



eliminating racism
empowering women
ywca
union county

ANNUAL REPORT 2025

OUR MISSION

The YWCA is dedicated to eliminating racism, empowering women, and promoting peace, justice, freedom and dignity for all.

In this context, YWCA Union County is on a mission: to empower survivors of domestic violence to become safe and free from abuse, and to promote social justice and eliminate violence against women and girls.

We accomplish this mission through the provision of comprehensive, client-centered services, and through education, collaboration and advocacy that builds safe, informed and supportive communities.

OUR CORE VALUES

COMMITMENT to the mission and working together for the well-being of the community.

INTEGRITY in relationships, practices, and decisions.

RESPECT for each one's roles, diversity, and viewpoints.

COMPASSION in understanding, attitude, and action.

EMPOWERMENT to create positive choices, recognize potential, and reach goals.

EXCELLENCE in practice and expectation.



"Encontrar YWCA fue como encontrar un faro en medio de la tormenta. Este lugar me ha brindado no solo un refugio seguro si no tambien las herramientas para comenzar a sanar."

"Finding the YWCA was like finding a lighthouse in the middle of a storm. This place has provided me not only with a safe refuge, but also with the tools to begin healing."

-Survivor "Betty"

LETTER FROM THE EXECUTIVE DIRECTOR

As we reflect on 2025, I am filled with gratitude for the resilience, courage, and hope demonstrated by the survivors, families, staff, volunteers, donors, and community partners who make YWCA Union County's mission possible.

This year marked a significant milestone in our organization's history with the opening of our new facility, a symbol of strength and renewal following the devastating fire that destroyed our building in 2019. What once seemed like an overwhelming challenge has become an opportunity to expand our impact and better serve the growing needs of our community.

Throughout 2025, YWCA Union County continued to provide critical services to survivors of domestic violence; offering safety, advocacy, counseling, legal support, emergency shelter, and prevention programs that help individuals and families heal and rebuild their lives. Behind every number in this report is a person who found hope during a difficult time, a child who discovered a path toward healing, or a family that gained the support needed to move forward.

None of this work would be possible without the unwavering dedication of our staff and volunteers, the generosity of our donors and supporters, and the steadfast collaboration of our community partners.

Together, we are creating a future where every individual can live free from violence and reach their full potential.

Thank you for standing with us as we continue this important work.

Your support strengthens our mission and brings hope, healing, and opportunity to those who need it most.

P.S.
Please note as you read through our annual report images and specific details have been modified to protect confidentiality of program participants.



With gratitude,

Kathryn Lynch
Dr. Kathryn Lynch
Executive Director
YWCA Union County

YWCA Union County **LEADERSHIP**

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YWCA Union County **New Building New Vision**

The ribbon cutting and opening of YWCA Union County's new facility in 2025 marked a powerful new chapter in our organization's history.

Rising from the devastating 2019 fire that destroyed our previous building, the new facility stands as a symbol of resilience, hope, and our unwavering commitment to survivors and families in need.

This milestone reflects years of determination, community support, and vision, ensuring that YWCA Union County can continue providing safe, accessible, and compassionate services for generations to come.



"The opening of our new facility is more than the completion of a building. It is a testament to the resilience, determination, and unwavering spirit of YWCA Union County and the community that stood beside us after the devastating 2019 fire.

Today, we celebrate not only a new space, but a renewed commitment to empowering survivors, strengthening families, and creating brighter futures for all those we serve."

-Dr. Kathryn Lynch, Executive Director



How does YWCA Union County serve the community?

Court Advocacy

24-Hour Hotline

Supportive
Housing

**Housing
Navigation**

Case
Management

Emergency Shelter

Community
Support Services

Counseling

Domestic Violence Liaisons

**Survivor
Support**

Crisis Response Team

Family
Justice
Center

Community
Education

STEP

Workforce Development

Peace a Learned Solution

PALS:

**Learn about our work and how we provide
safety, empowerment, and hope everyday.**

Union County's
only Domestic Violence

24 Hour Hotline

*Providing Safety
with Immediate Response to Crisis*



Why the 24-Hour Hotline Matters

Crisis does not happen on a schedule.

Survivors often need help at night, on weekends, or in moments when other services are closed. Our 24/7 hotline ensures that support is available whenever danger escalates.

It can be the first safe connection.

For many survivors, calling a hotline is the first step toward safety. It offers confidential, compassionate support without requiring someone to leave home, travel, or disclose their situation publicly.

It supports immediate safety planning.

Hotline advocates can help callers assess danger, create a safety plan, and connect quickly to emergency shelter, legal advocacy, counseling, or other critical services.

It reduces isolation.

Domestic violence often involves control, fear, and isolation. Having a trained advocate available at any hour reminds survivors that they are not alone and that help is accessible.

It strengthens the community response system and Crisis Response Team Activation.

The hotline serves as a central access point that connects survivors to the broader continuum of care, helping YWCA Union County respond in a coordinated, trauma-informed way.

Over 4,000 calls were received in 2025

Our 24 hour hotline is supported through funding from the New Jersey Department of Children and Families (DCF) and sustained by our staff and the commitment of trained volunteers who provide critical assistance to those in need every day.



Emergency Shelter

Providing Safety

YWCA Union County's Emergency Shelter provides more than a safe place to stay—it offers survivors and their children an immediate pathway out of crisis and into stability. In moments of fear and uncertainty, shelter creates the conditions for safety, rest, and support, while connecting residents to advocacy, counseling, safety planning, and next steps toward permanent housing and long-term healing.

Our Emergency Shelter is committed to serving all individuals in need, regardless of gender identity or background. We offer a safe, inclusive, and supportive environment where adults and their children, including men, women, and transgender individuals, can find stability, dignity, and hope during times of homelessness or crisis.

In 2025, 56 Adults and 40 Children were offered emergency shelter

Our inclusive approach ensures that every person who seeks help is treated with dignity, respect, and compassion.

By meeting urgent needs with dignity and compassion, the shelter remains a critical foundation of YWCA Union County's survivor-centered response.

"Llegar al refugio fue la decisión más difícil y valiente que he tomado en mi vida. La YWCA me brindó a mí y a mis hijos un lugar seguro para sanar y el apoyo que necesitábamos en los momentos más difíciles."

"Walking into the shelter was the hardest and bravest thing I've ever done. The YWCA gave my children and me a safe place to heal, support when we needed it most."

-Client "Jaime"

Over 90 individuals were provided shelter in 2025.

Funding for our Emergency Shelter and supportive residential program is provided by DCF and the State of New Jersey, Union County Office of Cultural & Heritage Affairs, a partner of the New Jersey State Council on the Arts and private funders including Westfield Foundation, The Fred C. Rummel Foundation, Margret and Peter Chang Foundation, Karma Foundation, Northfield Bank, TCC Gives, Rotary Club of Elizabeth, Fanwood-Scotch Plains Service League along with the generous support of individual and in-kind donations.

When "Maria" arrived at the YWCA Union County Emergency Shelter, she carried little more than a few belongings and the hands of her two young children, ages six and four. Earlier that day, a violent incident had convinced her that staying was no longer an option. Fearing for their safety, she made the courageous decision to leave an abusive relationship and seek help.

For years, Maria and her children had lived in a home marked by fear and uncertainty. Both children had witnessed repeated incidents of domestic violence. Her six-year-old son, who has special needs, struggled with anxiety and behavioral challenges that intensified as the violence in the home escalated. Her four-year-old daughter had become withdrawn and fearful, often clinging to her mother and showing signs of emotional distress.

At the YWCA Union County Emergency Shelter, Maria and her children found what they had not experienced in a very long time: safety. The shelter provided a secure and nurturing environment where they could begin to rest, heal, and focus on rebuilding their lives free from fear.

Through the YWCA Union County Family Justice Center, Maria received comprehensive advocacy and legal support. Navigating the court process felt overwhelming,

A Journey

From Fear to Healing

but with guidance from caring professionals, she successfully obtained a Final Restraining Order, securing critical protections for herself and her children.

While legal protections helped ensure their physical safety, the emotional healing journey was just beginning. Maria and her children participated in YWCA Union County's PALS (Peace: A Learned Solution) Program, where Creative Arts Therapy provided a safe and engaging way for the children to express feelings they could not always put into words. Through art, play, and supportive activities, both children began to process the trauma they had experienced and witnessed, while developing healthy coping skills and resilience.

Maria engaged in individual counseling, where she received emotional support, coping strategies, and encouragement as she worked through the impacts of abuse. Over time, she regained confidence, strengthened her sense of self-worth, and began to envision a future rooted in safety and stability.

Today, Maria and her children have moved beyond crisis and are continuing their healing journey. Living in a safe environment, the children are thriving and benefiting from the stability and support they deserve. Maria has embraced a new chapter filled with hope, empowerment, and possibility.

"When we arrived at the shelter, I felt scared and alone. The YWCA gave us more than a safe place to stay. They helped us heal, find our strength, and believe in a brighter future. For the first time in a long time, my children and I feel safe."

Through the comprehensive services offered by Union County Family Justice Center, including emergency shelter, legal advocacy through the Family Justice Center, counseling, and the PALS Creative Arts Therapy Program, Maria and her children transformed a story of violence and uncertainty into one of courage, healing, and hope.



Preventing Homelessness

Supportive Housing



Supportive Housing provides former shelter residents and their children with a safe, stable environment as they transition toward independent living. Designed for single-parent families, the program offers transitional support, including individualized case management, critical financial assistance, life skills development, and connections to community resources. By addressing both immediate needs and long-term goals, Supportive Housing empowers survivors to heal from trauma, achieve economic stability, maintain safe housing, and build a future free from violence, creating a strong foundation for lasting independence and family well-being.

Our Supporting Housing program is made possible through Union County's Continuum of Care funding and Union County Savings Bank.

Housing Navigation

YWCA Union County's Housing Navigation Program provided critical concrete assistance to nearly 40 clients, helping them overcome barriers to obtaining and maintaining stable housing. Support included security deposit assistance, help with back rent to prevent eviction, securing storage space during housing transitions, and providing essential household items such as pots, pans, bedding, and other necessities. By addressing these immediate needs, the program helped clients achieve housing stability and establish safe, comfortable homes as they worked toward long-term self-sufficiency.

Our Housing Navigation program is made possible by New Jersey Department of Children and Families.

After leaving an unsafe living situation, Survivor "Amy" faced multiple barriers to securing stable housing, including past-due rent, limited savings, and a lack of basic household items. Through YWCA Union County's Housing Navigation Program, Amy received assistance with a security deposit and rent, helping her move into safe, affordable housing. The program also secured temporary storage for her belongings during the transition and provided essential household items, including bedding and cookware. Today, Amy is safely housed, rebuilding her independence, and focusing on a brighter future for herself.

Community Support Services



Counseling & Case Management

In 2025, YWCA Union County provided counseling and case management services to

217 survivors of domestic violence,

offering compassionate, trauma-informed support to individuals and families as they navigated safety, healing, and recovery.

Survivors often come to us during some of the most difficult moments of their lives, facing emotional trauma, housing instability, financial challenges, legal concerns, and the lasting effects of abuse. Through counseling, survivors were given a safe and confidential space to process their experiences, rebuild self-esteem, develop healthy coping strategies, and begin their healing journey. Our counselors worked alongside survivors to address the emotional impact of trauma while empowering them to regain confidence and move toward a future free from violence.

Case management services provided critical support in helping survivors access essential resources and establish long-term stability. Advocates assisted clients with safety planning, housing referrals, public benefits, employment resources, healthcare access, legal advocacy, and connections to community-based services. By addressing both immediate needs and long-term goals, our case managers helped survivors overcome barriers and build pathways toward independence.

The impact of these services extends beyond the individual survivor. When survivors are supported in achieving safety and stability, children, families, and entire communities benefit. Through counseling and case management, YWCA Union County continues to provide hope, healing, and empowerment, ensuring that survivors are not alone as they rebuild their lives and create brighter futures for themselves and their families.

Our Counseling Services and Case Management services are made possible by funding from the State of New Jersey and private foundations of Overlook, The Fred C. Rummel Foundation, The Tyler Foundation, The Plainfield Foundation and private donors.

STEP

Skills Training and Empowerment Program

Workforce development services provided to 72 clients, helping individuals gain the skills, confidence, and resources needed to achieve economic independence and long-term stability.

For many participants, barriers such as unemployment, underemployment, limited work experience, gaps in education, or the impacts of domestic violence and other life challenges made it difficult to secure meaningful employment. Through STEP, clients received personalized support designed to strengthen their readiness for the workforce and increase their opportunities for success.

The program offered career exploration, job readiness training, resume development, interview preparation, employment search assistance, and individualized goal setting. Participants also developed essential workplace and life skills, including communication, time management, problem-solving, and financial literacy. By building both practical job skills and personal confidence, clients were better equipped to navigate today's workforce and pursue sustainable career pathways.

Beyond employment preparation, STEP empowered participants to recognize their strengths, overcome obstacles, and envision new possibilities for themselves and their families. The program fostered self-sufficiency, resilience, and personal growth, helping clients move toward greater economic security, independence and entrepreneurship.

As a result of these services, 72 individuals took important steps toward achieving their employment and career goals in 2025. Through STEP, YWCA Union County continues to create opportunities for empowerment, transforming lives by helping clients build brighter futures through education, workforce development, and economic opportunity.



Our workforce development program is funded by the State of New Jersey, Janet L Pegg Charitable Foundation, The John Ben Snow Memorial Trust, Flagstar and PSEG.

Domestic Violence Liaisons

Supporting Families along with DCP&P



In 2025, YWCA Union County's Domestic Violence Liaisons provided

critical support to 269 families,

helping survivors navigate complex systems and access the services needed to achieve safety and stability. Serving as trusted advocates, Domestic Violence Liaisons worked closely with families to provide crisis intervention, safety planning, case consultations with DCP&P, referrals, and connections to vital community resources. Through collaboration with child welfare professionals and community partners, liaisons helped strengthen the safety, stability, and well-being of children and families impacted by domestic violence, ensuring they received the coordinated support needed to move toward safety and healing.

Funding of this program is made possible by the New Jersey Department of Children and Families and Elizabethtown Healthcare Foundation.



Crisis Response Team

Working with Law Enforcement

In 2025, YWCA Union County's Crisis Response Team provided immediate, life-saving support to survivors of domestic violence across Union County,

responding to 142 domestic violence call-outs

throughout the year. Available when survivors needed help most, the team delivered crisis intervention, emotional support, safety planning, and connections to critical services.

Working closely with law enforcement and community partners, Crisis Response Team advocates met survivors at pivotal moments, helping them navigate fear, uncertainty, and the challenges of seeking safety. Through compassionate, trauma-informed care, advocates empowered survivors to understand their options, access resources, and take the first steps toward rebuilding their lives free from abuse.

Each response represented an opportunity to bring comfort, hope, and support during a time of crisis. Through their dedication and expertise, the Crisis Response Team helped ensure that survivors were met with understanding, dignity, and a pathway to safety, healing, and long-term stability.

Funding of this program is made possible by the State of New Jersey and The Montclair Fund for Women.

Peace: A Learned Solution

PALS



Recognizing that domestic violence impacts the entire family, PALS (Peace: A Learned Solution) provides a safe, supportive, and trauma-informed environment where children, teens, and their non-offending parents can heal from the effects of violence.

In 2025, PALS provided **healing and support to 47 children, 7 teens and 29 parents.**

Through counseling, therapeutic activities, and skill-building opportunities, participants strengthen resilience, rebuild their sense of safety, and develop healthy coping and relationship skills. The program includes specialized services for adolescents, ensuring that teens receive age-appropriate support tailored to their unique developmental and emotional needs. By fostering healing, strengthening family relationships, and promoting long-term well-being, PALS helps families move forward with hope, confidence, and stability.



La Noche de Diversión Familiar nos dio algo que no habíamos tenido en mucho tiempo: la oportunidad de reír juntos, crear recuerdos felices y simplemente disfrutar de ser una familia. Ver a mis hijos sonreír y conectarse con otras familias me recordó que la sanación es posible."

Attending Family Fun Night gave us something we hadn't had in a very long time, a chance to laugh together, make happy memories, and simply enjoy being a family. Watching my children smile and seeing them connect with other families reminded me that healing is possible."

-Client "Wendy"

To reduce barriers to participation, YWCA Union County provides free transportation to and from the program, helping ensure that families can access services regardless of transportation challenges. Parents receive support and guidance to strengthen family relationships, promote healing, and create safe, stable home environments.

By addressing the needs of children, teens, and caregivers alike, PALS helps families move forward together on a path toward healing and stability. In 2025, the program continued to be a vital resource for families across Union County, transforming experiences of fear and uncertainty into opportunities for hope, resilience, and a brighter future.

Our PALS program is funded by NJ DCF, Turrell Fund, The Summit Foundation, The Westfield United Fund, Rotary Club of Westfield, and Dance Innovation Performance Foundation. A special "Thank you" for our individual donors who supported our holiday and family fun night efforts: Bovella's Bakery in Westfield, N.J., Annette Ferrigano, Katie Tierney from Home Power Yoga, and restaurants in Union County.



Established in 2017 through a collaborative partnership between the County of Union, the Union County Prosecutor's Office, and YWCA Union County, the Family Justice Center (FJC) was created to provide survivors of domestic violence with a centralized, coordinated pathway to safety, healing, and justice.

In 2025, the **Family Justice Center served 651 survivors**, continuing its mission as a vital resource for individuals and families impacted by violence. Through a comprehensive, trauma-informed approach, survivors were connected to advocacy, counseling, case management, safety planning, legal assistance, law enforcement, and community-based services, all in one accessible location. By reducing the need for survivors to navigate multiple agencies on their own, the FJC helped ensure timely access to critical resources and support.



The strength of the Family Justice Center lies in its collaborative model, which brings together partner agencies to provide seamless, coordinated care centered on the needs of survivors. This partnership not only enhances service delivery but also empowers survivors to make informed decisions, access justice, and work toward long-term safety and stability.

As a cornerstone of Union County's response to domestic violence, the Family Justice Center reflects the shared commitment of its partners to creating a community where survivors are heard, supported, and empowered.

Funding is provided by the County of Union, IOLTA, The New Jersey Bar Foundation, Baltimore Life and generously offered by sponsors of our Annual Champions for Family Justice Awards breakfast.



Resilience

A Journey to healing

Survivor "Helen," a mother of two young children, came to YWCA Union County in 2025 after years of emotional, psychological, and financial abuse. Following a frightening incident that left her fearing for her family's safety, she connected with a YWCA advocate for guidance, legal information, safety planning, and referrals to supportive services, including workforce development and housing resources.

Just weeks later, Helen faced an even greater crisis. While traveling out of state with her children, her abusive partner abandoned them, taking their money and important documents and leaving them stranded far from home. With limited resources and nowhere to turn, she reached out to her advocate for help.

YWCA Union County worked closely with Helen to navigate legal protections, identify emergency transportation and housing resources, and develop a plan to help her return safely to New Jersey. Through persistent advocacy and coordination with community partners, she was able to return home, regain stability for her children, and access critical financial and housing assistance.

Upon her return, Helen received ongoing case management, emergency food assistance, and connections to resources designed to support her family's long-term stability and independence. While her journey was marked by difficult choices and challenges, her story reflects the resilience of survivors and the impact of compassionate, trauma-informed support.

Through every step, YWCA Union County remained a trusted partner, helping Helen and her children move toward safety, stability, and hope for the future.

Awareness and Education

Through **148 community presentations**, YWCA Union County reached more than **6,000 participants** with education, prevention, and awareness initiatives focused on domestic violence, sexual assault, healthy relationships, and personal safety. These outreach efforts strengthened community knowledge, fostered meaningful dialogue, and empowered individuals to recognize, prevent, and respond to violence while building safer, more informed communities.



Volunteers

YWCA Union County volunteers are an essential part of our mission, providing compassionate support that helps strengthen services for survivors and families throughout the community. By sharing their time, talents, and dedication, volunteers help create welcoming environments, assist with special events, organize donations, and support awareness and prevention efforts.

Our dedicated volunteers contributed more than **4,600 hours** of service in 2025, providing invaluable support across our programs and **helping YWCA Union County save an estimated \$100,000 in personnel costs.**

Their generosity, commitment, and compassion strengthened our ability to serve survivors and families throughout the community, extending the reach and impact of our mission every day.



Impact 2025

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By the numbers, the individuals and families we serve in Union County



4,157

HOTLINE
CRISIS
CALLS

EMERGENCY
SHELTER

56
ADULTS

40
CHILDREN



89

HOUSING
NAVIGATION

FAMILY
JUSTICE
CENTER

651



72

STEP
WORKFORCE
DEVELOPMENT

COURT
ADVOCACY

538



142

CRISIS
RESPONSE
TEAM CALLOUTS

DOMESTIC
VIOLENCE
LIAISON

269



217

COUNSELING
AND
CASE MANAGEMENT

VOLUNTEER
SERVICE
HOURS

4,659



148

PRESENTATIONS

6,196

PARTICIPANTS

PALS

29

54

PARENTS CHILDREN



FINANCIAL REVIEW

Fiscal Year
2025

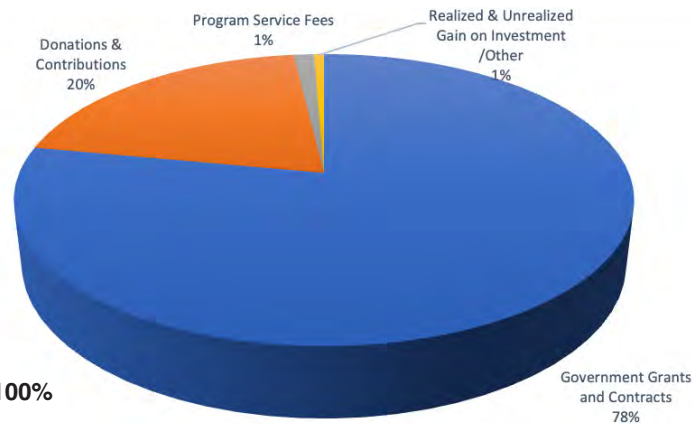
As of 12/31/2025

Our Funding meets
our Mission.
Survivors First.

OPERATING REVENUE

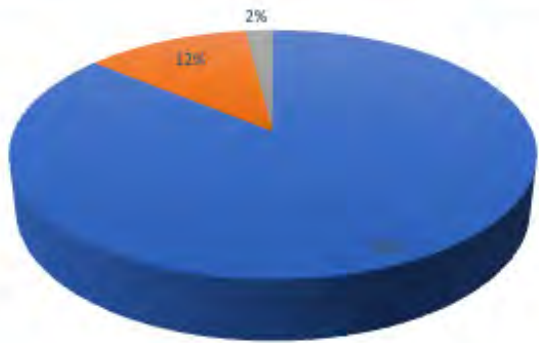
Operating Revenue

Government Grants and Contracts	\$ 2,856,004	78%
Donations & Contributions	\$ 737,377	20%
Program Service Fees	\$46,755	1%
Realized & Unrealized Gain on Investment /Other	\$ 22,587	1%
Total Operating Revenue	\$ 3,662,723	100%



■ Government Grants and Contracts ■ Donations & Contributions
■ Program Service Fees ■ Realized & Unrealized Gain on Investment /Other

OPERATING EXPENSE



■ Program Services ■ Management & General ■ Fundraising

Operating Expenses

Program Services	\$3,153,577	86%
Management & General	\$440,034	12%
Fundraising	\$73,339	2%
Total Operating Expense	\$3,666,950	100%

Fundraising Events

Community Support

2025 Annual Gala "Hope and Healing" A Night of Community Support



Champions for Family Justice Awards Breakfast



Raffle Night "Wild Safari"



CONTRIBUTIONS

We extend our sincere appreciation to the foundations, corporations, government agencies, and community partners whose investments make our work possible. Their commitment helps YWCA Union County deliver life-changing programs and services that empower individuals, support survivors, and build a stronger community.

For transparency, our donor listings are available through our Form 990 and on our website at: <https://ywcaunioncounty.org/financial-statements/>



Individual Contributions and In-Kind Donations



We cannot fulfill our mission or serve the residents of Union County alone. We are deeply grateful for the partnerships, generosity, and unwavering support that make our work possible. With permission, we proudly recognize on our website the donors whose contributions helped sustain and expand services for survivors and families throughout 2025.

If you are interested in supporting YWCA Union County's programs and helping bring hope, healing, and empowerment to survivors, please contact development@ywcaunioncounty.org to learn how you can make a meaningful difference in our community.

2026 On the horizon

Confidential Sexual Violence Advocacy

Expansion to serve survivors of
Sexual Assault.

Safe Paws. Safe People.

Providing shelter and services to
survivors with their pets.

Survivor Representation Project

Legal representation for survivors of
domestic violence and sexual assault.

Date Safe.

Violence Prevention Awareness and
education for teens and their parents.

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<https://www.linkedin.com/company/ywca-union-county/>

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Infineum
Formulating tomorrow together



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Javerbaum Wurgaft Hicks Kahn Wikstrom & Sinns, P.C.

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