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|--------------------|
| Internal Use Only: |
| Grant No: _____    |

**Organization / Agency Information**

|   |             |  |
|---|-------------|--|
| <b>Organization/Agency Name:</b><br>Young Womens Resource Center                  |             |  |
| <b>Physical Address:</b><br>818 5th Ave, Des Moines, IA 50309                     |             |  |
| <b>Mailing Address:</b>   |             |  |
| <b>CEO or Director &amp; Title:</b><br>Ms Kristin Griffith, Executive Director    |             |  |
| <b>Phone:</b><br>(515) 244-4901   | <b>Fax:</b> | <b>Email:</b><br>Kristin Griffith<br>Tel: (515) 244-4901<br>kgriffith@ywrc.org |
| <b>Contact Person &amp; Title:</b><br>Kristin Griffith, Executive Director        |             |  |
| <b>Phone:</b><br>(515) 244-4901   | <b>Fax:</b> | <b>Email:</b><br>kgriffith@ywrc.org  |
| <b>Web Site Address:</b><br><a href="http://www.ywrc.org">http://www.ywrc.org</a> |             | <b>Tax ID:</b><br>510186073  |

**Program / Grant Information**

**Program Area:** Human Dignity

|   |  |   |   |
|---|--|---|---|
| <b>Program/Project Name:</b><br>EmpowHER  |  |   | <b>Amount of Grant Requested:</b><br>\$25,000   |
| <b>Total Organization Budget:</b><br>\$1,130,510  | <b>Per 990, Percentage of Program Service Expenses (Column B / Column A x 100):</b><br>80% | <b>Per 990, Percentage of Management &amp; General Expenses Only (Column C / Column A x 100):</b><br>9.5% | <b>Per 990, Percentage of Management &amp; General Expenses and Fundraising (Column C+D / Column A x 100):</b><br>20% |
| <b>Purpose of Grant Request (one sentence):</b><br>Support for YWRC Empowerment programming focused on working with young women in 5th-12th grade to build resilience, develop healthy relationships, and understand reproductive health. |  |   |   |
| <b>Program Start Date (Month and Year):</b><br>9/1/2019   |  | <b>Program End Date (Month and Year):</b><br>8/31/2020  |   |
| <b>Gimbel Grants Received: List Year(s) and Award Amount(s)</b><br>2013 - \$25,000  |  |   |   |



S.L. Gimbel Foundation Fund  
Grant Application

|                                   |
|-----------------------------------|
| Internal Use Only:<br>Grant _____ |
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Organization / Agency Information

|   |                             |   |
|---|-----------------------------|---|
| <b>Organization/Agency Name:</b><br>Young Women's Resource Center |                             |   |
| <b>Physical Address:</b><br>818 5th Ave                           |                             | <b>City/State/Zip</b><br>Des Moines, IA 50309 |
| <b>Mailing Address:</b><br>818 5th Ave                            |                             | <b>City/State/Zip</b><br>Des Moines, IA 50309 |
| <b>CEO or Director:</b><br>Kristin Griffith                       |                             | <b>Title:</b><br>Executive Director           |
| <b>Phone:</b><br>515-244-4901                                     | <b>Fax:</b><br>515-243-5073 | <b>Email:</b><br>ywrc@ywrc.org                |
| <b>Contact Person:</b><br>Kristin Griffith                        |                             | <b>Title:</b><br>Executive Director           |
| <b>Phone:</b><br>515-244-4901                                     | <b>Fax:</b><br>515-243-5073 | <b>Email:</b><br>kgriffith@ywrc.org           |
| <b>Web Site Address:</b><br>www.ywrc.org                          |                             | <b>Tax ID:</b><br>51-0186073                  |

Program / Grant Information

Interest Area:  Animal Protection  Education  Environment  Health  Human Dignity

|  |  |  |  |
|--|--|--|--|
| <b>Program/Project Name:</b><br>EmpowHER   |  |  | <b>Amount of Grant Requested:</b><br>\$25,000  |
| <b>Total Organization Budget:</b><br>\$1,130,510   | <b>Per 990, Percentage of Program Service Expenses (Column B/ Column A x 100):</b><br>80 | <b>Per 990, Percentage of Management &amp; General Expenses Only (Column C / Column A x 100):</b><br>9.5 | <b>Per 990, Percentage of Management &amp; General Expenses and Fundraising (Column C+D / Column A x 100):</b><br>20 |
| <b>Purpose of Grant Request (one sentence):</b><br>Support for young women in 5th-12th grade to build resilience, healthy relationships and reproductive health. |  |  |  |
| <b>Program Start Date (Month and Year):</b><br>9/2019  |  | <b>Program End Date (Month and Year):</b><br>8/2020  |  |
| <b>Gimbel Grants Received: List Year(s) and Award Amount(s)</b><br>2013 - \$25,000   |  |  |  |

Signatures

|   |                                       |
|---|---------------------------------------|
| <b>Board President / Chair (print name and title):</b>      |                                       |
| Signature: Anne Howsare Boyens<br>                          | Date: 6/16/2019<br>BOARD PRESIDENT    |
| <b>Executive Director/President (print name and title):</b> |                                       |
| Signature: Kristin Griffith<br>                             | Date: 6/16/2019<br>EXECUTIVE DIRECTOR |

**2019 S. L. Gimbel Foundation Fund Grant Application**

**Welcome Page**

**Welcome to the 2019 S. L. Gimbel Foundation Fund Grant Application**

Thank you for applying to the S. L. Gimbel Foundation Fund Grant. The mission of the S.L. Gimbel Foundation is to enhance the quality of life for people and animals by providing effective support in the Founder's specific fields of interest: Animal Protection, Education, Environmental Protection and Enhancement, Health, and Human Dignity. Please take a moment to review the grant application guidelines before continuing the process (use "Guidelines" link above). After you have read and understood the guidelines, please proceed with the grant application process. Should you have any questions regarding the online grant application process, please check the "Portal Guide" link above. If your questions are not answered via the Portal Guide, contact us using the "Contact Us" link above.

**Organization Information**

**NOTE: If you have already started an online application and would like to resume, please [CLICK HERE](#) to login to your Applicant Account Page.**

|   |
|---|
| <b>Organization/Agency Information</b>  |
| <b>Organization/Agency Name</b><br>(If operating as a DBA, enter DBA name here)<br>Young Women's Resource Center    |
| <b>Legal Name</b><br>If different from DBA/Organization/Agency Name<br>Young Women's Resource Center                |
| <b>Tax ID</b><br>510186073  |
| <b>Tax Status</b><br>501(c)3  |
| <b>Organization Mailing Address</b><br>Street Address or P.O. Box (No residential addresses, please)<br>818 5th Ave |
| <b>City</b><br>Des Moines   |
| <b>State</b><br>IA  |
| <b>Zip Code</b><br>50309  |
| <b>Organization Physical Address</b><br>Street No. and Name, City, State, Zip (No residential addresses, please)    |

818 5th Ave, Des Moines, IA 50309

**Website Address**

www.ywrc.org

**Organizational Leadership** (Please list CEO, President, Board Chair, Executive Director)

**Prefix**

Ms

**First Name**

Kristin

**Last Name**

Griffith

**Title**

Executive Director

**Work Phone**

(xxx-xxx-xxxx)  
515-244-4901

**Extension**

111

**Cell Phone**

(xxx-xxx-xxxx)

**Fax**

(xxx-xxx-xxxx)  
515-243-5073

**E-mail Address**

kgriffith@ywrc.org

**Program/Project Contact Person**

**Check this box if the Program/Project Contact Person is the same as the organization's primary contact listed above**

Fields in this section will auto-fill.

Yes

**Prefix**

Ms

**First Name**

Kristin

**Last Name**

Griffith

**Title**

Executive Director

**Work Phone**

(xxx-xxx-xxxx)

515-244-4901

**Extension**

111

**Office Fax**

515-243-5073

**E-mail Address**

kgriffith@ywrc.org

**Organization/Agency Background****Organization Background**

What is the history, mission, and purpose of your organization?

The Young Women's Resource Center (YWRC) was founded in 1978 on the belief that every girl deserves a life of possibilities, and the recognition that every girl is vulnerable at different points during development. Since then, the YWRC has worked to support, educate and advocate for girls and young women ages 10-21 in the Greater Des Moines area.

YWRC's Empowerment Program provides small groups and individual therapy to improve self-esteem, develop healthy relationships, build resiliency & understand reproductive health. Through in-school, after school and summer groups the Empowerment Program reaches over 1,200 participants each year.

Through the YWRC Young Moms Program, over 300 pregnant and parenting teen mothers and their children receive support focused on achieving a healthy pregnancy, learning parenting skills, developing self-sufficiency, building resiliency and understanding the importance of education.

Programs are voluntary, culturally responsive, and trauma informed. To reduce barriers, all YWRC groups are free with transportation provided to and from on-site services. Healthy snacks or meals are offered during after school and evening programs, and childcare is provided during Young Moms groups.

Mission: Embrace and inspire young women to become strong, self-confident and successful.

Vision: Help young women in our community to realize their full potential.

**Length of Service** (number of years)

How long has the organization been providing programs and services to the community?

41

## **Organizational Accomplishments**

What are some of your past organizational accomplishments in the last 3 years?

In 2016-2017, the YWRC invested significant time and energy into implementing Trauma Informed Care (TIC) best practices. To better understand client trauma history, this process included the development of a Youth Experiences Survey that adapted questions used to measure Adverse Childhood Experiences (ACEs) to be more appropriate for youth. Additionally, the YWRC revised program measurements to focus on improvements in client resiliency. With community partners like Mid-Iowa Health Foundation, ACEs 360 coalition and Simpson College the YWRC was able to create a statistically valid Youth Resiliency Survey. Since then, the YWRC has been able to better analyze and understand specific needs of clients and adjust programming to best serve each group of participants.

With the focus on responding to high levels of client trauma, the YWRC also hired a second full-time therapist in 2016 to run the Lotus program. The Lotus program was created to provide individual and small group art therapy specifically to girls and young women who have experienced sexual and physical abuse.

In 2018, the YWRC celebrated its 40th Anniversary by hosting monthly events for the community to build awareness of the organization and initiate conversations around issues impacting girls and young women. The series of events aligned with renewed efforts to engage in advocacy and community education, including the creation of a new client-led advocacy group focused on civic engagement and finding ways for participants to use their voice.

Additionally in 2018, the YWRC introduced the new after school group Black Girl Magic that works with Black girls and young women to better understand and respond to ways in which race impacts their experiences in life. The pre-existing Mariposa after school group for young Latinx participants also shifted focus to more intentionally discuss and process experiences with racism and how to self-advocate.

## **Programs and Activities**

What are some of your current key programs and activities? Describe the communities you serve. Include populations and geographic locations.

YWRC programs support, educate and advocate for young women ages 10-21 in the Greater Des Moines area. Programs reach over 1,700 participants annually. Primary programs and activities include:

Empowerment Program:

- Empowerment Groups: Provided to 5th-8th grade girls within 38 partnering schools, these are six week groups focused on self-esteem, body image, gender roles, coping skills, healthy relationships and reproductive health.
- After School Groups: Weekly 5th-12th grade groups at the YWRC providing year-round support and education around focus topics through hands on activities, field trips, speakers and service projects.
- Specialized After School Groups:
  - o Connections: Therapeutic group that supports and educates young women on impulse control, coping skills and healthy decision-making.
  - o Black Girl Magic: Weekly group that develops leadership skills with young Black women and provides opportunities to discuss ways that blackness shapes their life experiences.
  - o Mariposa: Weekly group that develops leadership skills with young Latinx women through service, culturally focused activities and discussion.
  - o Feminists United Now: Client led advocacy group focused on civic engagement and understanding various way to use their voice on issues they care about.

Young Moms Program:

- Pregnancy and Childbirth Education: Small group offered weekly within six partnering schools and onsite, providing comprehensive pregnancy, birth and postpartum education.
- Better Beginnings Doula Program: Individual support from certified Doulas providing practical care, mentoring and coaching before, during and after birth.

- Parenting and Life Skills: Small groups offered twice weekly to teach parenting skills and build self-sufficiency through financial literacy, career development and other life skills.
- Individual Support Program: One-on-one tailored support to address each young mom's unique needs.

**Therapy Program**

- Small group and individual therapy, both cognitive behavioral therapy and art therapy, are also provided to clients needing additional support coping with trauma or managing mental health challenges.

**Program/Project Information**

**Program / Project Information**

**Program Area**

Human Dignity

**Program or Project Name**

EmpowHER

**Amount of Grant Requested**

Use whole dollars, do not use \$ sign, comma, or decimal

25000

**Total Organization Annual Operating Budget**

Use whole dollars, do not use \$ sign, comma, or decimal

1130510

**Per 990, Percentage of Program Service Expenses**

Column B divided by Column A, x 100 (Please enter no more than 2 digits, i.e., 7.9)

80

**Per 990, Percentage of Management & General Expenses Only**

Column C divided by Column A, x 100 (Please enter no more than 2 digits, i.e., 7.9)

9.5

**Per 990, Percentage of Management & General Expenses and Fundraising**

Column C + Column D, divided by Column A, x 100 (Please enter no more than 2 digits, i.e., 7.9)

20

**Purpose of Grant Request**

Please summarize the project (in 25 words or less).

Support for YWRC Empowerment programming focused on working with young women in 5th-12th grade to build resilience, develop healthy relationships, and understand reproductive health.

**Use of Grant Funds**

How will you use the grant funds?

The YWRC's greatest resource and largest necessary expense is the staff responsible for planning and leading client groups. Empowerment Program staff are trained in evidence based curricula (Girls Circle and Powerful Voices), and certified in sexual health education. It is their ability to foster safe, non-judgmental, engaging, and inspiring group spaces and activities that makes the YWRC program unique

and impactful.

Offering participants transportation to after school groups and summer groups also reduces significant barriers to participation. **The YWRC has long recognized that transportation is the biggest barrier to program participation – particularly for those in elementary and middle school. For that reason, transportation is provided at no cost to participants within a seven mile radius.** Our vans and drivers make it possible for most participating young women to attend groups.

Funding from S.L Gimbel would be used to cover a portion of:

- Salary and benefits for four full time Empowerment Specialists who develop and facilitate all in-school and on-site Empowerment programming.
- Supplies for in-school and on-site Empowerment groups.
- Transportation to-and-from on-site Empowerment after school groups.

### **Project Start Date**

Month and Year

9/1/2019

### **Project End Date**

Month and Year

8/31/2020

### **Gimbel Grants Received**

List previous years with award amounts, if applicable

2013 - \$25,000

### **Statement of Need**

Specify the community need you want to address and are seeking funds for.

The YWRC recognizes that all girls and young women are at risk in today's society. No matter what a girl's background or resources, all girls and young women are vulnerable to bullying, low self-esteem, negative body image, harassment and abuse. A study by the American Academy of Pediatrics in 2016 found that 12-20 year olds are experiencing more major depressive episodes. Their most recent research found that 17% of girls ages 12-17 had experienced a major depressive episode over a 12-months period, in contrast to about 6% of young men the same age. This is particular concern with suicide as the second leading cause of death amongst teenagers, and YWRC facilitators continuing to hear of clients practicing self-harm as a coping mechanism.

Bullying and depression for young women often center on concerns with appearance. A 2015 study by Common Sense Media reported that 80% of 10 year olds have dieted. A study conducted by the American Psychological Association indicates that girls and young women experience as much as a 50% decline in self-esteem during the transition to middle school. A research project by Dove found that 90% of teen girls want to change at least one aspect of their physical appearance. Of those girls, 70% are so concerned about the way they look that they hold back from participating in important life activities – such as attending school or joining extracurricular activities like sports.

For some girls and young women, the challenges they face are even more disturbing and dangerous. Young women are twice as likely as young men to suffer from some form of interpersonal violence. A 2018 report by PLAN International showed that 70% of 14-17 year old young women felt treated as a sexual object on a daily basis, and 76% reported feeling unsafe. The "NO More" Project backed up those findings in a report that showed females between the ages of 16 and 24 are roughly three times more likely than the rest of the population to be abused by an intimate partner.

The Urban Institute published a study in 2015, Let Girls Be Girls, illustrating the added risks faced by girls who live in disadvantaged communities. Without social and familial supports, girls growing up in racially segregated, high-poverty and high-crime communities are more likely to suffer developmental delays, suffer serious physical and mental health problems, and are at greater risks of delinquency,



early sexual initiation and teen parenthood. Minority groups are particularly at risk. African American females experience intimate partner violence at a rate 35% higher than that of white females, and about 2.5 times the rate of women of other races.

Between the rise of social media, societal and peer pressures, continuing threats of interpersonal violence, and the mental and emotional impact of low self-esteem – it's a dangerous world for young women right now. Amidst all these risks, it can be difficult for girls to progress through adolescence making good decisions, prioritizing their physical and emotional health, and developing supportive relationships.

### **Project Description**

Describe your project. How will this project enable this organization to better meet community needs? What is unique and innovative about this project?

Low self-esteem can trigger a series of negative consequences. Young women who have experienced trauma, abuse or assault have a greater risk of developing unhealthy coping mechanisms and often distance themselves from support networks. The YWRC is a place where young woman in our community find a safe and supportive environment. A primary goal of the Empowerment Program is to increase opportunities for young women to have positive, healthy social interactions and experiences during group so they may continually improve resiliency skills needed for long-term success.

Building resiliency skills allows clients to offset the impact of trauma. YWRC intentionally plans Empowerment Program activities to support four primary factors in resiliency skill building:

- 1.) Connections & Strong Social Network: Having secure attachment to caregivers or supportive adults on a regular basis, as well as positive and healthy relationships with peers and siblings.
- 2.) Confidence & Self-esteem: Maintaining belief in personal abilities, self-acceptance and sense of identity. Additionally, challenging self-critical behaviors and reframing negative experiences.
- 3.) Competence & Sense of Purpose: Mastery of skill, self-discovery and pursuit of opportunities to get involved in the community in meaningful ways.
- 4.) Coping & Self-Control: Developing problem solving and decision making skills, setting goals, managing emotions, and managing impulsive reactions to emotions.

Evidence based curricula are used in both in-school and on-site Empowerment Program groups, including: Girls Circle, Luv U 2, Powerful Voices, and Draw the Line Respect the Line. In order to avoid risk of re-traumatization, staff and Board are trained in Trauma Informed Care (TIC), and Empowerment Specialists utilize TIC practices in groups. YWRC strives to maintain a 1:10 facilitator to client ratio. Small group sizes increases the ability to adapt curriculum and activities to each group, and ensures a more engaging and enriching experience for participants.

Six-week Empowerment Groups reach over 900 participants throughout the school year. Empowerment Specialists build relationships within participating schools – working with school personnel to establish a plan for program implementation that is the best for each school. Some schools choose to have young women from every class participate in the Empowerment Groups at some point during the year; other schools promote the program through student sign up. Regardless, the YWRC places importance on empowering clients with practicing personal choice, so participation is always voluntary. Providing Empowerment Groups within schools helps to remove barriers to attendance and to reach a large population of young women during a formative time of transition and development.

Afterschool and specialized Empowerment Groups reach an additional 300 participants, and are provided at the YWRC year-round. Each group emphasizes developing trusting relationships and the power of personal choice and voice. Each group is responsible for setting their group expectations and works together and every week participants start by sharing personal "highs and lows". Curriculum includes games, discussions, crafts, field trips, and guest speakers – all focused on supporting the four pillars of resiliency, developing healthy relationships and understanding reproductive health. Activities are tailored by Empowerment Specialists to fit each groups dynamic and needs.

To remove significant barriers to attendance, transportation between school, the YWRC and home is provided for free to participants in Afterschool and specialized Empowerment Groups within a seven mile radius of the YWRC. Transportation is provided by five part time Transportation Specialists who drive 5 vans, each able to transport at least 6 passengers each. A Transportation Supervisor supports

this effort by confirming participant attendance for all Afterschool and specialized Empowerment groups each week and providing pick up and drop off lists and routes for each van driver.

**Project Goal, Objectives, Activities, Expected Outcomes, and Evaluation:** In fields below, state in the following order: **1. ONE Project Goal** that is a broad, aspirational statement of purpose for the project and **ONE Objective** that is a specific, measurable, verifiable, action-oriented, realistic, and time-specific statement intended to guide your organization's activities toward achieving the goal. **2. Specify the Project Activities** you will undertake to meet the objective and number of participants for each activity. **3. Expected Outcomes** are the individual, organizational, or community-level changes that can reasonably occur during the grant period as a result of the proposed activities or services. What are the key anticipated outcomes of the project and impact on participants? State in quantifiable and verifiable terms. **4. Evaluation** How will progress towards the objectives be tracked and outcomes measured? Provide specific information on how you will collect relevant data and statistics that meet your objective and validate your expected outcomes in a quantifiable manner as you describe your evaluation process.

### **1. Project Goal**

The goal of YWRC's EmpowHER project is to empower all young women in 5th-12th grade in greater Des Moines area to build resilience in four categories: 1) connections and strong social network, 2) confidence and self-esteem, 3) competence and sense of purpose, and 4) coping and self-control.

### **2. Project Objective**

The objective of YWRC's EmpowHER project is to serve at least 1,200 girls and young women in 5th-12th grade in Greater Des Moines area during YWRC's FY19-20 through Empowerment Groups, Afterschool Groups and specialized groups focused on the resiliency building categories:

1) connections and strong social network, 2) confidence and self-esteem, 3) competence and sense of purpose, and 4) coping and self-control. **Barriers to participation will be reduced through provision of free transportation between school, Afterschool Groups hosted on-site at the YWRC, and home for participants going to school and living within a seven mile radius of the YWRC.**

### **3. Project Activities**

Project activities that support YWRC's EmpowHER project include facilitation of resiliency building Empowerment Programs for at least 1,200 girls and young women during FY19-20, including:

- Six week Empowerment Groups for at least 900 participants within 38 schools.
- Afterschool Groups and specialized for at least 300 participants - **with transportation provided to participants for free between school, the YWRC and home.**

### **4. Expected Outcomes**

The expected outcome of YWRC's EmpowHER project is to serve at least 1,200 girls and young women in 5th-12th grade in Greater Des Moines area during FY19-20, and for at least 960 of those participants to report improvement in at least one of the resiliency categories: 1) connections and strong social network, 2) confidence and self-esteem, 3) competence and sense of purpose, and 4) coping and self-control. **Additionally, at least 3,600 unduplicated rides to and from Empowerment Afterschool Groups will be provided over the course of the year.**

### **5. Evaluation**

The YWRC utilizes a Results Based Accountability system to evaluate the success of all programs. This system relies heavily on pre- and post- program surveys designed for adolescent girls. During FY16-17, the pre- and post- surveys were adjusted to reflect gains in resiliency based on updated questions focused on development of: 1) connections and strong social network, 2) confidence and self-esteem, 3) competence and sense of purpose, and 4) coping and self-control.

At the start of each Empowerment Program group, participants are administered an Intake Form to gather demographic information and a pre-survey to assess the client's resiliency prior to the

curriculum presented during groups. At the completion of a program, participants complete an identical post-survey, which allows staff to identify improvement within priority issue areas. Finally, a satisfaction survey is utilized at the end of each group to capture anecdotal or qualitative feedback/suggestions from each client.

Weekly van lists are maintained throughout the year that record the number of rides and details around transportation for each group. Additionally, each Transportation Specialist submits a mileage report at the end of each week that is used to inform gas expenses as well as wear on each vehicle.

All data entry and analysis is conducted by YWRC staff, who are responsible for obtaining complete sets of data from each program participant at the beginning and end of each program. Data from the surveys is maintained and monitored through the use of Efforts to Outcomes (ETO) software, which is specifically designed to track progress towards measurable goals that create lasting outcomes. Data analysis is utilized to evaluate program effectiveness, as well as inspire curriculum development that is responsive to the specific needs identified by participants through the surveys.

**\*Below are some examples of how to list your Goals, Objectives, Activities, Expected Outcomes, and Evaluation:** Objective, Outcome, and Evaluation should align and should be written in a linear format, using actual numbers and data that are quantifiable and verifiable.

### **STATE ONE GOAL, ONE OBJECTIVE, ONE OUTCOME:**

- **GOAL:** House all homeless youth ages 18-24 in Mariposa County who are physically, mentally, and legally able to work within 24 hours and help them become self-sufficient in 90 days.
- **OBJECTIVE:** House up to 145 homeless youth referred or who contact us within 24 hours.
- **OUTCOME:** We expect to provide rapid rehousing to over 45 homeless youth in 2017. **EVALUATION:** Using Build Futures' Salesforce database client management and tracking system, generate reports on the number of clients served and housed. Track our role in housing 145 youth. Account for additional success or lower numbers of youth in the program.

### **Target Population**

Who will this grant serve? How many people will be impacted? Provide a breakdown: Number of children, youth, adults, seniors, animals.

YWRC Empowerment Program participants live in the Greater Des Moines area and consist of students in 5th grade through high school. On average, over 1,200 girls and young women are served through the Empowerment Program each year. The YWRC welcomes any client who identifies or has been socialized as a girl or young woman to participate. Approximately 76% of clients are from low-income families.

Girls and young women at the YWRC represent broad racial backgrounds. Based on client self-identification, the YWRC Empowerment Program serves: 34% Caucasian, 16% Hispanic, 19% African American, 13% Multiple Races, 5% Asian, and 13% self-identified as Other.

From the Youth Experiences Survey conducted in 2017 the YWRC collected data on client trauma history. Responses revealed that a majority of clients have experienced one or more childhood trauma. The survey also revealed that 41% of participants in YWRC's six-week Empowerment Groups have experienced four or more childhood traumas. The childhood traumas most prevalent amongst YWRC Empowerment participants are:

- o Death or sickness in family: 75%
- o Family member in jail, prison or deported: 48%
- o Family emotional abuse: 46%
- o Parents separation or divorce: 37%
- o Family mental illness: 29%
- o Family substance abuse: 21%

### **Project Timeline**

Provide a timeline for implementing the project. State the start date and ending date of the project. Include timeframes for specific activities, as appropriate.

9/1/2019-8/31/2020

### **Projects in the Community**

How does this project relate to other existing projects in the community? Who else in the community is providing this service or has a similar project? Who are your community partners, if any? How are you utilizing volunteers?

The YWRC is the only organization in the greater Des Moines area and the state offering free gender-specific programming that focuses specifically on healthy relationships, self-esteem, and reproductive health. The YWRC works collaboratively with local schools and regularly partners with numerous other community organizations to provide the most effective services possible. Some of the most impactful partnerships include: Des Moines Art Center, Planned Parenthood, Green Iowa, Chrysalis and ACEs360.

Volunteers fulfill a variety of functions at the YWRC, from interns that assist with marketing and programming, to individuals teaching various skills, such as painting, yoga, dance, and fishing. Corporate and community groups assist with physical upgrades to our facility, mailings, food and supply drives, and snacks and meals for groups. In FY17-18, approximately 80 volunteers provided nearly 900 hours of service to the Empowerment Program.

### **Project Future**

#### **Project Future / Sustainability**

Explain how you will support the project after the grant performance period. Include plans for fundraising or increasing financial support designated for the project.

YWRC is in the process of developing a new three year strategic plan beginning in FY19/20. The process is being supported and guided by Strategy By Design. The new strategic plan includes a focus on financial sustainability, as well as opportunities to grow in an effort to meet increasing demand.

Additionally, the YWRC is investing in staff development and training through the Des Moines Fundraising Institute. As organizational members, all staff, board and committee volunteers are able to take advantage of monthly workshops.

Finally, YWRC is working to improve leveraged partnerships - such as working with Children and Family of Iowa (CFI) and the alternative high school SCAVO to meet the needs of young moms without requiring additional YWRC staff capacity.

### **Governance, Executive Leadership, and Management: Key Personnel / Staff Qualifications**

#### **Governance and Executive Leadership**

Describe your Board of Directors and the role it plays in the organization. What committees exist within your Board? How does your Board make decisions?

YWRC Board of Directors currently has 16 members. Board members are elected for three year terms, with the possibility of a second three year term. The Board utilizes a skills matrix to identify skills needed for the Board, and also drive diversity by tracking the race and ethnicity, gender and age of members. Annually the Board of Directors has nine regularly scheduled meetings and one longer planning session. Board meetings follow Roberts Rules of Order and a consent agenda is used. The Board has eight standing committees with membership from Board members and community members with relevant skills. Committees meet either monthly or every six weeks and are Executive Committee, Fund Development Committee, Finance Committee, Marketing Committee, Program Committee, Governance Committee, Young Empowerment Partnership, and Advocacy Committee.

Executive leadership is provided by a five person Executive Committee composed of the Past President, President, Vice-President, Secretary and Treasurer. The Executive Committee meets monthly (with planned breaks in July and December) to receive a report from the Executive Director and discuss immediate or critical agency needs and issues. The President is the direct supervisor for the Executive Director and provides bi-weekly supervision meetings.

#### **Management**

Describe the qualifications of key personnel/staff responsible for implementing the project.

Senior leadership is composed of an Executive Director and a Director of Finance, HR and Data. The Executive Director holds a MBA and a Master's of Public Health, and has 20 years of nonprofit experience, including 10 years in executive leadership roles. The Director of Finance, HR and Data holds an MBA and has been her role at the YWRC for 18 years.

Senior leadership will be ultimately responsible for ensuring program implementation. Senior Leadership will ensure program activities are completed by supporting Empowerment Staff implementing the program. Empowerment Staff, who are experts at providing programming, will have the responsibility to set up program schedules, refine program content as needed, and implement programming.

## S.L. Gimbel Foundation APPLICATION

Organization Name:

Young Women's Resource Center

**V. Project Budget and Narrative (Do not delete these instructions on your completed form).**

A) **Budget Table:** Provide a detailed line-item budget for your **entire** project by completing the table below.

Requested line items should be limited to Ten (10) line items. The less the better.

**A breakdown of specific line item requests and attendant costs should include:**

- 1) Line item requests for materials, supplies, equipment and others:
  - a. Identify and list the type of materials, supplies, equipment, etc.
  - b. Specify the unit cost, number of units, and total cost**
  - c. Use a formula/equation as applicable. (i.e. 40 books @ \$100 each = \$4000)
- 2) Line item requests for staff compensation, benefits: **Do not use FTE percentages.**
  - a. Identify the position; for each position request, **specify the hourly rate and the number of hours** (i.e. \$20/hr x 20 hours/week x 20 weeks = \$8,000)
  - b. For benefits, provide the formula and calculation (i.e. \$8,000 x 25% = \$2,000)
- 3) Line items on Salaries/Personnel included in budget (contribution or in-kind) but NOT requested from the Gimbel Foundation must be broken down per number 2) above: Provide rate of pay per hour and number of hours.

| Line Item Request                                | Line Item Description<br><i>(Maximum two lines)</i>        | Support<br>From Your<br>Agency | Support<br>From Other<br>Fundors | Requested<br>Amount From<br>Gimbel/TCF | Line Item<br>Total of<br>Project |
|--|--|--------------------------------|----------------------------------|--|----------------------------------|
| Personnel:<br>Four Empowerment<br>Specialists    | 40 hrs/wk X \$17.93/hr x 52 weeks x<br>4 staff = \$149,178 | \$27,178                       | \$105,000                        | \$17,000                               | \$149,178                        |
| Personnel:<br>Four Transportation<br>Specialists | 15 hrs/wk X \$14.30/hr x 45 weeks x<br>4 staff = \$38,610  | \$10,610                       | \$28,000                         |  | \$38,610                         |
| Personnel:<br>Data Director                      | 100 hrs x \$33.16 = \$3,316                                | \$ 816                         | \$2,500                          |  | \$3,316                          |
| Personnel:<br>Transportation<br>Supervisor       | 12 hrs/wk X \$17.79 X 45 weeks =<br>\$9,607                | \$5,107                        | \$4,500                          |  | \$9,607                          |
| Benefits:<br>Four Empowerment<br>Specialists     | \$149,178 x 23% = \$34,311                                 |                                |                                  | \$ 3,000                               | \$3,000                          |
| Benefits: Data and<br>Transportation Staff       | \$51,533 x 23% = \$11,853                                  | \$6,853                        | \$5,000                          |  | \$11,853                         |
| Transportation:<br>Van Mileage                   | 19,200 miles x .545/mile = \$10,464                        |                                |                                  | \$ 3,650                               | \$3,650                          |
| Materials and<br>Supplies for school<br>groups   | 900 students x \$1.50/student =<br>\$1,350                 |                                |                                  | \$ 1,350                               | \$ 1,350                         |
| Materials and supplies<br>for onsite groups      | \$25/participant x 300 participants =<br>\$10,000          |                                | <b>\$7,500</b>                   |  | <b>\$7,500</b>                   |
| <b>TOTALS:</b>                                   |  | <b>\$ 50,564</b>               | <b>\$ 152,500</b>                | <b>\$ 25,000</b>                       | <b>\$ 228,064</b>                |

**B) Narrative:** The budget narrative is the justification of “how” and/or “why” a line item helps to meet the project deliverables. Provide a description for each line item request as necessary. Explain how the line item relates to the project. If you are requesting funds to pay for staff, list the specific duties of each position. See attached SAMPLE Project Budget and Budget Narrative

**1. Personnel: Four Empowerment Specialists:** Plan, prepare materials, facilitate and record data for all in-school and on-site after school and specialized Empowerment groups.

a.  $40 \text{ hrs/wk} \times \$17.93/\text{hr} \times 52 \text{ weeks} \times 4 \text{ staff} = \$149,178$  (\$17,000 requested)

**2. Personnel: Four Transportation Specialists:** Drivers to provide transportation to and from on-site Afterschool and specialized Empowerment groups. Offer over 3,600 unduplicated rides every year.

a.  $15 \text{ hrs/wk} \times \$14.30/\text{hr} \times 45 \text{ weeks} \times 4 \text{ staff} = \$38,610$

**3. Personnel: Data Director:** Compiles and analyses data entered into ETO from participant pre- and post- surveys to evaluate program impact and effectiveness.

a.  $100 \text{ hrs} \times \$33.16 \times 1 \text{ staff} = \$3,316$

**4. Personnel: Transportation Supervisor:** Confirms participant attendance for on-site Afterschool and specialized Empowerment groups and plans pick-up and drop-off routes for each Transportation Specialist.

a.  $12 \text{ hrs/wk} \times \$17.79/\text{hr} \times 45 \text{ weeks} = \$9,607$

**5. Benefits: Four Empowerment Specialists:** Plan, prepare materials, facilitate and record data for all in-school and on-site after school and specialized Empowerment groups.

a.  $\$149,178 \times 23\% = \$34,311$  (\$3,000 requested)

**6. Benefits: Data and Transportation Staff:** Compiles and analyses data, provides and coordinates transportation.

a.  $\$51,533 \times 23\% = \$11,853$

**7. Transportation: Van Mileage:** Van transport for participants to and from on-site after school and specialized Empowerment groups.

a.  $19,200 \text{ miles} \times .545/\text{mile} = \$10,464$  (\$3,650 requested)

**8. Materials and Supplies: In-school Groups:** Supplies (paper, pencils, markers, etc.) for in-school Empowerment groups.

a.  $900 \text{ students} \times \$1.50/\text{student} = \$1,350$  (\$1,350 requested)

**9. Materials and Supplies: On-site Groups:** Supplies (paper, pencils, markers, etc.) for on-site Afterschool and specialized Empowerment groups.

a.  $\$25/\text{participant} \times 300 \text{ participants} = \$7,500$

**S.L. Gimbel Foundation APPLICATION**

**VI. Sources of Funding:** Please list your current sources of funding and amounts.

*Secured/Awarded*

| Name of Funder: Foundation, Corporation, Government | Amount     |
|---|------------|
| United Way  | \$ 336,100 |
| Federal VOCA Grant                                  | \$ 73,545  |
| Principal Financial Group Foundation                | \$ 15,000  |
| Wells Fargo   | \$ 10,000  |
| Chrysalis Foundation                                | \$ 16,500  |
| Variety Club  | \$ 10,715  |
| State Grants  | \$ 18,091  |
| Polk County Community Betterment                    | \$ 15,000  |

*Pending*

| Name of Funder: Foundation, Corporation, Government | Amount    | Decision Date |
|---|-----------|---------------|
| Telligen  | \$ 35,000 | 11/2019       |
| Mid-Iowa Health Foundation                          | \$ 25,000 | 6/2019        |
| Prairie Meadows                                     | \$ 15,316 | 6/2019        |
|   | \$        |               |
|   | \$        |               |
|   | \$        |               |

**Diversity of Funding Sources:** A financially healthy organization should have a diverse mix of funding sources. Complete those categories that apply to your organization using figures from your most recent fiscal year.

| Funding Source             | Amount     | % of Total Revenue | Funding Source  | Amount     | % of Total Revenue |
|----------------------------|------------|--------------------|-----------------|------------|--------------------|
| Contributions              | \$ 211,247 | 17 %               | Program Fees    | \$ 1,373   | 0 %                |
| Fundraising/Special Events | \$ 306,113 | 25 %               | Interest Income | \$ 92,832  | 7 %                |
| Corp/Foundation Grants     | \$ 150,203 | 12 %               | Other:          | \$ 26,281  | 2 %                |
| Government Grants          | \$ 109,261 | 9 %                | Other:          | \$ 346,100 | 28 %               |

**Notes:**

Other Funding Source for \$346,100 is United Way.



## S.L. Gimbel Foundation APPLICATION

### VII. Financial Analysis

Agency Name: Young Women's Resource Center

Most Current Fiscal Year (Dates): From 07/01/2017 To: 06/30/2018

This section presents an overview of an applicant organization's financial health and will be reviewed along with the grant proposal. Provide all the information requested on your **entire organization**. Include any notes that may explain any extraordinary circumstances. Information should be taken from your most recent 990 and audit. **Double check your figures!**

#### Form 990, Part IX: Statement of Functional Expenses

1) Transfer the totals for each of the columns, Line 25- Total functional expenses (page 10)

| (A)<br>Total Expenses | (B)<br>Program service expenses | (C)<br>Management & general expenses | (D)<br>Fundraising expenses |
|-----------------------|---------------------------------|--------------------------------------|-----------------------------|
| \$1,227,524           | \$981,047                       | \$116,964                            | \$129,513                   |

2) Calculate the percentages of Columns B, C, and D, over A (per totals above)

- Program services (B) – A general rule is that at least 75% of total expenses should be used to support programs
- Management & general administration (C) – A general rule is that no more than 15% of total expenses should be used for management & general expenses
- Fundraising (D) – A general rule is that no more than 10% of total expenses should be used for fundraising

| (A)<br>Total Expenses | (B)<br>Program service expenses | (C)<br>Management & general expenses | (D)<br>Fundraising expenses |
|-----------------------|---------------------------------|--------------------------------------|-----------------------------|
|                       | Columns B / A x 100             | Columns C / A x 100                  | Columns D / A x 100         |
| Must equal 100%       | 80 %                            | 9 %                                  | 11 %                        |

3) Calculate the difference between your CURRENT year budget for management & general expenses and your previous management & general expenses per your 990 (Column C)

| Percentage of Organization's<br><u>Current</u> Total Budget used for<br>Administration | Column C, Management & general<br>expenses per 990 above | Differential |
|--|--|--------------|
| 9 %  | 9 %  | 0%           |

If the differential is above (+) or below (-) 10%, provide an explanation:

## S.L. Gimbel Foundation APPLICATION

**Quick Ratio:** Measures the level of liquidity and measures only current assets that can be quickly turned to cash. A generally standard Quick Ratio equals 1 or more.

|             |                               |                             |                      |
|-------------|-------------------------------|-----------------------------|----------------------|
| <b>Cash</b> | <b>+ Accounts Receivables</b> | <b>/Current Liabilities</b> | <b>= Quick Ratio</b> |
| \$ 122,726  | \$ 144,235                    | 26,739                      | 9.98                 |

---

**Excess or Deficit for the Year:**

|  |  |
|--|--|
| <b>Excess or (Deficit)<br/>Most recent fiscal year end</b> | <b>Excess or (Deficit)<br/>Prior fiscal year end</b> |
| \$-55,320  | \$-45,637  |

**Notes:**

**SAMPLE Budget Comparison**

|   | Actuals                      |          | Budget                   |          | Variance        |          |
|---|------------------------------|----------|--------------------------|----------|-----------------|----------|
|   | Most Recently Completed Year |          | Projections Current Year |          |                 |          |
|   | 20_18                        |          | 20_19                    |          |                 |          |
| <b>Income</b>                               |                              |          |                          |          |                 |          |
| Individual Contributions                    | 442,360                      | -        | 428,600                  | -        | (13,760)        | -        |
| Corporate Contributions                     | 140,535                      | -        | 140,000                  | -        | ( 535)          | -        |
| Foundation Grants                           | 430,768                      | -        | 466,850                  | -        | 36,082          | -        |
| Government Contributions                    | 109,261                      | -        | 116,136                  | -        | 6,875           | -        |
| Other Earned Income                         | 1,373                        | -        | 11,000                   | -        | 9,627           | -        |
| Other Unearned Income                       | 26,281                       | -        | -                        | -        | (26,281)        | -        |
| Interest & Dividend Income                  | 92,832                       | -        | 67,000                   | -        | (25,832)        | -        |
| <b>Total Income</b>                         | <b>1,243,410</b>             | <b>-</b> | <b>1,229,586</b>         | <b>-</b> | <b>(13,824)</b> | <b>-</b> |
| <b>Expenditures</b>                         |                              |          |                          |          |                 |          |
| <b>Personnel</b>                            |                              |          |                          |          |                 |          |
| Salary CEO                                  | 91,800                       | -        | 91,800                   | -        | 0               | -        |
| Salary Assistant                            | 675,703                      | -        | 634,328                  | -        | (41,375)        | -        |
| Payroll Taxes                               | 63,060                       | -        | 62,810                   | -        | ( 250)          | -        |
| Insurance - Workers' Comp                   | 9,525                        | -        | 9,650                    | -        | 125             | -        |
| Insurance - Health                          | 84,150                       | -        | 88,695                   | -        | 4,545           | -        |
| Payroll Services                            | 1,896                        | -        | 2,000                    | -        | 104             | -        |
| Retirement                                  | 0                            | -        | 0                        | -        | -               | -        |
| <b>Total Personnel</b>                      | <b>\$926,134</b>             | <b>-</b> | <b>\$889,283</b>         | <b>-</b> | <b>(36,851)</b> | <b>-</b> |
| <b>General Program/Administrative</b>       |                              |          |                          |          |                 |          |
| Bank/Investment Fee                         | 15,043                       | -        | 15,100                   | -        | 57              | -        |
| Publications                                | 440                          | -        | 450                      | -        | 10              | -        |
| Conferences & Meetings                      | 3,742                        | -        | 4,500                    | -        | 758             | -        |
| Mileage                                     | 18,368                       | -        | 18,800                   | -        | 432             | -        |
| Audit & Accounting                          | 11,050                       | -        | 11,500                   | -        | 450             | -        |
| Program Consultants                         | 6,483                        | -        | 12,000                   | -        | 5,517           | -        |
| Insurance Expense                           | 16,028                       | -        | 14,502                   | -        | (1,526)         | -        |
| Telephone Expense - Land Lines              | 5,939                        | -        | 5,820                    | -        | (119)           | -        |
| DSL & Internet                              | 6,137                        | -        | 6,080                    | -        | ( 57)           | -        |
| Website                                     | 6,451                        | -        | 8,600                    | -        | 2,149           | -        |
| Office Supplies                             | 2,547                        | -        | 2,700                    | -        | 153             | -        |
| Postage & Delivery                          | 1,717                        | -        | 1,925                    | -        | 208             | -        |
| Printing & Copying                          | 4,535                        | -        | 6,850                    | -        | 2,315           | -        |
| Miscellaneous                               | 223,322                      | -        | 225,174                  | -        | 1,852           | -        |
| <b>Total General Program/Administrative</b> | <b>321,802</b>               | <b>-</b> | <b>334,001</b>           | <b>-</b> | <b>12,199</b>   | <b>-</b> |
| <b>Total Expenditures</b>                   | <b>1,247,936</b>             | <b>-</b> | <b>1,223,284</b>         | <b>-</b> | <b>(24,652)</b> | <b>-</b> |
| <b>Revenue Less Expense</b>                 | <b>(\$4,526)</b>             | <b>-</b> | <b>\$6,302</b>           | <b>-</b> | <b>\$10,828</b> | <b>-</b> |

**Part IX** Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).

Check if Schedule O contains a response or note to any line in this Part IX

| Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.  | (A)<br>Total expenses | (B)<br>Program service expenses | (C)<br>Management and general expenses | (D)<br>Fundraising expenses |
|---|-----------------------|---------------------------------|--|-----------------------------|
| 1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21 ...  |                       |                                 |  |                             |
| 2 Grants and other assistance to domestic individuals. See Part IV, line 22 .....   | 24,172.               | 24,172.                         |  |                             |
| 3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16 .....  |                       |                                 |  |                             |
| 4 Benefits paid to or for members .....   |                       |                                 |  |                             |
| 5 Compensation of current officers, directors, trustees, and key employees .....  | 82,549.               | 13,208.                         | 49,529.                                | 19,812.                     |
| 6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) .....   |                       |                                 |  |                             |
| 7 Other salaries and wages .....  | 684,954.              | 589,458.                        | 32,281.                                | 63,215.                     |
| 8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)  |                       |                                 |  |                             |
| 9 Other employee benefits .....   | 80,270.               | 64,295.                         | 6,527.                                 | 9,448.                      |
| 10 Payroll taxes .....  | 72,585.               | 57,900.                         | 7,108.                                 | 7,577.                      |
| 11 Fees for services (non-employees):   |                       |                                 |  |                             |
| a Management .....  |                       |                                 |  |                             |
| b Legal .....   |                       |                                 |  |                             |
| c Accounting .....  | 11,050.               | 7,846.                          | 332.                                   | 2,872.                      |
| d Lobbying .....  |                       |                                 |  |                             |
| e Professional fundraising services. See Part IV, line 17   |                       |                                 |  |                             |
| f Investment management fees .....  | 13,661.               |                                 | 13,661.                                |                             |
| g Other. (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Sch O.)   | 25,819.               | 17,978.                         | 930.                                   | 6,911.                      |
| 12 Advertising and promotion .....  | 2,507.                | 2,031.                          | 100.                                   | 376.                        |
| 13 Office expenses .....  | 18,602.               | 17,685.                         | 674.                                   | 243.                        |
| 14 Information technology .....   |                       |                                 |  |                             |
| 15 Royalties .....  |                       |                                 |  |                             |
| 16 Occupancy .....  | 41,705.               | 39,521.                         | 1,267.                                 | 917.                        |
| 17 Travel .....   | 28,405.               | 27,868.                         | 311.                                   | 226.                        |
| 18 Payments of travel or entertainment expenses for any federal, state, or local public officials   |                       |                                 |  |                             |
| 19 Conferences, conventions, and meetings .....   | 3,742.                | 3,580.                          | 70.                                    | 92.                         |
| 20 Interest .....   |                       |                                 |  |                             |
| 21 Payments to affiliates .....   |                       |                                 |  |                             |
| 22 Depreciation, depletion, and amortization .....  | 31,343.               | 28,681.                         | 1,148.                                 | 1,514.                      |
| 23 Insurance .....  | 7,460.                | 5,297.                          | 224.                                   | 1,939.                      |
| 24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.) |                       |                                 |  |                             |
| a <u>DONATED GOODS DISTRIBUT</u>  | 38,354.               | 38,354.                         |  |                             |
| b <u>40TH ANNIVERSARY EVENT</u>   | 17,776.               | 17,776.                         |  |                             |
| c <u>TELEPHONE</u>  | 12,076.               | 9,854.                          | 1,221.                                 | 1,001.                      |
| d <u>MISCELLANEOUS</u>  | 11,312.               | 4,074.                          | 856.                                   | 6,382.                      |
| e All other expenses .....  | 19,182.               | 11,469.                         | 725.                                   | 6,988.                      |
| 25 <b>Total functional expenses.</b> Add lines 1 through 24e  | 1,227,524.            | 981,047.                        | 116,964.                               | 129,513.                    |
| 26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation.                                     |                       |                                 |  |                             |

Check here  if following SOP 98-2 (ASC 958-720)

**Young Women's Resource Center**  
**FY 18-19 Budget**  
Adopted 6/25/18

**Revenues**

|                                |           |                  |
|--------------------------------|-----------|------------------|
| Fund Development               | \$        | 436,500          |
| Churches/Service Organizations | \$        | 4,000            |
| Foundations & Corporations     | \$        | 154,500          |
| United Way Allocation          | \$        | 332,050          |
| Contracts                      | \$        | 144,536          |
| Investment Income              | \$        | 45,000           |
| Earned Income                  | \$        | 15,000           |
| <b>Total Revenue</b>           | <b>\$</b> | <b>1,131,586</b> |

**Expenses**

|                                    |           |                  |
|------------------------------------|-----------|------------------|
| Personnel                          | \$        | 935,829          |
| Professional Fees & Insurance      | \$        | 62,654           |
| Program Supplies                   | \$        | 21,650           |
| Phone/postage/equipment/supplies   | \$        | 32,075           |
| Occupancy                          | \$        | 45,736           |
| Transportation (Local)             | \$        | 32,566           |
| <b>Expense Total</b>               | <b>\$</b> | <b>1,130,510</b> |
| <b>Net Operating Income/(Loss)</b> | <b>\$</b> | <b>1,076</b>     |

**The S.L. Gimbel Foundation Fund  
Grant Evaluation Form Docket 2\_2  
Grant Period: November 1, 2013-October 31, 2014  
Evaluation Due Date: November 15, 2014**

**Organization:** Young Women's Resource Center

**Contact Name:** Becca Sloan      **Title:** Program Director

**Phone Number:** 515-244-4901      **Grant period:** November 1, 2013 - October 31, 2014

**Award Amount:** \$25,000      **Grant Number:** 20130717

**Evaluation Due Date: 11/15/14**

- **Describe the project's key outcomes and results based on your goals and objectives. Provide the number of clients served and other relevant statistics.**

The goal of The Young Women's Resource Center Prevention Services is to help young women acquire effective problem solving and copings skills, foster healthy decision making and prevent risky behaviors. During the grant provision period, 1,352 young women were served through YWRC prevention programs

- **Objective I:** 90% of program participants understand the indicators of a healthy/unhealthy relationship.
  - **Objective I Outcome:** 90% of program participants understand the indicators of a healthy/unhealthy relationship.
  - **Objective II:** 90% of students can identify the definition of self-esteem and factors which influence self-esteem.
  - **Objective II Outcome:** 93% of students can identify the definition of self-esteem and 83% of students can identify factors which influence self-esteem.
  - **Objective III:** 90% of students can identify the definition of body image and factors which influence body image.
  - **Objective III Outcome:** 71% of students can identify the definition of body image and 80% of students can identify factors which influence body image
- **What were the challenges and obstacles you encountered (if any) in attaining your goals and objectives? How did you overcome and/or address the challenges or obstacles? What were the lessons learned?**  
We encountered unexpectedly low enrollment in two groups, which formerly had excellent attendance. We suspect this was due to staff turnover and brief transition between summer and after school programming. Many recruitment efforts are planned and the facilitators and Program Director will continue to work to improve enrollment in the coming weeks and

months. In addition the YWRC hired a staff who will concentrate on parental engagement, which we believe is directly tied to enrollment in this group as well as many others.

With respect to Objective III, we have seen a trend over many years that 5<sup>th</sup> and 6<sup>th</sup> grade girls have difficulty grasping the abstract concept of body image. We suspect that the outcome would be vastly different if broken down into grade levels.

A larger scale challenge was related to the public school system becoming more stringent about outside agencies providing therapy and groups during school hours. However, the YWRC has developed a partnership that resulted in the prevention programming being incorporated in the Family & Consumer Sciences curriculum for all 6<sup>th</sup>, 7<sup>th</sup> and 8<sup>th</sup> grade girls in the Des Moines school district. This will result in a significant increase in the number of girls we reach. This process began in September 2014 and will continue through the school year, so the outcomes were not included in this document.

- **Describe any unintended positive outcomes as a result of the efforts supported by this grant.**

In a number of cases, staff members have reported that after only two interactions in school based programming, individual girls have been comfortable enough with the facilitator to disclose child abuse. In one of these cases, following a mandated report, a child protection investigation resulted, possibly preventing that child from additional abuse.

- **Describe the overall effect this grant had on your organization.**

Participants in the YWRC Prevention groups directly benefited from this grant, as it provided them with the opportunity to engage in enrichment activities that do not exist elsewhere in their lives. Participating in such activities increases girls' self-confidence and sense of empowerment, which positively impacts other areas of their lives (school, family friendships, etc.)

- **Tell us a few success stories.**

### **Samira**

Samira is a 12 year old middle school student, who moved to the United States from Togo, Africa in 2009 at age 8. Samira shared her success story through a video interview to show her support at the **2014 Sit On It!** fundraising event. She was also the recipient of the 2014 WOW (Women of Worth) award.

Samira describes that she was very 'adapted' when she was in Africa, but when she moved to the U.S., 'it was like a new world' to her. She stated, "I didn't know what was going on and didn't know what to do, or how things were done here, and it became hard to adjust." She

noted that she often kept to herself, partly because she didn't know a lot of English and stated, "I would do my things and everybody else would do their things."

Samira noted that she had a wonderful teacher who helped her speak English clearly. She said she was always 'huddled in her own bubble and didn't care what people thought.' Her teacher was concerned and reached out to her parents to recommend that Samira get involved in YWRC groups and become more social. Her parents followed up and she began attending our afterschool groups. Her video message was delivered to 630 adults at the spring **Sit On It!** event.

*"When you guys came that was the ideal moment when I was automatically opened up to everyone because you guys taught me that no matter where you come from, our what your background people are going to like you because of your personality, because of what you teach them, because of who you are; not because of where you came from or what you do. That helped me a lot...and when I came to the (YWRC) group I actually made a lot more friends. I learned that I'm not the only one with problems, and people come from lots of issues and backgrounds but what matters at the end of the day is who they really are and their personalities."*

### **Venieta**

*Not just another statistic...* It may seem as though the odds are stacked against 16-year-old Venieta, a sophomore at North High School, stemming from a lower class family and the product of generations of teen parents. With the help of the Young Women's Resource Center, however, she is determined that she will be everything *but* just another statistic. "I have struggled with depression, abandonment issues, and being bullied. I was once bullied so bad that I got sent home from school for my own safety."

Venieta began coming to the YWRC for a summer program after her fifth-grade year and has continued in After School programming ever since. "Since I joined YWRC, I have learned how to stand up for myself," she proudly admits. What Venieta loves most about the YWRC is that it is a safe place for her to share her feelings and a place where she always feels valued and supported. "If I need someone to talk to about a problem, they would listen to me and try to find a way to help me. If I have something fun or exciting to share, they congratulate and encourage me." In addition to finding a place to explore and remedy her problems, she feels as though she has a "strong support system and great role models" at the YWRC. The skills she has learned in prevention programming have helped her develop the ability to make friends and relate to others: "I used to feel so alone and now I know that there are other girls that struggle with the same problems that I have."

Venieta says that the YWRC has really improved her sense of self-worth and encouraged her to feel good about herself, as she states, "I didn't see much in me until I started going to the YWRC." In 2012, she had the opportunity to participate in the Sheroes fashion show, which was a major highlight in her life: "I had so much fun and felt so beautiful. I couldn't believe how the other girls included me." In addition to the "fun stuff," Venieta has gained great



knowledge about other important topics: “I’ve also learned a lot about safe sex, smart relationship decisions, and pregnancy prevention. This is important to me, especially because I come from two generations of teen parents.” Venieta is the first individual in her family to attend high school and proudly proclaims, “I’m happy to say that with the support of the YWRC I WILL break the cycle (of teen pregnancy) and I WILL graduate high school!”

In 2013, Venieta stood in front of more than 500 YWRC supporters at the annual Sit On It! event and glowed while sharing her story. She concluded her speech by saying, “Most importantly, I have learned that you have to love yourself before you can love anyone else.” There is no doubt that she will beat the odds, that she will not be “just another statistic.” Venieta is a shining example of what the YWRC is all about: Helping young women realize their full potential. (Venieta remained involved with YWRC programming during 2013-14.)

**Provide a financial report on the use of your grant funds (expenditures)**

| <b>S.L. Gimbel Foundation Financial Report</b> |  |                                  |                            |
|--|--|----------------------------------|----------------------------|
| <b>Line Item Description</b>                   | <b>Line Item Explanation</b>                               | <b>Requested Amount From TCF</b> | <b>Actual Expenditures</b> |
| Salaries                                       | 7 FTE equivalents  | \$20,000                         | \$20,000                   |
| Benefits & Taxes                               | 23% of salaries  | \$3,000                          | \$3,000                    |
| Mileage/Travel                                 | Federal Rate<br>Gas/maintenance                            | \$1,500                          | \$1,500                    |
| Equipment/Supplies                             | Printing, postage,<br>office supplies,<br>program supplies | \$500                            | \$500                      |
| <b>TOTALS:</b>                                 |  | \$25,000                         | \$543,134                  |

**Send copies of publicity and other promotional materials.**

- Annual Report - attached
- October 2013 Board of Directors Meeting minutes - attached

**Receipts if equipment was purchased – not applicable**

**Young Women's Resource Center**

**Board of Director's Meeting Minutes**

October 28, 2013 5:30 PM

**YWRC Mission Statement**

The mission of the Young Women's Resource Center (YWRC) is to embrace and inspire young women to become strong, self-confident and successful.

**Roll Call/Present:**

Heather Soener, Executive Director

Daniel D Garrett (President)

Doug Stark (Secretary)

Nicky Schissel

Dr Stacey Neu

Michele Reno Brown

Colleen Sengpiel (Scholarship)

Bruce Buchanan

Martha Willits

Eric Branstad

Joe Henry

Keith Karpinske

Karen Henderson

Daniel Garrett called the meeting to order at approximately 5:35 PM.

**Previous Board Meeting Minutes**

Motion to approve the September Board Meeting minutes as presented: Keith Karpinske

Seconded: Doug Stark

The September Board Meeting minutes were unanimously approved as presented.

## **Director's Report**

\$22,500 was received from the Liz Kruidenier estate pending IRS approval. The funds have been deposited and are being held until the approval is confirmed.

The YWRC was chosen as one of three organizations to receive Christmas Offerings from Plymouth Church. Proceeds could be in the \$5,000 to \$10,000 range.

\$25,000 was received from The Gimbel Foundation.

Year-end letters are being prepared and will be signed by board members where relationships exist. Letters are segmented into 8 different versions based upon each individual's support of the Center.

A 5-1/2 year prevention staff member has tendered her resignation. Heather and team will be reviewing needs and determine the best use of the open position with plans to hire after the first of the new year.

The Center is having challenges getting programs into the Des Moines Public school system during school hours. A proactive plan is being developed to address the situation.

The Principal River Walk and bridge dedication was attended by Heather, Michelle Reno-Brown, Dan Garrett and Martha Willits. Louise Noun was one of four honorees.

Last Thursday the Polk Co Women's Attorney's basket auction event was held. Heather and one of the young moms presented. All proceeds from the auction are donated to the YWRC.

Dan Garrett is hosting an event for former board members on November 14 at his home. The purpose of the event is to get, and keep, past board engaged with the Center.

## **Finance Committee Update**

Keith Karpinske provided a Finance Committee update. The committee is exploring an investment change for Noun funds in excess of \$1,000,000. The funds would be swept into a separate investment account and invested separately from the \$1,000,000 with the objective of improving the return on these excess funds. Investment of these excess funds will be made within the approved investment strategy.

A motion was made to authorize the Finance Committee to explore options for investing the excess funds. The findings will be brought back to the board for review and possible approval:  
Bruce Buchanan

Seconded: Nicky Schissel

The motion was unanimously approved.

The June 2013 preliminary year-end audit is complete and was presented for board approval, as well as the September 2013 financial statements.

Motion was made to approve the September 2013 financial statements and the June 30, 2013 year-end audit: Michelle Reno-Brown

Seconded: Nicky Schissel

The motion carried unanimously for approval.

### **Program Committee**

Bruce Buchanan provided an update for the program committee.

The trauma yoga and running groups are going well.

Magellan came to the center for a site audit. Files/processes were reviewed. The visit went well with recent files found to be solidly within guidelines. One of the Center's therapists is authorized to bill for services. The intent is to make sure we provide outstanding service while increasing therapy billings over time.

The young moms support groups are at capacity. Programs are being reviewed to determine how to expand and accommodate the demand.

### **Governance Committee**

Naomi Myers, AVP Human Resources, Nationwide Insurance, was presented for consideration as a new board member.

Motion to approve appointment of Naomi Myers' to the Board of Directors: Dan Garrett

Seconded: Nicky Schissel

The motion carried unanimously for approved.

### **Events Report**

Sit On It is booked for April 5, 2014 at Vets again this year. Bid Pal is being explored which allows attendees to load the Bid Pal app onto their smart phones. Items of interest can be flagged, and updates provided as the silent bidding progresses. There are metrics from Bid Pal that demonstrate an average of 4 more bids per item on the silent auction inventory and a general lift in money's raised using their platform. There are fees associated with the service, however the upside potential warrants trying the service for the 2014 event.

Pigott, Inc will be donating 15 chairs to Sit On It that were decorated by architects for a Pigott event.

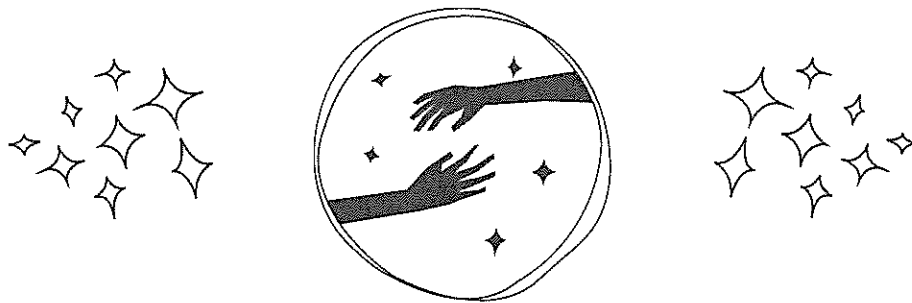
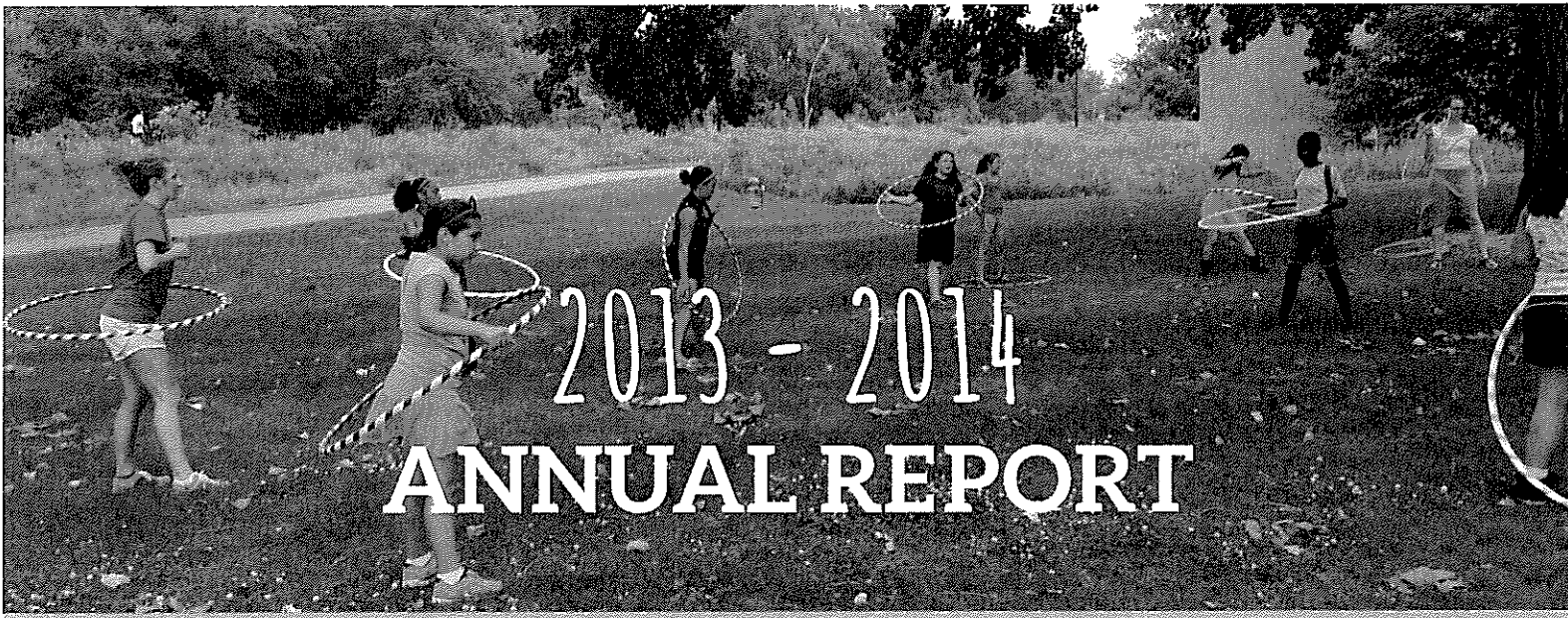
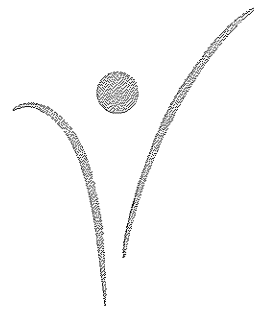
#### **YPC Committee**

The YPC will be providing childcare (and crafts for children) for young moms at the holiday party.

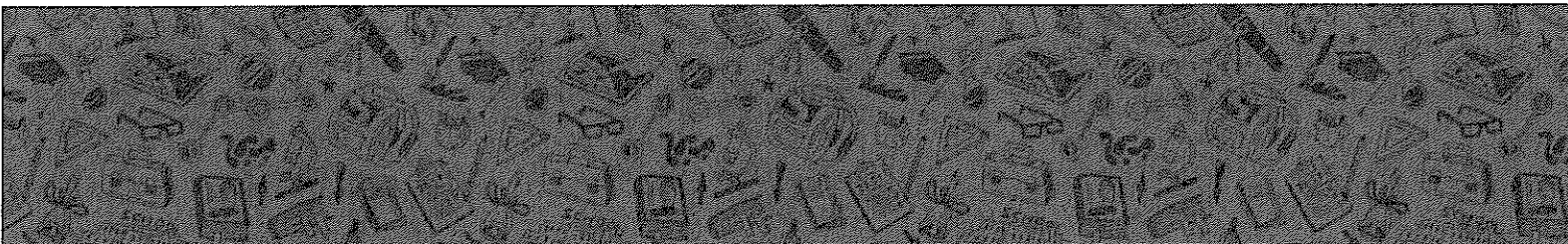
The meeting adjourned at 6:33 PM.

Minutes submitted by Doug Stark, Secretary

# YOUNG WOMEN'S RESOURCE CENTER



EVERY GIRL DESERVES A LIFE OF POSSIBILITIES

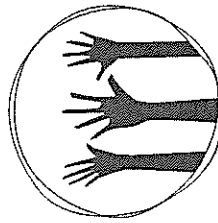


# Young Women's Resource Center

# Welcome

## OUR MISSION:

is to embrace and inspire young women to become strong, self-confident and successful.



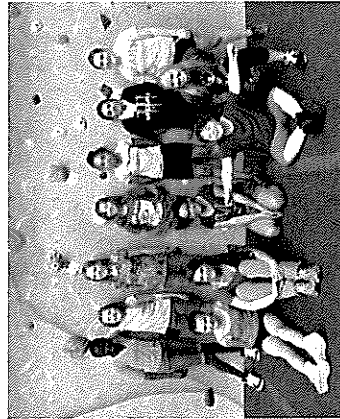
## OUR VISION:

is for all young women in our community to realize their full potential.



## CORE VALUES:

acceptance • commitment • compassion • knowledge



The Young Women's Resource Center (YWRC) is a non-profit organization that supports, educates and advocates for young women ages 10-21 in the greater Des Moines area. We offer small groups and individual support focused on self-esteem, healthy relationships and reproductive health. Teen moms receive additional support focused on parenting skills and understanding the importance of education.

Founded in 1978 by Louise Noun and other community activists, the YWRC meets girls where they are and assists them with discovering their abilities and pursuing their dreams. The YWRC believes that EVERY girl is vulnerable at different points in her development and that EVERY girl deserves a life of possibilities.



### FROM THE BOARD PRESIDENT

As we reflect on another year at the Young Women's Resource Center, we have many successes to celebrate and inspiring stories to share. As this year's Board President, I am thankful and honored to be a part of an organization committed to ensuring every girl deserves a life of possibilities.

From our beginnings in 1978 with a staff of three, to the robust organization we are today serving over 1,500 young women annually, our mission has never faltered - to embrace and inspire young women to become strong, self-confident and successful.

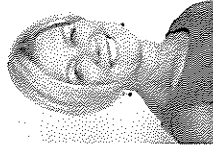
This doesn't happen by accident. Under the dedicated leadership of Heather Soener, the Young Women's Resource Center is extremely fortunate to have a caring and compassionate staff who advocate for young women every day. An engaged Board of Directors share their time and talent to support the initiatives of the YWRC. Certainly, we would not be able to carry out our mission without the continued support of our community partners whose generous donations of time and money allow us to focus on ensuring girls ages 10-21 have the resources they need to be successful. In addition, I would like to thank Daniel Garrett, past Board President, for his leadership and vision this past year.

I invite you to read through the pages of our annual report as we highlight our accomplishments, share our strong financial position and recognize the generous commitment of the individuals and companies who support the Young Women's Resource Center.

I look forward to making this year our best yet.

Sincerely,

**TINA SMITH RITZ, CTP**



### FROM THE EXECUTIVE DIRECTOR

A recent survey revealed that 84% of girls admit to being bullied online or at school, and only 20-30% of them actually report it. Another study indicated that only 40% of teen moms who become pregnant prior to age 18 will go on to graduate from high school. While these statistics are truly disconcerting, OUR community is fortunate to have the Young Women's Resource Center (YWRC), an agency focused on providing an array of services to ALL girls ages 10-21 in the greater Des Moines area.

A dedicated team of staff, a committed board of directors and a compassionate group of volunteers strive every day to see that young women have what they need to become successful. This past year, 94% of 5th graders completing the 6-week Problem Solving class showed improvement in at least one of the focus areas of self-esteem, healthy relationships and reproductive health, and 96% of young moms understood the positive effect of talking with their baby. These are just a few examples which demonstrate that with a little bit of education and support, girls, teen moms and their children can deal with anything that comes their way and can learn to be successful.

The year ahead proves to be very exciting, with new and expanded programming in the works, as well as a complete website and marketing materials redesign scheduled to be completed in the fall. All of these accomplishments would not be possible without the many caring corporations, foundations and donors who generously support the YWRC. I extend my heartfelt thanks to each and every one of you for all you do to help us help girls...to put smiles on their faces, dreams in their heads and songs in their hearts.

Wishing you the very best,

**HEATHER SOENER**

# Who We Are

# Year In Financials

## EXECUTIVE COMMITTEE

Tina Smith-Fritz, CTP  
*President*

Stacey K. Neu, MD  
*Vice President*

Michele Reno Brown  
*Secretary*

Teri Button, CPA  
*Treasurer & Finance Chair*

Daniel D. Garrett  
*Risk President*

## BOARD OF DIRECTORS

Jennie Lillis Baranczyk

Eric D. Branstad

Bruce Buchanan, ACSW, LISW  
*Program Chair*

Rhonda Elming

E.J. Giovannetti

Kyn Hedrick

Amy Hock  
*Marketing Chair*

Tim Johnson

Keith Karpinske

Susan Knapp

Naomi Myers

Cyndi Pederson

Colleen Sengpiel  
*Support & Community Liaison*

Doug Stark

Martha Willis

## YOUNG PROFESSIONALS COUNCIL

### PROFESSIONALS COUNCIL

Kathy Barton, CPT

Laurel Bruntz

Ryan Crane

Kyn Hedrick

Heather Hooks

Amber Johnson  
*Chairman*

Tiffany Klehn

Jill Lippincott

Katie Lown

Jayne Millhollin

Madison Romano

Matthew Sorenson

Abbie Strother  
*Chairman*

Angie von Glan

Elizabeth Wagner

## EXECUTIVE DIRECTOR

Heather Soener

## STAFF

Sonia Ashe

Sierah Bougher

Elia Cardenas

Rebecca Crandell

Gerry Dysart

Kathy Dysart

Christina Morrow

Emily Fichter

Marilyn Garrett

Tina Greene

Tom Hawkins

Shelbie Hill

Kahara Hunafa

Katie McCune

Jennifer Mesecher

Kathy Parenza

Bailey Puhmann

Tara Ray

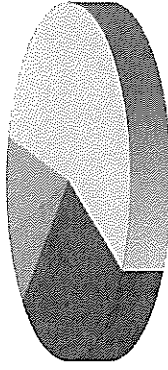
John Rivas

Becca Sloan

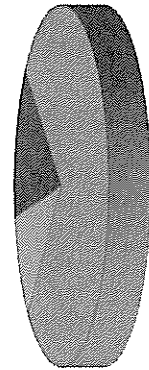
Amy Tiefenthaler

Diane Tinker

## REVENUES



## EXPENSES



**LIVE UNITED**



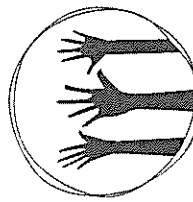
**United Way of Central Iowa**

The Young Women's Resource Center is proud to be a United Way of Central Iowa member agency. Their guidance and support enhances our credibility and strengthens our services.

**THANK YOU**

for your interest in and generosity to the Young Women's Resource Center.

The Young Women's Resource Center gratefully acknowledges the individuals, businesses and foundations who generously contributed support between July 1, 2013 and June 30, 2014. These charitable gifts allow us to continue assisting young women in the Greater Des Moines area to discover their abilities and pursue their dreams. Every effort has been made for complete accuracy in our Honor Roll of Donors. If you have any corrections, or if you are interested in ways to show additional support for the Young Women's Resource Center, please contact Sonia Ashe at (515) 244-4901.



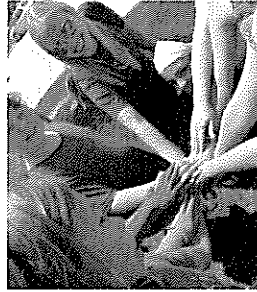
"DUPONT PIONEER SUPPORTS THE YWRC BECAUSE WE KNOW THE FUTURE SUCCESS OF OUR YOUNG WOMEN LINGERS ON THE DELIVERY OF THOUGHTFUL PROGRAMMING AND COMPASSIONATE SUPPORT AT THE MOST PRECARIOUS PERIODS OF THEIR DEVELOPMENT, THOSE BEING ADOLESCENCE AND YOUNG ADULTHOOD. THANK YOU, YWRC."

- Michelle Gowdy

*Supporting Community and Individual Development*



## Prevention Services



During the 2013-2014 fiscal year, Prevention Services supported 1,343 young women.\*



### AFTERSCHOOL GROUPS

Afterschool groups located at the YWRC, geared around hands-on activities, guest speakers, service projects and friendship-building, served 158 elementary, middle school and high school clients.

### CONNECTIONS

Therapy and education group for young women, focused on anger management and impulse control, provided help for 23 young women.

### HIT THE GROUND RUNNING

A running group focused on resiliency, empowerment and healthy lifestyles supported 30 young women.

### MARIPOSA LATINA LEADERSHIP

The Mariposa Latina Leadership group, focused on topics about education, health and culture, offered support for 15 young Latina women from Des Moines area middle and high schools.

### PROBLEM SOLVING GROUPS

In 34 Greater Des Moines elementary and middle schools, 938 young women participated in 108 problem

solving groups. The 6-week sessions focused on topics such as body image, self-esteem, healthy relationships and reproductive health.

### HEROES

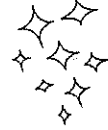
Sheroes Young Women's Philanthropy Institute was comprised of 33 high school girls, ages 16-18, who aspire to become leaders in the community through volunteerism and philanthropy.

### SUMMER PROGRAMS

Movin' onto Middle School, a fun-filled summer program for girls going into 6th grade, provided an opportunity for 31 girls to make new friends, serve in the community and prepare for a successful transition into middle school. Additionally, the Sisters of Summer program provided support for 20 young women.

### THERAPY

Two Masters-level Mental Health Counselors provided services to 78 young women in Des Moines schools and at the YWRC.



\*Data provided by the YWRC's Prevention Services Department

## Perinatal Services

During the 2013-2014 fiscal year, Perinatal Services supported 269 young women and children.\*



### BETTER BEGINNINGS DOULA PROGRAM

This program matches a woman who is trained in childbirth education with a pregnant young woman needing support to prepare for the birth of her baby. Six doulas served a total of 39 young women.

### CHILD BIRTH EDUCATION CLASSES

A certified childbirth educator conducted classes at the YWRC and prepared 47 young women for labor and delivery.

### INDIVIDUAL SUPPORT PROGRAM

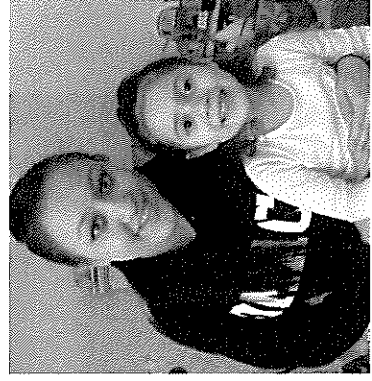
Individualized services empowered 67 pregnant and parenting young moms to achieve independence through customized support and education.

### MARILYN S JEFFRIES SCHOLARSHIP

Four women in the Young Moms program received \$13,626 in scholarship funds. Scholarships can be applied toward tuition, book fees, childcare and transportation costs.

### YOUNG MOMS SUPPORT GROUPS

Young Moms groups aided 113 young moms and 75 children with support and education focused on parenting skills. Transportation, meals and childcare are also provided for the program participants.



# YWRC Happenings

## AURORA AWARD

The Young Women's Resource Center received the 2013 Aurora Award presented by the Des Moines Register on May 1, 2013. This award has been presented annually for the past dozen years to a non-profit organization who has identified a pressing need in the community and spearheaded a solution to improve the lives of those less fortunate. Receiving this award was truly an honor, an honor that belongs to every person who has been involved with the YWRC since its founding in 1978.

## CELEBRITY SERVERS

The YWRC's 4th Annual Celebrity Servers Night raised \$61,000 from four dinner seatings at Centro and Django Restaurants on September 23, 2013. Thirty-one local celebrities were paired with experienced servers to provide a wonderful evening and delicious meal for over 550 guests. All gratuities from the meal supported the YWRC's mission to embrace and inspire young women to become strong, self-confident and successful!

## SIT ON IT!

The YWRC's 15th Annual Sit On It! event was held on April 5, 2014 at Community Choice-Credit Union Convention Center at Veterans Memorial. An estimated 620 community members were in attendance and the YWRC raised over \$147,000 to help young women in central Iowa. Jann Freed was named the 2014 Louise Noun Visionary Woman, and three YWRC clients earned the Woman of Worth (WOW) award.

## FUN IN THE SUN EVENT

The YWRC Young Professionals Council held their 2nd Annual Fun in the Sun event on June 8, 2014 at Jasper Winery. The event helped raise more than \$3,800 to send YWRC program girls on field trips so they could experience places they wouldn't otherwise be able to, such as Blank Park Zoo, the Science Center, Climb Iowa and Living History Farms. Fun in the Sun also raised awareness among the more than 100 present young professionals and community members of the role the YWRC plays.

## SEASONS OF CHANGE BASKET AUCTION

The Polk County Women Attorneys hosted the 12th Annual Basket Auction on October 24, 2013 with proceeds benefiting the YWRC. One of the YWRC's young moms, Danielle, and her daughter, Lellani, told their story at the event. Over \$15,000 of funding was raised for the YWRC!



## FORMER BOARD MEMBER RECEPTION

Board President Dan Garrett hosted a reception in his home on November 14, 2013 to celebrate the 35th anniversary of the YWRC. More than 60 former board members and guests enjoyed a lovely evening, with former Executive Director Judy Davis, former Board Chair Brad Schroeder and current Executive Director Heather Soener, all sharing memories, goals and visions for the future.

## HOLIDAY PARTY

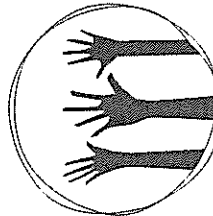
Friends and volunteers worked to create a magical event for an estimated 200 clients and their children on December 10, 2013 at Plymouth Church. Participants enjoyed a meal, made a craft, frosted sugar cookies, visited with Santa and received gifts for themselves and their children.

## EMPOWERMENT WORKSHOP

On March 19 & 20, 2014, the YWRC hosted an Empowerment Workshop - "Spring Break at the YWRC" - for 60 young women in the Des Moines area. The workshop participants spent the day participating in numerous activities including slam poetry, crafts, yoga and Zumba.

## VOLUNTEERS

A total of 229 volunteers contributed 3,933 volunteer hours to enhance YWRC programming. In-kind contributions amounted to \$37,270 and included meals, craft items, diapers, formula, clothing and personal care items.



"YWRC IS A WONDERFUL AGENCY WHO OPENS ITS DOORS TO YOUNG WOMEN IN DES MOINES. THE WIDE VARIETY OF YWRC PROGRAMS AVAILABLE ARE SO IMPORTANT TO THE FUTURE OF THESE GIRLS. WE STRONGLY SUPPORT THE YWRC TEAM AND THEIR HARD WORK AND WISH THEM CONTINUED SUCCESS."

- Kim and Rich Willis

Kim Willis, Executive Director

# Thank You

\$25,000 +

The Community Foundation-S.L. Gimbel Foundation  
Elizabeth Kruidenier Estate  
Mid-Iowa Health Foundation  
Nationwide Insurance

\$15,000 - \$24,999

Chrysalis Foundation  
Susan and Bill Knapp  
Polk County Board of Supervisors

\$10,000 - \$14,999

Roger and Heather Swoyer  
The Principal Financial Group Foundation, Inc.

\$5,000 - \$9,999

Andrea and Greg Abel  
Kathy and Herb Eckhouse  
Janelle and Jim Green  
Jared and Kate Haxman  
Iowa Foundation for Education Environment and the Arts

Barnes Kelley

Steve and Cathy Lacy  
Mid American Energy Foundation  
Pioneer Hi-Bred International, Inc.  
Plymouth Congregational Church  
Prairie Meadows  
Sammons Financial Group Bankers Trust

Variety - The Children's Charity  
Wells Fargo Foundation  
Michellen and Brett Wildin

\$2,500 - \$4,999

West Bank  
Pamela Bass-Bookey and Harry Bookey  
Michele and Thomas Brown  
Teri and David Butten  
Nora and Dave Everett  
Stuart and Sandra Feldstein  
US Bank Foundation

Daniel and Tina Fritz  
Roger and Barbara Grefe  
UnityPoint Health  
Pat Houlihan and Dan Jacobi  
Keith and Kari Karpinske  
Mike and Rebekah Kenfield  
Anjela Shults and Peter Kituthu  
Meredith Corporation  
Marcia Munger  
Mary O'Keefe and Jeff Nail  
RW and Mary Nelson

Tammie and Brad Schroeder  
David and Colleen Sengpiel  
Jim and Nancy Strother  
The Gap Foundation  
Brad Van Weelden  
Wellmark Foundation

\$1,000 - \$2,499

Sheryl Bakkie  
Jennie Balcom and Mark Glowacki  
Bjorn Berg  
Angie and Steve Brick  
Sunnie Richer  
Mary and Doug Bruce  
Kent and Cindy Campbell  
Brown National Lease  
Cindy and Garry Cox  
DMACC  
Deb and Don Laster

Kerri and Mark Dicken  
John and Linda Durman  
Marian and Don Easter Fund  
Mark and Rhonda Elming  
Deuny and Candy Elwell  
James and Martha Effield  
John Deere Financial  
Fiedler and Timmer Law Firm  
Gannett Foundation/The Des Moines Register  
GuideOne Foundation  
Jan Freed and John Fisher  
Dennis and Sacle Fry  
Aletha and Kevin Gabbert  
John Ganske, M.D.  
Daniel Garrett  
E.J. Giovannetti  
Stan and Regina Glawe  
Renee Hardman  
Karen and Christopher Henderson  
Steve and Jacki Hinrichs  
Daw and Trudy Hurd  
Brian and Candence Hurley  
Iowa Women's Foundation  
Jester Insurance Services  
Susan Judkins  
Doug B. Kunert  
JoAnn and Joel Lynn  
Beth Mahaffey  
Janet and Randall Maharry  
Meridian Health Plan  
Dave and Anne Merschman  
Naomi and Steve Myers  
Stacey and Frank Neu  
Mary Lou Neugeut  
Mark and Jill Oman  
Thomas and Elaine Palmer  
John and Cynidi Pederson  
Brenda Phillips  
Mary and Suku Radia  
Rasmussen Group, Inc.  
Brian and Angie Sanders  
Charles Schafer

Donna and Chris Schafer  
Carla Scholten  
Magellan Health Services  
Paul Soener  
Angela and Doug Stark  
Maureen Tobin  
Patsy Tobis and Dean Wisenthagen  
Bank of the West  
Joan White  
Martha Willis

\$500 - \$999

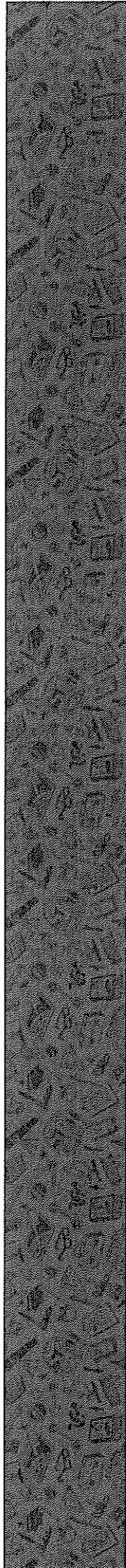
Carrier Access  
Aviva Charitable Foundation  
Judith Balsam  
Beth and Mike Balzer  
Marcia Baumhofer  
Barbara Beatty  
Bruce Beckwith  
Paul and Teri Bognanno  
Terry and Christine Branstad  
Diane and Gary Bridgewater  
Bruce and Linda Buchanan  
Sarah Peters Buckley and Brennan Buckley  
Zora and Chris Burch  
Jackie S. Cavanaugh  
Dr. Roger and Kimberly Ceilley  
Rich and Katy Cohan  
Roxanne Barton Conlin and James Conlin  
Tim and Elizabeth Coonan  
Covenant Presbyterian Church Women  
Holly H and Fritz Craigler  
Dawn DeJong  
Dr. Richard Deming  
Des Moines Public Schools  
Mark and Julia Doll  
Ryan Downing  
A.J. Drew  
Lynelle Duncan  
Evan Eason

Bennett and Leisa Ely  
FBL Financial Group  
Dagni and Jim Falvey  
Judy and Marshall Flapan  
Roger Fors  
Mae Franklin  
Dick and Eloise Freed  
Lori Gilroy  
Kathy Green  
Lisa Grefe  
Ceric and Montique van der Heijden  
Debra Hockett-Clark  
ITA Group  
Marilyn S. Jeffries  
Steve and Julie Kammeyer  
Lisa and Richard Kinnear  
Tom Lynner  
Mike and Rhonda McCoy  
Kathleen and Paul Melde  
George and Deb Milligan  
Darcy and Dave Mueller  
Amar and Sandhya Nath  
Dave and Kathie Nelson  
Melissa and Kurt Ness  
Rick and Liz Neumann  
Owen J and Doris Jean Newlin  
Denny and Bev Presnal  
Leon and Jan Pahrman  
Robert and Debra Pulver  
Tommy K. Rogers  
Cindy and Allen Sabbag  
Joseph and Brenda Schafbuch  
Schooler Medical Professionals, PC  
Ultimate Nursing Services  
Slacie and Corey Shelton  
Julie Lehman and Don Short  
Dr. Valerie Skow  
Richard and Christina Stevens  
Samantha Thorpe  
J.L. Thorson  
Kimberly Thuente  
Diane Trinker

Mark and Charlene Vukovich  
Jean and Kim Walker  
Melynda DeCarlo  
Beth and Taylor Webb  
Rosalie and David Wood

\$100 - \$499

Tracy Abbas  
Teresa Adams-Tonka  
John Cacciatore and Robin Ahnen-Cacciatore  
David Albrecht  
Kenneth L. Allen  
Peg Fitch and Ben Allen  
Marilyn Amendt  
Dana and Brian Andary  
Joanne Anderson  
Dr. Kerry L. Anderson  
Rich and Rose Anderson  
Tami Anderson  
Charly McCauley Andeweg and Bob Andeweg  
Sonia and Jeff Ashle  
Executive Women's Golf Association  
Amanda Atherton  
Creative Business Audio  
Kimberley Baer  
Marcy Baker  
Sharon Baldwin  
Tiffany Bandow-Triplett  
Christine Barker  
Cameron Barr  
Roberta Gilbert and Joseph M Barron  
Dennis and Sally Bates  
Becky Beach  
Rich Bergez  
Nondas and Kristina Beswick  
Nancy Betz  
Shannon Bielecki  
Margo and Don Blumenthal  
Michelle Blunk



|  |                                       |   |   |   |   |
|--|---------------------------------------|---|---|---|---|
| Connie Boesen                          | Constance Cohen                       | Wild Rose Entertainment                   | Wesley Graham                                 | Suzanne and Charles Hatton              | Tammie Krausman                             |
| Grant and Erica Boller                 | Karen and Eric Conway                 | Angela Erickson                           | Lynn and Steve Graves                         | Iowa One Gift                           | Scott and Betsy Krueger                     |
| LuAnn and Charles Bone                 | Linda and Chris Cook                  | Kathi Erickson                            | Thomas and Tina Greene                        | Iowa Citizens for Community Improvement | Jan Berg Kruse and Rod Kruse                |
| Brittany Bougher-Xan                   | Stephanie Corbett                     | Travis and Stacey Etchison                | Brian and Leslie Grefe                        | John Irving                             | Kevin and Teresa Kuhlman                    |
| Donald and Patricia Brandt             | Mark and Kelly Craiger                | Jana L Fackrell                           | Al and Mary Gross                             | Rachel Jamesdos                         | Cristina Kuhn                               |
| Adrienne and Eric Branstad             | Ryan Crane                            | Family Communications Assoc Inc.          | Dr. David M and Kristy K Grove                | Christina and Scott Jark                | Angela Ula Marca                            |
| Christine Branstad and David Phillips  | Laura and Trent Cressy                | Kimberly J Fankhauser                     | Angel Grubb                                   | Karen Shaff and Steve Jayne             | Jill Polson and Simon Laflamme              |
| Kristin Broers                         | Jill and Brent Creveling              | Federal Home Loan Bank of Des Moines      | Arnie and Betty Grundberg                     | Deanna Jens                             | Eileen Lamale                               |
| Rachel Broich                          | Cynde Cronin                          | Sherry and Dennis Felton                  | Doug Habgood                                  | Jill Jensen-Welch                       | Nicole Lamb                                 |
| Rebecca Brommel                        | Susan E. Crowley                      | Darin Fitzgerald                          | Tina and Jon Heide                            | Deb and Phil St. John                   | Sadie and Brian Landwehr                    |
| Chris and Kevin Brooks                 | Craig and Sue Damos                   | Deborah and Kevin Flagg                   | Danielle Handfield                            | Darren Jirsa                            | Todd and Ashlica Lantz                      |
| April Brotherson                       | Sandy Darvtau                         | Karla Flanders                            | Christine and John Halbrook                   | Amber Johnson                           | Paul Larson and Deana Voith                 |
| Mary Kay and Wendell Brown             | Carol and Don Davis                   | Fleetwood International Acquisitions, INC | Glen and Kim Hall                             | TJ Johnsrud                             | Mark and Kathy Larson                       |
| Sunny Huff and Pat Brown               | Judy Davis                            | Jim and Allison Fleming                   | Brian and Janelle Hall                        | Connie S Johnston                       | Jessica Laster                              |
| Marin and Kevin Brownell               | Michael Davis                         | Lou and Pamela Fiori                      | Tara and Nicholas Hall                        | Mary Lynne Jones                        | Rachel Stauffer and James Lawson            |
| Mike and Sherri Bruckshaw              | John and Connie Dawson                | Travis and Kimberly Foltz                 | David R Hamilton                              | Kent and Jodi Jordan                    | Rhonda and Tim Leach                        |
| Kerry D. and Doug Bruning              | Mary Day                              | Janelle Friedman                          | Khanh and Neil Hamilton                       | Joseph Jewellers                        | Erin Schneider and Brian Lee                |
| Frederick V and Valeska L. Buie        | Wendy and Tim DeVries                 | Sarah Gardner and Thomas Frolick          | Alex and Sharon Hanna                         | Mereditth Justus                        | Wendy and Tom Lewis                         |
| Silent Rivers Design + Build           | Scott Dean                            | Shayla From                               | Craig W. Hansen                               | Marty Kalton                            | John and Michelle Lickteig                  |
| Kim Bullerman                          | Sharon Lynn Delgado                   | Ashley and Jeff Fuhrmeister               | Jill Hansen                                   | Jerry Vaude Kamp                        | Linda Murphy                                |
| Amy and Kevin Bunger                   | Mike Derby                            | Tracy Fuller                              | Kathleen and Galvin Hansen                    | Karen Karr                              | Erika Linden                                |
| Mark and Carrie Burch                  | Wade and Kathy Dewald                 | Bob and Pat Gagne                         | Stacie and Ray Hansen                         | Tamara Rood and Doyle Karr              | Jill Conner Lippincott and Derek Lippincott |
| Eric W. Burmeister                     | Linda and Robert Dickerson            | Sara Anne Gallagher                       | Margaret and Robert Hanson                    | Michael Keller                          | Jackie and Jerry Locky                      |
| Janelle Buxton                         | Dickinson Law Firm                    | Corrine M. Ganske                         | Piper Harlan                                  | Winifred M. Kelley                      | Polly Lonsman                               |
| Angela Campbell                        | Valerie and Tyler Dingsel             | Jon and Cory Garner                       | Hartung and Schroeder                         | Anne and EJ Kelly                       | Dr. Lance and Jane Longnecker               |
| Cara and Matt Campbell                 | Eric Dingus                           | Stephanie Gates                           | Kell and John Von Harz                        | Stephanie Kempf                         | Kristi Lozier                               |
| Kris Schechinger and Eric Camper       | Joellen Spriggs-Dixon and Jesse Dixon | Deb Becker-Gattrost and Chip Gattrost     | Kyn Hedrick                                   | Gary and Ann Kendell                    | Byron Browne and Barbara Lukavsky           |
| Katie A Ervin Carlson                  | Elizabeth and Paul Doerrfeld          | Kathi Gaudineer                           | Ann Heinz                                     | Austin and Abigail Kennedy              | Ivan and Marian Lyddon                      |
| Gregory and Nancy Carlson              | John and Janet Doherty                | Becky Gibson                              | David and Jane Hemminger                      | Kate Kennedy                            | Mark and Jeanne Lyle                        |
| Jessica Garland and Brian Carlson      | Renny Dohse                           | Harvey and Barb Giller                    | Susan M Heun                                  | Lynn and Tim Kenney                     | Karen J Lynn                                |
| Becky and Pete Cartwright              | Andrew Doria                          | Annie Von Gillern                         | Chance and Shellbie Hill                      | Greg and Pam Kenyon                     | Holly and Mark Lyons                        |
| CenturyLink                            | Kirke Dorweiler                       | Sandra and Walt Githens                   | Harold J. Hinricks                            | Kathy and Brian Kieffer                 | Kerri Lyons                                 |
| Joyce Chapman                          | Thomas and Sheryle Drake              | Angie Von Gian                            | Ann Hock                                      | Charles and Ron Kiesling                | Jill and Ron Maahs                          |
| America's Charities                    | Jenni Rope and Josh Dreyer            | Kathryn and Devon Goetz                   | David and Kellie Hockmuth                     | Jeff and Jodi King                      | Michelle Mackie                             |
| Rod and Tracy Cheney                   | Jerry and Sharon Dreyer               | Chris and Dawn Goodale                    | Patricia Hoffmann                             | Perry and Ann Klein                     | Maharry Photography                         |
| Jacob Christensen                      | Rebecca and Bret Dublinski            | Jeff Goodman                              | Braed Holland and Joe Raetz                   | Carol Knapp                             | Rosemary Mahoney                            |
| Susan Fitzsimmons and Jake Christensen | Teresa and Tim Dunbar                 | Randy and Mary Gordon                     | Tate and Kathy Van Houten                     | Kristi and Lauren Knous                 | Luann and John Maletta                      |
| Sandra Clark                           | Jeff and Tracie Dworek                | Mary Gottschalk                           | Rebecca and Tim Hughes                        | Mary Koger                              | Sharon Malheiro and Sue Ackerman            |
| Lisa Clausen                           | Timothy Eakins                        | Kathleen and Dennis Gouglton              | Mark Holub and Wes Hunsberger                 | Nathan Boore and Bethany Kohoutek       | Kellie Markey                               |
| Alicia and David Claypool              | Dr. Steve and Victoria Eckstat        | Emily Chafa                               | Carol Hunter                                  | James Krage                             | Lindsay Martin                              |
| Megan and Adam Claypool                | Bob and Sandy Ehrig                   | Sheila M. Grady                           | Phyllis and Joe E Hutchinson Family Endowment | Randy Kramer                            | Mary Mason                                  |
| Kim and Debbie Clayton                 | Katherine and Benjamin Eichner        | Linda Graff                               |   |   |   |
| Des Moines Acupuncture Clinic          | Rob Elgin                             | Patti and William Graham                  |   |   |   |



|  |  |                            |                                      |  |                            |
|--|--|----------------------------|--------------------------------------|--|----------------------------|
| Mark R Mattoo                            | Terry O'Connor                         | Susan W Reynolds           | Heather Sorenson                     | Urbandale High School Key Club         | \$0 - \$99                 |
| Dawn A. Mauch                            | Toby O'Berry                           | Debbie Rhiner              | Debra Spaeth                         | Nan Valentine                          |                            |
| Jean Maus                                | Tia O'Brien                            | Mary Ritchie               | Diane Spain                          | Valley Plumbing Co., INC.              |                            |
| Madelaine Maxwell                        | Shelly and Mike O'Leary                | Seth Robb                  | Barbara and Jeffrey Spence           | Georgia VanGundy                       | Mark and Linda Abendroth   |
| Erin McCarty                             | Kendra and Ed O'Neill                  | Jane Robinette             | Phoebe Spharler and Lyle Lovelace    | David VanSickle                        | Andrea Aeschliman          |
| Julie A. and Rex McClaffin               | Anonymous Donor                        | Betsy and Katie Rosenblatt | Melanee Stanbrough                   | Harold and Virginia Varce              | John and Karin Ahrold      |
| Lora L. McCollom and Douglas V. Sinclair | Annette Shaw and Kim Olofson           | Teresa and Jeff Rodgers    | Dr. Cheryl Standing                  | Lindsay and Justin Vaught              | Leigh Anne Anderegg        |
| Robert and Lois McCully                  | Mr. and Mrs. Bill Van Orsdel           | Hannah and Will Rogers     | Mike Stanley                         | Lisa Veach                             | Sara Anderson              |
| Brad Snyder and Scott McDonald           | Susan and Robert Van Orsdel            | Karen Romano               | Elizabeth and Jeff Stanton           | Victoria and Mark Vebeck               | Sandra Anthony             |
| Bonnie S McElroy                         | Lu Ann Ostergaard                      | Madison Romano             | Dr. and Mrs. Lawrence F Staples      | Nancy Vernon                           | Mary Lou Aepengren         |
| Jocelyn and Ed Melton                    | Kathryn and Nathan Overberg            | Bill and Jackie Romp       | Linda Heatherton                     | Andrea S Vitzthum                      | Doug Aupperle              |
| Mrs. Dorothy McGuffin                    | Gregory P. Page                        | Priscilla Ruhe             | and Donald Starceovich               | Tonya L. Vitzthum and Eric Harnack     | Mulu Ayele                 |
| Paula McManus                            | Heather Palmer and Scott Dwyer         | Elizabeth Running Hey      | Daniel and Michelle Staub            | Marti Wade                             | Velma Bahichuk             |
| Kirk and Gina McMullen                   | Kathy and Tony Patenza                 | Alana and RusTumble        | Rene and Mike Staudacher             | Elizabeth Wagner                       | Sarah Bailey               |
| Jennifer Mesecher                        | Jerry and Randall Parkin               | Karen Salfis               | Kathy and Jim Stavneak               | Marie and Marvin Walker                | Louis and Ann Balentine    |
| Laura and Dave Mesecher                  | Ann Love Pauley                        | Chuck and Kathy Salfis     | Deborah Stetson                      | Veronica Ward                          | Aundra Barrett             |
| Scott and Ruth Meyer                     | Donna Paulsen and Tom Press            | David and Kris Saggau      | Shirley M. and Roger F. Stetson      | John and Patricia Ward                 | Katherine Barton           |
| David and Lisa Meyer                     | Sara and Greg Payne                    | Sheri Sales                | Megan and Cullen Stevens             | Chase Weaver                           | Jean Basinger              |
| Midland National Life Insurance          | Kelley M Pennington, PhD               | Russell and Jean Samson    | Maura Nelson and James Stick         | Vern and Patsy Weldin                  | Rekha Basu                 |
| Josh and Lindsey Millang                 | Peter and Rickie Pashler               | Cynthia Scarpino           | Fialtie Still-Caris and David Caris  | Janel Wells                            | Dr. Lisa Bates             |
| Max Miller                               | Allen R. and Patricia Petersen         | Renee and Steve SchAAF     | Vicki Strief                         | Leah Weston                            | Dodie and Wayne Bauman     |
| Mr. and Mrs. Craig Millitollin           | Rand and Mary Louise Petersen          | Bryon Schaeffer            | Abbie Strother                       | Maureen Whited                         | Jennifer Beal              |
| Jayme Millitollin                        | Roxanne Petersen                       | Lisa and George Schlepman  | R Studio                             | Steven and Michele Whitty              | Laura Beebe                |
| David Warner and Maria Montanaro         | Samantha Peterson                      | Nicky Schissel             | Jenny O'Neil Stumberg                | Whyly Eye Care Center                  | Leslie Behnauk             |
| Mary Helen Morling                       | Dean and Diann Peyton                  | Tom Schoelerman            | and Curt Stumberg                    | John and Denise Wieland                | George Belteos             |
| Kelly Morris                             | Linda Pink and Martin Crall            | Susan Schooler             | Michael and Nancy Sutcliffe          | Joy and Kevin Wilhelm                  | Kristie Bell               |
| Marcie and Jay Morrison                  | Emily Plummer                          | Susan Schrader             | Steven Swalley                       | Jim Willer                             | Tammy S Berenguel          |
| Norene and Samuel Mostkalf               | Polk County Women Attorneys Inc.       | Steven and Sara Schuler    | Denise and David Swartz              | Joe Willis                             | Steve and Sarah Bergano    |
| Susan S Muelhaupt                        | Suzana Stojanovic and Marilyn Popovich | Jessica Scuffham           | Vickie Swartz                        | Roger and Mary Kay Wilson              | Holley and Reid Bernel     |
| DIAnne Mueller                           | Iris Post and Roger Scholten           | Rebecca and Robert Shaw    | Krista and Dean Tanner               | Dr. Judy Winkleplock                   | Val Bilbrey                |
| Abby Munoz                               | Ann Mowery and Allan Powers            | Jean and Sean Sherraden    | Anonymous                            | Rich and Clarice Wireman               | Hannah and Trent Bildstein |
| Kathy Murphy                             | Kathi and Kevin Prien                  | Emily and Mickey Shields   | Dawn Taylor                          | LaVerne Johnson                        | Kelly and Troy Birkhenholz |
| JoAnn Murray                             | John Pringle                           | Tani Short                 | Terry Taylor                         | and Michael Wonders                    | Brad and Amy Black         |
| L. Duane and Catherine Murray            | Richard and Nancy Profit               | Greg Simms                 | Britt Topy                           | Mary Redfield Wood                     | Rick and Miranda Blackford |
| Kathleen Murrin                          | Bailey and Andy Puhmann                | Paula and Ned Skinner      | Dusky and Connie Terry               | Rachel Woodhouse                       | Angela Blount              |
| Jeff Nall                                | Clint Puhmann                          | Roy Skoglund               | Josh and Sheryl Tessier              | Karen and Philip Worth                 | Megan Boeltcher            |
| Celia and John Nelson                    | Judy Quick and Jim Spooner             | Steve Slater               | Deborah Tharnish and Nick Roby       | Don Young                              | Kristi and Kurt Bogseth    |
| Nesbit-Campbell Family Fund              | Lynn Rankin                            | Jenny and Lindsey Smith    | Holly A Thayer                       | Elaine Lundstrom and David Yurdin      | Jack and Susan Bollender   |
| Tim and Diane Neugeut                    | Marcy Sparks and Gary Ratigan          | Steve and Kristin Smith    | Chris and Dawn Triplett              | Zanzibar's Coffee Adventure            | Dawn and Jason Boucher     |
| Shannon and Brian K Newton               | Anne Reasons                           | Jason Stiffler             | Matena Tunkin                        | Thomas Zisko D.D.S. and Dana Copleerud | Emily Boyd                 |
| Laura Nguyen                             | L.E. and Dianne Reelitz                | John C and Betty M Soener  | Krista Turner                        | Katie Zuidema                          | Ryan Boyington             |
| Andrew and Barbara Nish                  | Brenda Reither                         | Chad Solberg               | Toni and Timothy Urban               | Cynde Cronin                           | Judy Bradshaw              |
| Kenneth and Julia Noyce                  | Anonymous                              |                            | Urbandale High School Student Senate |  |                            |



|                                   |                               |                                 |                                 |                                  |                            |
|-----------------------------------|-------------------------------|---------------------------------|---------------------------------|----------------------------------|----------------------------|
| Marcus and Nicole Branstad        | Ted Craig                     | Ellen Fisher                    | Bill and Mrs. Lynn Heegen       | Rhonda Kirkpatrick               | Scotty McIntyre            |
| Katlyn Brekke                     | Carol Crane                   | Sue Fisher                      | Jane Hein                       | Tiffany Klehn                    | Mallory McKinney           |
| Tiffani Brendeland                | Sharon Crees                  | Scott Fitzpatrick               | Linda Henderson                 | Ruth B. Klotz                    | Kristin and Kyle McManus   |
| Elyse and Ted Brimley             | Kevin and Sally Crowley       | Tony Flainess                   | O. Kay Henderson                | Cynthia and Timothy Knackmaus    | Elisabeth McQuistan        |
| Jessica Bronmel                   | Megan Culbertson              | Theresa Fleming                 | Margaret Hibbs                  | Allan L. Knudsen                 | Barb Meckstroth            |
| Sara Brown                        | Diane Cutillo                 | Tamara Ford                     | Lynn Hicks                      | David and Jan Koder              | Carmen Mendenhall          |
| Rachel Brownell                   | Gwen Dahlberg                 | Leslie Foshie                   | Gina M Hill                     | Erin Kozitza                     | Mile High United Way       |
| Linley Bruess                     | Lesley G Dakin                | Exelon Foundation               | Richard Hodges                  | Chris Kroeger                    | Clint and Melissa Miller   |
| Patty Brunk                       | Mrs. Shirley Daniels          | Marla J Frantum                 | Gloria Hoffmann                 | Carla Kuzynowski                 | Deb Miller                 |
| Ms Pamela Bruno                   | Michelle and Doug Daugherty   | Jean Frerichs                   | Stephanie Hoskins               | Tami Lacina                      | Donna Miller               |
| Julie Bruns                       | Ann Davenport                 | Alice and David Friedsgood      | Jim Anderson and Byron Huff     | Charles Landauer                 | Mary Miller                |
| Laurel Bruntz                     | Linda Dawe                    | Jayne and Joe Fry               | Ryan and Angie Hughes           | Jim and Joanne Larsen            | Pam Moellenhauer           |
| Marissa and Jim Bryan             | Jeff Deets                    | Jamel Fuchs                     | Kristin Hurd                    | Josh Larson                      | Louise P Moon              |
| Mary Buckton                      | Hannah Dehaan-Burch           | Sieve and Kathy Fuller          | Carter and Mike Hutchison       | Barbara Laur and Michael Lux     | Ashley Mori                |
| Kathy Buffington                  | Elizabeth Demuth              | Rosalie Gallagher               | Chris and Ted Irvine            | Peggy Lawless                    | Troy and Lea Morris        |
| Susan and John Bunz               | Sally Denhart                 | Olson-Larsen Galleries          | Dodie Jabour                    | Christie Leonard                 | Dr. and Mrs. Roscoe Morton |
| Vona Burbank                      | Ann and Jerry Dentlinger      | Jennifer Galloway               | Anne Jackson                    | Jenny Leonard                    | Joe Moser                  |
| Stephanie Burnett                 | Lisa Marie Denzin             | Anita and Donald Geer           | Andrea Jansa                    | Karen Leonetti                   | Alysa Mszak                |
| Katherine Burrows-Noring          | Fitness By Design             | Dawn Gentsch                    | Ashley Jared                    | Barbara L. Linde                 | Marilyn Mueller            |
| Brent and Stephanie Buscher       | Ryan Dixon                    | Bruce Gerleman                  | Hope Jenkins                    | Austin Locke                     | Amanda Mueller             |
| Kacia Cain                        | Jon Perrone and Chris Doering | Karen Giampolo                  | Jamie and Paula Jirak           | Whitney Longnecker               | Sara Mulholland            |
| Arricka Carr                      | Kent Donaldson                | Marianne Gilson and Monte Brown | Carol and Ed Johnson            | Dennis and Jolene Lonedale       | Donna and Rex Mumd         |
| Jill Carson                       | Leslie Dovel                  | Delirdre Giesler                | Grant Johnson                   | Jennifer and David Lorbscki      | Kylie and Jena Murray      |
| Dan Cataldi                       | Nancy Durcan                  | Cheryl and Joe Gilg             | Kim Johnson                     | Susan Low                        | Diane Mussel               |
| Della Kappa Gamma Epsilon Chapter | Abbie Durkee                  | Dean and Mary Gillaspay         | Marion Johnson                  | Kathryn Lowm                     | Connie Nading              |
| Tom Chase                         | Amy Elbert                    | Jane M Gillespie                | Melanie Johnson                 | Lynzy Loyet                      | Danielle Navarro           |
| Dave Chal                         | Shannon Enfield               | Kim and Ron Giudicessi          | Pamela Johnson                  | Catherine Lyman                  | Anonymous                  |
| Kelice Chilton                    | Anonymous                     | Kristi Goetsch                  | Steven and Teresa Johnson       | Kristina Lyon                    | Janet Niedert              |
| Shane and Ronda Christensen       | Rachel Eubank                 | Nancy Gordon                    | Rebecca Jones                   | Cathy McMullen                   | Amanda Nikkel              |
| Cynthia and Bruce Clark           | Amy Evans                     | Andrea Green                    | Amanda De Jong                  | Laurel MacBride                  | Chip and Jon Noe           |
| Rhonda Clark-Leyda                | Julie Evans                   | The IMT Group                   | Holly and Tom Jordan            | Sue MacRae                       | Judy Norris                |
| Dr. Peter Coaldrake               | Brenda Faber                  | Donna Ortis                     | Trisha Joseph                   | Brad Magg                        | Deb and Terry Norton       |
| Alycia Cohee                      | Kelley Fairall Fifer          | Carl Hagstrand                  | Christine Joslin and Dean Faust | Maggie Maloney                   | Ashleigh O'Connell         |
| Kristin Collinson and Mark Seaman | Michelle and Brian Fajen      | Ryan Hala                       | Whitney Judkins                 | Mary Maloney                     | John and Nicole O'Neil     |
| Erin Elizabeth Conrad             | Christine and Matt Falk       | Marvin and Patricia Halbur      | Kathleen Kahler                 | Jill Tobis Mandelbaum            | Diane and Lisle Oak-Goode  |
| Pat and Mitch Corbett             | Debra Feintech                | Sharon K Hall                   | Jennifer and Nathan Kapke       | Laura Martino                    | Loyd W. Ogle               |
| Linda S. Corell                   | Shella Feintech               | Cassandra Haller                | Connie and Darryl Karloff       | Sharon and Donald Mason          | Melissa Oliver             |
| Julietta Cory                     | Torrie Fenstermann            | Emily Harmon                    | George and Marian Karr          | Staci and Bryon Mason            | Nathan Olson               |
| Jerry and Allison Costa           | Krista Ferguson               | Jill Hartung                    | Jacquelyn Kaufman               | Heather Matson                   | Keith Onley                |
| Erin Collington                   | Sharon Fife                   | Stacie Hatch                    | Eric Kennedy                    | Harold McCollum                  | Carole C Osburn            |
| Amy and Kirk P. Cox               | Barbara Filer                 | Heather Hooks                   | Dean Khatilb                    | Katie McCune                     | Sarah Owen                 |
| Annie Craig                       | BrownWinick Law Firm          | Erin Heckaman                   | Susan Kimeinan                  | Michelle McGovern and Jack Janda | Dallas Patterson           |
|                                   |                               |                                 |                                 |                                  | Mark Patterson             |

# Faces of the YWRC

Ginger Rae Pearson

Jill Penman

Chapter V Peo

Elizabeth and Nicolas Percheron

Jessica and Chris Peters

Paula Peterson

Kim and Rodney Phillips

Mark and Jennifer Phillips

Lynne and Greg Pletsch

Amy Pille

Mary Jo Pomerantz

Cathy and David Porepp

Linda Mae Powers

Principal Charity Classic

Diane and Joe Proctor

Halfway Betot Productions

Florence Purnell

Stephanie Pyle

Mr. and Mrs. John Ramsey

Joyce Raudabaugh

Reck Family

JR Reichert

David Repp

Lauren Reuland

Douglas Reyes

D.D. Riddle

Anne Rierison

Kim Riley

Rinehart and Rinehart LLC

Morgan Rivers

Kelly Roberts

Kelly Robus

Traci Rodemeyer

Michelle R Rubin

Judy Rush

Deanne and Mark Sandbulte

Carolyn Santi

Nick Sarcone

Ed and Jeanne Saunders

Rose Mary Schira

Patricia Ann and Louis Schneider

Ann and Steve Schodde

Becky Schoonover

Steve and Lori Schraderbacher

Mark Schuling and Eliza Ovron

D Schuster

David and Cathy Sebastian

Lindsey Sheppard

Dr. Robert and Jean Shires

Megan Stout Sibbel

Jillian Sivel

Jeremy Stevers

Ronit Simon

Kathy Skinner

Julia and James Slabiska

Jennifer Smith

Mary Kay and John Smith

Nancy and John Smith

Steve and Nikki Snyder

Fiddi M Sodey

Shannon Sole

Becky Solum

Matthew Sorensen

Michelle Soria

Anant Salon and Spa

Julie Spicer

Elaine Steinger

Brian Stevard

Patte and George Stock

Katie Stocking

Cristina Stodgel

Paulaite and Danny Stodgel

Katy Stovall

Peggy Strief

Janet Ann and Charles F. Strutt

Julie Swanson

JorgeAnn Swinford

Debra Syroka

Talking Heads Salon

William Tarbox

Connie Taylor

Anna Terry

Robert Thole

Frank and Sheena Thomas

Mark and Belinda Thomas

Leah and Al Tokheim

Trish and Paul Trombino

Kara and Michael Vaughn

Connie Vitzthum

Mary J Vogl

Jeff Walschlumitt

Kristen Walker

Jennifer Walkup

Kimberly Wall

Carol and Kim Weaver

Nhyx-Selene Webb

Amber Weger

Jane Weideman

Julie Welch

Caron Wells

Willia Wenzl

Laurie Wheeler

LuAnn White

Craig and Fran Wierson

Michelle K Williams

Danielle Williams

Heather Myer and Rich Wince

Kim Winkelman

Tamara R Witzke

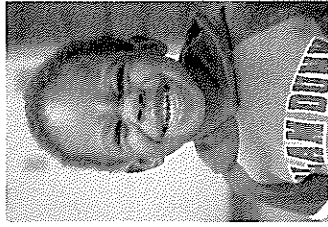
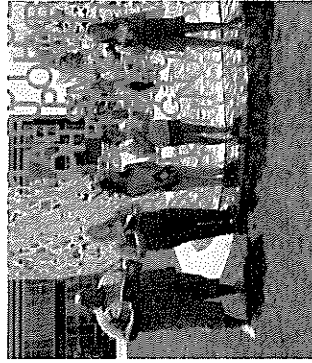
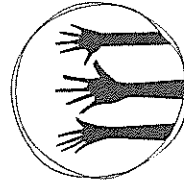
Steve Wood

Susan and Michael Woody

Marcia Young

Anthony Young

Jaime Zuidema



**Young Women's Resource Center  
NOTES TO FINANCIAL STATEMENTS**

**NOTE 4 ENDOWMENT FUND (continued)**

|  | <u>June 30, 2017</u>              |                                   |                    |
|--|-----------------------------------|-----------------------------------|--------------------|
|  | <u>Temporarily<br/>restricted</u> | <u>Permanently<br/>restricted</u> | <u>Total</u>       |
| Net assets, beginning of year          | \$ 76,773                         | \$1,327,404                       | \$1,404,177        |
| Contributions                          | -                                 | -                                 | -                  |
| Interest, dividends, and capital gains | 11,320                            | -                                 | 11,320             |
| Investment fees                        | (3,509)                           | -                                 | (3,509)            |
| Realized gains                         | 8,787                             | -                                 | 8,787              |
| Unrealized gains                       | 26,063                            | -                                 | 26,063             |
| Released from restrictions             |                                   |                                   |                    |
| Scholarship payments                   | <u>(24,870)</u>                   | <u>-</u>                          | <u>(24,870)</u>    |
| Net assets, end of year                | <u>\$ 94,564</u>                  | <u>\$1,327,404</u>                | <u>\$1,421,968</u> |

**NOTE 5 OPERATING LEASES**

YWRC leases a copier under a sixty month operating lease that requires monthly payments of \$170 beginning June 2018. Equipment lease expense was \$5,182 and \$5,225 for the years ended June 30, 2018 and 2017, respectively.

Estimated future minimum rental payments at June 30, 2018 required under the preceding noncancelable operating lease for the copier are \$2,045 for each of the years ending June 30, 2019, 2020, 2021, 2022, and 2023.

**NOTE 6 LINE OF CREDIT**

YWRC has a \$40,000 bank line of credit that expires April 30, 2019. The line of credit requires quarterly payments of interest at a variable rate equal to the lender's prime rate. No amounts were borrowed on the line and no interest was paid during the years ended June 30, 2018 and 2017.

**NOTE 7 SUBSEQUENT EVENTS**

YWRC has evaluated subsequent events through November 27, 2018, the date which the financial statements were available to be issued. There were no subsequent events required to be accrued or disclosed.





## YOUNG WOMEN'S RESOURCE CENTER

818 5th Avenue  
Des Moines, Iowa 50309  
(515) 244-4901

[www.ywrc.org](http://www.ywrc.org)  
[www.facebook.com/YoungWomenDSM](https://www.facebook.com/YoungWomenDSM)

Internal Revenue Service  
District Director

Department of the Treasury

P. O. Box 2508  
Cincinnati, OH 45201

Date: FEB 26 1998

Young Womens Resource Center  
1909 Ingersoll Avenue  
Des Moines, IA 50309-3320

Person to Contact:  
Dottie Downing  
Telephone Number:  
513-241-5199  
Fax Number:  
513-684-5936  
Federal Identification Number:  
51-0186073

Dear Sir or Madam:

This letter is in response to your request for a copy of your organization's determination letter. This letter will take the place of the copy you requested.

Our records indicate that a determination letter issued in April 1976 granted your organization exemption from federal income tax under section 501(c)(3) of the Internal Revenue Code. That letter is still in effect.

Based on information subsequently submitted, we classified your organization as one that is not a private foundation within the meaning of section 509(a) of the Code because it is an organization described in section 509(a)(1) and 170(b)(1)(A)(vi).

This classification was based on the assumption that your organization's operations would continue as stated in the application. If your organization's sources of support, or its character, method of operations, or purposes have changed, please let us know so we can consider the effect of the change on the exempt status and foundation status of your organization.

Your organization is required to file Form 990, Return of Organization Exempt from Income Tax, only if its gross receipts each year are normally more than \$25,000. If a return is required, it must be filed by the 15th day of the fifth month after the end of the organization's annual accounting period. The law imposes a penalty of \$20 a day, up to a maximum of \$10,000, when a return is filed late, unless there is reasonable cause for the delay.

All exempt organizations (unless specifically excluded) are liable for taxes under the Federal Insurance Contributions Act (social security taxes) on remuneration of \$100 or more paid to each employee during a calendar year. Your organization is not liable for the tax imposed under the Federal Unemployment Tax Act (FUTA).

Organizations that are not private foundations are not subject to the excise taxes under Chapter 42 of the Code. However, these organizations are not automatically exempt from other federal excise taxes.

Young Womens Resource Center  
51-0186073

Donors may deduct contributions to your organization as provided in section 170 of the Code. Bequests, legacies, devises, transfers, or gifts to your organization or for its use are deductible for federal estate and gift tax purposes if they meet the applicable provisions of sections 2055, 2106, and 2522 of the Code.

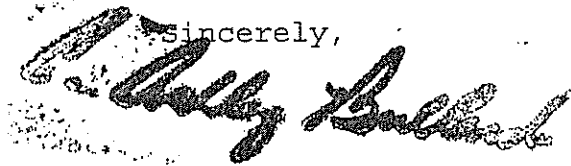
Your organization is not required to file federal income tax returns unless it is subject to the tax on unrelated business income under section 511 of the Code. If your organization is subject to this tax, it must file an income tax return on the Form 990-T, Exempt Organization Business Income Tax Return. In this letter, we are not determining whether any of your organization's present or proposed activities are unrelated trade or business as defined in section 513 of the Code.

Because this letter could help resolve any questions about your organization's exempt status and foundation status, you should keep it with the organization's permanent records.

Please direct any questions to the person identified in the letterhead above.

This letter affirms your organization's exempt status.

Sincerely,

A handwritten signature in black ink, appearing to read "C. Ashley Bullard", written over a circular embossed seal or stamp.

C. Ashley Bullard  
District Director



YOUNG WOMEN'S  
RESOURCE CENTER

BOARD OF DIRECTORS FY 2018-2019

|   |   |   |
|---|---|---|
| <p><b>Keith Karpinske</b><br/>PAST PRESIDENT<br/>(April 2012)<br/><i>Wells Fargo</i><br/>keithkarpinske@wellsfargo.com</p>            | <p><b>Anne M. Howsare Boyens</b><br/>PRESIDENT<br/>(June 2015)<br/><i>DMACC</i><br/><a href="mailto:amhowsare@dmacc.edu">amhowsare@dmacc.edu</a></p>  | <p><b>Rhonda Elming</b><br/>VICE PRESIDENT<br/>FUND DEVELOPMENT CHAIR<br/>(February 2014)<br/><i>Sammons Financial Group</i><br/>mrelming@mchsi.com</p> |
| <p><b>Katie Phillips</b><br/>TREASURER<br/>FINANCE CHAIR<br/>(June 2018)<br/><i>RSM US LLP</i><br/>Katie.phillips@rsmus.com</p>       | <p><b>Lora L. McCollom</b><br/>SECRETARY<br/>(May 2016)<br/><i>McCollom Law Firm, PLLC</i><br/>lora@mccollomlawiowa.com</p>   | <p><b>Amanda Young</b><br/>(June 2016)<br/><i>Bankers Trust</i><br/>ayoung@bankerstrust.com</p>   |
| <p><b>Ariadna Arias Rosario</b><br/>ADVOCACY CHAIR<br/>(June 2017)<br/><i>DuPont Pioneer</i><br/>ariadna.ariasrosario@pioneer.com</p> | <p><b>Heather McDermott</b><br/>(August 2018)<br/><i>Principal</i><br/>Mcdermott.heather@principal.com</p>  | <p><b>Heidi Buttolph</b><br/>MARKETING CHAIR<br/>(April 2015)<br/><i>Holmes Murphy</i><br/>hbuttolph@holmesmurphy.com</p>                               |
| <p><b>Jerry Sharpe</b><br/>GOVERNANCE CHAIR<br/>(January 2015)<br/><i>Belin McCormick</i><br/>jcsharpe@belinmccormick.com</p>         | <p><b>Jill Lippincott</b><br/>YOUNG EMPOWERMENT<br/>PARTNERSHIP<br/>(February 2017)<br/><i>Iowa Economic Development<br/>Authority</i><br/><a href="mailto:jc93080@gmail.com">jc93080@gmail.com</a></p> | <p><b>Karman Hotchkiss</b><br/>(June 2016)<br/><i>Meredith Corporation</i><br/>Karman.Hotchkiss@meredith.com</p>  |
| <p><b>Loraine Hardin</b><br/>(September 2018)<br/><i>Hardin and Associates</i><br/>lnhardin325@gmail.com</p>                          | <p><b>Ron Hanson</b><br/>(August 2016)<br/><i>Ruan</i><br/>rhanson@ruan.com</p>   | <p><b>Rona Berinobis</b><br/>(September 2017)<br/><i>Wellmark</i><br/>berinobism@wellmark.com</p>   |
| <p><b>Susan Watson</b><br/>(September 2018)<br/><i>Drake University</i><br/>susanbethwatson@msn.com</p>                               |   |   |