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
- 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.

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(as of 12/31/16)

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Dear friends,

The YWCA is not merely an organization – we are a movement of people dedicated to a central mission: eliminating racism, empowering women, and promoting peace, justice, freedom and dignity for all.

As part of the national YWCA movement, we at YWCA Union County are proud that every day, our work to provide survivors of domestic violence with the services they need, along with our education and advocacy efforts, are helping to make that mission a reality. We are proud to share with you our Annual Report for the 2016 year.

Through our residential programs, families are able to find safety and stability, along with freedom from violence. Our community support programs empower survivors to connect with the resources and services they need to build strong, independent lives. Initiatives such as STEP (Skills, Training and Empowerment Program), Court Advocacy, PALS (Peace: A Learned Solution) Program for children along with other services assist survivors in moving forward to achieve their goals. Community education and professional training, along with awareness events such as Empty Place at the Table and our annual Domestic Violence Symposium, increase knowledge that builds a community safety net for the families we serve.

Along with providing direct services, YWCA members are active in local, county, state and national networks that advocate for policies that promote social justice and racial justice. We are proud of our participation and leadership in initiatives that help move us toward the accomplishment of our mission both locally and globally.

We are well into year 2 of our Strategic Plan, and are proud to say we have strengthened some of our infrastructure components through updated policy documents, staff training, board leadership, resource development and more. As we move through the next year, we are poised to launch some new initiatives that will further expand our services, and we look forward to celebrating these with you – along with several milestones as we approach our 40th year of providing services to survivors of domestic violence, and our 100th year anniversary in 2020!

As with everything we do, we could not accomplish so much without the support of our volunteers, donors, staff, and friends in the community. Thank you for your partnership and for all you do in support of our mission!

Delaine Bailey-Lane
President, Board of Directors

Janice C. Lilien
Chief Executive Officer
Residential Programs

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.

Sheltered 92 women and 86 children, and provided 6,352 bed nights.

Supportive/Transitional Housing Program
Because many victims have experienced financial abuse in addition to physical and other forms of abuse, often, one to three months in shelter is not enough to be 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 also access other YWCA services while residing in these programs.

Provided long-term housing and case management support to 17 women and 16 children.

“When I got to the shelter, it was hard at first. But I wanted to do something with my life, for me and for my children – it was important for me to be able to accomplish something. The staff at the shelter helped me, they were always supportive. I would talk to them about what was on my mind and they took the time to listen, to encourage me, to help me understand that I could achieve what I wanted to. Now I feel strong, I don’t feel discouraged or depressed. This doesn’t feel like a domestic violence shelter, it feels like a place you can go for help to learn to do what you need to do. I feel like I can do anything now, I feel happy and empowered. I’m making a life for me and my children and I feel stronger.”

Crisis Response

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. The CRT volunteers provide emotional support and ensure that the victim knows her rights and resources.

Responded with onsite support to 81 callouts.

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 contact for most of the people we serve. Bilingual advocates assess each caller’s situation and safety needs, and provide the information and referrals they need. Advocates provide resources and safety planning, and connect victims with our programs.

Answered 3,148 calls.

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 to 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.

Provided 57 children with trauma informed creative arts therapy, and counseling and case management to their non-offending parent.

This client is now living in her own apartment, going to school, working part time and raising her twins to be strong young women.
Community Support Services

Skills Training and Empowerment Program (STEP)
The majority of domestic violence victims also experience financial abuse. This is the primary reason victims are unable to leave the abuse. 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.

Provided workforce development services to 81 survivors including building job skills and placement.

"I had held part-time jobs, but nothing that would allow me to support myself and feel financially stable. With the help of STEP, I created a resume and attended their Career Exploration Fair. I became interested in the banking field. I was referred to Union County College with the goal of completing an office management course to earn a certificate that could be added to my resume. I started practicing interview questions at home and during individual sessions with the STEP Coordinator to prepare for banking interviews, I passed the GED exam and am looking forward to a new start."

Counseling and Case Management
Counseling is provided to women living in our residential programs and in the community who are exploring how to leave an abusive home safely or, once they have left, to process the trauma they have experienced and continue to stay safe. 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 see they are not alone and connect with other survivors.

Case Management helps victims create goals for themselves and their children and connects them with community resources to help them reach those goals. Staff also advocates for the client to ensure they are receiving the services they need.

Provided services to 219 survivors.

Court Advocacy
Effective legal remedies are critical to a survivor’s path out of abuse. Our Court Advocates assist victims to navigate the court system, and be fully prepared and supported when seeking restraining orders and other legal remedies.

Assisted 1,174 survivors understand their legal rights and navigate the legal system.

Community and Professional Education
An important part of ending domestic violence is educating the community and professionals about the dynamics of domestic violence and providing the tools they need to support and refer victims.

Made 54 presentations to 2,320 community members.

Domestic Violence Liaison Program
This program places YWCA staff in DCP&P offices to provide expertise and assistance to families with co-occurrence of domestic violence and child abuse/neglect. The program provides critical support and resources that help families build strategies for safety and well-being, guided by their own individual circumstances and needs.

517 clients served.
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, Iris House, and the Union County Board of Chosen Freeholders, held the County's Third Annual Domestic Violence Symposium at Kean University's STEM Building. This year's Symposium focused on "The Five W's: Who, What, Where, When, & Why."
Empty Place at the Table (EPATT) is an opportunity to give a voice to victims of domestic violence. The event is held in two parts. Our Empty Place at the Table art exhibition features dinner place settings representing real victims who have lost their lives at the hands of an intimate partner. The exhibition is meant to increase awareness of the true cost and lethality of domestic violence. The exhibition is followed by monologue performances inspired by true stories of those we serve, featuring local performers.
Thank You to Our Sponsors

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In Memory of Josefina Castellanos Hernandez

Leaving a Legacy for the Future

Josefina Castellanos Hernandez, like her daughter Josephine Hernandez, desired to make her community a better place. Josefina served on the Board of Directors of the then, YWCA Eastern Union County, during a critical time and helped to steer the organization and its mission by creating Union County's first and only emergency shelter for victims of domestic violence. In a time when the movement to recognize and provide safety to "battered women" was just getting started, Josefina helped lead us to the organization we are today. Her daughter, Josephine Hernandez, followed in her footsteps and served on the YWCA Board of Directors stewarding our growth and expanding our services to survivors.

Josefina was born in Havana, Cuba in 1928 and emigrated to the United States with her husband in 1962. She is survived by a large and loving family, including four daughters, ten grandchildren and seven great grandchildren. We are grateful to have had Josefina's foresight, leadership and vision as part of our history and to her family for remembering her in this way.
2016 CONTRIBUTIONS

Haven Circle ($25,000 and above)
City of Elizabeth
ExxonMobil Corporation
John and Josephine Jacobson
Leona T. Scott Charitable Trust
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Phyllis Reich
Lillian Ribeiro
Amanda Rigby
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Joanna Robinstein
Thank you to the following individuals, governmental sources, foundations, corporations, and community organizations for your support!

Anne Russell
Jane Salmer
Thomas and Kathleen Sateary
Nora Schielt
Louise Sgarro
Wilma Sinnock
Smart Phone Recycling
Jonathan Solomon
Linda Specht
Rogerio Tavares
Melissa Tice
Linda Flores-Tober
Trinitas Regional Medical Center
Marla Tsitsiagos, Esq.
Lana and Dan Tubinski
Union County College
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Women's Golf Org. of Scotch Hills Country Club
Women's Club of Berkeley Heights
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Janet Zuhumney
Melissa Zito

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Clearview Baptist Church
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Thank you to the following individuals, governmental sources, foundations, corporations, and community organizations for your support!

Cranford Clergy Council
Anastasia Daifutis
Sarah Darnsteadt
Joyce Davis
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Daybreak Adult Day Care Center
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Lowe's Home Improvement
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Joan McKay
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One Kind Step
Order of the Eastern Star
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Paola Herr Pasuco
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Patricia Perkins-Auguste Civic Association
Jean Perez

Leslie Perez
Printing Techniques
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Shim's Martial Arts Academy
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Westminster Presbyterian Church
Suzanne & Sydney Whalen
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Holly Williams
Women's Club of Union
Karolina Zielinska

Memorial Gifts

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Meredith Behrens
Marla Elena Bordes
Hafina Chmara
Marie & Jeff Goldrich
Jane Haw
Josephine Hernandez
Rockelle Hillson
Celia Mata
Jennifer M. Vriens
Employees of North Mill Capital
Employees of Passaic Academic Center
Healthcare Quality Professionals of NJ

In Memory of Margaret "Peggy" Jehle
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Karissa Cornell and Maria Celonzo
Melissa Della
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Heather Godsmark
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Ellen Gettles
Catherine and Richard Girgenti
Laura Hay
Hiro Kim
Paul Knopp
Rosalie Mandel
Amanda Rigby
Joanna Rubenstein
Amy Siskind
Karen Zatorski

In preparing this report, the YWCA Union County has attempted to recognize all those who contributed an anonymously during the period January 1, 2016 to December 31, 2016. We apologize for any errors or omissions.
Financial Highlights Fiscal Year 2016

**REVENUE**

<table>
<thead>
<tr>
<th>Revenue Source</th>
<th>Amount</th>
<th>Percentage</th>
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</thead>
<tbody>
<tr>
<td>Government Grants and Contracts</td>
<td>$1,970,832</td>
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<tr>
<td>Donations and Contributions</td>
<td>488,360</td>
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<td>United Way</td>
<td>18,000</td>
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<td>Program Service Fees</td>
<td>82,619</td>
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<tr>
<td>Special Events (net of expense)</td>
<td>146,882</td>
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<td>Unrealized Gain on Investment/Other</td>
<td>12,898</td>
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**TOTAL REVENUE**

$2,719,591

**EXPENSE**

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<thead>
<tr>
<th>Expense Category</th>
<th>Amount</th>
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<tbody>
<tr>
<td>Program Services</td>
<td>$2,350,322</td>
<td>91%</td>
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<tr>
<td>Management &amp; General</td>
<td>51,225</td>
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<tr>
<td>Fundraising</td>
<td>169,104</td>
<td>7%</td>
</tr>
</tbody>
</table>

**TOTAL EXPENSE**

$2,570,651
2016 Management Team

Janice C. Lilien
Chief Executive Officer

Yesenia Beutel
Assistant Executive Director for Core Services

Ana Y. Martinez
Director of Finance

Jennifer M. Vriens
Director of Development & Marketing

Program Directors

Carmen Hernandez
Director of PALS

Alka Kamath
Director of Community Support Services

Candyce Mayers
Director of Residential Services

Annual Report Editing

Jennifer M. Vriens and Tara Packard
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