtraum High School for Business Careers

Rosana Raimo
Senior Director, High School & Adult Programs

**Elementary School Programs**

Anne Alfred
Senior Director, Women’s Empowerment Network

David Pascall
Computer Instructor, Women’s Empowerment Network

**Social Services & Internship Programs**

Candice Dumerilt
LMSW Senior Director, Social Services & Internships Programs

Samuel Jean-Baptiste, MSW
Social Worker, Family Support Services of East New York

**Women’s Empowerment Network**

Bonnie Howard
Independent Director

Mary Maroko
President of Saini Garfitt Co., Inc.

Susan T. Murphy
Senior Consultant, Les Heidt Management

Connie O’Brien
Vice President, eCommerce

Donna Pedro
Chief Diversity Officer, North America

Jean Wischke
Executive Director, J.P. Morgan Chase Management

**Staff**

Lisa DeCicco
Vice President of Operations, Administration and Human Resources

Stafford Murray
Director of Information Technology

Sarah Brown
Human Resources Associate

Nicole Doherty
Human Resources Associate

Ida Rivera
Human Resources Administrative Assistant

**Services of East New York**

Catherine Olmsted Kerr
Board Member

Kathryn Komsa
Partner, Ernst & Young LLP

Natalie Leone
Managing Director, Columbia Talent Acquisition, BlackRock

Maureen P. Haldari
President, Grey Healthy People

Sasie McCabe
President, Rugby Rich Lauren

Dora Wender
Adjunct Instructor, City University of New York

**Executive**

Dr. Danielle Moss Lee
Chief Executive Officer

Jullie Young
Special Assistant to the CEO

**Finance**

Sarah Brown
Human Resources Associate

Nicole Doherty
Human Resources Associate

Ida Rivera
Human Resources Administrative Assistant

**Development & Communications**

Andrei Hakko
Vice President, Director of Finance

Shinny Yang
Accounting Manager

Raimonda Baneleviciute
Staff Accountant, Accounts Payable

Bernard Jenkins
Budget/Fiscal Analyst

Tahmina Haque
Payroll/Benefits Coordinator

**Early Learning Centers**

Evelyn Delva
Director, Brownsville Early Learning Center

Maria Damianakos
Educational Director, Poly Dodge Early Learning Center

**Programs**

Judy Kuller
Administrative Systems Manager

Cheryl Maltby
Assistant Administrative Systems Manager

**Elementary & Middle School After School Programs**

Ammarie Paul
Senior Director, Elementary After School Programs

Randy Fakhr
Director, P.S. 90, Coney Island

Donna Fearon-Dewar
Director, P.S. 327, Brownsville

Joselinth Gordon
Principal, P.S. 188

Sonja Ramirez
Senior Director, The UFT Elementary Charter School

Chanel Halliburton
Director, J.S. 292 Comprehensive Adolescent Pregnancy Prevention (CAPPP) Program

Ashley Peters
Educational Director, The UFT Elementary Charter School Extended Day Program

Alicia Quinones
Assistant Director, The UFT Elementary Charter School Extended Day Program

Hansa Ararat
Senior Director, High School & Adult Programs

Rose Platel
Director, Independence High School

Emily Giard
Assistant Director, Murry Bergtraum High School for Business Careers

**Elementary School Programs**

Rigoberto Sgouestro
Family Outreach Coordinator, Fresh Start Program, Murry Bergtraum High School for Business Careers

Rosana Raimo
Senior Director, High School & Adult Programs

**Elementary School Programs**

Anne Alfred
Senior Director, Women’s Empowerment Network

David Pascall
Computer Instructor, Women’s Empowerment Network

**Social Services & Internship Programs**

Candice Dumerilt
LMSW Senior Director, Social Services & Internships Programs

Samuel Jean-Baptiste, MSW
Social Worker, Family Support Services of East New York

**Board of Directors**

Marcia Lynn Sells
Chair

Associate Dean, Associate Vice President, Columbia University

Mary F. Crawford
Secretary

Senior Vice President, ESL Service

Kathryn G. Casparian
Treasurer

Chief Administrative Officer, Canadian Imperial Bank of Commerce

Debra A. Baker
Managing Director

Morgan Stanley & Co. – Head of Global Risk Solutions

Claire Bovelli
Managing Director

J.P. Morgan Chase & Co.

**Staff**

Lisa DeCicco
Associate Vice President

Marcia Lynn Sells
Chair

Associate Dean, Associate Vice President, Columbia University

Mary F. Crawford
Secretary

Senior Vice President, ESL Service

Kathryn G. Casparian
Treasurer

Chief Administrative Officer, Canadian Imperial Bank of Commerce

Debra A. Baker
Managing Director

Morgan Stanley & Co. – Head of Global Risk Solutions

Claire Bovelli
Managing Director

J.P. Morgan Chase & Co.

**Board of Directors**

Marcia Lynn Sells
Chair

Associate Dean, Associate Vice President, Columbia University

Mary F. Crawford
Secretary

Senior Vice President, ESL Service

Kathryn G. Casparian
Treasurer

Chief Administrative Officer, Canadian Imperial Bank of Commerce

Debra A. Baker
Managing Director

Morgan Stanley & Co. – Head of Global Risk Solutions

Claire Bovelli
Managing Director

J.P. Morgan Chase & Co.

**Staff**

Lisa DeCicco
Associate Vice President

Marcia Lynn Sells
Chair

Associate Dean, Associate Vice President, Columbia University

Mary F. Crawford
Secretary

Senior Vice President, ESL Service

Kathryn G. Casparian
Treasurer

Chief Administrative Officer, Canadian Imperial Bank of Commerce

Debra A. Baker
Managing Director

Morgan Stanley & Co. – Head of Global Risk Solutions

Claire Bovelli
Managing Director

J.P. Morgan Chase & Co.

**Board of Directors**

Marcia Lynn Sells
Chair

Associate Dean, Associate Vice President, Columbia University

Mary F. Crawford
Secretary

Senior Vice President, ESL Service

Kathryn G. Casparian
Treasurer

Chief Administrative Officer, Canadian Imperial Bank of Commerce

Debra A. Baker
Managing Director

Morgan Stanley & Co. – Head of Global Risk Solutions

Claire Bovelli
Managing Director

J.P. Morgan Chase & Co.

**Staff**

Lisa DeCicco
Associate Vice President

Marcia Lynn Sells
Chair

Associate Dean, Associate Vice President, Columbia University

Mary F. Crawford
Secretary

Senior Vice President, ESL Service

Kathryn G. Casparian
Treasurer

Chief Administrative Officer, Canadian Imperial Bank of Commerce

Debra A. Baker
Managing Director

Morgan Stanley & Co. – Head of Global Risk Solutions

Claire Bovelli
Managing Director

J.P. Morgan Chase & Co.

**Board of Directors**

Marcia Lynn Sells
Chair

Associate Dean, Associate Vice President, Columbia University

Mary F. Crawford
Secretary

Senior Vice President, ESL Service

Kathryn G. Casparian
Treasurer

Chief Administrative Officer, Canadian Imperial Bank of Commerce

Debra A. Baker
Managing Director

Morgan Stanley & Co. – Head of Global Risk Solutions

Claire Bovelli
Managing Director

J.P. Morgan Chase & Co.

**Staff**

Lisa DeCicco
Associate Vice President

Marcia Lynn Sells
Chair

Associate Dean, Associate Vice President, Columbia University

Mary F. Crawford
Secretary

Senior Vice President, ESL Service

Kathryn G. Casparian
Treasurer

Chief Administrative Officer, Canadian Imperial Bank of Commerce

Debra A. Baker
Managing Director

Morgan Stanley & Co. – Head of Global Risk Solutions

Claire Bovelli
Managing Director

J.P. Morgan Chase & Co.

**Board of Directors**

Marcia Lynn Sells
Chair

Associate Dean, Associate Vice President, Columbia University

Mary F. Crawford
Secretary

Senior Vice President, ESL Service

Kathryn G. Casparian
Treasurer

Chief Administrative Officer, Canadian Imperial Bank of Commerce

Debra A. Baker
Managing Director

Morgan Stanley & Co. – Head of Global Risk Solutions

Claire Bovelli
Managing Director

J.P. Morgan Chase & Co.

**Staff**

Lisa DeCicco
Associate Vice President

Marcia Lynn Sells
Chair

Associate Dean, Associate Vice President, Columbia University

Mary F. Crawford
Secretary

Senior Vice President, ESL Service

Kathryn G. Casparian
Treasurer

Chief Administrative Officer, Canadian Imperial Bank of Commerce

Debra A. Baker
Managing Director

Morgan Stanley & Co. – Head of Global Risk Solutions

Claire Bovelli
Managing Director

J.P. Morgan Chase & Co.