

# CHALLENGE, CHANGE, AND REGROWTH.



**GRATITUDE REPORT 2020**

YWCA SEATTLE | KING | SNOHOMISH



# GRATITUDE UNDER PRESSURE

## How We Responded To a Year Like No Other

Dear Friends,

No one could have predicted the events of 2020. A global health pandemic unlike any we've seen in 100 years. Worldwide protests for racial justice, with millions of citizens calling to support Black lives and end police violence. The myriad ways COVID-19 has worsened disparities in health, housing, and employment for the most vulnerable, particularly for women and BIPOC communities.

YWCA's programs quickly pivoted to meet the urgent and emergent needs of community members. Our work slowed but never stopped, thanks to your responsive funding, innovative partnerships, and generous contributions.

**To the dedicated volunteers, community partners, staff, and program participants of YWCA Seattle | King | Snohomish – thank you.** Together, we delivered meals to families facing food insecurity, supported parents and students when classes moved online, assisted renters at risk of eviction, and much more.

**During a year of unprecedented challenge and uncertainty, you helped YWCA continue to deliver on our mission and provide critical services to more than 7,000 women, men, and children in the region.**

One of our biggest surprises came at the end of the year, when YWCA received an unexpected gift. This transformative donation is the largest in our 127-year history, and will help strengthen our organization's impact for years to come.

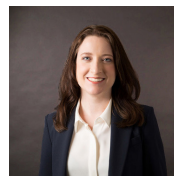
If we can respond to the unforeseen changes of 2020, we can do anything. We can tackle the systemic injustices that make it harder for women – particularly BIPOC women – to thrive and lead. The time to act is here and now. Today, we're planting seeds for a brighter future that will nourish the regrowth of equity and justice in our community.

On behalf of YWCA, thank you for helping ensure that every woman has the opportunity to build a healthy, safe, and stable life of her choosing. The lessons we've learned over the past year will help us continue fighting in the future, and we look forward to having you by our side in 2021 and beyond.

With gratitude,



**MARIA CHAVEZ-WILCOX**  
Chief Executive Officer



**LISA SCHAURES**  
Board Chair, 2020-2021





## IN HER WORDS

### Qiutrina Miller, YWCA Work\$Ready Graduate

Before the pandemic hit, I worked at a nursing home. Three people passed away before we even knew it was COVID-19. I went from 160 hours a month to zero.

It was a dark time for everyone, and uncertainty about the virus and my own future was stressful.

**Then I saw a flyer for Work\$Ready, a job readiness program, and met YWCA Career Navigator, Dion Willis.** From day one, he was a motivating force.

When classes moved online because of the pandemic, Dion was up-front and transparent with me, and continued to focus on my experience and needs.

The instructors rallied around us and provided a supportive environment. I enjoyed the diverse group of students, and learned so much from other participants. We had a lot of “Ah ha!” moments, tears, and realizations.

As the end of the program neared, I was scared by the idea of a virtual job fair. It had been so long since my last interview and I explained to one of our instructors, Angeline, that I didn’t feel confident in any of my clothes.

The day before the job fair, she brought me to her office to pick out a professional outfit. Between interviews, Dion checked-in with me to share extra tips, and just really put me at ease. The work paid off, and I got calls back for three positions.

I’m working as a dispatcher now, which gave me the flexibility to go back to school. I graduated this year from Seattle Central College and I’ve been accepted to the bachelor’s program at Highline College this fall!

Work\$Ready made a difference in my life. Since completing the program in June 2020, I’ve used and shared the skills I built every day. I talk to so many people who want to know more and enroll. I’m glad that Dion has let me share his contact information with all of them!



*Qiutrina Miller and her grandkids outside of YWCA’s Renton Regional Center. Photo credit: Jovelle Tamayo.*

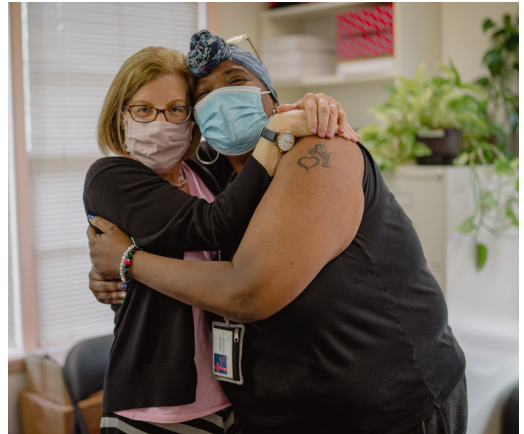


# FACING THE CHALLENGES

## The Opportunity Gap Widens

Following a year of unprecedented challenge and change, the communities we serve continue to be disproportionately impacted by the effects of COVID-19.

From unequal pay to lack of affordable housing, access to education and healthcare, BIPOC communities – and Black women in particular – continue to feel the historic impacts of injustice in their daily lives.



## WHO WE SERVED

Over 7,000 women, men, and youth received ongoing services from YWCA in 2020.



- 92% Low income
- 72% Experiencing homelessness at intake
- 71% BIPOC
- 70% Women and girls
- 32% Youth under 18
- 29% Report a disabling condition
- 24% Experiencing domestic violence at intake





# MAKING A DIFFERENCE

Moving Quickly to Meet Urgent Needs

YWCA works to break down the barriers to equity and opportunity in the most critical areas of people's lives: housing, economic advancement, health, and safety. We're dedicated to ensuring that every woman in our community has the opportunity to fully participate and thrive in life.

Because of the pandemic, YWCA services were slowed but never stopped. Sites continued to operate at reduced capacity, following the safety measures of public health authorities. While the total number of people served in 2020 was lower than the previous year, community need for these services has continued to grow.

## # OF PARTICIPANTS BY PROGRAM AREA

**Housing (5,275)**

**Health and Safety (1,323)**

**Economic Advancement (635)**

## PARTICIPANT OUTCOMES

**94%** of residents who lived in YWCA permanent housing maintained housing stability.

**93%** of participants left a YWCA employment program with increased job readiness.

**73%** of participants exiting YWCA shelter or homelessness prevention programs moved into permanent housing.



*Leticia Hannah and her sons Ashton and Grayson outside YWCA Trinity Place in Lynnwood.*



# 2020 CONTRIBUTORS

We are truly grateful for all of those who have contributed to YWCA's mission, including the public, foundation, corporate, and individual funders listed below who donated \$5,000 and above in 2020.

## \$100,000 & Above

Ballmer Group Philanthropy  
Bernier McCaw Foundation  
The Boeing Company  
City of Seattle  
Department of Veteran Affairs  
Gow Family Foundation  
Housing Authority of Snohomish County  
King County  
King County Housing Authority  
Microsoft Corporation  
The Norcliffe Foundation  
Jeannie and Bruce Nordstrom  
Premera Blue Cross  
MacKenzie Scott  
The Seattle Foundation  
Seattle Housing Authority  
Mary Snapp and Spencer Frazer  
Snohomish County  
State of Washington Department of Social and Health Services  
United Way of King County  
United Way of Snohomish County  
Washington State Department of Commerce  
Workforce Development Council of Seattle King County  
Anonymous (3)

## \$50,000 - 99,999

Eve and Ellsworth Alvord  
Avalara  
The Biella Foundation  
Sonya and Tom Campion  
City of Bellevue  
City of Everett  
Community Foundation of Snohomish County  
Grousemont Foundation  
Lucy Helm  
The Jolene McCaw Family Foundation  
RealNetworks Foundation  
Akila and S. Somasegar Family Foundation  
Tudor Foundation  
US Department of Housing and Urban Development  
The Whitehorse Foundation

## \$25,000 - 49,999

The Anderson Foundation  
AT&T Foundation  
Bank of America  
BlackRock Charitable Fund  
Burns-McCabe Foundation  
Careerwork\$, Inc.  
City of Auburn  
City of Issaquah  
City of Redmond  
City of Renton  
Comcast  
The Foster Foundation  
Bill & Melinda Gates Foundation  
The John C. & Karyl Kay Hughes Foundation  
KeyBank  
King County Emergency Food and Shelter National Board Program  
The Laura Ellen and Robert Muglia Family Foundation  
Nintendo  
Evelyne Rozner and Matt Griffin  
PACCAR Foundation  
Safeco Insurance Fund  
Seattle Credit Union  
Seattle Times Fund for the Needy  
Snohomish County Emergency Food & Shelter Program  
TEW Foundation  
Treeline Foundation  
Washington State Department of Financial Institutions  
Wells Fargo  
Anonymous (2)

## \$10,000 - 24,999

Amazon.com Inc  
Anne and Geoffrey Barker  
Belfor Property Restoration  
Charlene and Frank Blethen  
Estate Of Evelyn Botesch  
James Bromley and Joan Hsiao  
City of Federal Way  
City of Kent



City of Kirkland  
City of Tukwila  
Columbia Bank  
Frances and Gerald Conley  
Country Doctor Community Health Centers  
Rose Marie David  
Susan and Lewis Edelheit  
Stephanie Ellis-Smith and Douglas Smith  
Maureen Frisch  
Mimi Gates  
Linda Glenicki  
Goldman Sachs Philanthropy Fund  
Haggen Foundation  
Harborstone Credit Union  
Lowell Hargens and Barbara Reskin  
Mary Ann and Lawrence Heeren  
Kalen Holmes  
Pamela Hughes and Robert Munoz  
Cathy and Joseph Linn  
Sandra Moss  
Anu and Satya Nadella  
Grace Nordhoff and Jonathan Beard  
Nancy Nordhoff  
Nordstrom, Inc.  
OneFamily Foundation  
Sue and Marty Peterson  
Gaye and Jim Pigott  
Viji and Kal Raman  
Tali Rausch  
Kathy Surace-Smith and Bradford Smith  
Swedish Medical Center  
U.S. Bank Foundation  
Shirley and David Urdal  
Leslie Wagner and Ed Curtis  
Kristine Wilson  
YWCA USA  
Anonymous (2)

**\$5,000 - 9,999**

Banner Bank  
BECU  
Natanya Bednarski and Gregory Johnson

Fred & Gretel Biel Charitable Trust  
Sarika and Samir Bodas  
Katie and Brian Boland  
Maria Chavez-Wilcox and Jeffrey Wilcox  
City of Burien  
Renee Cogdell Lewis and Laurance Lewis  
Columbia Pacific Wealth Management/CPWM  
Edward A. and Evelyn M. Dik Family Foundation  
East West Bank  
Patti and Lindsay Eberts  
Epiphany Parish of Seattle  
Veronica and John Gates  
GE Foundation  
Georgetown Brewing Company  
Estate of Elizabeth C. Gibling  
Gilead Sciences, Inc.  
The Glaser Foundation  
Elizabeth Hebert  
Judith and Robert Higgins  
Gretchen Hull  
Anu and Naveen Jain  
Sarah Jewell  
Barbara Johns  
Janet Ketcham  
Linda and Kerry Killinger  
Linda and Jay Lapin  
Leslie Fund, Inc.  
Lynn Manley and Alexander Lindsey  
Susan Mask  
The Keith & Mary Kay McCaw Family  
Foundation  
Microsoft Alumni Network  
Alison and Glen Milliman  
Egon Molbak  
Harriett and John Morton  
MultiCare Medical Center  
Patricia and Eugene Neuberger  
Sally and William Neukom  
Northwest Credit Union Foundation  
Mary Kay O'Neill  
Peoples Bank  
Anonymous (2)

# 2020 CONTRIBUTORS

## \$5,000 - 9,999 (Continued)

Perkins Coie Charitable Foundation  
Public Hospital District No. 2 of Snohomish  
County (c/o Verdant Health Commission)  
Janice and Charles Rohrmann  
Barbara Rosen and Russell Berg  
Judith and Jon Runstad  
Lisa Schaures  
Schultz Family Foundation  
Schwabe, Williamson & Wyatt, P.C.  
Seattle Children's  
Solid Ground Washington  
Malcolm Stamper  
Kathryn and Robert Strong

Meera and Ramamurt Suresh  
Virginia Sybert  
Jeanne Thorsen and Thomas Mayer  
Tulalip Tribes Charitable Fund  
Union Bank  
Univera Serve First  
Vijay and Sita Vashee  
Walsh Construction Co.  
Washington Bankers Association  
Jennifer Wells  
Patricia and Ty Wernet  
Wyman Youth Trust



Your partnership and generosity make a huge impact on the lives of women and families in our community. Please contact YWCA's development team if you notice an error or omission on the above donor list: Sarah C. Hassen ([shassen@ywcaworks.org](mailto:shassen@ywcaworks.org) or 206.490.4365).



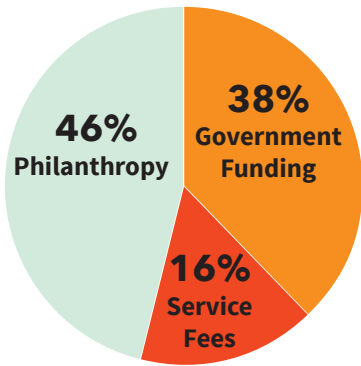




# 2020 FINANCIALS

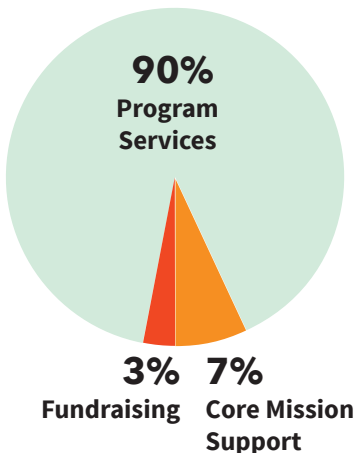
Thanks to the response of dedicated partners like you, YWCA continued to meet the urgent needs of the community throughout 2020, despite increased expenses and decreased service fees. This included an unprecedented philanthropic gift received at the end of 2020 - a contribution that will allow YWCA to invest in our long-term vision and increase the impact of our work.

## REVENUE BY CATEGORY



<b>Philanthropy</b>	\$27,145,143
<b>Government Funding</b>	\$22,429,388
<b>Service Fees</b>	\$9,020,216
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<b>2020 Revenue</b>	\$58,594,747

## EXPENSES BY CATEGORY



<b>Program Services</b>	\$38,580,421
<b>Core Mission Support</b>	\$3,013,787
<b>Fundraising</b>	\$1,472,500
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<b>2020 Expenses</b>	\$43,066,708





# BOARD OF DIRECTORS

We are beyond grateful to YWCA's board of directors for their continual leadership and commitment to our mission, especially during a tumultuous and challenging 2020. Below is a full list of members from 2020 to 2021.

**Carmen Best\*\***

Seattle Police Chief (ret)

**Bobbe Bridge\***

Center for Children & Youth Justice (ret)

**Jim Bromley**

Community Volunteer

**Sonya Champion**

The Champion Advocacy Fund

**Calandra Childers**

Seattle Office of Arts & Culture

**Katherine Cheng\*\***

Expedia

**Robyn N. Corr**

Nintendo of America

**Renee Cogdell Lewis**

Univera, Inc.

**Maryann P. Crissey\***

Banner Bank

**Benjamin Danielson**

UW Physicians

**Rose Marie David\***

Homebridge Financial

**Katharine Fitzgerald**

Community Volunteer

**Vicki Foege**

Homestreet Bank

**Rafael Grijalva**

Amazon

**Bavan M. Holloway\***

Boeing

**Douglass (Doug) L. Jackson**

UW School of Dentistry

**Jonelle M.C. Johnson\***

Nordstrom

**Leslie D. Jones\***

Sound Transit

**Amy Kosterlitz\***

Professional Development Coach & Consultant

**Sandra Madrid, Ph.D.**

UW Minority Affairs (ret)

**Susan Mask**

Consultant (ret)

**Cassandra Mitchell**

KeyBank

**Kim Pastega\*\***

Boeing

**Sue Peterson**

Pathstone

**Amelia Ransom**

Avalara

**Camille Ralston**

Montgomery Purdue Blankinship & Austin OLLC

**Ann Rickett\***

Community Volunteer

**Melissa Robertson**

Seattle Mariners

**Richard Romero**

Seattle Credit Union

**Roberta Romero**

Peer Washington

**Barbara Rosen**

BR Consulting

**Martha Sandoval**

Perkins Coie

**Lisa E. Schaures**

Schwabe, Williamson & Wyatt

**Mary Snapp**

Microsoft Corporation

**Akila Somasegar**

Girl Up, UN Foundation

**Denise Stiffarm**

Pacifica Law Group

**Yvonne Terrell-Powell**

Edmonds Community College

\*Retired after 2020 term

\*\*Started in 2021 term



# PAST PRESIDENTS CIRCLE

We are truly grateful for our Past Board Presidents who have led our organization for over 127 years. Their support, leadership, and legacy continue to shape YWCA's work today.

**Kathy Allen**

**Rhoda Altom**

**Kathryn Blackhart**

**Charlene Blethen**

**Patricia Char**

**Robyn N. Corr**

**Maryann P. Crissey**

**Ellen Dial**

**Nancy G. Duncan**

**Jean Enersen**

**Mary Anne Eng**

**Barbara Fahey**

**Molly Hanlon**

**Kalen Holmes**

**Laura Jennings**

**Sarah Jewell**

**Jonelle M. C. Johnson**

**Leslie D. Jones**

**Sandra Madrid, Ph.D.**

**Susan Mask**

**Beth McCaw**

**Barbara Morgan**

**Jeannie Nordstrom**

**Nina Odell**

**Dixie Jo Porter**

**Sharon Rowley**

**Alice Sandstrom \***

**Rivian Smith**

**Mary Snapp**

\*Deceased  
List as of June 2021



eliminating racism  
empowering women

**ywca**

Seattle | King | Snohomish

**OUR MISSION**

YWCA is on a mission to eliminate racism and empower women.

**OUR VISION**

A healthy community transformed by racial and gender equity, where women and girls of color have equal access to opportunity, and there is social justice for all people.

**STAY CONNECTED**

-  @YWCAWORKS
-  @YWCAWORKS
-  @YWCA\_SKS



YWCA Seattle | King | Snohomish is a 501(c)3 nonprofit organization, and supported by the United Way in both King County and Snohomish County.

**MAILING ADDRESS**

YWCA Seneca  
1118 Fifth Avenue, Seattle, WA 98101

**YWCAWORKS.ORG**