2015 Organizational Accomplishments

- Expanded garden at Spirit Valley/working with moms and kids on nutrition
- Provided quality programming to children, girls, youth, women and their families
- Deepened our partnerships with Head Start, YWCA of Mpls., ISD 709
- Girl Power! expansion into additional elementary school and ‘Drop In’ program at Valley Youth Center
- Girl Power! participation in the Beargrease Cub Run - one of our girls won!
- Met the “outcomes” in each of the four core programs
- Attained a clean financial audit
- Maintained a dedicated and active Board of Directors
- Great staff that does awesome work
- 384 direct program participants served
- Thousands reached through advertising and multiple media outlets
- 31st annual Mother’s Day Walk Run with expanded Health & Wellness Expo
- 11th annual Women of Distinction awards luncheon
- Hosted 2 new events - Y-Curious in August, and a movie showing at Zeitgeist in December
- Integrated Circle of Security Clinical model into Young Mother’s Program
- Became smoke-free on all YWCA property
- Made strides in our strategic plan by successfully implementing base wage increases for all union staff
- Demonstrated our commitment to empowering women by offering 3 weeks paid maternity leave
Community Partnerships

The YWCA participates in a wide variety of community partnerships to provide the best direct services and to link “services” to “action” to address the root causes of social issues. Working in collaboration with others, the YWCA addresses public policy issues, provides public education and promotes advocacy for the empowerment of women and girls and the elimination of racism. In 2015, some of our community partnerships included:

St. Louis County Health and Human Services
Duluth Youth Agency Coalition
Myers-Wilkins Community School Collaborative
Mentor Duluth
Independent School District 709 and North Star Edison Charter School
THRIVE through the Northland Foundation
Success By Six through the United Way
St. Luke’s and St. Mary’s Breast Centers
Fond du Lac Cancer Center
ISD #709 Head Start and ECFE
True North AmeriCorps
Vision Duluth
PAVSA
UMD, Fond du Lac, and WITC Early Childhood Departments
UMD Medical School

St. Scholastica’s Post Baccalaureate Nursing Program
Safe Haven
University of MN Extension Office
MN Reading Corps
Foster Grandparent Program
St Louis County Collaborative
ISD #709 Head Start and ECFE
St. Louis County Child Protective Services
Duluth Task Force on Improved Community Police Accountability
Duluth’s Anti-Trafficking Task Force
Juvenile Detention Alternative Initiative
League of Women Voters
Men as Peacemakers Restorative
Early Childhood Education
56 Children Served
27 Head Start
January – December 2015
Early Childhood Center

Curriculum Screening/Assessment Tools

Family Education and Support

Teacher Training

Spirit Valley Early Childhood Center

YWCA – Duluth
NAEYC Code of Ethics

National Association for the Education of the Young Child

★ Appreciating childhood as a unique and valuable stage of the human life cycle.
★ Basing our work with children on knowledge of child development.
★ Appreciating and supporting the close ties between child and family.
★ Recognizing that children are best understood and supported in the context of family, culture, community, and society.
★ Respecting the dignity, worth, and uniqueness of each individual (child, family member, and colleague.)
★ Helping children and adults achieve their full potential in the context of relationships that are based on trust, respect, and positive regard.
Early Childhood Center

Curriculums Used

★ PITC
★ Creative Curriculum
★ Second Step
★ Anti-Bias

TODAY IS A GREAT DAY TO LEARN SOMETHING NEW!
Early Childhood Center

Anti-bias Approach

- Supports, respects, and embraces differences.
- Acts against bias and unfairness.
- Supports critical thinking & problem solving by both children and adults.
- Creates a climate of positive self & group identity development.
- Through utilization of anti-bias approach to teaching, every child will achieve his or her fullest potential.
Early Childhood Center

Assessment & Screening Tools

★ Ages and Stages Questionnaire
★ Preschool Screening
★ IGDI’s Early Literacy Assessment
★ OUNCE Scale
Early Childhood Center

2015 Assessment Scores

**Preschool:**

★ Social & Emotional: 45% Developing on Target

★ Communication & Language: 74% Developing on Target

★ Physical Development & Health: 90% Developing on Target

★ Literacy: 52% On or above target

**Infant & Toddler:**

★ Social & Emotional: 88% Developing as Expected

★ Communication & Language: 70% Developing as Expected

★ Cognitive Development: 88% Developing as Expected

★ Physical Development: 95% on Target
Early Childhood Center

Teacher Support & Training

❖ Curriculum and Assessment Trainings
❖ Circle of Security Training
❖ Lesson Planning
❖ Observation
❖ Monthly Reflection
Early Childhood Center

Family Education & Support

★ Circle of Security
★ Head Start Family Nights
Dinner, Child Activities, Parent Support, & Policy Council
★ Parent/Teacher conferences
★ Special field trips

★ SLC Family Services Collaborative Scholarship Funding
CIRCLE OF SECURITY

PARENT ATTENDING TO THE CHILD'S NEEDS

I need you to...

- Watch over me
- Delight in me
- Help me
- Enjoy with me

Support My Exploration

I need you to...

Welcome My Coming To You

Always: be BIGGER, STRONGER, WISER, and KIND.
Whenever possible: follow my child's need.
Whenever necessary: take charge.

- Protect me
- Comfort me
- Delight in me
- Organize my feelings
Participating programs have:

★ Volunteered for extra, in-depth training.
★ Devoted themselves to strong, caring relationships with each child.
★ Adopted the latest approaches to keeping children’s learning on track.
★ Committed to daily activities and routines that help children learn.
★ Placed a focus on children’s health and safety.
★ A statewide initiative to help every Minnesota child become a successful reader by the end of 3rd grade.
★ The program places AmeriCorps members as literacy tutors in sites across Minnesota to implement a researched-based early literacy effort to help struggling readers.
★ The Minnesota Reading Corps strategies are designed for both preschool-aged children and K–3rd grade students.
★ Preschool Literacy Tutors work with preschool-aged children in their classrooms to create literacy-rich environments, focusing on the “Big Five” emergent literacy skills.
★ Data is regularly collected for each child in order to tailor literacy interventions for individual children, children in small groups, and for whole classrooms.
What’s to come…?

★ New structure & leadership. Opportunities for teachers.
★ Stability.
★ Increased collaboration with Young Mother’s Program.
★ Evolving relationship with Head Start Program.
★ UWS Research Students: Needs Assessment.

Grandma Betty with the Volunteer Grandparent Program plays with toddlers...
YWCA Youth Programs

★ Young Mother’s Supportive Housing Program
★ Mentor Duluth
★ Girl Power!
Supportive Housing
Our supportive housing program provides young mothers ages 16-21 a safe place to live, supportive services, and programming focused on healthy and self-sufficient living. The residential program consists of 7 efficiency apartments where a pregnant or parenting woman lives that are safe and affordable. The Spirit Valley facility also houses an on-site early childhood education program that is utilized by 100% of residents. Residents were either homeless or at risk of homelessness before entering the program. Participants create a strength based Independent Living Skills Plan where they set goals to achieve while participating in the program. The Circle of Security’s relationship-based approach to interactions is embedded in all areas of programming.
Supportive Housing

Young Mom’s Supportive Services

- DHS Children’s Residential Facility Licensure (CRF)
- Case Management & Advocacy
- Health & wellness support
- On-Site Child care
- Circle of Security Parenting
- Basic Need Support
- Garden/Nutrition Program
- Highly trained staff
- Education Assistance & Support
- Community Engagement
- UMD Medical School Collaboration

“The Spirit Valley Young Mother’s Program wasn’t where I wanted to be 13 months ago, but I have found a family here. It is my home…” Current Resident
Supportive Housing

Current Residents

Holiday Party at the Young Mom’s Program

Future doctor!
Supportive Housing

Current Residents

15 Moms and 16 Children Served
‘Our family is a circle of love and strength. With every birth and every union the circle grows. Every joy shared, adds more love. Every obstacle faced makes the circle stronger…’
Supportive Housing

Former Residents

30 Moms and 43 Children Served
Supportive Housing

Former Residents: 24 months after exit

★ 80% remain in permanent housing
★ 40% attending college
★ 15% college graduates
★ 63% full time employment
★ 77% remain out of CHPS (child protection) system
Supportive Housing

Spirit Valley

Community Engagement: Residents and their children participate yearly in MLK Rally, Spirit Valley Days Parade, & Vision Duluth Focus Groups
Supportive Housing

Spirit Valley – “What’s Next…?”

★ Health & Wellness Case Manager Position
★ Woodland Hills/Cambia Hills Collaboration
★ Increased collaboration with Early Childhood Education Center.
★ ECFE collaboration
★ Outreach programming with ‘wait list’ and ‘former moms’.
Supportive Housing

Program Outcomes 2015

★ 100% attending High School or GED program.
★ 100% High School graduation rate.
★ 47% attending college.
★ 100% college graduation rate.
★ 40% obtained Driver’s Licenses.
★ 53% employed.
★ 60% children enrolled in ECC.
★ 60% remain in program for 12 months or more.
Supportive Housing

Ways to get involved...

Contact:
Julie Snow    Program Case Manager
218-624-5451
x10
Julie@ywcaduluth.org
Girls & Youth Programming

Girl Power! & Mentor Duluth

YWCA – Duluth
Girls & Youth Programming

Demographic Information

In 2015, Girls & Youth Programs served a total of 285 unduplicated youth between Girl Power! in & out of school programs, Summer Camp, Drop-In, and Mentor Duluth.
Girls & Youth Programming

Mentor Duluth

- Collaboration of youth-serving agencies
- Community-based mentoring model
- YWCA caseload—working with Girl Power!
- How mentoring serves girls and families
Girls & Youth Programming

YWCA – Duluth

Mentor Duluth

2015 Highlights-- Collaborative
★ Program Quality Improvement
  ○ mentor training
  ○ advocacy

★ Recruitment Goal Met!
  ○ 107 new mentors programwide!

★ Making a Difference Award
  ○ Mary and Nashawanda matched for 8 years!
Girls & Youth Programming

Mentor Duluth

2015 Highlights-- YWCA caseload

★ Supported a total of 43 mentoring matches
  12 new matches
  working with 22 families

★ Investment in whole family

★ Moving forward: continuing to strive toward
  a more culturally responsive program.
Girls & Youth Programming

Girl Power! Sites

Laura MacArthur, 4th, 5th & *Drop-in
Lester Park, 3rd - 5th
Lincoln Park, 6th - 8th
Myers Wilkins, 3rd - 5th
North Star Edison, *3rd - 8th
Piedmont, 4th & 5th

Summer Camp, Grant Rec, age 8 - 14

*New groups starting school year 15-16
Girls & Youth Programming

Girl Power! Core Curriculum

Girls Inc. Leadership Development

STEM (Science Technology Engineering Math)

Social Justice

Community Engagement

Academic Support

Wo-mentors

Women of the Week

Field Trips
Girls & Youth Programming

Girl Power! Leadership - Community Action 2015

Several school sites made and distributed educational “zines” to their schools and the community.

GP! Summer Camp created an anti-racism campaign including education materials and a float in the Spirit Valley Days Parade.
Girls & Youth Programming

Girl Power! STEM

Color changing chemistry and engineering challenges make STEM fun and engaging!

Science Technology Engineering Math
"I am not free while any woman is unfree, even if her shackles are very different from my own." - Audre Lorde
In 2015 GP! had **over 40 weekly** volunteers, 2 interns, and 5 AmeriCorps members

“I initially volunteered with GP! because of a class requirement. After spending time with the girls and staff, I'm incredibly impressed with and honored to be a part of this program. I plan to continue volunteering my time!”

-Fall 2015 Wo-mentor
Girls & Youth Programming

GP! Community Collaborators

2015 Women of the Week Included:

UMD Multicultural Center
UMD Greenhouse
Society of Women Engineers
Black Student Association
Safe Place
CASDA
First Witness
Duluth Budgeteer
Lake Superior Zoo
College of St. Scholastica
Denfeld High Schoolers
Duluth Parks and Rec.
The Emily Program
Grandmothers for Peace
Clayton Jackson Mcghie Memorial
Unique Hair and Beauty LLC
Lake Superior Art Flow
Girls & Youth Programming

Girl Power! Community Partnership

Lincoln Park GP! became master mushers.
Two girls competed in the Beargrease Cub Run!
Girls & Youth Programming

Girl Power! Summer Camp of Solidarity

Starting as strangers…
Ending as sisters.

Empowering adventures!
Girls & Youth Programming

Girl Power! Glimpse into the Future

Drop-in and community-based programming
New and increased partnerships
Addressing the outdoor adventure gap
Striving for social justice
Health and Wellness

- Supporting health and wellness activities in all the programs
- Supporting program participants on smoking cessation, healthy eating and exercise
- Mother’s Day Walk Run
Health and Wellness

Girls and Youth

- Healthy snacks
- Safe space - physically, emotionally
- Programming that promotes healthy self-esteem
- Education supports_academic mentoring/STEM
- Adult role models - community mentoring, Women of the Week
- Outdoor adventures

Caroline, the Health and Wellness Director, brought yoga into each Girl Power! site and the Early Childhood Center in 2015 as well as a week of our Girl Power! Summer Camp
Health and Wellness

Early Childhood Education Center

- Monitor physical/developmental milestones
- Social/emotional health – curriculum and a mental health consultant
- Healthy meals and snacks / garden
- Dental clinics
- Safe and age appropriate playgrounds
- Daily exercise
- Emotional attachment – Circle of Security model
- Family support – clothes, books, parent nights
Health and Wellness

Supportive Housing

- Safe housing
- Community of caring adults
- Life skills
- Healthy food / garden
- Social / emotional support
- Healthy Choices Curriculum
- Mental health referrals
- Well baby exams
- Breastfeeding
Mother’s Day Walk/Run

2014

Proceeds: $13,276
Participants:
  Walk – 424
  Run – 211

2015

Proceeds: $13,531
Participants:
  Walk – 321
  Run – 208
On Wednesday, October 21st, YWCA of Duluth honored Women of Distinction: Scherrie Foster-Fond du Lac Tribal and Community College; Kelly Burger-CASDA; and Lee Stuart-CHUM. Emerging Leader Hannah Smith-UMD.

2014

Proceeds: $2,901
Attendees: 326
Donors: 166 (51%)

2015

Proceeds: $1,217
Attendees: 255
Donors: 68 (27%)
Development

YWCA – Duluth

Annual Fundraisers:
➢ Mother’s Day Walk/Run
➢ Women of Distinction

New Fundraisers:
➢ Y Curious Event on the BFW Plaza
➢ Movie showing at Zeitgeist

Individual Solicitations:
➢ End of Year Appeal - $3,932
2015 Revenues (Pre-Audit)

- **Total Revenue**: $895,678
- **Program Fees**: $349,302 (16%)
- **Public Support**: $146,540
- **Grants**: $180,447
- **Government Contracts**: $7,063
- **Investments**: $212,326
Finance

2015 Expenses (Pre-Audit)

Program Services  69%
Management, Utility & General Fundraising  29%
Fundraising  2%

Total Expenses: $1,163,227
The YWCA staff & board are committed to creating a new internal leadership structure that is reflective of our mission and values.

Transitions=Opportunity!
STRATEGY MAP

Mission Results

Deliver consistent high quality core programs focused on the mission
Collaborate with others to achieve gender and racial justice in our communities
Utilize organizational power to challenge social policies and practices that create barriers to the mission of the YWCA

Constituencies/Stakeholders

Create safe spaces for all women and girls
Increase the impact on people’s lives
Increase Board and staff diversity/reflect diversity of constituents
Increase community involvement in the work of the YWCA
Build capacity and optimize the skills of the Board
Increase public awareness of the issues

Internal Processes

More effective fundraising
Provide competitive wages/benefits
Become more culturally inclusive
Increase marketing and visibility
Establish and grow sustainable revenue streams
Grow existing programs/expand

Organizational Capital

Fiscal stability and growth
Increased visibility
Preferred employer
Reflective of constituents
Sustainable programming
New and increased investment in the mission of the YWCA
Thank you for joining us.

We look forward to 2016!