PLANTING SEEDS OF HOPE

143RD ANNUAL REPORT
YWCA of Greater Cincinnati
2010–2011
THE YWCA GIVES HOPE

The YWCA of Greater Cincinnati, founded by and for women, was established in 1868. We continue to enhance and change lives through effective programming, advocacy and responding to the needs of women and girls.

Hope is knowing someone will be there.
“Hope begins in the dark; the stubborn hope that if you just show up and try to do the right thing, the dawn will come.”

Our clients often literally arrive in the dark: victims of domestic violence, they flee with their children to our shelters, and wait for the dawn to come.

Other clients show up at literacy and job training perhaps not literally in the dark, but unsure how to move from dependence to independence. We give them the tools they need.

And our staff, volunteers, and financial supporters consistently show up, try to do the right thing, and help to ensure that our clients experience a better tomorrow.

We’re living through some pretty dark times, and it’s challenging for even the most secure in our society to retain a sense of optimism. For our clients—women and children who are among the most vulnerable in our community—this hopelessness can be pervasive and paralyzing.

But, women who are stubborn enough to show up at a YWCA building or program, ready to do the right things, will eventually experience the dawn.

Our work this year reflects a stubbornness and resolve to continue to respond and flourish even in this difficult time. We continue to focus on our four leading strategic initiatives of empowering women and their families, furthering racial justice, developing women as leaders and ending violence against women.

• We are embarking on a critical project that speaks directly to our mission—the building and operation of an emergency shelter for single homeless women in Hamilton County. The construction and operation of a stand-alone emergency shelter for women is part of the City of Cincinnati’s Homeless to Homes plan’s recommendations for our community. We have selected a site in Mount Auburn and are in the process of architectural and program design; we hope to be under construction in 2012. Through collaboration with 3CDC, the Continuum of Care for the Homeless, government leaders, area funders and other shelter agencies—the face of homelessness for adult individuals will dramatically change in our community.

• The YWCA Eastern Area now operates a Transitional Living Program in Clermont County serving domestic violence victims. We are able to house 10 families and are currently at capacity with 10 women and 24 children living in safe, affordable housing. This program affords former residents of the YWCA House of Peace the opportunity to pursue educational and job training opportunities. Case management services are offered to assist program participants in removing barriers and overcoming obstacles, making permanent housing and self-sufficiency a reality.

• We received a federal grant from the US Department of Labor to ensure that women have training opportunities and career support to succeed in non-traditional occupations. WANTO (Women in Apprenticeship and Non-traditional Occupations) provides us an opportunity to close the income gap between women and men by recruiting, training and developing women for high wage non-traditional careers. This is an exciting and innovative collaborative leveraging the expertise of over 15 strategic community partners in Greater Cincinnati and Northern Kentucky. The YWCA serves as the lead agency.

• To deepen our commitment to racial justice we have launched a pilot program, Mirrors of Privilege, with the Junior League and both Chapters of the LINKS. This program, that we will take to other organizations and institutions, creates a safe space where participants can confront racism and experience a meaningful dialogue about its personal and community impact.

• The YWCA Women’s Art Gallery presented A Tribute to Esme: a Journey of Grief & Healing in memory of Esme Kenney who was abducted and killed just weeks before her 13th birthday. The creation and exhibition of a memorial quilt gave the community an opportunity to honor Esme, support the family and express its collective commitment to stopping violence against women and children. Art is a vehicle for healing and the Women’s Art Gallery, in its 20th year of operation, is proud to give women artists a vehicle to share their work, which reflects their lives, their creativity and their unique view of the world.

With your support and concern, we will continue to plant seeds of hope and provide excellent quality programs to meet the needs of women and girls in our community. We are deeply grateful for your generosity and your trust.
Battered Women’s Shelter is the only emergency shelter for abused women and their children in Hamilton County. Case management, advocacy, educational groups and children’s programming are offered, including crisis intervention, a 24-hour crisis hotline, TTY, an international language line, interpreter services, and pet protection. The shelter facility serves up to 72 women and children at a time. In 2010, the Battered Women’s Shelter served 599 women and children. In addition, 21,778 calls were received on the crisis hotline.

House of Peace provides the only emergency shelter for abused women and their children in Clermont and Brown counties. Case management, advocacy, educational groups and community outreach are offered. Services also include crisis intervention, a 24-hour crisis hotline, TTY, children’s programming and pet protection. In addition, court advocacy programs are offered to help victims of domestic violence, sexual assault, and stalking in Adams, Brown and Clermont counties and non-residential case management services are offered in Adams and Brown counties. The House of Peace sheltered 233 women and children. The new Clermont County Transitional Living Program served 30 women and children.

Amend Adult is a prevention/intervention program for adult males who engage in violent, abusive and unruly behavior. The Amend mission is to help individuals take responsibility for their actions; examine and confront the values, beliefs, and attitudes that contribute to violence; and develop non-violent alternatives for dealing with conflict and managing anger to prevent and reduce violence in the community. Amend Adolescent is a prevention/intervention program for youth involved in or at risk for violent behaviors. The program offers psycho-educational group sessions and utilizes cognitive behavioral techniques to help participants make changes in both their thinking and their behavior. In 2010, 1,582 participants received group counseling through Amend and the Amend Adolescent programs in Hamilton and Clermont counties.

Control Anger Now (CAN) is designed to help adult males and females learn more effective ways to manage their anger in order to lead violence-free lives. The program offers psycho-educational group sessions that focus on conflict resolution, decision making and emotion management. In 2010, 243 individuals received group counseling through CAN.

Eastern Area Sexual Assault Program is the only sexual assault intervention and prevention program that serves Adams, Brown and Clermont counties. This program provides 24-hour crisis intervention, hospital accompaniment and support groups in Adams and Brown counties, toll-free hotline assistance, community outreach, training for professionals, and violence prevention education for middle/high school students as well as adult community members. In 2010, the Eastern Area Sexual Assault Program provided prevention education to 1,334 youth and 263 adults. In Adams and Brown counties, 32 victims of sexual violence were assisted.
YWCA CO-ED FITNESS CENTER is a downtown facility managed by TriHealth that offers comprehensive, medically based fitness services, including personal training. The YWCA Fitness Center has the largest indoor pool in the downtown area, a variety of cardiovascular machines, weight-training equipment, free weights, a dry heat sauna, whirlpool, full court gymnasium, and indoor track. Group fitness classes are also offered, including Bootcamp, Step Aerobics, Water Aerobics, Spinning, Pilates, and Yoga. In 2010, the Fitness Center had 574 members and 4,280 individuals attended fitness classes.

THE ELAINE S. BOYNTON BREAST HEALTH PROGRAM educates and serves underserved women and teens in the Greater Cincinnati area. Mobile mammography screenings, educational presentations on breast, cervical, and testicular cancer, and referral services are offered by the program. Our strong community partnerships enabled the YWCA to screen 606 women in 2010. The Great Beginnings program, which teaches high school and college age youth the importance of early detection of breast, cervical, and testicular cancer, educated 1,335 teens in 2010.

ALLIANCE FOR IMMIGRANT WOMEN (AIW) provides prevention and intervention for immigrant women experiencing domestic violence. Over 20 agencies partner to provide services to immigrant/non-English speaking victims to ensure they have access to necessary resources. In 2010, the AIW provided 28 training/outreach events and 26 case consultations to 661 individuals. The AIW also distributed 23,844 safety plans, posters, and resource materials and developed new multilingual healthy relationship materials in Chinese, Farsi, Arabic, Vietnamese, Korean, Hindi, and Urdu.

FAMILY VIOLENCE PREVENTION PROJECT is a collaborative of over 40 public and private agencies dedicated to preventing all forms of family violence: child abuse, children exposed to domestic violence, teen dating violence, abuse of people with disabilities, and intimate partner violence. In 2010, the collaborative served over 2,025 individuals through four initiatives. This was a growth rate of over 100% in direct service for the collaborative. The Family Violence Prevention Project is the only collaborative of its kind in this region and is a recognized state leader in the family violence prevention movement.

EASTERN AREA PANTRY served 10,391 unduplicated people in 2010. The Pantry offers emergency food distribution and provides Clermont County clients with references, referrals, and nutrition education. It serves more people than any other food pantry in Clermont County and has expanded hours to better serve clients. Each client is treated with dignity and respect and needs only to provide a self-declaration of eligibility to be served.

DOMESTIC VIOLENCE IMPACTS THE WORKPLACE PROJECT offers technical assistance and crisis intervention to area companies about domestic violence in the workplace, as well as consultations on policy and procedures in human resources and security and legal liability. Services are provided to corporations, agencies, and professionals through training and consultation activities. In 2010, the program provided advocacy and support to 17 victims, two case consultations, technical assistance, and policy development to three companies.

END SLAVERY CINCINNATI, a coalition of Rescue and Restore, provides training and outreach to increase awareness of the reality and presence of human trafficking in the Greater Cincinnati area as well as advocacy and a referral network to survivors and victims. In 2010, End Slavery also provided nine trainings to 65 health care, social work, and law enforcement personnel and distributed a newsletter to increase awareness about the issue on the local and national level.

STRATEGIC HUMANE INTERVENTION PROGRAM (SHIP) offers animal-assisted therapy for families in the Transitional Living Programs who have been exposed to domestic violence. The program is a collaborative between the YWCA, Cincinnati Children’s Hospital Medical Center—Childhood Trust, and the Cincinnati SPCA. Participants learn positive ways to manage their own behavior, which prevents future violence. Homeless dogs also learn manners, which helps to bolster their adoption rates.
ywCA CHILDCARE CENTER, managed by Cincinnati Early Learning Center (CELC), offers a licensed three-star rated and NAEYC accredited childcare program. The program provides services and referrals to families of all income levels. In 2010, the state-of-the-art childcare center cared for 63 infants, toddlers, and young children.

HOME INSTRUCTION FOR PARENTS OF PRESCHOOL YOUNGSTERS (HIPPY) is a kindergarten readiness program that provides a comprehensive home-based family intervention/literacy model that addresses the needs of both children and their parents in Hamilton and Clermont counties. HIPPY provides parents with the tools to prepare their three to five year old children for school success and beyond. In 2010, 533 children and parents were served by HIPPY in Hamilton and Clermont counties.

EVERY CHILD SUCCEEDS provides in-home visits to first-time parents to ensure an optimal start for children who are considered “at risk” in Hamilton and Clermont counties. Support, encouragement, and information about child development are offered to families during the first three years of the child’s life. Every Child Succeeds enrolled 213 families in both Hamilton and Clermont counties in 2010.

EMPLOYMENT RESOURCES AND JOB READINESS PROGRAMS include services provided to single mothers who receive cash assistance, low-income pregnant and/or parenting young women (age 16–21), and women residing in the Battered Women’s Shelter and Transitional Living Program. These programs provide a framework to economic self-sufficiency, one of the fundamental elements of equality and human dignity, and the ultimate goal for all clients. Individualized comprehensive employment services, including identification of barriers, assistance with resources, and goal setting for self-sufficiency, are provided to clients. These programs provide individual assessment, career choice guidance, job search assistance, GED instruction, National Retail Federation Customer Service Training, parenting and leadership workshops, ongoing case management, and on-site childcare. In 2010, 220 women participated in job readiness programs.

LITERACY SERVICES offers a comprehensive and cohesive continuum of Adult Basic Education services. Instruction is personalized according to students’ grade levels and abilities to meet their educational needs. Program components include literacy and basic skills instruction for clients testing at or above the 4th grade level, GED preparation, as well as instruction for an ever-growing number of ESOL (English for Speakers of Other Languages) students. In 2010, 181 adults received assistance from Literacy Services.

Educational & Training

Hope is seeing better things for my child.

Education & Training
TEEN CHOICES is a healthy relationships and sexuality education program provided during school to middle and high school students in Adams, Brown and Clermont counties. In 2010, 990 youth were provided programs.

THE MAMIE EARL SELLS SCHOLARSHIP FUND was established in 1993 to provide financial assistance to outstanding African-American female high school seniors entering a post-secondary institution. The Scholarship honors the late Mamie Earl Sells, a former YWCA Board Member and devoted volunteer.

The 10 finalists are individually honored and introduced at a Spring Tea as well as recognized at the esteemed annual Career Women of Achievement Luncheon.

THE WARREN AND KAREN HAUG SCHOLARSHIP is awarded to a student who resides in the region served by the YWCA of Greater Cincinnati’s Eastern Area. The annual Scholarship was established in 1999 to provide financial assistance to an outstanding female high school senior entering a post-secondary institution. The winning student is recognized at the YWCA Annual Meeting.

The YWCA of Greater Cincinnati has made a commitment to the young people of the region by offering effective, research-based programs that empower youth and teenagers to negotiate the challenges in their lives and transition towards successful adulthood.

GiRLS INC. The YWCA is an affiliate of Girls Inc., which is the leading national advocacy group for girls, providing programming, advocacy, and education inspiring all girls to be strong, smart and bold. In 2010–2011, 269 girls participated in the program. Group sessions during the school day as well as after-school and community based programming provide financial literacy, adolescent pregnancy prevention, STEM (science, technology, engineering and math) career exploration, media literacy and substance abuse prevention while supporting girls’ needs and rights.

ROsie’S GIRLS is a national program of Vermont Works for Women provided in Cincinnati in collaboration with the National Association of Women in Construction. This program provides a unique summer camp experience designed to build self-esteem, perseverance and leadership skills through learning and applying basic expertise in the skilled trades. Skilled tradeswomen and professionals in construction and other non-traditional careers provide education and mentoring encouraging girls to challenge societal expectations. In 2010–2011, 48 girls participated in Rosie’s Girls.

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RACIAL JUSTICE PROGRAMS, featuring the annual Heart to Heart Breakfast, promote the YWCA mission to “eliminate racism.” The YWCA Racial Justice Committee creates programs and engages in outreach to change the attitudes that contribute to racial discrimination in Greater Cincinnati. Through these programs, the YWCA creates a safe space where participants can confront racism and experience a meaningful dialogue about its personal and community-wide impact. In addition, the Racial Justice Book Group discussions bring participants together to explore racial justice issues raised by relevant and compelling books. In 2011, the Heart to Heart Breakfast hosted a sell-out crowd of over 380 attendees. Julian Bond, former NAACP Chairman and civil rights activist was the keynote speaker.

THE CAREER WOMEN OF ACHIEVEMENT LUNCHEON highlights the accomplishments of eight outstanding local career women each year. Established in 1980, the luncheon increases community awareness of the diverse contributions of women in the workforce. This prestigious event, one of the city’s most prominent recognition events, is a tribute to all working women. Nearly 2,000 individuals attend this annual event and over 150 local companies and organizations participate through sponsorships. This year’s keynote speaker was best-selling author Jeannette Walls.

THE ACADEMY OF CAREER WOMEN OF ACHIEVEMENT, now 258 members strong, was established as a means of fostering interaction among former Career Women of Achievement award recipients. The Academy promotes the personal and professional growth of women in Greater Cincinnati and provides leadership and diverse skills to the community.

THE RISING STAR PROGRAM recognizes the best and brightest young women in the region. The YWCA Academy of Career Women of Achievement created the Rising Star program in 2002 as a way to mentor and support younger women pursuing excellence in their careers. Nominated by YWCA Academy and Board members, the 400-plus YWCA Rising Stars are invited to participate in select networking and social events together with the Academy. These opportunities include panel and round table discussions on topics relevant to working women, exclusive

RECOGNITION & ADVOCACY

Hope is realizing my dream is attainable.
behind-the-scenes experiences, supporting the Mamie Earl Sells Scholarship finalists, and participation in the YWCA Racial Justice Book Group.

THE RISING STAR LEADERSHIP PROGRAM has a strong emphasis on gender and racial equity. This year, the program’s name was changed to Rising Star Leadership Program to better communicate the scope and impact of its content. While the Leadership Program prepares Rising Stars for service on non-profit boards of directors, the skills gained also benefit participants well beyond the non-profit boardroom. Members of the Academy, ensuring a dynamic and interactive experience, facilitate five full-day sessions. Certified Leadership graduates are eligible to be listed on the YWCA Rising Star Board Registry, which local organizations may access to recruit future board members.

WOMEN’S ART GALLERY is the only gallery in the city exclusively for women’s art. The gallery regularly features local, national, and international exhibits. This year the gallery presented A Tribute to Esme: Journey of Grief & Healing, featuring the Esme Kenney Memorial quilt and other works by Esme’s mother, artist Lisa Siders-Kenney as well as other fiber artists honoring the memory of Esme Kenney, who was abducted and killed just weeks before her 13th birthday. Other 2010–2011 exhibits included Contemplating the Spaces Between, featuring contemporary paintings by Tina Tammaro and Laurence Deprez-Zenezini; Faces and Forms in Fiber, highlighting diverse forms of fiber art from the Weaver’s Guild of Greater Cincinnati; and Ali-ce’s Mad Hatter Tea Party, featuring the whimsical works of Ali Hansen. Over 1,500 people visit the gallery annually.

CIRCLE OF WOMEN is a unique event where women join together in an intimate luncheon setting to reconnect with friends and to advance the common goal of helping other women in the Eastern Area. This important fundraising and public awareness initiative for the Eastern Area YWCA was launched in 2006. The 2010 event hosted 253 women, increasing awareness of the YWCA services and mission in the Eastern Area.

THE CHARLOTTE R. SCHMIDLAPP FUND SCHOLARSHIP provides financial support to women participating in YWCA programs who will be attending a secondary educational program. This education is crucial to securing employment and the financial stability necessary for independence and self-sufficiency. The Scholarship, which is presented at the Career Women of Achievement Luncheon, is funded by an endowment gift from The Charlotte R. Schmidlapp Fund, Fifth Third Bank, Trustee. The YWCA received the first gift from this fund in 1911, and we are proud to be continuing this great partnership after 100 years.

The YWCA of Greater Cincinnati would like to express our deepest gratitude and recognize the following sponsors for supporting the 2011 Career Women of Achievement luncheon while helping us celebrate and honor the ‘pearls of our community.’

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The YWCA gratefully acknowledges our loyal donors who gave generously last year to help enable the YWCA to sustain our mission, while preparing for a future that will ensure the protection, support and education of the thousands of women, children and families who benefit from our programs and services.

Giving circles were instituted to publicly thank those who gave at the significant levels of $250 and above. We are pleased to thank all donors who have supported the YWCA during 2010–2011.

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Vice Chair-Finance and Treasurer
Anu Mitra
Vice Chair-Program Evaluation
Penny Pensak
Member-at-Large
Shakila Ahmad
Sue Allen
Cynthia Booth, Emerita
Stephanie Byrd
Deborah Gentry Davis
Amy Diamond
Dianne Dunkelman
Yvonne Edmonds-West
Mary Lynn Ferguson-McHugh
P. Jeane Goings, Emerita
Beth E. Guttman
Michele L. Heath
Katya A. Hollister
Mary Denise Kuprionis, Emerita
M. Aurora Lambert
Nancy A. Lawson, Emerita
Tillie Hidalgo Lima
Phyllis McCallum
Mackey McNeill
Priscilla S. O’Donnell
Francie Pepper, Emerita
Marilyn G. Shazor
Yvette R. Simpson
Trish Mann Smitson, Emerita
Barbara A. Turner
Pam Weber
Melissa West-Koistila
Nora Zorich

MEMBERS LEAVING
THE BOARD OF DIRECTORS
Katy A. Hollister
Heidi B. Jark
Mackey McNeill
Priscilla S. O’Donnell
Barbara Turner
Melissa West-Koistila

MEMBERS JOINING
THE BOARD OF DIRECTORS
Hope Felton-Miller
Beverly A. Grant
Lisa Grosse
Amy L. Hanson
Stephanie C. Owens
Julia W. Poston

STAFF RECOGNITION
Twenty-Five Years of Service
Lori McCarthy
Lynn Stranz

Twenty Years of Service
Martha Wolf

Ten Years of Service
Joan Dace
Beth Doggett
Michelle Gibson
Tammy McCall
Joyce McCoy
Doug Rausch

Five Years of Service
Dana Blankenship
Chrissy Hill
Eileen Hopkins
Kate Ionna
Yvette Johnson-Hegge
Julie Pederson
Janice Shaw
Danielle Toft

Executive Committee. top row Kathy Beechem, Adrienne C. James, Helen Buford, Myrita Craig, Louise Brock. bottom row The Honorable Susan J. Dlott, Digi F. Schueler, Heidi B. Jark, Anu Mitra, Penny Pensak.
2010 FINANCIAL REPORT
YWCA OF GREATER CINCINNATI, INC.
AND YWCA DEVELOPMENT CORPORATION

BALANCE SHEET

<table>
<thead>
<tr>
<th>Assets</th>
<th>2010</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and Cash Equivalents</td>
<td>$1,817,583</td>
<td>$1,773,659</td>
</tr>
<tr>
<td>Accounts Receivable</td>
<td>576,246</td>
<td>573,373</td>
</tr>
<tr>
<td>Unconditional Promises to Give</td>
<td>905,174</td>
<td>1,207,191</td>
</tr>
<tr>
<td>Investments</td>
<td>5,634,925</td>
<td>5,895,195</td>
</tr>
<tr>
<td>Property and Equipment, net</td>
<td>5,027,594</td>
<td>4,407,420</td>
</tr>
<tr>
<td>Notes Receivable, net of allowance</td>
<td>1,855,000</td>
<td>1,883,000</td>
</tr>
<tr>
<td>Beneficial Interest in Perpetual Trusts</td>
<td>1,122,328</td>
<td>1,050,404</td>
</tr>
<tr>
<td>Other Assets</td>
<td>137,428</td>
<td>108,877</td>
</tr>
<tr>
<td>Total Assets</td>
<td>$17,076,278</td>
<td>$16,899,119</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Liabilities</th>
<th>2010</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Obligations Under Capital Lease</td>
<td>$1,855,000</td>
<td>$1,883,000</td>
</tr>
<tr>
<td>Accounts Payable</td>
<td>189,537</td>
<td>217,133</td>
</tr>
<tr>
<td>Accrued Payroll</td>
<td>340,409</td>
<td>335,206</td>
</tr>
<tr>
<td>Other Liabilities</td>
<td>363,113</td>
<td>294,033</td>
</tr>
<tr>
<td>Total Liabilities</td>
<td>$2,748,059</td>
<td>$2,729,372</td>
</tr>
</tbody>
</table>

Net Assets

<table>
<thead>
<tr>
<th>Net Assets</th>
<th>2010</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unrestricted</td>
<td>$7,232,881</td>
<td>$6,747,483</td>
</tr>
<tr>
<td>Temporarily Restricted</td>
<td>3,919,329</td>
<td>4,572,944</td>
</tr>
<tr>
<td>Permanently Restricted</td>
<td>3,176,009</td>
<td>2,849,320</td>
</tr>
<tr>
<td>Total Net Assets</td>
<td>$14,328,219</td>
<td>$14,169,747</td>
</tr>
</tbody>
</table>

| Total Liabilities and Net Assets | $17,076,278 | $16,899,119 |

INCOME STATEMENT

<table>
<thead>
<tr>
<th>Revenue</th>
<th>2010</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Government Grants and Fees</td>
<td>$2,522,308</td>
<td>$2,209,373</td>
</tr>
<tr>
<td>Other Grants</td>
<td>867,922</td>
<td>1,320,399</td>
</tr>
<tr>
<td>United Way</td>
<td>833,342</td>
<td>787,670</td>
</tr>
<tr>
<td>Contributions</td>
<td>967,195</td>
<td>780,299</td>
</tr>
<tr>
<td>Special Events</td>
<td>489,997</td>
<td>583,306</td>
</tr>
<tr>
<td>Program Service Fees</td>
<td>516,859</td>
<td>549,867</td>
</tr>
<tr>
<td>Investment Return</td>
<td>551,086</td>
<td>746,943</td>
</tr>
<tr>
<td>Change in Beneficial Interest in Trust</td>
<td>71,924</td>
<td>117,355</td>
</tr>
<tr>
<td>Other</td>
<td>37,295</td>
<td>18,769</td>
</tr>
<tr>
<td>Total Income</td>
<td>$6,861,928</td>
<td>$7,113,981</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Expense</th>
<th>2010</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program Services</td>
<td>$5,612,735</td>
<td>$5,187,875</td>
</tr>
<tr>
<td>Fundraising</td>
<td>219,075</td>
<td>218,200</td>
</tr>
<tr>
<td>Management and General</td>
<td>437,000</td>
<td>403,282</td>
</tr>
<tr>
<td>Depreciation</td>
<td>434,646</td>
<td>398,373</td>
</tr>
<tr>
<td>Total Expense</td>
<td>$6,703,456</td>
<td>$6,207,730</td>
</tr>
</tbody>
</table>

| Change in Net Assets             | $158,472   | $906,251   |
eliminating racism
empowering women
YWCA
Greater Cincinnati
898 Walnut Street
Cincinnati, OH 45202