

eliminating racism  
empowering women

**ywca**

union county

**YWCA IS ON A MISSION**



**ANNUAL REPORT 2016**



## 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.

### Board of Directors

(as of 12/31/16)

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## Message from the President and the Chief Executive Officer

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*

Delaine Bailey-Lane  
President, Board of Directors



*Janice C. Lilien*

Janice C. Lilien  
Chief Executive Officer

## 2016 PROGRAM IMPACT

### 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.

## 2016 PROGRAM IMPACT

### 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."*

#### 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.

#### 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.

#### 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.

## Third Annual Union County C.A.R.E.S. Domestic Violence Symposium



**Union County  
C.A.R.E.S.**

Community, Action, Response, Education, Safety

**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, 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

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.



## 2016 YWCA Tribute to Women and Industry (TWIN) Awards Dinner

### Thank You to Our Sponsors

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ExxonMobil Research and Engineering

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*Tribute to*  
**WOMEN**  
&  
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powering a nation  
**ywca**





# 2016 Empowering Women Cocktail Reception

## A Voice for Every Woman



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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  
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State of NJ Department of Children and Families  
State of NJ STOP VAWA Grants  
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US Department of Housing & Urban Development  
US Office on Violence Against Women (OVW)

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Phyllis Reich  
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Amanda Rigby  
Laura Rokosz  
Joanna Rubinstein

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## Friends (up to \$100)

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Clear View Baptist Church  
Ana Coelho

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Whole Foods Market - Clark  
Holly Williams  
Women's Club of Union  
Karolina Zwienska

## Memorial Gifts

### In Memory of Josefina Hernandez

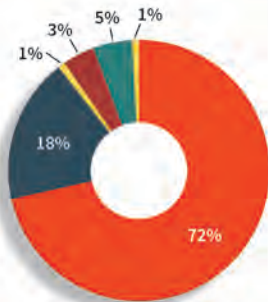
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### In Memory of Margaret "Peggy" Jehle

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Amy Strikind  
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*We prepared this report, the YBCA Union County has attempted to recognize all those who contributed so generously during the period January 1, 2015 to December 31, 2016. We apologize for any errors or omissions.*

# Financial Highlights Fiscal Year 2016



## REVENUE

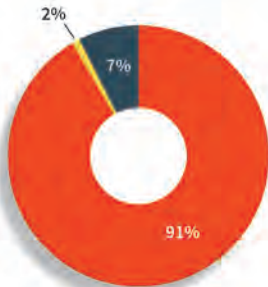
Government Grants and Contracts	\$1,970,832	72%
Donations and Contributions	488,360	18%
United Way	18,000	1%
Program Service Fees	82,619	3%
Special Events (net of expense)	146,882	5%
Unrealized Gain on Investment/Other	12,898	1%

**TOTAL REVENUE** **\$2,719,591**

## EXPENSE

Program Services	\$2,350,322	91%
Management & General	51,225	2%
Fundraising	169,104	7%

**TOTAL EXPENSE** **\$2,570,651**



# 2016 Management Team

**Janice C. Lillien**

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



eliminating racism  
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