



OF EMPOWERING WNY WOMEN & GIRLS



WNY WOMEN'S FOUNDATION

2019 ANNUAL REPORT



2019

In 2019, the WNY Women's Foundation celebrated its 20th Anniversary. That's 20 years of empowering women and girls, 20 years of building bridges of opportunity for women.



1999

Founded as the WNY Women's Fund

2002

First investments made to empower girls



2004

"Fall in Fashion" premieres

2011

The WNY Women's Foundation officially established as an independent 501(c)3

2010

*Pathways to Progress: The Status of Women and Girls* report released

2009

"What She's Made Of" launched with Olympia Dukakis

2012

Inaugural Pathways to Progress Speaker Series



2013

MOMs: From Education to Employment launched

2014

Impact Grants for adolescent girls program awarded



2018

ALL IN initiative launched



2017

*Pathways to Progress Volume 2* report released

None of these accomplishments would have been possible with you! Thank you for your support of our organization over the past two decades. There is more work to be done and we look forward to continuing our journey with you.

See the longer version at <https://wnywomensfoundation.org/about-us/20th-anniversary-timeline/>

## MESSAGE FROM OUR EXECUTIVE DIRECTOR & BOARD CHAIR

Vision. Commitment. Impact.

The WNY Women's Foundation began twenty years ago when two visionary female leaders noted the lack of funding focused on issues impacting women and girls in Western New York. These two women came together and asked a pivotal question: "Should we compete or should we collaborate?"

For Gail Johnstone of the Community Foundation for Greater Buffalo and Arlene Kaukus of the United Way of Buffalo & Erie County, the answer was clear in the first two minutes of their conversation—they would collaborate, in doing so would totally shift the funding paradigm in our region.

Their decision created the WNY Women's Fund (later transitioning to the independent WNY Women's Foundation in 2011) and it set the tone for our Foundation's collaborative approach to all its impactful work over the past two decades.

As we celebrate 20 years of making Western New York a model place for every woman to live, grow, and lead, we do so with reverence for the women who founded this organization. Our work continues to be rooted in data and research, strategically focused to make the greatest impact, and directed by a diverse and tenacious group of women committed to making difference for WNY.

Today, the WNY Women's Foundation is shaping public policy towards creating equitable opportunities for women, raising the public's consciousness by sharing data and research that paint a picture of issues impacting women, and investing in strategic initiatives—all fully funded by YOU.

As we navigate the very real challenges of 2020, our gender equity work is elevated and relevance increased thanks to the generosity of our loyal donors and volunteers.

Women and girls thrive when we work collaboratively and collectively. It was the right decision 20 years ago and it remains a core part of our work today.

Thank you for being part of our team.



*Sheri L. Scavone*

Sheri Scavone  
Executive Director



*Cindy Odom*

Cindy Odom  
Board of Directors, Chair

The WNY Women's Foundation carefully builds connections with people and organizations so together, we can better this community through inclusive gender equity, women's economic empowerment, and building our future through today's children. We serve as an essential voice for women, supported by extensive research, data, and real stories to drive positive change.

The pillars of our work remain the same:

- We Invest**
- We Educate**
- We Research**
- We Convene**
- We Advocate**

### MISSION

Our mission is to create a culture of possibility so each woman and girl can live, grow and lead to her fullest potential.

### VISION

Our vision is that all women and girls have the opportunity to thrive, leading to a vibrant, inclusive WNY community.





## INSPIRING REFORM

Advocacy is a way to tackle big issues. Since 2012, **advocacy has been a cornerstone of the work of the WNY Women's Foundation** and is how we create change for women and girls in our community. Our advocacy wins over the years have included child care subsidies for working parents and statewide paid sick leave.

### 2019 SUCCESSES:

- Secured \$500,000 in child care subsidies for parents in Erie County through strategic relationships with WNY's NYS elected leaders
- Prevented last-minute cuts to funding for Advantage Afterschool, which has 17 centers in WNY
- Presented on the importance of advocacy at She Started IT for girls from 6th to 10th grade
- Worked with Assemblymember Monica Wallace and Senator Tim Kennedy on zoning advocacy and funding for a worksite child care
- Met locally with legislators and their staff to discuss issues surrounding child care
- Provided leadership and garnered philanthropic support for the NYS Child Care Availability Taskforce



### WHAT IS ADVOCACY?

**Consciousness raising** through data and stories leading to action to change the issues impacting women.

**Systemic change** and tackling big issues affecting women and girls in our community.

**Partnerships** that collectively lift up our voices and influence for women and girls.



## WORKING TOGETHER

The WNY Women's Foundation was founded twenty years ago on a model of **collaboration, not competition**. Today, the Foundation serves a vital role in bringing together organizations, leaders, and community members to have important conversations that move our region forward.

### LEGISLATIVE BREAKFAST

The Foundation's 2019 Legislative Breakfast focused on the importance of accessible and affordable child care. Legislators and staffers participated in a discussion on local child care deserts and the importance of accessible and affordable child care.

The WNY Women's Foundation met with Assemblymember Crystal Peoples-Stokes, Assemblymember Monica Wallace, and Senator Tim Kennedy surrounding the need for quality child care and its effect on workforce development. As a result, Niagara Lutheran Health Systems were able to afford and build a worksite child care center, only the third in WNY.

### ADVOCACY CONVERSATIONS

On Child Care Advocacy Day in February 2019, the WNY Women's Foundation traveled to Albany to meet with legislators and staffers to discuss the need to support child care providers. Providers told their stories, highlighting the struggles that they have faced and the importance of funding child care. The Foundation presented the need for child care accessibility to WNY elected officials in late 2019. The Foundation also trained child care provider advocates to empower them to make their voices and concerns heard to legislators.

### WORKFORCE TRAINING

The WNY Women's Foundation brought together Child Care Resource Network, the Buffalo Niagara Partnership, and Partnership for the Public Good to successfully advocate for parents in qualified workforce training programs to access child care subsidies.

### NEW YORK WOMEN'S FOUNDATION

At the state level, the WNY Women's Foundation partnered with the Community Foundation for Greater Buffalo to bring the New York Women's Foundation to Buffalo to meet with stakeholders. This meeting discussed applying a gender lens to civic engagement. A report on state-wide data is currently being completed by the New York Women's Foundation.







# WE INVEST

## CULTIVATING LEADERS

Since 2014, the WNY Women's Foundation's **Impact Grants** program has created strong and determined leaders of the future. The programs funded by this grant increase confidence and self-esteem, offer opportunities to explore new academic pathways in a safe environment, expose girls to practical experiences that prepare them for future careers, and link them to successful role models and mentors. This year, the Foundation added a pre/post evidence-based confidence survey to monitor the efficacy of the program.

In 2019, the WNY Women's Foundation offered funding to thirteen programs across four WNY counties that are specifically designed to serve the needs of girls in out-of-school-time programs. The selected programs represent varied offerings and diverse populations. In addition to direct grant funding, the Foundation also supported partners by organizing collaborative luncheons, mentoring panels, and encouraging attendance at the Foundation's events. Serving 567 girls, double the number served in 2018-2019, with half of the grants focused on STEM/STEAM exposure and experiences, the Foundation invested \$30,070 into:

- ACCESS of WNY's (Arab-American Community Center for Economic and Social Services) GLOW (Girls Leading Our World)
- BCAT's (Buffalo Center for Arts and Technology) Young Women's Empowerment Group
- Boys & Girls Clubs of Buffalo's Positive Action for Girls
- Buffalo Media Resources DBA Squeaky Wheel Film & Media Art Center's Tech Art for Girls
- Community Missions of Niagara Frontier's Girls Circle

- Native American Community Services' GIRL BOSS: Girls Inspiring Radical Life-goals through Business Opportunities for Self Success
- NativityMiguel Middle School of Buffalo St. Monica Campus' Empowering Girls to Succeed in Science
- Peace Of The City Ministries' Workforce Continuum: Zieani Jewelry & Sanctuary Fragrances
- St. Bonaventure's PyGirls for Good
- Valley Community Association's Building Up The Future
- WEDI's (Westminster Economic Development Initiative) Girls Club
- West Side Community Services' Just4Grلز
- YWCA of Jamestown's Teenage Education and Motherhood

Each of these programs provides support and experiences that develop adolescent girls into tomorrow's inspirational leaders.

## SUPPORTING MOTHERS, FAMILIES, AND OUR WORKFORCE

To date, the WNY Women's Foundation's largest investment is in the **MOMs: From Education to Employment®** program, a research-based program designed to enable single mothers to gain family-sustaining jobs. Created in 2013, the program arose out of lessons learned from previous Foundation investments and stories from single mothers in the community.

As of December 2019, 450 single moms and their 700 children have benefited from the MOMs: From Education to Employment® program, leading a cultural shift in support of single moms and their families so they can achieve their greatest potential.

Emergency scholarships are one of the signature components of the MOMs program. These scholarships help mothers stay in school while also taking care of themselves and their families. Emergency scholarships cover unexpected costs which would otherwise derail their education.

### Niagara County Community College

In 2019, the MOMs program completed its sixth year at Niagara County Community College (NCCC). The MOMs program has become funded by the college, demonstrating their confidence in and commitment to the success of single mothers. Twelve single mothers graduated in Spring 2019, moving into higher education and family-sustaining careers. WNYWF provides vital emergency scholarship funding to support single mothers.

### SUNY Erie

The program expanded to SUNY Erie in April 2017 and has served 68 mothers through the close of 2019. MOMs has set the stage for a campus-wide awareness of the barriers that single mothers face.

### Jamestown Community College

In January 2018, a partnership with Empire State Poverty Reduction Initiative was forged to bring the MOMs program to Jamestown Community College (JCC). The program has supported 100 mothers.

The ultimate goal of the MOMs 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. The Foundation anticipates each of the MOMs programs will continue to grow and positively impact single moms and their families.



Impressed with the MOMs model, the Jeannette Rankin Women's Scholarship Foundation partnered with the Foundation to bring a dedicated pool of scholarship funds to WNY beginning in 2019 for MOMs participants over age 35. Two awards were granted in 2019, one from NCCC and one from SUNY Erie.





### INSPIRING AND MOTIVATING

For 20 years, the WNY Women’s Foundation has created spaces for women to convene, learn, and grow. Inspired by the Foundation’s Pathways to Progress reports, the **Pathways to Progress Speaker Series** was launched in 2008 to provide a platform for conversations with aspiring women leaders to inspire and motivate all women to take action.

In 2019, the Pathways to Progress Speaker Series continued to grow and featured four sessions, each inspired by the overarching theme of “Taking Care of Yourself While You Conquer the World.”

The first session, held in February, focused on physical well-being: “Your Mind, Body & Nutrition Are Impacting Your Life. Are They Working For You?” Elaine Pauly and Melinda Yoder taught attendees how to balance their physical and emotional health in support of their professional and personal goals.

In April 2019, Nicholle Overkamp presented “Own Your Financial Future,” a session focused on helping participants achieve their financial goals. Women’s economic empowerment is key to realizing gender equity. This session taught women practical skills to move them forward towards their own financial goals.

“Cover your Assets: It IS Worth Making the Time,” the third session of the series, was held in July 2019 and featured a panel speaking to attendees about financial planning for the future, including retirement and end-of-life planning.

To date, hundreds of women have attended the WNY Women’s Foundation’s Pathways to Progress Speaker Series and benefited from the expert knowledge presented at each session. The Pathways to Progress Speaker Series educates, inspires, and elevates women, mentoring them and lifting female leaders in our community.



### ILLUMINATING PATHWAYS TO LEADERSHIP

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.



A research-based, comprehensive initiative, ALL IN WNY supports business and employer social responsibility, serves as a central hub of resources for women interested in launching or growing their own business, and encourages individual women to grow as leaders. The ALL IN Steering Committee provides guidance and direction, sets annual goals, identifies important trends, and connects community resources.

In 2019, ALL IN engaged twenty-four aspiring leaders, thirty-four entrepreneurs, and twelve active employer partners. Each made purposeful efforts to achieve best practice strategies to develop leadership skills, grow a successful business, or lift more women into leadership positions.

The Employer Partner Pathway asks employers to make an investment in increasing gender equity within their companies. Businesses work to achieve a POWER (Positioning Our Women for Every Role) seal that demonstrates a business’s commitment to advancing women. As part of the Employer Pathway, the Foundation hosted three Learning Collaboratives. Topics included “Sharing Effective Practices,” “Employer Data and Change Management Theories,” and “Intersectionality of Gender and Race”.

Following suit with the Foundation’s commitment to data-driven decision making, SUNY College at Buffalo’s Center for Health and Social Research completed and presented baseline data for the ALL IN businesses, which will be used as a metric to measure ALL IN’s success.

Morgan Stanley





# WNY WOMEN’S FOUNDATION LEADERSHIP

“OVER THE PAST TWENTY YEARS, THE WNY WOMEN’S FOUNDATION’S BOARD OF DIRECTORS AND EMERITAE ADVISORY BOARD HAVE BUILT A SOLID FRAMEWORK FOR THE FOUNDATION THROUGH THEIR LEADERSHIP. AS THE FOUNDATION LOOKS TO THE NEXT TWENTY YEARS AND BEYOND, WE ARE GRATEFUL TO OUR PAST AND CURRENT BOARD AND EMERITAE MEMBERS WHO HAVE DEDICATED THEIR EXPERTISE AND ENERGY TO ENSURING THE LASTING SUCCESS AND IMPACT OF THE FOUNDATION.”

-Sheri Scavone, Executive Director



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Pictured above, right

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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 [melanie@wnywfdn.org](mailto:melanie@wnywfdn.org) with any corrections.

\*deceased

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 WNY Women’s Foundation 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
- Tricia Semmelhack



To learn more about planned giving or **to join the Torch Circle, contact Melanie Jaskolka** at [melanie@wnywfdn.org](mailto:melanie@wnywfdn.org).





SIGNATURE EVENTS

WHAT SHE’S MADE OF

“Producing Success” - Lindsay Shookus, Saturday Night Live Producer

Together with presenting sponsor M&T Bank, the WNY Women’s Foundation welcomed 360 guests to the Albright-Knox Art Gallery to hear Saturday Night Live producer and Buffalo native Lindsay Shookus speak at the 11th Annual *What She’s Made Of* event. Fueled by the leadership and direction of co-chairs Teresa Bair, Andrea Vossler, and Adryan Parks, the event raised over \$128,000 to support the work of the Foundation, with additional donations coming from pledges received the night of the event to support adolescent girls through our Impact Grant program.



FALL IN FASHION

16th Annual Celebration

*Fall in Fashion*, the signature autumn event in Buffalo, was a celebration of fun, friends, food, and fashion. The event welcomed over 350 guests and raised over \$119,000 under the leadership of co-chairs Gia Manley and Nicole Nobel. The funds raised support the research, education, and advocacy work of the WNY Women’s Foundation.



FALL IN FASHION



2019 SUMMARIZED FINANCIALS

REVENUE

Contributions	\$188,494
Special Events	\$355,247
Net appreciation of assets held in trust	\$277,100
Other	\$9,547
Net assets released from restrictions	\$148,412
TOTAL	\$978,800

EXPENSES

Program	\$365,810
Administrative	\$74,484
Fundraising	\$123,464
Cost of Direct Benefit to Donor	\$77,928
TOTAL	\$641,686

BALANCE SHEETS

ENDING DECEMBER 31, 2019

	2019	2018
<b>Assets</b>		
Cash	\$1,003,814	\$777,450
Receivables	\$137,779	\$44,695
Assets held in trust	\$1,822,376	\$1,599,782
Other assets, net	\$2,415	\$3,689
	\$2,966,384	\$2,425,616
<b>Liabilities and Net Assets</b>		
Accounts payable and accrued expenses	\$52,370	\$26,327
Refundable Advances	\$300	
<b>Net Assets</b>		
Without donor restrictions	\$2,557,213	\$2,174,683
With donor restrictions	\$356,501	\$224,606
	\$2,913,714	\$2,399,289



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Giving small amounts at regular intervals makes a BIG difference.

[www.wnywomensfoundation.org](http://www.wnywomensfoundation.org) | 716.887.2621 | 742 Delaware Ave., Buffalo NY 14209

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