

eliminating racism
empowering women

ywca

Princeton



IMPACT REPORT 2020-21

GET TO KNOW YOUR YW

THE BURKE FOUNDATION EARLY CHILDHOOD CENTER AT YWCA PRINCETON

YWCA supports improving access to quality, affordable, and accessible early childhood programs as a means of reducing barriers to successful workplace participation by women, particularly women of color. Our comprehensive learning curriculum empowers children with culturally sensitive, developmentally-appropriate activities that promote social-emotional learning. The Burke Foundation Early Childhood Center at YWCA Princeton serves children ages 8 weeks to 6 years old.

BREAST CANCER RESOURCE CENTER

YWCA supports improving access to women's health initiatives, thereby empowering women to take control over their physical, mental, and emotional well-being. Our Breast Cancer Resource Center offers support to breast cancer thrivers and survivors, including, support groups, fitness and wellness programs, a wig boutique, transportation assistance to critical medical appointments, and more.

ENGLISH AS A SECOND LANGUAGE

YWCA supports immigrant justice because it is integral to racial justice. All immigrants—regardless of status—deserve to be safe, healthy, and treated with dignity and respect. English literacy empowers immigrants to advocate for themselves in every aspect of their lives. Our ESL program serves immigrants and adult learners in the Trenton and Princeton areas; we also offer free U.S citizenship preparation classes.

YWCA PRINCETON AREA NEWCOMERS & FRIENDS

YWCA supports creating inclusive spaces for community members to come together and feel accepted. Our Newcomers & Friends invite you to join a social group where new friendships are formed, experiences are shared, and a vibrant community is celebrated.

STAND AGAINST RACISM

YWCA Princeton founded Stand Against Racism with the former YWCA Trenton in 2007. It has since become a signature campaign of YWCA USA and all YWCAs across the nation. Stand Against Racism is a year-long campaign to unite our voices to educate, promote, and advocate for racial justice. Through this campaign, we invite our community to take a stand with us against racism.



To our YWCA Princeton Community,

My first year as Chief Executive Officer was unforgettable. When I look back on all we've accomplished within the pages of this impact report—which covers July 2020 to June 2021—and beyond, I think of the word “essential.” Up until these last two years, I always associated “essential” with notions of who should be on the roads during a snowstorm or the things I'd grab in a fire. But now, “essential” reminds me of my family, my community, and the people in my life who make me feel seen.

Our childcare program only closed briefly during the first few months of the pandemic before reopening at a temporary location. During this time, we were able to complete renovations at The Burke Foundation Early Childhood Center at YWCA Princeton. Early education and childcare were and are considered essential, and for good reasons. But our programs that remain virtual, like our Breast Cancer Resource Center, English as a Second Language, and the YWCA Princeton Area Newcomers and Friends are also essential.

Having access to support groups while navigating any stage of a breast cancer journey is essential. Gaining fluency in English as a means to attaining professional and personal goals, and receiving encouragement and one-on-one support along the way are essential. Connecting with others, learning new skills, and having conversations during an otherwise isolating time are all essential.

Our mission to eliminate racism and empower women is essential. That's why we've pressed on throughout the challenges of the past year. 2022 marks our centennial anniversary, and I am honored to lead this organization into its next chapter. We wouldn't have reached this milestone without the continued support of community partners, our staff, our Board of Directors, and stakeholders like you. **You are essential.** Whether you're a program participant, volunteer, donor, or a fellow advocate, *you are part of our mission in action.*

I'm truly excited for the year ahead, and thankful for the years behind us. Scan the QR code below to take a look at our year in review.

Yours in the mission,



OUR YEAR IN REVIEW

2021 TRIBUTE TO WOMEN AWARDS

On March 25, 2021, we commemorated Women's History Month by recognizing women who are making a difference throughout Central and Southern New Jersey during our annual Tribute to Women Awards. Our community joined us in celebrating 13 women who exemplify the YWCA mission of eliminating racism and empowering women. The 2021 Tribute to Women Honorees represent a spectrum of professional industries and social justice causes, but they each advocate for equity, opportunity, and change on behalf of those they serve.

2021 Tribute to Women Honorees

- Lisa Asare**
- Elizabeth Baran-Wagner**
- Dr. Joy Barnes-Johnson**
- Joanne Canady-Brown**
- Dr. Nathalie Edmond**
- Denalerie J. Johnson-Faniel**
- Blair Miller**
Young Women Award
- Caroline L. Mitchell**
- Councilwoman Crystal Pruitt**
Young Women Award
- Assemblywoman Verlina Reynolds-Jackson**
- Dr. Eman Tadros**
Young Women Award
- Pam Wakefield**
- Diana Zita**



Left to right: Tay Walker, Atiya Weiss, James Burke, First Lady of New Jersey Tammy Murphy)

RIBBON CUTTING CEREMONY

On September 26, 2021, we held a ribbon cutting ceremony to commemorate the opening of The Burke Foundation Early Childhood Center at YWCA Princeton. We were honored to have First Lady of New Jersey Tammy Murphy as our keynote speaker. There were also remarks from YWCA Princeton CEO, Tay Walker; CEO of The Burke Foundation, James Burke; and Councilwoman Leticia Fraga. Princeton historian, educator, activist, and past Tribute to Women Honoree, Shirley Satterfield, was also in attendance, and assisted with the ribbon-cutting at the close of the celebration.



“For working parents, the availability of affordable, quality child care is absolutely essential, but the new YWCA Child-

care Center goes beyond offering this critical service,” said First Lady Tammy Murphy. By including a lactation room, classrooms for public Pre-K classes, access to ESL classes, and more, this facility will support Princeton area families in a multitude of ways.



A LOOK INSIDE THE BURKE FOUNDATION EARLY CHILDHOOD CENTER

Our last impact report featured a glimpse of our renovation project and one of our classrooms at The Burke Foundation Early Childhood Center at YWCA Princeton. This year, we're even more excited to share a look at our program in action, as well as a full tour of the new wing.

Scan the QR code here to take a virtual tour of The Burke Foundation Early Childhood Center at YWCA Princeton, led by CEO Tay Walker.



PRAISE FROM PARENTS

“My family has attended the YWCA for more than two years now. I continue to see how the curriculum includes age-appropriate skill building in a nurturing and engaging way for all children. I now have two children attending the program. Each of them did not begin their attendance in their infancy but toddler ages. Although each of my children had differences in their development compared to their classmates, it was a short time before they caught up. A huge contribution to this is because of the skilled teachers recognizing where the children should be and helping them to get there. It's not a surprise when your child sings a song from music class or explains how to measure an ingredient or begins counting their fingers. The activities presented are always creative and something that parents can easily

repeat at home. E-mails home describe what the weekly topics are along with pictures so you can have a proud parent moment.” —Tricia B.



2021 STAND AGAINST RACISM: RACISM IS A PUBLIC HEALTH CRISIS

The 2021 YWCA Stand Against Racism theme highlighted the ways in which systemic racism contributes to structural inequities that impact daily life as well as mental and physical health in communities of color. Our Thought-Provoking Talks panel included Past Tribute to Women Honorees Lisa Asare, Assistant Commissioner of Family Health Services at the New Jersey Department of Health and Dr. Nathalie Edmonds, Owner and Director of Mindful and Multicultural Counseling, as well as Ryan Haygood, President and CEO of the New Jersey Institute for Social Justice and Gwendolyn Krol, Vulnerable Population Outreach Coordinator for the Municipality of Princeton.

Our Stand Against Racism Youth Rally and Open Mic was also held virtually, and was attended by students from Plainsboro, Princeton, Trenton, and even Pennsylvania. The students ranged from grades 7–12, and recited original pieces as well as classic works from literary icons such as Maya Angelou and Audre Lorde. Others shared personal stories, or simply words of encouragement.

FINDING COMMUNITY AND CONNECTION



Ashita (pictured third from left) with fellow BCRC members, staff, and volunteers at a tie dye turban party on the Bramwell lawn.

ASHITA'S STORY

Ashita S. joined the Breast Cancer Resource Center in October of 2020, 6 months after her initial breast cancer diagnosis. It was Stage 2/early Stage 3, triple negative, and she was right in the thick of her treatments. Although it had been a trying journey up unto that point, she was generally doing well physically and emotionally, but upon her initial intake with BCRC Director Melissa, she thought to herself: “why didn’t I join earlier?” She attended her very first support group soon after and immediately felt YWCA Princeton was her tribe.

She recalls feeling comfort in opening up and finding support in women who currently are or have been in the same life stage as her and “just get it!” She shares, “As much as it is nice to have social workers, therapists, medical teams, alternate healers—and as much as I appreciate and respect them all—you just don’t get it till you get it.”

Ashita adds the support she has gained from the BCRC has been “life-changing” for both her and her family. She says, “We don’t have a history of cancer on either side of the family. Extended

family and friends are all geographically dispersed; so BCRC has truly been our one-stop shop.” Also noting, “Sometimes it’s hard for family to relate, because despite their best intentions they just don’t get it. So personally I am able to connect with fellow survivors and just be me, without any judgement.”

Although Ashita finds benefit in all of the programing and resources the BCRC offers, our Healing Arts classes are her favorite. She shares: “I found the colors so therapeutic, [our teacher] Danielle is great, and it gives me a chance to both meet my tribe and spend quality mother-daughter time with my 6 year old.”

Thank you to all of the donors, staff, and volunteers, whose continued support of the YW and our Breast Cancer Resource Center make it possible to provide resources to women in need right here in our community. Together, we have created a safe space that is Ashita’s—and many other’s—‘go-to’.

Ashita, BCRC participant, breast cancer survivor

FEELING GRATEFUL

RAY OF SUNSHINE

Karen Ibrahim, known to our families and staff as “Ms. KK”, has been teaching and caring for children for 22 years. The last six of those years have been spent with YWCA Princeton, and before that, she worked at the Princeton YMCA for ten years. She is a teacher in the Rosebuds classroom, where she nurtures and supports the youngest children at our center.

In September of 2020 we welcomed staff and students to our newly-renovated childcare wing, The Burke Foundation Early Childhood Center at YWCA Princeton. Following a summer of learning new safety protocols and adapting to constant changes, Ms. KK was eager to return to 59 Paul Robeson Place. In November, she and her co-teacher, Ms. Maya, reflected on their experiences and shared the following note on their classroom bulletin board: “We are thankful for being blessed with good health and a job. The Rosebud teachers would like to

thank the families for the opportunity for us to be their child’s teachers. We appreciate having the group of children we have. **The Rosebud children are our rays of sunshine throughout these difficult times.** We are very honored, proud and thankful to be their teachers.”

When asked why she enjoys working with infants, Ms. KK shared that she values the unique opportunity to support them through developmental milestones like rolling to crawling, and eventually walking. Our classes use an app to share photos and updates throughout the day to keep parents in the loop, and morning temperature screenings have become a helpful opportunity to check in with our families.

We’re proud of the impact our program has on the children, families, and staff at The Burke Foundation Early Childhood Center at YWCA Princeton.



Above: The Sunflower class singing and celebrating during their graduation ceremony.

Right: Hands-on learning with Ms.KK!



3,258
Total services provided

2,739
Outreach and education

260
Support group and healing arts participants

41
New members

67
Families served

75
Children enrolled

Students and staff hail from

25
countries

11
Languages spoken by families and staff

46
Children enrolled in free preschool through our Princeton Public Schools partnership

NEWCOMERS

COMING TOGETHER

Our **171** Newcomers & Friends members hail from **24** states and **14** countries. Members participate in **37** different interest groups and donated **75** gifts to The Burke Foundation Early Childhood Center at YWCA Princeton.

Despite meeting virtually for much of the year, the YWCA Princeton Area Newcomers & Friends deepened their connection and collaboration with the YW. Sonia Lee, VP of Marketing and Marie-Christine Polidori, VP of Communications worked with our Development & Marketing team to rebrand the Newcomers & Friends logo to align more with YW branding, bring more program content to our social media, and secure media coverage.



The YWCA Princeton Area Newcomers & Friends gathered in June for the End-of-Year Picnic to celebrate the end of a challenging year and welcome new Board leaders.

FINDING CONFIDENCE AND GAINING SKILLS THROUGH ENGLISH AS A SECOND LANGUAGE (ESL)



“I have really enjoyed taking ESL and Workplace Readiness classes. I have seen so much improvement in me. The Workplace Readiness classes and especially the course on English for Specific Careers were very interesting because they have helped me understand a lot of terms used in the workplace that I never heard of before. I have also become more fluent in my communication with others and improved my speaking skills. I have learned a lot about the American culture,

and through that process, I have come to appreciate many things about my own culture. I need to continue to improve my reading and my writing skills: that’s why I am continuing to take classes here. I know that I can’t do it without YWCA Princeton help and the help of our amazing teachers. Thanks again for this great opportunity.”

—Nochebuena, current ESL student

ESL STUDENTS PREPARING FOR SUCCESS IN THE WORKPLACE

87% of ESL students progressed to a higher level of fluency

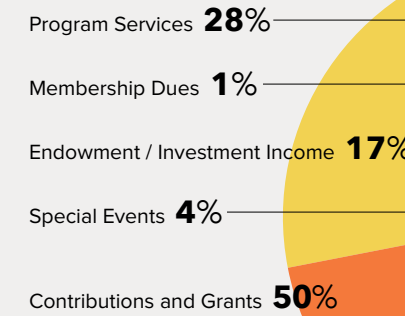
32% of students obtained jobs where speaking English is a prerequisite

24 students completed 100 hours of instruction

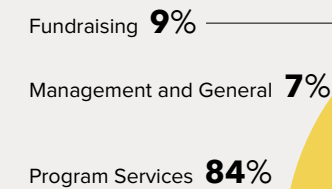
15 students enrolled in our new Integrated Education and Training (IET) courses

YWCA PRINCETON

TOTAL REVENUE \$2,824,717



TOTAL EXPENSES \$2,891,817



*Figures above are accurate as of 12/4/2021. For final numbers, please see our most recent audited financial statement.

**Please note that the COVID-19 pandemic shuttered several programs that could not translate to remote services. This is heavily reflected in our Program Services percentage.

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Programs

- Priscila Gramajo**
Outreach Coordinator of the Breast Cancer Resource Center
- Jessica Kaschak**
Administrative & Outreach Coordinator of the Breast Cancer Resource Center
- Heledona Katro**
Director of ESL and Literacy Programs
- Judith Mason**
ESL Office Assistant
- Cassandra Mendoza**
Assistant Director of The Burke Foundation Early Childhood Center at YWCA Princeton
- Myra Rabanales**
Administrative Assistant and Family Liaison Worker, The Burke Foundation Early Childhood Center at YWCA Princeton
- Tara O’Shea**
Director of The Burke Foundation Early Childhood Center at YWCA Princeton
- Melissa White-McMahon**
Director of the Breast Cancer Resource Center

BEQUESTS

Ann L. Saunders Brown
Anita Levadie

INSTITUTIONAL DONORS

\$50,000 to \$75,000

BlackRock Charitable Fund
The Bunbury Fund of the Princeton Area
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\$25,000 to \$49,999

Green Family Foundation

\$10,000 to \$24,999

The Burke Foundation
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The Merancas Foundation, Inc.
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\$5,000 to \$9,999

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\$1 to \$999

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Rotary Club of Montgomery / Rocky Hill
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United Way of Greater Mercer County
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\$5,000 to \$9,999

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Judith H. Klitgaard
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the Princeton Area Community Foundation

\$1,000 to \$4,999

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Sandra Perkins
Elwood Phares
Sue Phillips

Mary Pickens
Sidnee Pinho
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Ian Pontell-Schaefer
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Lillie Binder
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Efrat Bolze
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William Ellis
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Carrie Brehm
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Morgan Brown
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Claire Calandra
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In Memory of Stephanie Chorney
 Toby Israel
In Memory of Catherine Docter
 Laura Docter
In Memory of Harold Donato
 Caron Scorpio
In Memory of Jane Geary
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Girls Basketball
In Memory of Ruth Ginsburg
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In Memory of Virginia Hendrickson
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 Shareef Professional Services
 Laila S. Wilson
In Memory of Charles Straut
 Leslie Straut Ward
In Memory of Mary Beth West
 Gail Kenney
In Honor of Admin Staff at Princeton
YWCA
 Grace Yuen

This report reflects giving from July 1, 2020–June 30, 2021. In preparing this report, YWCA Princeton has made every effort to recognize all those who contributed so generously. We apologize for any errors and request that corrections be brought to our attention.



“Being a member of the NEXT GEN Board provided a level of insight into board management that I would have never obtained in my regular course of work. I appreciated the chance to work alongside strong women of my age who show a great passion for advancement in their respective careers. I cannot thank YWCA Princeton organization enough for the chance to be a part of such a special group!”

—Sarah Kiely, Co-President of NEXT GEN

In Honor of Helena Barkman
 Anna Napper
In Honor of The Team at Blue Point Grill
 Simone & James Mets
In Honor of Romana Deutsch
 Paula Deutsch
In Honor of Marjorie Eisenberg
 Kenneth Eisenberg
In Honor of Denise Fraser
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In Honor of Melissa White-McMahon
 Virginia L. Bower
In Honor of YWCA Princeton Newcomers & Friends
 Marla Burchell
 Donna Wolfe
In Honor of YWCA Princeton Team
 Jenn Johnston
In Honor of Diana Zita & Dr. Joy Barnes-Johnson
 Princeton Family YMCA



For a second year, the YWCA Princeton Newcomers and Friends sponsored our ETS Firecracker 5K. Some members got together to commemorate the end of the virtual race with a finish line photo of their own!

ETS FIRECRACKER 5K RUN PARTICIPANTS

- | | | | |
|--------------------|---------------------|--------------------------|-----------------------|
| Sara Albers | Marissa Garcia | Raphael Marius | Jean Ricketts |
| Butter Allen | Tanika Gardin | Monica McInnes | Deborah Ridder |
| Virginia Arroyo | Nancy Geiger | Richard McMahon | Stacey Rivera |
| Madhumita Banerjee | Ann Goodwillie | Diamond Medley | Maxine Roberts |
| Pat Beaver | Christine Gorda | Cindy Miers | Michelle Ross |
| Mark Beaver | Kenneth Gorda | Marsha Montgomery | Sarah Scanga |
| Kaya Benitez | Haley Gorda | Jennifer Morella | Louise Senior |
| Abbe Binstock | Nneka Greene | Brett Morey | Victoria Sheridan |
| Linda Biondi | Virginia Greenzang | Mounira Morris | Debbie Simmons |
| Marla Burchell | Cathylee Healy | Alexis Moses | Karen Sladek |
| Kristine Byrnes | Kristina Hill | Patricia Natale | Ann Strootman |
| Emily Callahan | Samantha Holley | Lydia Oakes | Viji Sudarsanam |
| DawnMarie Callaway | Katrina Homel | Eily O’Connor-Jones | Priya Sudarsanam |
| Darricka Carter | Sandy Homel | Erika Palmer | Leslie Sullivan |
| Preeti Chaubal | Jocelyne Honvo | Neepta Patel | Marlina Tadesse |
| Connie Chevalier | Pat Hood | Aveena Patel | Leslie Tighe |
| Mary Cole | Akiko Iino | Mary A. Peck | Benjamin Tillery |
| Lisa Dagnino | Jessica Marie James | Janet Perkins | John Tucker |
| Melissa Davis | Jeanne Johnson | Quentesa Pierce | Jeanne Turner |
| Holly DiFranco | Nicole Johnson | Quentisha Pierce | Steve Walker |
| Betty Dominick | Brenda Johnson | Marie-Christine Polidori | Patricia Walker |
| Matt Duppel | Jenn Johnston | Ian T. PontellSchaefer | Tay Walker |
| Tia Eady | Synthia Lawton | Fitzgerald Presume | Lisa Wallace |
| Austin Edwards | Padmaja Lele | Amy Rabner | Donna Weintraub |
| Amanda Erwin | Harshawardhan Lele | Verlina Reynolds-Jackson | Melissa White-McMahon |
| Hollis Fitch | Sharon Lester | Palmer Richardson | Donna Wolfe |
| Leon Fuller | Yanique Malabre | Deborah Richter | |
| Shameen Gaj | Dariel Marius | | |



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