Creating ripples… As the work of the WNY Women’s Foundation has continued to evolve, we have come to realize a metaphor for what we do: creating ripples. Ripples can go on forever, changing the composition of the world to an extent one may never know, causing changes both large and small, widening into ever-enlarging circles of influence. Through the many ways we create ripples in our community, we aspire to create waves of change for the future – a future in which all women and girls will have the opportunities to achieve their dreams and all women and girls feel equally valued.

2015 was a year of great accomplishments and the genesis of many ripples. We hope that as you read about our work and initiatives you will see how we are laying the groundwork for larger changes in our community; how girls and women perceive themselves, how government and business perceive the valuable potential of women and girls, and how our community as a whole begins to reflect the strengths of gender diversity.

As the Foundation has internalized how we create change, we realized that to facilitate change faster and more effectively, we needed more women (and men) casting the stones to create the ripples. From these ripples, a new initiative is emerging: ALL IN, a collaborative effort led by the WNY Women’s Foundation. ALL IN will promote working together to create a community that is a great place for women to live, work and grow – one that supports all aspects of gender equity and invests in purposeful efforts to both empower women and elevate them into leadership positions in our community. By going ALL IN we will strengthen families, businesses, and our region. You will hear more about this powerful initiative over the next year.

And as we thank you, our donors, without whom none of this work would be possible, we also ask you to continue to help us make ripples. Listen, learn and share with others about the complex issues facing women and girls, and the benefits to our community from full participation by all. Believe in an equitable and just future for the women and girls of WNY. Invest in the power of women and girls.

In 2015, the WNY Women’s Foundation invested $300,050 toward removing roadblocks facing adolescent girls, single mothers living in poverty, and emerging leaders.

Since 1999, the WNY Women’s Foundation’s direct investments have totaled $1.4 Million.

1999 2015

Sheri L. Scavone Alice F. Jacobs
Executive Director Board Chair

Since 1999, the WNY Women’s Foundation’s direct investments have totaled $1.4 Million.
Building self-esteem, promoting wellness, developing strong financial skills, and highlighting opportunities empowers adolescent girls.

Support and guidance from female mentors heightens girls’ optimism about the future.

By encouraging girls to achieve in math and science, girls are empowered to enter STEM fields. The wage gap is lower and women earn an average of 33% more in STEM careers.

Education is the key to family sustaining jobs and careers - an Associate’s Degree increases a woman’s earnings by 36%; a Bachelor’s Degree by 78%.

Negotiation skills help female college graduates reduce the pay gap by establishing the value of their work and building confidence to negotiate throughout their future careers.

Mothers who are employed by businesses with family friendly policies are healthier, more economically secure, and less likely to need social services. Paid Family Leave results in parents who are more likely to share responsibilities and form healthy early attachment with their children.

Quality, affordable, accessible child care increases employee productivity and allows mothers to work more hours and increase their earnings. Quality programs lead to long-term benefits for children including higher academic achievement and fewer behavioral issues.

When families are economically secure, mothers and children have better physical health, higher IQs, better educational achievement, greater career success, and experience less stress and trauma.

Promoting gender diversity among leadership is of strategic importance for companies – the leadership attributes most valued by executives are more commonly found among women.

Businesses with higher numbers of women in leadership positions and on boards outperform those with fewer women. Family-friendly policies, self-monitoring of compensation, networking and mentoring opportunities for women, and gender bias education can increase the number of women in the leadership pipeline.

If women were paid at the same rate as men for similar work, they would earn nearly $500,000 more over their lifetimes, making for safer, more financially secure retirements.

From adolescence, through adulthood, and into retirement, women need peer support, strong mentors, community awareness, and inclusive policies to help them reach their full potential. The goal of the WNY Women’s Foundation is to develop initiatives, advocate for policies, and support programs that create ripple effects of change that broaden community impact resulting in a great community for women and girls to live, work, and grow.
Agents of Change
The work of WNY Women’s Foundation is rooted in our desire for social change – our desire to create a Western New York community in which women and girls have equal opportunity for success. Social change is not easy work; it requires strategic thinking, strong collaboration, and intentional action. We see our advocacy efforts as the means by which we create positive ripple effects to move towards broad-reaching community change that reimagines the future for women and girls.

As advocates, we are the storytellers in our community. We share with those in power the challenges and successes experienced by single mothers living in poverty, adolescent girls, and emerging female leaders. We use research to ensure that the issues faced by women and girls are not clouded by misinformation. We ensure policies, programs, and initiatives are developed in a way that meets the needs of all women and girls and help move them towards economic self-sufficiency.

Our advocacy activities go far beyond developing policies and educating legislators; many, if not all, of our projects, initiatives, and investments can be considered advocacy as they build awareness, educate the community, inspire action, and bring about change.

We could not achieve our desired social change without drawing on the energy, passion, and knowledge of our peers. Partnerships are key to our work. Without collaboration, our efforts to remove barriers and provide opportunities for women and girls in our community would fall flat. As such, the Foundation works tirelessly to develop strong, strategic, and productive relationships with key stakeholders in Western New York and beyond. In 2015, we have partnered with over 50 organizations to amplify our voices, build our collective strength, and achieve success after success on behalf of women and girls. Our partners range from service providers, to government, to businesses, to local advocacy groups, to national leaders.

At What She’s Made Of 2015, the young women in our Impact Grant Partner programs were able to meet Esther Takeuchi, an esteemed scientist and inventor. The intimate conversation and opportunity to ask questions exposed the girls to a strong female role-model in a STEM field thus inspiring them to dream big!

On Equal Pay Day 2015, we raised awareness of unequal pay for women and how wage disparities contribute to the intergenerational cycle of poverty. The gender pay gap disproportionally impacts low-income and senior families, and contributes to poor living conditions, poor nutrition and health, and fewer educational opportunities for such families. Increasing awareness and being a voice for the affected makes a difference.

“I’ve always appreciated the slogan ‘a rising tide lifts all boats’. It’s a great thought but first we need to make sure everyone has access to the boats. The WNY Women’s Foundation is working to remove barriers and provide opportunities for women and girls. Helping them ‘get in the boat’ in turn helps our community get stronger and better.”

Gretchen Geitter, Vice President of Community Relations, Buffalo Bills
Supporting Our Children – Nurturing Our Future

Imagine a community in which women have access to the supports they need in order to fully engage in the workforce.

The WNY Women’s Foundation has made strides in 2015 to change how child care is perceived by the business community. As is often stated by our Executive Director, Sheri Scavone, “Child care is not a ‘nicety’ for working mothers, it’s a necessity!” Quality child care is good for business, an essential component of our region’s economic success. It reduces absenteeism, increases employee retention, develops the intellect and social skills of children - our future workforce, generates economic activity, and supports parent physical and fiscal health.

In addition to leading local legislative advocacy efforts around child care subsidies, we have assembled groups to find new solutions to address the lack of access to quality child care in our region.

In 2015, the WNY Women’s Foundation, in partnership with BNMC, convened a group of stakeholders from diverse backgrounds to develop and bring the vision of an Early Childhood Program on the Buffalo Niagara Medical Campus to fruition. A facilitated, structured planning process guided the group in exploring how to collaboratively design an innovative, high-quality early childhood development initiative that supports employee families, encourages healthy child development, increases business vitality, and boosts economic development in our community.

By supporting our community’s current workforce with the resources needed to access and maintain family sustaining employment, the initiative will create a solid educational foundation to build the workforce of our future. The initiative goes far beyond “just a day care center” – it is a program that will offer all employees on the Medical Campus access to high quality, affordable child care along with wrap-around supports, and other value-added components. The program we are developing on the Buffalo Niagara Medical Campus will be the first of its kind in Western New York and will serve as a model to replicate both locally and nationally.

Our work to change the conversation about child care and establish a comprehensive program on the BNMC campus is just the start. We foresee this project creating ripple of change in Western New York and beyond.

In partnership with the WNYWF, we have convened diverse community stakeholders to help design an innovative model of child care. This significant initiative will support and retain the current workforce on the Medical Campus, as well as help to recruit the best and brightest to our region.

Matthew K. Enstice, President & CEO, Buffalo Niagara Medical Campus, Inc.
Women of the Future
When a girl speaks up and shares her idea; when a girl decides to talk it out instead of fight; when a girl acknowledges that she is good at math and can have a future in engineering; when a girl sees herself in a successful role-model, we produce ripple effects that will create the women who will lead our future.

Two years into the WNY Women’s Foundation Impact Grant program, we have invested $33,182.00 and impacted the lives of 257 adolescent girls. Although the grant amounts are small, the collective impact on these futures leaders will be great!

OUR 2015-2016 IMPACT GRANT PARTNERS ARE MAKING A DIFFERENCE IN THE LIVES OF YOUNG WOMEN IN OUR COMMUNITY

Peace of the City Ministries
Total Investment: $5,000.00
Zieani Jewelry and Sanctuary Fragrances are innovative small business programs of Peace of the City that work with adolescent girls. The program encourages at-risk, young women to develop into bright, enthusiastic, well-spoken members of the community that give back in meaningful ways. Through creating soaps and jewelry, marketing and selling the products, and learning how to run the small business, the program empowers 17 young businesswomen and teaches them valuable skills that will support them as they move into adulthood.

NativityMiguel
Total Investment: $5,000.00
NativityMiguel School focused on enriching the experience of the middle school age girls they serve. Ten students participated in Girls on the Run - an experienced based program designed to promote joy, confidence, and health. Funding supported a summer leadership academy which gave 15 girls the chance to actively prepare for their upcoming year at school. Finally, all of the 7th and 8th graders (28 girls total) participated in leadership workshops throughout the year. The teachers and administrators of the school note significant changes in the confidence, self-esteem and behavior of the student participants!

Computers for Children/Cradle Beach
Total Investment: $4,800.00
Computers for Children developed a new after school curriculum for middle school girls at BPS #198 designed to bridge the girls’ interest in STEM subjects using fashion and creativity as points of entry. Principles of design, math, coding, engineering, and robotics were incorporated in an engaging way culminating in a robot fashion show. The 29 girls who participated experienced success with something they never knew they could. Their eyes were opened to possibility! Some of the students were also able to expand their knowledge and practice their skills in the natural environment with a field trip to Cradle Beach Camp in the spring.

Valley Community Association
Total Investment: $3,882.00
The Building Up The Future program at Valley Community Association was designed to help girls feel confident, make smarter choices, identify positive adult role models, and maintain healthy relationships. As one part of the program, girls had the opportunity to work with CEPA Gallery to create a photography and writing project that explored mentors, beauty, and self-expression. The 37 girls who participated in the program exhibited improved self-esteem, interpersonal skills, confidence and stronger relationships with peers. These changes affect their experience in their afterschool program and beyond.

At first it seemed that there was a lot of accountability required for a $5,000 grant; but it did not take long for me to realize that the WNY Women’s Foundation saw the grant as an investment and viewed us as a partner. Participation in the Foundation’s events this year was incredibly helpful for our girls and the program as a whole. The networking opportunities have directly impacted our growth and helped our girls build confidence. Thank you so much for your support of our program!

Diann Takens, Executive Director, Peace of the City Ministries
Mothers First
A July, 2016 New York Times Op-Ed stated that, “over the next decade, two-thirds of all jobs in the United States will require education beyond high school, yet only 45 percent of Americans have a degree or certificate — a gap we must fill to remain competitive.” Our MOMs: From Education to Employment™ program at Niagara County Community College (NCCC) is at the national forefront of addressing this issue. We are paving the way for single mothers in WNY to reach their fullest potential and support our economic revitalization. The greatest predictor of a child’s educational achievement is that of his/her mother – the ripples of change through generations.

Students in the MOMs: From Education to Employment™ program are mothers first and students second- a distinction program participants have remarked makes all the difference. The program recognizes and works to address the needs of the whole student – including referrals, career counseling, linkage to internships and job opportunities, scholarships, and grants. As the aforementioned op-ed points out, “Nearly six in 10 student-parents live at or below 200% of the federal poverty line... A setback such as a broken-down car can make it all but impossible to work, attend school, and provide child care.” Support and encouragement from program staff are critical to the academic and career success of the single-mother students.

The WNY Women’s Foundation has invested $312,273.80 to support the three year MOMs: From Education to Employment™ pilot program at NCCC.

The most significant accomplishment of the MOMs: From Education to Employment™ program at NCCC is the cultural shift that has taken place on campus. Mothers feel welcomed, they are acknowledged as having a life and responsibilities outside of the classroom, and they are offered the support they need to be successful.

We are looking forward to continuing our support of the NCCC program and expanding the program to Erie Community College in 2016!

SINCE SEPTEMBER 2013

255 women have participated in the MOMs: From Education to Employment™ program at NCCC.

These women have nearly 400 children in their households who also benefit from the program.

Many women in the program are non-traditional students – 52% are over 30 years old and 19% are over 40.

Sixty-five mothers graduated, 120 found new employment and several are continuing their education.

On average, graduates of the program earn 41% more per hour than the women still enrolled.

The MOMs program makes me feel so empowered. When I left the service to have kids, I felt like nothing, like no one noticed me. Now I am part of a community that cares.

MOMs Student, Age 42, Mother of Seven

Besides academics, the MOMs program was able to help me with learning how to be a positive mentor for women in my position.

MOMs Graduate, Age 40, Mother of Two

In 2015, the following organizations provided essential support to MOMs: From Education to Employment™ at NCCC: New York Power Authority, Joy Family Foundation- Paula Joy Reinhold, Grigg Lewis Foundation, First Niagara Foundation, Niagara Area Foundation, and Hodgson Russ, LLP.
Empowering Our Future
There are nearly 150,000 women in our region aspiring to be the next leaders and change agents our community needs. Mentoring, support, and knowledge will empower women overcome barriers and seize leadership opportunities in an equal proportion to men. The WNY Women's Foundation works to amplify the voices of these rising leaders alongside established women leaders in our community and provide them with food for thought as they move forward on their journey.

In 2016 we are taking our education efforts to the next level in order to broaden and strengthen the ripple effect for rising women leaders. We will be launching a Young Leadership Council to cultivate, inspire and empower young women to become the next generation leaders in our community. The Young Leadership Council will advance the cause of economic empowerment of girls and women, and organize philanthropic initiatives to benefit the work of the WNY Women’s Foundation. More information to come!

Trailblazers: Determination Meets Inspiration
The audience was inspired by a conversation led by Jackie Culliton, Michelle Trolli, Vice President & Chief Information Officer at M&T Bank, and Lisa Wilson, Executive Sports Editor at The Buffalo News, in which they shared their experiences of being local female trailblazers in male-dominated fields.

Your Blueprint for Success:
Building Your Personal Business Plan
During this interactive workshop led by Rita Markle of Performance Management Partners, women were encouraged to own their career and future. Guided through a process to get to know themselves and their options, they took action. The women built a career plan based not only on their skills and aspirations but on their strengths, personal values, and intrinsic motivators.

In 2016 we are taking our education efforts to the next level in order to broaden and strengthen the ripple effect for rising women leaders. We will be launching a Young Leadership Council to cultivate, inspire and empower young women to become the next generation leaders in our community. The Young Leadership Council will advance the cause of economic empowerment of girls and women, and organize philanthropic initiatives to benefit the work of the WNY Women’s Foundation. More information to come!

“The WNY Women’s Foundation has become an important catalyst to improve the status of women in our community. From helping to create the MOMs program at Niagara Community College, to advocating for parental leave policies in Albany, to fighting for better childcare standards and access to childcare, the Foundation impacts women’s lives in a meaningful way. As a donor and Board Member, I am pleased that my contributions are not just funding specific programs and services, but are funding systemic change that is sustainable and impactful.”

Sujata Yalamanchili, Board Member
What She’s Made Of 2015
With Dr. Esther Takeuchi
In partnership with M&T Bank and Delaware North, we were thrilled to bring prolific inventor Dr. Esther Takeuchi to Buffalo for our signature event. Dr. Takeuchi inspired the women and girls in the audience to be visionaries, to invent a new world, and to push boundaries. Her success in male-dominated STEM emboldened the audience to envision a world of opportunity and potential for themselves, their mothers, and their daughters. Raising over $135,000 for the women and girls of WNY, we thank our sponsors, volunteers, and guests for a wonderful event!

Fall in Fashion 2015
Fall in Fashion 2015 was an afternoon of glitz and glamour, featuring a silent auction and a runway showcasing fashions from Tony Walker & Co. and Worth New York. Led by our driven and passionate chairwomen, Lindsey Koch and Mia Archaya, the event was made possible by our lead sponsors Northtown Auto, New Era Cap and Delaware North. The collective effort of our sponsors, committee and staff made for an event that exceeded guest expectations and raised over $100,000 to support our mission of removing barriers and providing opportunities for women and girls to achieve self-sufficiency.
LEADERS & CHANGE MAKERS

The work of the WNYWF is supported by countless volunteers and committee members. Each one provides unique skills, fresh perspectives, and varying contributions to bring diversity to our approach. We are brought together by a common passion for the Foundation’s mission.

Our Board of Directors and Emeritae Board share their various experiences and diverse skills to effectively collaborate on the barriers facing women and girls in our community. We are thankful to each of them for their thoughtful leadership through which effective strategies with real impact are created.
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Mary Jo Hunt
Meghan Hunter
Laurie Irish Jones
Melissa Jorge
Barbara Jurasek
Leanne Karalus
Leslie Kellogg
Lisa King
Juliette Kline
Valerie Koch
Jayasevili Kolli
Dawn Kromer
Susan Lamattina
Nancy M. Langer
Nancy L. LaTulip
Kirsten B. Lawley
Patricia Lawley
Tara Lester
Lisa L. Levin
Susan Levy
Victoria Lockwood
Louise Long
Alexis Luczak
Kristen Luppino-Gholston
Cheryl Lyles
LIFELONG GIVING CIRCLES

Visionary
$100,000 Or More

- BlueCross BlueShield of WNY
- Peggy & Charles Balbach
- Alice & Jerry Jacobs, Jr.
- Paula Joy Reinhold & Joy Family Foundation
- Say Yes to Education
- Patricia & Richard Garman
- New York Power Authority

Catalyst
$50,000 - $99,999

- Community Foundation for Greater Buffalo
- First Niagara Foundation
- Susan Hoskins
- M&T Bank
- Gail & Bruce Johnstone
- Patrick P. Lee Foundation
- Sally Marks
- The John R. Oishei Foundation
- R&P Oak Hill, LLC
- Anne Saldanha, MD

Balbach Founder’s Circle
$25,000 - $49,999

- Jennifer Chalmers Balbach & Teo Balbach
- Ann & Robert Brady
- Sarah Hill Buck
- The Peter Cornell Trust
- Brigid Doherty & Rene Jones
- Carol & Suzanne Fatta
- Dorothy Ferguson
- Darby Fishkin
- Sue Gardner
- Grigg Lewis Foundation, Inc.
- Marsha & Christopher Henderson
- Hodgson Russ LLP
- Mary Jo & Peter Hunt
- The Hyde Family Charitable Fund
- KeyBank
- Jody & Gerald Lipes
- New Era Cap, Inc.
- Margery S. Nobel
- Karen E. Penfold
- Wendy Pierce
- Corrine & Victor Rice
- Tricia & Henry Semmelhack
- Kristin & John Somers
- Ann Swan
- Uniland Development
- Margaret L. Wendt Foundation
- Leslie H. Zemsky
- 219 Creekside Dr.

We are dedicated to ensuring the accuracy of our donor information. During 2015, the WNYWF transitioned to an improved data collection system. If you see any inaccuracies in this list, please contact Catherine Lincoln at 716-887-2616 or Catherine@wnywfdn.org
Named after founding Board Member Patricia Garman, who recognized the need of the Foundation’s work with a recent generous Legacy Gift, members of this newly formed Torch Circle have expressed their commitment to WNY Women’s Foundation through a very special and important form of financial support. These donors have named WNY Women’s Foundation as the ultimate beneficiary of a planned gift. Founding members of the Circle include:

*Sue Gardner, Patricia Garman, Gail Johnstone, Marsha Henderson, and Anne Saldanha*

"The WNY Women’s Foundation was established to address an immediate need, and shine a light on the issues facing women and girls in the Greater Buffalo community. Over the past 16 years, I have watched the Foundation evolve into a leading voice and an agent of change. The Foundation today far exceeds my expectations but proves that the answer to achieving a thriving community is to engage women and girls and provide them with the opportunity to contribute."

*Marsha Henderson, Current Emeritae Board Member and First Board Chair*
A special thank you

New Era

and each of the donors at the

DCK Gala & Golf Tournament

for the continued support of our mission.

Advocate with us through WoMen in Action, an online team of passionate men and women with a desire to learn more about the issues and take action to make a difference!

Sign up at
www.wnywomensfoundation.org/women-in-action

Friday, November 18, 2016
The Buffalo Club

For further information call 887-2621
www.wnywomensfoundation.org
SUMMARIZED FINANCIALS

As an independent, public 501(c)3 organization, the WNY Women’s Foundation raises all of the money we invest in our strategic areas based on our Pathways to Progress Report’s Maria, an adolescent girl; Gina, a single mom living in poverty; and Barbara, an aspiring leader.

To extend our impact beyond our financial investment, we actively engage as a community leader in research and advocacy - which create ripple effects of change and transformation. The program models we fund are innovative and considered best-practices – striving for both long and short term impact in our target areas.

WNY WOMEN’S FOUNDATION FUNDRAISING REVENUE

An endowment of $1.4M, raised by the founding members and sustained through ongoing contributions, provides essential stability for the Foundation.

BALANCE SHEET
December 31, 2015

<table>
<thead>
<tr>
<th>Assets</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash</td>
<td>$498,153</td>
<td>$400,809</td>
</tr>
<tr>
<td>Receivables</td>
<td>$74,424</td>
<td>$37,490</td>
</tr>
<tr>
<td>Assets Held in Trust</td>
<td>$1,387,070</td>
<td>$1,396,314</td>
</tr>
<tr>
<td>Other Assets, Net</td>
<td>$8,355</td>
<td>$14,058</td>
</tr>
<tr>
<td></td>
<td><strong>$1,968,002</strong></td>
<td><strong>$1,848,671</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Liabilities and Net Assets</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounts Payable and Accrued Expenses</td>
<td>$15,542</td>
<td>$40,157</td>
</tr>
<tr>
<td>Refundable Advances</td>
<td>$5,000</td>
<td>–</td>
</tr>
<tr>
<td></td>
<td><strong>$20,542</strong></td>
<td><strong>$40,157</strong></td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Net Assets</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Unrestricted</td>
<td>$1,899,253</td>
<td>$1,802,407</td>
</tr>
<tr>
<td>Temporarily Restricted</td>
<td>$48,207</td>
<td>$6,107</td>
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<tr>
<td></td>
<td><strong>$1,947,460</strong></td>
<td><strong>$1,808,514</strong></td>
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</table>

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$1,968,002</td>
<td>$1,848,671</td>
</tr>
</tbody>
</table>

The Foundation is a member of the Women’s Funding Network, an organization of over 100 Women’s Funds across the globe, representing $300 million in assets.
Individually we create small ripples; collaboratively we lead waves of change.

You can be a part of the work of the WNY Women’s Foundation

When you give, you are investing in collaboration, programs, research and advocacy that help women and girls improve their lives, creating stronger families, stronger communities and a better Western New York for us all.

GIVE TODAY!

www.wnywomensfoundation.org

We also accept donations through CFC, SEFA & United Way Campaigns
We alone cannot change the world, but we can cast stones into the water to create many ripples.

-Adapted from Mother Teresa