“WOMEN ARE THE REAL ARCHITECTS OF SOCIETY”

Harriet Beecher Stowe

2018 ANNUAL REPORT

WNY WOMEN’S FOUNDATION
Message from our Executive Director & Board Chair

An architect is vital to the planning, design and construction of a community. Decisions made by architects affect people’s day-to-day lives and experiences. We believe that women are the architects of much of the community progress we’ve seen in WNY in the last few years. Out front or behind the scenes, women are challenging barriers and building themselves, others and our community. At the WNY Women’s Foundation, we believe that when women and girls are secure and have a strong foundation, entire communities are stronger.

WNY Women’s Foundation is fiercely committed to igniting social change for gender equity through advocacy, building partnerships, purposeful investments and strategic systems change initiatives. This year was a time of continued progress and growth for us. After years of research and reflection, we launched ALL IN, an initiative to address the issues facing women in the workplace and work to make WNY a premier place for women to live, work and lead. We believe that this initiative will fundamentally change workplace cultures and develop new female leaders to achieve diversity of voice and make WNY a better place for women to live, grow and work. Architecture is not just creating space to protect people but to make them dream as well. We stand together to celebrate the successes of the women and girls in WNY, while advocating for our rights, lifting each other up and illuminating pathways to leadership - and to dreams. We cannot do this without the support you have and continue to provide to the WNY Women’s Foundation.

Thank you,
Sheri Scavone, Executive Director
Cindy Odom, Board Chair
Launched in April 2018, 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.

Since employers who respect, value and engage all of their employees are better positioned to attract and retain talent, ALL IN seeks to engage businesses, government, non-profits, community groups and individuals in a collective effort to generate strategies to impact the complex challenges of gender equity.

The goals of the ALL IN initiative are:

Understanding the Issue & Evaluating Success
Collect and monitor data on women in corporate leadership and on Boards in WNY through employer engagement and available data sources. Monitor women in elected office. Report on aggregate numbers and monitor trends. Create Learning Communities amongst businesses.

Creating Equitable Workplaces
Engage employers to take purposeful steps to move women into leadership positions and improve culture for women in their organization by using the POWER - Positioning Our Women for Every Role – Pathway metrics and resources.

Supporting Female Entrepreneurs
Engage women to take steps to launch or grow their businesses using the Entrepreneurship Pathway that provides linkages to female-friendly resources. Increase gender sensitivity amongst vendors.

Inspiring to Lead
Engage aspiring female leaders in the Leadership Development Pathway in order to support their professional development efforts, strengthen skills, and link to resources that can help them achieve their leadership goals.

Achieve Measurable Change in Number of Women in Leadership in WNY
Increase representation of women in leadership roles across sectors in our community - business, boards, community, and elected office - and track the trends.

"We know that women are less likely to hold leadership positions in various business sectors. We are excited to offer opportunities for women to grow within our organization and offer various leadership experiences to help move them and our mission forward.”

Jessica Pirro, Crisis Services

"ALL IN is sure to support M&T’s dedication to creating a diverse and inclusive workplace where employees thrive. We want to see more and more women as part of our leadership team, and ALL IN will help us further the growth and development of women leaders.”

Janet Coletti, M&T Bank

2018 Successes:

- Increased child care subsidy eligibility in Niagara County
- Increase of $7 million allocated for child care subsidies in New York State
- WNWF’s Executive Director appointed to the New York State Child Care Availability Task Force, which is tasked with making bold child care system changes
- Secured $500K for Erie County Facilitated Enrollment Child Care Subsidy Program
- Met with local and state legislators and organizations on issues surrounding quality, affordable child care access and supporting child care providers - essential to economic development
- Provide leadership to local and state coalitions impacting early childhood policy
- Launched ALL IN to remove barriers to moving women into positions of leadership and skill building in the workplace
- Advocated for passage of NY State Voting Reforms: early voting, expanded absentee voting and modernized voter registration make it easier for busy women balancing work and family life to vote
- Launch a multi-language educational campaign to promote voter registration, voter education and identify ways to overcome barriers
- Continue to work with coalition to implement successful Paid Family Leave Insurance legislation

"New York State’s Paid Family Leave gifted both me and my spouse with the time and focus to nurture and attach with our newborn son. It allowed me to heal and greatly reduced the stress and depression I experienced with my first child’s birth when I was forced to return to work only 6 weeks later. Having PFLI provided a healthier start for our entire family and has made me a more productive employee now that I am back to work”

Ashley, Buffalo NY

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Jessica Pirro, Crisis Services

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Janet Coletti, M&T Bank
Through the Impact Grant Program, the WNY Women’s Foundation funded 10 programs for the 2018-19 school year specifically designed to serve the needs of girls in out of school time programs.

Each is diverse in who they serve and what they offer. The Foundation organized collaborative luncheons, mentoring panels, and attendance by students at one of our signature events. Serving 280 girls, with half of the grants focused on STEM/STEAM exposure and experiences, $31,000 was invested in:

- Buffalo Center for Art & Technology’s Young Women’s Group
- EPIC’s Just for Teens
- MISSION: IGNITE: Powered by Computers For Children’s STEAM It Up: Runway Robots!
- Niagara Falls Boys & Girls Club’s #GirlPower
- Niagara Falls Memorial Medical Center’s Empowering Niagara’s Women of the Future
- Peace Of The City Ministries’ Workforce Continuum: Zieani Jewelry & Sanctuary Fragrances
- True Community Development Corporation’s Chat and Chew Enrichment Program
- Valley Community Association’s Building Up The Future
- West Side Community Services’ Just4Grlz
- Westminster Economic Development Initiative’s Girls Club

Each of these programs are uniquely designed to build adolescent girls into tomorrow’s inspirational leaders in our community.

### WE INVEST

Building mothers, families and our workforce

More than 360 single moms and their 600+ children have been impacted by the MOMs: From Education to Employment® program since 2013, leading cultural change to support single moms and their families to achieve their greatest potential.

The MOMs program completed its fifth year at Niagara County Community College (NCCC) and has been completely institutionalized, demonstrating the need for the program and campus-wide awareness of the barriers that single mothers face. Emergency scholarships, an essential component of the program provided jointly by the Foundation and National Grid, helped moms to stay in school while also taking care of themselves and their families. These scholarships cover utilities, testing costs and assist in personal hardships and family emergencies - costs which otherwise would have derailed their education.

The MOMs program expanded to SUNY Erie in April 2017. Entering the program’s second year, 100% of their 2018 M0M graduates found employment or continued on for a Bachelor’s degree.

In January of 2018, a partnership with Empire State Poverty Reduction Initiative was forged to bring the M0M program to Jamestown Community College (JCC). In its first year, the program has impacted over 60 single moms and the children who depend on them.

Impressed with the M0M model, the national Jeannette Rankin Women’s Scholarship Foundation partnered with the WNY Women’s Foundation to bring scholarship funds to WNY beginning in 2018 specifically for M0M participants over age 35.

The WNY Women’s Foundation also support Senator Kennedy’s East Side Single Mothers Club, designed to provide opportunities, resources and camaraderie to moms while their kids have some fun!

The ultimate goal of the M0Ms program is to recognize the barriers that single mothers face and to build on existing systemic support to reduce these barriers, leading to graduation and a family-sustaining job. Importantly, the program cultivates a cultural shift on each campus to support and ensure the success of single mothers. We anticipate each of the M0Ms programs will continue to grow and positively impact single moms and their families.

“I believe the (MOMs) program is important for the retention of our single parent students. I have a student returning after the birth of her second child that asked if the (MOMs) program was still going to be available when she comes back in the Fall.”

[Signature]

Deb Deppas,
Counselor on the Jamestown Campus
Pathways to Progress Speaker Series

The WNY Women’s Foundation launched a three-part speaker series in 2018, based on three profiles from the Pathways to Progress, Vol. 2 report released in 2017. The Series is a longstanding initiative of the WNY Women’s Foundation to create a forum to build community, to learn, to network and to connect.

The first focused on Sophia, a young girl between birth and nine years old. Girls at this age face barriers to school readiness, which can be determined by access to early intervention. Our panelists discussed how we can support more girls in this age bracket to help them be successful upon entering school.

The second event focused on Jasmine, an adolescent girl. This movie screening of CODE: Debugging the Gender Gap allowed teens to discuss the barriers that women face when entering the STEM fields. A facilitation that followed gave these girls the opportunity to talk about possible ways to overcome barriers when entering into STEM.

The final event focused on Gayle, an older adult 65 and above. This presentation, led by Ann Monroe, educated on the discrimination that older people face, and how the use of particular words and stereotypes can be particularly harmful to older persons.

Signature Events

WHAT SHE’S MADE OF
“OUTSPOKEN: The Power Of Humor” - Kate Davis

Together with presenting sponsor M&T Bank, the WNY Women’s Foundation welcomed 360 guests to the Albright Knox Art Gallery to hear from Canadian comedian Kate Davis at the 10th Anniversary What She’s Made Of event. Fueled by the leadership and direction of co-chairs Teresa Bair, Gia Manley and Andrea Vossler the event raised over $110,000, with additional donations coming from pledges received the night of the event to support adolescent girls through our Impact Grant programs.

FALL IN FASHION

15th Annual Celebration

Fall In Fashion, the signature Fall event in Buffalo, was a celebration of fun, friends, food and females. The event welcomed over 250 guests and raised almost $100,000 under the leadership of co-chairs Emily Burns Perryman, Rebecca Collins and Dana Marciniak. The funds raised support the research, educational and advocacy work of the Foundation.
The loftier the building, the deeper must the foundation be laid.”
- Thomas A. Kempis

The Board of Directors and Emeritae Board have built a solid framework for the Foundation through their leadership.

As the WNY Women’s Foundation looks to its 20th anniversary in 2019, we are proud of our past and current Board and Emeritae members who have dedicated their expertise and energy to ensuring the lasting success of the Foundation over the years.

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404x53 to 577x174
404x183 to 577x303
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648x82 to 786x71
786x83 to 786x94
786x110 to 786x122
786x133 to 786x161
786x188 to 786x199
786x211 to 786x231
786x254 to 786x266
786x280 to 786x298
786x325 to 786x353
786x371 to 786x382
786x408 to 786x421
786x437 to 786x449
786x465 to 786x472
786x483 to 786x499
786x515 to 786x526
786x549 to 786x565
786x582 to 786x598
786x610 to 786x626
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- United Way of Buffalo & Erie County

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**Thank you to all our generous donors! We have made every effort to ensure accuracy and we apologize in advance for any oversights. Please contact Melanie Jaskolka at 716-887-2665 or melanie@wnywfdn.org with any corrections.**

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**Lifelong Giving Circles**

**Patricia Garman Torch Circle**

**Building a Strong Foundation for Future Generations**

Founding Board Member Patricia Garman recognized the lasting importance of and need for the Foundation’s work and expressed her commitment through a generous Legacy Gift. Joined by other WNYWF Founding Board Members, the Patricia Garman Torch Circle was created.

Naming the WNY Women’s Foundation as the beneficiary of a planned gift allows you to leave a lasting legacy of building a strong WNY where all women and girls have the opportunity to thrive, while remaining in control of your assets during your lifetime.

**Torch Circle Members:**
- Sue Gardner  
- Marsha Henderson  
- Gail Johnstone  
- Arlene Kaukus  
- Anne Saldanha

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**To learn more about planned giving or to join the Torch Circle, contact Melanie Jaskolka at 716-887-2621 or melanie@wnywfdn.org.**
## Community Civic Engagement Effort - a Collective Impact Project

In 2018, the WNY Women’s Foundation launched the **Community Civic Engagement Effort**, a campaign to increase voter registration, identify barriers in the voting process and educate voters about issues impacting women. The initiative convened 65 community stakeholders who shared ideas and addressed community education and outreach within their trusted communities.

The Foundation developed an educational rack card, translated into five languages with the help of partners, which informed the community on registering to vote. Complementary to this, the WNY Women’s Foundation **Voter Education Guide** identified issues that particularly impact women and girls, including gender pay inequity and inequitable communities, lack of access to childcare and barriers in the workplace in attaining leadership positions. This guide emphasized the importance of voting on these issues and empowered its readers to speak with candidates about these barriers. Collectively, this effort interacted with hundreds of individuals, expanding the outreach and impact of the Foundation.

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## WE CONVENE

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**16TH ANNUAL FALL IN FASHION**  
**FRIDAY, NOVEMBER 1, 2019**  
**12:00 - 3:00 PM**  
**THE ADMIRAL ROOM**

Call our office at 716-887-2621 to reserve your spot today.

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**The voting booth is the only place on earth where people are equal.**

Gloria Steinem

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<table>
<thead>
<tr>
<th>REVENUE</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contributions</td>
<td>$159,234</td>
<td></td>
</tr>
<tr>
<td>Special Events</td>
<td>206,514</td>
<td></td>
</tr>
<tr>
<td>Net appreciation of assets held in trust</td>
<td>-107,936</td>
<td></td>
</tr>
<tr>
<td>Net assets released from restrictions</td>
<td>150,596</td>
<td></td>
</tr>
<tr>
<td>TOTAL</td>
<td>$408,408</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Balance Sheets</th>
<th>Ending December 31</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Assets</strong></td>
<td>2018</td>
</tr>
<tr>
<td>Cash</td>
<td>$777,450</td>
</tr>
<tr>
<td>Receivables</td>
<td>44,695</td>
</tr>
<tr>
<td>Assets held in trust</td>
<td>1,599,782</td>
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<tr>
<td>Other assets, net</td>
<td>3,689</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$2,425,616</td>
</tr>
<tr>
<td><strong>Liabilities and Net Assets</strong></td>
<td></td>
</tr>
<tr>
<td>Accounts payable and accrued expenses</td>
<td>26,327</td>
</tr>
<tr>
<td><strong>Net Assets</strong></td>
<td>2018</td>
</tr>
<tr>
<td>Without donor restrictions</td>
<td>2,174,683</td>
</tr>
<tr>
<td>With donor restrictions</td>
<td>224,606</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$2,399,289</td>
</tr>
</tbody>
</table>

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**The pendulum of justice requires both philanthropy and advocacy.**

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**Program**     | 393,394     |
**Administrative** | 66,265     |
**Fundraising**   | 105,281     |
Join our recurring donors who have set up sustaining contributions to the WNY Women’s Foundation. You monthly donation will make WNY an even better place for women and girls to live, grow, work and lead.

Giving small amounts at regular intervals makes a BIG difference.