

Board of Directors Meeting Agenda

Thursday, October 27 2022 6:30-8:00pm

Location: <https://us02web.zoom.us/j/8376386444>

Board of Directors:

Ann Coburn-Collins, *Past Chair*

Carole Calvert-Baxter,
Treasurer

Vanessa Guerra

Rebekah Kilpatrick

Sandy Thompson

Sharon Miller

Raquel Perez

Beth Roszatycki

Chair

Melissa Whitford, *Secretary*

Executive Director:

Moira Branigan

Call to Order

Roszatycki

Strategic Plan Discussion Part 3

Homework on other YWCAs ([YWCA USA Data Map](#))

Secretary Report

April 21, 2022 & August 18, 2022 Board Meeting Minutes

Whitford

Treasurer Report

July-Aug 2022 Financials

Grants Update

Calvert-Baxter

Executive Director Update

Branigan

Programs Update

Amrstrong

Committee Reports:

Governance Committee

New Board Applications - Margie Bach, Ivy Braden, Moregan Lamarr, Candace Whitfield and Viloshinee Murugan - *vote

Roszatycki

Advocacy Committee Report

Coburn-Collins

Adjourn Meeting

Roszatycki



Board of Directors Meeting Minutes
Thursday, April 21, 2022
5:30-6:30 PM EST

Present: Moira Branigan (*Executive Director*), Beth Roszatycki (*Chair*), Carole Calvert-Baxter (*Treasurer*), Melissa Whitford (*Secretary*), Ann Coburn-Collins (*Past Chair*), Rebekah Kilpatrick, Sandy Thompson, Vanessa Guerra, Barbara Morfin

Absent: Erica Armstrong (*Vice Chair*), Smriti Pant, Sharon Miller, Raquel Perez

Meeting called to order @ 5:33 pm

Call to Order

Roszatycki

Welcome & Introduction

Branigan

- New Board Member Barbara Morfin & Raquel Perez

Secretary Report

Whitford

- February 17, 2022 Board Meeting Minutes
 - o Beth moved to approve, Vanessa seconded, motion **passed**.

Treasurer's Report

Calvert-Baxter

- January & February Financials
 - o Net Rev. \$3,800; Gross \$38,159
 - o Expenses – Under budget by \$7,400
 - Now giving grads up to \$180 upon graduation as well as gas cards
 - o Personal Expenses – Under budget by ~\$9,000
- Grants Update
 - o Currently received all but 3 that were awarded in 2021
- Fund Development Update
 - o Riverside June 11-12 (in need of sponsorships)
 - Currently 70 registered vendors; cap of 80
 - o Drydock June 9-11
 - Moira to send out volunteer information soon
 - o WOA Luncheon September 8 or 15
 - Still determining a date
 - Need to pull together a committee to discuss/plan ... Moira will reach out for volunteers (Ann, Barbara, and Carole volunteered to help)

Executive Director's Report

Branigan

- 2022 Programs Update
 - o 3 Graduates from Moving Ahead
 - o Moira hoping to do a summer Getting Ahead class in summer
 - o Program analysis, database cleanup, revisiting economic status of women, Young Women Choosing Action, Give Local Bay, etc.
- First Ward Community Center rental fees
 - o Leadership changes and Board currently running the organization
 - o Board now wants to charge us for using the space for classes
 - o Consensus to look for other places that we could get for free that works better for students
 - Free room at the Saginaw Y, Ascension Health Community Room, Library, Bay YMCA

- Ideally somewhere with childcare
- Office Cleanup
 - If still paying rent, utilities, copier ... check with insurance to see if we can not pay that
- Staffing
 - Erica starting May 2
- Other/Events
 - Dry Dock ... because we were selected two years in a row, we will not be selected next year

Committee Reports

- **Governance Committee** **Roszatycki**
 - Board Matrix, Giving, COI
 - Annual YWCA Meeting ... July 9-10 hybrid session
- **Advocacy Committee**
 - New Chair – Ann Coburn-Collins
 - YWCA of MI Ballot Initiative: Women's Reproductive Rights
 - Trying to assist to get the initiative on the ballot
 - Looking to get allies in Midland
 - Would Planned Parenthood be willing to come have a booth at Riverside
 - Economic Status of Women's Report
 - Based on census ... done previously in 2012
 - Instagrams vs. book ... provide a snapshot of what's happening in the area

Strategic Plan Discussion Part 1

Collins-Ihrke

- What does the future look like? Need a clear picture of where you're going.
- SWOT Analysis
 - **Strengths**
 - What do we do best?
 - Mission-focused program (moving ahead) and events (symposium)
 - Empowering women
 - Team is organized and follows through on program and events
 - Financial management, grants
 - Collaboration with partners
 - Unique talent or resources
 - Programs designed to help women
 - Women-led, diversity of women on our Board
 - Investment account \$, Finance Committee's leadership
 - Executive Director's leadership/ideas
 - InterACT
 - Advantages
 - Small, nimble, able to adapt
 - Connection with YWCA USA
 - Regional impact able to draw funding and Board members from across 3 counties
 - Greatest achievement
 - Helping women (touching women's lives, affecting change, building confidence)
 - Longevity, consistent vision and mission
 - **Weaknesses**
 - Areas for improvement
 - Limited reach (small graduating classes)
 - Sustainable funding, fund development
 - Yard signs
 - Staff training in fund development
 - Being more vocal about our mission/vision out from other similar regional nonprofits
 - Connecting with local government officials
 - Disadvantages
 - Small staff
 - Fight for relevance in crowded regional nonprofit scene
 - Lack of permanent office

- Lack of awareness of our mission, programs
 - May want to look at marketing
 - What do people say we don't do well?
 - Donor feedback: concerned WOA award recipients chosen for increased donations
 - Ways to engage ... quarterly newsletter with ways to engage
 - Lack of professionalism in program staff
 - Unique Selling Proposition
 - Breakout Discussions
 - **Group 1:** What is the YWCA GLBR's competitive edge?
 - Getting Ahead ... others have taken the training and then gone on to teach
 - Focused on the solving a root problem through financial literacy for women
 - Needs more awareness
 - Graduation in May 18 ... encourage members to go ... Moira will likely send invite ... typically at Hoyt library
 - Art festival is a great event but it is unknown that the YWCA puts it on
 - Empowering women ... come a long way, but long way to go ... having a network of strong women to lean on
 - Run by women for women ... knowing the unique circumstances women face
 - Discussion for all (after breakouts): How can the YWCA GLBR preserve its competitive edge?
 - **Group 2:** Who are the YWCA GLBR's competitors?
 - Shelters we partner with (Underground Railroad)
 - Women of Colors ... programs geared towards women ... newer org.
 - Michigan Works ... job skills preparedness
 - SVSU ... etiquette dinners, social skills, diversity training
 - Partnership network (Saginaw)
 - Discussion for all (after breakouts): Where does the YWCA GLBR rank when compared to our competitors?
 - Other orgs. don't offer the same thing
- Ideas:
 - Marketing
 - Art fest ... bring it back to the mission ... maybe a competition
 - Getting Ahead ... if you give immediate returns, they're more likely to attend (lunch, stipend)
 - Self-defense classes ... awareness around human trafficking (Ms. Michigan platform)
 - Dress for Success (clothing thrift store) (non-profit with a for-profit wing) ... provide business attire for free ... Underground Railroad/Rainbow (Saginaw)

Adjourn Meeting

Meeting ended at 6:57 pm.

Branigan

Next meeting: June 9, 2022

Tentatively scheduled for in person

Board of Directors Meeting Agenda
Thursday, August 18, 2022 5:30-7:30pm
Location: <https://us02web.zoom.us/j/8376386444>

Present: Ann Coburn-Collins, Vanessa Guerra, Rebekah Kilpatrick, Sandy Thompson, Sharon Miller, Raquel Perez, Melissa Whitford, Katie Collins-Ihrke (guest), Erica Armstrong & Moira Branigan. Excused: Carole Calvert-Baxter.

Call to Order

Roszatycki

- Meeting called to order at 6:06 pm

Strategic Plan Discussion Part 2

Collins-Ihrke

Opportunities

- Do have some excess cash
- Develop an elevator pitch for the organization
- Need in agency where no one is meeting?
 - Racial justice
- Finding a more sustainable way to make money vs only grants
 - Charging for Interact DEI training

Threats

- Small staff
- Competitive nature of non-profit funding in the area
- Being too slow to adapt
- If money wasn't an issue, what new program would you develop for the YWCA?
- Building women up, mentoring, succession planning
 - Negotiating a raise, developing your skill set, making connections
- Advocacy spaces ... female entrepreneurs having trouble getting funding
- Affordable childcare ... training people how to run one
- Targeted DEI training ... neighborhood level, court facilities
- Collaboration ... Saginaw Partnership Network
- Support women's micro-business ventures ... Business Entrepreneur Act
- Literacy for 19-26 year old graphic
- Partner with spaces for crafts and art projects for women with disabilities
- Run a camp for women with disabilities ... Mid-Michigan disability network
- Financial assistance for back taxes, back utilities, etc.
- Programming for young women and teens ... young women choosing action
- Long-term affordable/stable housing for women exiting shelters

Secretary Report

Whitford

April 21, 2022 Board Meeting Minutes

- Uploaded to Dropbox late so will wait to vote on them next meeting

Treasurer Report

Branigan

March-June 2022 Financials

- Moira provided update on revenue and expenses from things like the empowerment symposium, dry dock and riverside, rent and stock market effects

- Still awaiting insurance claim
- Audit results coming in October

Grants Update

- UW Saginaw for Women's Empowerment
- Women in Leadership for Women's Empowerment
- Dow Foundation for Women's Empowerment
- Saginaw Community Foundation for Getting Ahead

Fund Development Update

Women of Achievement - October 11, 2022, Sponsorship update

- 16 nominations ... meeting next Friday to determine recipients
- 2 additional sponsorships

Executive Director Update

Branigan

2022 Employee Handbook * Vote

- Key changes:
 - o PTO for part-time employees
 - o Juneteenth as a paid day off
 - o 3 hours of for voting
- Check formatting before printing
- Beth moved to approve, Vanessa seconded, motion passed.

Programs Update

Armstrong

- Getting Ahead Graduation on Monday ... 100% grad rate for Bay County ... 2 women found employment or increased employment
- Moving Ahead program starting next week ... 13 women confirmed, including all 4 from Getting Ahead
- Adding Young Women Choosing Action program
 - o Piloting at Thompson Middle School in Saginaw this fall
 - o Focused on 8th graders
 - o Leadership program ... focused on self-confidence, self-regulation, mindfulness, and ends with a leadership project

Committee Reports:

Governance Committee

Rosatycki

New Board Applications

- o Received two new apps
- o Looking at cadence of Board meetings moving forward following strategic planning process

Advocacy Committee Report

Armstrong

- Moving advocacy meeting to September
- Get Out the Vote from state YWCA not until later

Adjourn Meeting

Rosatycki

Meeting adjourned at 7:10 pm

YWCA GREAT LAKES BAY
Statement of Activity by Class

January - July, 2022

	1 Administrati on	Wellness	Total 1 Administrati on	2 Fund Develop ment	Women's Econ Empw Prog	Total 3 WEEP	6 Events	Dry Dock	Empwrmt Symposiu m	Riverside Art Fest	Total 6 Events	InterACT, DEI	Total 7 Advocacy	TOTAL
Revenue														
101 Grant Income	58,194.56	10,000.00	68,194.56		37,250.02	37,250.02					0.00	10,120.00	10,120.00	115,564.58
102 Program/Event Income			0.00			0.00		4,897.70		13,525.00	18,422.70	10.00	10.00	18,432.70
103 Contributions			0.00			0.00					0.00		0.00	0.00
103.1 Corporate Contributions			0.00			0.00			1,000.00	1,250.00	2,250.00		0.00	2,250.00
103.2 Individual Contributions			0.00	3,846.76	33.18	33.18					0.00	10.00	10.00	3,889.94
Total 103 Contributions	\$ 0.00	\$ 0.00	\$ 0.00	\$ 3,846.76	\$ 33.18	\$ 33.18	\$ 0.00	\$ 0.00	\$ 1,000.00	\$ 1,250.00	\$ 2,250.00	\$ 10.00	\$ 10.00	\$ 6,139.94
Sales of Product Revenue			0.00	405.00		0.00					0.00		0.00	405.00
Total Revenue	\$ 58,194.56	\$ 10,000.00	\$ 68,194.56	\$ 4,251.76	\$ 37,283.20	\$ 37,283.20	\$ 0.00	\$ 4,897.70	\$ 1,000.00	\$ 14,775.00	\$ 20,672.70	\$ 10,140.00	\$ 10,140.00	\$ 140,542.22
Gross Profit	\$ 58,194.56	\$ 10,000.00	\$ 68,194.56	\$ 4,251.76	\$ 37,283.20	\$ 37,283.20	\$ 0.00	\$ 4,897.70	\$ 1,000.00	\$ 14,775.00	\$ 20,672.70	\$ 10,140.00	\$ 10,140.00	\$ 140,542.22
Expenditures														
200 Facilities and Equipment			0.00			0.00					0.00		0.00	0.00
201 Building Rent and Parking	2,813.74		2,813.74			0.00		1,300.00	900.00	1,136.50	3,336.50		0.00	6,150.24
202 Equip Rental & Maintenance	253.14		253.14			0.00			225.00	100.00	325.00		0.00	578.14
206 Telephone & Telecomm	1,817.65		1,817.65		507.04	507.04					0.00		0.00	2,324.69
Total 200 Facilities and Equipment	\$ 4,884.53	\$ 0.00	\$ 4,884.53	\$ 0.00	\$ 507.04	\$ 507.04	\$ 0.00	\$ 1,300.00	\$ 1,125.00	\$ 1,236.50	\$ 3,661.50	\$ 0.00	\$ 0.00	\$ 9,053.07
300 Operating Expenses - Fixed			0.00			0.00					0.00		0.00	0.00
301 Accounting, Bookkpg, Audit	2,749.50		2,749.50			0.00					0.00		0.00	2,749.50
302 Advertising/Marketing	1,568.77		1,568.77		750.00	750.00				1,866.00	1,866.00		0.00	4,184.77
303 Bank fees	-115.00		-115.00	5.95	0.84	0.84		94.03		204.87	298.90	1.38	1.38	192.07
310 Depreciation expense	431.95		431.95			0.00					0.00		0.00	431.95
311 Interest Expense	73.57		73.57			0.00					0.00		0.00	73.57
312 Meals	420.19		420.19		904.73	904.73			2,299.42	3.71	2,303.13		0.00	3,628.05
313 Memberships & Subscriptions	2,212.45	25.00	2,237.45	233.15	1,131.99	1,131.99				87.00	87.00	20.00	20.00	3,709.59
314 Permits, License Fees			0.00			0.00		100.00		100.00	200.00		0.00	200.00
324 Website Design & Maintce.	1,148.40		1,148.40			0.00					0.00		0.00	1,148.40
325 Insurance, Liability, D & O	3,540.55		3,540.55			0.00					0.00		0.00	3,540.55
330 Investment Fees	1,846.22		1,846.22			0.00					0.00		0.00	1,846.22
Total 300 Operating Expenses - Fixed	\$ 13,876.60	\$ 25.00	\$ 13,901.60	\$ 239.10	\$ 2,787.56	\$ 2,787.56	\$ 0.00	\$ 194.03	\$ 2,299.42	\$ 2,261.58	\$ 4,755.03	\$ 21.38	\$ 21.38	\$ 21,704.67
400 Operating Expenses - Variable			0.00			0.00					0.00		0.00	0.00
405 Books, Library, Reference	52.26		52.26		481.05	481.05					0.00		0.00	533.31
410 Postage, Mailings	178.93		178.93	120.00	13.98	13.98					0.00		0.00	312.91
420 Printing and Copying	2,455.56		2,455.56	327.00	282.20	282.20				25.00	25.00		0.00	3,089.76
425 Supplies	2,221.64	738.00	2,959.64	782.54	1,676.98	1,676.98		1,131.13		811.66	1,942.79	2,058.35	2,058.35	9,420.30
430 Stipends to Indiv.	2.47		2.47		8,340.26	8,340.26					0.00		0.00	8,342.73
Total 400 Operating Expenses - Variable	\$ 4,910.86	\$ 738.00	\$ 5,648.86	\$ 1,229.54	\$ 10,794.47	\$ 10,794.47	\$ 0.00	\$ 1,131.13	\$ 0.00	\$ 836.66	\$ 1,967.79	\$ 2,058.35	\$ 2,058.35	\$ 21,699.01
500 Personnel Expenses			0.00			0.00					0.00		0.00	0.00
501 Salaries & Wages	24,877.50	234.62	25,112.12	710.71	33,541.04	33,541.04				2,097.79	2,097.79	6,434.50	6,434.50	67,896.16
502 Payroll Taxes	2,679.67	17.95	2,697.62	54.38	4,294.93	4,294.93				249.13	249.13	492.25	492.25	7,788.31
503 Benefits - Health Insur		160.00	160.00			0.00					0.00		0.00	160.00

504 Benefits - Retirement	1,927.50		1,927.50		675.97	675.97				0.00		0.00		2,603.47
515 Mileage	202.04		202.04		611.88	611.88			20.48	20.48	155.57	155.57		989.97
520 Training & Continuing Ed			0.00			0.00			350.00	350.00			0.00	350.00
525 Outside Contract Services			0.00		2,037.50	2,037.50			2,985.36	2,985.36			0.00	5,022.86
Total 500 Personnel Expenses	\$ 29,686.71	\$ 412.57	\$ 30,099.28	\$ 765.09	\$ 41,161.32	\$ 41,161.32	\$ 0.00	\$ 0.00	\$ 0.00	\$ 5,702.76	\$ 5,702.76	\$ 7,082.32	\$ 7,082.32	\$ 84,810.77
Total Expenditures	\$ 53,358.70	\$ 1,175.57	\$ 54,534.27	\$ 2,233.73	\$ 55,250.39	\$ 55,250.39	\$ 0.00	\$ 2,625.16	\$ 3,424.42	\$ 10,037.50	\$ 16,087.08	\$ 9,162.05	\$ 9,162.05	\$ 137,267.52
Net Operating Revenue	\$ 4,835.86	\$ 8,824.43	\$ 13,660.29	\$ 2,018.03	-\$ 17,967.19	-\$ 17,967.19	\$ 0.00	\$ 2,272.54	-\$ 2,424.42	\$ 4,737.50	\$ 4,585.62	\$ 977.95	\$ 977.95	\$ 3,274.70
Other Revenue														
104 Investment Income (Expense)	7,100.81		7,100.81			0.00					0.00		0.00	7,100.81
Unrealized Gain(Loss)	-64,968.98		-64,968.98			0.00					0.00		0.00	-64,968.98
Total Other Revenue	-\$ 57,868.17	\$ 0.00	-\$ 57,868.17	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	-\$ 57,868.17
Net Other Revenue	-\$ 57,868.17	\$ 0.00	-\$ 57,868.17	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	-\$ 57,868.17
Net Revenue	-\$ 53,032.31	\$ 8,824.43	-\$ 44,207.88	\$ 2,018.03	-\$ 17,967.19	-\$ 17,967.19	\$ 0.00	\$ 2,272.54	-\$ 2,424.42	\$ 4,737.50	\$ 4,585.62	\$ 977.95	\$ 977.95	-\$ 54,593.47

Friday, Sep 23, 2022 12:05:12 PM GMT-7 - Accrual Basis

YWCA GREAT LAKES BAY
Statement of Activity Comparison
January - July, 2022

	Total			
	Jan - Jul, 2022	Jan - Jul, 2021 (PY)	Change	% Change
Revenue				
101 Grant Income	115,564.58	45,025.65	70,538.93	156.66%
102 Program/Event Income	18,432.70	18,261.01	171.69	0.94%
103 Contributions			0.00	
103.1 Corporate Contributions	2,250.00	7,258.94	-5,008.94	-69.00%
103.2 Individual Contributions	3,889.94	4,066.01	-176.07	-4.33%
Total 103 Contributions	\$ 6,139.94	\$ 11,324.95	-\$ 5,185.01	-45.78%
Sales of Product Revenue	405.00		405.00	
Total Revenue	\$ 140,542.22	\$ 74,611.61	\$ 65,930.61	88.37%
Gross Profit	\$ 140,542.22	\$ 74,611.61	\$ 65,930.61	88.37%
Expenditures				
200 Facilities and Equipment			0.00	
201 Building Rent and Parking	6,150.24	7,133.34	-983.10	-13.78%
202 Equip Rental & Maintenance	578.14	1,979.72	-1,401.58	-70.80%
204 Property Insurance		444.00	-444.00	-100.00%
205 Utilities		765.00	-765.00	-100.00%
206 Telephone & Telecomm	2,324.69	2,596.26	-271.57	-10.46%
Total 200 Facilities and Equipment	\$ 9,053.07	\$ 12,918.32	-\$ 3,865.25	-29.92%
300 Operating Expenses - Fixed			0.00	
301 Accounting, Bookkpg, Audit	2,749.50	3,144.50	-395.00	-12.56%
302 Advertising/Marketing	4,184.77	2,322.00	1,862.77	80.22%
303 Bank fees	192.07	257.73	-65.66	-25.48%
310 Depreciation expense	431.95	2,990.54	-2,558.59	-85.56%
311 Interest Expense	73.57		73.57	
312 Meals	3,628.05	95.68	3,532.37	3691.86%
313 Memberships & Subscriptions	3,709.59	5,097.84	-1,388.25	-27.23%
314 Permits, License Fees	200.00	345.00	-145.00	-42.03%
324 Website Design & Maintce.	1,148.40	1,050.00	98.40	9.37%
325 Insurance, Liability, D & O	3,540.55	2,770.65	769.90	27.79%
330 Investment Fees	1,846.22	1,961.84	-115.62	-5.89%
Total 300 Operating Expenses - Fixed	\$ 21,704.67	\$ 20,035.78	\$ 1,668.89	8.33%
400 Operating Expenses - Variable			0.00	
405 Books, Library, Reference	533.31	1,085.77	-552.46	-50.88%
410 Postage, Mailings	312.91	272.78	40.13	14.71%
420 Printing and Copying	3,089.76	671.00	2,418.76	360.47%
425 Supplies	9,420.30	5,469.71	3,950.59	72.23%
430 Stipends to Indiv.	8,342.73	4,654.59	3,688.14	79.24%
Total 400 Operating Expenses - Variable	\$ 21,699.01	\$ 12,153.85	\$ 9,545.16	78.54%
500 Personnel Expenses			0.00	
501 Salaries & Wages	67,896.16	85,336.61	-17,440.45	-20.44%
502 Payroll Taxes	7,788.31	9,407.25	-1,618.94	-17.21%

503 Benefits - Health Insur	160.00		160.00	
504 Benefits - Retirement	2,603.47	1,295.67	1,307.80	100.94%
515 Mileage	989.97	460.46	529.51	115.00%
520 Training & Continuing Ed	350.00	123.49	226.51	183.42%
525 Outside Contract Services	5,022.86	1,785.00	3,237.86	181.39%
Total 500 Personnel Expenses	\$ 84,810.77	\$ 98,408.48	-\$ 13,597.71	-13.82%
Total Expenditures	\$ 137,267.52	\$ 143,516.43	-\$ 6,248.91	-4.35%
Net Operating Revenue	\$ 3,274.70	-\$ 68,904.82	\$ 72,179.52	104.75%
Other Revenue				
104 Investment Income (Expense)	7,100.81	3,519.91	3,580.90	101.73%
Gain on Disposal of Fixed Asset		640.00	-640.00	-100.00%
Unrealized Gain(Loss)	-64,968.98	36,165.20	-101,134.18	-279.65%
Total Other Revenue	-\$ 57,868.17	\$ 40,325.11	-\$ 98,193.28	-243.50%
Net Other Revenue	-\$ 57,868.17	\$ 40,325.11	-\$ 98,193.28	-243.50%
Net Revenue	-\$ 54,593.47	-\$ 28,579.71	-\$ 26,013.76	-91.02%

Friday, Sep 23, 2022 12:10:20 PM GMT-7 - Accrual Basis

YWCA GREAT LAKES BAY
Budget vs. Actuals: 2022 Budget - FY22 P&L
 January - July, 2022

	Total			
	Actual	Budget	over Budget	% of Budget
Revenue				
101 Grant Income	115,564.58	105,000.00	10,564.58	110.06%
102 Program/Event Income	18,432.70	23,333.31	-4,900.61	79.00%
103 Contributions	0.00	0.00	0.00	
103.1 Corporate Contributions	2,250.00	11,666.69	-9,416.69	19.29%
103.2 Individual Contributions	3,889.94	9,333.31	-5,443.37	41.68%
Total 103 Contributions	\$ 6,139.94	\$ 21,000.00	-\$ 14,860.06	29.24%
105 Fee for Service	0.00	8,166.69	-8,166.69	0.00%
Sales of Product Revenue	405.00	0.00	405.00	
Total Revenue	\$ 140,542.22	\$ 157,500.00	-\$ 16,957.78	89.23%
Gross Profit	\$ 140,542.22	\$ 157,500.00	-\$ 16,957.78	89.23%
Expenditures				
200 Facilities and Equipment	0.00	0.00	0.00	
201 Building Rent and Parking	6,150.24	5,658.31	491.93	108.69%
202 Equip Rental & Maintenance	578.14	1,633.31	-1,055.17	35.40%
206 Telephone & Telecomm	2,324.69	1,503.81	820.88	154.59%
Total 200 Facilities and Equipment	\$ 9,053.07	\$ 8,795.43	\$ 257.64	102.93%
300 Operating Expenses - Fixed	0.00	0.00	0.00	
301 Accounting, Bookkpg, Audit	2,749.50	5,250.00	-2,500.50	52.37%
302 Advertising/Marketing	4,184.77	2,625.00	1,559.77	159.42%
303 Bank fees	192.07	350.00	-157.93	54.88%
305 Conferences & Meetings	0.00	583.31	-583.31	0.00%
310 Depreciation expense	431.95	2,625.00	-2,193.05	16.46%
311 Interest Expense	73.57	0.00	73.57	
312 Meals	3,628.05	4,520.81	-892.76	80.25%
313 Memberships & Subscriptions	3,709.59	2,333.31	1,376.28	158.98%
314 Permits, License Fees	200.00	87.50	112.50	228.57%
324 Website Design & Maintce.	1,148.40	583.31	565.09	196.88%
325 Insurance, Liability, D & O	3,540.55	2,333.31	1,207.24	151.74%
330 Investment Fees	1,846.22	1,458.31	387.91	126.60%
Total 300 Operating Expenses - Fixed	\$ 21,704.67	\$ 22,749.86	-\$ 1,045.19	95.41%
400 Operating Expenses - Variable	0.00	0.00	0.00	
405 Books, Library, Reference	533.31	1,458.31	-925.00	36.57%
410 Postage, Mailings	312.91	641.69	-328.78	48.76%
420 Printing and Copying	3,089.76	962.50	2,127.26	321.01%
425 Supplies	9,420.30	4,666.69	4,753.61	201.86%
430 Stipends to Indiv.	8,342.73	12,716.69	-4,373.96	65.60%
Total 400 Operating Expenses - Variable	\$ 21,699.01	\$ 20,445.88	\$ 1,253.13	106.13%
500 Personnel Expenses	0.00	0.00	0.00	
501 Salaries & Wages	67,896.16	86,916.69	-19,020.53	78.12%
502 Payroll Taxes	7,788.31	7,583.31	205.00	102.70%

503 Benefits - Health Insur	160.00	0.00	160.00	
504 Benefits - Retirement	2,603.47	3,500.00	-896.53	74.38%
515 Mileage	989.97	1,604.19	-614.22	61.71%
520 Training & Continuing Ed	350.00	1,108.31	-758.31	31.58%
525 Outside Contract Services	5,022.86	4,666.69	356.17	107.63%
Total 500 Personnel Expenses	\$ 84,810.77	\$ 105,379.19	-\$ 20,568.42	80.48%
Total Expenditures	\$ 137,267.52	\$ 157,370.36	-\$ 20,102.84	87.23%
Net Operating Revenue	\$ 3,274.70	\$ 129.64	\$ 3,145.06	2526.00%
Other Revenue				
104 Investment Income (Expense)	7,100.81	0.00	7,100.81	
Unrealized Gain(Loss)	-64,968.98	0.00	-64,968.98	
Total Other Revenue	-\$ 57,868.17	\$ 0.00	-\$ 57,868.17	
Net Other Revenue	-\$ 57,868.17	\$ 0.00	-\$ 57,868.17	
Net Revenue	-\$ 54,593.47	\$ 129.64	-\$ 54,723.11	-42111.59%

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YWCA GREAT LAKES BAY
Statement of Activity Comparison
July 2022

	Total			
	Jul 2022	Jul 2021 (PY)	Change	% Change
Revenue				
101 Grant Income	2,500.00	791.67	1,708.33	215.79%
103 Contributions			0.00	
103.1 Corporate Contributions		4,308.94	-4,308.94	-100.00%
103.2 Individual Contributions	1,585.00		1,585.00	
Total 103 Contributions	\$ 1,585.00	\$ 4,308.94	-\$ 2,723.94	-63.22%
Sales of Product Revenue	300.00		300.00	
Total Revenue	\$ 4,385.00	\$ 5,100.61	-\$ 715.61	-14.03%
Gross Profit	\$ 4,385.00	\$ 5,100.61	-\$ 715.61	-14.03%
Expenditures				
200 Facilities and Equipment			0.00	
201 Building Rent and Parking		600.00	-600.00	-100.00%
206 Telephone & Telecomm	364.96	290.59	74.37	25.59%
Total 200 Facilities and Equipment	\$ 364.96	\$ 890.59	-\$ 525.63	-59.02%
300 Operating Expenses - Fixed			0.00	
301 Accounting, Bookkpg, Audit	400.00	469.50	-69.50	-14.80%
302 Advertising/Marketing	241.41		241.41	
303 Bank fees	5.00	5.00	0.00	0.00%
310 Depreciation expense	61.69	427.22	-365.53	-85.56%
311 Interest Expense	73.57		73.57	
312 Meals	129.14	25.24	103.90	411.65%
313 Memberships & Subscriptions	253.24	721.33	-468.09	-64.89%
324 Website Design & Maintce.	248.40		248.40	
325 Insurance, Liability, D & O	815.45	876.45	-61.00	-6.96%
Total 300 Operating Expenses - Fixed	\$ 2,227.90	\$ 2,524.74	-\$ 296.84	-11.76%
400 Operating Expenses - Variable			0.00	
410 Postage, Mailings	285.40		285.40	
420 Printing and Copying	574.72	100.00	474.72	474.72%
425 Supplies	-906.00	178.95	-1,084.95	-606.29%
430 Stipends to Indiv.	405.00		405.00	
Total 400 Operating Expenses - Variable	\$ 359.12	\$ 278.95	\$ 80.17	28.74%
500 Personnel Expenses			0.00	
501 Salaries & Wages	9,842.31	7,923.07	1,919.24	24.22%
502 Payroll Taxes	870.44	606.30	264.14	43.57%
504 Benefits - Retirement	257.50		257.50	
515 Mileage	223.65	85.50	138.15	161.58%
Total 500 Personnel Expenses	\$ 11,193.90	\$ 8,614.87	\$ 2,579.03	29.94%
Total Expenditures	\$ 14,145.88	\$ 12,309.15	\$ 1,836.73	14.92%
Net Operating Revenue	-\$ 9,760.88	-\$ 7,208.54	-\$ 2,552.34	-35.41%
Other Revenue				
Gain on Disposal of Fixed Asset		340.00	-340.00	-100.00%

Total Other Revenue		\$ 340.00	-\$ 340.00	-100.00%
Net Other Revenue	\$ 0.00	\$ 340.00	-\$ 340.00	-100.00%
Net Revenue	-\$ 9,760.88	-\$ 6,868.54	-\$ 2,892.34	-42.11%

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YWCA GREAT LAKES BAY
Statement of Financial Position Comparison
As of July 31, 2022

	Total			
	As of Jul 31, 2022	As of Jul 31, 2021 (PY)	Change	% Change
ASSETS				
Current Assets				
Bank Accounts				
1st State Bank Checking	96,808.61	24,309.60	72,499.01	298.23%
Diaper Bank			0.00	
Diaper Bank - Arenac	4,066.78	4,313.75	-246.97	-5.73%
Diaper Bank - Bay	3,414.55	4,710.27	-1,295.72	-27.51%
Total Diaper Bank	\$ 7,481.33	\$ 9,024.02	-\$ 1,542.69	-17.10%
Huntington Checking	126.00	181.00	-55.00	-30.39%
Total Bank Accounts	\$ 104,415.94	\$ 33,514.62	\$ 70,901.32	211.55%
Accounts Receivable				
Accounts receivable	32,750.02	12,500.00	20,250.02	162.00%
Total Accounts Receivable	\$ 32,750.02	\$ 12,500.00	\$ 20,250.02	162.00%
Other Current Assets				
BACF Endowment Fund	12,286.60	12,286.60	0.00	0.00%
Huntington Investment	328,443.12	415,694.07	-87,250.95	-20.99%
Total Other Current Assets	\$ 340,729.72	\$ 427,980.67	-\$ 87,250.95	-20.39%
Total Current Assets	\$ 477,895.68	\$ 473,995.29	\$ 3,900.39	0.82%
Fixed Assets				
Accumulated depreciation	-13,223.85	-14,128.76	904.91	6.40%
Computer software	445.64	445.64	0.00	0.00%
Furniture and Equipment	14,490.83	14,490.83	0.00	0.00%
Total Fixed Assets	\$ 1,712.62	\$ 807.71	\$ 904.91	112.03%
Other Assets				
Prepaid expenses	164.50	0.00	164.50	
Security Deposits	0.00	1,825.67	-1,825.67	-100.00%
Total Other Assets	\$ 164.50	\$ 1,825.67	-\$ 1,661.17	-90.99%
TOTAL ASSETS	\$ 479,772.80	\$ 476,628.67	\$ 3,144.13	0.66%
LIABILITIES AND EQUITY				
Liabilities				
Current Liabilities				
Accounts Payable				
Accounts payable	1,035.00	835.00	200.00	23.95%
Total Accounts Payable	\$ 1,035.00	\$ 835.00	\$ 200.00	23.95%
Credit Cards				
1st State Bank Credit Card	2,359.12	1,040.49	1,318.63	126.73%
Total Credit Cards	\$ 2,359.12	\$ 1,040.49	\$ 1,318.63	126.73%
Other Current Liabilities				
Deferred Revenue	9,300.00	2,806.92	6,493.08	231.32%
Diaper Bank Funds	7,481.33	9,024.02	-1,542.69	-17.10%
Payroll Liabilities	5,261.54	5,261.54	0.00	0.00%
Cares Act Co. Soc Sec Deferral	3,203.50	6,406.99	-3,203.49	-50.00%

Federal Taxes (941/944)	2,448.26	1,670.52	777.74	46.56%
MI Income Tax	401.96	336.74	65.22	19.37%
MI Unemployment Tax	117.25	0.00	117.25	
SUTA Payable	1.00	0.00	1.00	
YWCA Retirement Company	257.52	0.00	257.52	
Total Payroll Liabilities	\$ 11,691.03	\$ 13,675.79	-\$ 1,984.76	-14.51%
Total Other Current Liabilities	\$ 28,472.36	\$ 25,506.73	\$ 2,965.63	11.63%
Total Current Liabilities	\$ 31,866.48	\$ 27,382.22	\$ 4,484.26	16.38%
Total Liabilities	\$ 31,866.48	\$ 27,382.22	\$ 4,484.26	16.38%
Equity				
Temp. Restricted Net Assets			0.00	
Bay Area Community Foundation	12,286.60	12,286.60	0.00	0.00%
Total Temp. Restricted Net Assets	\$ 12,286.60	\$ 12,286.60	\$ 0.00	0.00%
Unrestricted Net Assets	490,213.19	465,539.56	24,673.63	5.30%
Net Revenue	-54,593.47	-28,579.71	-26,013.76	-91.02%
Total Equity	\$ 447,906.32	\$ 449,246.45	-\$ 1,340.13	-0.30%
TOTAL LIABILITIES AND EQUITY	\$ 479,772.80	\$ 476,628.67	\$ 3,144.13	0.66%

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YWCA GREAT LAKES BAY
Statement of Activity by Class
 January - August, 2022

	1		Total 1	2 Fund	Women's	Total 3		Empwrmt	Riverside	Wmn of	Total 6	7	InterACT,	Total 7	TOTAL
	Administrati	Wellness	Administrati	Develop	Econ Empw	WEEP	Dry Dock	Symposiu	Art Fest	Achievm	Events	Advocac	DEI	Advocacy	
Revenue															
101 Grant Income	58,194.56	10,000.00	68,194.56		39,750.02	39,750.02					0.00		10,120.00	10,120.00	118,064.58
102 Program/Event Income			0.00			0.00	4,897.70		13,525.00	1,000.00	19,422.70		10.00	10.00	19,432.70
103 Contributions			0.00			0.00					0.00			0.00	0.00
103.1 Corporate Contributions			0.00			0.00		1,000.00	1,250.00		2,250.00	1,000.00		1,000.00	3,250.00
103.2 Individual Contributions			0.00	5,086.76	33.18	33.18					0.00		10.00	10.00	5,129.94
Total 103 Contributions	\$ 0.00	\$ 0.00	\$ 0.00	\$ 5,086.76	\$ 33.18	\$ 33.18	\$ 0.00	\$ 1,000.00	\$ 1,250.00	\$ 0.00	\$ 2,250.00	\$ 1,000.00	\$ 10.00	\$ 1,010.00	\$ 8,379.94
Sales of Product Revenue			0.00	555.00		0.00					0.00			0.00	555.00
Total Revenue	\$ 58,194.56	\$ 10,000.00	\$ 68,194.56	\$ 5,641.76	\$ 39,783.20	\$ 39,783.20	\$ 4,897.70	\$ 1,000.00	\$ 14,775.00	\$ 1,000.00	\$ 21,672.70	\$ 1,000.00	\$ 10,140.00	\$ 11,140.00	\$ 146,432.22
Gross Profit	\$ 58,194.56	\$ 10,000.00	\$ 68,194.56	\$ 5,641.76	\$ 39,783.20	\$ 39,783.20	\$ 4,897.70	\$ 1,000.00	\$ 14,775.00	\$ 1,000.00	\$ 21,672.70	\$ 1,000.00	\$ 10,140.00	\$ 11,140.00	\$ 146,432.22
Expenditures															
200 Facilities and Equipment			0.00			0.00					0.00			0.00	0.00
201 Building Rent and Parking	2,813.74		2,813.74			0.00	1,300.00	900.00	1,136.50		3,336.50			0.00	6,150.24
202 Equip Rental & Maintenance	683.20		683.20			0.00		225.00	100.00		325.00			0.00	1,008.20
206 Telephone & Telecomm	2,196.43		2,196.43		577.04	577.04					0.00			0.00	2,773.47
Total 200 Facilities and Equipment	\$ 5,693.37	\$ 0.00	\$ 5,693.37	\$ 0.00	\$ 577.04	\$ 577.04	\$ 1,300.00	\$ 1,125.00	\$ 1,236.50	\$ 0.00	\$ 3,661.50	\$ 0.00	\$ 0.00	\$ 0.00	\$ 9,931.91
300 Operating Expenses - Fixed			0.00			0.00					0.00			0.00	0.00
301 Accounting, Bookkpg, Audit	3,265.00		3,265.00			0.00					0.00			0.00	3,265.00
302 Advertising/Marketing	1,568.77		1,568.77		750.00	750.00			1,866.00		1,866.00			0.00	4,184.77
303 Bank fees	-110.00		-110.00	17.86	0.84	0.84	94.03		204.87	20.88	319.78		1.38	1.38	229.86
310 Depreciation expense	493.64		493.64			0.00					0.00			0.00	493.64
311 Interest Expense	73.57		73.57			0.00					0.00			0.00	73.57
312 Meals	555.18		555.18		969.33	969.33		2,299.42	3.71		2,303.13			0.00	3,827.64
313 Memberships & Subscriptions	2,781.18	25.00	2,806.18	233.15	1,181.14	1,181.14			87.00		87.00		20.00	20.00	4,327.47
314 Permits, License Fees			0.00			0.00	100.00		100.00		200.00			0.00	200.00
324 Website Design & Maintce.	1,148.40		1,148.40			0.00					0.00			0.00	1,148.40
325 Insurance, Liability, D & O	3,540.55		3,540.55			0.00					0.00			0.00	3,540.55
330 Investment Fees	1,846.22		1,846.22			0.00					0.00			0.00	1,846.22
Total 300 Operating Expenses - Fixed	\$ 15,162.51	\$ 25.00	\$ 15,187.51	\$ 251.01	\$ 2,901.31	\$ 2,901.31	\$ 194.03	\$ 2,299.42	\$ 2,261.58	\$ 20.88	\$ 4,775.91	\$ 0.00	\$ 21.38	\$ 21.38	\$ 23,137.12
400 Operating Expenses - Variable			0.00			0.00					0.00			0.00	0.00
405 Books, Library, Reference	52.26		52.26		481.05	481.05					0.00			0.00	533.31
410 Postage, Mailings	178.93		178.93	120.00	13.98	13.98				60.00	60.00			0.00	372.91
420 Printing and Copying	2,851.23		2,851.23	327.00	282.20	282.20			25.00		25.00			0.00	3,485.43
425 Supplies	2,622.17	738.00	3,360.17	782.54	2,121.29	2,121.29	1,131.13		811.66	58.25	2,001.04		2,058.35	2,058.35	10,323.39
430 Stipends to Indiv.	2.47		2.47		10,260.26	10,260.26					0.00			0.00	10,262.73
Total 400 Operating Expenses - Variable	\$ 5,707.06	\$ 738.00	\$ 6,445.06	\$ 1,229.54	\$ 13,158.78	\$ 13,158.78	\$ 1,131.13	\$ 0.00	\$ 836.66	\$ 118.25	\$ 2,086.04	\$ 0.00	\$ 2,058.35	\$ 2,058.35	\$ 24,977.77
500 Personnel Expenses			0.00			0.00					0.00			0.00	0.00
501 Salaries & Wages	29,898.08	586.55	30,484.63	872.94	37,514.31	37,514.31			2,097.79		2,097.79		6,756.38	6,756.38	77,726.05
502 Payroll Taxes	3,077.10	44.87	3,121.97	66.79	4,598.88	4,598.88			249.13		249.13		516.87	516.87	8,553.64
503 Benefits - Health Insur		160.00	160.00			0.00					0.00			0.00	160.00
504 Benefits - Retirement	2,185.00		2,185.00		675.97	675.97					0.00			0.00	2,860.97
515 Mileage	202.04		202.04		675.34	675.34			20.48		20.48		197.64	197.64	1,095.50
520 Training & Continuing Ed			0.00		299.00	299.00			350.00		350.00			0.00	649.00

525 Outside Contract Services			0.00		2,037.50	2,037.50			2,985.36		2,985.36		0.00	5,022.86	
Total 500 Personnel Expenses	\$ 35,362.22	\$ 791.42	\$ 36,153.64	\$ 939.73	\$ 45,801.00	\$ 45,801.00	\$ 0.00	\$ 0.00	\$ 5,702.76	\$ 0.00	\$ 5,702.76	\$ 0.00	\$ 7,470.89	\$ 7,470.89	\$ 96,068.02
Total Expenditures	\$ 61,925.16	\$ 1,554.42	\$ 63,479.58	\$ 2,420.28	\$ 62,438.13	\$ 62,438.13	\$ 2,625.16	\$ 3,424.42	\$ 10,037.50	\$ 139.13	\$ 16,226.21	\$ 0.00	\$ 9,550.62	\$ 9,550.62	\$ 154,114.82
Net Operating Revenue	-\$ 3,730.60	\$ 8,445.58	\$ 4,714.98	\$ 3,221.48	-\$ 22,654.93	-\$ 22,654.93	\$ 2,272.54	-\$ 2,424.42	\$ 4,737.50	\$ 860.87	\$ 5,446.49	\$ 1,000.00	\$ 589.38	\$ 1,589.38	-\$ 7,682.60
Other Revenue															
104 Investment Income (Expense)	7,100.81		7,100.81			0.00					0.00			0.00	7,100.81
Unrealized Gain(Loss)	-64,968.98		-64,968.98			0.00					0.00			0.00	-64,968.98
Total Other Revenue	-\$ 57,868.17	\$ 0.00	-\$ 57,868.17	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	-\$ 57,868.17
Net Other Revenue	-\$ 57,868.17	\$ 0.00	-\$ 57,868.17	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	-\$ 57,868.17
Net Revenue	-\$ 61,598.77	\$ 8,445.58	-\$ 53,153.19	\$ 3,221.48	-\$ 22,654.93	-\$ 22,654.93	\$ 2,272.54	-\$ 2,424.42	\$ 4,737.50	\$ 860.87	\$ 5,446.49	\$ 1,000.00	\$ 589.38	\$ 1,589.38	-\$ 65,550.77

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YWCA GREAT LAKES BAY
Statement of Activity Comparison
January - August, 2022

	Total			
	Jan - Aug, 2022	Jan - Aug, 2021 (PY)	Change	% Change
Revenue				
101 Grant Income	118,064.58	45,817.32	72,247.26	157.69%
102 Program/Event Income	19,432.70	18,261.01	1,171.69	6.42%
103 Contributions			0.00	
103.1 Corporate Contributions	3,250.00	12,258.94	-9,008.94	-73.49%
103.2 Individual Contributions	5,129.94	5,030.33	99.61	1.98%
Total 103 Contributions	\$ 8,379.94	\$ 17,289.27	-\$ 8,909.33	-51.53%
Sales of Product Revenue	555.00		555.00	
Total Revenue	\$ 146,432.22	\$ 81,367.60	\$ 65,064.62	79.96%
Gross Profit	\$ 146,432.22	\$ 81,367.60	\$ 65,064.62	79.96%
Expenditures				
200 Facilities and Equipment			0.00	
201 Building Rent and Parking	6,150.24	9,559.01	-3,408.77	-35.66%
202 Equip Rental & Maintenance	1,008.20	2,302.38	-1,294.18	-56.21%
204 Property Insurance		444.00	-444.00	-100.00%
205 Utilities		765.00	-765.00	-100.00%
206 Telephone & Telecomm	2,773.47	2,921.86	-148.39	-5.08%
Total 200 Facilities and Equipment	\$ 9,931.91	\$ 15,992.25	-\$ 6,060.34	-37.90%
300 Operating Expenses - Fixed			0.00	
301 Accounting, Bookkpg, Audit	3,265.00	3,610.00	-345.00	-9.56%
302 Advertising/Marketing	4,184.77	2,622.00	1,562.77	59.60%
303 Bank fees	229.86	407.73	-177.87	-43.62%
310 Depreciation expense	493.64	3,417.76	-2,924.12	-85.56%
311 Interest Expense	73.57		73.57	
312 Meals	3,827.64	104.51	3,723.13	3562.46%
313 Memberships & Subscriptions	4,327.47	5,280.37	-952.90	-18.05%
314 Permits, License Fees	200.00	345.00	-145.00	-42.03%
324 Website Design & Maintce.	1,148.40	1,050.00	98.40	9.37%
325 Insurance, Liability, D & O	3,540.55	3,334.65	205.90	6.17%
330 Investment Fees	1,846.22	1,961.84	-115.62	-5.89%
Total 300 Operating Expenses - Fixed	\$ 23,137.12	\$ 22,133.86	\$ 1,003.26	4.53%
400 Operating Expenses - Variable			0.00	
405 Books, Library, Reference	533.31	1,085.77	-552.46	-50.88%
410 Postage, Mailings	372.91	479.68	-106.77	-22.26%
420 Printing and Copying	3,485.43	871.00	2,614.43	300.16%
425 Supplies	10,323.39	9,150.57	1,172.82	12.82%
430 Stipends to Indiv.	10,262.73	5,754.59	4,508.14	78.34%
Total 400 Operating Expenses - Variable	\$ 24,977.77	\$ 17,341.61	\$ 7,636.16	44.03%
500 Personnel Expenses			0.00	
501 Salaries & Wages	77,726.05	93,259.69	-15,533.64	-16.66%
502 Payroll Taxes	8,553.64	10,013.37	-1,459.73	-14.58%

503 Benefits - Health Insur	160.00		160.00	
504 Benefits - Retirement	2,860.97	1,295.67	1,565.30	120.81%
515 Mileage	1,095.50	597.09	498.41	83.47%
520 Training & Continuing Ed	649.00	123.49	525.51	425.55%
525 Outside Contract Services	5,022.86	2,469.00	2,553.86	103.44%
Total 500 Personnel Expenses	\$ 96,068.02	\$ 107,758.31	-\$ 11,690.29	-10.85%
Total Expenditures	\$ 154,114.82	\$ 163,226.03	-\$ 9,111.21	-5.58%
Net Operating Revenue	-\$ 7,682.60	-\$ 81,858.43	\$ 74,175.83	90.61%
Other Revenue				
104 Investment Income (Expense)	7,100.81	3,519.91	3,580.90	101.73%
Gain on Disposal of Fixed Asset		640.00	-640.00	-100.00%
Unrealized Gain(Loss)	-64,968.98	36,165.20	-101,134.18	-279.65%
Total Other Revenue	-\$ 57,868.17	\$ 40,325.11	-\$ 98,193.28	-243.50%
Net Other Revenue	-\$ 57,868.17	\$ 40,325.11	-\$ 98,193.28	-243.50%
Net Revenue	-\$ 65,550.77	-\$ 41,533.32	-\$ 24,017.45	-57.83%

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YWCA GREAT LAKES BAY
Budget vs. Actuals: 2022 Budget - FY22 P&L
 January - August, 2022

	Total			
	Actual	Budget	over Budget	% of Budget
Revenue				
101 Grant Income	118,064.58	120,000.00	-1,935.42	98.39%
102 Program/Event Income	19,432.70	26,666.64	-7,233.94	72.87%
103 Contributions	0.00	0.00	0.00	
103.1 Corporate Contributions	3,250.00	13,333.36	-10,083.36	24.37%
103.2 Individual Contributions	5,129.94	10,666.64	-5,536.70	48.09%
Total 103 Contributions	\$ 8,379.94	\$ 24,000.00	-\$ 15,620.06	34.92%
105 Fee for Service	0.00	9,333.36	-9,333.36	0.00%
Sales of Product Revenue	555.00	0.00	555.00	
Total Revenue	\$ 146,432.22	\$ 180,000.00	-\$ 33,567.78	81.35%
Gross Profit	\$ 146,432.22	\$ 180,000.00	-\$ 33,567.78	81.35%
Expenditures				
200 Facilities and Equipment	0.00	0.00	0.00	
201 Building Rent and Parking	6,150.24	6,466.64	-316.40	95.11%
202 Equip Rental & Maintenance	1,008.20	1,866.64	-858.44	54.01%
206 Telephone & Telecomm	2,773.47	1,718.64	1,054.83	161.38%
Total 200 Facilities and Equipment	\$ 9,931.91	\$ 10,051.92	-\$ 120.01	98.81%
300 Operating Expenses - Fixed	0.00	0.00	0.00	
301 Accounting, Bookkpg, Audit	3,265.00	6,000.00	-2,735.00	54.42%
302 Advertising/Marketing	4,184.77	3,000.00	1,184.77	139.49%
303 Bank fees	229.86	400.00	-170.14	57.47%
305 Conferences & Meetings	0.00	666.64	-666.64	0.00%
310 Depreciation expense	493.64	3,000.00	-2,506.36	16.45%
311 Interest Expense	73.57	0.00	73.57	
312 Meals	3,827.64	5,166.64	-1,339.00	74.08%
313 Memberships & Subscriptions	4,327.47	2,666.64	1,660.83	162.28%
314 Permits, License Fees	200.00	100.00	100.00	200.00%
324 Website Design & Maintce.	1,148.40	666.64	481.76	172.27%
325 Insurance, Liability, D & O	3,540.55	2,666.64	873.91	132.77%
330 Investment Fees	1,846.22	1,666.64	179.58	110.77%
Total 300 Operating Expenses - Fixed	\$ 23,137.12	\$ 25,999.84	-\$ 2,862.72	88.99%
400 Operating Expenses - Variable	0.00	0.00	0.00	
405 Books, Library, Reference	533.31	1,666.64	-1,133.33	32.00%
410 Postage, Mailings	372.91	733.36	-360.45	50.85%
420 Printing and Copying	3,485.43	1,100.00	2,385.43	316.86%
425 Supplies	10,323.39	5,333.36	4,990.03	193.56%
430 Stipends to Indiv.	10,262.73	14,533.36	-4,270.63	70.61%
Total 400 Operating Expenses - Variable	\$ 24,977.77	\$ 23,366.72	\$ 1,611.05	106.89%
500 Personnel Expenses	0.00	0.00	0.00	
501 Salaries & Wages	77,726.05	99,333.36	-21,607.31	78.25%
502 Payroll Taxes	8,553.64	8,666.64	-113.00	98.70%

503 Benefits - Health Insur	160.00	0.00	160.00	
504 Benefits - Retirement	2,860.97	4,000.00	-1,139.03	71.52%
515 Mileage	1,095.50	1,833.36	-737.86	59.75%
520 Training & Continuing Ed	649.00	1,266.64	-617.64	51.24%
525 Outside Contract Services	5,022.86	5,333.36	-310.50	94.18%
Total 500 Personnel Expenses	\$ 96,068.02	\$ 120,433.36	-\$ 24,365.34	79.77%
Total Expenditures	\$ 154,114.82	\$ 179,851.84	-\$ 25,737.02	85.69%
Net Operating Revenue	-\$ 7,682.60	\$ 148.16	-\$ 7,830.76	-5185.34%
Other Revenue				
104 Investment Income (Expense)	7,100.81	0.00	7,100.81	
Unrealized Gain(Loss)	-64,968.98	0.00	-64,968.98	
Total Other Revenue	-\$ 57,868.17	\$ 0.00	-\$ 57,868.17	
Net Other Revenue	-\$ 57,868.17	\$ 0.00	-\$ 57,868.17	
Net Revenue	-\$ 65,550.77	\$ 148.16	-\$ 65,698.93	-44243.23%

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YWCA GREAT LAKES BAY
Statement of Activity
August 2022

	Total			
	Aug 2022	Aug 2021 (PY)	Change	% Change
Revenue				
101 Grant Income	2,500.00	791.67	1,708.33	215.79%
102 Program/Event Income	1,000.00		1,000.00	
103 Contributions			0.00	
103.1 Corporate Contributions	1,000.00	5,000.00	-4,000.00	-80.00%
103.2 Individual Contributions	1,240.00	964.32	275.68	28.59%
Total 103 Contributions	\$ 2,240.00	\$ 5,964.32	-\$ 3,724.32	-62.44%
Sales of Product Revenue	150.00		150.00	
Total Revenue	\$ 5,890.00	\$ 6,755.99	-\$ 865.99	-12.82%
Gross Profit	\$ 5,890.00	\$ 6,755.99	-\$ 865.99	-12.82%
Expenditures				
200 Facilities and Equipment			0.00	
201 Building Rent and Parking		2,425.67	-2,425.67	-100.00%
202 Equip Rental & Maintenance	430.06	322.66	107.40	33.29%
206 Telephone & Telecomm	448.78	325.60	123.18	37.83%
Total 200 Facilities and Equipment	\$ 878.84	\$ 3,073.93	-\$ 2,195.09	-71.41%
300 Operating Expenses - Fixed			0.00	
301 Accounting, Bookkpg, Audit	515.50	465.50	50.00	10.74%
302 Advertising/Marketing		300.00	-300.00	-100.00%
303 Bank fees	37.79	150.00	-112.21	-74.81%
310 Depreciation expense	61.69	427.22	-365.53	-85.56%
312 Meals	199.59	8.83	190.76	2160.36%
313 Memberships & Subscriptions	617.88	182.53	435.35	238.51%
325 Insurance, Liability, D & O		564.00	-564.00	-100.00%
Total 300 Operating Expenses - Fixed	\$ 1,432.45	\$ 2,098.08	-\$ 665.63	-31.73%
400 Operating Expenses - Variable			0.00	
410 Postage, Mailings	60.00	206.90	-146.90	-71.00%
420 Printing and Copying	395.67	200.00	195.67	97.84%
425 Supplies	903.09	3,680.86	-2,777.77	-75.47%
430 Stipends to Indiv.	1,920.00	1,100.00	820.00	74.55%
Total 400 Operating Expenses - Variable	\$ 3,278.76	\$ 5,187.76	-\$ 1,909.00	-36.80%
500 Personnel Expenses			0.00	
501 Salaries & Wages	9,829.89	7,923.08	1,906.81	24.07%
502 Payroll Taxes	765.33	606.12	159.21	26.27%
504 Benefits - Retirement	257.50		257.50	
515 Mileage	105.53	136.63	-31.10	-22.76%
520 Training & Continuing Ed	299.00		299.00	
525 Outside Contract Services		684.00	-684.00	-100.00%
Total 500 Personnel Expenses	\$ 11,257.25	\$ 9,349.83	\$ 1,907.42	20.40%
Total Expenditures	\$ 16,847.30	\$ 19,709.60	-\$ 2,862.30	-14.52%
Net Operating Revenue	-\$ 10,957.30	-\$ 12,953.61	\$ 1,996.31	15.41%
Net Revenue	-\$ 10,957.30	-\$ 12,953.61	\$ 1,996.31	15.41%

YWCA GREAT LAKES BAY
Statement of Financial Position Comparison
As of August 31, 2022

	Total			
	As of Aug 31, 2022	As of Aug 31, 2021 (PY)	Change	% Change
ASSETS				
Current Assets				
Bank Accounts				
1st State Bank Checking	86,880.83	60,485.81	26,395.02	43.64%
Diaper Bank			0.00	
Diaper Bank - Arenac	4,066.78	4,313.75	-246.97	-5.73%
Diaper Bank - Bay	3,414.55	4,710.27	-1,295.72	-27.51%
Total Diaper Bank	\$ 7,481.33	\$ 9,024.02	-\$ 1,542.69	-17.10%
Huntington Checking	121.00	181.00	-60.00	-33.15%
Total Bank Accounts	\$ 94,483.16	\$ 69,690.83	\$ 24,792.33	35.57%
Accounts Receivable				
Accounts receivable	32,750.02	10,000.00	22,750.02	227.50%
Total Accounts Receivable	\$ 32,750.02	\$ 10,000.00	\$ 22,750.02	227.50%
Other Current Assets				
BACF Endowment Fund	12,286.60	12,286.60	0.00	0.00%
Huntington Investment	328,443.12	375,694.07	-47,250.95	-12.58%
Total Other Current Assets	\$ 340,729.72	\$ 387,980.67	-\$ 47,250.95	-12.18%
Total Current Assets	\$ 467,962.90	\$ 467,671.50	\$ 291.40	0.06%
Fixed Assets				
Accumulated depreciation	-13,285.54	-14,555.98	1,270.44	8.73%
Computer software	445.64	445.64	0.00	0.00%
Furniture and Equipment	15,026.64	14,490.83	535.81	3.70%
Total Fixed Assets	\$ 2,186.74	\$ 380.49	\$ 1,806.25	474.72%
Other Assets				
Prepaid expenses	164.50	0.00	164.50	
Total Other Assets	\$ 164.50	\$ 0.00	\$ 164.50	
TOTAL ASSETS	\$ 470,314.14	\$ 468,051.99	\$ 2,262.15	0.48%
LIABILITIES AND EQUITY				
Liabilities				
Current Liabilities				
Accounts Payable				
Accounts payable	4,490.84	1,130.94	3,359.90	297.09%
Total Accounts Payable	\$ 4,490.84	\$ 1,130.94	\$ 3,359.90	297.09%
Credit Cards				
1st State Bank Credit Card	0.00	4,784.72	-4,784.72	-100.00%
Total Credit Cards	\$ 0.00	\$ 4,784.72	-\$ 4,784.72	-100.00%
Other Current Liabilities				
Deferred Revenue	9,300.00	2,806.92	6,493.08	231.32%
Diaper Bank Funds	7,481.33	9,024.02	-1,542.69	-17.10%
Payroll Liabilities	5,261.54	5,261.54	0.00	0.00%
Cares Act Co. Soc Sec Deferral	3,203.50	6,406.99	-3,203.49	-50.00%
Federal Taxes (941/944)	2,448.22	1,670.54	777.68	46.55%
MI Income Tax	803.92	673.48	130.44	19.37%
MI Unemployment Tax	117.25	0.00	117.25	
SUTA Payable	1.00	0.00	1.00	
YWCA Retirement Company	257.52	0.00	257.52	
Total Payroll Liabilities	\$ 12,092.95	\$ 14,012.55	-\$ 1,919.60	-13.70%
Total Other Current Liabilities	\$ 28,874.28	\$ 25,843.49	\$ 3,030.79	11.73%
Total Current Liabilities	\$ 33,365.12	\$ 31,759.15	\$ 1,605.97	5.06%
Total Liabilities	\$ 33,365.12	\$ 31,759.15	\$ 1,605.97	5.06%
Equity				
Temp. Restricted Net Assets			0.00	
Bay Area Community Foundation	12,286.60	12,286.60	0.00	0.00%
Total Temp. Restricted Net Assets	\$ 12,286.60	\$ 12,286.60	\$ 0.00	0.00%
Unrestricted Net Assets	490,213.19	465,539.56	24,673.63	5.30%
Net Revenue	-65,550.77	-41,533.32	-24,017.45	-57.83%
Total Equity	\$ 436,949.02	\$ 436,292.84	\$ 656.18	0.15%
TOTAL LIABILITIES AND EQUITY	\$ 470,314.14	\$ 468,051.99	\$ 2,262.15	0.48%



YWCA USA, INC.
BYLAWS FAQs AFTER GENDER NEUTRALITY AMENDMENT
DATE: SEPTEMBER 7, 2022

1. What is the current status of the Bylaws of YWCA USA, Inc. (YWCA Bylaws)?

The YWCA Bylaws were amended at the YWCA USA, Inc. (YWCA) Special Meeting of Local Associations held on January 19, 2022, at which the Local Associations adopted amendments relating to anti-racism, diversity, the permissibility of directorships and certain other matters. Several months later, at the YWCA Annual Business Meeting on June 11, 2022, the Local Associations voted to amend the YWCA Bylaws further to provide for gender-neutral membership and governance at Local Associations. Summarized below are the amendments made at both meetings:

- Amendment No. 1: Section III.A.4.b was revised to (i) expressly include text of mission statement as reminder to Local Associations and (ii) clarify that Local Associations' programming and advocacy must include anti-racism work.
- Amendment No. 2: Section III.A.4.c was revised to state explicitly that the commitment to diversity at the Local Association level is intended to promote YWCA's mission.
- Amendment No. 3: Section III.A.4.j was revised to (i) remove single-gender membership, voting and governance provisions for Local Associations and (ii) provide for gender-neutral membership and governance at Local Associations, while preserving the ability of Local Associations, if determined within their reasonable discretion, to reserve governance roles solely for persons who identify as female, including transgender women and those who identify as non-binary or gender non-conforming, and who subscribe to and uphold the mission of YWCA. See Questions 2-12 below for additional information on this amendment.
- Amendment No. 4: Section III.B.5 was revised to reflect that many Local Associations do not have individual members, so votes at YWCA's annual meeting will be cast by Local Association representatives.
- Amendment No. 5: Section IV.C.3, which addresses diversity at the YWCA Board of Directors (YWCA Board), was revised to state explicitly that the commitment to diversity at the YWCA Board level is intended to promote YWCA's mission.

- Amendment No. 6: Section IV.D.1, which addresses YWCA Board commitment to mission programming, was revised to expressly include text of mission statement.
- Amendments No. 7 & 12: Section IV.E.4 and Section VI.K were revised to reflect that many Local Associations do not have individual members.
- Amendments No. 8 & No. 9: Sections IV.E.8 and IV.E.9 were added to govern procedures for the removal of a YWCA director or officer and the termination of a Local Association's membership, respectively, if a director, officer or Local Association takes actions contrary to the mission of, or injurious to, YWCA.
- Amendment No. 10: Section VI.B.3, which addresses nominations for the YWCA Board, was revised to state explicitly that any person nominated by the YWCA Governance Committee to serve as a YWCA director must subscribe to and uphold YWCA's mission.
- Amendment No. 11: Section VI.C was revised to permit individuals who are not directors to serve on the Finance Committee.
- Amendment No. 13: Section XVIII was added to reflect YWCA's approach to gender and non-binary individuals.

2. Are the YWCA Bylaws now gender neutral?

Yes, but Local Associations may decide to reserve governance roles at their associations for persons who identify as female. At the YWCA Annual Business Meeting on June 11, 2022, Local Associations voted to amend the YWCA Bylaws to provide for gender-neutral membership and governance at Local Associations, while preserving the ability of Local Associations, if determined within their reasonable discretion, to reserve governance roles solely for persons who identify as female, including transgender women and those who identify as non-binary or gender non-conforming, and who subscribe to and uphold the mission of YWCA.

3. What is the current text of the section of the YWCA Bylaws relating to gender neutrality?

Section III.A.4.j of the YWCA Bylaws (GN Bylaw) now reads in its entirety:

Membership in and Governance of Local Associations. Each Local Association may have membership, which is available to any person who subscribes to and upholds the mission of YWCA. No person who subscribes to and upholds the mission of YWCA shall be excluded from such Local Association membership, nor shall such person be otherwise discriminated against within the Local Association. Voting privileges and governance roles at each Local Association shall be reserved solely for persons who subscribe to and uphold the mission of YWCA. At each Local Association's reasonable discretion, and consistent with the mission of YWCA, governance roles at the Local Association may be reserved solely for persons who identify as female, including transgender women and those who identify as non-binary or gender non-conforming, and who subscribe to and uphold the mission of YWCA.

The text of Section III.A.4.j, specifically the last sentence above (Governance Provision), incorporates the language jointly proposed by YWCA Kalamazoo and YWCA Central Massachusetts. It allows Local Associations to choose, in certain circumstances and while exercising their reasonable discretion, to reserve governance roles solely for persons identifying as female.

4. What does “governance roles” mean in the context of the Governance Provision?

“Governance roles” refers to the role of a director at a Local Association. Said another way, it refers to members of the Local Association’s board of directors. The Governance Provision allows each Local Association’s board of directors, in the exercise of its fiduciary duties, to determine that the association will be best served by reserving director roles solely for persons identifying as female and who subscribe to the mission of YWCA. The Governance Provision does not apply to membership in a Local Association, meaning that for Local Associations that have membership, membership is available to all persons who subscribe to and uphold the YWCA mission, regardless of gender identity. Similarly, it does not apply to officer positions at Local Associations that are open to persons that are not directors, such as the role of Executive Director.

5. Does this mean that Local Associations will no longer need to petition YWCA to have general-neutral membership and governance?

Correct. The gender-neutral petition process is no longer necessary and is terminated.

6. Does this mean that Local Associations must add men to their boards?

No. The GN Bylaw enables Local Associations to consider, and if determined appropriate by the Local Association, appoint or elect, individuals who are not female or do not identify as female to governance roles, rather than undergo a petition process to the YWCA Board. Further, should a Local Association determine that the appointment or election of such an individual is appropriate, the GN Bylaw requires that individual to subscribe to and uphold the mission of YWCA, which includes as a fundamental tenet the empowerment of women.

In addition, a particular Local Association may determine that, even if a non-female candidate subscribes to and upholds the mission of YWCA, a particular female candidate will make a better director for the organization and elect that individual as a director. For example, Section IV of the current YWCA Bylaws, which addresses the responsibilities and practices of the YWCA Board, is not gender specific and YWCA has an all-female Board of Directors.

It is the responsibility of each Local Association’s board of directors to exercise its fiduciary duties to determine which director candidates will best serve the needs of that particular Local Association. Recognizing the autonomy of each Local Association and that each Local Association best knows its needs and community, YWCA will not provide recommendations to any Local Association on how it chooses its directors, including on the overall composition of its board of directors or the advisability of selecting or nominating any particular director candidate.

7. Does this mean that YWCA plans to add men to the YWCA Board?

No. YWCA is devoted to the intersectional mission of eliminating racism and empowering women. Central to the furtherance of our mission is promoting women's leadership, especially for Black, Indigenous, People of Color (BIPOC). That is of paramount importance in the YWCA Board's recruitment strategy.

8. Does the elimination of single-gender governance represent a change in YWCA's position on women's leadership, especially for BIPOC?

No. The GN Bylaw does not represent any change in YWCA's commitment to women's leadership, especially for individuals who identify as BIPOC. More than ever, YWCA remains steadfast in commitment to the intersectional mission of eliminating racism and empowering women.

9. Can Local Associations keep individual membership and how does the GN Bylaw affect Local Associations that have individual membership? Or that are directorships?

Yes, Local Associations can retain individual memberships.

Local Associations currently operate under one of two models: (a) a membership model, where the Local Association has individual members who elect the Local Association board of directors (Membership Association) or (b) a directorship model, where the Local Association does not have individual membership, and the board of directors elects new directors (Directorship Association). The GN Bylaw recognizes these models and no longer requires Local Associations to have individual membership. It permits, but does not require, individual membership.

10. Do Local Associations need to take any action to implement the GN Bylaw?

Yes. Local Associations must review their bylaws to consider whether revisions are necessary for consistency with the GN Bylaw. YWCA anticipates that most Local Associations will need to revise their bylaws. To assist in this effort, YWCA prepared for Local Association consideration (a) a list of suggested revisions to Local Association bylaws for compliance with the GN Bylaw and other key governance matters and (b) two separate bylaws templates, one for Membership Associations and one for Directorship Associations. Each of those documents is available on the YWCA intranet.

While YWCA is providing these documents to Local Associations for their convenience, it does not direct or determine the governance of autonomous Local Associations. Each Local Association is strongly advised to consult with its own legal counsel prior to bylaw adoption to assure that revisions are consistent with its state's nonprofit statutes and may also want to consult regarding other governance practices. YWCA is not providing legal advice to Local Associations and does not guarantee that the documents are complete nor that they comply with all applicable laws and regulations.

11. By when must Local Associations revise their bylaws for consistency with the YWCA Bylaws?

YWCA understands that Local Associations will need time to consider revisions to their bylaws for consistency with the YWCA Bylaws. YWCA expects all Local Associations to have revised their bylaws by **June 21, 2024** to comply with the YWCA Bylaws. YWCA will assess compliance by Local Associations through its Standards and Outcomes process that may include noncompliance fines, and in extreme cases, disaffiliation procedures.

It is YWCA's objective to support and retain all Local Associations when revising their bylaws to implement gender-neutral membership and governance. The YWCA Member Services Department will work with Local Associations to address any related questions or challenges they may encounter.

12. What other support will YWCA offer Local Associations as they revise their bylaws?

In addition to providing a list of suggested bylaws revisions and bylaws templates, YWCA will offer the following support and resources to Local Associations:

- Suggested talking points and support for discussions with staff and key constituents, as needed
- Suggested preparation to handle any public communications, as needed
- Guidance and linkages to best practice around governance and operationalizing equity within governing structures

13. How does the Membership Agreement interact with the YWCA Bylaws?

A revised Membership Agreement will come before the entire YWCA network for signature in the fall of 2022. The Membership Agreement is the document that defines the relationship between Local Associations and YWCA, outlines the duties of Local Associations and of YWCA and legally binds Local Associations and YWCA. The revised agreement has eight exhibits, one of which is the YWCA Bylaws. YWCA already has Membership Agreements in place with Local Associations, but parts of that agreement need updating to reflect YWCA's priorities and growth. The revised agreement and its exhibits bring together the commitments that YWCA and Local Associations make to each other into one integrated package. By signing the revised Membership Agreement, YWCA and the Local Associations will agree to abide by the terms of the agreement and its exhibits. Before asking Local Associations to sign the revised Membership Agreement, YWCA will continue to host meetings to discuss the agreement and the exhibits. See Question 14 for additional information.

14. What is the Trademark License Agreement and how does it interact with the Membership Agreement?

The Trademark License Agreement is one of the exhibits to the revised Membership Agreement. It outlines the appropriate use of YWCA's licensed marks and incorporates YWCA's Brand Guide for Local Associations. By signing the Trademark License Agreement, YWCA grants to Local Associations the right to use the licensed marks and the Local Associations agree to abide by the terms of the agreement. The YWCA Bylaws do not require or ask Local Associations to approve the Trademark License Agreement. In the fall of 2022, YWCA will distribute to Local Associations materials about the Membership Agreement and its exhibits, including the Trademark License Agreement. It will also hold meetings with Local Associations to discuss those documents. Local Associations will have an opportunity to ask questions about the Membership Agreement, Trademark License Agreement and

other membership documents in advance of and at those meetings.

2. Margie Bach

Updated at Sep 14, 2022

Submission Date

Aug 29, 2022

Date

Aug 29, 2022

Name

Margie Bach

Residence Address

1025 W Nebobish Essexville, MI, 48732

Personal Phone Number

Personal E-mail

Employer Information

Employer Address

1025 W Nebobish Essexville, MI, 48732

Work Phone Number

(989) 860-8178

Work E-mail

mbach@tricap.net

Preferred Method of Contact

Work

With which gender do you most identify? (please select one)

Female

Ethnicity (please select all that apply)

White/Caucasian

Age

41 - 65

Please list boards and committees that you serve on, or have served on (business, civic, community, fraternal, ...

	Organization	Role/Title	Dates of Service
1	United Way of Saginaw	Board Member	2018- Present
2	Mid-Michigan Childrens Mu...	Board Member	2012 - 2016
3	Hospital Hospitality House	Board Member	2011 - 2014
4	United for Kids Assessment ...	Board Member/Board Chair	1999 - 2003
5	Bay County Child Abuse and...	Board Member	1997 -1999

Education/Training/Certificates

MSW, EQi Trained, Trained in GRIN Group Crisis Intervention and Assisting Individuals in Crisis, Life Purpose Coach

How do you feel YWCA GLBR would benefit from your involvement on the Board?

As the former CEO of a nonprofit I understand all the complexities of running a successful mission driven organization. I am happy to share any of my skill set and have a passion for the vision of the organization and how it serves the Great Lakes Bay Region.

Skills, experience, and interests (please check all that apply)

Education, instruction Special events Personnel, human resources Administration, management Grant w

Please list any groups, organizations, or businesses that you could serve as a liaison to on behalf of YWCA GLBR.

TRI-CAP

Signature



Date

Aug 29, 2022

1. Ivy Braden

Updated at Oct 03, 2022

Submission Date

Sep 27, 2022

Date

Sep 27, 2022

Name

Ivy Braden

Residence Address

3406 Kipling Dr. Saginaw, MI, 48602

Personal Phone Number

(517) 852-3223

Personal E-mail

ivybraden@gmail.com

Employer Information

Saginaw Valley State University Manager of Alumni Engagement

Employer Address

7400 Bay Rd., Wickes Hall 160 University Center, MI, 48710

Work Phone Number

(989) 964-4116

Work E-mail

ikbraden@svsu.edu

Preferred Method of Contact

Residence

With which gender do you most identify? (please select one)

Female

Ethnicity (please select all that apply)

White/Caucasian

Age

18 - 31

Please list boards and committees that you serve on, or have served on (business, civic, community, fraternal, ...

	Organization	Role/Title	Dates of Service
1	Saginaw SOUP	Sponsorship & Event Coordi...	2020-2021
2	Saginaw County Chamber o...	Diplomat	2022
3	Discover Great Lakes Bay (R...	Talent Initiatives	2020-2021
4			
5			

Education/Training/Certificates

Bachelor of Arts - SVSU - Graduated in 2018

Master's Degree in Public Administration - SVSU - will graduate in May 2023

Interactive Implicit Bias Training 2.0 - SVSU - Completed on June 21, 2022

Diversity, Equity and Inclusion in the Workplace - University South Florida - completed training in August 2020

Mental Health First Aid Training - Completed February 15, 2022

How do you feel YWCA GLBR would benefit from your involvement on the Board?

I feel that the YWCA GLBR would benefit from my involvement on the Board because of my fierce passion towards ensuring a fair, just, and equitable future for women in the Great Lakes Bay Region. I have certificates in topics related to DE&I, I regularly attend webinars focused on these initiatives, and am in the process of becoming a certified Inclusion Advocate through training at SVSU. I firmly believe in organizations, such as the YWCA GLBR, that empower, support, and build opportunities for women, and want to be part of the team of movers and shakers that make this happen. I bring fundraising experience in the nonprofit realm, I oversee special events in my current role, and regularly participate in the GLBR community. My hope is that I can use these skills to engage in and promote the work that the YWCA GLBR does. In addition to this, I am part of Saginaw County's YPN, I manage SVSU's Alumni Board of Directors, and serve as a young professionals engagement liaison for SVSU. I believe that my involvement in these areas can help me better advocate and educate community members on ways that they can also get involved with and support the YWCA GLBR.

Skills, experience, and interests (please check all that apply)

Please list any groups, organizations, or businesses that you could serve as a liaison to on behalf of YWCA GLBR.
Saginaw Valley State University

Signature

A handwritten signature in black ink, appearing to be "L. Brown".

Date

Sep 27, 2022

3. Moregan Lamarr

Updated at Aug 16, 2022

Submission Date

Aug 16, 2022

Date

Aug 16, 2022

Name

Moregan Lamarr

Residence Address

2114 Durand St Saginaw, MI, 48602

Personal Phone Number

(989) 891-6289

Personal E-mail

mrlamarr@svsu.edu

Employer Information

Moregan Lamarr

Employer Address

2100 Hemmeter RD Saginaw , MI, 48602

Work Phone Number

(989) 799-2100

Work E-mail

mlamarr@sagpsych.com

Preferred Method of Contact

Residence

With which gender do you most identify? (please select one)

Female

Ethnicity (please select all that apply)

White/Caucasian

Age

18 - 31

Please list boards and committees that you serve on, or have served on (business, civic, community, fraternal, ...

	Organization	Role/Title	Dates of Service
1			
2			
3			
4			
5			

Education/Training/Certificates

I graduated from Saginaw Valley State University in 2017 with my Bachelors in Social Work and my minor in Gerontology. I graduated from Saginaw Valley State University in 2019 with my Masters in Social Work. I am currently a limited licensed practicing psychotherapist. I am trained in EMDR which is a trauma based therapy.

How do you feel YWCA GLBR would benefit from your involvement on the Board?

I am passionate about the Great Lakes bay region and want to give back. I was born and raised in Bay City and moved to Saginaw 5 years ago with my family. I have a lot of experience working in the community and helping community members access resources and support. I believe that I can serve on the board as a true advocate to others.

Skills, experience, and interests (please check all that apply)

Nonprofit experience Community service Outreach, advocacy Policy development Program developme

Please list any groups, organizations, or businesses that you could serve as a liaison to on behalf of YWCA GLBR.

None at this time but would like to!

Signature



4. Candace Whitfield

Updated at Aug 10, 2022

Submission Date

Aug 8, 2022

Date

Aug 8, 2022

Name

Candace Whitfield

Residence Address

3445 Cardinal Drive Saginaw, MI, 48601

Personal Phone Number

(989) 297-0404

Personal E-mail

cwhitfield321@gmail.com

Employer Information

University of Michigan Medicine Clinical Research Coordinator Associate

Employer Address

1500 E. Medical Center Drive Ann Arbor , MI, 48109

Work Phone Number

(810) 262-9541

Work E-mail

cawhitfi@med.umich.edu

Preferred Method of Contact

Residence

With which gender do you most identify? (please select one)

Female

Ethnicity (please select all that apply)

African American/Black

Age

18 - 31

Please list boards and committees that you serve on, or have served on (business, civic, community, fraternal, ...

	Organization	Role/Title	Dates of Service
1	Saginaw Blackboard Commi...	Assistant Treasurer	May 2022 - Present
2	The Young Black Network	Co-Founder	February 2020 - Present
3	American Heart Association	Minority STEM Mentor	February 2020 - Present
4	Howard University Substanc...	Peer Health Educator	May 2016 - June 2017
5	Precious Pearls Youth Outre...	Health Education Coordinat...	October 2015 - June 2017

Education/Training/Certificates

Education:

Bachelors of Science - Howard University 2017

Pre-medical Course Work - University of Michigan-Flint, Sep. 2019 - May 2022

Certificates/Trainings:

Certified Peer Health Educator- BACCHUS Network, Howard University

Phlebotomy/Venipuncture - Howard University

Basic Life Support (BLS) - American Red Cross

200 HR Certified Yoga Instructor - Yoga and Ayurveda Center

How do you feel YWCA GLBR would benefit from your involvement on the Board?

This organization would benefit from my involvement because of my innovation, dedication to community uplift, and my compassion for underserved/underrepresented populations. From my previous experiences, I have gained and enhanced skills in many areas. Some of which include: event coordinating, community outreach, program planning, implementation, and evaluation, advocacy, and mentorship. Additionally, as an aspiring physician who hopes to provide accessible and equitable care for women, I feel that my personal goals align with the YWCA Great Lakes Bay Region's original and newly evolved mission to empower, support, and build opportunities for women, while also pushing to eliminate racism and promote peace and justice for all women.

Skills, experience, and interests (please check all that apply)

Please list any groups, organizations, or businesses that you could serve as a liaison to on behalf of YWCA GLBR.
Saginaw Blackboard Committee, Saginaw Young Black Network, Prem Yoga and Wellness Studio, Saginaw NAACP

Signature

C. A. White

Date

Aug 8, 2022

5. Viloshinee Murugan

Updated at Aug 03, 2022

Submission Date

Jul 30, 2022

Date

Jul 30, 2022

Name

Viloshinee Murugan

Residence Address

161 Camelot Dr. , Apt. N-5 Saginaw, MI, 48638

Personal Phone Number

(989) 502-1404

Personal E-mail

veemurugan101@gmail.com

Employer Information

SaginawISD DEI Program Director

Employer Address

3933 Barnard Rd Saginaw, MI, 48603

Work Phone Number

(989) 270-3277

Work E-mail

vmurugan@sisd.cc

Preferred Method of Contact

Work

With which gender do you most identify? (please select one)

Female

Ethnicity (please select all that apply)

Asian/Pacific Islander

Age

41 - 65

Please list boards and committees that you serve on, or have served on (business, civic, community, fraternal, ...

	Organization	Role/Title	Dates of Service
1	STCS Diversity Committee	Team member	2022
2	Saginaw ISD Diversity Com...	Chair	2022
3	SCF Inclusion Committee	Team Member	2022
4	SCF Community Leaders	Team Member	2022
5	Saginaw Chamber of Comm...	Member	2022

Education/Training/Certificates

Bachelor Degree of Education

Honors Postgrad Degree in Environmental Education

Masters in Arts in Educational Leadeeship

Ph.d in Educational Leadership(currently pursuing)

Michigan Professional Teacher Licence

Michigan K-12 Administrators Certification

Intercultural Competency Inventory(IDI) Qualified Administrator

How do you feel YWCA GLBR would benefit from your involvement on the Board?

I will bring 24 years of educational experience and knowledge. I am an active member of the community. Skilled at developing and creating sustainable relationships

Strategic systems aligned thinker

Skills, experience, and interests (please check all that apply)

Education, instruction Personnel, human resources Administration, management Nonprofit experience (

Please list any groups, organizations, or businesses that you could serve as a liaison to on behalf of YWCA GLBR.

Saginaw ISD, Chamber of Commerce, Saginaw Community Foundation

Signature

