YWCA is on a mission
THE YWCA
EL PASO
DEL NORTE
REGION
IS DEDICATED TO
ELIMINATING RACISM,
EMPOWERING WOMEN
AND PROMOTING PEACE,
JUSTICE, FREEDOM AND
DIGNITY FOR ALL.
This past year was one of significant change and planning at the YWCA El Paso del Norte Region. We bid a fond farewell to our outgoing Chief Executive Officer, Dr. Sandra Braham. We are thankful for Dr. Braham’s leadership which saw us through a Capital Campaign, growth of new programs and laid the groundwork for the future of the organization. The completion of a new Strategic Plan mapped out the collective vision and priorities to carry this vital organization and its mission into 2022.

The 2015-16 Annual Report shares the efforts and accomplishments of our dedicated staff, Board of Directors and volunteers as we continue our service to the El Paso community. Expansion on past partnerships and new opportunities supported the development of new initiatives. These new projects improved education of our early learners in centers across the city and helped adult learners seeking to grow their employability. These significant additions to YWCA programs enhance learning opportunities across the lifespan of our participants.

As I begin my tenure as CEO of the YWCA, I would like to thank Elke Cumming for her dedication to the YWCA in this time of transition. I know I speak for the entire organization when I say how grateful we are for her leadership. I would also like to thank the Board of Directors for their confidence in my vision. I am thankful for the many volunteers and donors that have been steadfast supporters of this amazing organization. Please know that we could not do our vital work without your sustained commitment.

As I look ahead, one of my primary goals will be to solidify and grow existing partnerships to improve the academic outcomes of our youngest community members. Key among our efforts will be enhancing the academic rigor of our early childhood and school age programs. Additionally, we will expand our outreach to middle and high school age students by providing increased opportunities for service learning and leadership training. We will also continue to serve homeless families through our educational, workforce, and child care programs at our Transitional Living Center. Our goal is to provide a safe and supportive environment that allows families to thrive. Our commitment is to serve as the social safety net for our most vulnerable community members. We will build upon the tireless efforts of the many volunteers who helped to shape the YWCA. In partnership, we will make certain that the work that began more than a century ago continues to flourish.

Thank you for your continued support,
Elke Cumming, MPH
Interim Chief Executive Officer

Giselle Smith-Johnson
Board President

Sylvia Y. Acosta, PH.D.
Chief Executive Officer
In the 2015-2016 Fiscal Year, the YWCA Early Learning Academies served 1526 children in 12 centers throughout the city. Children in the Early Learning Academies receive early childhood education based on the age appropriate Creative Curriculum. This program encourages critical thinking and individual growth, helping students develop independence to prepare them for further education. In 2016, we introduced EPISD dual language pre-K for 3 and 4 year olds.


“We are different from other daycares because we are an Early Learning Academy. We promote social and cognitive development and prepare our children for elementary school. Everything that we do in an Early Learning environment focuses on education… Everything that we promote is about learning and creative encouragement.”
Student at Mabee ELC learning the alphabet through an innovative interactive method
Quote by Mabee ELC Director, Christina Esparza
(condensed and edited)
Sisters Sofia and Gianna take part in Crazy 8’s, a fun and interactive racing game using math at Silvestre Reyes After School Program.

Quote by After School Parent, Cecilia P.
“Children at the YWCA get the opportunity to explore, experiment, discover and create in a way that is not always feasible in a structured traditional classroom setting. We were amazed at the changes in our child’s social skills and confidence as his grades and academic performance improved throughout the year at the YWCA After School Program.”

YWCA After-School Programs operate in more than 42 elementary schools and YWCA branches. The programs provide quality, licensed care for children in grades pre-K-6 from the end of the school day until 6 p.m. At YWCA After-School Programs, students receive homework help, tutoring and participate in arts and crafts, playtime, science programs, literacy and physical fitness programs. Our goal is to empower these students to achieve academically and prepare them for their future endeavors.

In the 2015-2016 fiscal year, the After-School program received a grant from the Prudential Foundation to introduce a STEM component into the after-school and summer camp programs. The program is unique in that it includes a project-based learning curriculum: students design, plan and carry out extended projects with the assistance of math instructors. More than 300 children participated in the math-based curriculum over two months during the summer, and it continued in 10 after-school sites during the year. During the 2015-2016 school year, 2088 children participated in YWCA After-School programs. The program and staff excel in offering quality care in an academically enriching environment. Each site is licensed by the Texas Department of Family and Protective Services and adheres to strict standards, including employee state and federal background checks, as well as annual training requirements.

YWCA Summer Camps provide opportunities for children to have fun, educational and productive summers. Students participate in playtime, creative projects, swimming, and projects designed to complement what they learned in school and prepare them for the coming year. Through a grant from The Prudential Foundation, children at YWCA summer camps spent their summer participating in STEM projects. Students designed, planned and built parachutes, dams and robots. These projects serve to foster critical thinking and skills in ever-growing STEM fields.

In 2016, 627 children attended the YWCA Mary Ann Dodson, Shirley Leavell and Myrna Deckert summer camps, or one of the “fun days” provided when schools are closed.
MI CASA

“I appreciate from the bottom of my heart all the help and support to reach my education goals. Without a doubt, if I didn’t have this support, I would not have completed my bachelor’s degree in mechanical engineering.”

As the only child care program of its kind in the city of El Paso, the Judy and Kirk Robison Mi Casa Program continued to serve an often under-served community by offering subsidized childcare to qualified families experiencing homelessness. Through Mi Casa, children in these families do not have to sacrifice early childhood education, and parents have one less thing on their mind as they seek employment or permanent housing knowing their children are being cared for in a safe and supportive environment.

Mi Casa provides transportation between Early Learning Centers and residential shelters. During the 2015-2016 year, Mi Casa served 15 El Paso area emergency shelters and transitional living centers, and supported 153 families by providing care for 270 children.

Mi Casa’s funding partners include: The United States Department of Housing and Urban Development (HUD) and the United Way of El Paso County.

WORKFORCE SOLUTIONS BORDERPLEX
CHILD CARE SERVICES (CCS)

Through a contract with Workforce Solutions Borderplex, YWCA manages the Child Care Services (CCS) program. This program serves qualified parents who are employed or attending school by providing subsidized child care.

In 2015-2016, CCS supported an average of 5052 children monthly, and served approximately 5130 families. A total of $15,787,360 was directly provided to more than 370 child care providers to subsidize parents’ cost of child care.
“At the YAC we learn and teach other students how to be themselves and how to be comfortable with themselves, that they don’t have to try to be something they’re not. Its biggest impact on me is helping me speak to people better. From saying, ‘Hi, whats up?’ to a stranger, talking to a girl, interviews-- and I think that’s really what’s going to help me in the future.”

YWCA Teen Leadership offered programs to El Paso youth ages 11-18 that focus on personal development, volunteerism, healthy life choices, positive self-esteem and other life skills. Members volunteered in the community and participated in racial justice, community service and leadership opportunities.

YWCA continued its Community Youth Development Program (CYD), which is grant-funded by El Paso Human Services, Inc. The program focuses on youth living or attending school in the 79924 zip code in Northeast El Paso. It provides school-based and summer camp programs designed to encourage these students to stay in school, pursue their education and develop strong life and decision-making skills.

The United Way of El Paso County continued its support of the Teen Leadership program, which had a positive impact on the community. In the 2015-2016 year, 1500 students participated in youth leadership.
YWCA'S Youth Advisory Council (YAC) participating in weekly team building meetings

Quote from YAC Student, Raven Sippel
In 2015-2016, the TLC housed 104 women and 204 children. The TLC concluded its Think. Change @ YWCA initiative, with support from the Paso del Norte Health Foundation which trained individuals as Mental Health First Responders.

“The TLC has been a blessing, they’ve helped me and my boys a lot. The YWCA has given me the hope and strength to continue succeeding in life, and to do the best for my family.”

On the night of January 21, 2016, 1227 people in El Paso were considered homeless. More than half of those were women and children or teenagers. On that night, 36 women and 73 children/teens were housed at the Sara McKnight Transitional Living Center (TLC).

Through the supportive services and resources provided at the TLC, women are empowered to attain independence and improve their lives.

**INDEPENDENCE HOUSE**

Independence House offers supportive housing for low-income families and individuals who are struggling to find a safe place to live due to family violence. Families at Independence House receive case management and other support to help them find stability and independence. In 2015-2016, Independence House served 21 people.

In 2015-2016, the YWCA Senior Housing program was home to seventeen low-income seniors. These seniors are able to live affordably in a supportive community of their peers and receive a membership to the nearby YWCA Dorothy Woodley Hunt branch.

**SENIOR HOUSING**
YWCA Transitional Living Center (TLC) employees gather in front of a donated mural of the original YWCA El Paso del Norte building established in 1909.

Quote by TLC tenant, Carmela Lozano
ECONOMIC EMPOWERMENT IMPACT

“Financial stress is a very difficult situation for anyone to endure. Our customers are given the opportunity to take out the emotional stress of debt to focus solely on the numbers. Doing so provides our customers goals that allow them to have certainty of their financial future planning and target the problem at hand. During counseling sessions, customers clearly visualize where to stop the spending bleeding and are given clear solutions for them to decide what best fits their family’s financial needs.”

In 2015-2016, the YWCA Consumer Credit Counseling program (CCCS) continued to provide financial literacy programs and other counseling services to those living in El Paso, Southern New Mexico and Ft. Bliss struggling with debt management, seeking bankruptcy or simply hoping to become more financially literate. Through a Memorandum of Understanding with the Army Community Service, Economic Empowerment staff provided credit counseling sessions to soldiers and provided classes on Ft. Bliss. CCCS continued to receive funding from the National Council of La Raza (NCLR) to provide foreclosure mitigation and counseling for first time homebuyers.

LIFT (LEARN. INVEST. FOCUS. TRAIN)

The YWCA LIFT (Learn. Invest. Focus. Train) Program was introduced in the 2015-2016 fiscal year. The program is designed to develop skills and increase employment opportunities. The inaugural class consisted of 99 students and 34 graduates. The 14-week program increases general education and employment skills focusing on literacy, numeracy, job readiness, life skills, and customer service and sales. Participants also have the opportunity to receive a nationally recognized certification in customer service, further increasing employment opportunities. Funding sources for this program include: The Prudential Foundation, Walmart, Adult probation, United Way of El Paso County, Bank of America and ProLiteracy.

Quote by Chief Empowerment Administrator, Kathryn Cox
948 households participated in housing counseling and education services.

24 participants became first-time homebuyers.

11 families positively resolved their mortgage default housing situations and kept their homes.

2088 individuals benefited from 122 community and education classes.

651 individuals received credit counseling.

58 participants completed debt management plans to pay off 100% of their debts.
CHILDREN COPE WITH DIVORCE

Children Cope with Divorce (Cope) is a class designed for divorcing parents to provide them with the tools to co-parent after divorce and to build communication skills that help their children successfully adjust to change. Classes are offered in English and Spanish and are presented by certified instructors.

TWO SHOULD KNOW INITIATIVE

YWCA El Paso del Norte Region served as the Organizing Agency for the Two Should Know Initiative of the Paso del Norte Health Foundation. Through the development of an evidence-based Dating Violence Curriculum Supplement, Two Should Know was able to share information on dating violence and unhealthy relationships with local middle schools, high schools and community members.

In 2015-2016, 830 divorcing parents were served. The class was highly rated, with 98% of participants indicating they were highly satisfied with the quality of the presentation and information. Throughout the course of the program, staff have provided technical assistance and capacity building to Two Should Know grantees and the community, specifically regarding healthy sexuality, raising sexually healthy young men and positive youth development. Two Should Know is a leading resource in sexual health and healthy relationships in the El Paso community.
ASSISTING SERVICE MEMBERS AND VETERANS

YWCA El Paso del Norte Region is committed to assisting service members through a partnership with, and investment in, Ft. Bliss. Such programs include care for children of active duty soldiers, credit counseling on base and financial assistance to veterans.

ARMY SCHOOL-AGE PROGRAMS IN YOUR NEIGHBORHOOD (ASPYN)

ASPYN provides fee assistance and discounts for quality after-school programs to military and Department of Defense (DoD) civilian patrons who live off post. In its final year, ASPYN supported 41 YWCA after school programs, which served 92 military or Department of Defense children. ASPYN providers met quality standards for after-school care set by the Council on Accreditation, a leader in the after-school profession. YWCA El Paso del Norte Region has been a member of ASPYN since 2013.

ARMY CHILD CARE PROGRAMS IN YOUR NEIGHBORHOOD

YWCA provides several quality child care locations that are convenient for soldiers and their families. The Army subsidizes child care at certified programs throughout the city, including several YWCA Early Learning Centers.

ECONOMIC EMPOWERMENT FOR MILITARY FAMILIES

Through a Memorandum of Understanding with the Army Community Service, YWCA Economic Empowerment department continued to provide credit counseling services to active duty service members and their families. Staff also presented financial literacy and money management courses on Fort Bliss.
HEALTH AND WELLNESS

“The YWCA is where I find my zen, it’s my happy place. I find myself doing things I had never been able to do, I feel empowered, strong and motivated. I can act like a 5-year-old in the pool splashing around doing Aqua Zumba. I can work out in the gym lifting weights and boxing, all the while rocking out to my favorite tunes. I have never felt stronger or healthier in my life. I love my YW!”

YWCA fitness centers are committed to helping women, men and children achieve their fitness goals by promoting an affordable, healthy, active lifestyle in a family-friendly environment. From Aqua Babies to Silver Sneakers, Zumba to personal training, the Fitness 4 All programs are truly designed to meet the needs of everyone in the community.

During the 2015-2016 fiscal year, the Health and Wellness Division had a revenue increase of 5.9% and a 10% deficit reduction. In 2015-2016, this division served 7328 people, including 5789 women and girls. Participants who enrolled in the Easy Pay Plan received unlimited monthly access to land and aquatics group classes, open plunge and recreational swimming, weight room use and youth fitness classes for families.
YWCA Aqua Zumba Class

Quote by YWCA member, Martha Soza
EVENTS AND FUNDRAISERS

WALK A MILE IN HER SHOES®

Walk A Mile in Her Shoes® is the international men’s march to stop rape, sexual assault and gender violence. Men raise pledges for the YWCA and walk in red high heels to raise awareness of these issues. YWCA El Paso del Norte Region held its sixth annual Walk A Mile in Her Shoes® on October 15, 2015. A total of 309 men participated in the walk and raised $70,532 to benefit the Sara McKnight Transitional Living Center and supportive services for survivors of family, sexual and gender violence.

NO FIXED ADDRESS

No Fixed Address is a pledge-based fundraiser whose registrants participate in a program focused on highlighting the plight of families in poverty. The event consisted of a poverty simulation hosted by The United Way of El Paso County. Participants were also invited to spend the night sleeping in their cars. In its inaugural year, 57 people participated and 30 spent the night in their cars. Through sponsorships, registration fees and donations, No Fixed Address raised $24,315 for the Sara McKnight Transitional Living Center.

RACE AGAINST RACISM

The Race Against Racism showcases the YWCA mission by raising awareness of the importance of dialogue around often difficult topics. The seventh annual Race Against Racism was held on January 18, 2016. A total of 385 people participated in the One Mile Family Fun Walk and the 5 or 10 K runs. The event raised $4,068 for YWCA programs and services.
Volunteers at the YWCA help ensure its success. In 2015-2016, 1161 volunteers contributed more than 22,000 hours of service.

YWCA volunteers serve at Early Learning Centers and the After-School Programs, tutor children and organize donations at the Sara McKnight Transitional Living Center and assist administrative staff with daily operations. They also mentor women experiencing homelessness, serve on Board committees, and are instrumental in the planning and implementation of annual events such as Walk A Mile In Her Shoes®, No Fixed Address, Race Against Racism, and the Women’s Luncheon.

YWCA welcomed several new partnerships in the 2015-2016 fiscal year. These include: Vantage College, Union Pacific Railroad Latino Employee Network, Pepsi Inc., Starbucks, Whole Foods, and Abrams-Kiewet.

The YWCA also maintained and continued partnerships with: El Paso Independent School District, El Paso Community College, The University of Texas at El Paso, Ft. Bliss, The United Way of El Paso County, Boy Scouts of America, Workforce Solutions Borderplex, Foster Grandparent Program (City of El Paso), Sam’s Club, Prudential, Loretto High School and other various public high schools.
2015-2016 FINANCIALS

REVENUE & SUPPORT

**REVENUE**
- Program service fees: $4,056,065
- Membership dues: $166,381
- Special events: $268,331
- Sales to public: $4,784
- Rental income: $156,661
- Interest income: $11,450
- Other: $112,380

Total Revenue: $4,776,052

**SUPPORT**
- Contributions, United Way: $163,167
- Contributions, other: $530,044
- Contributions, in-kind: $234,968
- Funded services: $21,221,591

Total Support: $22,149,770

Total Revenue & Support: $26,925,822
2015-2016 FINANCIALS

EXPENSES

PROGRAM SERVICES
- Early Learning Centers: $3,219,573
- School Age: $1,308,854
- Child Care Management: $17,782,091
- Teen Services: $91,756
- Health and Wellness: $1,113,700
- Economic Empowerment: $444,265
- Transitional Living Center: $928,533
- Housing Facilities: $145,050
- Other program services: $350,794
- Total Program Services: $25,384,616

SUPPORT SERVICES
- Administration: $2,491,677
- Fundraising: $125,063
- Total Support Services: $2,616,740
- Total Expenses: $28,001,356
2015-2016 FINANCIALS
LIABILITIES AND NET ASSETS

- Unrestricted: 64%
- Refundable advances: 10%
- Long-term debt & capital lease obligation: 10%
- Accrued & other liabilities: 4%
- Accounts payable: 4%
- Temporarily restricted: 4%
- Investment in plant assets: 4%
- Other assets: 4%
- Programs, contributions & grants receivable: 4%
- Cash & investments: 4%
- Property & equipment: 4%
The YWCA of El Paso Foundation is a supporting organization of the YWCA El Paso del Norte Region. Funds are established to support specific initiatives or where needed most. The YWCA is grateful to the individuals, families and corporations that have established funds in the Foundation to secure the future of the El Paso YWCA.
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