



TOGETHER. WE ARE POWERFUL.

**THE WOMEN'S
FOUNDATION
OF COLORADO**

2014
ANNUAL REPORT

MISSION AND COMMITMENTS

MISSION:

To build resources and lead change so that every woman and girl in Colorado achieves her full potential.

COMMITMENTS:

- Lead systemic change that will advance economic opportunities for all women and girls in Colorado
- Utilize exceptional research to guide our knowledge base and actions
- Build philanthropy that supports and advocates for women and girls in Colorado
- Promote inclusiveness and diversity among the people and causes we work for, the partners we work with, and the ideas we champion
- Create strategic partnerships throughout the state in order to fulfill our mission

TRUSTEE MESSAGE



Having worked in male-dominated STEM businesses my entire career, I understand the value of having an advocate – someone who will chime in with support when needed, someone who will add to my voice to give it more impact. As a result, I have served as an advocate and mentor for many women during my professional career. And it has been just as important for to me to spend my 'free' time and treasure to help women and girls gain economic self-sufficiency and opportunities to fulfill their dreams. Our tagline, 'Together. We are powerful.' says it all for me. We have to continue to collaborate and join our voices to advocate for change and support women and girls. I would like to thank all those who donated to WFCO in 2014 to strengthen our impact.

- Cathy J. Hart, 2014 Chair, Board of Trustees



LEADERSHIP MESSAGE

Together. We are powerful.

These were the words chosen in 2014 to convey the spirit of The Women's Foundation of Colorado—past, present, and future. They are memorable words, and they inspire reflection.

Who are we? We are an inclusive community of giving—of our time, our talent, our treasure—in support of women and girls. We are many, and **Together. We are powerful.**

My first few months of 2015 at The Women's Foundation have been a whirlwind of meetings, greetings, and sharing stories that confirm the importance of coming together, collaborating, and working collectively to exert our power. A few memories...

In Northern Colorado, I met with our partners WomenGive and the United Way of Larimer County, where I visited an early childhood center. I watched happy, squealing toddlers running to hug their moms—mostly low-income single parents—stopping by to pick them up after a hard day at work. WomenGive knows that their work must go beyond helping a single early childhood center. So they are supporting The Women's Foundation to advance public policies that put high-quality child care within the reach of every parent, everywhere in Colorado, regardless of economic circumstances. **Together. We are powerful.**

In Colorado Springs, a small, diverse group of teen girls nibbled on pizza as they talked to me about the Intercept Program of the Women's Resource Agency. These girls attend Harrison High School, one of the poorest in the state. The Intercept Program builds girls' leadership and helps them make healthy life choices. They shared their excitement about collecting blankets and supplies to donate to a local homeless youth shelter. I asked them if they could name a philanthropist. "Oprah!" they shouted in unison. "Yes, and each of you," I replied. **Together. We are powerful.**

In my first week, I met a warm, gracious donor who impressed me first with her amazing smile and pervasive sense of joy. She gave me a scarf created by Women Knitting for Peace. She told me her story of bringing women together in her expansive Boulder garden to exchange ideas, join forces, and build a community of



care for women. Now the gathering had grown too big for her garden, so she invited The Women's Foundation of Colorado to partner and to help evolve the idea into a bigger source of energy and support for women and girls. It became Women Powering Change, with nearly 1,000 attendees in July 2015. **Together. We are powerful.**

Finally, in a meeting with a Denver business leader—a man who has been a champion of our work for many years—I was moved by his sincere desire to help shape a world where his daughters would enjoy opportunities unlimited by conscious or implicit gender bias. Yes, **Together. We are powerful.**

While these experiences are all from 2015, they weave together a dynamic history of our founders, trustees, volunteers, and nonprofit partners, as well as those who benefit from our collective work. These stories, and thousands more, create the landscape of change for women and girls. It is a fertile and colorful landscape where the time, treasure, talents, and testimonials of women and girls from all backgrounds, identities, and life circumstances intersect to recreate the world in ways our foremothers could only dream possible.

We hope this report on our 2014 work will strengthen your commitment to helping the women and girls of Colorado achieve their full potential. **Together. We are powerful.**

Gratefully,

Lauren Y. Casteel, President and CEO

IMPACT AREAS, STRATEGIES, AND GRANTEES

OUR GOAL:

ECONOMIC SELF-SUFFICIENCY FOR WOMEN AND GIRLS

Economic security is the foundation on which women and girls can thrive and reach their full potential. Despite advances in the status of Colorado's women and girls, too many remain constrained by poverty, lack of access to education, and steep barriers to financial independence. WFCO's intensified, strategic focus and investment in four impact areas expands and improves opportunities for Colorado women and girls.

IMPACT AREA

GIRLS GRADUATE

Keeping young women in school, supporting them through graduation, and preparing them for college and careers has been a WFCO priority since our inception. When girls graduate, they do better in life, contribute more to their communities, and strengthen our state's economy.

IMPACT AREA

GIRLS' LEADERSHIP COUNCIL

Every summer, WFCO selects 20 incoming high school junior girls statewide for our Girls' Leadership Council (GLC), where they are immersed in activities that deepen their knowledge of critical issues affecting women and girls and equip them with skills to have a positive impact in their communities.

IMPACT AREA

LOW-INCOME SINGLE MOMS

WFCO invests in programs that help low-income single moms advance economically through a two-generation approach, and we champion public policies that ease the burden of child care costs. The median income of single mothers in Colorado is 31% of those of married couples with dependent children.

IMPACT AREA

STEM (SCIENCE, TECHNOLOGY, ENGINEERING, AND MATH)

WFCO is committed to advancing gender equity in STEM. Women with STEM careers have higher lifetime earnings and more entrepreneurial opportunities. With Colorado experiencing above national average growth in STEM occupations, women and girls must be equipped and empowered to enter and succeed in them.

STRATEGIES

Within each impact area, WFCO employs two or more key strategies to maximize the effectiveness of our resources

RESEARCH AND EDUCATION

We invest in and utilize research to build our knowledge base, guide our actions, and inform our partners, donors, and communities.

PUBLIC POLICY

We educate about, advocate for, and invest in public policy to help drive systemic change and remove barriers to economic self-sufficiency.

COMMUNITY PARTNERSHIPS

We invest in nonprofit partners who provide important services and programs to women and girls.

In 2014, The Women's Foundation of Colorado, through investments by individuals, corporations, foundations, and donor advisors, granted more than \$1.3 million to dozens of community partners across the state, achieving the highest level of granting in its history. Since 1987, WFCO has invested more than \$13 million in Colorado communities.

2014 GRANTEES (COMMUNITY PARTNERS) BY IMPACT AREA

GIRLS GRADUATE

- Boys & Girls Club of the San Luis Valley
- Colorado Youth for a Change
- Denver Kids, Inc.
- Florence Crittenton Services
- Girl PowHer (The Youth Foundation/Vail Valley Foundation)
- Partners of Delta, Montrose, and Ouray
- Passage Charter School
- Women's Resource Agency
- YouthZone
- YWCA of Boulder County

GIRLS' LEADERSHIP COUNCIL

- Girls Inc. of Metro Denver
- Colorado Youth For a Change
- OpenWorld Learning

LOW-INCOME SINGLE MOMS

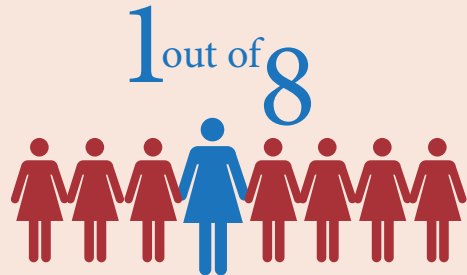
- Bell Policy Center*
- Bright Future Foundation for Eagle County
- Colorado Center on Law & Policy*
- Colorado Children's Campaign*
- Colorado Education Initiative
- Center for Work Education and Employment
- Grand Beginnings*
- Mi Casa Resource Center
- Project Self-Sufficiency of Loveland-Fort Collins
- Pueblo Community College Foundation
- Qualistar Colorado*
- Warren Village

(*Indicates grants awarded to support our public policy strategy.)

(†Indicates grants awarded to support our strategies for public policy and direct services.)

STEM

- Colorado Education Initiative[†]
- The Cycle Effect
- Durango Discovery Museum
- Swink School District
- Girls in STEM - CU Science Discovery at University of Colorado at Boulder
- John McConnell Math & Science Center of Western Colorado
- Southern Colorado Girls STEM Initiative (Regents of University of Colorado)
- Walking Mountains



1 out of 8

In 2011, approximately one in eight women (13% or 250,388) aged 18 and older in Colorado had family incomes below the federal poverty line. An additional 17% of women (330,918) were living at or near poverty (with family incomes between 100-200% of the federal poverty line). This means that three in ten women in the state (581,306) were poor or "near poor."

STATEWIDE IMPACT

FROM THE PEAKS TO THE PLAINS

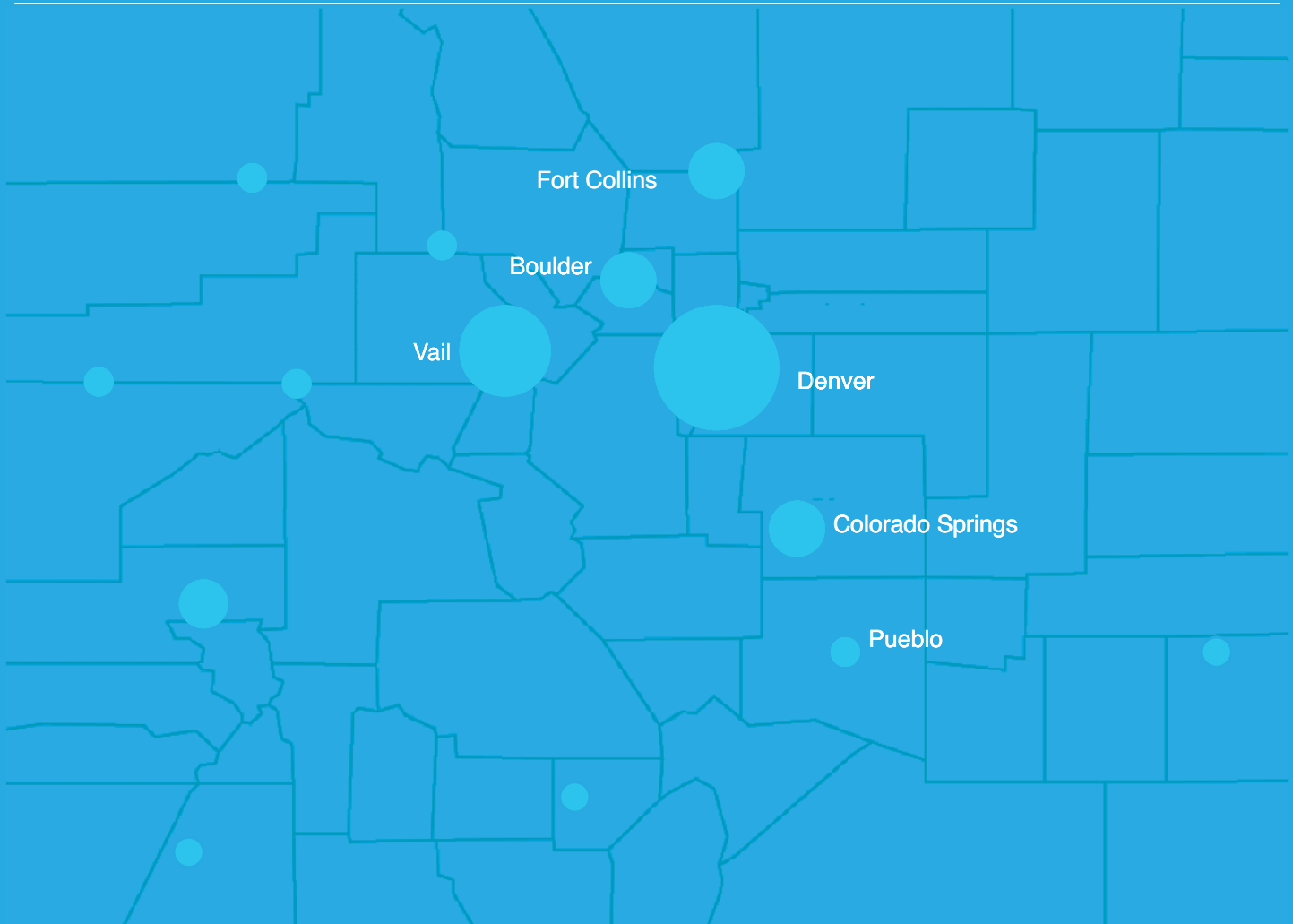
The Women's Foundation of Colorado builds resources and leads change in communities statewide. We convene, collaborate with, and champion a diverse spectrum of partners, volunteers, stakeholders, and supporters from all corners of Colorado to make a difference.

We recognize that rural communities may not have the same opportunities for women and girls to enter STEM fields and we work to even the playing field across the

state. We know that in some regions, the rates of women who live in poverty are higher than those in many other communities, and we work to give single moms access to child care while they pursue an education.

Our committee members in Boulder, Colorado Springs, Pueblo, and the Vail Valley (and Northern Colorado in 2015) help us expand our pool of resources and community investments so that women and girls in their regions and throughout Colorado can be hopeful about their futures.

2014 STATEWIDE GRANTEES (COMMUNITY PARTNERS) BY GEOGRAPHIC LOCATION



STATEWIDE IMPACT



PUEBLO REGIONAL COMMITTEE

Dotsy Baxter, Dee Rogers Brown, Eileen Dennis, Michele Deslauriers, Cheryl DeLong, Pat Enderud, Patty Erjavec, Julie Falletta, Judy Hildner, Rochelle Kelly Wristen, Trisha Macias, Doreen Martinez, Patricia Orman, Trisha Pocius, Deanna Robinson, K.C. Savage, Sandy Stein, Stephanie Stowell, Wynona Sullivan, Sue Takaki, Gala White, Jan Williams, and Kathy Worthington



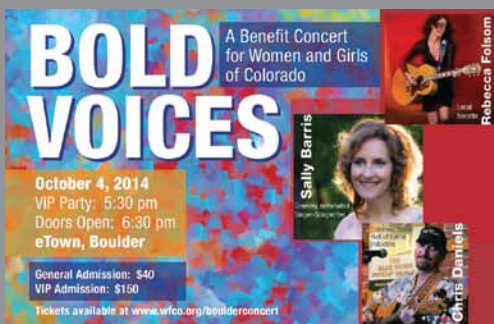
COLORADO SPRINGS REGIONAL COMMITTEE

Susan Campbell, Karole Campbell, Lindy Conter, Queen Brown, Judy Casey, Judy Gerber, Susan Grant, Kim Jackson, Rebecca Jones, Laura Kadlecek, Mary Lou Makepeace, Deirdre McCormack, Dee Sabol, Jan Weiland, and Renita Wolf



VAIL VALLEY REGIONAL COMMITTEE

Amy Ben-Horin, Andrea Glass, Ashley Reynolds, Becca Gould, Christine Ashburn, Claire Anderson, Cookie Flaum, Cynthia Bell, Deb Luginbuhl, Diana Scherr, Gail Gelfand, Heather Hower, Jacquelyn Landt, Jeanne McQueeney, Jennifer Crabtree, Jill Lammers, Joanna Kerwin, Judy Caligiuri, Katie Kellen, Kathy Svoboda, Katie Santambrogio, Kelli Rohrig, Kim Hetrick, Kimberly Spahmer, Lauren Descombes, Lynn Deutschman, Marci Colby, Monica Donoso, Pam Smith, Pat Hammon, Rebecca Matlon, Rhoda Bernstein, Rosario Medina, Sandi Kinsley, Stephanie Lord-Johnson, Teresa Cierco-Lopez, and Victoria Stueber



BOULDER REGIONAL COMMITTEE

MaryAnn Franklin, Polly Buster, Jeanette Marquess, Rebecca Folsom, Torrey Sargent, Sarah Levison, and Ruth Sanders

Captions:

1. Pueblo: Every June, the Pueblo Regional Committee hosts its Summer Soirée to expand WFCO's resources in Southern Colorado.
2. Colorado Springs: WFCO Trustee Susan Campbell discusses the "Cliff Effect" with the Colorado Springs community.
3. Vail Luncheon: Vail Regional Committee Member and P.E.P. Club Member Pat Hammon, RN, honors fellow female veterans at the Vail Valley Annual Luncheon. Photo credit Wendy Griffith.
4. Boulder: In 2014, the Boulder Regional Committee hosted its first "Bold Voices" concert featuring Colorado artists.

To become involved in a regional committee, contact statewide@wfc.org.

IMPACT AREA: GIRLS GRADUATE

WFCO Strategies

- Community Partnerships
- Education and Research



LATINA ACHIEVEMENT SUPPORT AT BOULDER YWCA:

A Bridge to Bright Futures

In fall 2015, Ana Ramirez starts her first semester at the Community College of Denver, earning three scholarships to help pay her way. She and two friends will share rides from their Boulder homes to classes in Denver. The trio started challenging each other to succeed starting in middle school, and it's carrying over into higher education. Their enthusiasm for learning was elevated by WFCO grantee Latina Achievement Support (LAS), a program offered by the Boulder YWCA to more than 100 young Latinas in five Boulder high schools in 2014-15.

Ana's parents both came from Mexico as teenagers and met in Boulder. Her father, a restaurant worker, and her mother, a house cleaner, have elementary school educations. But both parents are adamant: they have worked hard to make sure Ana and her three younger brothers can finish high school. "All my friends worked in high school," says Ana. "My mom didn't want me to work and maybe stop going to school. She wanted me to look ahead and follow my dreams in ways she could not."

LAS has helped prepare Ana to fulfill her parents' dreams and open a world of possibilities for herself. She joined in middle school and remained in the program for five years.

Participants benefit from tutoring, life skills classes, college preparation (including help with scholarship applications), career exploration, and leadership development activities. They also perform community service. Ana is especially proud of the time her group volunteered at Boulder's Emergency Family Assistance Association (EFAA), an organization that had helped her family in times of need. "It made me feel good to help out people like me."

Perhaps the most inspiring part of the program is when Program Assistant Yolanda "Yoli" Hernandez arranges weekly after-school sessions that feature adult Latina speakers pursuing successful careers. "They are all Latinas, and they all share their struggles and how they persevered to get to where they are," says Yoli. Ana recalls how moved she was to hear the story of one woman who founded a health care organization in South America and traveled around the world to provide medical relief.

LAS started in one Boulder high school and is now in five. "We have expanded our college visits to introduce the students to a wide range of educational opportunities, including technical trades," says Program Director Kate Pennella. Future plans include offering more in-depth exposure to prospective occupations through field trips, job shadowing, and internships. Pennella also hopes to reach out to more parents "...to familiarize them with college applications, career options, and ways they can support their children in pursuing a bright future."

- Captions:
1. Ana Ramirez graduated high school and now attends the Community College of Denver.
 2. The Girl PowHer program engages girls through activities such as hiking.



VAIL VALLEY TEENS' POTENTIAL CLIMBS WITH GIRL POWHER

A program of the Vail Valley Foundation's Youth Foundation, the mission of Girl PowHer is to "help adolescent girls gain mindful awareness, bolster self-esteem, and stay engaged in school through healthy activities, community service, and positive mentorship." Activities include yoga, hiking, biking, rock climbing, art, volunteering locally, and spending time with positive female role models. The program helps girls ages 12-18 develop their unique identities.

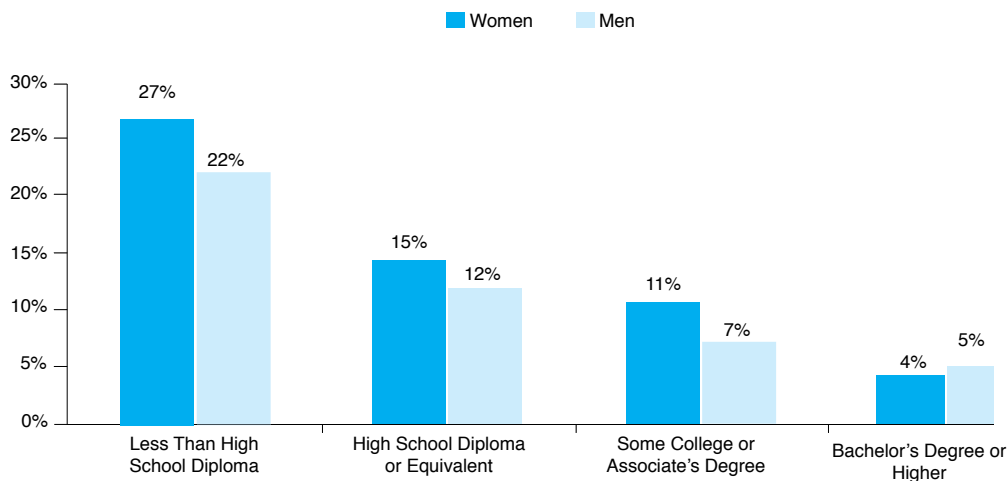
Vail Valley's image is largely shaped by its international appeal for outdoor sports. Behind that image are many families who

are recent arrivals from Mexico and Central America. While Girl PowHer serves girls of all backgrounds, many face challenges entering the U.S. school system: language barriers, displacement, and simply "starting over." One important feature is five hours of tutoring weekly for girls below grade level in any subject.

One big challenge for many girls is the leap from eighth to ninth grade. "In addition to the elevated academic expectations, social dynamics can make the beginning of high school particularly challenging for young women. That is why we emphasize providing support throughout the transition," says Louise Myrland, WFCO vice president of community initiatives and investments.

Girl PowHer is piloting a special program in two high schools to support girls entering high school. The focus "is on subjects not taught in school such as financial literacy, concurrent enrollment in Colorado Mountain College, self-care, relationships, and more," says Program Director Gretchen Swanson. "We are excited to support more young women with positive mentorship from women in the community."

POVERTY RATES FOR WOMEN AND MEN AGED 25 AND OLDER BY EDUCATIONAL ATTAINMENT



Captions: 3. Girl PowHer alumnae Yoana Gonzalez, Jennifer Rascón, and Rocio Martinez share their stories with Lauren Y. Casteel.
4. The Girl PowHer program supports girls graduating with activities like rock climbing starting in middle school.

- Community Partnerships
 - Education and Research
 - Public Policy
-



PROJECT SELF-SUFFICIENCY: Generating the Power for Moms to Succeed

In high school, Lisa Mahler struggled to learn. She had learning challenges she only discovered years later. Still, she worked hard, graduated, and toured internationally with Up With People. She found herself a single mother of three daughters by the age of 25, yet she remained determined to go to college.

Now in her mid-30s, Mahler is on track to get her bachelor's degree in social work from Colorado State University in 2015 and then will begin work on her master's in social work. While going to college and raising her daughters, she has worked steadily 30-40 hours weekly for Poudre Valley Schools. Mahler credits Larimer County's Project Self-Sufficiency (PS-S), a WFCO grantee, with supporting her in staying on track and balancing all her responsibilities.

"I didn't want a handout, but they don't just hand you things. You have to work for it," said Mahler.

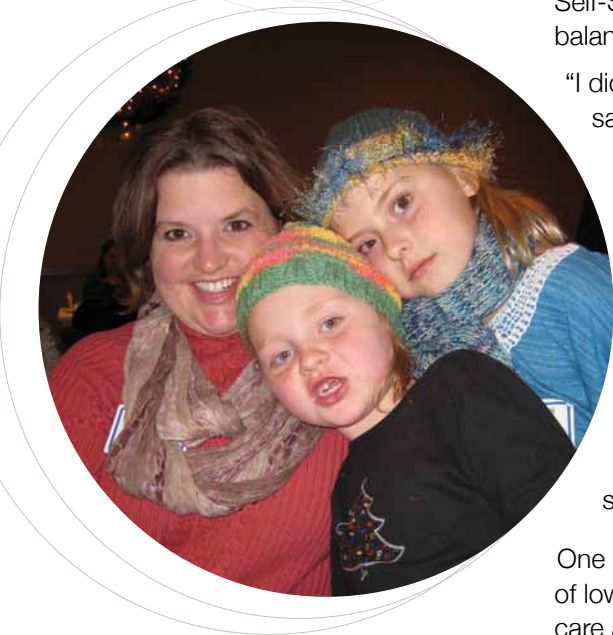
Since 1986, PS-S has been supporting single parents—mostly mothers—to stabilize their families, assess their futures, and create individualized education and career plans, while providing them with regular, one-on-one advisory support to move toward financial independence one step at a time. PS-S helps make connections to supports ranging from behavioral health to transportation to child care.

"Many times we are working with parents from generational poverty, and they need the individualized connection with an advisor—the trusted adult—who can help them over the long term, to navigate the tough times and stay on the path," says Tracy Mead, PS-S's executive director.

One of the bumps many single parents face is the Cliff Effect—the paradoxical result of low-income workers earning a little more money, only to have benefits such as child care assistance, food stamps, or housing subsidies suddenly reduced or taken away. The result: the worker falls over the "cliff," ending up with even less income than before.

It happened to Lisa Mahler. One summer, she took a short-term job with a youth program to earn extra money. But she never saw it. The extra earnings resulted in a rent increase, higher child care costs, and losing food stamps. "I can't afford to take on more work," Mahler says. She believes that people who start earning more income should be allowed more time to build up savings before benefits are withdrawn.

As PS-S looks ahead to its fourth decade, Mead stresses the importance of a two-generational strategy to end poverty. "A parent's educational level is a predictor of their child's educational success. When parents are going to college, often the kids get inspired."



Captions:

1. Colorado Gov. John Hickenlooper signs into law bills to launch a pilot program to ease the Cliff Effect on families and expand the Colorado Child Care Assistance Program.
2. Through self-determination and support from Project Self-Sufficiency, Lisa Mahler, pictured with her two youngest daughters, is working toward her bachelor's degree.

SIX STRATEGIES TO IMPROVE CHILD CARE AFFORDABILITY

In 2014, The Women's Foundation of Colorado, Qualistar Colorado, and the Colorado Children's Campaign produced a report after a year of investigation into issues of child care affordability with the goal of outlining actionable next steps in improving affordability for Colorado families.

- Expand access to the Colorado Child Care Assistance Program
- Invest in and expand other statewide and local initiatives that support families' child care needs
- Expand federal investments in child care affordability
- Provide incentives for businesses to adopt family-friendly practices that help employees address child care needs
- Explore innovative practices to improve efficiency and help families afford child care costs
- Provide families with accessible information on child care options and sources of assistance

POLICY VICTORY: ERODING THE CLIFF EFFECT

In Denver a single parent with three kids who earns \$8 per hour lives in poverty. They may have access to some public benefits, including housing assistance, food stamps, child care support, Medicaid, and more. But, if they train, work hard, and double their wage to \$16 per hour, they can be worse off than before because some of these public supports suddenly go away. Expenses rise and spendable income plummets.

In 2014, WFCO achieved its top public policy priority by helping pass legislation that launched a pilot program to ease the Cliff Effect on families in Arapahoe, Douglas, Eagle, El Paso, Jefferson, Routt, and Summit counties. In addition, WFCO supported a successful bill to expand the Colorado Child Care Assistance Program. These victories are the result of WFCO's partnerships with The Bell Policy Center, Colorado Children's Campaign, WomenGive, and The Chambers Fund at WFCO.

IMPACT AREA: STEM

WFCO Strategies

- Community Partnerships
- Research and Education

SWINK SCHOOL DISTRICT BRINGS STEM TO RURAL GIRLS

With a population of just over 800 people, Swink is nestled in the fertile Arkansas Valley, about an hour’s drive southeast of Pueblo. About 350 K-12 students attend the Swink School District’s one school building and 60% of its students come from outside the district, for good reason. Swink School District has a reputation for high standards: 100% of its graduates go on to higher education, work, or military service. A recent graduating class of 23 students received more than \$1 million in scholarships.

Most of Swink’s students are rural and there are relatively few local jobs in STEM fields. For girls, especially, there are few opportunities for exposure to rewarding STEM careers.

During the past two academic years, grants from WFCO’s STEM Initiative have helped embed a stronger emphasis on STEM in grades 2 to 12. Both girls and boys participate in a specially designed STEM curriculum, but girls work in groups with older girls, and boys with older boys, assisted and mentored by students from upper grades and from nearby Otero Junior College. Grades 2-4 focus on science basics: weather, rocks, soil, electricity, simple machines, and basic biology. In grade 5, girls take part in “Time to Invent,” a semester-long after-school curriculum of problem-solving activities using inexpensive materials and the girls’ ingenuity.

Middle-school girls are recruited to attend the Girls In The Middle conference at Otero Junior College, which exposes them to career options; in addition, 7th graders visit the Wings Aerospace Museum. The upper grades focus on progressively more complex STEM-related projects and STEM-related field trips, including participation in a robotics competition.

Meanwhile, making STEM fun for girls is the first step, and getting them to work in small groups is a key tactic. For former 5th-grader Olivia Reed, working with her friends to measure and design a dress out of duct tape and string was a highlight of her 15-week “Time to Invent” curriculum. “I really liked using teamwork with my friends to create the dress. We went around and showed it to all the teachers.”



Fifth-grade STEM Club members at Swink meet weekly for “Time to Invent.”

Classmate Kate Cabrera liked a “Rescue the Baby” exercise—figuring out how to gently remove a ping pong ball from a vertical paper-towel tube using rubber bands, pipe cleaners, and a paper cup. “We made this bucket thing at the top and it worked,” she says. “I like learning how to work together and invent things.”

What’s ahead? Jody Sniff, the school counselor and STEM project coordinator, hopes to find ways to expose more girls to STEM jobs, either directly by job-shadowing, or by Skyping with women who are leaders in STEM careers. “It’s important for students to have a realistic picture about the expectations of these kinds of jobs,” she says.

STEM CAREER HOURLY EARNINGS COMPARISON

	Women	Men	Differential
STEM Average Hourly Pay	\$31.11	\$36.34	14%
Non-STEM Average Hourly Pay	\$19.26	\$24.47	21%



The Girls in Science program at Walking Mountains Science Center in Eagle County nurtures and inspires an interest in science for girls in 3rd-5th grades. Girls in Science connects science to real-life situations with hands-on activities that increase science literacy, make science exciting, provide problem-solving and teamwork opportunities, and build confidence in girls. Photo credit John-Ryan Lockman

SCIENCE, TECHNOLOGY, ENGINEERING, AND MATH

The Opportunity: Women working in STEM careers earn 33% more, on average, than in other fields

The Challenge: Women make up only 24% of the STEM work force

WFCO's Goal: Improve education and career opportunities for women and girls in STEM, leading to greater lifetime earnings and more entrepreneurial opportunities.

AT THE TABLE: WFCO PARTNERS IN STATEWIDE STEM INITIATIVE

In 2014, WFCO joined The Colorado Education Initiative (CEI) in pursuit of a lofty goal: To make Colorado the most innovative state in the nation and the leader in STEM talent development. WFCO's STEM Coalition joined CEI's STEM Champions Board to lead implementation of the gender equity components of the Colorado STEM Education Roadmap.

WFCO STEM COALITION

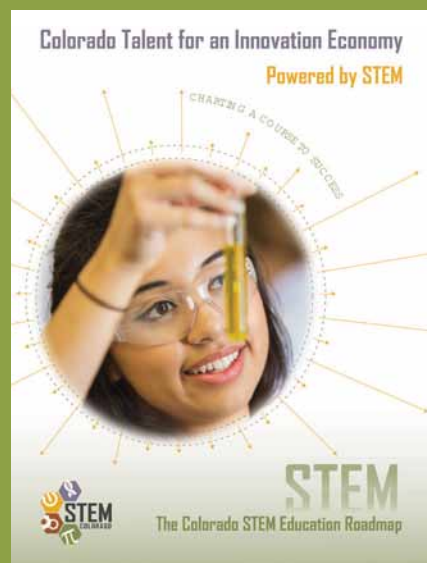
WFCO's STEM Coalition is comprised of leading Colorado employers in STEM fields who share our long-term commitment to lasting and meaningful change and dedicate their time, leadership, knowledge, expert perspective, and financial resources for three years to provide guidance and support as we:

- Develop a deeper understanding of the reasons girls and women are under-represented in STEM fields and how to address the challenges with STEM talent development
- Partner with the Colorado Education Initiative (CEI) and its STEM Champions to create equitable opportunities for Colorado women and girls to thrive in school and STEM careers
- Invest in community partners offering STEM programming for girls and women to improve learning and career opportunities

WFCO 2014 STEM COALITION FOUNDING MEMBERS:

MWH Global, founding co-chair
Arrow Electronics, co-chair
Lockheed Martin
QEP Resources
Suncor Energy

In 2015, the STEM Coalition expanded to include CH2M, Goodbee & SSG MEP, Stephanie Copeland, and Zayo Group.



- Community Partnerships
- Research and Education

ANNUAL "POWER SUMMIT" FOR YOUNG WOMEN BOOSTS CONFIDENCE AND COMMUNITY LEADERSHIP

Imagine being 16 and spending a week sleeping in a college dorm, attending seminars on campus, conducting site visits with nonprofits, making funding decisions, and meeting local legends and leaders, all while having the time of your life with 19 new friends!

Launched in 2008, WFCO's Girls' Leadership Council (GLC) brings together 20 incoming juniors from high schools across Colorado for extensive training in leadership and philanthropy to empower them to make an impact in their own communities. For one week each summer on the University of Denver campus, they are immersed in key issues such as the importance of leadership, confidence, diversity and inclusiveness, education, economic security, self-sufficiency, and supporting women's success in STEM careers. Girls Inc. of Metro Denver partners with WFCO to operate the annual program.

"The young women who participate in the Girls' Leadership Council are the face of future WFCO leadership, representing the state's full racial, economic, geographic, ethnic, and linguistic diversity," said Lauren Y. Casteel, president and CEO of WFCO. "What each young woman learns from the program and from each

other, and what WFCO learns from these young leaders each year, cannot be underestimated."

Participants learn about philanthropy through training and hands-on experience in granting \$20,000. They read proposals, go on site visits, and reach decisions as a group about the grant awards. "We teach that philanthropy isn't just about money. It's also about what each young woman can accomplish with their time, talent, and testimony," says Alison Friedman, WFCO manager of community initiatives and investments.

Informally, many of the relationships developed through GLC have continued over time. Recently, WFCO developed a plan to formalize the GLC Alumnae Program to continue providing information about women's and girls' issues and leadership opportunities to encourage GLC alumnae to become leaders in their communities, maintain an active GLC network, and help ensure their ongoing connection with WFCO.

"We're building a generational leadership pipeline to help advance our mission long into the future," says Friedman. "By keeping these young women connected and supporting each other as they move forward with their lives, they will continue to propel each other to reach new heights."



2014 GIRLS' LEADERSHIP COUNCIL



“

Whether I decide to open up an educational amusement park, or lobby for less use of antimicrobial soap in school, my experience with the Girls' Leadership Council showed me that I can share my love for all sort of sciences: political, biological, and microbial!

”

Crystal Perez
GLC 2014

York International School, Denver
Aspiration: Forensic anthropologist, biochemist, or molecular biologist



“

GLC taught me that simple words can make all the difference; it doesn't take some huge act for things to change. I know I can do anything I put my mind to.

”

Ciara Jenee' Moore
GLC 2014

Falcon High School, Falcon, CO
Aspiration: Family practice physician



“

GLC makes you more aware. It changes the way you look at the news. You start to look at things more objectively. You start to choose your friends based on beliefs. It will motivate you politically and to get involved with your passions.

”

Alicia Nikifarava
GLC 2011

University of Colorado - Denver
Aspiration: Corporate attorney

DONOR-ADVISED FUNDS



GROUP-ADVISED FUND PROFILE:

Beyond Our Borders

Started by WFCO founding board member Jane Ragle in 1999, Beyond Our Borders is a group-advised fund in support of WFCO's mission of ensuring that every woman and girl can achieve her full potential, on an international level. The fund's efforts focus on the 48% of the world's population living on less than \$2 a day. Beyond Our Borders is currently supported by a pool of about 30 philanthropists who commit to give significant gifts. Next Generation members (under 40) give at least \$1,000 a year, and others give at least \$2,000.

"Beyond Our Borders demonstrates the importance of maintaining a global perspective in supporting women and girls, especially in impoverished, unstable areas of the world," says Lauren Y. Casteel, WFCO president and CEO. "Colorado is both a world leader in technology, and also a region living with the impact of poverty-motivated migration, so women donors building bridges that span multiple boundaries inform our statewide mission."

Since its inception, Beyond Our Borders has awarded more than \$475,000 to U.S.-based nonprofits working internationally to ensure more women have comprehensive human rights, can reach their full potential, and are equal partners in creating a world that reflects the talents and contributions of everyone. It has also established an endowment at WFCO to ensure future giving for these purposes.

In 2014, Beyond Our Borders granted approximately \$70,000 to nine grantees. Half of the grant funds went to its 2014-2015 focus issue, social and political equality in conflict or post-conflict zones. The other half went to issues such as microfinance, reproductive justice, and education.

In addition to grantmaking, Beyond Our Borders members are exploring socially responsible investments with a gender lens. This helps to ensure that foundations' endowments and their personal investments can help accomplish their overall philanthropic mission. This includes investing in companies with fair employment practices and family-friendly policies, as well as investing in women entrepreneurs and enterprises that provide goods and services that meet the unique needs of women and girls.

"What I love about Beyond Our Borders is how much I learn from the other women involved. I now have a broader network of trusted friends who share my passion for being sure that women are equal partners in creating a world that reflects the talents and contributions of all."

- Jo Lynne Whiting, President, Beyond Our Borders

DONOR-ADVISED FUND PROFILE:

The Julia Fitz-Randolph Lesbian Innovations Fund

A founding WFCO trustee from 1987-2002, and later WFCO's director of marketing and communications, Julia Fitz-Randolph and her longtime partner, Bourge Hathaway, were among the first wave of same-sex couples in the nation to wed legally.



Hathaway, an early WFCO donor, volunteer, and trustee, was also a board member of the Gill Foundation. For her service with Gill, she was awarded discretionary philanthropic funds, a portion of which she used to create the Julia Fitz-Randolph Lesbian Innovations Fund. "I did this to honor Julia's vision and early guidance to The Women's Foundation, and to create public visibility for lesbian issues and needs," says

Hathaway. "Many lesbians face barriers to economic self-sufficiency, including being fired due to sexual orientation."

Early grants from the fund went to grassroots needs, including a cancer support group for lesbians. In 2014, they directed a grant to Gay & Lesbian Advocates & Defenders in honor of Mary Bonauto, the attorney who successfully argued in favor of same-sex marriage before the U.S. Supreme Court. "Nothing in our lifetime has done more to ensure lesbian economic self-sufficiency than gaining the rights and benefits of marriage," says Hathaway. "Through our fund, The Women's Foundation had a stake in that victory."

"Philanthropic women should consider starting a donor-advised fund in their high-earning years," says Fitz-Randolph. "The fund allows us to stay engaged in philanthropy even while we are on a fixed income and have fewer discretionary dollars."

A donor-advised fund is a separately identified fund that is maintained at The Women's Foundation of Colorado. You can open your own donor-advised fund with a simple written agreement that gives you – and others you wish to designate – the right to recommend grants from your fund to non profit organizations of your choice that are consistent with the mission of WFCO.

DONOR-ADVISED, GROUP-ADVISED, AND LEGACY FUNDS

The Barbara Bridges Fund: Supports women and girls through investments that amplify women's voices and impact.

***Beyond Our Borders:** Ensures women and girls around the world are empowered to achieve their full potential and participate fully in society.

The Chambers Fund: Recent grants support systemic improvements for low-income women through public policy.

***Dads for Daughters:** Supports efforts to reduce the high-school dropout rate and increase the graduation rate for Colorado girls.

The Embrey Family Foundation: Provides services in the Roaring Fork Valley and Metro Denver to women and girls affected by domestic violence or human trafficking.

The Empowering Women Fund: Supports efforts to advance women's leadership, engagement, and influence.

****Georgia R. Imhoff Legacy Fund:** Provides scholarships to Colorado single mothers striving to reach economic self-sufficiency through education.

The Judith Buck Wagner Fund: Priorities include girls' education, women's civic engagement, and reproductive health and rights.

The Julia Fitz-Randolph Lesbian Innovations Fund: Addresses the issues lesbians face in achieving economic self-sufficiency.

Ruth Ray Hunt Fund: Supports community engagement.

Ruth Ray Hunt Memorial Fund: Supports efforts to form new collaborations and relationships with the faith-based community, or to benefit faith-based charitable organizations.

The Sue Anschutz-Rodgers Fund: Supports women's economic self-sufficiency.

*Group-advised fund

**Legacy fund

2014 DONOR-ADVISED FUND GRANTEES

- Advocate Safehouse Project
- AfricAid
- Aspen Community Foundation
- Bell Policy Center
- Boston Arts Academy
- Capital Sisters International
- Center for Independent Documentary
- Collective Heritage Institute
- Colorado Center on Law & Policy
- Colorado Donor Alliance
- Colorado Education Initiative
- Denver Film Society
- The Denver Foundation
- Denver Justice Council
- El Pueblo
- Gay & Lesbian Advocates & Defenders
- Girls Athletic Leadership School
- Global Fund for Women
- Grand Beginnings
- Harvard Divinity School
- Idanha Films
- Ignite
- International Museum of Women
- International Planned Parenthood Federation
- Western Hemisphere Region
- Just Vision
- Manaus Fund
- Mi Casa Resource Center
- NARAL Pro-Choice Colorado Foundation
- New Organizing Institute Education Fund
- Parenthood of the Rocky Mountains
- Progress Now Colorado Education
- Pueblo Community College
- Qualistar Colorado
- Redline
- Response: Help for Survivors of Domestic Violence and Sexual Assault
- Rose Community Foundation
- Seeking Common Ground
- Shadhika
- Smart-Girl
- Tides Center
- Warren Village
- Women Donors Network
- Women Moving Millions
- Women's eNews
- Women's International League for Peace and Freedom
- Women's Regional Network
- World Pulse

WAYS TO ENGAGE: SO MANY WAYS TO BE POWERFUL



“

At each of our monthly meetings we host a guest speaker that does a deep dive into a particular issue; be that childcare affordability, bills the Foundation is backing in the upcoming legislative session, or updates from the STEM Coalition. When you come to an Empowerment Council meeting you see how, and where, your dollars are being invested and walk away with a deeper understanding of the issues facing women and girls in Colorado. It's about a whole lot more than writing a check, and I find that inspiring.

- Anneliese Thies, Empowerment Council

”



POWERING EXTENDED PHILANTHROPY (P.E.P. CLUB)

The P.E.P. Club is committed to creating sustained support and security for WFCO's mission. Members pledge an unrestricted gift of at least \$1,000 per year for three years to ensure that WFCO can make better plans, fund more powerful projects, and make a difference over time. P.E.P. truly demonstrates how together, we are powerful. Collectively, the P.E.P. Club contributes approximately 20% of our annual operating budget and has invested more than \$3 million in WFCO since its inception.

EMPOWERMENT COUNCIL

The Empowerment Council is a community of young women and men ages 25 to 40 who seek to effect change and contribute to the empowerment of Colorado's women and girls through economic self-sufficiency. Council members make a one-year-minimum unrestricted gift of \$500, which supports WFCO's goals while providing an opportunity for members to meet other aspiring philanthropists. Members also plan and host several "community conversations," which are educational events that bring together individuals, students, nonprofits, and businesses for lively discussions.

ANNUAL DENVER LUNCHEON

The 2014 Annual Denver Luncheon featured keynote speaker Shiza Shahid, co-founder and global ambassador of the Malala Fund. The luncheon is one of the state's largest annual gatherings of diverse communities and sectors focusing on women and girls. If you would like to do more, our luncheon committee helps us raise awareness and secure support among companies and individuals statewide. It is largely through their efforts that the Denver Luncheon attracts approximately 2,000 people each year.

P.E.P. members come together each month to hear more about women's issues and WFCO strategies and outcomes.
Captions: Shiza Shahid, co-founder and global ambassador of the Malala Fund, keynotes the 2014 Annual Denver Luncheon.
Community members gather for a conversation on women in STEM, coordinated by the Empowerment Council.



WOMEN MOVING MILLIONS

Women Moving Millions is a national movement, which currently includes 10 dynamic Colorado women who have made million-dollar-plus commitments to a more just and gender-balanced world. These million-dollar investments give women and girls greater access to social, economic, and political power—benefits that resonate throughout families, communities, our state, and the world.

LEGACY GIVING

Planned giving enables donors who feel passionately about WFCO’s mission to create a powerful legacy. For example, a \$1 million gift received 14 years ago has funded more than \$845,000 in grants while the original gift has nearly tripled in value. A charitable bequest in your will is a simple way to support WFCO beyond your lifetime and to alert your family about your wishes. Donors may also name WFCO as the beneficiary of real property, marketable securities, qualified retirement plans, IRA accounts, and life insurance policies.

WOMEN WILL

Women Will is a group of individuals who have chosen to leave a bequest or other type of planned gift to WFCO. If you have included WFCO in your estate plans, please let us know.

REGIONAL EVENTS AND COMMITTEES

From an intimate concert with local musicians to an evening soirée and auction, we have annual fundraising events in each of our regions that are open to the public.

Our committee members in Boulder, Colorado Springs, Pueblo, and the Vail Valley (and Northern Colorado in 2015) plan these fundraising events so that women and girls in their regions and throughout Colorado can be hopeful about their futures. Committee members also host grantwriting workshops for nonprofits and educational community events. To learn about the work of our regional committees, see pages 4 and 5. If you are interested in getting involved, contact us at statewide@wfc.org.



I joined the P.E.P. Club because I’m deeply inspired by the work WFCO does to help single mothers dealing with hardship. When my first marriage ended, I became a single mother and my son Nick had special needs. I know firsthand the struggles single mothers face, and understand the impact WFCO’s work has on the lives of women facing similar challenges. The P.E.P. Club is a great way to get involved and contribute to life-changing programs while meeting great women with a similar desire to positively impact the lives of others.

- Toti Cadavid, P.E.P. Club member



FINANCIALS

SUMMARIZED FINANCIAL STATEMENTS

STATEMENT OF ACTIVITIES

Years Ended December 31, 2014 and December 31, 2013

	Unrestricted	Temporarily Restricted	Permanently Restricted	2014 Total	2013 Total
Revenue, Gains, and Support:					
Contributions	\$336,113	\$983,115	\$1,243	\$1,320,471	\$1,063,546
In-kind contributions	63,092	0	0	63,092	29,037
Special events	829,477	46,856	0	876,333	833,898
Less direct cost of special events	(254,104)	0	0	(254,104)	(246,434)
Investment gain, net of investment fees	170,934	460,688	0	631,622	1,603,225
Net assets released from restrictions	1,537,640	(1,537,640)	0	0	0
Total revenue, gains, and support	\$2,683,152	(\$46,981)	\$1,243	\$2,637,414	\$3,283,272
Expenses:					
Program services:					
Grants	\$1,339,204	\$0	\$0	\$1,339,204	\$1,135,402
Research, education, and advocacy	499,823	0	0	499,823	546,190
Total program services	\$1,839,027	\$0	\$0	\$1,839,027	\$1,681,592
Supporting services:					
Management and general	416,964	0	0	416,964	311,252
Development and fundraising	649,159	0	0	649,159	521,596
Total supporting services	\$1,066,123	\$0	\$0	\$1,066,123	\$832,848
Total expenses	\$2,905,150	\$0	\$0	\$2,905,150	\$2,514,440
Change in net assets	(\$221,998)	(\$46,981)	\$1,243	(\$267,736)	\$768,832
Net assets January 1	\$6,954,568	\$4,958,177	\$10,333,465	\$22,246,210	\$21,477,378
Net assets December 31	\$6,732,570	\$4,911,196	\$10,334,708	\$21,978,474	\$22,246,210

SUMMARIZED FINANCIAL STATEMENTS

STATEMENT OF FINANCIAL POSITION

As of December 31, 2014 and 2013

	2014	2013
ASSETS		
Cash and cash equivalents	\$138,629	\$138,906
Prepaid expenses and other assets	32,555	30,975
Contributions receivable, net	1,175,032	918,943
Investments at fair value	19,213,443	19,737,191
Investment in building	1,500,000	1,500,000
Property and equipment, net	72,673	91,560
Total Assets	\$22,132,332	\$22,417,575
LIABILITIES AND NET ASSETS		
Liabilities		
Accounts payable and accrued expenses	\$77,103	\$58,578
Accrued payroll costs	76,755	110,580
Grants payable	0	2,207
Total liabilities	\$153,858	\$171,365
Net assets		
Unrestricted:		
Board designated for endowment	\$2,466,582	\$2,648,851
Other	4,265,988	4,305,717
Total unrestricted	\$6,732,570	\$6,954,568
Temporarily restricted	\$4,911,196	\$4,958,177
Permanently restricted	\$10,334,708	\$10,333,465
Total net assets	\$21,978,474	\$22,246,210
Total liabilities and net assets	\$22,132,332	\$22,417,575



BOARD AND STAFF



I'm very excited about the future of The Foundation! I'm greatly encouraged by the increased strategic emphasis being placed on expanding community collaboration, statewide representation, diversity, and inclusion. My fellow trustees will attest to how often I've spoken about our work as a 'movement,' and I believe that these are essential elements to creating the level of impact that we desire. There IS a place of engagement for all levels of participation, giving, and advocacy without regard for race, gender, social status, education, or income. If history is our educational guide, this is the stuff of social change movements. **Together. We are powerful.**

- Gaye Woods, 2014 Trustee



2014 BOARD OF TRUSTEES

Barbara Bridges, Stephanie Bruno, Susan Campbell, Christine Chin, Kelly Condon, Christine Daly, Colleen Dougherty, Kelley Duke, MaryAnn Franklin, Cathy J. Hart (Chair of the Board), John Ikard, Richard Kelly, Anahita Kemp (Chair Elect), Patti Klinge, Deb Luginbuhl, Lynda McNeive, Patricia Orman, Kim Patmore, Natalie Rekstad-Lynn, Pam Smith, Elaine Torres, Meredith Vaughan, and Gaye Woods

IN 2014, THE TRUSTEES ELECTED THE FOLLOWING INDIVIDUALS TO TERMS BEGINNING IN 2015:

Dolores Atencio, Brooke S. Bell, Jennifer Colosimo, Nancy Hartley, Laurie Oswald, Patty Powell, and Kathy Tobey

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WFCO would like to acknowledge the contributions of all 2014 leadership and staff members.

CONNECT WITH US

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**THE WOMEN'S
FOUNDATION
OF COLORADO**

TOGETHER. WE ARE POWERFUL.

