

Board of Directors Meeting Agenda

Thursday, January 18, 2024- 5:30-7:00 pm

Location: YWCA Great Lakes Bay Region Office - 205 6th Street, Bay City, MI 48708
(Park on 6th Street, Saginaw Street or in Delta Planetarium Parking Lot)

Call to Order

Calvert-Baxter

Consent Agenda

Calvert-Baxter

December 14, 2023 Board of Directors Meeting Minutes,
November 2023 Financials
2024 Grant Spreadsheet
PTO Policy Revision

Executive Director Update

Branigan

- Goal Setting for 2024 - Goals to Tackle First
- Updates to InterACT for 2024
- 2023 Impact Report

Program Director Update

Armstrong

- 2023 Program Wrap Up
- 2024 Program Goals

Finance Committee

Kilpatrick

- New Finance Committee Members & Finance Meeting Dates
- 2023 Fund Development Wrap Up
- Fund Development goals for 2024

Governance Committee

Calvert-Baxter

- [2024 Board Volunteerism & Board Giving Form - due January 8, 2024](#)
- 2024 Meeting Schedule

Discussion

- Discussion: [“Avoiding Poverty Porn While Pulling on Heartstrings”](#)

Next Meeting: March 21, 2024 - 5:30-6:30pm on Zoom!

2024 Board of Directors

Carole Calvert-Baxter - *Chair*, Melissa Whitford - *Vice Chair*, Rebekah Kilpatrick - *Treasurer*, Raquel Perez - *Secretary*, Beth Roszatycki - *Past Chair*, Kelsey Adkins, Margie Bach, Ivy Braden, Vanessa Guerra, Viloshinee Murugan, Nicole Napolitano, Dr. Sunita Vadakath, Candace Whitfield

Board of Directors Meeting Minutes
Thursday, December 14, 2023 5:30-6:30pm
Location: Zoom

Present: Kelsey Adkins, Ivy Braden, Carole Calvert-Baxter, Vanessa Guerra, Rebekah Kilpatrick, Viloshinee Murugan, Nicole Napolitano, Sunita Vadakath, Candace Whitfield, Melissa Whitford.. Staff: Moira Branigan.. Excused: Beth Roszatycki, Raquel Perez, Margie Bach.

Call to Order

- Carole Calvert-Baxter called the meeting to order at 5:33 pm and welcomed the newest member of the Board, Nicole Napolitano.

Consent Agenda

- Calvert-Baxter introduced the consent agenda which includes: October 19, 2023 Board of Directors Meeting Minutes, September and October 2023 Financial Reports, 2024-26 Strategic Plan, and the 2024 Officer & Terms.
- No items were taken from the Consent Agenda for discussion.
 - Carole Calvert-Baxter made a motion to approve the Consent Agenda as presented, Sunita Vadakath seconded. The motion passed.

Executive Director Update

- Moira Branigan gave the Board a recap of the quarterly accomplishments of the YWCA GLBR team during 2023. She was happy to report the Women's Economic Empowerment Program served 125 women in 2023, which meant the program met its goals for the year.
 - InterACT was successful in 2023, but fewer individuals were reached than in 2022.
 - Branigan has a few ideas to streamline the processes in 2024.
 - There will be some testimonials about the InterACT program posted to social media to spread the word about the program.
 - Branigan also covered the wrapup of the Thanks for Giving Supply Drive.

Finance Committee

- Rebekah Kilpatrick gave a thorough review of the 2023 year from a financial perspective. She also provided a thorough recap of the Finance Committee's work, including reviewing selected deposits and focusing on following financial controls.
- Kilpatrick presented the 2024 Budget, describing the goals and changes from 2023's budget.
 - Rebekah Kilpatrick made a motion to approve the 2024 Budget as presented, Ivy Braden seconded. The motion passed.

Governance Committee

- Carole Calvert-Baxter gave a few reminders: the 2024 Board Volunteerism & Giving form is due January 8, 2024.
- She also reminded the Board about the change of the meeting months starting in January 2024.
 - The next meeting will be on January 18, 2024 at the YWCA GLBR Office in Bay City.

Adjourn Meeting

Carole Calvert-Baxter adjourned the meeting at 6:15 pm

**YWCA Great Lakes Bay Region
Statement of Activity by Class
January - November, 2023**

	1		Total 1	2 Fund	Donor	Total 2		Women's Econ	Young		Riverside	Wmn of	Total 6	7	InterACT,	Total 7	TOTAL	
	Administration	Wellness	Administration	Developm	Relations	Developm	3 WEEP	Empw Prog	Women	Total 3 WEEP	6 Events	Art Fest	Achievmt	Events	Advocacy	Advocacy		
Revenue																		
101 Grant Income			0.00			0.00		7,000.00		7,000.00				0.00	12,000.00	12,000.00	19,000.00	
102 Program/Event Income			0.00	665.00		665.00				0.00	20,329.00	3,420.00	23,749.00	100.00	100.00	100.00	24,514.00	
103 Contributions			0.00							0.00			0.00			0.00	0.00	
103.1 Corporate Contributions	4,035.00		4,035.00	3,140.00	59.85	3,199.85				0.00	5,750.00	9,500.00	15,250.00			0.00	22,484.85	
103.2 Individual Contributions	24.00		24.00	4,960.35		4,960.35				0.00			0.00			0.00	4,984.35	
Total 103 Contributions	\$ 4,059.00	\$ 0.00	\$ 4,059.00	\$ 8,100.35	\$ 59.85	\$ 8,160.20	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 5,750.00	\$ 9,500.00	\$ 15,250.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 27,469.20
Sales of Product Revenue			0.00	10.00		10.00				0.00			0.00				10.00	
Uncategorized Revenue	6,215.60		6,215.60			0.00				0.00			0.00				0.00	6,215.60
Total Revenue	\$ 10,274.60	\$ 0.00	\$ 10,274.60	\$ 8,775.35	\$ 59.85	\$ 8,835.20	\$ 0.00	\$ 7,000.00	\$ 0.00	\$ 7,000.00	\$ 0.00	\$ 26,079.00	\$ 12,920.00	\$ 38,999.00	\$ 0.00	\$ 12,100.00	\$ 12,100.00	\$ 77,208.80
Gross Profit	\$ 10,274.60	\$ 0.00	\$ 10,274.60	\$ 8,775.35	\$ 59.85	\$ 8,835.20	\$ 0.00	\$ 7,000.00	\$ 0.00	\$ 7,000.00	\$ 0.00	\$ 26,079.00	\$ 12,920.00	\$ 38,999.00	\$ 0.00	\$ 12,100.00	\$ 12,100.00	\$ 77,208.80
Expenditures																		
200 Facilities and Equipment			0.00			0.00				0.00				0.00			0.00	
201 Building Rent and Parking	10,450.00		10,450.00			0.00				0.00	410.00		410.00	30.00		30.00	10,890.00	
202 Equip Rental & Maintenance	666.02		666.02			0.00				0.00	100.00		100.00				766.02	
204 Property Insurance	1,062.45		1,062.45			0.00				0.00			0.00				1,062.45	
205 Utilities	191.73		191.73			0.00				0.00			0.00				191.73	
206 Telephone & Telecomm	3,370.48		3,370.48			0.00		520.00		520.00			0.00				3,890.48	
Total 200 Facilities and Equipment	\$ 15,740.68	\$ 0.00	\$ 15,740.68	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 520.00	\$ 0.00	\$ 520.00	\$ 0.00	\$ 510.00	\$ 0.00	\$ 510.00	\$ 30.00	\$ 0.00	\$ 30.00	\$ 16,800.68
300 Operating Expenses - Fixed			0.00			0.00				0.00			0.00				0.00	
301 Accounting, Bookkpg, Audit	11,084.76		11,084.76			0.00				0.00			0.00				11,084.76	
302 Advertising/Marketing	189.74		189.74			0.00				0.00	1,984.88	36.00	2,020.88				2,210.62	
303 Bank fees	91.45		91.45	5.01		5.01				0.00	358.59	101.89	460.48		3.56		560.50	
305 Conferences & Meetings	1,913.44		1,913.44			0.00				0.00			0.00				1,913.44	
310 Depreciation expense	239.70		239.70			0.00				0.00			0.00				239.70	
311 Interest Expense	111.62		111.62			0.00				0.00			0.00				111.62	
312 Meals	549.98		549.98			0.00		57.94	74.23	132.17		28.38	4,611.60	4,639.98	61.90	61.90	5,384.03	
313 Memberships & Subscriptions	3,741.53		3,741.53	394.89		394.89		1,300.03		1,300.03			0.00				5,436.45	
314 Permits, License Fees	20.00		20.00			0.00				0.00	1,156.47		1,156.47				1,176.47	
324 Website Design & Maintce.	276.00		276.00			0.00				0.00			0.00				276.00	
325 Insurance, Liability, D & O	3,836.05		3,836.05			0.00				0.00			0.00				3,836.05	
326 Legal Fees	3,357.50		3,357.50			0.00				0.00			0.00				3,357.50	
330 Investment Fees	2,624.98		2,624.98			0.00				0.00			0.00				2,624.98	
Total 300 Operating Expenses - Fixed	\$ 28,036.75	\$ 0.00	\$ 28,036.75	\$ 399.90	\$ 0.00	\$ 399.90	\$ 0.00	\$ 1,357.97	\$ 74.23	\$ 1,432.20	\$ 0.00	\$ 3,528.32	\$ 4,749.49	\$ 8,277.81	\$ 0.00	\$ 65.46	\$ 65.46	\$ 38,212.12
400 Operating Expenses - Variable			0.00			0.00				0.00			0.00				0.00	
405 Books, Library, Reference			0.00			0.00				0.00			0.00		1,260.51	1,260.51	1,260.51	
410 Postage, Mailings	289.09		289.09	189.57		189.57		7.92		7.92	24.01	198.00	222.01				708.59	
420 Printing and Copying	2,950.48		2,950.48	181.58		181.58				0.00		113.00	113.00		2.15	2.15	3,247.21	
425 Supplies - Class/Office	1,566.10		1,566.10	116.91	79.46	196.37		105.12	227.42	332.54	814.75	492.24	1,306.99	90.05	84.79	174.84	3,576.84	
426 Supplies - Gas Cards/Gift Cards			0.00			0.00		3,617.99	1,209.19	4,827.18			0.00				4,827.18	
430 Stipends to Indiv.			0.00			0.00		3,075.26	1,200.00	4,275.26			0.00				4,275.26	
Total 400 Operating Expenses - Variable	\$ 4,805.67	\$ 0.00	\$ 4,805.67	\$ 488.06	\$ 79.46	\$ 567.52	\$ 0.00	\$ 6,806.29	\$ 2,636.61	\$ 9,442.90	\$ 0.00	\$ 838.76	\$ 803.24	\$ 1,642.00	\$ 90.05	\$ 1,347.45	\$ 1,437.50	\$ 17,895.59
500 Personnel Expenses			0.00			0.00				0.00			0.00				0.00	
501 Salaries & Wages	57,779.77	2,929.81	60,709.58		467.45	467.45		50,769.86	2,519.79	53,289.65	2,587.41	2,206.35	4,793.76	362.48	9,763.60	10,126.08	129,386.52	
502 Payroll Taxes	5,996.26	224.13	6,220.39		35.76	35.76		5,409.87	192.74	5,602.61	203.61	168.80	372.41	27.73	746.91	774.64	12,605.81	
504 Benefits - Retirement	3,208.45		3,208.45			0.00				0.00			0.00				3,208.45	
515 Mileage	278.93		278.93			0.00		480.14	171.89	652.03			0.00		191.65	191.65	1,122.61	
525 Outside Contract Services			0.00			0.00				0.00	2,974.50		2,974.50		700.00	700.00	3,674.50	
Total 500 Personnel Expenses	\$ 66,863.41	\$ 3,153.94	\$ 70,017.35	\$ 0.00	\$ 503.21	\$ 503.21	\$ 0.00	\$ 56,659.87	\$ 2,884.42	\$ 59,544.29	\$ 0.00	\$ 5,765.52	\$ 2,375.15	\$ 8,140.67	\$ 390.21	\$ 11,402.16	\$ 11,792.37	\$ 149,997.89
Total Expenditures	\$ 115,446.51	\$ 3,153.94	\$ 118,600.45	\$ 887.96	\$ 582.67	\$ 1,470.63	\$ 0.00	\$ 65,344.13	\$ 5,995.26	\$ 70,939.39	\$ 0.00	\$ 10,642.60	\$ 7,927.88	\$ 18,570.48	\$ 510.26	\$ 12,815.07	\$ 13,325.33	\$ 222,906.28
Net Operating Revenue	-\$ 105,171.91	-\$ 3,153.94	-\$ 108,325.85	\$ 7,887.39	-\$ 522.82	\$ 7,364.57	\$ 0.00	-\$ 58,344.13	-\$ 5,995.26	-\$ 63,939.39	\$ 0.00	\$ 15,436.40	\$ 4,992.12	\$ 20,428.52	-\$ 510.26	-\$ 715.07	-\$ 1,225.33	-\$ 145,697.48
Other Revenue																		
104 Investment Income (Expense)	9,623.93		9,623.93			0.00				0.00			0.00				0.00	
Unrealized Gain(Loss)	9,642.15		9,642.15			0.00				0.00			0.00				0.00	
Total Other Revenue	\$ 19,266.08	\$ 0.00	\$ 19,266.08	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 19,266.08
Net Other Revenue	\$ 19,266.08	\$ 0.00	\$ 19,266.08	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 19,266.08
Net Revenue	-\$ 85,905.83	-\$ 3,153.94	-\$ 89,059.77	\$ 7,887.39	-\$ 522.82	\$ 7,364.57	\$ 0.00	-\$ 58,344.13	-\$ 5,995.26	-\$ 63,939.39	\$ 0.00	\$ 15,436.40	\$ 4,992.12	\$ 20,428.52	-\$ 510.26	-\$ 715.07	-\$ 1,225.33	-\$ 126,431.40

YWCA Great Lakes Bay Region
Statement of Financial Position Comparison
As of December 31, 2023

	Total			
	As of Dec 31, 2023	As of Dec 31, 2022 (PY)	Change	% Change
ASSETS				
Current Assets				
Bank Accounts				
1st State Bank Checking	95,532.09	99,425.57	-3,893.48	-3.92%
Diaper Bank			0.00	
Diaper Bank - Arenac	2,706.48	3,726.90	-1,020.42	-27.38%
Diaper Bank - Bay	4,166.86	3,177.90	988.96	31.12%
Total Diaper Bank	\$ 6,873.34	\$ 6,904.80	-\$ 31.46	-0.46%
Huntington Checking	81.00	101.00	-20.00	-19.80%
Paypal	1,026.64	1,002.15	24.49	2.44%
Total Bank Accounts	\$ 103,513.07	\$ 107,433.52	-\$ 3,920.45	-3.65%
Accounts Receivable				
Accounts receivable	45,605.00	106,666.00	-61,061.00	-57.25%
Total Accounts Receivable	\$ 45,605.00	\$ 106,666.00	-\$ 61,061.00	-57.25%
Other Current Assets				
12000 Undeposited Funds	0.00	1,050.00	-1,050.00	-100.00%
BACF Endowment Fund	11,335.17	11,335.17	0.00	0.00%
Huntington Investment	333,467.45	331,826.35	1,641.10	0.49%
Total Other Current Assets	\$ 344,802.62	\$ 344,211.52	\$ 591.10	0.17%
Total Current Assets	\$ 493,920.69	\$ 558,311.04	-\$ 64,390.35	-11.53%
Fixed Assets				
Accumulated depreciation	-10,532.57	-10,292.87	-239.70	-2.33%
Computer software	2,209.58	1,610.58	599.00	37.19%
Furniture and Equipment	10,209.85	10,209.85	0.00	0.00%
Total Fixed Assets	\$ 1,886.86	\$ 1,527.56	\$ 359.30	23.52%
Other Assets				
Prepaid expenses	911.63	1,266.23	-354.60	-28.00%
Security Deposits	2,000.00	0.00	2,000.00	
Total Other Assets	\$ 2,911.63	\$ 1,266.23	\$ 1,645.40	129.94%
TOTAL ASSETS	\$ 498,719.18	\$ 561,104.83	-\$ 62,385.65	-11.12%
LIABILITIES AND EQUITY				
Liabilities				
Current Liabilities				
Accounts Payable				
Accounts payable	2,243.05	1,135.00	1,108.05	97.63%
Total Accounts Payable	\$ 2,243.05	\$ 1,135.00	\$ 1,108.05	97.63%
Credit Cards				
1st State Bank Credit Card	0.00	687.85	-687.85	-100.00%
Total Credit Cards	\$ 0.00	\$ 687.85	-\$ 687.85	-100.00%
Other Current Liabilities				
Accrued Wages	5,996.41	5,996.41	0.00	0.00%
Deferred Revenue	5,075.00	4,850.00	225.00	4.64%
Diaper Bank Funds	6,873.34	6,904.80	-31.46	-0.46%
Payroll Liabilities	0.00	0.00	0.00	
Federal Taxes (941/944)	2,499.14	3,441.78	-942.64	-27.39%
MI Income Tax	1,186.92	580.17	606.75	104.58%
MI Local Tax	0.00	152.15	-152.15	-100.00%
MI Unemployment Tax	0.00	521.25	-521.25	-100.00%
SUTA Payable	1.00	1.00	0.00	0.00%
YWCA After Tax Contribution	0.00	22.00	-22.00	-100.00%
YWCA Retirement Company	0.02	312.52	-312.50	-99.99%
Total Payroll Liabilities	\$ 3,687.08	\$ 5,030.87	-\$ 1,343.79	-26.71%
Total Other Current Liabilities	\$ 21,631.83	\$ 22,782.08	-\$ 1,150.25	-5.05%
Total Current Liabilities	\$ 23,874.88	\$ 24,604.93	-\$ 730.05	-2.97%
Total Liabilities	\$ 23,874.88	\$ 24,604.93	-\$ 730.05	-2.97%
Equity				
Temp. Restricted Net Assets			0.00	
Bay Area Community Foundation	11,335.17	11,335.17	0.00	0.00%
Total Temp. Restricted Net Assets	\$ 11,335.17	\$ 11,335.17	\$ 0.00	0.00%
Unrestricted Net Assets	525,164.73	498,429.25	26,735.48	5.36%
Net Revenue	-61,655.60	26,735.48	-88,391.08	-330.61%
Total Equity	\$ 474,844.30	\$ 536,499.90	-\$ 61,655.60	-11.49%
TOTAL LIABILITIES AND EQUITY	\$ 498,719.18	\$ 561,104.83	-\$ 62,385.65	-11.12%

YWCA Great Lakes Bay Region
Statement of Activity Comparison
November 2023

	Total			
	Nov 2023	Nov 2022 (PY)	Change	% Change
Revenue				
101 Grant Income	8,000.00	58,849.98	-50,849.98	-86.41%
103 Contributions			0.00	
103.1 Corporate Contributions	150.00		150.00	
103.2 Individual Contributions	307.50	500.00	-192.50	-38.50%
Total 103 Contributions	\$ 457.50	\$ 500.00	-\$ 42.50	-8.50%
Total Revenue	\$ 8,457.50	\$ 59,349.98	-\$ 50,892.48	-85.75%
Gross Profit	\$ 8,457.50	\$ 59,349.98	-\$ 50,892.48	-85.75%
Expenditures				
200 Facilities and Equipment			0.00	
201 Building Rent and Parking	1,500.00	600.00	900.00	150.00%
204 Property Insurance	204.60		204.60	
205 Utilities	102.96		102.96	
206 Telephone & Telecomm	199.98	412.08	-212.10	-51.47%
Total 200 Facilities and Equipment	\$ 2,007.54	\$ 1,012.08	\$ 995.46	98.36%
300 Operating Expenses - Fixed			0.00	
301 Accounting, Bookkpg, Audit	529.50	5,277.00	-4,747.50	-89.97%
303 Bank fees	40.52	100.01	-59.49	-59.48%
310 Depreciation expense		61.69	-61.69	-100.00%
312 Meals	32.83	94.20	-61.37	-65.15%
313 Memberships & Subscriptions	284.92	492.24	-207.32	-42.12%
325 Insurance, Liability, D & O		-303.40	303.40	100.00%
Total 300 Operating Expenses - Fixed	\$ 887.77	\$ 5,721.74	-\$ 4,833.97	-84.48%
400 Operating Expenses - Variable			0.00	
410 Postage, Mailings	136.77	60.00	76.77	127.95%
420 Printing and Copying	163.31	485.46	-322.15	-66.36%
425 Supplies - Class/Office	157.75	815.69	-657.94	-80.66%
426 Supplies - Gas Cards/Gift Cards	50.00		50.00	
430 Stipends to Indiv.		4,450.00	-4,450.00	-100.00%
Total 400 Operating Expenses - Variable	\$ 507.83	\$ 5,811.15	-\$ 5,303.32	-91.26%
500 Personnel Expenses			0.00	
501 Salaries & Wages	10,189.08	11,889.30	-1,700.22	-14.30%
502 Payroll Taxes	779.46	1,095.80	-316.34	-28.87%
504 Benefits - Retirement	267.80	257.50	10.30	4.00%
515 Mileage	150.79	138.14	12.65	9.16%
Total 500 Personnel Expenses	\$ 11,387.13	\$ 13,380.74	-\$ 1,993.61	-14.90%
Total Expenditures	\$ 14,790.27	\$ 25,925.71	-\$ 11,135.44	-42.95%
Net Operating Revenue	-\$ 6,332.77	\$ 33,424.27	-\$ 39,757.04	-118.95%
Net Revenue	-\$ 6,332.77	\$ 33,424.27	-\$ 39,757.04	-118.95%

YWCA Great Lakes Bay Region
Budget vs. Actuals: 2023 Budget - FY23 P&L
 January - November, 2023

	Total			
	Actual	Budget	over Budget	% of Budget
Revenue				
101 Grant Income	19,000.00	161,943.84	-142,943.84	11.73%
102 Program/Event Income	24,514.00	30,708.34	-6,194.34	79.83%
103 Contributions	0.00	0.00	0.00	
103.1 Corporate Contributions	22,484.85	20,625.00	1,859.85	109.02%
103.2 Individual Contributions	4,984.35	13,240.34	-8,255.99	37.65%
103.3 Board Giving	0.00	2,750.00	-2,750.00	0.00%
Total 103 Contributions	\$ 27,469.20	\$ 36,615.34	-\$ 9,146.14	75.02%
105 Fee for Service	0.00	7,333.34	-7,333.34	0.00%
Sales of Product Revenue	10.00	0.00	10.00	
Uncategorized Revenue	6,215.60	0.00	6,215.60	
Total Revenue	\$ 77,208.80	\$ 236,600.86	-\$ 159,392.06	32.63%
Gross Profit	\$ 77,208.80	\$ 236,600.86	-\$ 159,392.06	32.63%
Expenditures				
200 Facilities and Equipment	0.00	0.00	0.00	
201 Building Rent and Parking	10,890.00	11,183.34	-293.34	97.38%
202 Equip Rental & Maintenance	766.02	5,958.37	-5,192.35	12.86%
204 Property Insurance	1,062.45	0.00	1,062.45	
205 Utilities	191.73	0.00	191.73	
206 Telephone & Telecomm	3,890.48	2,291.66	1,598.82	169.77%
Total 200 Facilities and Equipment	\$ 16,800.68	\$ 19,433.37	-\$ 2,632.69	86.45%
300 Operating Expenses - Fixed	0.00	0.00	0.00	
301 Accounting, Bookkpg, Audit	11,084.76	9,625.00	1,459.76	115.17%
302 Advertising/Marketing	2,210.62	2,383.34	-172.72	92.75%
303 Bank fees	560.50	550.00	10.50	101.91%
305 Conferences & Meetings	1,913.44	2,750.00	-836.56	69.58%
310 Depreciation expense	239.70	641.66	-401.96	37.36%
311 Interest Expense	111.62	0.00	111.62	
312 Meals	5,384.03	5,958.34	-574.31	90.36%
313 Memberships & Subscriptions	5,436.45	2,750.00	2,686.45	197.69%
314 Permits, License Fees	1,176.47	183.34	993.13	641.69%
324 Website Design & Maintnce.	276.00	733.34	-457.34	37.64%
325 Insurance, Liability, D & O	3,836.05	3,666.63	169.42	104.62%
326 Legal Fees	3,357.50	0.00	3,357.50	
330 Investment Fees	2,624.98	2,291.63	333.35	114.55%
Total 300 Operating Expenses - Fixed	\$ 38,212.12	\$ 31,533.28	\$ 6,678.84	121.18%
400 Operating Expenses - Variable	0.00	0.00	0.00	
405 Books, Library, Reference	1,260.51	5,500.00	-4,239.49	22.92%
410 Postage, Mailings	708.59	550.00	158.59	128.83%
420 Printing and Copying	3,247.21	1,558.34	1,688.87	208.38%
425 Supplies - Class/Office	3,576.84	4,125.00	-548.16	86.71%
426 Supplies - Gas Cards/Gift Cards	4,827.18	9,625.00	-4,797.82	50.15%
430 Stipends to Indiv.	4,275.26	7,104.16	-2,828.90	60.18%
Total 400 Operating Expenses - Variable	\$ 17,895.59	\$ 28,462.50	-\$ 10,566.91	62.87%
500 Personnel Expenses	0.00	0.00	0.00	
501 Salaries & Wages	129,386.52	146,025.00	-16,638.48	88.61%
502 Payroll Taxes	12,605.81	12,833.34	-227.53	98.23%
504 Benefits - Retirement	3,208.45	2,841.67	366.78	112.91%
515 Mileage	1,122.61	2,016.67	-894.06	55.67%
520 Training & Continuing Ed	0.00	1,650.00	-1,650.00	0.00%
525 Outside Contract Services	3,674.50	5,500.00	-1,825.50	66.81%
Total 500 Personnel Expenses	\$ 149,997.89	\$ 170,866.68	-\$ 20,868.79	87.79%
Total Expenditures	\$ 222,906.28	\$ 250,295.83	-\$ 27,389.55	89.06%
Net Operating Revenue	-\$ 145,697.48	-\$ 13,694.97	-\$ 132,002.51	1063.88%
Other Revenue				
104 Investment Income (Expense)	9,623.93	0.00	9,623.93	
Unrealized Gain(Loss)	9,642.15	0.00	9,642.15	
Total Other Revenue	\$ 19,266.08	\$ 0.00	\$ 19,266.08	
Net Other Revenue	\$ 19,266.08	\$ 0.00	\$ 19,266.08	
Net Revenue	-\$ 126,431.40	-\$ 13,694.97	-\$ 112,736.43	923.20%

YWCA Great Lakes Bay Region
Statement of Activity Comparison
January - November, 2023

	Total			
	Jan - Nov, 2023	Jan - Nov, 2022 (PY)	Change	% Change
Revenue				
101 Grant Income	19,000.00	175,960.49	-156,960.49	-89.20%
102 Program/Event Income	24,514.00	26,512.70	-1,998.70	-7.54%
103 Contributions			0.00	
103.1 Corporate Contributions	22,484.85	2,250.00	20,234.85	899.33%
103.2 Individual Contributions	4,984.35	6,076.54	-1,092.19	-17.97%
Total 103 Contributions	\$ 27,469.20	\$ 8,326.54	\$ 19,142.66	229.90%
Sales of Product Revenue	10.00	555.00	-545.00	-98.20%
Uncategorized Revenue	6,215.60		6,215.60	
Total Revenue	\$ 77,208.80	\$ 211,354.73	-\$ 134,145.93	-63.47%
Gross Profit	\$ 77,208.80	\$ 211,354.73	-\$ 134,145.93	-63.47%
Expenditures				
200 Facilities and Equipment			0.00	
201 Building Rent and Parking	10,890.00	7,950.24	2,939.76	36.98%
202 Equip Rental & Maintenance	766.02	1,334.79	-568.77	-42.61%
204 Property Insurance	1,062.45		1,062.45	
205 Utilities	191.73		191.73	
206 Telephone & Telecomm	3,890.48	4,149.80	-259.32	-6.25%
Total 200 Facilities and Equipment	\$ 16,800.68	\$ 13,434.83	\$ 3,365.85	25.05%
300 Operating Expenses - Fixed			0.00	
301 Accounting, Bookkpg, Audit	11,084.76	9,583.00	1,501.76	15.67%
302 Advertising/Marketing	2,210.62	4,244.77	-2,034.15	-47.92%
303 Bank fees	560.50	444.32	116.18	26.15%
305 Conferences & Meetings	1,913.44	120.00	1,793.44	1494.53%
310 Depreciation expense	239.70	678.71	-439.01	-64.68%
311 Interest Expense	111.62	73.57	38.05	51.72%
312 Meals	5,384.03	8,436.54	-3,052.51	-36.18%
313 Memberships & Subscriptions	5,436.45	5,727.25	-290.80	-5.08%
314 Permits, License Fees	1,176.47	335.00	841.47	251.19%
324 Website Design & Maintce.	276.00	1,768.40	-1,492.40	-84.39%
325 Insurance, Liability, D & O	3,836.05	4,154.40	-318.35	-7.66%
326 Legal Fees	3,357.50		3,357.50	
330 Investment Fees	2,624.98	2,691.92	-66.94	-2.49%
Total 300 Operating Expenses - Fixed	\$ 38,212.12	\$ 38,257.88	-\$ 45.76	-0.12%
400 Operating Expenses - Variable			0.00	
405 Books, Library, Reference	1,260.51	568.31	692.20	121.80%
410 Postage, Mailings	708.59	737.41	-28.82	-3.91%
420 Printing and Copying	3,247.21	5,006.47	-1,759.26	-35.14%
425 Supplies - Class/Office	3,576.84	10,613.74	-7,036.90	-66.30%
426 Supplies - Gas Cards/Gift Cards	4,827.18		4,827.18	
430 Stipends to Indiv.	4,275.26	16,423.97	-12,148.71	-73.97%
Total 400 Operating Expenses - Variable	\$ 17,895.59	\$ 33,349.90	-\$ 15,454.31	-46.34%
500 Personnel Expenses			0.00	
501 Salaries & Wages	129,386.52	120,224.11	9,162.41	7.62%
502 Payroll Taxes	12,605.81	12,537.79	68.02	0.54%
503 Benefits - Health Insur		160.00	-160.00	-100.00%
504 Benefits - Retirement	3,208.45	3,762.22	-553.77	-14.72%
515 Mileage	1,122.61	1,461.76	-339.15	-23.20%
520 Training & Continuing Ed		683.98	-683.98	-100.00%
525 Outside Contract Services	3,674.50	5,022.86	-1,348.36	-26.84%
Total 500 Personnel Expenses	\$ 149,997.89	\$ 143,852.72	\$ 6,145.17	4.27%
Total Expenditures	\$ 222,906.28	\$ 228,895.33	-\$ 5,989.05	-2.62%
Net Operating Revenue	-\$ 145,697.48	-\$ 17,540.60	-\$ 128,156.88	-730.63%
Other Revenue				
104 Investment Income (Expense)	9,623.93	9,278.35	345.58	3.72%
Unrealized Gain(Loss)	9,642.15	-83,846.33	93,488.48	111.50%
Total Other Revenue	\$ 19,266.08	-\$ 74,567.98	\$ 93,834.06	125.84%
Net Other Revenue	\$ 19,266.08	-\$ 74,567.98	\$ 93,834.06	125.84%
Net Revenue	-\$ 126,431.40	-\$ 92,108.58	-\$ 34,322.82	-37.26%

Funding Organization	Due	Submitted	Year	Dates for Program	Status	Grant Report Due	Requested	Awarded	Recieved	WEEP (GA/MA/YWCA, Strive)	InterACT	Advocacy	
			2024							\$130,000	\$44,000	\$12,000	\$186,000
UWSC	6/28/2022	6/28/2022	2024	1/1/23-12/31/24	Awarded		\$30,000	\$30,000	Y	\$30,000			
Huntington (Frances Goll Mills)	n/a	2021	2024	1/1/24-12/31/24	Awarded		\$15,000	\$15,000	N	\$15,000			
AV Dow Foundation	8/15/2023	8/8/2023	2024	1/1/24-12/31/24	Awarded	July 2024	\$25,000	\$25,000	Y	\$25,000			
PNC Foundation	7/31/23	7/25/23	2024	1/1/24-12/31/24	Awarded		\$10,000	\$5,000	Y	\$5,000			
HSC CARES	9/28/2023	9/26/2023	2024	1/1/24-12/31/24	Awarded	12/13/24	\$27,000	\$24,500	Y		\$24,500		
Gerstacker			2024	1/1/24-12/31/24			\$15,000						
Kroger	10/20/2023	10/20/2023	2024	1/1/2024-12/31/2024	Declined		\$4,500						
Walmart	Ongoing	11/7/2023	2024	1/1/2024-12/31/2024	Pending		\$4,500						
Target	12/31/2023	11/15/2023	2024	1/1/2024-12/31/2024	Pending		\$500						
Meijer (Wilder - Bay City)	Ongoing	12/14/2023	2024	1/1/2024-12/31/2024	Awarded		\$1,000	\$500	Y	\$500			
WK Kellog Foudation	n/a						\$20,000				x	x	
Dow							\$10,000				x		
Midland Area Community Foundation													
Morley Family Foundation			2024				\$5,000						
Nickless Family Foundation													
Towsley Foundation	9/1/2023		2024				\$10,000						
							\$177,500	\$100,000		\$75,500	\$24,500		\$100,000
										-\$54,500	-\$19,500	-\$12,000	-\$86,000

**Proposed Revisions to PTO Policy -
Presented to Board of Directors on 1/18/2024**

Paid Time Off Benefits

YWCA GLBR provides paid time off benefits to all eligible employees for periods of temporary absence due to personal reasons, illnesses or injuries.

Paid time off is counted from the first day of hire for eligible regular full-time employees. Paid time off is available on January 1st of each year. Paid time off not used during the calendar year will expire on December 31st of that same year. Upon separation from employment, full-time employees will not be paid for unused paid time off.

Benefit Years	Eligible Full-Time Employee Paid Time Off
Hire - Year 1	5 days or 40 hours annually
Year 2 thru end of Year 3	10 days or 80 hours annually
Year 4 thru end of Year 6	15 days or 120 hours annually
Year 7 +	20 days or 160 hours annually

Benefit Years	Eligible Part-Time Employee Paid Time Off
Hire thru Year 2	29 hours annually
Year 3 thru end of Year 6	39 hours annually
Year 7+	44 hours annually

All Employees can request use of paid time off after completing a waiting period of 30 calendar days from the date they become eligible for paid time off benefits. Paid time off can be used in minimum increments of one hour. An eligible employee may use paid time off benefits for an absence due to his or her own illness or injury, or that of a child, parent, or spouse of the employee or for personal reasons.

Employees who are unable to report to work due to illness or injury should notify their direct supervisor before the scheduled start of their workday if possible. The direct supervisor must also be contacted on each additional day of absence. If an employee is absent for three or more consecutive days due to illness or injury, a physician's statement must be provided verifying the disability and its beginning and expected ending dates.

Such verification may be requested for other sick leave absences as well and may be required as a condition to receiving paid time off benefits.

Before returning to work from a sick leave absence of seven (7) calendar days or more, an employee must provide a physician’s verification that he or she may safely return to work.

Sick leave benefits will be calculated based on the employee’s base pay rate at the time of absence and will not include any special forms of compensation, such as incentives, commissions, bonuses, or shift differentials.

Current Policy per Employee Handbook (2022)

Paid Time Off Benefits

YWCA GLBR provides paid time off benefits to all eligible employees for periods of temporary absence due to personal reasons, illnesses or injuries.

Paid time off is counted from the first day of hire for eligible regular full-time employees. Paid time off is available on January 1st of each year. Paid time off not used during the calendar year will expire on December 31st of that same year. Upon separation from employment, full-time employees will not be paid for unused accrued paid time off.

Benefit Years	Eligible Full-Time Employee Paid Time Off
0 - 2 yrs	5 days or 40 hours annually
3 - 6 yrs	7 days or 56 hours annually
7+ yrs	8 days or 64 hours annually

Benefit Years	Eligible Part-Time Employee Paid Time Off Max Accrual
0 - 2 yr	29 hours annually
3 - 6 yrs	39 hours annually
7+ yrs	44 hours annually

All Employees can request use of paid time off after completing a waiting period of 30 calendar days from the date they become eligible to accrue paid time off benefits. Paid time off can be used in minimum increments of one hour. An eligible employee may use paid time off benefits for an absence due to his or her own illness or injury, or that of a child, parent, or spouse of the employee or for personal reasons.

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SERVING OUR COMMUNITY

In 2023, the YWCA Great Lakes Bay Region celebrated many achievements and saw first-hand success stories in the over 200 individuals in our programs. We achieved an astounding 18% surge in participation in our Women's Economic Empowerment Program (WEEP) over 2022, and saw increased interest in our InterACT cultural competency workshop and our Stand Against Racism events.

JANUARY 2024

ANNUAL IMPACT REPORT

WOMEN'S ECONOMIC EMPOWERMENT PROGRAM

3

Counties Served

125

WEEP Participants

1916

Hours of Client Assistance

COURSES

Getting Ahead

Four 45-hour courses focusing on mindset, goal-orientation, community resources, hidden rules of class, & economic action planning

Moving Ahead

Five 10-hour financial literacy workshops focusing on budgeting, saving, & financial decision making

Young Women Choosing Action

Two youth leadership programs for focusing on decision making, wellbeing, & social justice

OUTPUTS

OUTCOMES

- 84% of graduates reported now setting goals more than 3 months in the future
- 92% of graduates now believe they can meet the goals they set for themselves
- 100% of graduates completed an economic action plan
- 79% of graduates reported increased knowledge of credit basics, including reviewing, understanding, and improving their credit and credit score
- 86% of graduates reported an improvement in one or more leaderships skills including an increased focus on their goals, improved confidence, and understanding the impact of social action on our community.

eliminating racism
empowering women
ywca

Great Lakes Bay Region

FOLLOWING UP WITH OUR GRADUATES

"I often think back to the Moving Ahead workshop and consider the things I learned. Although I still haven't perfected it, the most helpful part was the importance of establishing and maintaining a budget. Life's circumstances have made this a challenge with more needing to go out than coming in, but I am now more aware of how my money is being spent and where I need to improve. Six months after Moving Ahead, I am looking forward to a second interview for a full time office position. It would pay \$3 more an hour than my current position which doesn't provide enough hours or high enough wages to meet my financial needs."

- ANGELA, 2022 WEEP GRADUATE



WORKING ON THE SOCIAL JUSTICE ACTION PROJECT FOR YOUNG WOMEN CHOOSING ACTION

PROGRAMS

InterACT

Six workshops focusing on acknowledging and breakdown biases that inhibit cooperation and connection, including 70 individual Intercultural Development Inventory post-workshop debriefs with workshop participants

OUTPUTS

OUTCOMES

- “The training allowed us to grow as a team towards the same goal.”
- “The entire experience was so powerful! Coming together as a staff around such important topics gave us a shared language and understanding to move forward. The individual meetings with our facilitator gave us meaningful, personalized improvements we can make to become better for each other and those we serve.”
- “InterACT has bettered our approach to finding volunteers and how we can update our forms and applications to be more inclusive of diverse groups and cultures.”

WE DON'T DO THIS WORK ALONE

In 2023, community and your collaboration proved indispensable. This report highlights our collective efforts, emphasizes that meaningful progress is a collaborative venture, and showcases the undeniable truth that your combined contributions yield an impact far greater than the sum of their parts.

Grantors

Alden & Vada Dow Foundation, Bay Area Community Foundation, Huntington Bank, Michigan Nonprofit Association, PNC Foundation, Saginaw Community Foundation, The Charles J. Strosacker Foundation, United Way of Saginaw County

Women of Achievement Circle of Support

Cheryl Burzynski, Diane Rapson Gabil, Jean Goodnow, Evelyn McGovern, Dorothy McKandes, Kathy Miller, Pamela Monastiere, Kathy Stewart, Karen A. Tighe, Lynn Weaver, Sandra Williams-Haughton

Community Partners

Boys & Girls Clubs of the Great Lakes Bay Region, Emmaus House of Saginaw, First Ward Community Center, Mustard Seed Shelter, Shelterhouse of Midland and Gladwin Counties, Tri-Cap Saginaw

YWCA Great Lakes Bay Region Board of Directors

Carole Calvert-Baxter, Melissa Whitford, Rebekah Kilpatrick, Raquel Pérez, Beth Roszatycki, Kelsey Adkins, Margie Bach, Ivy Braden, Vanessa Guerra, Viloshinee Murugan, Nicole Napolitano, Dr. Sunita Vadakath, Candance Whitfield

The YWCA Great Lakes Bay Region is on a mission to eliminate racism, empower women, promote peace, justice, freedom, and dignity for all.

2024 YWCA Great Lakes Bay Region Committee, Board Meeting & Events Calendar

Board Meetings

1/18/24- 5:30-7:00 pm - In person
3/21/24 - 5:30-7:00 pm - Zoom
5/16/24 5:30-7:00 pm - Zoom
7/18/24- 5:30-7:00 pm - Zoom
9/19/24 - 5:30-7:00 pm - Zoom
11/21/24 - 5:30-7:00 pm - In Person/TBD?

Governance Committee Meetings

2/21/24 - 8:00-9:00 am - Zoom
4/24/24 - 8:00-9:00 am - Zoom
6/26/24 - 8:00-9:00 am - Zoom
8/21/24 - 8:00-9:00 am - Zoom
10/30/24- 8:00-9:00 am - Zoom
Nominating Committee
12/11/24 - 8:00-9:00 am

Finance Committee Meetings

2/27/24 - 8:00-8:30 am - Zoom
4/23/24 - 8:00-8:30 am - Zoom
6/25/24 - 8:00-8:30 am - Zoom
8/27/24- 8:00-8:30 am - Zoom
10/29/24 - 8:00-8:30 am - Zoom
12/17/24 - 8:00-8:30 am - Zoom

Advocacy Committee Meetings

1/9/24 - 12:00-1:00pm - Zoom
3/19/24 - 12:00-1:00pm - Zoom
7/9/24 - 12:00-1:00pm - Zoom
10/1/24 - 12:00-1:00pm - Zoom

Event Planning Committee

Riverside Volunteer Meeting:
6/3/23 - Zoom? TBD

WOA Selection Committee Mtg:
8/28/23 - 12:00-1:00pm on Zoom.

2024 Events

Riverside Art Festival

*Setup: 6/7/24 - 4:30-7 pm, 6/8/24 - 7-10
Festival 6/8/24 - 10-5pm, 6/9/24 - 11-4
Teardown: 6/9/24 - 4:30-6:00 pm*

Women of Achievement

October 16 or 23, 2024