None of us could have known how to prepare for the COVID-19 virus that struck all corners of the earth in 2020. We watched the news and witnessed governments struggling to get a grasp on the deadly virus. Feelings of hopelessness and fear overwhelmed so many worldwide and in our own communities.

I wondered: how will we continue to function at YWCA Hanover? Or can we even function? My mind went into overdrive along with my colleagues as we brainstormed all safe options for YWCA Hanover to continue to serve victims of domestic violence and over 100 families that rely on childcare to make a living. Safe Home and childcare programs are truly lifesaving, essential services for our community.

We did not have a choice but to close the childcare programs per orders by Governor Wolf. During that time of closure, we were preparing to open eventually by following and using the
YWCA Hanover Powers Onward

continued...

recommended cleaning and sanitizing agents and tools available. The common areas were rearranged to encourage social distancing and the front desk was equipped with large plexiglass dividers. Hand sanitizing stations, masks, and other PPE (personal protective equipment) were purchased in bulk thanks to a grant we applied for and received from YWCA USA.

When we were given the opportunity to open the childcare rooms in May, seven weeks after closing March 16, 2020 at 6pm, we did so with permission granted via a waiver we requested from the Pennsylvania Department of Human Services. Not all childcare centers chose to do this. But we were hearing from our parents who were in such tough situations, wondering how they were going to survive: they needed to go to work, yet they did not have childcare. Our team of childcare professionals were prepared and ready to return to serve.

Safe Home domestic violence services did not cease functioning for even a minute. Since Safe Home already operates a 24/7 telephone hotline for victims needing services, we transitioned to using the telephone to counsel victims and give them immediate safety plans, provide emergency shelter, manage to give them food and necessities using social distancing, and met them in York and Adams County Courthouses to assist with acquiring Protection From Abuse orders (PFAs). No service was suspended, no victim left unserved. Most Client Advocates from Safe Home were able to work remotely while the Director and supervisors remained on site in the Hanover and Gettysburg Safe Home locations. The Management Team remained busy throughout the closure, working hard to ensure safety precautions were taken in every possible way. The Board of Directors and standing committees of YWCA Hanover continued to communicate regularly and meet using Zoom to carry on business as usual. Communication was paramount so we used social media, email, and personal phone calls to stay connected with those we served, with our many partners, and the community at large.

It has been stressful for all of us. Yet I witnessed such selfless acts of courage, kindness, and generosity during the darkest of days. We all seemed to care more deeply. We listened and empathized better than before. Our attention was undivided with family and loved ones. Many people took better care of themselves. And in general, people wanted to help people like I have never witnessed.

The most humble and generous of community-minded individuals, foundations, and businesses reached out to YWCA Hanover to ask what we needed, and, how they could help. They saw the dire need for our services and service to others to continue.

And so, they provided financial support with the sincerest expression of concern for their neighbors, our community. Some donors provided goods and services. Others provided their time and service through volunteering. Many made personal calls to find out how we, the YWCA staff members, were doing. Their generosity and concern have been beyond touching, simply overwhelming. They truly ensured our ability to continue serving.

To sum up my observations and experiences at YWCA Hanover during the COVID-19 pandemic, the best in people showed up in the scariest of times. Thank you - from the bottom of my heart - YWCA staff members, board and committee volunteers, donors and supporters, and our families and clients. We surely have each other’s back.
COVID-19 has put a spotlight on numerous ongoing public health crises, but none so fraught with mixed messages as domestic abuse. While nationally fewer calls have been made to hotlines, evidence shows that hospital visits due to domestic violence have increased, and locally we have seen this play out in mounting hospital calls and an increase in severe injuries to victims.

Domestic violence is a shadow pandemic, wreaking havoc in homes across the country, and while it is an unintended consequence of the lockdown, it must be weighed and considered as further mitigation efforts are implemented. The burden caused by illness, job loss, hunger, and poverty is now compounded by the added stressors of lockdown, forcing families to negotiate new territory with work, school, and daycare all concentrated at home with few social outlets. And the entire system is failing to keep the most vulnerable citizens safe.

Make no mistake, lockdown is necessary. All mitigation efforts including masks, social distancing, and quarantining, as well as the closing of playgrounds, stadiums, restaurants, and other gathering spots, are indeed our best efforts at combating the spread of COVID-19. Unfortunately, and perhaps unavoidably, this has also created the perfect storm for domestic violence in all forms to go unchecked and has created barriers for victims to get the help they need.

Safe Home - Se habla espanol 24 hour hotline and crisis response (717) 632-0007.

Serving the Hanover Area and Adams County assisting in emergency safe housing and referrals to local shelters, legal advocacy, including assistance with filing protection orders. The foundation of the program is the strong belief that individuals have a right to control their lives and make decisions without fear of assault or degradation.

One in four women has experienced intimate partner violence in her lifetime. The cost of intimate partner violence exceeds 5.8 billion annually. Everyone deserves a Safe Home. Cada persona merece un Hogar Seguro.

YWCA Hanover Safe Home provides a soft landing for families experiencing domestic violence in any form, including physical, emotional, sexual, and financial abuse, and offers comprehensive services, including a 24 hour hotline, legal advocacy, assistance with filing protection orders, child and adult therapy, housing programs for domestic violence victims, options counseling and referrals, and much more. No one should live in fear, and Safe Home is here to help individuals and families affected by domestic violence become stronger, healthier, and more resilient, so that they in turn create a community that prospers.

If you or someone you know needs help, Safe Home is here for you. Please call 717-632-0007 to speak with a counselor 24 hours a day, 7 days a week.
YWCA Hanover
Childcare and School Age Program

By Katie Nelson
Director of Childcare

In one way or another, COVID-19 has affected everyone: businesses, schools, families, and individuals. Childcare at YWCA Hanover was required by the governor’s order to close in March, but we have been up and running at full speed since May. The pandemic has compelled us to operate under the latest health and safety guidelines and we are doing all we can, every day, to keep our children and staff safe while providing high quality childcare to families in our community.

The Early Learning Center serves children ages 1-5 and we have continued to provide enrichment opportunities in addition to our STARS-rated program. In November, our childcare center had a delicious Thanksgiving lunch for all the kids and staff, and we talked about everything we are thankful for. Every Tuesday, four therapy dogs visit our childcare center. Studies have shown therapy dogs help children develop social and emotional skills, as well as learn coping skills to help regulate their emotions. When the therapy dogs are visiting, the children spend time petting and reading to them.

Whether or not they have pets at home, the children love visiting with their furry friends. We also had a special visitor from Creatures Great and Small, who brought various animals for us to learn about, including rabbits, birds, and even a real alligator! Our preschool and PreK classes are enjoying their weekly music lessons from Ms. Deb, who is teaching an age-appropriate introduction to music. Students play instruments, work with beat and rhythm, and have a great time making their own sound. We ended November with a pajama day and movie for all the kids in each classroom.

Our School Age Learning Academy has been busy and flexible: we have adapted and continue adapting our program to accommodate the needs of families affected by remote, hybrid, and/or virtual learning, as all of the school districts served by YWCA Hanover have modified their schedules. In response to these changes, we have added virtual learning opportunities on distance learning days. SALA students have time in their schedule when they access our WIFI in a quiet, monitored space to do their remote school work.

Our school age program continues to provide breakfast, lunch, an afternoon snack, and transportation to and from school on school days for all of our students. If schools shut down without notice due to rising COVID cases, we are here and ready to provide all day care to fit the needs of parents who still need to work.

We are now enrolling for all our childcare programs. If you would like to find out more information or register, please call 717-637-2125 or email knelson@ywcahanover.org.

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Social/Racial Justice in Action

YWCA Hanover advocates for diversity & acceptance

By Deb Smith
Social/Racial Justice Coordinator

Social/Racial Justice
Great things are happening with Social Racial Justice (SRJ)! We just finished the three-week class on The Holocaust, WWI-1933, with a look at contemporary antisemitism. The next class will take place via zoom in January: The Holocaust, 1933-1939.


Look for our December Holidays signs in local businesses. Check out the Culture Corner on the website for more information about LatinX and Native American Heritage. Our Acceptance Library is located in the lobby, stop by and check out a book.

Our Enlightened Conversations series hosted Bryan Asper in November. Bryan is the owner of Hope Salon and the founder and leader of Pride Hanover. Look for our 2021 Enlightened Conversations Series schedule.

YWCA Hanover Upstanders
The YWCA Hanover Upstanders have continued with cleaning the streets of Hanover once a month with the last day for 2020 on November 22. We will continue this program in March. Human Rights Day was December 10, and the Upstanders created two videos for social media. In addition to these programs, the Upstanders have adopted the third-grade classroom of Ms. Kaitlyn Naill (2009 Hanover High School graduate) at Rock Rest Elementary School in Monroe, North Carolina. Each Upstander is partnered with a third-grade student as a pen pal. We are also raising money for classroom supplies. Please drop your spare change in the jar at the YWCA: Change the Life of a Child.

Pride Hanover
YWCA Hanover and Pride Hanover have partnered in the following mission: Pride Hanover strives to celebrate diversity, love, and fellowship within our community. We will work tirelessly to promote unity, inclusion, education, and awareness of the LGBTQ+ community and create safe spaces for those individuals and their allies. We have been so appreciative of the community support at the first fundraiser at Texas Roadhouse. Our Pride Pumpkin contest was great fun. The winning pumpkins were painted by Liz Sheaffer, with her pumpkin located at Ghouls and Grinds, and Mabel Reck, with her pumpkin located at Hope Salon. Please look for future events and fundraisers.

For more information on any of the social racial justice programs and initiatives here at YWCA Hanover, please visit our website at www.ywcahanover.org.
YWCA Hanover made a strategic and important investment into our future with the creation of a new position: Director of Development. This new position was filled on October 19, 2020, by Janise Bankard, a seasoned fundraising professional with a diverse background and passion for helping others.

YWCA Hanover is thrilled to welcome Janise to the Management Team and to introduce all of you to her! We took time to get to know her with a fun question & answer interview recently. Please say hello and introduce yourself to her when you see her at the YWCA and the many community events she will be attending.

YWCA: You have an interesting, diverse professional career. It was not always in fundraising. Can you share a bit about that?

Janise: I began my career as a Deputy Sheriff in Key West, Florida, right out of high school. This training and experience impacted my life in a positive way, leaving me with a need to make a difference in my community. Since then, I have worked with Drug and Alcohol and Mental Health programs, served as a financial representative for low income individuals, and helped the homeless population in both Adams and York Counties through the Adams County Housing Authority by raising lifesaving funds through a Shrimp & Chicken Feed at the New Oxford Social Club, as well as a motorcycle event through several counties.

For many years, I was working as the Development Director for the American Lung Association in Pennsylvania serving the south-central region of Pennsylvania, until recently when an opportunity arose to come closer to home with the Eichelberger Performing Arts Center as their Development Manager. I find pride serving as a development and marketing strategist who partners with CEOs, executives, and entrepreneurs to grow their professional brands and benefit local missions.

YWCA: Why did you choose to interview and ultimately accept the new position of Director of Development at YWCA Hanover? What about the YWCA mission resonates with you?

YWCA: Is there anything you have learned about YWCA Hanover that you did not know before being hired and involved as a staff leader? Did anything surprise you?

Janise: I have learned how many children are impacted by YWCA Hanover. Programs such as Girls Loving Life or Music in the Morning are just the tip of the iceberg of the opportunities YWCA offers to the children in our community. I am genuinely surprised and thankful for the unity displayed daily with all the staff at YWCA Hanover.

YWCA: I learned quickly that you are very goal driven. Do you have one overall professional goal that you wish to realize while at YWCA Hanover or do you have several? Would you mind sharing?
YWCA Hanover Welcomes Director of Development

Continued...

Janise: My goals are all focused on how I can provide the largest impact to the organization, the community, and to the team. Each YWCA Hanover event has the opportunity for growth. It is with pleasure that I look for ways to increase those proceeds to a level that makes it possible for this organization to continue meeting the needs of our community. I have set a personal goal to raise twice my salary (and then some) so that I am not taking from this organization in any way and am only giving back. I am so enormously proud of my relationships in this and surrounding communities, and I look forward to spreading the great news of YWCA Hanover within these relationships, as well as building new ones.

YWCA: Tell us about the fun things you love to do and the people you cherish most.

Janise: I love my family, I love my friends, and I love making people smile and bringing cheer to a room. I have often been asked, “Why are you always so happy?”; it is because I am surrounded by people I care about and love. I relish surprising others with random gifts and helping those in need…it gives me so much enjoyment! I am blessed with a wonderful supportive family and three amazing grandchildren: Anna, Adam, and Charlie Rae, who was named after my dad, Charlie Rae Allen, who passed two years ago. My office has lots of pictures of those who touch my heart, and they make me smile often during my day.

YWCA: What do you want your legacy to be in life?

Janise: I want to be remembered as someone who was passionate, kindhearted, driven to help all those in need, and most of all, a team player for a mission that touched my heart! Oh, and like Sandra Bullock…World Peace!

For more information regarding sponsorship opportunities, donations, or contributions to YWCA Hanover, please contact Janise Bankard at 717.637.2125 or by email at jbankard@ywcahanover.org.

Programs & Events 2021

YWCA Hanover: Celebrating 101 years of serving the Hanover Community

YWCA Hanover is a Community Resource and Family Center. We provide services and products for individuals and families in need of childcare, Domestic Violence and/or Human Trafficking advocacy support, events & programs that seek to eliminate racism, empower women, and promote peace, justice, freedom, and dignity for all.

**HOLOCAUST EDUCATION - instructor Deb Smith**

Book used: *The World Must Know* by Michael Berenbaum (available on Amazon)
The Holocaust: 1933-1939
6:30 pm-8:00 pm
Register at www.ywcahanover.org

Following the appointment of Adolf Hitler as German chancellor on January 30, 1933, the Nazi state (also referred to as the Third Reich) quickly became a regime in which citizens had no guaranteed basic rights. The Nazi rise to power brought an end to the Weimar Republic, the German parliamentary democracy established after World War I. In 1933, the regime established the first concentration camps, imprisoning its political opponents, homosexuals, Jehovah’s Witnesses, and others classified as “dangerous.” Extensive propaganda was used to spread the Nazi Party’s racist goals and ideals. During the first six years of Hitler’s dictatorship, German Jews felt the effects of more than 400 decrees and regulations that restricted all aspects of their public and private lives. (From the United States Holocaust Memorial Museum.)

**SOCIAL RACIAL JUSTICE ADULT BOOK CLUB**

Book discussion: *White Fragility* by Robin DiAngelo (available on Amazon)

Zoom Discussions begin 7PM
Register at www.ywcahanover.org

Referring to the defensive moves that white people make when challenged racially, white fragility is characterized by emotions such as anger, fear, and guilt, and by behaviors including argumentation and silence. These behaviors, in turn, function to reinstate white racial equilibrium and prevent any meaningful cross-racial dialogue. In this in-depth exploration, DiAngelo examines how white fragility develops, how it protects racial inequality, and what we can do to engage more constructively.

(Abstract from Harvard University Diversity, Inclusion, and Belonging Library)

Tuesday, February 2, 2021  Tuesday, February 16, 2021
Tuesday, February 9, 2021  Tuesday, February 23, 2021
MARTIN LUTHER KING, JR DAY OF SERVICE  
MONDAY, JANUARY 18, 2021

BOOK DONATION
In observation of Martin Luther King, Jr. Day of Service on Jan 18, 2021, we invite the community to celebrate diversity by donating books to the YWCA Hanover Acceptance Library. A wish list has been created in Amazon. Purchase directly from this list or purchase locally and drop off at YWCA Hanover, now through Jan. 20, 2021. For more information please contact Deb Smith at dsmith@ywcahanover.org

We have free Dr. Martin Luther King, Jr. coloring pages available for pick up in the lobby of YWCA Hanover. This could be a great family community service. We encourage you to decorate with multicultural quotes and return to YWCA Hanover for display.

VIRTUAL EVENT
On Monday, January 18th, we are hosting a virtual community event. Hear Deb Smith, Social Racial Justice Coordinator, read from her favorite MLK Jr. book.

Program Date: January 18, 2021
Program Time: 12PM
Program Location: VIRTUAL - Facebook Live Event
Registration: Not required

VIRTUAL GIRLS LOVING LIFE WINTER 2021  
JANUARY 16, 2021 - MARCH 05, 2021

Youth program encourages self-respect, self-esteem, and self-worth through weekly themes focused on healthy living, positivity, growth, and adventure. The program is provided for through a grant from the Allstate Foundation and in partnership with UTZ Quality Foods Women's Mentoring Group. Volunteer opportunities available. Students grades 9-12 register as mentors.

Program Date: January 16, 2021 - March 05, 2021
Program Time: 9:00 AM – 10:30 AM
Program Location: VIRTUAL
Registration: www.ywcahanover.org
Registration is required. Limited availability.

UPCOMING EVENTS

UPSTANDERS
THIRD THURSDAY OF THE MONTH  7PM
at YWCA Hanover

Engage and inspire community youth to create positive change, encourage social responsibility & volunteerism. The goal of this Council is to fulfill the mission of YWCA Hanover: eliminate racism, empower women and promote peace, justice, freedom and dignity for all. Through UPSTANDERS Youth Council, we seek to identify the needs of our community and schools, recognize the positive actions that occur in our community, and develop initiatives to encourage diversity and inclusion.

Program Dates: January 21, 2021
February 18, 2021
March 18, 2021
April 15, 2021
May 20, 2021
Program Time: : 7PM
Program Location: YWCA Hanover
Registration: www.ywcahanover.org
Registration is required. Limited availability.

ENLIGHTENED SPEAKER SERIES
WEDNESDAY, JANUARY 27, 2021  7PM

Rachel Singer, Cultural and Contemporary Adult Director, speaking on Judaism. Rachel is in charge of Culture and Arts at the York JCC.

Future Enlightened Speaker Themes (Dates & Times to be announced via Social Media and Website)
February 2021: African American History and Heritage
March 2021: Movie showing of RBG RBG is a 2018 Oscar nominated documentary film available on Netflix that portrays the life and career of liberal icon Justice Ruth Bader Ginsburg. There will be a panel discussion of the movie and the influence of RBG on women in the law profession.
April 2021: Influence of Drugs in our Community
JOIN THE 2021 21-DAY RACIAL EQUITY AND SOCIAL JUSTICE CHALLENGE

Begins March 1, 2021

The challenge is designed to create dedicated time and space to build more effective social justice habits, particularly those dealing with issues of race, power, privilege, and leadership.

Participants will be presented with challenges such as reading an article, listening to a podcast, reflecting on personal experience, and more. Participation in an activity like this helps us to discover how racial injustice and social injustice impact our community, to connect with one another, and to identify ways to dismantle racism and other forms of discrimination. This is an exciting opportunity to dive deep into racial equity and social justice.

Program Date: March 01 - March 22, 2021
Program Location: VIRTUAL
Registration: www.ywcahanover.org
Registration is required.

HOLOCAUST EDUCATION - instructor Deb Smith
Book used: The World Must Know by Michael Berenbaum (available on Amazon)
The Holocaust: 1939-1945
MARCH 1, 8, 15, 22 2021
6:30 PM - 8 PM

On September 1, 1939, Germany invaded Poland and started WWII. German officials confiscated Jewish property, in many places required Jews to wear identifying armbands, and established ghettos and forced-labor camps. Often drawing on local civilian and police support, Einsatzgruppen (mobile killing units) followed the German army and carried out mass shootings. These years saw systematic deportations of millions of Jews to increasingly efficient killing centers using poison gas. (From the United States Holocaust Memorial Museum.)

STAND AGAINST RACISM 2021 APRIL 22 - 25, 2021

Thursday, April 22, 2021 - Facebook Watch Party "13th" - Join YWCA Hanover for a Facebook Watch Party. We’ll be viewing the documentary "13th", a 2016 American film by director Ava DuVernay. The film explores the “intersection of race, justice, and mass incarceration in the United States;” it is titled after the Thirteenth Amendment to the United States Constitution, adopted in 1865, which abolished slavery throughout the United States and ended involuntary servitude except as a punishment for conviction of a crime.

Program Date: April 22, 2021
Registration: www.ywcahanover.org

Friday, April 23, 2021 - Community STAND AGAINST RACISM - Join YWCA Hanover in taking a Stand Against Racism (SAR)! On April 23, 2021, YWCA Hanover would LOVE to express the commitment of the Hanover Business community living the YW mission. Let’s show the world our dedication to a diverse and inclusive Hanover area community. This year for SAR, we would like to create a montage of YWCA Hanover partners displaying their commitment in taking a Stand Against Racism. If you are interested in participating, please sign up at www.ywcahanover.org Stand Against Racism Sign-up 2021.

How you can be a part of Stand Against Racism 2021:
1) Wear a YWCA Hanover Stand Against Racism T-shirt or purchase a SAR yard sign / window cling; available online or at YWCA Hanover, 23 West Chestnut Street, Hanover, PA 17331.
2) Take a photo or record a video of you and your staff taking a Stand Against Racism. Upload your video to https://www.dropbox.com/request/pQMgA1ebHkyXjdjQ2NDCo If you need assistance in sending your recording, please email Rosemary Cintron at rcintron@ywcahanover.org.

The montage will be complete and shareable on April 23, 2021 – Stand Against Racism 2021 event.

Program Date: April 23, 2021
Program Location: VIRTUAL
Registration: www.ywcahanover.org

Saturday, April 24, 2021 - Virtual Acceptance Storytime with Myneca Ojo, YWCA Hanover Board of Directors - Facebook Live Event. Join YWCA Hanover as Myneca Ojo reads one of her favorite children's story focused on acceptance and inclusion.

Program Date: April 24, 2021
Program Time: 10AM
Program Location: VIRTUAL

Sunday, April 25, 2021 - SAR Event at the Hanover Square - Facebook Live ending in moment of silence. Join YWCA Hanover in taking a Stand Against Racism! YWCA Hanover will be hosting our fourth annual Stand Against Racism (SAR) event (observing COVID-19 social distancing guidelines). Wear your Stand Against Racism T-Shirts (available for purchase online or at YWCA Hanover). We’ll have signs or create your own and Take a Stand Against Racism! The event will be streamed via Facebook so you can even participate virtually! We’ll also have a moment of silence to acknowledge those who have been victimized by racism.

Program Date: April 25, 2021
Program Time: 2PM
Program Location: In - Person & VIRTUAL
Registration: www.ywcahanover.org
COVID-19 POSTPONED EVENTS
Due to current restrictions, the following programs and events will proceed as permitted and safe. Follow YWCA Hanover on social media and our website for updates.

Women’s Power Breakfast – Promote empowerment through keynote speakers focused on inspiration, motivation, transformation and activation. Twice a year in the early spring and early fall

Women of Hanover Network – Provide networking connections that support, enrich and inspire women to advance professionally and personally. Bi-Monthly events.

Qmmunity - FIRST TUESDAY OF EVERY MONTH 4:30 - 6:00 pm
Safe Space Program providing recreational, social and educational experiences in a supportive environment to support, enrich and improve the lives of local LGBTQ+ youth. For ages 13—21. in partnership with TRUENORTH WELLNESS SERVICES.

Music in the Morning - Students ages 5 thru 8 are invited to play music games, make an instrument, and enjoy a snack. Cost is FREE and space is limited to 10 students (masks or face shields required).

Annual Giving Campaign 2021
Our Annual Giving Campaign will kick off on April 27, 2021. This annual fundraising effort is led by the YWCA Board of Directors, Executive Director, and the Director of Development with the purpose of raising funds to provide free programming such as our Social/Racial Justice programming and empowerment programs like Girls Loving Life, Qmmunity and Women of Hanover Network events. The funds also support domestic violence prevention education and direct assistance to clients. Childcare families receive program service fee financial assistance thanks to the Annual Giving Campaign, too.

Date: April 27 through July 15, 2021

Centennial Reception
Centennial Celebration 2021 marks the 101st anniversary of YWCA Hanover. Since our first meeting in the Spring of 1920, we have been working hard to change lives through empowerment and community, and now it’s time to celebrate! All of Hanover has played a crucial role in the enduring history of this community organization and we encourage you to participate in the story of YWCA Hanover as we celebrate all of 2021!

To commend the past achievements and ongoing mission work YWCA Hanover provides our community, we are hosting an Anniversary Reception at The Warehime Myers Mansion on June 24, 2021. Past board presidents & current board members will be joining the celebration. Cake and refreshments will be available for the celebration. The festivities begin at 4PM.

Event Date: Friday, June 24, 2021
Event Time: 4:00 PM
Host: YWCA Hanover
Event Location: Warehime Myers Mansion

Walk A Mile in Her Shoes
Participate in promoting awareness about gender violence by walking a mile through downtown Hanover in women’s footwear. Everyone is welcome to come and cheer on the walkers. Sister walkers are encouraged to join in the walk wearing comfortable shoes.

Event Date: Friday, August 13, 2021
Host: YWCA Hanover SafeHome
Event Time: Registration opens 5PM
Event Location: Winebrenner’s
50 N. Forney Ave., Hanover, PA 17331

EMERGE - Women's Conference
YWCA Hanover is cultivating a space where women from every walk of life can come together to be inspired, encouraged and enveloped in our community. Walk away energized, motivated and maybe with a few new friends too! Take the day to really unplug, invest in yourself and make a plan for 2021 to be the year you EMERGE!

Event Date: Friday, October 22, 2021
Host: YWCA Hanover
Event Location: The Markets at Hanover
Volunteer Opportunities & Committees

Get Involved & Join YWCA Hanover

By Rosemary Cintron, Volunteer/Program Coordinator
Deb Smith, Social/Racial Justice Coordinator

Voter Registration & Civil Engagement Committee
Virtual Meetings 3rd Thursday of the Month at 5:30PM
As a nonprofit organization, YWCA Hanover is required by law to remain nonpartisan in any election activities. However, we can still play a critical role in spreading awareness and promoting equity in democracy. This committee is responsible for creating nonpartisan initiatives to encourage voter participation, host voter registration drives, and promote civic action.
Register for Zoom information at www.ywcahanover.org

Stand Against Racism Committee
Virtual Meetings 3rd Thursday of the Month at 6:15PM
Stand Against Racism is a movement of YWCA USA which brings together like-minded organizations that share in our vision of eliminating racism and celebrating the richness of diversity. By inviting community organizations to partner with us, we expand the impact of this vision, attracting hundreds of thousands of participants. The annual Stand Against Racism, which takes place the last week of April, encourages conversations across diverse communities in the USA. The committee concentrates on creating the April event and developing initiatives to implement and support diversity and acceptance in our community all year.
Register for Zoom information at www.ywcahanover.org

Business/Community
Involving local businesses and organizations in various social & racial justice initiatives, this committee is for individuals, local business owners, and community organizations who seek to develop a plan to increase awareness and action promoting diversity & acceptance.
For participation information, please email Deb Smith at Dsmith@ywcahanover.org

Art show featuring Minority Artists
This committee seeks to increase the visibility of emerging and underrepresented artists nationally and globally. Creating the program and direction is the responsibility of this committee.
For participation information, please email Deb Smith at Dsmith@ywcahanover.org

Enlightened and Uncomfortable Conversations Speaker Series
The series is called uncomfortable conversations because these are not easy topics that have simple solutions. The series creates forums to help initiate conversations about topics that can affect our children, our families, our friends, and our communities. Each of the programs is designed to provide the opportunity to become aware of community issues, begin a discussion and sharing of information, and empower participants to take appropriate action. Join the committee to assist in the development of the program.
For participation information, please email Deb Smith at Dsmith@ywcahanover.org

Police/Community Liaison Committee Hanover
(PCLCH) is made up of community volunteers and police service representatives from the local division’s geographic area. Their mandate is to work together in identifying, prioritizing, and problem-solving of local policing issues by
- being proactive in community relations, crime prevention, education, mobilization, and communications initiatives, and
- acting as a resource to the police and the community
For participation information, please email Deb Smith at Dsmith@ywcahanover.org

“Alone we can do so little, together we can do so much.”
- Helen Keller
Let's define diversity and inclusion in the workplace, because both work together hand in hand. **Diversity:** Employing a team that’s reflective of the society in which it exists and operates. It incorporates all of the elements that make individuals unique from one another.

In the United States, the Equal Employment Opportunity Commission (EEOC) enforces laws to protect individual employees in the workplace based on specified social categories that commonly face discrimination in American culture. These social categories are typically defined in some version of a Non-Discrimination Statement and Policy, such as this one by the US government: “The United States Government does not discriminate in employment on the basis of race, color, religion, sex (including pregnancy and gender identity), national origin, political affiliation, sexual orientation, marital status, disability, genetic information, age, membership in an employee organization, retaliation, parental status, military service, or other non-merit factor.”

**Inclusion:** This refers to the behaviors and social norms that ensure that people will feel welcome. Creating an inclusive culture will improve productivity and engagement in the workplace.

**The following workshops are available:**

**Fostering an Inclusive Climate:** How does your team function and perform? An inclusive environment creates a sense of belonging and a place where uniqueness is valued. Empower yourselves to create a workplace that is cooperative and collaborative.

**Unconscious Bias:** All of us hold unconscious beliefs about various social and identity groups. We tend to categorize these groups. Sometimes, we don't know we have this unconscious bias. Unconscious bias can lead to microaggressions (subtle acts that show dominance of a higher status group toward a lower status group). Learn how to counteract unconscious bias.

**Custom Workshops:** The workshop is specifically tailored to meet your needs. We would love to have a conversation with you and learn about your needs.

For more information, pricing, or to schedule a workshop for your organization, please contact Deb Smith at dsmith@ywcahanover.org

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**Instructor: Deb Smith**  
Social/Racial Justice Coordinator

After 34 years, Deb retired from the Hanover Public School District as a music/theatre teacher. She holds a BS in Music Education from Millersville University, MA in Holocaust and Genocide Studies from Gratz College, and a Certificate in Diversity and Inclusion from Cornell University.

YWCA Hanover  
23 West Chestnut St.  
Hanover, PA 17331  
717.637.2125  
dsmith@ywcahanover.org
Girls Loving Life is a place for girls to develop friendships, confidence, and leadership skills. With all of the restrictions in place due to COVID-19, we knew we had to do something differently, so our fall session was the first virtual edition of GLL and it was a blast!

Everyone who registered for the free program received a bag of supplies, divided and labeled for the correct week. Each girl was sent a Zoom link to join us for our Saturday morning meeting.

Every week, an email was sent to parents asking them to help make sure their girls were ready with everything they needed. For example, one week we made art using natural materials, so the girls needed to collect leaves, rocks, flowers, etc., before we began our meeting. Other activities included planting flowers, writing letters and exchanging postcards, painting a Halloween picture, and performing simple science experiments.

As always, our mentors, girls in grades 9-12, were phenomenal. They used their leadership skills to keep the girls focused and productive while in breakout rooms, and encouraged the girls through their own example, to be their best selves.

Although it wasn't part of the original plan, we decided to meet for 30 minutes for the last session: we stayed outside for the first 15 minutes and went inside (with masks and six feet apart) for the rest. It was incredible to see everyone in person, even for a short time. Stay tuned for registration information for our next session in January!
Pride Hanover was founded with the hope and goal of creating an inclusive organization for the LGBTQ+ community. There is a real need for this organization in Hanover. As more youth and older individuals embrace who they are meant to be and "come out of the closet," they need an organization to stand up for them in the community and to enact positive change. With our board made up of diverse group of individuals from members of the LGBTQ+ and allies who support the cause, we intend to be that organization.

Partnering with YWCA Hanover and Be the Change, as well as the Qmmunity, is a way for us to create and share educational resources for people to access locally. We would like to help the local schools with more resources to support their GSA, or help them start one. Be the Change's focus on bullying in the schools will give us an avenue to address the bullying that is related to LGBTQ+ youth, and to support the young people who need it. The Qmmunity is a safe space for LGBTQ+ youth to come and share their experiences with others like them.

We are so delighted to be a part of this organization, for our youth is our future. We hope to create affinity groups within our organization for LGBTQ+ parents, siblings, and family members of LGBTQ+ individuals to come together to talk about what it means to have a family member identify as LGBTQ+ community, and also to help them focus on all of the things that are staying the same.

We are currently working on bringing Pride Fest to Hanover in the summer of 2021. There will be food, music, entertainment, arts & crafts, and educational vendors. This is a celebration of equity and an event not to be missed. Pride Hanover does lots of fundraising to support all we are trying to do. We have sponsorships available as well. You can check us out on Facebook at PRIDE HANOVER or on Instagram at PRIDE HANOVER. If you have questions or need to chat, you can message us on Facebook or email us at pridehanover@yahoo.com.

To those who are not out yet and reading this - know that it’s not easy, but you are worth it. Whatever challenges you are facing, know that you are worthy, beautiful, and amazing and we are here for you!

~ Pride Hanover
Our Annual Giving Campaign will kick off on April 27, 2021. This annual fundraising effort is led by the YWCA Board of Directors, Executive Director, and the Director of Development with the purpose of raising funds to provide free programming such as our Social/Racial Justice programming and empowerment programs like Girls Loving Life, Qmmunity and Women of Hanover Network events. The funds also support domestic violence prevention education and direct assistance to clients. Childcare families receive program service fee financial assistance thanks to the Annual Giving Campaign, too.

Please join us this spring and summer as we campaign in the community to raise financial support. The Annual Giving Campaign is vital to carry on the lifesaving, life-changing work of our mission: Eliminate Racism, Empower Women and promote peace, justice, freedom and dignity for all.

Date: April 27 through July 15, 2021

YWCA Hanover Board of Directors

Front row L-R Michelle Mowrer - Treasurer, Chrissie Rapp – Secretary, Michele Witman – President, Dr. Mary Kay Kelly – Vice President, Dr. Barbara Rupp – Past President Second row L-R Emily Burkentine, Alec Sivel, Edie Staub Rear row L-R Kelly McKee, Jennifer Holcomb, M.S, Cindy Freemont, Myneca Ojo, Michele Bossi, RN, MSN, Taylor Thomas, ESQ, Casi Brough-Murren, MBA
## 2020 Donors

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- Conewago Enterprise, Inc.
- J. William Warehime Foundation
- WAY Foundation

### BENEFACTOR ($5,000 & $9,999)
- INET Technology
- UPMC Pinnacle Hanover

### DIAMOND ($2,500—$4,999)
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- Jody Shaffer
- Michele & Tom Witman
- Schmuck Lumber

### PLATINUM ($1,000—$2,499)
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  *In Memory of John A. Warehime*
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- Members 1st Credit Union
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- Northwest Savings Bank
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### GOLD ($500—$999)
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- Panenbaker Funeral Home
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- Megan Sunday
- Heather & Daniel Laudicina
- Hilary Matzinger
- Elinor Rebert
- Sharon & Chris Wingert
- York Traditions Bank

### BRONZE ($100—$249)
- B&F Jewelers
- Ellen Biesecker
- Pam Cashman
- Pat Shaffer
- Amy Caplinger
- Frock Brothers Trucking, INC,  
  *In Memory of E.B. & Rebecca Frock*
- Michelle Mowrer
- Carolyn & Charles Schaefer
- Taylor Thomas
- Allysia Urick
- Rosemary Cintron
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- Stacey Duckworth
- Joyce & Bert Elsner
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- Gayle Mowrer
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- Madeline Peabody
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- Phyllis Bushek
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  *In Memory of Jacqueline Zimmerman*
- Kayla Kelly
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- Kristin Hart
- Virginia & Wesley Keffer
- Anne Acker
- Beth McMaster
- Joyce O’Donnell
- Cheryl Paulin
- Liz Johnnides

### FRIENDS OF YWCA HANOVER ($99 or less)
- Cindy Boyer
- Bobbi Delio
- Rebecca Rech
- Donna Winters
- Dan Thomas
- Susan Shelley
- Steven Clingan,  
  *In Memory of Jo A. Elicker*
- Becker Law Group
- Ralph & Gay Dickson
- Virginia Forsythe
- Rebecca Thomas Zinn
- Dr. Cynthia Renehan
- Lorraine Becker
- CORE Design
- Deb Smith
- Anthony Laughman
- Julie Roda
- Sherry Scott
- Cindy Hockensmith
- Mary Rinaolo
- Anne Lawrence
- Ruthann Shae
- Sherry Scott
- Anne Lawrence
- Cindy Hockensmith
- Sue Kuhn
- Linda DeMaio
- Dana Jo Pearl
- Michael Musselman
- David Hoffman
Board of Directors & Executive Director

The greater Hanover community is known for being helpful to their neighbors, generous to those in need, and kind-hearted in giving. YWCA Hanover is blessed and fortunate to receive many forms of help and donations by virtue of in-kind gifts, Foundation & Grant funds, EITC donors, product donations, designated monetary donations, and professional services. The following individuals, businesses, churches, and groups have contributed to YWCA Hanover in 2019-2020. We are so grateful to you for kindly reaching out and helping those in your community through YWCA Hanover.

Al dos Brewery
Allstate Foundation
Altland House
Amazon Smiles
American Legion
Anonymous
Avalon Insurance Company
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EEG, Inc (Empire Beauty School)
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Forever Media
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Glen Rock Disc Golf Club
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Hanover Area Ladies Bowling
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Juanita Jones
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SKF
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St. Bartholomew's United Church
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Trinity UCC Women
UPMC
J. William Warehime Foundation
Warehouse Bistro
Webb Insurance
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WH Cooke & Company
York Traditions Bank
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YWCA Hanover Management Staff

Jody Shaffer
Sherri Staub
Janise Bankard
Michelle Shae
Katie Nelson
Louis Mart
Jamie Bonser
Lisa Smith
Rosemary Cintron
Deb Smith
Scott Staub
Jill Lippiatt

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Director of Finance
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Director of Safe Home Domestic Violence Services
Director of Childcare Programs
Director of Client Services & Marketing
Assistant Director of SafeHome
Assistant Director of Childcare
Program & Volunteer Coordinator
Social/Racial Justice Coordinator
Facility Manager
Human Resources Manager

YWCA Hanover Facility Rentals

DUE TO CURRENT MANDATED RESTRICTIONS RENTAL AVAILABILITY HAS BEEN SUSPENDED.

We look forward to future engagements as soon as allowed.

Many groups utilize our facility for regular weekly meetings, while some hold seasonal sports practices. Our newly renovated multipurpose room is perfect for one day workshops or conferences, and is especially popular for evening parties and celebrations.

For more information, contact Louis Mart, Director of Client Services & Marketing at 717-637-2125