YWCA of the Greater Capital Region is dedicated to eliminating racism, empowering women and promoting peace, justice, freedom and dignity for all.
Dear Friends,

As I write this letter, reflecting on 2020, I’m reminded how thankful, grateful and hopeful we at YWCA of the Greater Capital Region truly are. This is due to the support and dedication of our new and lifelong supporters. 2020 was a rollercoaster of emotions, from excitement to challenges, from celebration to exhaustion, it was one of the most successful years we’ve seen in a long time. With your support, we accomplished the hard and challenging; yet rewarding and life-changing work that we do. Thank you!

Over the past year, our country dealt with the COVID-19 crisis while simultaneously continuing to endure the public health crisis of racism, whose alarm has been sounding for decades. Hitting the snooze button on this crisis or simply choosing not to hear it has created a myriad of racial justice issues that negatively impact the health and safety of communities of color. These issues are not new to anyone, yet it is important to acknowledge the challenges individuals, businesses, and communities, especially communities of color face due to the compounded crises of COVID-19 and systemic racism.

While navigating the dual pandemic, we missed seeing you in person, as transforming our events was necessary and bittersweet. We partnered with brilliant and talented people and organizations to echo and stand in solidarity with our mission of eliminating racism and empowering women by promoting peace, justice, freedom, and dignity for all. Shifting to online and socially-distanced educational events embraced, encouraged, and challenged our viewers, staff, and community members.

We developed the 2020 Mission Series, a collection of conversations, performances, and dialogues with astounding artists, activists, and community advocates that told the story of our work and our mission. Our annual Brava! event was held virtually, which was a huge success, raising over 500 bras and forged a new collaboration with Lodge’s in Albany. We had the privilege and honor to induct two of our lifelong supporters as Godmothers, Sherry Rounds and the Honorable Elizabeth Walsh.

YWCA-GCR received enormous support with sanitation supplies, paper products, food items, community meals, safety equipment, program development, and monetary funding. Then, at the end of the year, our wildest dreams came true with the help of MacKenzie Scott. YWCA-GCR was one of the 384 organizations across the country chosen to receive part of her unprecedented $4 billion philanthropic effort. With our first-ever $1 million gift, we are poised to reinforce our foundation and fund new, stronger programs with longevity into the future for additional women and families.

I am beyond amazed by the work and love that the staff poured into keeping our women, children, and community safe, fed, nurtured, and connected to family and services. I applaud all of you for your time and selflessness. Our 2020 data is a true testament to their dedication to our mission and the women and children we serve daily.

We look forward to your continuing support and dedication over the next year as we develop and implement new programs.

Our love and thoughts remain with the communities and individuals, including healthcare workers and first responders who have been most impacted through this past challenging year.

With Gratitude,

Starletta Smith
Executive Director
YWCA of the Greater Capital Region, Inc.
LETTER FROM OUR BOARD PRESIDENT

Dear Friends and Colleagues,

When I look back at the challenges and opportunities presented by 2020, I am filled with awe—but not surprise.

YWCA-GCR’s staff, residents, board, and wider community met every crucial decision point with strength and grace. From stepping into our power as a community organization for racial justice not in name, but in mission and deeds, to weathering a global pandemic and keeping community safety paramount, YWCA-GCR has addressed urgent human needs without once losing sight of the heart of our mission: eliminating racism and empowering women.

The enclosed report documents some of the important tasks accomplished this year, but it can’t tell the whole story. With support from the MacKenzie Scott foundation, local partners closer to home, and individual members and donors like you, YWCA-GCR pledges to continue our good and important work in the Capital Region and beyond.

Thank you for your continued partnership as we increase our capacity to serve, while remaining close to our values, promoting peace, justice, freedom and dignity for all.

I remain,
Yours in service,

Bridget McGivern
Outgoing President of the Board of Directors
**SUPPORTIVE HOUSING PROGRAMS**

**WOMEN IN TRANSITION (WIT)** is a 14-unit supportive transitional housing program for both homeless single women and families. WIT is a structured program that assists with multiple barriers to permanent housing, such as lack of employment and/or education, mental illness, prior incarceration, substance abuse and domestic violence. Women and families can reside for up to two years in WIT. During 2020, 22 women and 16 children resided in this program. The average length of stay is six months.

**FAMILY APARTMENT PROGRAM** provides four on-site one-bedroom apartments for previously homeless women with a small child. The families who enter this program have a physical or mental disability and are referred from Rensselaer County Continuum of Care Coordinated Entry Taskforce. During 2020, five women and five children resided in YWCA-GCR’s Family Apartment Program. The average length of stay is two years.

**SINGLE ROOM OCCUPANCY (SRO)**, our on-site, 76-unit permanent supportive housing program is safe, affordable and the most effective method to address homelessness and meet the diverse needs of our residents. Communal living provides shared bathrooms, kitchens, laundry, and a lounge. YWCA-GCR Housing Coordinators and support staff are available to all residents around the clock for assistance at various levels. During 2020, 111 women resided in our SRO program. The average length of stay is four years.

**APARTMENT PROGRAM** provides ten scattered-site apartments across Rensselaer County for homeless families with a disability and their children. Many of these women face multiple barriers to maintaining permanent, stable housing. The Housing Coordinator also provides case management services and mediation between the tenant and the landlord, as needed. During 2020, eleven women and 28 children resided in YWCA-GCR Apartment Program. The average length of stay is 9.5 years.

**2020 HOUSING DEMOGRAPHICS**

![Graphs and charts showing the demographics of the housing programs.]

- **Race**: Native American 12%, Multi-racial 22%, Hispanic 27%, White 21%, African-American 9%.
- **Condition**: Substance Abuse 57%, Domestic Violence 58%, Mentally Ill & Chemically Addicted 41%, Mental Health Diagnosis 89%, Physical Disability 30%, 2 or more of above conditions 61%, Developmental Disabilities 14%.
- **Age**: 18-20 26%, 21-30 21%, 31-40 17%, 41-50 17%, 51-60 11%, 61-70 3%, 71+ 1%.
- **Education**: Did not complete high school 45%, Did not complete junior high 13%, Completed GED 13%, Graduated high school 5%, Secondary School 4%.
- **Length of Stay**: 1-6 months 27%, 7-12 months 21%, 1-2 years 21%, 2-5 years 12%, 5-10 years 10%, 10 years+ 9%.
SUPPORTIVE SERVICES

FOOD PANTRY provides a three-day emergency food package, consisting of nine meals, for both YWCA-GCR residents and the Greater Capital Region community. The food pantry is open weekly, Monday from 2 to 4PM and Tuesday through Thursday from 1 to 4PM. During 2020, 22,068 meals were provided.

SALLY CATLIN RESOURCE CENTER (SCRC) is open during regular business hours, and some evenings, to our residents as well as members of the community, including men. There are four computers with internet access that can be utilized for goal-oriented and/or personal usage such as job and apartment searching, sending emails, or connecting with family and friends on social media.

SCRC has a lounge area where residents can visit with family and friends or meet with providers. We strive to provide connections to any resources in the community that a resident or guest might need. The SCRC was unfortunately closed for the majority of 2020 due to COVID-19 safety precautions.

WEEKLY COMMUNITY MEAL is held every Thursday from 6 to 7PM and is free and open to the public. Community members, residents, staff, and volunteers such as college students and local businesses participate in the meal preparation, serving and clean up. YWCA-GCR often hosts speakers, health insurance companies, and outreach coordinators from outside agencies on topics such as education, wellness, health insurance, preventive services and more. A total of 3,573 meals were served in 2020.

JAMISON-ROUNDS READY FOR WORK TECHNOLOGY CENTER provides nine computers with internet access for Jamison-Rounds Ready for Work classes. They are available by appointment to residents and community members enrolled in online college courses, conducting research, performing job searches, seeking housing, or honing computer skills. The tech center was unfortunately closed for the majority of 2020 due to YWCA-GCR’s COVID-19 social distancing protocol.

JAMISON-ROUNDS READY FOR WORK PROGRAM (JR-RFW) is a 14-week long program that provides women with job readiness training in the form of skill-building workshops and on-site work experience at YWCA-GCR’s front desk, food pantry, and other community internships. In each session, participants complete 20 weekly training hours.

During 2020, the 14-week Jamison-Rounds Ready for Work “Job Readiness” Program was set to start its first session in March however we postponed the program due to the pandemic. In June, when it was realized that the pandemic was on-going, we met with providers and decided to launch a mini pilot session that would be conducted

SALLY CATLIN RESOURCE CENTER

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virtually with the exception of several classes that would be in person. As we were not allowing visitors into the building and referral sources such as Department of Social Services were not sending out referrals in an effort to keep everyone safe, our pilot program began on August 24, 2020 with three of our residents. Despite the fact that during the last few weeks of this program, all three participants experienced health issues that did not allow them to complete the program, each participant improved their basic and financial literacy and gained the skills they will need to work toward self-sufficiency.

Providers included Literacy Volunteers of Rensselaer County, Cornell Cooperative Extension, Planned Parenthood and more. Participants also engaged in workshops and trainings provided by YWCA-GCR.

Jamison-Rounds Ready for School Program and attended one-on-one case management sessions and group discussions and activities.

**JAMISON-ROUNDS READY FOR SCHOOL PROGRAM (JR-RFS)** encourages educational growth while providing support, resources, and skills women need to further their education, overcome barriers, and reach their educational and life goals. The JR-RFS program is designed to give women the opportunity to further their education by putting them on the road to a successful career and life.

During January and February of 2020, several women were assisted with entering TASC preparation courses, however due to the pandemic, all on site TASC preparation classes were suspended and the program was put on hold.
In these uncertain times we boldly navigated our new way-of-life amid a global pandemic. YWCA of the Greater Capital Region, Inc. transformed our event landscape for 2020 by reimagining our in-person gatherings like Stand Against Racism and our Resourceful Women’s Awards Luncheon into a series of virtual events that kept us all safely distanced, still connected and ON A MISSION.

YWCA-GCR’s 2020 Mission Series was a collection of conversations, performances, and dialogues with astounding artists, activists, and community advocates telling the story of our work and our mission to eliminate racism and empower women. Through community partnerships we committed to bringing you valuable, empowering content. Relying on you…our dedicated supporters and sponsors, we achieved our fundraising goals, even when we could not be together like we were used to.

We’d like to thank the following individuals and groups who, without their vision and passion, the 2020 Mission Series would not have been possible:

D. Colin
Aaron Moore, Acting With Aaron
Michael Kennedy and Creative Action Unlimited
The cast of Whitewashed: The Racism Project
Debby Irving
Amy Jones
Jammella Anderson
Richard Nacy Warner
Clyanna Lightbourn
Dr. Angela Ledford
Dr. Alfredo Medina
Jason Krak
Jeremy Cowan
SEFCU
Groff NetWorks
Nicole Stein
CollectivEffort
Corey Jamison Consulting
Heartspace Yoga & Healing Arts
Ungerman Electric
Meier Law Firm
Mosaic Associates Architects
Daquetta P. Jones
Mission Accomplished Transition Services
Institute of Non-Profit Leadership & Community Development

YWCA-GCR’s 2020 MISSION SERIES EVENTS

We would like to extend a warm YWCA-GCR thank you to everyone who attended these events and supported with your viewership, encouragement, comments, or monetary donations. Launching a virtual program series was a huge leap and without your participation, the success of these events would not have been possible.

Excerpts from Whitewashed: The Racism Project, Creative Action Unlimited

Simone, D. Colin

I’m a Good Person, Isn’t That Enough?, Debby Irving

Black is Beautiful @ 518 Craft

Teach-In, From Amy Cooper to George Floyd: The Week that Black Lives Began to Matter

Race, Capitalism, & Reparations: The Discussion No One Wants to Have

Summer Teach-In at Monument Square, Troy. From left to right, Richard Nacy Warner, Amy Jones, Dr. Alfredo Medina, Starletta Smith, Clyanna Lightbourn, Dr. Angela Ledford
Thanks to the amazing Marion Roach Smith, co-creator of BraVa!, we were able to shift this event to a social-media based happening by posting performance videos for a week in November. Over 500 bras were raised with the help of B. Lodge & Co. in Albany who launched an online bra purchasing portal for us. This kept every one safe and made it possible for BraVa! fans to donate a bra from the comfort of their own home. We are grateful to John & Crystal from Lodges for their help in making our 2020 BraVa! dreams come true!

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2020 BRAVA! PERFORMERS

<table>
<thead>
<tr>
<th>Jill Bryce</th>
<th>Is Anyone Out There?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Megan Willis</td>
<td>My Life in Bras</td>
</tr>
<tr>
<td>Denise DiNoto</td>
<td>Just the Bra for This</td>
</tr>
<tr>
<td>Diane Cameron</td>
<td>Buying a Trousseau</td>
</tr>
<tr>
<td>Leslie Sittner</td>
<td>Math Class Memory</td>
</tr>
<tr>
<td>Alyssa Talanker</td>
<td>To Strap or Not to Strap</td>
</tr>
<tr>
<td></td>
<td>The Training Bra</td>
</tr>
<tr>
<td>Susan Megna</td>
<td>Bra Memoir by a Flat-Chested Woman</td>
</tr>
<tr>
<td>Alice Lichtenstein</td>
<td>Joanne’s Breasts</td>
</tr>
<tr>
<td>Kate Cohen</td>
<td>A Decade Before Her First Bra</td>
</tr>
<tr>
<td>Sara Weeks</td>
<td>B...B...Bra</td>
</tr>
<tr>
<td>Leslie Sittner</td>
<td>Skin of My Teeth</td>
</tr>
<tr>
<td></td>
<td>Old Reliable</td>
</tr>
<tr>
<td></td>
<td>They, Them, Mine</td>
</tr>
</tbody>
</table>

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THE YEAR IN PICTURES

- Jamie Crouse & Starletta Smith at July 31 Black is Beautiful Event
- YWCA-GCR Staff with Regeneron Employee interest group leaders with tremendous Adopt-a-Family donations.
- Former YWCA-GCR Executive Director, Sherry Rounds with Starletta Smith at Godmother Induction Ceremony in October.
- Honorable Beth Walsh at YWCA-GCR Godmother Induction Ceremony in October.
- Starletta Smith & Director of Finance, Virginia Marinello shopping for Thanksgiving meal.
- Our youngest donor with Starletta Smith and Adopt-a-Family donations.
YWCA-GCR IS ON A MISSION
ELIMINATING RACISM. EMPOWERING WOMEN.

Mary Abbott
Carolyn Accardi
Diane Acosta
Kelly Akin
Joseph Albert
S. W. Alix
Nancy Allen
David Aloka
Amazon Smile
Jammella Anderson
Anonymous
Royah Ansari
Ahmad Anwar
Leslie Archer
S. Archie
architecture +
Elizabeth & John Armstrong
Stephanie Armstrong
Dawn Arnold
Arts Center of the Capital Region
Rebecca Atwell
Blige Avci
Theresa Avila
Susan Axelrod
Ayco Charitable Foundation
Kelsey Backus
Laurie Ballard
Karen Balter
Bank Of America
Casondra Bariteau
Jennifer Bartels
Lily Bartels
Mckenzie Bassett
Samone & Sheila Baptiste
Laura Bauer
Jennifer Baumstein
Sharon Beaudoin
Ellen S. Bell
Bonnie Benson
Marissa Benson
Shawn Blaq
Karen Bobo
Penny Bobo
Catherine Bohn
Sarah Boink Martinez
Elizabeth Bornick
Michelle Boyle
Ikisa Bradley
Anette Breindl
John Brennan
Julie Brennan
Paula Brewer
Corey Jamison & Jon Bricetti
Kat Brown
Vicki Brown
Linda Buckley
Shirley Buel
Nina Buonarota
Julie Bush
Nick Butkowski
Diane Cameron Pascone
Roseann Cane
Lashawna Cannon
CAP COM FCU
Capital District Intersectional FEM
Victoria Caplan
Peter Caracappa
Jacqueline Carey
Juliet Carhart
Cathy Carkie
Patricia B. Carley
Christine Carney
Susan Catroppa
Beth Chapados
Thomas Clausen
Will Coleda
Collar City Clay Guild
Jennifer Colletti
Vanessa Colon
Emily Colvin
Joanna Colwell
Corey Jamison Consulting
Sylvia Cosgrove
Jamie and Russell Crousse
Kathleen and Peter Crousse
Don and Joan Csapos
Lyndon Cudlitz
Jenn Dailey
Dana Sela ART
Brent Darnell
Eileen Daugherty
Mike DeSocio
Liliana DeGiorgio
Haley Dell’Orso
Delta Dental
Deborah Demers
Anne DeNoronha
Hope DeRocha
Domonique DeVito
Dana Dick
Denise DiNoto
Stacey Dodd
Kelsey Dorado
Cindy Doran
Patricia Doyle
Mara Drogen
Rhea Drysdale
Elizabeth Dubben
Kathleen Duff
Carmen Duncan
Bernice Dunn
Michelle Durand-Adams
Angus Eaton
Christina Eaton
Frederika Edginton-Giordano
Thomas Edward
Donna Elia
Emma Willard School
Nancy Elson Fritch
Engineering & Architectural Design, B. P. C.
Josephine Erin
Extinction Rebellion Capital District
Andrea Fagan
Rosemary Fagan
Marlyne Fahey
Priscilla Fairbank
Faith Lutheran Church
Fentrecht Fentroy-Ford
Christina Farinacci
Katie Farrow
Bob Fasick
Jayme Faux-Bois
Patricia Fennell
Jess Fink
Pete Fish
Renea Fliegelman Pollack
Christina Flores
Susan Fogarty
Dorothy Framen
Marina Franchild
Nehme Frangie
Kat Frontheiser
Frontstream
Jan Fuess
Virginia Gajewski
Lawrence Gambino
Eugene Garber
Mark Gerling
Marni Gillard
Lee Glashen
Elana Glinert
Sonya Gomes
Lucia Greenhouse
Erika Groff
Charlotte Guyton
Anne M. Haber
Gemma Halfl
Caryn Halie
Elizabeth Haller
Stephen Hallgren
Hollyday Hammond
Deborah Handy
Hannahford
Katherine Hargrave
Jennifer Harte
Colleen Hatman
Zachary Hayes
Heartspace Yoga & Healing Arts
Helena Heath
Chelly Hegn
Liz Helmer
Stephen Henel
Kathryn Henningsson
Dahlia Herring
Janet Hiser
Kara Hogan
Michele Hollenback
Meredith Holmquist
Jaye Holly
Marcia Hopple
Julia Horn
Lisa Hotte
Kaylie Hull
The Hunn Family
Linda Hunt
Noreen Iacobucci
YWCA-GCR IS ON A MISSION

ELIMINATING RACISM. EMPOWERING WOMEN.

Tony Iadicicco
Integra Optics

Lisbeth Irish
Andria Jackson
Erica Jackson
Linda D. Jaffarian
Corey Jamison
Michele Johnson
Amy and Khalid Jones
Daquetta Jones
Charleen Kane
Jennifer Kareklas
Karla Gareau, MBA
Elizabeth Kasius
Angela Kaufman
Megan Keeler
Betsy Keiser
Susanne Keller
Georgia Kelly
Jennifer Kemp
Cheryl Kennedy
Michael Kennedy
Jenna Kersten
Rich Khan
Susan Kilgallon
Margaret King
John Kleinscorge
Kleio’s Belly
Laurie Knaack
Kevin Knox
Gwen Krause
Melanie Labarge
Louise Labombard
Brandy Laboy
Lisa Lagon
Katy Lamoutte
Katherine Lanni
David & Jeanne LaVoie
Stacy Lavoie
Irene Lawrence
Angela Ledford
Erin Lennox
Glenn Leupold
Vanessa Lewis
Lawrence Lichtenstein
Frances Loeffler
Holly Loth
Colleen Lovett
Julie MacDonald
Casey Macksey
Francis Magai
Ruth Mahoney
Julie Maio
Kate Manley
Ann Manning
Ebony Mapp
Theodora Marangas
Theresa B. Marangas
Ira Marcks
Ava & Daniel Markatos
Markea Robinson
Janet Marler
Abbey Marr
Linda Martin
Bethany Mattone
Kiersten McDermott
Nora McDowell
Kathleen McLean
Kathleen McNamara
Meier Law Firm, PLLC
Mark and Sylva Menard
Susan Merrett
Amanda Messineo
Erica Miller
Geoffrey Miller
Danica Mills
Mission Accomplished
Transition Services
Mary Monaco
Ellia Montelone
Chaiwat Montgomery
Sarah Morey
Kate Morgan
Anne Morrill
Katherine Moskal
Sophie Moss
Theresa Mourekian
Cheryl Mugno
William Milligan
Michelle Murray
MVP Healthcare
Nancy Warner Associates LLC
Richard Nacy Warner
Janet Nally
Nanes Meyer Charitable Fund
Annette Nanes
Katie Nare
Nassau Re
Anita Nasuto
Avner Natan
Diane Nealon
Barbara L. Nelson
Network For Good
Emily Neuffer
Arlene Nock
Barbara Rio-Glick
Cassidy Norton
Rocky O’Connor
Marilyn Oestreich
Katherine Ollier
Om Shanti Yoga & Healing Arts
Eugene O’Neill
Kevin O’Neill
Lauren Orciuoli
Michelle Ostrelch
Jane Otto
Our Lady of Victory
Mary Panza
Eleni Papadopoulos
Nancy Patrick
Esther Patterson
Mary Patterson
Lauren Payne
Jill Peckenpaugh
Fredda Peritz
Warren Petteway
Dan Phifer
Susan L. Phillips
Elfaeya Phoenix
William Picotts
Kerrie Piechota
Scott Piper
Jeff Pirro
Cynthia Tapper Peralta
Plumb Oyster Bar, LLC
Policy Research Associates, Inc
Barry Pollack
Marcy Pondillo
Jean Poppei
Susan Poisson-Dollar
Rhe Potenza
Nancy Powell
Maggie Peller
Meg Priebeck
Megan Quillinan
Alissa Quinn
Katherine Quinn
Regens Ramprasad
Ellen Randolph
Jonathan Rapaport
Rebecca Rector
Elizabeth Reiss
Margot Renee
Deborah & Wallace Renfrew
Rensselaer County Chamber of Commerce
Alexa Reyes
Kathy Rice
Julia Richards
Gail & George Richardson
Mary Riley
Rich Ring
Robert C. Parker School Students
Lyne Roblin
Shari Rohan
Christina Romera
Amy Rose
Carol Rosenblatt
Rhonda Rosenheck
Jean Rosenthal
Marguerite Roth
Sherry Rounds
Sandra Rouse
Royal Stifffinc
Amy Rudat
Kimberley Rumburg
Patrick Ryan
Gail Sacco
John Salka
Jacqueline Sanchez
Michelle & Danny Sanders
Dominique Scott
MacKenzie Scott
Shiba Scott
Kathryn Secor
Steven Secore
SEFCU Credit Union
Deborah D. Segel
Ruth Senchyna
Lily Seney
Jacqueline Sheffer
YWCA-GCR IS ON A MISSION

ELIMINATING RACISM. EMPOWERING WOMEN.

FINANCIALS

REVENUE

<table>
<thead>
<tr>
<th>Source</th>
<th>Revenue</th>
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<tr>
<td>Government Funding &amp; Grants</td>
<td>$577,923</td>
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<tr>
<td>Program Revenue</td>
<td>444,765</td>
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<tr>
<td>Donations &amp; Contributions</td>
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<td>Daycare Rental</td>
<td>73,260</td>
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<td>Memberships</td>
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<td>Fundraising</td>
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<tr>
<td>Investment &amp; Interest Income</td>
<td>19,893</td>
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<td>Other</td>
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<tr>
<td><strong>Total</strong></td>
<td><strong>$2,378,750</strong></td>
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EXPENSES

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<td>Program Services</td>
<td>$1,268,319</td>
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<tr>
<td>Management &amp; General</td>
<td>134,152</td>
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<tr>
<td>Fundraising</td>
<td>7,048</td>
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<tr>
<td><strong>TOTAL</strong></td>
<td><strong>$1,409,519</strong></td>
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Increase (decrease) in net assets: $969,231

Net assets at beginning of year: $3,886,677

Net assets at end of year: $5,036,383

*This report is based on non-audited information

** Expenses include $180,575 for Depreciation which is a non-monetary expense and gets added back into total assets at the end of the year.