YWCA Union County Mission

The YWCA is dedicated to eliminating racism, empowering women, and promoting peace, justice, freedom and dignity for all. In this context, YWCA Union County is on a mission to empower survivors of domestic violence to become safe and free from abuse, and to promote social justice and eliminate violence against women and girls. We accomplish this mission through the provision of comprehensive, client-centered services, and through education, collaboration and advocacy that builds safe, informed and supportive communities.

YWCA Union County Core Values

*Commitment* to the mission and working together for the well-being of the community

*Integrity* in relationships, practices, and decisions.

*Respect* for each one’s roles, diversity, and viewpoints.

*Compassion* in understanding, attitude, and action.

*Empowerment* to create positive choices, recognize potential, and reach goals.

*Excellence* in practice and expectation.

Cover photo courtesy of Dan Ubinski.
Message from the President and the Chief Executive Officer

Dear Friends,

We are honored to present to you the 2015 Annual Report for YWCA Union County.

Our services for survivors of domestic violence continued to grow and strengthen with the leadership and support of our staff, board of directors, supporters, and community partners. Residential programs continued to serve families in crisis as well as those moving toward independence and self-sufficiency with a continuum that includes emergency shelter, transitional and supportive housing, and permanent housing. Hotline, counseling, case management, STEP (workforce development), PALS, Domestic Violence/DCP&P Liaisons, court advocacy and legal representation programs continued to provide critical services that help survivors and their children increase their safety, skills, and self-knowledge. Our Crisis Response Team volunteers were available to assist victims at police stations throughout the county, and we continued to provide training, education and outreach to build awareness and strengthen our community safety net. With your help, we have continued to make a difference in the lives of thousands of people right here in our community!

In late 2015, the Board of Directors approved a five-year strategic plan, the culmination of 18 months of needs analysis, review of our services, community discussions, and future planning. Moving forward, the YWCA Union County will focus on the following four strategic priorities.

**YWCA Union County will:**

- Increase our scope of services provided and the numbers of people served in the community through utilization of best practices in governance and operations.

- Increase and strengthen our financial resources in order to carry out the mission of the association.

- Offer a full range of client-centered services utilizing best practices that meet the evolving needs of the people in our communities, with a focus on safety and security for survivors of domestic violence, implementing successful community partnerships, and mobilizing a caring community through education, prevention and advocacy.

- Expand access to additional safe and secure facilities, offering a range of services that are readily available to all residents of Union County.

These priorities, each with its own set of objectives, will guide our work over the next five years. As part of this strategic plan we have updated our mission statement and are pleased to share it with you.

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We thank you for your commitment to this mission we all embrace. Thank you for your partnership now and in the future, as we work together to end violence against women!

Jeseña Brown  
**President, Board of Directors**

Janice C. Lilien  
**Chief Executive Officer**
Second Annual Domestic Violence Symposium

The YWCA Union County, along with our partners, the Union County Prosecutor’s Office, Kean University, Trinitas Regional Medical Center, Family and Children’s Services, and the Union County Board of Chosen Freeholders, held the County’s Second Annual Domestic Violence Symposium at Kean University’s STEM Building. This year’s symposium focused on “Youth, Family Trauma, and Community Interventions." Our Keynote Speakers, Mitch Abrams, Psy.D., Assistant Clinical Professor of Psychiatry at Robert Wood Johnson Medical School, discussed Teen Dating Violence, and Esther Deblinger, Ph.D., Co-Director of the Child Abuse Research Education and Service Institute, spoke on the Impact of Trauma and Domestic Violence on Children.
Empty Place at the Table

The YWCA Union County held its most successful Empty Place at the Table at Kean University in October. Over 200 students and community members attended.

The event featured an art exhibition of dinner place settings representing real victims of domestic violence who lost their lives at the hands of their abusers. Their stories are told and remembered through this exhibit.

Monologues written by survivors served by the YWCA Union County were performed by YWCA Staff and community actors.
Project North Pole
The community came out in force again in 2015 to donate holiday gifts for children and moms participating in our programs.

Adopt-A-Room Program
The community helped us continue our Adopt-A-Room Program making our Emergency Shelter Rooms more welcoming for women and children.

- Newcomer’s Club of Cranford
- The Tuesday Club of Westfield
- Sherin Glover
- April’s Angels and the American Legion Auxiliary Unit 102 of Linden
- Urban Inspiration

Cranford Night on the Town
The Cranford Business Community came out in solidarity to host its first Cranford Night on the Town to raise awareness of domestic violence and funds for our programs.

Backpack Drive
Many individuals, organizations, and businesses, such as Infineum USA L.P. and ConnectOne Bank, hosted backpack drives for the children in our domestic violence programs in preparation for the school year.

Cookies and Hot Cocoa Party
The William J. Dowdy Foundation held a Cookies and Hot Cocoa Party for the children in our Residential Programs.

April’s Angels and the American Legion Auxiliary Unit 102 of Linden
April’s Angels held a fundraising event in honor and remembrance of April Wyckoff. The evening included dinner, a bake sale and tricky tray.

Annual Golf Outing Proceeds
The NJ Chapter of the National Association of Health Underwriters donated the proceeds of their Annual Golf Outing to our domestic violence programs.
BACKPACK DRIVE

COOKIES AND HOT COCOA PARTY

CRANFORD NIGHT ON THE TOWN

APRIL’S ANGELS

NJNAHU GOLF OUTING

ADOPT-A-ROOM
2015 Empowering Women Cocktail Reception: A Voice for Every Woman

Honorees

Corporate Partner:
Phillips 66 Bayway Refinery

Community Partner:
Mayor J. Christian Bollwage & The City of Elizabeth

Individual Honoree:
Mary Phillips

Legacy Board Honorees:
Virginia Bodden
Maria Bordas
Teresa Iturralde Estrada
Janice Gossman
Josephine Hernandez
Elaine Lux
Celia Mantia
Nicki Montaperto
Anne Russell
Maria Tsitsiragos

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Haven Level
Allstate New Jersey
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Infineum USA L.P.
Investors Bank
Northfield Bank

Advocate Level
Colgate Palmolive
ConnectOne Bank
Elberon Development Group
Fox Rothschild LLP
Horizon Blue Cross
Blue Shield of New Jersey
Lonardo StatReg Associates, LLC
Lowenstein Sandler LLP
PSEG
2015 YWCA Union County Tribute to Women and Industry (TWIN) Awards Dinner

Thank you to our Sponsors

Leadership Sponsor
DSM – Bright Science. Brighter Living™

Benefactor Sponsors
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Novartis Pharmaceuticals Corporation
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Horizon Blue Cross Blue Shield of New Jersey
Phillips 66 Bayway Refinery
Lowenstein Sandler LLP
Emergency Shelter Program

For victims who are in imminent danger, our Emergency Shelter is available to provide a secure environment for women and children. With eleven rooms and a capacity of 38 women and children, advocates are on-site 24 hours a day. Advocates work closely with women to address each family’s unique needs and connect them with the services they need to achieve stability.

In 2015, we sheltered 79 WOMEN and 87 CHILDREN with an average stay of 34 days.

Counseling/Case Management

Counseling is provided to victims to help them become safe, to process the trauma they have experienced, and to break the cycle of domestic violence. Both individual and group counseling are available according to the needs of each survivor. Abuse often isolates victims and leaves them feeling alone and worthless. Group counseling provides an opportunity to connect with other survivors and to see they are not alone.

Case Management helps victims create and reach goals for themselves and their children by connecting them with community resources. Staff advocates on behalf of clients to ensure they are receiving the services they need.

In 2015, 194 VICTIMS received counseling and case management services.

Transitional/Supportive Housing

Because many victims have experienced financial abuse in addition to physical abuse, one to three months in Emergency Shelter is not enough time to become financial self-sufficient. Our transitional and supportive housing programs provide up to two years of housing while victims continue to receive supportive services and prepare for and secure employment. Supportive Housing serves women with children and Transitional Housing serves women without children. Many women return to school to earn a degree or learn a trade. They can access other YWCA services while residing in these programs.

In 2015, 16 WOMEN and 21 CHILDREN were housed in transitional and supportive housing.

24 Hour Domestic Violence Hotline

Our hotline is answered 24 hours a day, 365 days a year to connect victims with the services they need. This is the first point of contact for most of the people we serve. Bilingual advocates assess each caller’s situation and safety needs. Advocates provide information, referrals to our programs and safety planning.

In 2015, our hotline received 1,627 CALLS.
Legal Representation and Court Advocacy

Effective legal remedies are critical to a survivor’s path out of abuse. Court advocates assist victims to navigate the court system, and be fully prepared and supported when seeking final restraining orders and other legal remedies. For more complex cases, our staff attorney assists survivors with not only restraining orders, but also divorce, child custody, and support.

STEP (Skills Training and Empowerment Program)

Almost all victims of domestic violence also experience financial abuse. This is the primary reason victims are unable to leave the abuser. STEP provides financial and economic empowerment from the basics of managing a budget and bank account, to creating a resume and preparing for job interviews. Services are provided both one on one and in workshop settings. Survivors can also attend computer labs to learn computer basics and apply for employment. Scholarships are also available for ESL, computer classes and other training.

PALS (Peace: A Learned Solution)

Children who witness domestic violence in their homes experience trauma that affects them at all ages and levels of development. Many are unable to verbalize how they feel. Our PALS Program provides trauma informed creative arts therapy to help children from ages 3 to 17, express and work through their feelings and trauma. The program uses art, music and movement, drama, and play to help children express their emotions, reduce their fear and anxiety, teach them how to cope with stress, rebuild a sense of safety, and encourage non-violent problem solving skills. By addressing the trauma as children, they are less likely to recreate abuse in their adult relationships, as victim or as abuser. Counseling (both individual and group) and Case Management are provided to the non-offending parent.

Crisis Response Teams (CRT)

Crisis Response Teams, comprised entirely of volunteers, respond to victims when an arrest is made. The volunteers meet with the victim at the police station providing safety planning and referrals for needed services such as shelter, counseling and legal assistance. CRT volunteers provide emotional support and ensure that the victims knows their rights and resources.

In 2015, our Court Advocates served 468 VICTIMS and our Attorney served 100 VICTIMS.

In 2015, the PALS Program served 61 CHILDREN and YOUTH, and 27 WOMEN.

In 2015, STEP served 58 SURVIVORS.

In 2015, volunteers responded to 61 CALLOUTS.
2015 Contributions

Thank you to the following individuals, foundations, corporations and community organizations for your support!

Haven Circle ($25,000 and above)
- DSM
- United Way of Greater Union County

Defenders ($10,000 to $24,999)
- Allstate Foundation
- Margaret and Peter Chang Foundation
- Colgate-Palmotive Company
- Elberon Development Co.
- Elizabethtown Healthcare Foundation
- ExxonMobil Corporation
- GlaxoSmithKline
- E.J. Grassmann Trust
- Infinium USA L.P.
- IOLTA Fund of the Bar of NJ
- Mary Kay Foundation
- Northfield Bank Foundation
- Novartis Pharmaceuticals Corporation
- Phillips 66 Bayway Refinery
- Plainfield Foundation
- PSEG
- Turrell Fund
- Tyler Foundation
- Wakefern Food Corporation
- Westfield United Fund

Partners ($1,000 to $9,999)
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  - April’s Angels/American Legion Auxiliary
  - Unit 102 of Linden
- Brent and Anne Marie Bramnick
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- ConnectOne Bank
- Dance Innovations Performance Foundation
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- Fanwood Presbyterian Church
- Fanwood-Scotch Plains Service League, Inc.
- Freeport-McMoRan Copper & Gold Foundation
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- Hyde & Watson Foundation
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- Towman Associates, Inc.
  - and Heritage Affairs
- Union Foundation
- Verizon Foundation
- Verizon Wireless
- Westfield Foundation
- Westfield Service League

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- Alex and Ani - Westfield
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- Melody Brown
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- Empire Education Group, Inc
- First Presbyterian Church of Cranford
- Barbara Gaba, Ph.D.
- Janice Gossman
- Patricia Grand
- Michael and Rosemarie Graziano
- Eugenia Hamlett
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- Alan and Susan Coen
- Committee for Responsible Government
- Contact We Care, Inc.
- Cox Printers
- Cranford High School
- Cranford Junior Woman’s Club
- Sheriff Joseph Cryan
- Liliana Duryee
- Jennifer Ebert
- Elizabeth Fire Officers Association
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- Jorge Estrada
- Teresa and Angel Estrada
- Megan Ewing
- Fanwood Lions Club
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- Julia Graziano
- Elsa and Jorge Guerra
- Hampton Inn
- Jane Hanson, Esq.
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- Josephine Hernandez
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- Frances and William Holzapfel
- Sanford-Kasten & Leslie Raff-Kaston
- Janet Killeen
- John & Christine Kline
- Barry and Deborah Knapp
- Marie Kurinzi
- Lassus Wherley
- Linden Chamber of Commerce
- Little Flower Women's Association
- Ann Marinaccio
- Lucinda Mercer
- Merck Partnership for Giving
- Joyce Mims
- Nicki Montaperto
- Michele Naples
- Newcomers’ Club of Cranford
- Daniel Nina
- Joanne Oppelt
- Theresa Pagano
- Honorable Patricia Perkins-Auguste
- Margaret Pipich, PhD
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- Assemblywoman Annette Quijano, Esq.
- Rahway and Plainfield Friends Meeting
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- Phyllis Reich
- Mary-Ann Rowland
- Anne Russell
- Dawn Sampel
- Elsa Maria Caetano Dos Santos
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- Wilma Sinnock
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- Bruce Tangowski
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- Elizabeth Young
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- Melinda Zito

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- Lisa Barone-Papa
- Lois Bass
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- John Bruzzi
- Jessica Bullock
- Jennifer Chu
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- Elaine Citron
- Carol Cohen
- Christine Cohen
- Erica Cohn
- Maria Conti
- Vera Correla
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- Diana Gil
- Give With Liberty
- Rose Goldstein
- Hazel Gomez
- Marge Grimmer
- Victoria Griswold
- Suzanne Grocholski
Thank you to the following individuals, foundations, corporations and community organizations for your support!

2015 Contributions

Natalie Guy
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Dolores Jennings
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Dr. Jennifer Jones
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Anita Thomas
Dave and Dawn Thompson
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Loretta Vignier
Nancy Wall
Robert and M. Jean Wands
Chris Washington
Joan Wheeler
Woman's Club of Westfield

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Sophie Brennan
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Shaniquah Chapman
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Dreyer Farms
Barbara Durham
Cynthia Elefant
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Laura Hook
Hourglass Diva
Ann Marie Howley
Freeholder Christopher Hudak
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Junior Woman's Club of Westfield
Kean University
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Susan Klopfer
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Robyn Koenig
Theresa Kolas
L'Oreal USA
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Nancy Swider
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The Mane Event Salon
The Mills at Jersey Gardens
The Tuesday Club of Westfield
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Lana and Dan Ubiniski
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Veronica Vargas
Victoria's Secret - Elizabeth
Victoria's Secret - Jersey City
Voya Financial
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Weichert Realtors
Wells Fargo Advisors
Westfield Lumber and Home Center
Westminster Presbyterian Church
Pastor Brian White
Howard Whitmore
Whitney E. Houston Academy
Woman's Club of Berkeley Heights
Women to Women-Jersey City
Ashley Wyckoff

In preparing this report, the YWCA Union County has attempted to recognize all those who contributed so generously during the period January 1, 2015 – December 31, 2015. We apologize for any errors or omissions.
Financial Highlights
Fiscal Year 2015

Fiscal Year 2015 (January 1 to December 31)

REVENUE

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount</th>
<th>Percentage</th>
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</thead>
<tbody>
<tr>
<td>Government Grants &amp; Contracts</td>
<td>$1,778,064</td>
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<tr>
<td>Donations &amp; Contributions</td>
<td>333,728</td>
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<td>United Way</td>
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<td>Program Service Fees</td>
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<td>Special Events (net of expense)</td>
<td>129,526</td>
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<td>Unrealized Gain on Investment/Other</td>
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TOTAL REVENUE: $2,353,695

EXPENSE

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<th>Category</th>
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<td>Program Services</td>
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<td>Management &amp; General</td>
<td>56,038</td>
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<td>Fundraising</td>
<td>168,138</td>
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TOTAL EXPENSE: $2,318,858
2015 Management Team
(as of 12/31/15)

Janice C. Lilien
Chief Executive Officer

Yesenia Beutel
Assistant Executive Director for Core Services

Jennifer M. Vriens
Director of Development & Marketing

Hector Lopez-Ballesteros, Esq.
Staff Attorney

Ana Martinez
Director of Finance

Candyce Mayers
Director of Residential Services

Alka Kamath
Director of Community Support Services

Carmen Hernandez
Director of PALS

Annual Report Editing:
Jennifer M. Vriens & Tara M. Packard