Message from Executive Director & Board Chair

“Girls with dreams become women with vision” - unknown

This was a year of transformation for women & girls, not only in WNY but across the country. Women are making their voices heard and demanding more of the people and communities where they grow, work and lead.

The WNY Women’s Foundation began the year by participating in the 2017 Women’s March in Seneca Falls. This inspiring event reinforced how important our work is, and reminded each of us that in order to enact change, we must act.

While WNY has been experiencing its own transformation from waterfront development to the growth of the medical campus to the workplace landscape, the groundwork we laid in 2016 led to a year of significant transformation and growth for the WNY Women’s Foundation in 2017. From the development of a new strategic plan, to the launch of a refreshed website, to releasing our Pathways To Progress, Vol. 2 report, to growing our advocacy efforts, we are seeing the impact of our efforts on women and girls in WNY.

At the core of what we do is transformation. Through our research, education, and investments, we influence the WNY community, whether it’s our impact grants affecting adolescent girls, single moms through our MOMs: From Education to Employment® program, or policy through our advocacy efforts.

We are proud of what we accomplished in 2017 but know there is still so much to be done. With your continued support, we can affect meaningful change for women and girls in our community and enhance the possibilities for all.

Thank you,
Sheri Scavone & Ann Evanko
When women make up more than 51% of residents and 49% of the workforce in WNY, promoting equity in the workplace is not only the smart thing but the right thing to do.

ALL IN, formulated in 2017 and launched in 2018, is designed to provide resources for women interested in pursuing leadership positions, and to encourage employers to commit to hiring them. The mission of ALL IN is to make Western New York a premier place for women to live, work, and lead by engaging our community in purposeful efforts to empower women and illuminate pathways to leadership. It addresses the need for gender equity in the workplace on multiple levels, beginning with data collection and identification of the current representation of women in leadership roles in both the public and private sector throughout WNY.

Components of ALL IN include a program for businesses interested in improving the working environment for women within their own organizations; an initiative for women entrepreneurs who need assistance launching or growing their businesses; and a pathway for current and emerging female leaders who wish to cultivate leadership skills, including those interested in running for elected office.

Women's economic empowerment was the focus of the WNY Women's Foundation 2017 advocacy agenda. This was accomplished by promoting workforce policies and programs that offer women and girls opportunities to achieve their personal and professional goals while striving to change biased systems that hold women back from having an equitable stake in leadership.

Meetings held every day, relationships cultivated and small conversations that transform into large initiatives are the core of the Foundation's advocacy work. The growth of partnerships with key players on the local, state and national levels has proved to be an effective strategy to accomplish the advocacy goals set forth.

2017 Successes:

Registered Lobbyist - The Foundation received the designation of registered lobbyist from New York State and 501H from the federal government in order to more effectively lobby on behalf of women and girls.

Paid Family Leave - In 2016, NYS passed the longest and most comprehensive paid family leave program in the nation. Outreach to ensure a successful launch of the program in 2018.

Child Care Subsidies: Advocacy efforts staved off a massive cut to the already underfunded Child Care Subsidy Program in 2017. These efforts highlighted the systemic issue of how funding allocated across the state is now being addressed through legislation to establish a statewide, child care task force with formal collaboration between stakeholders.

Facilitated Enrollment Child Care Subsidies: The program, which expanded to Erie County in 2016, provides support for low-income working parents. Foundation efforts in 2017, prevented funding cuts which would have eliminated the program in Erie County.

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Impact Grants - Transforming Adolescent Girls

After seeing 68% growth in Impact Grant applications over 2016, the Foundation offered funding to seven programs. These programs, which vary by geographic location and program experiences, offer opportunities for adolescent girls to build their self-esteem, develop and enhance interpersonal skills and develop skills in the STEM fields. Additional “value-added” opportunities were provided by the Foundation to target activities that girls would not otherwise have access to, including the expansion of the CEPA photography, mentorship and image program to current and former grantees.

2017 Grant Investment = $30,891
4 out of 7 grants focused on STEM
Total girls served: 332

### ACCESS of WNY
**TOTAL INVESTMENT: $2,822.49**
Girls Leading Our World (GLOW) partnered with Global Concepts Charter High School to offer group and individual workshops to 20 girls, ages 14-18, centered around building confident female leaders.

### Computers for Children
**TOTAL INVESTMENT: $5,000.00**
Girls STEAM It Up! came to Tapestry Charter School, which allowed 45 girls, grades 6-9, to experience an introduction to STEAM concepts. This included computer software applications, robotics concepts, and program coding through a curriculum designed to engage female students in a fun, creative way.

### Mount Mercy Academy
**TOTAL INVESTMENT: $1,069.00**
Building STEAM program purchased 12 Finch robots and establish a STEAM after-school club for girls ages 12-17.

### NativityMiguel Middle School of Buffalo St. Monica Campus
**TOTAL INVESTMENT: $1,710.00**
Firsthand After School Program offered 45 girls, ages 10-14, transportation and admission to STEM-specific field trips to overcome participation barriers and expose girls at risk of academic failure, to experiences that are not typically available to them.

### True Community Development Corporation
**TOTAL INVESTMENT: $4,500.00**
Chat and Chew Enrichment Program provided activities and conversations over dinner to influence positive decision-making skills. The program served 25 girls, ages 10-18, and assigned individual mentors to provide ongoing guidance and support to increase self-awareness, leadership development, and skills for business.

### Willie Hutch Jones Sports Clinic (WHJSC)
**TOTAL INVESTMENT: $4,340.00**
Power for Girls created a girls-only after-school group at Enterprise Charter School to expose young girls to STEAM. WHJSC offered a safe and dynamic environment tied to school-day learning to expose 10 girls, ages 10 - 14, to new technologies and bonding experiences within a small group.

### Youth Mentoring Services of Niagara County
**TOTAL INVESTMENT: $4,950.00**
Girls to Women developed and implemented Social and Emotional curriculum to 15 girls, ages 7-13, at Lockport Library, with enhancements and adaptations based on previous lessons learned that affected up to 120 girls.

### MOMs: From Education to Employment®

MOMs: From Education to Employment finished its fourth year at Niagara County Community College (NCCC) and expanded to Erie Community College (ECC) in early 2017, with initial plans to grow even further into Jamestown Community College (JCC) in early 2018.

Over $500,000 has been raised in restricted funds to support MOMs: From Education to Employment®, with four grants, totalling $290,000 being awarded to the Foundation in 2017 alone.

The growth of the MOMs program has allowed the Foundation to broaden exposure in a way that brought the organization to audiences and tables never before touched, including being recognized by Public Health groups for work done. Expansion into Jamestown will place the MOMs program among the best poverty reduction programs in the State.

300+ single moms & their 425+ children impacted in 4 years.
Pathways to Progress, Vol. 2

A report containing 100 facts to guide our community’s work to make WNY a great place for women to live, work & grow.

Launched: November 16, 2017 with Lieutenant Governor Kathy Hochul and Assemblywoman Crystal Peoples-Stokes.

Expanding upon the Foundation’s ground-breaking 2010 Pathways to Progress Report, the 2nd installment started by looking at who the women of WNY are, followed by a deeper exploration into the barriers and opportunities women face throughout their lives.

In all life stages, women may experience trauma, poverty, and negative cultural norms related to womanhood. Their experiences of gender intersect with race, socio-economic status, ethnicity, family status, and education - all compounding one another.

The report breaks these factors into five life stages:
- Sophia (age Birth-9)
- Jasmine (age 10-19)
- Katherine (age 20-34)
- Sarah (age 35-64)
- Gayle (age 65+)

Every story of each woman and girl in our community is a pathway. The twists and turns are inevitable however, equal opportunity should be possible regardless of the barriers faced along the way. There is no magic intervention to transform WNY into an inclusive community that embraces gender difference but awareness of the barriers and opportunities is the first step to creating an equitable community for all.

Signature Events

WHAT SHE’S MADE OF

"Change begins in the community, at a local level." - Teresa C. Younger

Together with presenting sponsor M&T Bank, the WNY Women’s Foundation welcomed 360 guests to the Albright Knox Art Gallery to hear from Teresa Younger, President & CEO of the Ms. Foundation for Women. Fueled by the leadership and direction of co-chairs Rebecca Collins and Nicole Nobel, the event raised over $100,000, with an additional $8,000 coming from 113 pledges received the night of the event to support adolescent girl impact grants.

FALL IN FASHION

"Fearless, Female, Future, Friend - What’s Your F Word?"

Fall In Fashion, the signature Fall event in Buffalo, was a celebration of fun, friends, food and females. The event welcomed 250 guests and raised almost $120,000 under the leadership of co-chairs Lisa & Eliza Friedman, Dana Marciniak & Michelle Ostrander. All funds raised support the impactful work of the Foundation.

RESOURCE

The Foundation strives to be a go-to source of information about women and girls. Pathways To Progress Vol. 2 and each of the research reports that informed the report is found, along with additional research, on the revamped Foundation website - wnywomensfoundation.org.
“Leadership is about making others better as a result of your presence and making sure that impact lasts in your absence.”
- Sheryl Sandberg

The Board of Directors and Emeritae Advisory Board have led the evolution of the Foundation since its founding. Through the years, the impact of each member has sparked growth in partnerships, reach and impact.

We are proud of our past and current Board of Directors and Emeritae Advisory Board members who are among Western New York’s most accomplished in their respective fields, including biotechnology, finance, law, education, technology and more.

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Kristin Bauer
Community Volunteer

Carolyn Coppola
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Lippes Mathias Wexler Friedman LLP, Partner

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Executive Director

Kelli Cavo
Director of Development

Ashley Everett
Communications and Events Coordinator

Catherine Lincoln
Donor Relations Coordinator

Kristen Lupppo-Gholston
Director of Strategic Initiatives

Danielle Marino
Operations and Development

WELCOME TO THE FOLLOWING WOMEN WHO ARE JOINING THE BOARD IN 2018

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Erie County Department of Social Services Commissioner

Janet Coletti
M&T Bank, Executive Vice President / Head of HR

Betsy Constantine
Community Foundation for Greater Buffalo, Executive Vice President

Jackie Sanchez Culliton
Community Volunteer

Adryan Parks
Bank of Tokyo, MUFG, VP Risk Management Training Division

Theresa Vita
Key Private Bank, Sr. Vice President & Wealth Advisor

2017 FOUNDATION STAFF:

Sr. Vice President

Sr. Vice President

Executive Assistant to

Executive Director

Executive Vice President / CEO

Head of HR

VP Risk Management Training Division

VP Operations and Development

VP Communications

VP Development

President and Chief Financial Officer

President and CEO

President and Executive Vice President
### 2017 DONORS

#### $15000 +
- Individuals, Corporations & Charitable Organizations
  - BlueCross BlueShield of WNY
  - Community Foundation for Greater Buffalo
  - Delaware North
  - Health Foundation for Western & Central New York
  - Alice & Jerry Jacobs, Jr.
  - United Way of Buffalo & Erie County
  - Ralph C. Wilson Jr. Foundation

#### $10000 - $14999
- Corporations & Charitable Organizations
  - Alice & Jerry Jacobs, Jr.
  - Delaware North for Greater Buffalo Community Foundation
  - ERIE Charitable Organizations
  - SEFCU
  - Rich Products Corporation
  - R & P Oak Hill, LLC
  - The John R. Dadd Foundation

#### $5000 - $9999
- Corporations & Charitable Organizations
  - Niagara Area Foundation
  - Lippes Mathias Wexler Friedman LLP
  - M&T Bank
  - Niagara Falls City School District
  - Buffalo Seminary Foundation

#### $2500 - $4999
- Corporations & Charitable Organizations
  - Mohawk Valley Health System
  - BlueCross BlueShield of WNY
  - The OSC Charitable Foundation
  - Lippes Mathias Wexler Friedman LLP
  - M&T Bank

#### $1000 - $2499
- Corporations & Charitable Organizations
  - Buffalo Seminary
  - Lippes Mathias Wexler Friedman LLP
  - M&T Bank

#### $500 - $999
- Corporations & Charitable Organizations
  - Buffalo Seminary
  - Lippes Mathias Wexler Friedman LLP
  - M&T Bank

### Individual & Family Donors

- Andrea Kettel
- Kristin Marusza
- Robert J. & Martha B Fierle
- Partners Inc./Red Siren Performance Management
- The OSC Charitable Foundation
- Lippes Mathias Wexler Friedman LLP
- M&T Bank
- The OSC Charitable Foundation Performance Management Partners Inc./Red Siren

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- Buffalo Seminary
- Canandaigua National Bank
- Charitable Affiliates
- Coleman Seminarian

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Lifelong Giving Circles

**Visionary**
$100,000 or more

- Peggy & Charles Balbach*
  - BlueCross BlueShield of WNY
- Patricia & Richard Garman*
- Health Foundation of Western & Central New York
- Alice & Jerry Jacobs, Jr.
- M&T Bank
- New Era Cap, Inc.
- New York Power Authority
- Ralph C. Wilson Jr. Foundation
- Paula Joy Reinhold & Joy Family Foundation
- Say Yes to Education

**Catalyst**
$50,000 - $99,999

- Community Foundation for Greater Buffalo
- First Niagara Foundation
- Susan Hoskins
- Mary Jo & Peter Hunt
- John R. Oishei Foundation
- Gail & Bruce Johnstone
- Sally Marks
- Patrick P. Lee Foundation
- R&P Oak Hill, LLC
- Anne Saldanha, MD
- Kristin & John Somers
- United Way of Buffalo & Erie County

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

- 219 Creekside Dr.
  - Jennifer Chalmers Balbach & Teo Balbach
- Ann & Robert Brady
- Sarah Hill Buck
- Buffalo Bills, Inc.
- Rebecca Collins
- Brigid Doherty & Rene Jones
- Ann Evanko
- Carol & Suzanne Fatta
- Dorothy Ferguson
- Darby Fishkin
- Sue Gardner
- Grigg Lewis Foundation Inc.
- Marsha & Christopher Henderson
- Hodgson Russ LLP
- Hunwitz & Fine, P.C.
- The Hyde Family Charitable Fund
- Imagine Staffing
- Key Bank
- Jody & Gerald Lippes
- M&T Charitable Foundation
- Margaret L. Wendt Foundation
- Margery Nobel
- Marcia O’Neil-White
- Pegula Sports & Entertainment
- Karen Penfold
- The Peter C. Cornell Trust
- Wendy Pierce
- Corrine & Victor Rice
- Rich Products Corporation
- Tricia & Henry Semmelhack
- Ann Swain
- Uniland Development
- Leslie H. Zemsky

*deceased

Patricia Garman Torch Circle

**LIGHTING THE WAY FOR FUTURE GENERATIONS**

Founding Board Member Patricia Garman recognized the need of the Foundation’s work and expressed her commitment through a generous Legacy Gift. Joined by Sue Gardner, Gail Johnstone, Marsha Henderson and Anne Saldanha - the Patricia Garman Torch Circle was created.

You can help the Foundation ensure all women and girls have the opportunity to thrive by naming the WNY Women’s Foundation as the beneficiary of a planned gift.

To join the Torch Circle and learn more about planned giving, contact Sheri Scavone at 716-887-2621 or sheri@wnywfdn.org.
Convene - Seneca Falls

On January 21, 2017, we marched with thousands of women, men and children in solidarity with other women around the country in the birthplace of the American women’s rights movement!

SOPHI Award

The Foundation was honored with the “All Star Award” at the SOPHi Awards & Expo’s 3rd Annual Spotlight on Population Health Awards.

The SOPHi’s recognize the collective actions of organizations, institutions, and programs that have made an extraordinary impact in the WNY health and wellness community and whose acts reflect a dedication to excellence in the areas of community impact, data-driven, sustainability, community engagement, and innovation.

SAVE THE DATE!

FALL IN FASHION
FRIDAY, NOVEMBER 2, 2018
THE FOUNDRY SUITES

Summarized Financials

Balances Sheets

<table>
<thead>
<tr>
<th>Assets</th>
<th>2017</th>
<th>2016</th>
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<tbody>
<tr>
<td>Cash</td>
<td>915,469</td>
<td>738,356</td>
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<td>Receivables</td>
<td>50,944</td>
<td>70,348</td>
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<td>Assets held in trust</td>
<td>1,703,714</td>
<td>1,478,164</td>
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<td>Other assets, net</td>
<td>3,571</td>
<td>8,063</td>
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<td><strong>2,294,931</strong></td>
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<th>Liabilities and Net Assets</th>
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<tr>
<td>Accounts payable and accrued expenses</td>
<td>20,485</td>
<td>32,268</td>
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<tr>
<td>Refundable Advances</td>
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<td><strong>20,485</strong></td>
<td><strong>34,018</strong></td>
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<th>Net Assets</th>
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<td>Unrestricted</td>
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<td>Temporarily restricted</td>
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<td><strong>2,653,213</strong></td>
<td><strong>2,260,913</strong></td>
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REVENUE

- Private Donations: 128,511
- Special Events: 190,757
- Appreciation of assets held in trust: 221,654
- Net assets released from restrictions: 69,920

EXPENSES

- Program: 295,429
- Administrative: 62,954
- Fundraising: 104,695
To make WNY a great place for women and girls to live, grow, work and lead.

We also accept donations through SEFA & United Way Campaign designated funds.