Dear Friends,

YWCA Bergen County has served our community for over 92 years. Throughout our history, we have supported and enriched the lives of generations of women, girls and families by providing programs and services to meet their needs.

However, in recent years our YWCA has been out-paced by the changing demands of our community. We recognized the need to evaluate our mission and programming, and to make the necessary adjustments to ensure that our organization is well-positioned to respond to current concerns with innovative and impactful programs and services.

This was our primary objective in 2011-2012, as we conducted an in-depth organizational assessment to identify key stakeholders, gain a better understanding of their diverse needs, and evaluate our core strengths and capacity. This evaluation process included a large-scale survey of our more than 4,000 active members; interviews with community leaders and former YWCA members; participation in countywide planning groups; and external and internal multicultural assessments.

The results confirmed that YWCA Bergen County must fully embrace both our name and our mission. “Living our name” requires us to broaden our scope to reach more communities across the county; “living our mission” involves partnering with organizations and individuals to create meaningful, mission-based initiatives.

To foster program expansion throughout Bergen County, we focused on building better business relationships and strengthening alliances in both the county and state. This resulted in a number of successful initiatives, including a partnership with the City of Englewood to provide quality swim instruction to area families and municipal pool management services; and the relocation of one of our three summer camps from New York to Darlington County Park in Mahwah, NJ, providing local families with additional child care options.

In line with our intention to more fully “live our mission” of eliminating racism and empowering women, our YWCA sought to redefine what this mission means in our community via surveys and discussions. We then joined forces with like-minded partners to create responsive programming. Our wildly popular Women, Money and Work conference in October and sold-out Fall Benefit for the YW Rape Crisis Center in November reflected the relevance of our revamped empowerment programs for women and girls. The Racial Justice initiative we launched in January incorporated the dual intentions of strengthening our staff’s and board’s understanding of the issues affecting those we serve; and bringing together organizations and individuals in discussions aimed at identifying specific racial injustices and creating positive change. The highlight was a groundbreaking series of community forums centered on racial disparities in healthcare and the juvenile justice system.

All of this change was not without challenges, but the pieces are now in place for our YWCA to be a vital, state-of-the art community resource. We take pride in celebrating our achievements in 2011-2012, and our dedicated board, involved staff and caring volunteers are committed to fulfilling the promise of our long-standing mission. We invite you to be a part of our future as we blaze new trails in the service of Bergen County’s women, girls and families.

Arlene Vasquez
President, Board of Directors

Helen Archontou, MSW, LSW
Chief Executive Officer
Executive Offices
2 University Plaza, Suite 208
Hackensack, NJ 07601
201-881-1700

Program Facility
112 Oak Street
Ridgewood, NJ 07450
201-444-5600

Early Learning Center
98 Pleasant Avenue
Upper Saddle River, NJ 07458
201-236-3126

YWCA Mission:
YWCA Bergen County is dedicated to eliminating racism, empowering women, and promoting peace, justice, freedom, and dignity for all.

Board of Directors
Dorothy Mello Laguzza
Jehan Sanders
Arlene Vasquez, President
Patricia Preztunik
Christine Thorpe
Helen Archontou, CEO
LIVE Our NAME

STRENGTHENING COMMUNITIES

Since the YWCA Bergen County opened its doors in Ridgewood, NJ in 1920, our programs and services have expanded to other areas of the county. These include our Early Learning Center in Upper Saddle River; Before and After School programs in seven school districts; summer camps in Saddle River, Dumont, and Harriman, NY; and Hackensack-based healingSPACE, the county’s only Sexual Violence Resource Center.

“Living our name” means that our YWCA must intentionally broaden our reach throughout Bergen County; and in 2011-2012, we moved full speed ahead on reshaping our footprint in the community. In January 2012, we launched a partnership with the City of Englewood to bring our Aquatics programs to its residents. The response was overwhelming, with virtually every class a sellout. The relationship expanded to include managing Englewood’s municipal pools and providing outdoor swimming for children in all of the YWCA’s summer camps.

A new alliance with the County of Bergen created the opportunity for our YW to move Camp Ma-Kee-Ya, which had been located in Harriman, NY, to a beautiful new site in Darlington County Park in Mahwah, NJ. This made it possible for us to run all three of our summer camps for 5 to 12-year-olds in Bergen County for the first time in our history—enabling us to offer expanded child care options to local families.

IMPROVING LIVES

Our first-ever Member Survey, conducted in the fall of 2011, formed the foundation of our effort to better serve our members and our community. The results helped clarify the concerns of those most invested in our programs and mission, and guided immediate changes in our programming aimed at improving the member experience. For example, our Health & Fitness team refreshed and expanded its schedule, adding variety as well as more evening and weekend classes to accommodate working parents. New children’s fitness classes like ZumbAtomic® and Kids Yoga focus on teamwork and building self-esteem as well as combating obesity by getting kids up and moving. A senior fitness program was also launched in activity centers in Elmwood Park, Ridgeland Park, Garfield and East Rutherford, delivering the benefits of exercise to greater numbers of active adults.

As the area’s largest child care provider, YWCA Bergen County gave the parents of more than 1,400 children the peace of mind of worry-free care through its Early Childhood and School Age programs. As a result of a long-standing relationship with The Valley Hospital, the YWCA Early Learning Center was selected to pilot the hospital’s children’s nutrition program with the aim of helping children and their parents make healthier food choices. The Center was also the recipient of a grant from the TD Bank Foundation, which it used to create a dedicated on-site children’s library.
CREATING OPPORTUNITIES

The YWCA is dedicated to creating opportunities and inspiring change for women, girls and their families. When we asked women how we could best support them, they told us they wanted the tools and resources to help them meet the economic and career challenges they face today. From job losses to the mortgage crisis, the recession has placed an extra burden on women, who traditionally are responsible for managing household budgets and making financial decisions.

The YWCA Women, Money & Work Conference in October was designed to help women of all ages and economic circumstances work smarter, grow professionally and live well with less in today's economy. The response from the 200-plus attendees was overwhelmingly positive, inspiring us to begin planning a follow-up conference for 2013.

Our annual Tribute to Women and INdustry provided a healthy dose of inspiration to the 20 accomplished women who were honored for their significant contributions to their companies and communities. Keynote speaker Rebecca Halstead, Brigadier General (U.S. Army, Ret.) (pictured right) and the first female Commanding General to lead troops in combat in Iraq, brought the audience to its feet as she detailed her road to success and reminded us that leaders never waiver in their values and beliefs.

INSPIRING CHANGE

Our YWCA has played an integral role in community-building, from the early days of securing safe housing for working women to providing a safe and healing environment for survivors of sexual violence. This year we continued the work of raising awareness of critical issues affecting our community and developing initiatives to generate solutions.

Our first annual Swim Lessons = Skills for Life 5K Run highlighted the critical role that swim lessons play in preventing drowning—the second leading cause of accidental death among children ages 14 and under. As a local partner of the USA Swimming Foundation’s Make a Splash water safety initiative, our YWCA provides scholarships for swim lessons for underserved children. Funds raised by this event have supported our commitment to teaching these lifelong, lifesaving skills.

In November we held our first-ever fundraiser for the YWCA Rape Crisis Center, a sold-out event that spotlighted the impact of sexual violence on our community and recognized individuals who have dedicated their lives to supporting survivors and working towards prevention. Our YWCA was also honored to win the 2011 Women United in Philanthropy grant award of $100,000, which enabled our Rape Crisis Center to add individual counseling to its support services, meeting a longstanding community need.

In January we introduced a Racial Justice initiative with a two-fold objective: to strengthen our organization’s understanding of diversity and the issues affecting those we serve; and to deepen our relationships with organizations who share our mission of eliminating racism. We collaborated with influential leaders to identify persistent inequities in areas such as education, healthcare, and juvenile justice, and convened a series of “Courageous Conversations” in an effort to build capacity to transform communities to take a stand against racism.
2011/12 STATISTICS at a GLANCE

EARLY CHILDHOOD & SCHOOL AGE PROGRAMS
• Provided full-day child care to 90 children in the YWCA Early Learning Center.
• Provided academic programs to 62 children in the YWCA nursery school.
• Provided 107 children with enrichment classes in the Fun For Kids program.
• Provided before and after school supervision for 915 youngsters in 20 and 21 program sites respectively throughout Bergen County.
• Served 705 campers at four summer camps located in Dumont, Ridgewood, and Saddle River, NJ, and Harriman, NY.
• Provided $60,231 in financial assistance to child care participants and $6,617 in assistance to summer camp participants.

AQUATICS
• Provided American Red Cross swimming lessons to 1,255 swimmers age 17 and under and to 84 adults.
• Provided therapeutic and rehabilitation programs to 82 participants in aqua-therapy and arthritis classes.
• Provided $2,555 in financial assistance to underserved families in need of swim instruction through the Make a Splash initiative.

FITNESS & DANCE
• 198 adults and 94 seniors improved their health and fitness in YWCA Body Shop, exercise, and aqua-fitness programs.
• Provided dance instruction to 112 aspiring ballerinas and judo instruction to 59 children.
• Enabled 800 members of the Bolger Fitness Center to maintain exercise and weight training regimens designed to keep them fit and healthy.

SPECIAL NEEDS PROGRAMS
• Provided 87 mentally and physically challenged individuals from six months to adulthood with adapted swimming and sports programs.

COMMUNITY ENRICHMENT & SUPPORT
• Newcomers Club welcomed 190 new residents and their families to the community and provided programs to help them forge new relationships.
• Women for Sobriety, a self-help network for women with addictions, provided support to an average of 20 individuals each week.

RAPE CRISIS CENTER
• Provided 24/7 crisis intervention to 836 callers on the rape crisis hotline and served 249 new survivors and 117 significant others.
• Accompanied 107 individuals who were sexually assaulted or abused to hospitals, emergency rooms, law enforcement agencies, and/or legal proceedings.
• Presented 151 educational programs aimed at preventing sexual violence to 3,710 youth and professional adults throughout Northern New Jersey.

TRIBUTE TO WOMEN AND INDUSTRY (TWIN)
• Honored 20 women for their professional achievements and the 16 companies that supported their career advancement.
• Since 1974, TWIN has honored 1,878 women and 220 corporations throughout Bergen, Essex, Hudson, and Passaic Counties in NJ and Rockland County in NY.

SCHOLARSHIPS

- Early Learning Center - $33,905
- Nursery School - $1,292
- Before & After School Programs - $25,034
- Summer Camp - $6,617
- Aquatics - $2,555
- Fitness & Dance - $445
## TREASURER’S REPORT

**July 1, 2011 - June 30, 2012**

### INCOME: Revenue $6.9 million

- **Program Fees**: 88%
- **Membership Dues**: 2%
- **Contributions & Fundraising**: 5%
- **Government Funds**: 5%

### EXPENSES

- **Program Activities**: 88%
- **Support**: 12%

### THANKS TO OUR DONORS

#### COMPANIES
- Ace Endico Corporation
- Bergen County Division of the Treasury
- Bergen Regional Medical Center
- Boiling Springs Savings Bank
- CPR Communications
- Cytec Industries Inc.
- Foundation for Chiropractic Progress
- GE United Way Campaign
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- Merck-Partnership for Giving
- Miss Chocolate
- Mom’s Club Of Ridgewood
- National Coalition of 100 Black Women, Inc.
- Bergen/Passaic Chapter
- Newcomers Club of Ridgewood
- NJ Coalition Against Sexual Assault
- NJ State Dept. of Treasury
- Otterstedt Insurance Agency
- Panico Salon & Spa
- PNC Bank National Association
- PNC Financial Services Group
- PSEG Financial Services Group
- Ramapo College of New Jersey
- Rape Crisis Center
- Ropes & Gray
- Sharp Electronics Corporation
- Stryker Orthopaedics
- The Valley Hospital Foundation
- Unilever NA
- United Water
- United Way of Bergen County
- Valley Home Care, Inc.
- Valley Hospital
- Van Dyk Health Care, Inc.
- Verizon Communications
- Woman’s Club of Ridgewood
- Zonta of Teaneck-Bergenfield

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- Lord & Taylor
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- Mary Mciale
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- Jim Swenson
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**Endowment Fund (Market Value)......$1,324,164**

**Remington Fund (Market Value)......$151,707**
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