



# Purposeful Change

[ 2025 Community Impact Report ]

eliminating racism  
empowering women  
**ywca**

Richmond

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## YWCA Richmond Leadership Team

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*Director, Sprout School at Fulton*

### Angela Richardson

*Director of Human Resources*

### Daniela Fenwick

*Director, Sprout School  
at Children’s Museum of Richmond*

### DerShawn Matthews

*Program Director*

### Kayta Gruneberg

*Senior Director of Finance*

### Keshia Fleming

*Center Director, Sprout School  
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### Makita Harper-Byrd

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### Mica Morgan

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### Rachel Yazdgerdi

*Crisis Response Services Manager*

### Robin Sawyer

*Director of Prevention and  
Community Engagement*

### Rupa Murthy

*CEO*

### Shawntee Wynn

*Senior Director of Domestic Violence  
and Sexual Assault Services*

### Teresa Ford

*Center Director, Sprout School  
at St. Andrews*

## Dear Friend,

You are receiving this Annual Report today because you contribute to the success of our programs at YWCA Richmond. Thank you for your investment.

Each person who seeks help by reaching out to our 24/7 hotline for domestic and sexual violence or every family who enrolls their child in our mixed-income Sprout Schools designed for working families, is vital to the successful services provided by YWCA Richmond. We are strengthened by our community's investment of time, resources, and connection.

We are poised to expand our services to meet the growing demand for new opportunities to ignite resilience and economic transformation in the individuals we serve. In the coming year, we will do much more work together.

This past year has been marked by hard work, moments of uncertainty, dedication, and a steadfast commitment to innovation and success.

It has not been easy, and yet it has been deeply rewarding — with each step guided by collaboration and purposeful change. YWCA Richmond is leaning into our next chapter, and we're glad you are too.

On behalf of YWCA Richmond team, thank you!



Best regards,

A handwritten signature in black ink that reads "Rupa S. Murthy".

**Rupa S. Murthy**  
Chief Executive Officer  
YWCA Richmond





# A Family Justice Center in Richmond, Virginia

**YWCA's across the country lead and participate in Family Justice Centers. But what is a Family Justice Center?**

A family justice center is a “one-stop shop” for comprehensive domestic violence services that lessens the burden on those affected by domestic violence in seeking services. Supported by research and identified as a best practice by the United States Department of Justice, survivors of violence can visit one location to access the support they need on their journey to healing.

We sought the expertise of the Alliance for Hope (the Alliance), responsible for supporting the creation of Family Justice Centers nationwide, in the development of a strategic plan for the citizens of Richmond. During the initial visit in April 2025, YWCA Richmond hosted a two-day study tour of Richmond. They engaged community stakeholders, including the Richmond Police Department, the Office of the Commonwealth's Attorney, Richmond's Courts, over 100 survivors of domestic violence, and the Mayor's Office. Moved by the participants' commitment and collaboration, the Alliance recommended that Richmond is ready to build a Family Justice Center.



# What We Stand For

**For over 137 years,** YWCA Richmond has remained steadfast amid changes in our city, state, and country. Regardless of how the world has moved around us, we are committed to service as part of a greater movement to eliminate racism and empower women along with almost 200 other YWCA affiliates across the country.

Just as we did over one hundred years ago, we focus on growing opportunities for women by addressing the intersectionality of the barriers that often inhibit their progress – poverty, racism, and violence.

What began as a two rooming houses for women and children needing a safe place to live while working, has grown and evolved to address the changing needs of our community, yet at its very core, YWCA Richmond remains a safe place for those in need.

*Our mission-driven work currently includes:*

1. Domestic Violence and Sexual Assault Services
2. Early Childhood Education and Full Day Childcare through our Sprout Schools
3. Violence Prevention & Outreach Programming
4. Amplifying Women's Leadership



## Our Mission:

Powerfully Shared with Sister YWCA's Across the Country: YWCA Richmond is dedicated to eliminating racism, empowering women, and promoting peace, justice, freedom, and dignity for all.

## Our Vision:

We transform lives by creating access to opportunities, strengthening resilience, and advancing equitable systems for lifelong success.

## Our Values:

- Respect
- Integrity
- Collaboration
- Innovation

# Domestic and Sexual Violence

**YWCA Richmond began its** domestic violence and sexual assault program work forty-five years ago. Domestic violence remains a threat to the health and safety of communities throughout Richmond, regardless of economic status, race or ethnicity, education level, or religion.

According to a Domestic Violence Fact Sheet published in May 2025 by NNEDV – National Network to End Domestic Violence – studies now show that almost one in two women and one in four men across the country report being the victim of domestic violence, sexual assault, or stalking by an intimate partner at some point during their lifetime. Nearly eight million women reported some form of physical violence, sexual violence or stalking in the previous year prior to another survey. In terms of homicides, an average of over six homicides occurred every day in 2022, resulting in the deaths of 2,410 women. In Virginia, according to landlords, domestic violence is the #3 reason for evictions.

Locally, Richmond City has seen an 85% increase in aggravated domestic violence assaults driven in part by updated reporting guidelines that include strangulation attempts. Felony domestic assault cases in 2025 have already surpassed cases. The increase in these cases has contributed to a 3% increase in violent crime overall.

Similarly, in Chesterfield County, where YWCA Richmond staff and the staff of the domestic violence arm at Chesterfield County Police’s Special Victims Unit meet regularly to discuss the impacts of domestic violence and the ongoing response, almost 40% of the County’s homicides were the result of instances of intimate partner violence. Finding affordable housing for survivors fleeing violence is also a challenge in our region.. With the assistance of the EmpowerNet hotline, led by YWCA Richmond, we can assist survivors in Chesterfield, Richmond, and across the region with shelter and permanent housing needs as they continue to heal and thrive.

## YWCA Richmond provides:

- 1. 24/7 regional hotline services – crisis intervention, safety planning
- 2. Emergency shelter
- 3. Case management
- 4. Financial Assistance
- 5. Court advocacy and legal navigation
- 6. Individual and group counseling
- 7. Children’s counseling
- 8. Rapid re-housing
- 9. Employment navigation

FY2024	DVSA Outcomes	FY2025
11,726	EmpowerNET Hotline calls received and outgoing case coordination	14,637
1,238	Emergency shelter bed-nights provided	1,421
1,152	Counseling session hours for adults and children	1,671
264	Clients received Court Advocacy services	396
114	Clients who received funding from other sources ( HTF, ETP, Chesterfield etc.)	217



# Women's Leadership Across the Generations

## Celebrating 45 years of Outstanding Women Awards

On May 8, 2025, we celebrated 45 years of OWA! We recognized Honorees in nine different areas that have made significant contributions to the Richmond region through their exceptional leadership, unmatched professionalism, and inspiring achievements. Their work is a deep reflection of our mission to empower women in all phases of their lives.



We welcomed over 600 people to take part in our milestone event. Attendees learned about the history of OWA from some of those who were there 45 years ago and from former Honorees on the impact this recognition had on their lives and careers. Then YWCA Richmond's own, Nardia Barnes, shared her triumphant story of survival, her journey to healing and her deep commitment to help others in crisis.



## Young Women's Leadership Program

As part of our efforts to empower women across the continuum of their lives, YWCA Richmond created the Young Women's Leadership Alliance (YWLA). This leadership program brings together women between the ages of 25-35 for professional development, community building, fellowship and to serve as advocates for the work of YWCA Richmond. The group comes together to discuss different topics related to racial and gender justice and women's leadership.



YWLA also leads the selection of the Rising Outstanding Woman Award (ROWA), an annual award recognizing an emerging woman leader between the ages of 25-40 who is making significant contributions to our community and who stands as a leader for social change.

During our Annual Leadership Forum Breakfast, YLWA recognized Sabrina Guerin as their 2025 ROWA recipient. Sabrina is the Senior Financial Education Specialist for Adult Education at Virginia Credit Union. With nearly a decade of experience in financial education, Sabrina is a Certified Credit Union Financial Counselor through the National Credit Union Association. In 2024, Sabrina reached over 800 adults in custody at regional and federal prisons, providing financial education to help prepare them for successful reentry into society upon release. She has a passion for financial education, and leadership continues to inspire her work and her commitment to making a lasting difference in the community.



**Sabrina Guerin**  
2025 ROWA winner



# Early Childhood Education and Infant Care

## Preserving Childcare in Fulton Through Collaboration

When Fulton Montessori preschool faced closure after its Executive Director stepped down, community partners stepped in to ensure its survival. Thrive Birth to Five, YWCA of Richmond, and others worked together to address funding, staffing, and enrollment challenges. With support from the Robins Foundation, Community Foundation, the City of Richmond, and individual donors, the school joined YWCA Richmond's Sprout School network. Today, the Sprout School in Fulton continues to deliver in high-quality early education and full-day childcare for local families.

Our teachers are at the heart of Sprout's success collectively completing over 800 hours of professional development since joining our schools. Through our partnership with Reynolds Community College, twelve teachers enrolled in classes this

past year, and nine are earning their Child Development Associate (CDA) credentials, deepening their expertise in early childhood education.

Sprout families actively engage through festivals, Rising Up kindergarten ceremonies, parent-teacher conferences, and year-round communication via our family engagement strategy which includes daily updates and photos, Monday Messages, Friday Finish Lines, and daily conversations with our teaching team. Families celebrate our nurturing teachers, diversity, and child-centered approach that sparks curiosity and confidence.



**Sprout School received the Virginia Quality Birth-5 (VQB5) Honor Roll award from the Governor Youngkin Virginia Department of Education Team.**



**Governor Youngkin visits Sprout School Bainbridge campus.**





We're proud that Sprout Schools Second Presbyterian School earned an "Exceeds Expectations" rating and Honor Roll rating through Virginia's VQB5 Quality System.

## The Families We Serve

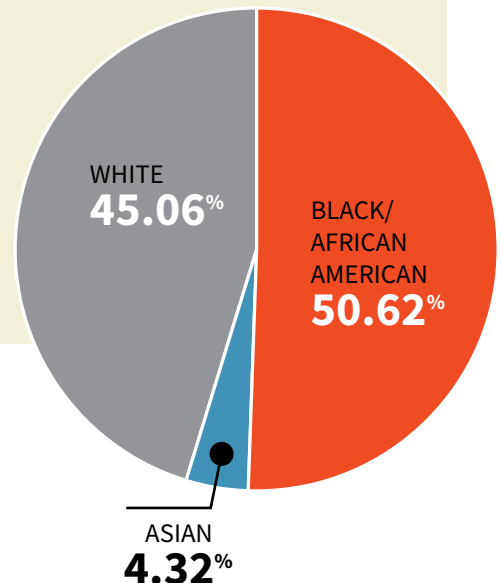
32% of Sprout families live below 130% of the Federal Poverty Levels, qualifying for free meals and highlighting the importance of accessible childcare and strong nutritional services. Another 10% of families fall within the reduced-price range (130%–185% of the poverty guideline), while 49% earn above this threshold highlighting our mixed-

income model that promotes inclusion by bringing families from a variety of backgrounds together.

At The Sprout School, this diversity is our strength. Every day, we see how bringing children and families together from all walks of life helps each child feel seen, supported, and inspired to grow.

**"We love the diversity of children at the school and the loving, supportive staff. Our daughter is on the anxious side, and her teachers and admin always make her feel comfortable and supported. It is such a relief as a parent to see her flourish at Sprout!"**

**Sprout School RVA parent**



**Sprout School is hiring teachers!**

<https://ywcarichmond.org/careers/>

# Violence Prevention & Outreach Services

**Funding for violence prevention programs** comes from philanthropic dollars as much of the government funding is reserved for survivor services. Nonetheless, YWCA Richmond remains committed to programs that promote safety, healing, and long-term stability while working to prevent future violence through education and community engagement.

YWCA Richmond envisions a community where all people live free from violence and oppression. We center equity, empowerment, and healing in every aspect of our work—because ending violence begins with all of us.



**9,946** individuals engaged through Outreach and Prevention programs



## RVA Teens Workshop

**Empower RVA Teens hosted** their first summit for 7th and 8th graders on May 17, 2025. The theme, “PEERing Inward & Growing Together”, encouraged self-reflection and building the knowledge and skills to sustain healthy relationships. After grounding in intentions for the day, attendees were invited to choose three workshops out of four options. The teens led workshops on Consent & Boundaries, Healthy Relationships 101, and Identity & Power. The fourth workshop option, facilitated by Dr. Shaashawn Dial from Virginia League for Planned Parenthood, focused on Body Image & Self-Esteem. The keynote “We’re Just Talking:” Self-Awareness

& Healthy Communication, presented by Virginia Center for Inclusive Communities, included activities and discussion about debate vs. dialogue and different communication styles. Empower RVA Teens and YWCA Richmond are grateful to these two partners for their support in making the first summit such a success!

The event and the Empower RVA Teens program was highlighted by CBS 6.



**“Young people, need spaces where they can ask questions and feel safe doing so.” “I want this to be a safe space for all of our middle schoolers to understand and come to.”**

**— Frankie Monroe**  
Empower RVA Teen







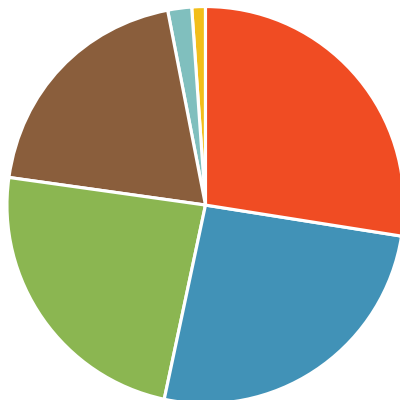
## Remember My Name Community Memorial

**YWCA Richmond renewed our partnership with Cedar Street Baptist Church** and its Step One Domestic Violence Ministry to host our 29<sup>TH</sup> Annual Remember My Name memorial event during Domestic Violence Awareness Month. This year's theme was "Breaking the Silence, building a Safer Community." The annual event allows family and friends of those lost to family violence an opportunity to come together in community and healing. Singing group, Serenity, provided comfort and hope through song, during the event. Remember My Name allows community advocates to come together in recognition and support. Their work remains foundational to promote awareness and create the change needed to address violence across the Richmond region.

*"Peace isn't the absence of violence,  
it's the presence of safety."*

— Kimberly Dabney

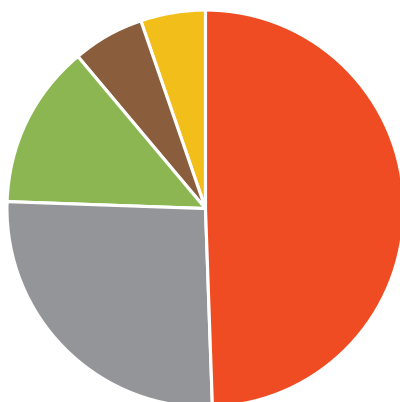
# Financials: FY 2025



## Revenue

Government Grants	\$ 3,189,917	28%
Earned Revenue	2,944,674	26%
Contributed Support for Capital Projects	2,785,227	24%
Contributed Support for Operations	2,244,744	20%
Special Events	220,950	2%
Investment and Other Earnings	121,467	1%

**\$ 11,506,979**



## Expenses

Sprout Schools	\$ 4,855,040	49%
Domestic and Sexual Violence Services	2,607,361	26%
Management and General	1,291,390	13%
Fundraising	620,368	6%
Depreciation	465,440	5%

**\$ 9,839,599**

## Balance Sheet Summary

**YWCA Richmond**

*as of June 30, 2025*

Cash	\$ 4,221,689	Accounts Payable	\$ 65,531
Investments	2,180,558	Credit Card Payable	16,561
Accounts Receivable	1,759,423	Deferred Revenue	51,535
Other Current Assets	7,640	Other Current Liabilities	283,745
Property and Equipment	5,958,570	Long-term Liabilities	1,065,454
Construction in Progress	518,265	<b>Total Liabilities</b>	<b>1,482,825</b>
Other Assets	1,062,017	Net Assets	14,225,336
<b>Total for Assets</b>	<b><u>\$ 15,708,161</u></b>	<b>Total Liabilities &amp; Net Assets</b>	<b><u>\$ 15,708,161</u></b>

# Community Partnerships

**Partnership is vital to our work** in setting up pathways for community members to grow, learn, experience safety, holistic health and well-being, build economic security, amplify their leadership, and thrive! Thank you to the myriad partners who work alongside us every day.

## **Sprout School Community Partners:**

Autism Society of Virginia  
ChildSavers  
Children's Museum of Richmond  
City of Richmond, Office of Children and Families  
Greater Richmond SCAN  
Richmond Public Schools  
Second Presbyterian Church of Richmond  
St. Andrew's School  
Thrive Birth to Five  
United Way of Greater Richmond and Petersburg  
Virginia Department of Education  
Virginia Early Childhood Foundation  
Virginia Preschool Initiative  
Virginia Promise Partnership  
Virginia Quality Birth to Five (VQBS)  
YMCA of Greater Richmond and Autism First

## **Domestic and Sexual Violence Team Community Partners:**

Boston University School of Social Work  
Boys & Girls Clubs of Metro Richmond —  
Teen & Community Center  
CARITAS  
Carol Adams Foundation  
Cedar Street Baptist Church  
Central Virginia Legal Aid Society  
Chesterfield County Commonwealth's Attorney Office – SART  
Chesterfield County Health Department  
Chesterfield County Police Department  
Chesterfield County Victim/Witness Assistance Program  
Chesterfield Domestic and Sexual Violence Resource Center  
City of Richmond: Commonwealth's Attorney Office  
City of Richmond: Office of Immigrant and  
Refugee Engagement  
Commonwealth Catholic Charities  
Communities in Schools of Richmond  
CrossOver Healthcare Ministry



Girls for a Change  
Goochland Cares  
Greater Richmond SCAN  
Hanover Safe Place  
He She Ze and We  
Housing Families First  
Human Kind  
James House  
Little Hands Virginia, Inc.  
Marlee House  
Peter Paul Development Center  
Punks for Presents  
Radio ONE  
Richmond Behavioral Health Authority (RBHA)  
Richmond City Police Department  
Richmond Juvenile and Domestic Court Relations;  
Victim Witness Program  
Richmond Redevelopment and Housing Authority (RRHA)



Rising Family Creek Services  
 Sacred Heart Center  
 St. Catherine's School  
 Survivor Ventures, Inc.  
 Thrive  
 United Way of Greater Richmond and Petersburg  
 Urban Hope RVA  
 Virginia Commonwealth University  
     Counseling Services  
 Virginia Commonwealth University  
     Police Department  
 Virginia Commonwealth University  
     School of Social Work  
 Virginia Poverty Law Center  
 Virginia Sexual and Domestic Violence  
     Action Alliance  
 Virginia State University School of Social Work  
 Waymakers Foundation  
 Wellness Within, Inc.  
 Widener University School of Social Work  
 Yeshua House  
 YMCA Manchester



# 2025 Sponsors

## Platinum Sponsors

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## Silver Sponsor

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# Maya dreamed of a safe future for her son. Her journey wasn't easy — but she found support.

At 29, Maya worked as a teacher's assistant. To acquaintances and co-workers, she and her 6-year-old son seemed happy. She was new to Richmond, having moved from North Carolina to build a life with her partner. The first few months were everything she hoped for—warm, exciting, and full of promise.

→ But slowly, things changed.

## FACING ISOLATION

Her partner became increasingly controlling, questioning her relationships with friends and family back home. Bit by bit, Maya found herself isolating from the people who loved her most. Soon, he began timing how long she was gone when she left the house. The first time he hit her was during an argument about her wanting to visit her family. The violence escalated. That was the moment Maya knew something had to change—but she was terrified and didn't know where to turn.

## FINDING RESOURCES

Maya first learned about YWCA Richmond's Domestic and Sexual Violence Services at a community event where the organization had a resource table. Weeks later, when she finally gathered the courage to call the 24/7 hotline, she had no idea what to expect. On the phone, she shared for the first time the mental and physical abuse she had been enduring in her two-year relationship. Though she wasn't ready to leave immediately, the hotline advocate helped her build a safety plan and connected her to case management and counseling.

## NEW CHAPTER

When she was ready, Maya and her son entered YWCA Richmond's emergency shelter for short-term safety. Once she secured permanent housing, the YWCA covered her deposit and two months of rental assistance. She was connected to a community partner where she selected furniture for her new home, and YWCA financial assistance covered the cost—allowing Maya to start fresh with dignity.

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YWCA Richmond  
6 N 5th St  
Richmond, VA 23219  
804.643.6761

[info@ywarichmond.org](mailto:info@ywarichmond.org)  
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