

ELIMINATING RACISM.
EMPOWERING WOMEN.
ENDING HOMELESSNESS.

YWCA GREATER CLEVELAND 2022 ANNUAL REPORT



eliminating racism
empowering women
ywca
Greater Cleveland

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YWCA GREATER CLEVELAND

YWCA Greater Cleveland was established in 1868. It is the seventh-oldest YWCA in the country and one of the oldest continuously operating nonprofits in Cleveland. For over 150 years, YWCA has fought to bring shelter and community to systemically marginalized people, to build greater racial equity, and to provide a space where women's leadership is valued and promoted.

Today, we operate with a fierce urgency under YWCA's One Imperative: the elimination of racism wherever it exists, and by any means necessary.



A LETTER FROM LEADERSHIP



Dear Friends,

We are filled with great pride to serve as the Chair of the Board of Directors and the President & CEO of YWCA Greater Cleveland. As we began this journey, we were inspired by the incredible accomplishments of this organization over the decades. This legacy of work serves as a strong foundation that empowers us and the entire YWCA Greater Cleveland staff to push our mission even further, creating lasting change in our community.

We are honored to lead an organization that makes such a profound impact on the lives of those we serve every day. This work is personal to us. We believe deeply that we can change the systems that marginalize so many. As lifelong Cleveland residents, we are passionately dedicated to our hometown and the communities the YWCA serves.

We are equally committed to building on the YWCA's 150-year legacy of serving and advocating for women and girls in Cleveland. We will continue our work towards the three pillars of our strategic plan: racial equity and social justice, empowerment and economic advancement for women and girls, and health and safety for women and girls, particularly women and girls of color. We are forging new partnerships that will help us provide greater opportunities and outcomes to those we serve, including new partnerships with Grow with Google and Care Alliance.

We are grateful for the overwhelming support we have received from the community, the YWCA Greater Cleveland Board of Directors, and the YWCA staff. We are confident that, if we continue to stand together, we can make great strides in the struggle for racial and gender equity and create a community that offers peace, justice, freedom, and dignity for all.

In solidarity,

Jill Bautista, Chair of the Board of Directors

Helen Forbes Fields Esq., President & CEO



CHANGES DURING COVID-19



The COVID-19 pandemic placed many ever-changing demands on how we provide high-quality, personalized, and trauma-informed services to program participants.

REDUCING THE SPREAD

YWCA adopted health protocols across all facilities like mask mandates, hand washing stations, social distancing, suspending group gatherings, and more to protect the health and safety of our staff and program participants.

Independence Place (IP)

Two important immediate responses to the pandemic were restricting visitors to Independence Place and suspending group sessions, which severely impacted residents' access to their social networks throughout the pandemic. In 2020, IP staff held virtual group meetings and one-on-one sessions with tenants to ensure developmental and education services were still accessible. Although restrictions have been lifted, we continue to establish new ways to nurture connections with the community and allow tenants to rebuild social capital.

Early Learning Center (ELC)

During the pandemic, the ELC implemented learning-from-home initiatives with at-home lesson plans and supplies. To reduce the spread during the pandemic, the ELC reopened with a reduced capacity of 36 instead of 45 children and a later start time of 7:30 AM. In 2020, transportation served half the amount of students per trip to ensure social distancing and upgraded sanitation protocols. The Early Learning Center is once again operating at full capacity, but is still observing COVID sanitation protocols to ensure the health and safety of students and families.

Norma Herr Women's Center (NHWC)

At the onset of the pandemic, and to allow for social distancing, guests were split between Norma Herr's original facility and a hotel. To ensure sustainability and maintenance of services, guests were transported to a semi-permanent alternate site on West 25th St. in December 2020. Aftercare services provided to women who have transitioned from Norma Herr to permanent housing continued through 2022, with restricted home visits and an increased use of technology and social media as tools to help maintain contact. The second site on West 25th St. was phased out in 2022, and all guests are once again located at the main NHWC site on Payne Ave.

Cogswell Hall

Throughout the pandemic, engagement and programming were provided via telephone and focused solely on crisis management, assisting participants in securing basic necessities and vital support. With increased health and safety measures in place, staff returned to work on-site in a limited capacity. Staff have since shifted to full, on-site programming for residents at Cogswell Hall.



CHANGES DURING COVID-19

COMBATTING THE DIGITAL DIVIDE

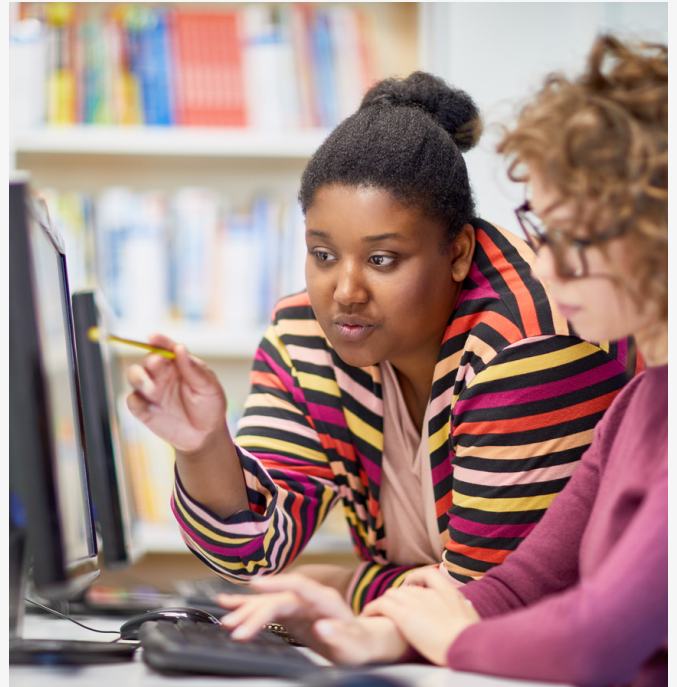
As our community adjusts to a new reality, the level of digital competencies demanded by employers, social service and healthcare providers, and more continue to increase. As the digital divide disproportionately impacts communities of color, disabled individuals, and other marginalized groups, we work to close this gap with digital assistance and education across our facilities and programs.

Independence Place

Case managers worked one-on-one with residents to provide digital training and assistance such as applying for jobs, job-specific digital competency training, scheduling and attending virtual appointments, and more.

Cogswell Hall

Technology was a barrier to engaging with some of the participants, due to lack of access and/or technology education. The implementation of technological upgrades allowed the expansion of programming with better virtual capabilities and increased accessibility to staff.



COMMUNITY PARTNERSHIPS

Independence Place

We continue to partner with community agencies to provide additional support to residents, including medication management, increasing wellness efforts, computer literacy, and building life skills.

Norma Herr Women's Center

Volunteer services continued through virtual or socially distanced programming. Volunteer resources and donations helped provide additional support to aftercare program participants. Additional donations of winter clothing, paper products and gift cards were also distributed to former guests during the holiday season. In-person resources and donations have since resumed.

Cogswell Hall

Residents have continued to engage in programming with Case Western Reserve University medical students, including ongoing health presentations targeting COVID, hypertension, COPD, addiction, nutrition, and obesity. Baldwin Wallace interns utilized creativity in their programs, as well as increasing self-esteem, healthy relationships, and assisting with technology needs. We continue to partner with community agencies to provide additional support to residents, including medication management, increasing wellness efforts, computer literacy, and building life skills.

CHANGES DURING COVID-19

MANAGING HEALTH & NAVIGATING HEALTHCARE



A shift to the online delivery of healthcare services during the pandemic meant a need for increased support for program participants with limited experience in this area. The mental and physical stress of the pandemic often exacerbated previous health problems and traumas, meaning a focus on trauma-informed, compassionate care was needed.



Independence Place

Case managers helped tenants overcome barriers to accessing digital healthcare services by assisting many residents in arranging and/or attending online appointments.

Norma Herr Women's Center

the COVID-19 pandemic exacerbated behavioral health crises in some guests. With the addition of a Crisis Specialist, the Clinical Team could be present at both sites which decreased grievances and complaints by 52%. Additionally, NARCAN trainings were provided to all NHWC staff and NARCAN kits placed strategically throughout both sites to counter an increase of overdoses. Guests had limited access to hospitals or external support systems and hospitalization was limited without a diagnosis of COVID-19.

Cogswell Hall

The ability to utilize telehealth services for residents has vastly improved with the increase of digital tools and education. Residents can now connect with their physicians, psychiatrists, and other medical professionals with ease. Additionally, life coaches implemented weekly substance use disorder groups, and worked to secure programming for cancer screenings, and other important health issues. Education was provided around the virus, support on staying virus-free, and managing mental health issues.

Early Learning Center

Sudden changes in routine, the additional family stress, and the overall mood of vigilance associated with the pandemic were likely triggering for many young children with previous trauma. Research indicates that trauma interventions are most effective when administered as soon as possible to the traumatic event. To minimize COVID-19's impact on students, teachers worked to establish classroom management techniques designed to stabilize students while prioritizing their mental health and avoiding retraumatization.



EARLY LEARNING CENTER (ELC)



The Early Learning Center (ELC) provides **high-quality early childhood education** to families that have experienced homelessness and other traumatic occurrences through a **trauma-informed approach, small classrooms, and coordination of supportive services** from a Childhood Mental Health Consultant, a Family Engagement Director, Classroom Family Liaisons, and additional collaborations with community providers.

The ELC follows a two-generational model that ensures **kindergarten readiness** for children and **supports increased self-sufficiency** for parents/guardians.

The ELC served 52 children and 47 parents in 2021, and **64 children and 54 parents** in the year 2022. When "school year" is stated, the timeline used for the reporting period is August 1, 2021 to July 31, 2022.



ENROLLMENT, ATTENDANCE & GRADUATION

	2021	2022
Average Enrollment	24%	32%
Average Attendance Rate	70%	78%
Percent to Capacity	65%	80%
Percent to Budgeted	57%	64%

32 transitions to Kindergarten

100% of students graduated

For the past 2 school years, all children enrolled in Pre-K classrooms successfully transitioned into Kindergarten.

It is believed that trauma experienced by children experiencing homelessness negatively impacts their ability to focus and learn, thereby negatively impacting their Ages & Stages Questionnaires®: Social-Emotional (ASQ:SE) outcomes. During the 2021-2022 school year, however, **there was no difference between children who were housed at enrollment when compared to children who were experiencing homelessness at enrollment** who scored At or Above Cutoff or Below Cutoff in the ASQ:SE.

EARLY LEARNING CENTER (ELC)



STUDENT DEMOGRAPHIC INFORMATION

This data is based on the school year. The ELC has had a **higher enrollment of boys than girls** consistently over the past several years. The last school year saw a decrease in the enrollment of 2 and 3-year-old children. In reflection of the community in which the ELC is located, it also continues to have a **higher enrollment of African American students**.

GENDER	2021	2022
Male	63%	64%
Female	37%	36%

AGE	2021	2022
2	17%	16%
3	52%	51%
4	23%	30%
5	8%	3%

RACE/ETHNICITY	2021	2022
African American	92%	89%
Asian	0%	2%
Multiple Races	2%	2%
Hispanic/Latino	4%	0%
Caucasian	0%	6%
Other	2%	1%



STUDENTS LIVING IN POVERTY

ELC Students 2020-2021	ELC Students 2021-2022	State Avg.	National Avg.
92%	90%	21%	17%

EARLY LEARNING CENTER (ELC)

PARENT DEMOGRAPHIC INFORMATION



The profile of the average parent in the ELC is a **single, African-American female between the ages of 21 and 30**. ELC leadership is focusing strongly on increasing Father/Male Support Figure engagement with intentional programming in the 2022-2023 school year. **47 parents received Case Management Services** in 2022. These include things like assistance securing identification documents, maintaining housing stability, and mental health services.

There are significantly more single-parent households for children enrolled in the ELC than those found at the state and national levels. This reinforces the ELC's need to operate under a two-generational model that focuses on **strengthening parents' self-sufficiency** while preparing children to be successful in school.

AGE	2021	2022
16-20	4%	0%
21-25	38%	21%
26-30	40%	34%
31-35	8%	19%
36-40	6%	14%
41-60	4%	6%

SINGLE PARENTS	2021	2022
ELC	98%	87%
National	25%	36%
State	23%	30%

HOMELESSNESS	2021	2022
Experiencing Homelessness	54%	10%
Housed	46%	90%

100%

of parents continue to engage in Transition Planning and Graduation activities year over year.

There was a 2% decrease in the number of ELC children living in poverty, compared to the previous year. **The rate of poverty ELC students more than quadruples** the State and National averages of children living in poverty.

Of the 38 new enrollments during the 2021-2022 school year, 12 (32%) families were homeless at the time of enrollment and 9 (24%) families moved into stable housing. Of those 8 families, 1 (1%) returned to homelessness. **Rates of returning to homelessness continue to remain low**, year over year, although we continue to strive for zero return to homelessness for each of the families we serve.



EARLY LEARNING CENTER (ELC)

SUPPORTIVE SERVICE	2021	2022
Case Management	59	184
Case Work	318	169
Case Coordination	488	268
Transportation Support	27	20
Referrals	0	0
TOTAL CONTACTS	892	659

SUPPORTIVE SERVICES

Increased use of technology as a method of engagement with parents through the pandemic allowed us to still maintain a high level of engagement with our enrolled families. The ELC will also return to more in-person engagement opportunities in the 2022-2023 school year.

Due to social distancing practices and procedures, Case Management has shifted primarily to a virtual, phone and/or text-based service. **The Family Engagement Director makes weekly contact with families** to check in on their well-being, issues with remote learning, parental stressors, and needs or concerns parents may have in accessing social services and provides the necessary follow-up.

There was a **17% increase in families needing transportation** due to higher enrollment for the 2021- 2022 school year. Attendance rates for students who do not receive transportation increased by 7% in 2022.

DOCUMENTS FOR DAILY LIVING

Identification documentation, such as birth certificates, social security cards, valid photo IDs, and medical cards are required to access to many services and benefits (SNAP, WIC, Medicaid or Medicare) as well as when applying for enrollment in the ELC. A birth certificate is required by school districts to enroll a child in kindergarten. **100% of families have, or have been, helped with obtaining their families' identifying documentation.**

STAFF

100% of Lead Teachers in the 2021-2022 school year have had, minimally, a Bachelor's Degree.

5-STAR RATING

The ELC received their 5-star rating on October 25, 2019, and has maintained it through the 2021-2022 school year.





A PLACE 4 ME COLLABORATIVE (AP4M)

A Place 4 Me (AP4M) believes every young person deserves a place to call home. Using a collective impact approach, AP4M works to prevent and end youth and young adult homelessness in Cuyahoga County. As a backbone to the collective, AP4M achieves this goal through three areas: **systems change, youth engagement and partnership, and direct services to young people.**

After hosting this collective for nearly a decade, we are excited to announce that AP4M became an independent State of Ohio nonprofit in 2022. We look forward to working with AP4M in new ways to continue supporting this invaluable work.

AP4M served 553 young adults in 2022. Support is provided in a variety of ways, from tangible assistance such as bus passes, funds for housing application fees, furniture and household items, to supportive services designed to help young people access resources and achieve their goals as they work toward housing stability. AP4M also offers Opportunity Passport, a financial capability and matched savings program for young people with foster care experience.



DEMOGRAPHIC INFORMATION

2022

GENDER	
Male	30%
Female	67%
Transgender or Nonbinary	3%

2022

RACE/ETHNICITY	
African American	79%
Hispanic/Latino	1%
Caucasian	10%
Multiple Races	10%

9% percent of those served in 2022 were pregnant or expecting a child, and 30% were parenting.

28% aged out of foster care, while 43% had been in foster care at some point.

These data points demonstrate that **young people experiencing homelessness often belong to marginalized groups and face significant systemic challenges.** AP4M supports them in overcoming system barriers and reaching their goals.

NIA/INDEPENDENCE PLACE (IP)



Since opening in 2011, Independence Place (IP) has provided residents ages 18 to 24 with a safe and secure place to live. It consists of **23 permanent-supportive housing units**, 7 with additional rooms for children.

IP empowers vulnerable young adults (ages 18-24), many of whom have experienced homelessness and/or the foster care system, to successfully attain the **highest level of self-sufficiency**. YWCA provides supportive services, **Nurturing Independence and Aspirations (NIA)**, connects these young adults with a Life Coach who provides guidance and support in the following core areas: **permanence, education, employment, housing, physical and mental health, and personal and community engagement**. IP celebrated a hallmark 10-year anniversary in 2021.

IP housed 28 tenants in 2021 and **31 tenants in 2022**. Overall, there have been a total of 145 tenants served at IP since 2011.

DEMOGRAPHIC INFORMATION

GENDER	2021	2022
Male	11%	10%
Female	86%	81%
Transgender	3%	9%

AGE	2021	2022
18-20	18%	16%
21-25	68%	62%
26-30	14%	22%

RACE/ETHNICITY	2021	2022
African American	74%	77%
Multiple Races	7%	7%
Hispanic/Latino	4%	3%
Caucasian	15%	13%

In 2022, Independence Place had an increase in African-American tenants. IP has historically housed more females than males. In 2022, there was a 12% increase in individuals with prior foster care involvement from 40% to 52%.



NIA/INDEPENDENCE PLACE (IP)



SELF-SUFFICIENCY AREAS

The Self-Sufficiency Matrix identifies and measures individuals in 25 different areas of self-sufficiency. This matrix is an assessment and outcome measurement tool based on federal standards set by ROMA (Results Oriented Management and Accountability). This table highlights 5 areas of self-sufficiency, based on 39 participants in 2022.

Overall, **the majority of Independence Place tenants are Stable or Safe in all areas self-sufficiency.** It is the goal of Independence Place that all tenants are Stable, Safe or Thriving in all areas of Self-Sufficiency, based on their own capabilities.

	In-Crisis	Vulnerable	Stable	Safe	Thriving
Overall	0%	10%	54%	35%	0%
Access to Service	0%	0%	100%	0%	0%
Household Management	4%	25%	36%	21%	14%
Mental Health	18%	36%	32%	11%	4%
Support System	7%	25%	25%	25%	18%
Income	0%	22%	52%	27%	0%

ACTIVITIES

Compared to the previous year, in 2022 attendance for the following activities increased by:

123%

Food Pantry Distribution

353%

Tenant Meetings

159%

Dinner & Discussion

41%

Social Events

TRANSITIONS TO COMMUNITY

HOUSING TYPE	2021	2022
Apartment with Subsidy	50%	40%
Apartment without Subsidy	25%	0%

COMMUNITY NURTURING INDEPENDENCE & ASPIRATIONS (NIA)

After leaving Independence Place, tenants are able to continue receiving supportive services through the Community Nurturing Independence & Aspirations (NIA) program. Though there are still some informal contacts with former tenants that are not tracked.

Three participants enrolled in this program in 2022 and received 1 contact per month for 3-6 months, and mostly utilized transportation and basic needs resources, such as bus tickets and referrals to the Cleveland Furniture Bank. **None of the participants in the Community NIA program returned to homelessness in 2022.**

NORMA HERR WOMEN'S CENTER

Norma Herr Women's Center (NHWC) is Cuyahoga County's only low-barrier emergency shelter for adult women. **YWCA assumed management of NHWC in 2018, and has since served 6,782 women.** NHWC shelter services were accessed 1,226 times in 2021 and 2,050 times in 2022, with a 36% increase in the number of guests served.

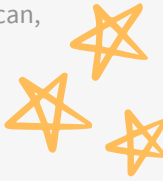
DEMOGRAPHIC INFORMATION

According to the Department of Homeless Services, the average age of a person experiencing homelessness is 24 years old. There was a **24% increase in young adults experiencing homelessness** ages 18-24 in 2022.

AGE	2021	2022
18-24	153	190
25-54	626	763
55 & older	172	186
Not Reported	6	3

67% of NHWC guests are 25-54, an increase of 22% from 2021. The population of individuals who are 55 and older increased by 8% from 2022, which can be attributed to external partnerships.

According to the National Alliance to End Homelessness, African Americans make up over 40% of the homeless population, but represent 13% of the general population. In 2022, 62% of the guests of NHWC were African-American, exceeding the National Average by 43%.



RACE/ETHNICITY	2021	2022
African American	593	726
Hispanic/Latino	22	43
Caucasian	230	316
Asian	8	7
Multi-Racial	19	20
Indigenous	4	10

GENDER-BASED VIOLENCE (GBV)

Gender-based violence is a major contributing factor to homelessness in Cleveland and beyond. A survey by the Fair Housing Center for Rights & Research Data of Cuyahoga County found 20% of surveyed survivors **struggled to find new housing following an act of domestic violence** and 16.7% responded that they faced homelessness. Twenty percent (20%) reported they had **refrained from calling 911 concerning domestic violence** for fear of eviction or that child services would remove their children from the home. Once evicted, it is extremely difficult to obtain rental housing elsewhere, often leading to homelessness.

GUESTS WITH GBV EXPERIENCE	2021	2022
Yes	42%	34%
No	53%	65%
Refused	5%	1%

GUESTS FLEEING GBV	2021	2022
Yes	24%	24%
No	75%	72%
Refused	1%	4%



NORMA HERR WOMEN'S CENTER

CLINICAL SERVICES

At NHWC, a "crisis" is considered one of the following:

1. Threat to psychological safety – a guest is having a mental health crisis, causing disruption to the community.
2. Threat to physical safety- a guest has conducted physical harm or is threatening bodily harm to self or others.
3. Threats to securing environment – Guest refuses to leave non-authorized area.

In 2021, there were 359 crises and, of those, 51% received a mediation. **There was a decrease in crises during 2022 by 27%.** Of the 282-crisis reported, the majority of participants (84%) received a mediation. The increase in mediations are the result of the supported infrastructure of the Clinical Services Team at NHWC. There was a **27% increase in the total number of clinical services** provided to NHWC guests in the last year.

CLINICAL SERVICES OFFERED	2021	2022
Crisis Intervention	180	222
Individual Counseling	213	210
Mediation	123	158
Translation Services	1	0
Behavior Contract	21	120
Suspension of Services	26	45



COGSWELL HALL

Cogswell Hall supports adults who have experienced homelessness by offering quality, trauma-informed care, building community, and uplifting the voices of disabled and economically disadvantaged members of our community. **We provide permanent housing for forty-one (41) residents, each living independently in their own apartment.** Our staff support residents in setting and pursuing their goals and connect them with community services. Many residents also work with outside caseworkers, doctors, and visiting nurses. YWCA merged with Cogswell Hall on March 1st, 2020. **Since becoming affiliated with the YWCA, Cogswell Hall has housed 53 residents.**

DEMOGRAPHIC INFORMATION

GENDER	2021	2022
Male	39%	46%
Female	61%	54%

AGE	2021	2022
18-40	9%	9%
41-50	5%	4%
51-60	39%	37%
61-70	31%	35%
71+	15%	15%

RACE/ETHNICITY	2021	2022
African American	34%	35%
Hispanic/Latino	7%	6%
Caucasian	57%	59%
Asian	2%	0%

The population of Cogswell Hall residents continues to be mostly Caucasian females over the age of 50.



52%

of residents attend Residential Engagement Activities

15,773

meals served to residents in 2022

97%

of residents present as Safe or Stable in the Self-Sufficiency matrix

EMPLOYMENT	2021	2022
Part-Time	16%	15%
Full-Time	0%	4%
Supported Employment	2%	2%
Unable to Work	82%	78%

HOUSING TYPE	2021	2022
Permanent Supportive Housing	86%	85%
Low Income Housing	12%	13%
Fair Market Housing	2%	2%

Permanent Supportive Housing combines low-barrier affordable housing, health care and supportive services. This comprises the largest majority of housing type within Cogswell Hall.

SCATTERED SITE CASE MANAGEMENT

CLINICAL OUTREACH

In 2018, YWCA Greater Cleveland entered into a case management agreement with EDEN, Inc. to provide ongoing case management services for older adults with EDEN housing vouchers in the Greater Cleveland area. The goal of this program is to ensure that participants **maintain their vouchers and their housing while working to increase their self-sufficiency in the community.** EDEN programs assist clients with chemical dependencies, mental and physical health struggles, disabilities, and visual/hearing impairment with rental subsidies and supportive services designed to assist them in achieving the highest level of self-sufficiency possible.

Since 2018, there have been a **total of 119 participants enrolled in the program.**

In 2022, there were 32 new participants enrolled, with a total of 100 participants across all programs. **Eighty-eight (88) are engaged with Life Coaches and 85% of tenants are engaged with Case Managers.**

The majority of participants were African American females over the age of 45.

	NUMBER OF TIMES RESOURCE UTILIZED IN 2022
Life Skills Development	59
Referrals	15
Case Work	31
Case Management	1,014
Case Coordination	112
Transportation Support	118



MAINTAINING HOUSING

	2021	2022
Stably Housed	67	72
Housed, Looking to Move	11	24
Housed, At Risk of Losing Housing	9	21
Currently Homeless	4	0



WOMEN OF ACHIEVEMENT

Each year the YWCA Woman of Achievement Award is presented to a select group of Northeast Ohio women who have achieved extraordinary accomplishments through career success, community service, leadership, mentoring, and dedication to YWCA's mission of eliminating racism and empowering women.

Boasting over 250 honorees, the Women of Achievement Academy is comprised of the most accomplished and esteemed leaders in Northeast Ohio. **In May 2022, we honored eight women during the televised event.**



WOMEN OF ACHIEVEMENT CLASS OF 2022

Miranda Creel | Pastor Courtney Clayton Jenkins | Renee Richard | Rosanne Potter
Sandra Madison | Ann V. Klotz | Sondra Miller | Robyn N. Gordon

YWCA'S RACIAL JUSTICE CHALLENGE



YWCA's Racial Justice Challenge is a virtual learning tool designed to create dedicated time and space to build more effective social justice habits, particularly those dealing with issues of race, power, privilege, and leadership. Participants are presented with 21 days of activities such as reading an article, listening to a podcast, or reflecting on personal experience. YWCA Greater Cleveland writes and curates challenge content annually. **The 2022 Challenge topics were Critical Race Theory, Living Wage, Film/Television, and Reproductive Justice.**

73

participating YWCAs across the U.S.

16,459

people registered

2,576

Cleveland participants

1,500

zip codes represented

98%

of participants would recommend the Challenge to friends, family, or coworkers

76%

of participants felt they learned concrete strategies around racial equity and social justice

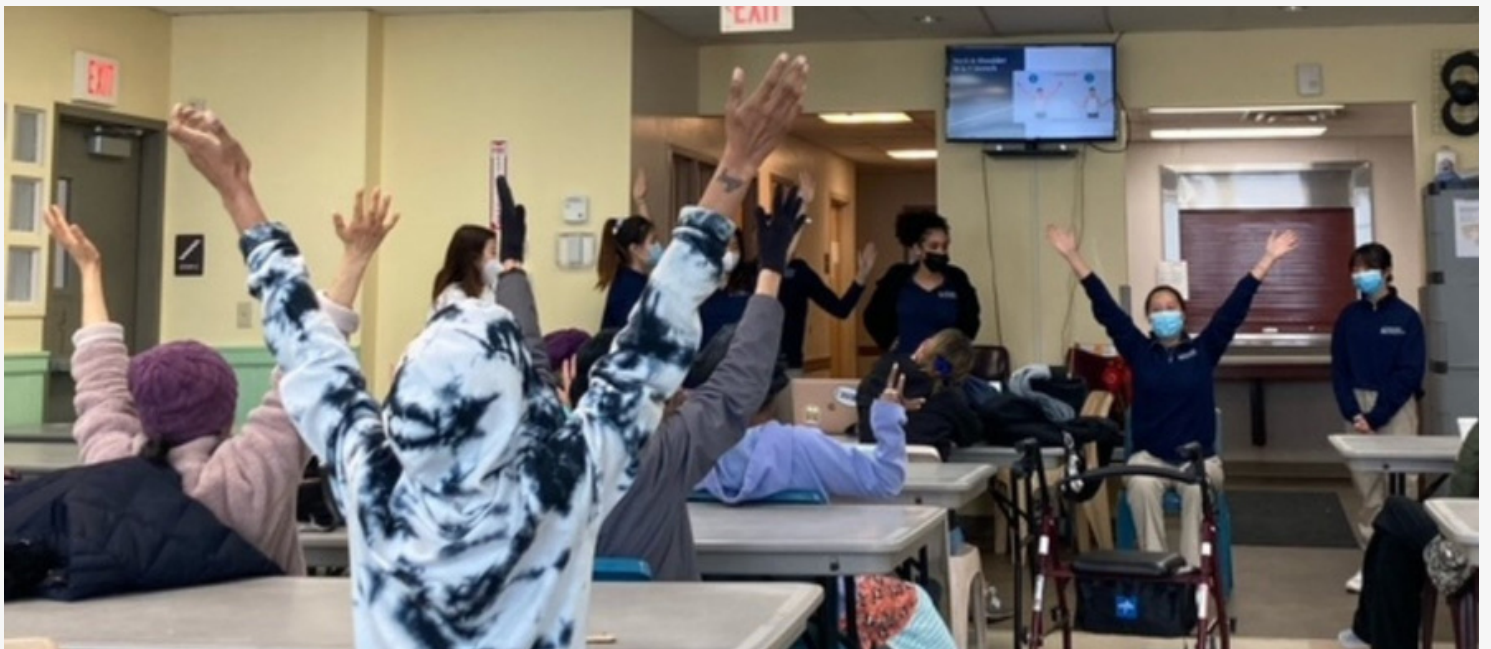


2022 FINANCIAL DATA

July 1, 2021 - June 30, 2022

REVENUE

Contributions	\$1,047,735.15
Foundation Grants	\$2,150,277.14
Government Grants	\$5,410,989.54
Investment Income	\$180,141.73
Other Income	\$966,510.63
Program Revenue	\$27,211
Special Events	\$477,604
Total Revenue	\$10,230,569.19



2022 FINANCIAL DATA

July 1, 2021 - June 30, 2022

EXPENSES

Administration & General	\$6,265,812.88
Professional Fees & Contracts	\$1,429,433.77
Programs	\$1,261,946.56
Occupancy	\$774,918.24
Supplies, Postage & Printing	\$63,344.88
Other Expenses	\$323,256.92
Total Expenditures	\$10,118,713.25



**eliminating racism
empowering women**
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