YWCA Northern New Jersey

2018-2019 IMPACT REPORT

July 1, 2018 - June 30, 2019

eliminating racism
empowering wom
ywca
Northern New Jersey
Bergen • Essex • Hudson • Morris • Pas

YWCA Northern NJ
100 YEARS
of Impact
Moving Forward Together>>

Service **MAP**

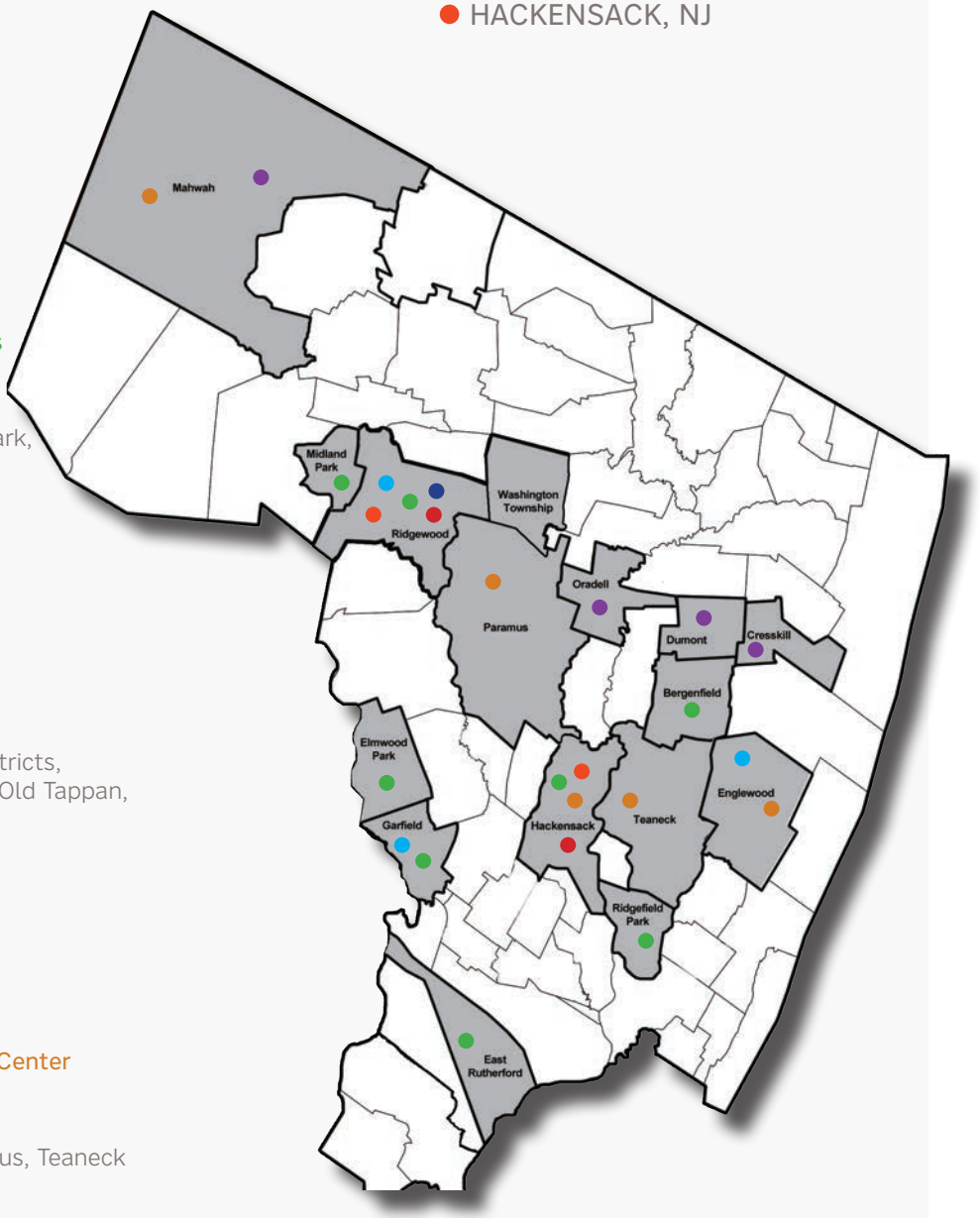
YWCA Northern New Jersey provides programs and services that reach diverse communities throughout Bergen County, NJ with hubs in Hackensack and Ridgewood.

YWCA NORTHERN NEW JERSEY PROGRAM LOCATIONS

- AQUATICS
  - Swim Lessons
    Ridgewood & Englewood
  - Swim Team, Lifeguard Training, Special Needs Swim, Therapeutic Swim
    Ridgewood & Garfield
- GIRLS' & WOMEN'S EMPOWERMENT
  Ridgewood & Hackensack
- HEALTH & WELLNESS
  - Fitness & Dance, including Special Needs
    Ridgewood
  - Senior Programs
    Bergenfield, East Rutherford, Elmwood Park, Garfield, Hackensack, Midland Park, Ridgefield Park, Ridgewood
  - Youth Programs
    Ridgewood & Westwood
- RACIAL JUSTICE
  Ridgewood & Hackensack
- SCHOOL AGE PROGRAMS
  - Before & After School Programs
    13 Schools in 5 Bergen County School Districts, including: Cresskill, Dumont, Ridgewood, Old Tappan, Oradell, Westwood
  - Camps
    Camp Orinda, Dumont
    Camp Ma-Kee-Ya, Mahwah
  - Vacation Day Program
    Ridgewood
- SEXUAL VIOLENCE RESOURCES
  - healingSPACE Sexual Violence Resource Center
    Hackensack
  - Primary Prevention Programs
    Englewood, Hackensack, Mahwah, Paramus, Teaneck

YWCA NORTHERN NEW JERSEY OFFICES

- RIDGEWOOD, NJ
- HACKENSACK, NJ



IMPACT REPORT

YWCA Northern New Jersey IMPACT

Since 1920, YWCA Northern New Jersey (formerly YWCA Bergen County) has been serving the community with programs and services that improve lives, inspire change, and create opportunities.

Our daily work is to:

- Enhance the health, well-being, and self-confidence of people of all ages and abilities, including those with special needs.
- Provide enrichment for children and peace of mind for families with child care and camps.
- Empower women and girls with the tools they need to learn and grow all along their paths to success in work and life.
- Advocate for the equality of all people regardless of age, gender, race, ethnicity, religion, income level, sexual orientation, or disability.
- Support survivors and raise awareness about sexual violence through YWCA Northern New Jersey, Bergen County healingSPACE.
- Continue to lead in changing the culture with initiatives like the Time Is Now Action Coalition to address sexual harassment and assault.

Supported 850+ survivors and their loved ones in navigating the trauma of sexual violence

Partnered with 25+ organizations to raise awareness and advocate for equality of all people

Gave 1,000+ women and girls new tools and greater self-confidence

Provided 700+ families & children with enriching before and after care in 15 schools, and camp and swim scholarships to underserved families

LETTER FROM **HELEN & HANNA**

WELCOME

Helen Archontou, MSW, LSW
Chief Executive Officer,
YWCA Northern New Jersey

Hanna Salvatore
Board President,
YWCA Northern New Jersey

Dear Members, Supporters, and Friends—

As we look back at all we've accomplished over the year to empower women and eliminate racism we continue to be inspired. Helping those in need soar and grow is embedded in our YW history and we couldn't be happier to announce our recent expansion and name change to YWCA Northern New Jersey.

We have our supporters to thank for our first 100 years of service as we kick off our centennial. We are prepared to move forward together for our next 100 years of impact by deepening our mission in our home county of Bergen while bringing vital new programs to additional northern New Jersey counties such as Essex, Hudson, Morris, and Passaic. Thanks for your patience as we apply our new name and branding to all our communications. As we shared during our May press conference, we expect to complete the process by fall.

Our full team is now housed at our new headquarters located at 214 State Street, Hackensack. As we prepared for our move, our work to eliminate racism, empower women, support survivors, and raise awareness didn't slow down for a minute.

We are so proud of the work we have done together, and all that we will continue to do. We hope you enjoy looking back at our accomplishments and stay with us as we move YWCA into a new era.

Be well,

Helen Archontou, MSW, LSW
CEO, YWCA Northern New Jersey

Hanna Salvatore
Board President, YWCA Northern New Jersey

WOMEN'S LEADERSHIP CONFERENCE

MISSION-BASED

PROGRAMS

As an organization committed to supporting all women and their needs through professional development opportunities or advancing women of color in business, and helping mothers and caregivers return to the workforce our mission based programs are changing lives.

MISSION-BASED PROGRAMS

WOMEN'S & GIRLS' EMPOWERMENT

TRIBUTE TO WOMEN OF INFLUENCE—TWIN

IN-DISTRICT ADVOCACY DAY (AUGUST 2018) – Along with our sister YWs from Princeton and Union County, meetings with our Senators Cory Booker and Bob Menendez to discuss support for critical legislation in the areas of racial justice and civil rights, empowerment and economic advancement of women and girls, and health and safety of women and girls.

TRIBUTE TO WOMEN OF INFLUENCE—TWIN (DECEMBER 2018)

Through the support of nominating companies, our 43rd TWIN honored women who lead in their fields and their communities, including Angela Barker, Esq., Law Office of Angela Barker; Jennifer Farrington of BD, Lisa Gallo, Avon; Shirell A. Gross, Esq. of Bayer, Karen Norton of Suez, Kristine Pendy of New Bridge Medical Center, Tina Thompson of FLOMO, JoAnn Valle of Bank of America, Merrill Lynch, and Anna Wong of Women for Progress.

WOMEN'S MARCH IN NJ (JANUARY 2019)

Once again this year, we co-sponsored with diverse organizations the Women's March on NJ, organizing a bus trip and leading a delegation to celebrate victories, recharge for the new year, and send the message that our voices will be heard.

MISSION-BASED PROGRAMS

WOMEN'S & GIRLS' EMPOWERMENT

UN COMMISSION ON THE STATUS OF WOMEN (UNCSW63) (MARCH 2019)

Non-profit leaders including YWCA Bergen County connected and networked around the 2019 theme of social protection systems, access to public services, and sustainable infrastructure for gender equality and the empowerment of women and girls in events hosted by YWCA USA and the NGO Committee on the Status of Women/NY (NGO CSW/NY).

WOMEN'S LEADERSHIP CONFERENCE - OUR TIME IS NOW! (MARCH 2019)

Motivate, Mentor and Master the Art of Leading

This vibrant women's conference featured networking, keynote speaker Dr. Christine Thorpe, Women Entrepreneur, Business Mentor, workshops presenters included, Shirell Gross, Formerly with Bayer, Erika Monell, BD and Lisa Gallo, AVON. The Power Panel, moderated by Randi Levin, Founder & CEO Randi Levin Coaching with panelists Deborah Visconi, Bergen New Bridge Medical Center, Joanne Westphal, TD Bank, and Dr. Arati Sadalge Kreibich, Glen Rock Councilwoman. Sponsored by BD, Konica Minolta, Suez, Columbia Bank, Andy Stern & Jennifer Johnson, Davis Saperstein & Salomon, and Bergen New Bridge Medical Center.

WOMEN'S LEADERSHIP CONFERENCE

START UP: NEXT STOP, SHARK TANK (OCTOBER 2018)

Female entrepreneurs learned what it takes to start their own businesses in this hands-on workshop series with award-winning CPA / author Hope Player and web designer / marketing expert Sarit Lotem.

MISSION-BASED PROGRAMS

WOMEN'S & GIRLS' EMPOWERMENT

WEN IS NOW: A WOMEN'S EMPOWERMENT NETWORK (QUARTERLY)
Our WEN is Now: Corporate —sponsored by leading area corporations committed to attracting, retaining, and developing talented women. Workshops bring a relevant, high-impact program each quarter corporate topic like Bias Busting to professional women in women's networks, women's leadership groups, and business resource groups across sponsoring organizations to connect and inform women personally and professionally.

WEN ON THE GO! SMALL BUSINESS — gives woman-owned companies, entrepreneurs, independent consultants, and gig workers ways to network, exchange ideas, and get actionable advice on growing their business. Including Mindful Marketing with Sandra Scaiano, Conquer Your Confidence with Sarah William and Amplify Your Voice with Video with Marci Hopkins and Jennifer Daure. Sponsored by a grant from Coca-Cola Foundation.

EMPOWER U (MONTHLY SEP-JUN)
Our girls' leadership academy Empower U graduated its fifth class of sophomore girls this year, helping these young women become confident, college-bound, and career-ready.

WALKING THE TALK GALA 2019

WALKING THE TALK GALA 2019: OUR TIME IS NOW (MAY 2019)
Our Walking the Talk Gala 2019, hosted by Weekend Today In New York/WNBC Anchor Pat Battle, was a powerful celebration of extraordinary community leaders, including NJ Senate Majority Leader Loretta Weinberg, The Budgetnista Tiffany Aliche, CancerFashionista.com Founder Melissa Berry, Berkeley Research Group Managing Director Edwin Ordway, and BD Manager of Social Investing Ellen Rafferty. We are so grateful to our amazing sponsors, advertisers, donors, and attendees for making this important event possible.

RACIAL JUSTICE

PROGRAMS

Our daily work includes building collaborative partnerships with those who share our vision of peace, justice, freedom and dignity for all. We work diligently with individuals, community groups and government agencies to uphold racial equality and combat racism in all forms through community organizing, training, legislative initiative and public education.

MISSION-BASED PROGRAMS

RACIAL JUSTICE

UNDOING RACISM TRAINING

RACIAL JUSTICE
In our racial justice work, we forged and supported community partnerships, including sponsorship of:

- Teaneck International Film Festival
- MLK Birthday Celebrations hosted by the Martin Luther King, Jr. Committee of Ridgewood and Glen Rock's and The Martin Luther King Birthday Committee
- Why Young People Should Lift Their Voices Now More Than Ever **(January 2019)** – Among a weekend of activities hosted by the Rev. Dr. Martin Luther King Jr. Celebration Committee of Ridgewood and Glen Rock, a social justice forum on youth activism with keynote speakers NJ Attorney General Gurbir S. Grewal and YWCA Bergen County CEO Helen Archontou plus student panelists.
- Teens Talk About Racism leadership conference in collaboration with Social Action Committee of Central Unitarian Church and Fairleigh Dickinson University Office of Global Learning

RACIAL JUSTICE TASK FORCE (ONGOING)
Our Racial Justice Task Force comprised of community leaders meets to discuss racial climates, develop programming to address racism, and support each other's work, including collaboration with Bergen County Prosecutor's Office. Our goal to bring the nationally renowned Undoing Racism® and Community Organizing Workshop to Bergen County.

MISSION-BASED PROGRAMS

RACIAL JUSTICE

2019 SOCIAL JUSTICE CONFERENCE: CHANGING THE UNACCEPTABLE (MARCH 2019) – YWCA Northern New Jersey CEO Helen Archontou and Mission-Based Coordinator Jessica Monaco-Copell led “How to Build a Coalition" in this Montclair State University conference on developing allies and taking your mission to the next level for real change.

BIRTHING IN COMMUNITIES OF COLOR

STAND AGAINST RACISM
This year’s YW Stand Against Racism focused on raising awareness about the negative impact of racism in our communities. As civil and human rights continue to be eroded for immigrant communities and people of color, YWCA USA and its associations stand united in solidarity with all immigrants, regardless of status, and communities of color facing the very real threat of racist and xenophobic attacks. #StandAgainstRacism
Our signature Stand Against Racism events included:

UNDOING RACISM® (APRIL 2019) - Training by the People’s Institute for Survival & Beyond to help stakeholders from diverse nonprofits, County agencies, faith-based organizations, and community groups understand where racism comes from, how it functions, why it persists, and how it can be undone. Sponsored by a grant from Bergen County to our Racial Justice Task Force.

BIRTHING IN COMMUNITIES OF COLOR (APRIL 2019) - Courageous Conversations encourage, enlighten, and empower women to be their own advocates. This panel discussion focused on the vulnerabilities of mothers and babies of color, including high maternal and infant mortality rates. Hosted in partnership with Melinated Moms, Englewood Health, and The Community Chest of Englewood.

6TH ANNUAL RACIAL JUSTICE AWARDS (APRIL 2019) - A signature Stand Against Racism event to recognize leaders in the vital work of eliminating racism. 2019 honorees included: Charles Appel, Estina Baker, Johanna Calle, Anthony Cureton, Jeannette Curtis-Rideau, and Joshua Saladino. Co-hosted by The Unitarian Society of Ridgewood and sponsored by BD, CWA, SUEZ, and The Defining Moment Foundation.

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SEXUAL VIOLENCE RESOURCE CENTER

YWCA Northern New Jersey healingSPACE—Bergen County's only Sexual Violence Resource Center—is a safe and welcoming place for survivors of sexual violence and their loved ones. Our 24/7 crisis intervention hotline and online chat provide free and confidential assistance. Support is available to anyone who has been affected by sexual violence, whether it happened hours or years ago. Trained advocates provide individual counseling, facilitate support groups, and accompany survivors through medical, legal, and other proceedings associated with sexual violence. healingSPACE also offers training and educational programs for schools, organizations, and businesses, and sponsors events throughout the year to raise community awareness about sexual violence.

healingSPACE
SPECIAL EVENTS

25TH ANNIVERSARY CLOTHESLINE PROJECT

In addition to our many prevention and education presentations and Traveling Clotheslines, there were a number of very important special events that healingSPACE hosted to raise awareness and help prevent sexual violence, including:

25TH ANNIVERSARY CLOTHESLINE PROJECT on the Green (September 2018)
Display of thousands of t-shirts created by survivors of violence and their loved ones plus midday presentations by dignitaries and diverse community partner resource tables to raise awareness and support survivors. Sponsored by SUEZ.

WEEK WITHOUT VIOLENCE (October 2018)
This signature initiative created by YWCA USA over 20 years ago to mobilize people in communities across the nation to take action against all forms of violence, wherever it occurs. YWCA Bergen County healingSPACE hosted local Week Without Violence events to contribute to the robust public dialogue about violence prevention.

- **PRESS CONFERENCE (OCTOBER 2018)**
  in light of the Brett Kavanaugh confirmation a Press Conference was held the at YWCA Northern New J ersey healingSPACE with Senator Bob Menendez, New Jersey Coalition Against Sexual Assault, and Center on Violence Against Women and Children to support survivors and helping us create awareness about sexual violence in New Jersey.

healingSPACE

SPECIAL EVENTS

TITLE IX WORKSHOP

STOPPING HUMAN TRAFFICKING (SEPTEMBER 2018)
SAFE (Sexual Assault Free Environment Coalition discussion hosted at YWCA Northern New Jersey healingSPACE with NJ Coalition Against Human Trafficking and the Dreamcatcher Program to focus on human trafficking prevention in NJ.

SEXUAL ASSAULT AWARENESS MONTH (APRIL 2019)
In addition to prevention presentations, film screenings, Traveling Clothesline Projects, and Denim Days across the area we also featured these SAAM events:

- Legal services lunch & learn
- "Express Your Voice" Enlightened Coffee House, a safe space for survivors to express themselves creatively
- Title IX workshops for college administratorsfor college administrators thanks to funding from New Jersey State Bar Foundation.

NJ CONFERENCE ON CAMPUS SEXUAL VIOLENCE (MARCH 2019)
We also took part in this conference hosted by the Center on Violence Against Women and Children, YWCA Bergen County CEO Helen Archontou was a panelist on best practices from the field in "Who Are Our Partners? A Discussion with Community Agencies and Higher Education Institutions."

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THE NUMBERS

EDUCATION & TRAINING

- 209 sexual violence prevention and education workshops to 3,912 youth and college students throughout Bergen County
- 14 training programs to 181 professionals, including social workers, counselors, administrative staff, juvenile detention officers, and incoming healingSPACE volunteers throughout Bergen County
- 24 Traveling Clotheslines displays reaching an audience of 9,000 throughout Bergen County

SUPPORTING SURVIVORS

- 833 crisis intervention services through our 24/7 hotline, serving 103 survivors, 43 significant others, and 11 agencies
- 31 accompaniments of individuals who were sexually assaulted or abused to hospitals, emergency rooms, law enforcement agencies, and/or legal proceedings
- Short-term crisis counseling to 3 individuals
- 1,569 individual counseling sessions
- 69 group therapy sessions serving 364 participants, including Loved Ones group and Women's and Men's Groups

LEGAL ADVOCACY PROGRAM

YWCA Northern New Jersey healingSPACE provides legal advocacy services and access to legal services to survivors of sexual violence in partnership with Northeast NJ Legal Services.

FEE-FOR-SERVICE

PROGRAMS

Our fee-for-service programs — before and after care, vacation days, camps, aquatics, and health & wellness — are not just about child care and classes, but enhancing the health, well-being, and self-confidence of people of all ages and abilities, including the underserved and those with special needs, and providing enrichment for children with peace of mind for families.

FEE-FOR-SERVICE

PROGRAMS

BEFORE & AFTER CARE PROGRAM
As a partner to schools and families throughout Bergen County providing child care since 1972 and community services since 1920, YWCA Bergen County simplifies life for parents and guardians, enriches children, and supports district and community goals through its high-quality, affordable before and after care program as well as school vacation days and summer camps.

Our highly trained staff—exceeding the standards set by NJ Department of Children and Families—supports children in their social, emotional, intellectual, and physical development. We create a safe, positive environment that balances school work, enrichment, fun, and friendship so children begin and end their school day both prepared and relaxed.

Beyond homework, we engage students in activities and teamwork in STEAM, community service and philanthropy, financial literacy, appreciating diversity, caring and kindness, and creativity.

SUMMER CAMPS
Our American Camp Association-accredited summer camps Ma-Kee-Ya and Orinda with staff from our before and after care programs ease the transition from school to summer and back. Campers ages 5 to 12 and Counselors-in-Training ages 13 to 16 can come for a week or the whole summer to make friends, have fun, and learn new skills. **Camp Ma-Ke-Ya moved to Camp Glen Gray, Mahwah**

As a National Inclusion Project partner for our child care programs and camps, we use the Let's ALL Play model to bring children with and without disabilities together to participate in activities that improve self-esteem, confidence, empathy, and leadership skills while building new friendships.

BEFORE & AFTER SCHOOL PROGRAM RIDGEWOOD

FEE-FOR-SERVICE

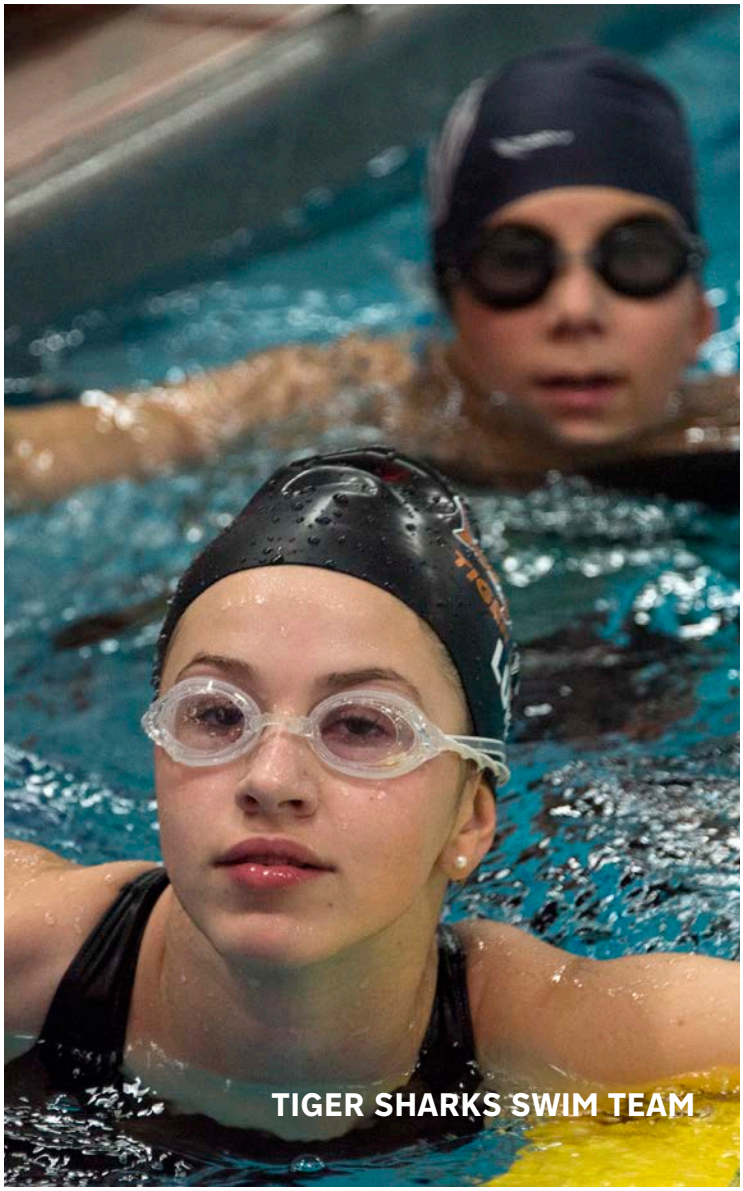
PROGRAMS

AQUATICS

Learning to swim establishes a lifelong skill, builds confidence, and provides a sense of accomplishment. We offer aquatics programs for all ages, abilities, and skill levels so anyone can participate in this fun, energizing sport.

THE NUMBERS

- 300+ children/teens ages 17 and under took American Red Cross swimming lessons at our Ridgewood facility
- 250+ children/teens ages 17 and under took American Red Cross swimming lessons at Crowne Plaza and Mackay Park pool in Englewood
- 100+ individuals ages 4 through adult with special needs took swimming lessons
- 75+ adults participated in therapeutic/ rehabilitative aqua-therapy and arthritis classes
- 100+ participants ages 15 and older took American Red Cross Lifeguarding courses Our swim teams the Tiger Sharks, and Water Polo—had excellent participation and successful seasons featuring skill development and teamwork
- Provided financial assistance to underserved families in need of swim instruction through The Community Chest, Autism Speaks, Aquatics 5K (scholarship fund), James T. Lee Foundation, and Pam Averso Fund



TIGER SHARKS SWIM TEAM

FEE-FOR-SERVICE

PROGRAMS

HEALTH & WELLNESS
Our fitness programs and wellness workshops are built on the principle that both mind and body must be developed and strengthened.

Our monthly Fitness & Friendship Fridays presented by YWCA Northern New Jersey's Senior Health & Wellness offered free, fun, and informative monthly workshops. Topics such as successful aging, healthy exercise, psychology of money, and understanding Medicare keeps seniors engaged and informed.

Keeping active seniors moving and engaged during the spring and summer we held Orange Sneakers a program that offered scenic guided walks to improve strength and stamina while socializing.

SENIOR FITNESS

GOVERNANCE

BOARD OF DIRECTORS 2018-19

Hanna Salvatore - President
Christine Ordway - 2nd Vice President
Amy Weiner - Treasurer
Sonya Collins, MSc - Past President
Jemi Lucey - Secretary
Helen Archontou, MSW, LSW - CEO

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Martha Fickinger
Shonya Jordan
Gretchen Lolis
Erika Monell
Lisa Randall

O'kneeka Roberts
Hayley Shulman
Jennie Smith Wilson
Hollis Thomas
Christina Tso Metz

EXPANSION & NAME CHANGE PRESS CONFERENCE

WAYS TO GIVE

Our donors direct their gifts to the programs and services that are nearest to their hearts or simply apply them to the greatest need. ywcannj.org/donategive

WAYS TO GIVE

YWCANNJ.ORG/DONATEGIVE

EMPOWERING GIRLS
Self-Esteem + Healthy Habits = Girl power
Your support expands the community of empowered young women who will also inspire and empower others.

EMPOWERING WOMEN
Networking + Education = Equality and economic empowerment for women
Your support helps expand opportunity and advance equality for all women.

GALA
Recognition + Celebration = Expanded network of support and services
Your support helps advance our commitment to the people we serve and promote equality for all.

HEALINGSPACE
24/7 Hotline + Services = A safe haven for survivors of sexual violence
Your support helps fund our dedicated 24/7 hotline; vital services such as accompanying survivors to hospitals, law enforcement agencies, and legal proceedings; and sexual violence education and outreach.

healingSPACE LEGAL ADVOCACY PROGRAM
Legal Advocacy + Services = Legal recourse for survivors
Your support helps give access to legal services to more survivors.

RACIAL JUSTICE INITIATIVES
Awareness + Action = Strides toward equality for people of color
Your support helps address issues that disproportionately and negatively impact people of color, preserve and extend rights, and strive for equality for all people.

YOUTH DEVELOPMENT
Fitness + Fun = Self-confidence for those with special needs
Your support helps fund special needs recreation programs that build self-confidence and fitness.

Child Care + Summer Camp = Peace of mind for working parents
Your support helps provide scholarships to families in need, empowering parents by ensuring that their children are safe, nurtured, and educated.

YWCA IS ON A MISSION

YWCA Northern New Jersey (ywcannj.org) is dedicated to eliminating racism, empowering women, and promoting peace, justice, freedom, and dignity for all. We are the area's largest provider of childcare services, a recognized leader in health and fitness programs, and operator of healingSPACE, Bergen County's only Sexual Violence Resource Center. Celebrating nearly a century of commitment to our community, today we improve the lives of thousands of women, girls, and families with the generous support of our donors, partners, sponsors, members, and program participants.

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eliminating racism
empowering women
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YWCA Northern NJ
100 YEARS
of Impact
Moving Forward Together>>

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