WNY WOMEN'S FOUNDATION

Empowering Women Energizing our Community

2023 Annual Report

Fundamental Pillars of Our Work

ADVOCACY

VOICE

INTERSECTIONAL GENDER EQUITY

LEADERSHIP

ECONOMIC EMPOWERMENT

WNY WOMEN'S FOUNDATION

Leadership Letter

The theme of this year's report, "Empowering Women, Energizing our Community," encapsulates the impact of our work in 2023, the physical evolution of our organization, and our aspirational vision to create a culture of possibility where all women achieve their fullest potential.

The WNY Women's Foundation has experienced tremendous growth. We worked collaboratively to advocate for women's advancement, to amplify women's voices, to grow opportunities for women's leadership, and to empower women who face monumental barriers to economic stability.

In our Annual Report, you'll read more about how our organization:

- **Impacted nearly 500 women through our mPower**: From Education to Employment® college and workforce training programs
- Hosted our **first-ever Women's Leadership Summit for over 400** aspiring, emerging, and experienced women leaders
- **Led transformative advocacy efforts**, ensuring over 100,000 New York families could be eligible for expanded financial support for child care

Furthermore, the foundation celebrated another milestone, as we opened our own office space for the first time in our history at our new downtown Buffalo headquarters located at 741 Main St.

As we look forward to celebrating our 25th Anniversary in 2024, we also reflect on the profound contributions of so many women who brought us here, particularly our dear friend and co-founder, Gail Johnstone, who passed away this past November.

Our growth and impact are all thanks to your generous support of our important mission.
Thank you for your continued dedication to uplifting women across WNY!

Teresa Bair
Chair, Board of Directors

Sheri L. Scavone
CEO

Remembering Gail

Gail Johnstone 1941-2023

In 2023, the WNY Women's Foundation lost a visionary, anchor, and one of our founders, Gail Johnstone. Gail was a guiding light that illuminated the path of positive change, and her impact will forever resonate in the fabric of Western New York.

Arlene Kaukus, Gail's dear friend and co-founder of the WNY Women's Foundation, recalls meeting Gail for the first time 25-plus years ago as members of a Buffalo women's group, and walking away thinking to herself, "That moment was special." She was right. A few years later, Gail and Arlene – two strong women leaders of the Community Foundation for Greater Buffalo and the United Way of Buffalo & Erie County, respectively – discovered a mutual interest in creating a women's philanthropic giving circle. They decided to collaborate, each won the support of their Boards of Directors, and the WNY Women's Fund took shape in 1999.

"Our focus, from the very beginning, became addressing the foundational barriers to women's advancement in our community," Arlene explained. "A lot of that, I would attribute to Gail, because Gail was so strong in identifying the importance of working at long-term change that would transform the experience of women."

"Gail is mindful about uplifting women while still keeping in mind the movement's larger goal. Her thoughtful, warm, and clear-sighted leadership provided a model of how to be a well-rounded community leader."

- Alice Jacobs, WNYWF Board Member

Co-founders, Gail and Arlene

Founder, Leader, Visionary

In Gail's work with the WNY Women's Foundation (as it became in 2010), as president/CEO for the Community Foundation for Greater Buffalo, and in previous roles, Arlene said she always admired Gail for her commitment to her values.

She was one of the most grounded people I know. She knew what was important and could hone in on the right thing to do, even if it was the hardest thing to do," Arlene shared. "I thought that was very courageous, and I admired that." Beyond her numerous accomplishments and contributions to our community, her generous spirit, and kindness, Gail was known for her dedication to and love of her family.

She adored her husband, Bruce, children Cameron and Duncan, and grandchildren. Bruce, who served as president of SUNY Buffalo State and later SUNY chancellor, shared his admiration for Gail's ability to grow through multiple high-demand jobs while raising their two children.

"We are a very close family," Bruce described. "She would put in the hours of work, but still was able when the occasion arose, to see a play or a game or a kid's swim meet. She maintained just wonderful close ties to our children in that way, as well as being enormously supportive of my duties as president and then chancellor. Her multitasking was incredible. She was just a remarkable woman."

To honor a true friend, leader, and colleague, the WNY Women's Foundation will establish the Gail Johnstone Fund, empowering the next generation of leaders and changemakers, to create opportunities for each woman to learn, earn, lead, and thrive!

"Gail had a special mix of gentle persona, deep values, brilliance, passion, and an unwavering commitment to her causes. She had a whole lot of power packed into a petite frame! Her impact on Buffalo in her 43 years here is vast and deep."

- Sheri Scavone, WNYWF CEO

ADVOCACY

The WNY Women's Foundation educates and engages decision makers to advance policies and funding, accelerating the pace of change for issues impacting women.

Through our collaborative leadership with the Empire State Campaign for Child Care, a coalition of over 100 child care advocates, providers, and parents we achieved:

100,000

additional NY families eligible

as income eligibility raised to 85% SMI statewide

1%

family co-pays capped

at 1% of income over the federal poverty level statewide (down from 35% in 2021)

$500M

retention grants

for child care workforce recruitment and retention as incremental steps to sustain women and minority owned, residential based child care centers

Members of Empire State Campaign for Child Care

CALL TO ACTION

Activism delivered to your inbox once a month!

Every voice is pivotal in advancing gender equity. Let your voice be heard by subscribing to our virtual, grassroots Women in Action e-newsletter. Each month, you'll receive an email with simple, practical steps you can take to make a difference for women in our community. Use the QR code below to sign up for this impactful initiative.

WOMEN in ACTION

SCAN!

Additional Advocacy Accomplishments

Through collaboration and thought leadership, we successfully:

- Commissioned Cornell ILR in partnership with The John R. Oishei Foundation to develop a mapping tool that connects child care providers and employers, opening opportunities for expansion
- Brought thought leadership and collaboration to our partnership with the Buffalo Niagara Medical Campus, Inc. to prioritize the importance of child care as an essential work force support and drive solutions for working parents
- Developed educational materials for employers looking to support child care
- Amplified expansion of NYS Breast-Feeding law policy to WNY employers
- Convened and educated employers about new NYS Salary Transparency Law including hosting an education session with representatives from NYS and US Department of Labor

Collaborative Partnerships Elevate Critical Advocacy Efforts

The WNY Women's Foundation serves on several influential state and federal campaigns, committees, and task forces to advocate for women's issues. Together with the Empire State Campaign for Child Care (ESCCC), the foundation successfully advocated in 2023 for expanded financial support to working families and child care businesses.

Shanita Bowen, co-chair of the steering committee for ESCCC and chief operating officer at ECE On The Move – a grassroots non-profit supporting child care providers in New York City – described the leadership position the WNY Women's Foundation fulfills in state-wide initiatives, like the Empire State Campaign for Child Care.

"The WNY Women's Foundation has been very instrumental in pushing our voice forward and equipping us with data to present to legislators," said Bowen. "With Sheri, (WNYWF CEO) we also always highlight the lived experiences of providers and parents. With the statistics to back that up, we're able to approach legislators with double-edged reasoning."

Doris Irizarry, a long-time child care educator, applauded the WNY Women's Foundation's work in advocating for family child care providers and center-based businesses, recognizing the essential need for family or in-home providers who offer night care and flexible schedules for working parents.

"Sheri is a champion among the champions," Irizarry exclaimed, "She advocates for us to have a seat at the table, and that's important to us, because anytime we made recommendations previously, we were excluded. Now we're at the table."

Doris Irizarry

Shanita Bowen

VOICE

The WNY Women's Foundation amplifies women's voices to advance gender equity though data-driven solutions.

50

media hits and interviews

featured in more than 50 media hits including TV, radio, and podcasts informing thousands of audiences

1,343

new followers

gained 1,343 new followers across its social media platforms including Facebook, Instagram, Twitter, and LinkedIn. Join us to amplify the issues!

25

committees

staff served on over 25 influential committees, giving voice to issues disproportionally impacting women

CALL TO ACTION

Follow us on social media!

The WNY Women's Foundation is on Facebook, Instagram, X (Twitter), and LinkedIn. Follow us on each of these platforms for the latest news, advocacy updates, success stories, & opportunities to get involved.

@WNYWomen'sFoundation

@wnywomensfoundation

@WNYWomensFndn

@WNY Women's Foundation

WNY Women's Foundation CEO Invited to White House Forum

On Dec. 14, 2023, WNY Women's Foundation CEO, Sheri Scavone, and Buffalo Common Council Woman Zeneta Everhart traveled to Washington, D.C. to represent Western New York at a White House event called, *Communities in Action: Building a Better New York*.

The White House held the event as part of a series that featured local elected officials and community leaders working on behalf of their communities to create opportunities and improve people's everyday lives. The program also highlighted the Administration's investments and impacts in communities across New York.

Sheri delivered remarks and shared stories about the local impact of federal policy and stimulus dollars on child care for working women, child care small businesses, and on advancing intersectional gender equity.

"Child care is the single biggest issue holding women back from contributing even more to our economy, diversifying the workforce narrative, and allowing women to thrive," Sheri told the audience. "Billions of dollars in stimulus funding literally saved the sector from sinking. The administration threw a life jacket for parents and child care educators."

As one of only two Western New York representatives selected, Sheri said the event provided another boost for the WNY Women's Foundation's national profile.

"It's my hope our attendance served to highlight the positive results of federal action in regard to child care, and provoked more consideration for this issue," Sheri explained. "This national relationship building and giving voice to important issues is essential to driving attention to our region."

"Child care is the single biggest issue holding women back from contributing even more to our economy, diversifying the workforce narrative, and allowing women to thrive."

- Sheri Scavone, CEO

ECONOMIC EMPOWERMENT

The WNY Women's Foundation empowers women of all backgrounds and identities to achieve economic mobility by eliminating barriers and providing targeted support in education and workforce development.

mPOWER
FROM EDUCATION TO EMPLOYMENT
WNY WOMEN'S FOUNDATION

mPower Graduates

141
people graduated

from the Lineage Senior Care CNA mPower program (an 82% graduation rate) leading to family sustaining jobs

27
emergency scholarships

(about $10,800) awarded through the Joan Joy Angel Fund to help women continue their education

356
women and single mothers

assisted through our mPower: From Education to Employment workforce development and college programs

CALL TO ACTION

Support our mPower: From Education to Employment students!

Help our mPower students by purchasing items from our Amazon wish list. Often, fulfilling simple needs can make the biggest difference. Our participants could use support with acquiring school supplies and other basic essentials. Scan the QR code to view our Amazon wish list. Your generosity helps the women in our program overcome the barriers to achieving economic self-sufficiency for themselves and their families.

amazon wishlist

SCAN!

Reach Back and Help the Woman Behind You

As the WNY Women's Foundation works to eliminate barriers to women's economic stability, the Joan Joy Angel Fund's emergency scholarships offer a vital lifeline to women in our mPower: From Education to Employment® programs.

Paula Joy Reinhold, chair of the Joy Family Foundation, remembers her mother, Joan, for her kindness, devotion to her family and generosity to causes supporting women and children.

"She once told me, 'Paula, when you put a few quarters together, you've got to turn around and take care of the woman behind you. You love babies so much, but you can't take care of every baby in the world. You've got to take care of their mothers so they can take care of their babies,'" Paula recalls.

Never forgetting her mother's lesson, Reinhold worked with the WNY Women's Foundation in 2021 to establish the emergency fund in her mother's name. In 2023 alone, the foundation distributed 27 scholarships to women facing challenges in continuing their education. Women enrolled in the foundation's mPower programs, who are at risk of dropping out of their education, can receive a $500 grant to help pay for housing, food, car repairs, transportation, or any debt or cost impeding the completion of their education.

Reinhold says the fund epitomizes the essence of her mother's legacy of caring.

"She had stashed away cash in every purse she had, and she would reach into the lining – without asking questions, or without a big fanfare, and certainly without telling my father – and just put it in your pocket and say, 'Go take care of your car, go pay your rent, go buy your books. Go do whatever it is you have to do.' She was fabulous."

Paula and her mother, Joan Joy

LEADERSHIP

The WNY Women's Foundation advances women's leadership and gender equity through employer education, individual mentorship, and elevating female entrepreneurs.

ALL IN
WOMEN LEADING.
COMMUNITIES SUCCEEDING.
an initiative of the WNY WOMEN'S FOUNDATION

9

local companies particpated

in the employer pathway of our **ALL IN initiative**, a two-year program that supports systems change and social responsibility using an intersectional lens

2

more companies earned

the **ALL IN P.O.W.E.R. Seal**, Positioning Our Women for Every Role, affirming their commitment to gender equity and inclusion in their workplace bringing the total to 6 companies

388

companies featured

in the Women-Owned Business Directory located on our website which serves as a valuable resource for goods and services supporting women entrepreneurs

P.O.W.E.R. Seal Recipients:

Harmac Medical Products
girl scouts of western new york
Crisis Services
M&T Bank
CCNY Inc.
Buffalo State

CALL TO ACTION

In 2023, the WNY Women's Foundation, in collaboration with Women Who Lead, launched ***Ready, Set, Lead!*** – a mentorship program that facilitates career, personal, and community development for women with 0-5 years into their career.

Aspiring leaders will receive:

- Six months of structured mentorship from experienced community leaders
- Four educational sessions focused on building leadership acumen
- Formal coaching
- Access to a diverse network of cohort colleagues

Would you or someone you know benefit from joining the next cohort of *Ready, Set, Lead*?
Email Sydney Flanagan, ALL IN Coordinator, at sydney@wnywfdn.org.

CCNY & SUNY Buffalo State Confirm Commitment to Gender Equity, Earning ALL IN P.O.W.E.R. Seal

Congratulations to CCNY, Inc. and SUNY Buffalo State University, the newest P.O.W.E.R. (Positioning Our Women for Every Role) Seal awardees! The P.O.W.E.R. seal is a certification granted by the WNYWF that verifies the quality of a company's gender equity work. ALL IN Employer Partners work toward earning the P.O.W.E.R. seal over the course of two years through improvements in key metrics covering operations, workplace culture, policy, education, leadership development, and intersectionality. Through the ALL IN Employer Pathway, the WNY Women's Foundation engages employers in taking purposeful steps to move women and gender minorities into leadership positions and improve company culture.

Heidi Milch, executive director of CCNY, Inc. and Lisa Fronckowiak, J.D., interim chief diversity officer at SUNY Buffalo State University, each shared their perspective on the value of ALL IN to their organization:

Heidi Milch

Executive Director
CCNY, Inc.

Broadly, how did ALL IN benefit your organization?

With other programs, we found either straight educational concepts or action plans. ALL IN combined these two, so we took actionable steps, but also understood why so we could work to holistically change the culture of the organization.

Describe one accomplishment.

Before we started the program, our board composition was 11% female. Now, we're just over 45%. Women's voices on the board have definitely impacted how the board operates and bring a whole other perspective.

What do you say to others considering ALL IN?

It's a wonderful program for anyone who has the opportunity to participate. It can only improve your organization's culture.

"It's a wonderful program for anyone who has the opportunity to participate. It can only improve your organization's culture."

- Heidi Milch, CCNY, Inc.

Lisa Fronckowiak

Interim Chief Diversity Officer
SUNY Buffalo State University

Broadly, how did ALL IN benefit your organization?

As a state institution, we were already doing a lot to support gender equity. This project motivated us to take stock of everything, in every department, and intentionally catalog our efforts.

Describe one accomplishment.

At Buffalo State, we value diversity and work hard to support our very diverse community. It is important to make sure that you are up to date with current best practices, and that includes gender inclusive language. As a direct result of working with ALL IN, we developed a guide to gender inclusive language to help build an environment of respect and appreciation for gender inclusivity and diversity.

What do you say to others considering ALL IN?

It's nice to have someone to work with to help you figure out your path and address your organization's specific needs, and ALL IN provided that for us.

"It's nice to have someone to work with to help figure out your path and address your organization's specific needs, and ALL IN provided that for us."

-Lisa Fronckowiak, SUNY Buffalo State University

WNY WOMEN'S FOUNDATION
WOMEN'S LEADERSHIP SUMMIT

Women's Leadership Summit

On Sept. 22, 2023, The WNY Women's Foundation hosted its first in-person Women's Leadership Summit. More than 400 participants came out to the University at Buffalo's Alumni Arena to engage in a series of workshops and panel discussions led by established leaders.

Participants had the opportunity to select either the aspiring leader pathway (those 0-5 years into their career) or emerging leader pathway (those 6+ years into their career) to tailor their summit experience to their professional lives.

Topics covered during panel discussions included transitioning from academia to the workforce, leading through our differences, redefining systems for gender equity, and networking 101.

The program included a speed networking session with more than 50 experienced leaders engaging with young professionals.

Join Us!

Scan the QR Code to Register for 2024 Women's Leadership Summit!

WNY WOMEN'S FOUNDATION
WOMEN'S LEADERSHIP SUMMIT
In Partnership With:
BUFFALO
University at Buffalo ALUMNI

May 31, 2024, 12:30-5:30pm
University at Buffalo Alumni Arena
Ed Wright Practice Facility
No-Cost Parking

Young Professionals Give Back to Make a BIG Impact

The WNY Women's Foundation (WNYWF) actively engages in community partnerships to strengthen its mission. Collaborating with organizations and individuals provides valuable resources, support, and expertise to help achieve common goals. In 2023, WNYWF began working with Natalie Wasieczko, co-founder of Queen City Revival, a volunteer organization for young professionals.

With a passion for volunteering since high school, Natalie and a friend from the University at Buffalo started Queen City Revival - Young Professional Volunteer Group in 2018. Since then, the group has worked with over 100 volunteers and more than 50 organizations to make a positive difference in their community.

"While volunteering with my high school government class, I found such joy in helping others, meeting new people through the experience, and making a positive impact," Natalie recalled. "Volunteering became a passion of mine that will always stick in my heart."

Natalie and her team reached out to the WNY Women's Foundation after researching organizations to support during Women's History Month. Since their initial meeting, Queen City Revival has hosted several successful "Happy Hour with a Cause" events to benefit the Foundation. Through their fundraising and collaborative efforts, the group has been able to support our Lineage Senior Care Certified Nursing Assistant mPower students by procuring hundreds of medical scrubs, donated by Kristen Uniforms and Scrubs in Amherst, NY, as well as welcome bags, in partnership with Wegmans.

Queen City Revival Volunteers at Happy Hour With a Cause

"We feel the WNY Women's Foundation is the leader in elevating women in our community," explained Natalie. "They inspire change through their advocacy work at the state and federal levels and break down the barriers to women's success through their mPower: From Education to Employment initiative. Their work aligns with our mission to help meet the needs of the WNY community and we would like to support them in any way possible."

Queen City Revival engages young professionals in a range of volunteer and fundraising activities throughout the year. To learn more, visit their Facebook page or reach out to Natalie at **queencityrevivalyp@gmail.com.**

2023 Board of Directors

Chair
Teresa Bair, Esq. - Kura Oncology

Chair Elect
Hon. Lenora Foote-Beavers, Esq. - Buffalo City Court and Erie County Family Court

Vice Chair
Helen Cappuccino, MD - Roswell Park Comprehensive Cancer Center

Treasurer
Natalie Fischer - Columbus McKinnon Corp.

Secretary
Catherine Earle - Delaware North

Tiffany Adams - Realtor

Jessica Baker, Esq. - Evergreen Health

Jamie Batt, Esq. - Rupp Pfalzgraf LLC

Odie Brant Porter - Odie Porter Consulting

Allison Brashear, MD - University at Buffalo, Jacobs School of Medicine and Biomedical Sciences

Jody Briandi, Esq. - Hurwitz & Fine

Shonda Brock - B&C United Home Care

Emily Burns Perryman - Millennium Trust Company

Betsy Constantine - Community Foundation for Greater Buffalo

Nancy Cox - Bonadio Group

Breauna Crumpler - Bank of America

Jackie Sanchez Culliton - Community Volunteer

Patricia Farrell - Wilmington Trust

Nickole Garrison - Garrison Murphy Wealth Management

Carolyn Human - Carolyn Human Communications

Alice Jacobs, Esq. - Delaware North

Anne Joynt, Esq. - Lipsitz, Ponterio & Comerford, LLC

Linda Angert Kahn - Institutional Strategist-Development Consultant

Crystal Rodriguez-Dabney, Esq. - Roswell Park Comprehensive Cancer Center

Susanna Schenk - SUNY Buffalo State University

Siobhan Smith - Catapult

What She's Made Of 2023: Your Health. Your Community. YOU!

May 22, 2023 at Highmark Stadium
Honorary Co-Chair: Alice Jacobs, Esq.
Event Co-Chairs: Anne Joynt, Esq., Gretchen Geitter, and Liz McPhail, Esq.

More than 250 attendees joined us for an upscale evening, highlighted by an interactive and thoughtful discussion featuring women in medicine. Dr. Keyani Davis, Dr. Myra Mathis, and Dr. Jennifer Roberts engaged in an inspirational conversation about women's well-being and barriers to wellness, particularly for women of color.

Encouraged to wear cocktail attire with comfortable sneakers, guests mingled and enjoyed delicious hors d'oeuvres courtesy of Delaware North, all while taking in breathtaking views of the stadium and small-group tours of the Bills locker room.

Thank You to Our Premier Sponsors:

Delaware North

M&T Bank | WILMINGTON TRUST

2023 Emeritae Members

Jennifer Balbach - Summer Street Capital Partners LLC

Kristin Bauer - Community Volunteer

Christine Bonaguide, Esq. - Hodgson Russ LLP

Rebecca Collins - Collins Design Consultants

Katherine Conway-Turner, Ph.D. - Community Volunteer

Clotilde Dedecker - Community Volunteer

Amber Dixon - Community Volunteer

Ann Evanko, Esq. - Hurwitz & Fine

Dorothy Ferguson - Ferguson Family Foundation

Darby Fishkin - CBRE Buffalo

Sue Gardner, Esq. - Kavinoky and Cook LLP

Gretchen Geitter - Buffalo Bills

Rosa Gonzalez, Ph.D. - RGonzalez Consulting

Ellen Grant, Ph.D. - Roswell Park Comprehensive Cancer Center

Jane Griffin, Ph.D. - Community Volunteer

Mary Jo Hunt - James H. Cummings Foundation

Gail Johnstone - Community Volunteer

Arlene Kaukus - University at Buffalo

Allison Kupferman - Society for Maternal-Fetal Medicine

Gia Manley - Imagine Staffing

Sally Marks - Marks Family Foundation

Nicole Nobel - Private Practitioner

Cindy Odom - Hillside Foundation

Marcia O'Neil-White - Community Volunteer

Paula Joy Reinhold - Joy Family Foundation

Anne Rimmler, Esq. - Paul Williams Beltz PC

Jeanette Robe - Buffalo Fiscal Stability Authority

Anne Saldanha, M.D. - Community Volunteer

Tricia Semmelhack, Esq. - Community Volunteer

Michele Trolli - Community Volunteer

Carolyn Valenti, - Lougen Valenti Bookbinder Weintraub LLP

Andrea Vossler, Esq. - Lippes Mathias Wexler Friedman LLP

Sujata Yalamanchili, Esq. - Hodgson Russ LLP

Fall in Fashion 2023

November 3, 2023 at The Powerhouse at Buffalo Color Park

Event Co-Chairs: Breauna Crumpler and Erin Habes

At Fall in Fashion, we celebrated the beauty, diversity, and power of all women with a mission-driven, high-fashion runway show. We engaged several local boutiques and designers in a glittering display of the immense fashion talent in Buffalo, and also celebrated up-and-coming talent from SUNY Buffalo State's Fashion & Textile Technology Program. More than 240 attendees enjoyed the show, our luxury-item auction, gourmet luncheon, and chic cocktail reception.

Thank You to Our Presenting Sponsor:

BANK OF AMERICA

PRIVATE BANK

Lighting the Way for Future Generations

PATRICIA GARMAN TORCH CIRCLE

Building a strong foundation for future generations

Founding Board Member Patricia Garman recognized the importance and need for the Foundation's work now and in the future. She affirmed her commitment to the WNY Women's Foundation (WNYWF) and our mission through a generous legacy gift. Joined by other WNYWF Founding Board Members, the Patricia Garman Torch Circle was created.

By naming the WNY Women's Foundation as the beneficiary of a planned gift, you will leave a lasting legacy in support of gender equity, while remaining in control of your assets during your lifetime.

To learn more about legacy giving opportunities, contact the WNY Women's Foundation by phone at **716-217-9056** or via email at **wnywfdn@wnywfdn.org**.

Members

Peggy Balbach*
Ann Evanko
Sue Gardner
Patricia Garman*
Marsha Henderson
Gail Johnstone*
Arlene Kaukus
Sally Marks
Anne Saldanha
Tricia Semmelhack
Therese Vita

**in memoriam*

Some Torch Circle members at 20th Anniversary Celebration, 2019

2023-2024 Staff List

Nicole Baker
Special Projects & Events Coordinator

***Angela Blask**
Communications & Development Coordinator

***Suzanne D'Amico**
Director of Development

***Sydney Flanagan**
ALL IN Coordinator

Aster Hathaway
ALL IN Coordinator

***Cynthia R. Huebsch**
Administrative Assistant

***Shannon Holfoth**
Communications Consultant

***Kailey Kalonaros**
Women's Economic Mobility Coordinator

Brandy Loveland
Women's Economic Mobility Coordinator

***Sinclair McGuffin**
Special Projects Coordinator

***Mara Montante**
Knowledge Management Coordinator

***Sheri Scavone**
Chief Executive Officer

*Current 2024 staff

Donors - Lifelong Giving

Visionary: $100,000 +

Peggy* & Charles Balbach
Bank of America
Community Foundation for Greater Buffalo
Delaware North
Patricia & Richard Garman*
Health Foundation of Western & Central New York
Highmark Blue Cross Blue Shield of Western New York
Alice & Jeremy Jacobs Jr.
M&T Bank
M&T Charitable Foundation
New Era Cap, Inc.
New York Power Authority
NY Funders Alliance
Ralph C. Wilson Jr. Foundation
Paula Joy Reinhold & Joy Family Foundation
Say Yes to Education
The Mother Cabrini Health Foundation
The Western New York Foundation
United Way of Buffalo & Erie County
Women's Funding Network

Catalyst: $50,000-$99,999

Jennifer Chalmers Balbach & Teo Balbach
Buffalo Bills, Inc.
First Niagara Foundation
Darby Fishkin
Sue Gardner
Garman Family Foundation
Gerald & Sandra Lippes Foundation
Kathleen Gleason
Hodgson Russ LLP
Susan Hoskins
John R. Oishei Foundation
Bruce & Gail* Johnstone
Key Bank
Sally Marks
Margery Nobel
Patrick P. Lee Foundation
R&P Oak Hill, LLC
Anne Saldanha
Tricia & Henry Semmelhack
Kristin & John Somers
Constance W. Stafford Charitable Trust
United States Small Business Administration
Workforce Development Institute

Balbach Founder's Circle: $25,000-$49,000

219 Creekside
Athenex
Baker & Hostetler LLP
Melissa Balbach
Ann & Robert Brady
Patricia Brunsing
Clover Group
Rebecca Collins
County of Erie
Ann Evanko
Carol & Suzanne Fatta
Dorothy Ferguson
Fidelma Fitzpatrick
Ellen Grant
Jane Griffin
Grigg Lewis Foundation Inc.
Harmac Medical Supplies
Harter Secrest & Emery LLP
Marsha & Christopher Henderson
Sarah Hill Buck
Hurwitz & Fine, P.C.
Martha Hyde & The Hyde Family Charitable Foundation
Imagine Staffing
James H. Cummings Foundation, Inc.
Brigid Doherty & Rene Jones
Joseph and Anna Gartner Foundation
Arlene Kaukus
Lindsey Koch
Lawley Insurance
Michele Lee
Linde
Lippes Mathias
Anne Moot
Morgan Stanley
Phil and Nicole Nobel
Marcia O'Neil-White
OSC Charitable Foundation
Pegula Sports & Entertainment
Karen E. Penfold
Peter C. Cornell Trust
Phillips Lytle LLP
Wendy Pierce
Pinto Foundation Fund
Red Top Foundation
Corinne Rice
Rich Products Corporation
Anne & Philipp Rimmler
Susanna Schenk
The Margaret L. Wendt Foundation
Ann Swan
Uniland Development Company
Mary Wilson
Leslie Zemsky

*In Memorium

2023 Donors

$15,000+

Community Foundation for Greater Buffalo
Kathleen Gleason & Family
Joy Family Foundation
M&T Charitable Foundation
NY Funders Alliance
Paula Joy Reinhold
The Western New York Foundation
Women's Funding Network

$10,000-$14,999

Highmark Blue Cross Blue Shield of Western New York
Alice Jacobs
United Way of Buffalo & Erie County
Workforce Development Institute

$5,000-$9,999

Teresa Bair
Jennifer Balbach
Catapult Group LLC
Delaware North
Fidlema Fitzpatrick
Hodgson Russ LLP
Josephine Goodyear Foundation
Kura Oncology
Linde
Peter & Elizabeth C Tower Foundation
Ralph C. Wilson Jr. Foundation
Red Top Foundation
Roswell Park Cancer Institute
Susanna Schenk
Mary Wilson

$2,500-$4,999

Tiffany Adams
Melissa Balbach
Bank of America
Erika Brason
Buffalo Seminary
Helen Cappuccino
Catholic Charities of Buffalo
Betsy Constantine
Nancy Cox
European Wax Center
Evans Bank
Natalie Fischer
Lenora Foote Beavers
Ellen Grant
Jane Griffin
Gross Shuman
Harmac Medical Supplies
Carolyn Human
Impressia Bank
Joseph and Anna Gartner Foundation
Anne Joynt
Arlene Kaukus
M&T Bank
Anne Moot
Niagara Lutheran Health System
Phil and Nicole Nobel
Margery Nobel
Marcia O'Neil-White
Perry`s Ice Cream
Samantha Sliwa
SUNY Buffalo State University
UB Foundation Activities Inc.

$1,000-$2,499

Alkegen
Charles Balbach
Carolyn Batt
Benevity Community Impact Fund
Berardi Immigration Law
Bond, Schoeneck & King, PLLC
Odie Brant Porter
Allison Brashear
Jody Briandi
Emily Burns Perryman
CCNY, Inc.
Child Care Resource Network
City of Buffalo
Lisa Corrin
Breauna Crumpler
Jackie Culliton
Amber Dixon
Anaydia Earle
Erie County Medical Center Corporation
Ann Evanko
Darby Fishkin
Foundation for Jewish Philanthropies
Freed Maxick CPAs, P.C.
Sarah French
Sue Gardner
Nickole Garrison
Girl Scouts of WNY
Rosa Gonzalez
Harris Beach PLLC
Ann Holland Cohn
Jennifer Hood
Kimisha Houston
Mary Jo Hunt
Hunt Charitable Foundation Inc.
Infinity Wellness
Bruce & Gail* Johnstone
Linda Kahn
Lisa LaTrovato
Lawley Insurance
Michele Lee
Life Storage
Mary Kate Loftus
Mafia Babes
Sally Marks

*In Memorium

WNYWF Board Members at Fall in Fashion 2023

2023 Donors

Continued...

Kristin Marusza
Elizabeth McPhail
Milestone Consulting, LLC
Ocean Reef Community Foundation Inc
Patrick P. Lee Foundation
Riveter Design
Crystal Rodriguez-Dabney
Schwab Charitable
Sealing Devices
Courtney Sinatra
Siobhan Smith
Carmen Snell
University at Buffalo School of Law
Cynthia Vance
Joan Yang

$500-$999

AAA of Western & Central New York
Allied Motion Technologies
Elisa Appelbaum
Jacqueline Ashby
Jessica Baker
Jamie Batt
Kristin Bauer
Diane Bessel Matteson
BestSelf Behavioral Health, Inc.
Tanya Biscardi
Gillian Burkhardt
Angela Clancy
Suzanne D'Amico
Victoria D'Angelo
Lindsey Dotson
Dunn Tire Corporation
Clara Egemonye
Patricia Farrell
Lynn Marie Finn
Kaleigh Flemming
Kesha Foster
Bernadette Franjoine
Elyse Fuerst
Felicia Gerviss
Hurwitz & Fine, P.C.
Kristen Johnson
Margaret Kaczkowski
Allison Kupferman
Kristen Kyaw
Lace & Day
Wende Lescynski
Heidi Milch
Vanita Murthy
Pine Pharmaceuticals
Natalie Pistor
Queen City Revival
Tabitha Salonen
Tricia Semmelhack
Jennifer Shiao
Stephanie Sullivan
Briana Tom
Tiffany Tycz
Megan van Rentergem
Natalie Wasieczko
Sarah Williams
Bridget Williams
WNY Immediate Care
Camille Zynda

$250-$499

Alcott HR Group LLC
Jen Barr
Tricia Barrett
Cynthia Bass
Lisa Bellacicco
Dianne Bennett
Shonda Brock
Rachael Brown
Buffalo Bills, Inc.
Liz Callahan
Jeanmarie Cieslica
Dalinda Condino
Joyce Delong
Elka Dintcheva
Leecia Eva
Evergreen Health
Christine Fontaneda
Gretchen Geitter
Mary Caroline Gilfillan
Johanna Gisladottir
Rachel Good
Elizabeth Grady
Half & Half Boutique
Shannon Holfoth
Sarah Hopkins
Martha Hyde
Cheryl Jankowski
Lisa Kieso
Lisa Kirisits
Leonard and Sylvia Kratzke
Andrea Kuettel
Laura Landers

M&T Bank Volunteers at Fall in Fashion

WNYWF Board Members honored as Women of Influence

2023 Donors

Event Co-Chair, Christine Bonaguide with WNYWF Board Members at Women's Leadership Summit

WNYWF Board Member, Alice Jacobs receives Maria Love Founders Award

Jillian Hanesworth, Poet Laureate, delivers Keynote Address at Women's Leadership Summit

Continued...

Lee Enterprises Inc.
Catherine Lincoln
Lipsitz, Ponterio & Comerford, LLC
Althea Luehrsen
Stephanie Mack
Gia Manley
Blythe Merrill
Sarah Metzger
Liz Miller
Montante Group
Patricia Moran
Eliora Noetzel
Holly Nowak
Jeanette Robe
Anne Saldanha
Alicia Sammarco
Sheri Scavone
Susan Schwartz
Brooke Skovira
Julie Snyder
Toni Vazquez
Therese Vita
Andrea Vossler
Jerry & Linda Wainick

$100-$249

Florina Altshiler
Katie Ambrose
Esther Annan
Jennifer Arutunjan
Jennifer Atwal
Legislator April Baskin
Tina Battistoni-Paul
Lauren Baynes
Laura Bickert
Kristina Bonin
Tracy Bradshaw
Susan Bring Tobe
Luanne Brown
Rebecca Brubaker
Gina Burkhardt
Cyndi Burnett
Martha Buyer
Ariana Caplan
Wendi Cartwright
Elise Cassar
Alexis Chiimera
Brittany Christopher
Cynthia Ciminelli
Jill Colombo
Susan Conklin
Constance Constantine
Amy Constantine
Joanne Crofts
Josette Cunningham
Laura Dolan
Patricia Dossinger
Lida Eberz
Marissa Elgie
Cindy Eller
Jeanne Ernst
Christine Farrow
Christina Fecio
Tracy Gardner
Katie Gorman
Jordana Halpern
Maureen Hammett
Seth Lewis Harvey
Amanda Hays
Tracy Heneghan
Jennifer Hickok
Ann Higgins
Karen Hoffman
Denise Hoffman-Day
Amanda Holowatyj
Stephen Hunt
Mary Beth Karr
Gabrielle Kaukus Maier
Nekia Kemp
Susan Kirkpatrick
Nancy La Tulip
Rachel Laster
Ashley Litwin
Amanda Luedke
Rebecca Mack
Halimah Madyun
Manhasset Tool & Die Co.
Helen Marlette
Shannon McCabe

2023 Donors

Continued...

Claire McDonough
Juliet McGowan
Elizabeth McPartland
Francesca Mesiah
Amanda Meyers
Deja Middlebrook
Elizabeth Mighton
Maureen Millane
Ann Monroe
Katie Morreale
Ms Eye Candy Boutique
Rachelle Nurse
Anne O`Neil-White
Brian & Candace O'Mara
ONEHOPE Foundation
Michelle Ostrander
Elaine Pauly
Barbara Riedel
Michelle Roberts
Marilyn Rochwarger
Misha Russo
Jian Sakakeeny
Paula Schenk
Megan Scherer
Andrea Schillaci
Carrie Sette-Camara
David Sheehan
Tara Singer-Blumberg
Angela Smith
Jessica Smith
Nancy Smyth
Alexandra Snow
Bogdana Sokolov
Bethany Solek
Rachel Stenclik
Dana Stoffman
Amber Storr
Gillian Stott
Alison Stoute
Peggy Sullivan
Nicole Swift
Melissa Szymczak
Lauren Tarbox
Chantele Thompson
Christina Torno
Vilona Trachtenberg
Kristina Trybus
Heather Tyler
Francine Valvo
Wegmans Food Market
Christine Wiktor
Rhonda Wilson
Gary Wilson
Melissa Winkler
David Wood
Jill Yonkers
Karen Yurick
Suzanne Zemke
Robyn Zimmer
Jeanette Zygaj

Under $100

Kathleen Achibar
Kathy Aiken
Bernadette Aja
Datima Akpan
Amazon Smile
Megan Andersen
Tina Anderson
Tamara Ardon
Laura Azzarella
Jessica Baker
Nicole Baker
Hilary Banker
Jennifer Barbee
Jennifer Barszcz
Susan Bartl
Gayle Barton
Francine Battaglia
Kristen Bellomo
Rebecca Bentley
Jenna Bichler
Kyle and Angela Blask
Ferdinanda Borrelli
Lynn Boryk
Mayor Byron Brown
Meghan Brown
Cheryl Burgio
Ellen Burkhardt
Latoya Burrell
Susan Butler
Elizabeth Cardarelli
Deborah Carr Brassel
Alan and Sue Carrel
Amy Case

WNYWF Board Members supporting woman-owned business, Lace & Day

WNYWF staff and Board Members at mPower graduation

WNYWF Emeritae Members Supporting the Community at the Buffalo State Bengala

2023 Donors

Continued...

Nadine Clifford
Tovah Collins
Amanda Crotzer
Anna Bella D'Amico
Barbara Davis
Laura Dawidowicz
Casey Demarco
Shelley Drake
Nellie Drew
Douglas Dust
Nora Eberl
Jessica Enstice
Taylor Epps
Rhonda Frederick
Rachel Gabriel
Nancy Gaglione
Donna Gioia
Ruth Goldman
Kitty Goldman
Erin Gorton
Andrea Gregory
Amanda Gross
Lisa Gruttadauria
Debbie Habes
Casi Hall
Rema Hanash
Tahirah Harbin
Julia Harvey
Elizabeth Holmes
Cynthia Huebsch
Allison Jackson
Heather Jackson-Fassari
Pam Jacobs
Sydney Johnson
Jalessa Johnson
Nicholas Jones
Emily Kancar
Meredith Kaplan
Anna Kaplan
Taylor Kaufman
Stephanie Kennedy
Annette Kerr
Leah Kimmet
Ann Kinney
Carly Kirchberger
Margot Knab
Stacy Knapper
Anne Kolarich
Daniel Korn

Elizabeth Ladd
Kellyn Laliberty
Marie-Claude Laprade
Meichle Latham
Nicole Lauricella
Yumi Lichte
Dr. and Mrs. Winston Lin
Valerie Litwin
Melissa Lobocchiaro
Bonnie Lockwood
Frances Luchey
Ricky Luthra
Mary Madonia
Jackie Mandel
Rachel McCarthy
Sarah McDonough
Jennifer Merlette
Hallie Mingoia
Ashley Marie Misener
Joy Moss
Neil Mussett
Lauren Nash
Anna O`Neill
Mary Ellen Oare
Oluwafisayo Ogundoro
Keunyoung Oh
Courtney Panfil
Neil Pawlowski
Stephanie Perrotti
Sara Perry
Kelly Picone
Kimaya Pradhan
Michele Pratt
Mariah Prentis
Jaharr Pridgen
Tracy Pytlik
Olivia Retallack
Kasey Rhode
Stephanie Rivera
Stacey Robbins
Kim Roberts
Catherine Roberts
Kimberly Rowles
Kaitlin Schreader
Nandita Sharma
Ellen Sidey
Jennifer Slomba
Annika Smith
Tamela Smith

Beverly Sobilo
Stephanie Starke
Leanne Stephian
Alicia Stepniewski
Rebecca Stevens
Tre Stroud
Rebecca Sullivan
Ashley Sullivan
Susan Tapani
Suzanne Taub
Stephanie Tharnish
Stephanie Thomas
Amy Thomson
Annie Todd
Bridgette Tolbert
Jenine Trzewieczynski
Gregory and Julie Urban
Mary Ann van de Car
Chelsea Vitello
Susan Vito
Cindy Wadsworth
Shaojiang Wang
Ellen Warner
Alexis Webster
Chelsea White
Janna Willoughby-Lohr
Jennifer Witnauer
Emily Wyckoff
Jasmine Yeoh

ALL IN Presentation at CitiBank

WNYWF Board Members supporting woman-owned business, Ms Eye Candy

2023 Donors

In Kind Donations

Amy VanNote Photography
Jamie Batt
Buffalo Bills, Inc.
Casa Azul
Suzanne D'Amico
Delaware North
Laura Dolan
Kelvin Ellis
European Wax Center
Peter Fowler
Jennifer Gerena
Jenna Goldsmith
Rosa Gonzalez
Goodwill
Grelick Corporation
Half&Half Boutique
Harvest House
Hodgson Russ
Cynthia Huebsch
Carolyn Human
Dora Iskalo
Lace & Day
Lisa LaTrovato
Patti Looney
Lumsden McCormick
M&T Bank
Marigold Wines
Ms Eye Candy Boutique
Noble Root Wine & Spirits
Stephanie Peete
People Inc.
Pets Supplies Plus
Queen City Revival
Paula Joy Reinhold
RuthAnn Boutique
Sheri Scavone
Susanna Schenk
Shakespeare in Delaware Park
Shea's Performing Arts Center
Stained Glass Foundation
Peggy Sullivan
Victoria's Bridal Shoppe
Waxlight Bar a Vin
Lisa Wishman
Workforce Development Institute
Yoga Parkside Foundation

Gifts Received in Memory of

Madeline Oliver
by Jacqueline Ashby

Gail Johnstone By:
Arlene Kaukus
Catherine Lincoln

Gifts Received in Honor Of

Lisa LaTrovato & Todd Schupbach
by Maureen Hammett

Brenda Covell
by Nicholas Jones

Marissa, Margot, Abigail, Gabrielle
by Arlene Kaukus

Sarah Twarog
by Eliora Noetzel

Karen Hoffman
by Misha Russo

Karen Snyder
by Suzanne Lemke

People Inc. makes an in-kind donation to the WNYWF

Queen City Revival makes an in-kind donation to WNYWF for mPower students

Hayatidance performance benefitting WNYWF

Hayatidance By:
Joanne Crofts
Rachel Gabriel
Lisa Gruttadauria
Arlene Kaukus
Elizabeth Ladd
Yumi Lichte
Stacey Robbins
Jian Sakakeeny
David Sheehan
Bogdana Sololov
Rebecca Sullivan
Melissa Szymczak
Karen Yurick

Thank you to all of our generous donors! We have made every effort to ensure accuracy.
Please contact Suzanne D'Amico at 716.249.6522 or suzanne@wnywfdn.org with any corrections.

What She's Made of 2023

WNYWF Board Member, Anne Joynt, Honored by UB Law School as a Distinguished Alumna

WNYWF Board Member, Dr. Allison Brashear receives ATHENA Award

WNYWF Board Members supporting woman-owned business, Ms Eye Candy

The WNYWF is a proud partner of the UB Game ChangeHER Program to elevate female leadership through athletics

Fall in Fashion 2023

WNYWF CEO receives Woman in Leadership Award from our partner, NYS Women Inc.

Buffalo Bandits supporting WNYWF at Give716 Launch Party

WNYWF Committee Member, Cynthia Bass gives keynote speech at mPower graduation

WNYWF Board Celebrates Emeritae Member, Dr. Katherine Conway-Turner's retirement, Buffalo State University

Buffalo Bills Foundation

Erie County Legislator April Baskin

WNYWF gives back at Emergency Preparedness event in collaboration with Buffalo Bills Foundation, Erie County Legislator April Baskin, and Erie County Department of Health

Summarized Financials

2023 Financial Statement

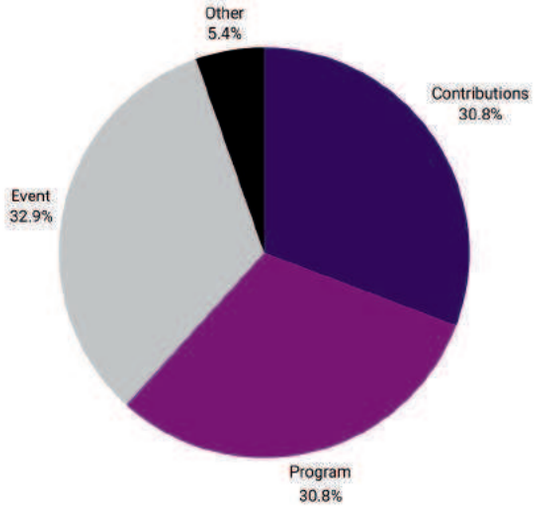
For the twelve months ending 01/01/2023 to 12/31/2023
Preliminary Unaudited Financials*

Statement of Profit and Loss	Jan - Dec 2023
Revenue:	
Contributions	$175,290
Program Revenue**	$175,530
Endowment Revenue	$750
Event Revenue	$187,342
Other Revenue	**$30,687**
Total Revenue	
Gross Profit	$569,599
Expenses:	
Salaries, Benefits and Taxes	$479,477
Contract Services	$55,807
Awards and Grants	$39,653
Other Expenses	$103,372
Total Expenses	**$678,291**
Operating Income	**$(108,691)**
Net (appreciate) depreciation on investments	$231,931
IRS Tax Credit	$105,376
Other expenses	$17,201
Non-Operating Income (Gain)	$320,106
Net Income (Gain)	$211,414

**Pending subject to external audit review*
*** Program/grant revenue and expenses may be reflected across multiple years.*

Half & Half Boutique, a woman-owned business, makes a donation to the WNYWF

2023 Revenue Breakdown



For the most up to date WNY Women's Foundation financials, scan the QR code.

Balance Sheet

For the period ending December 31, 2023
Preliminary Unaudited Financials*

	As of Dec 31, 2023
Assets:	
Cash	$1,608,498
Receivables	$34,679
Other Current Assets	$20,777
Fixed Assets	$14,212

Statement of Profit and Loss	Jan - Dec 2023
Endowment	**$ 2,103,774**
Total Assets	**$ 3,781,940**
Liabilities:	
Accounts payable and acrued expenses	$ 50,596
Equity:	
Opening Balance Equity	$1,564,853
Temporary Restricted Net Assets	$510,093
Unrestricted Net Assets	$1,144,982
Net Income (Loss)	**($211,414)**
Total Equity	**$3,731,343**
Total Liabilities & Equity	**$3,781,939**

WNY WOMEN'S FOUNDATION
741 Main Street, Buffalo, NY 14203

Annual Report design assistance by Casi Hall. Learn more about her work at: casihallcreative.com

WNY WOMEN'S FOUNDATION

GIVE • EMPOWER • REPEAT

Maximize your gift to the WNY Women's Foundation!

Have a Donor Advised Fund? It's an easy way to give to WNYWF. Contact your financial advisor for more information. **Our EIN is 27-4154672.**

IRA Qualified Charitable Distributions are a smart way to give: Giving pre-tax funds out of your IRA will still lower your future tax burden compared to giving cash. If you are interested in this method of giving please contact your IRA custodian or WNYWF for more information.

Sign up for monthly giving at www.wnywomensfoundation.org. A small amount each month makes a big impact.

Of course, you can always make a one-time gift: scan the QR code to make a donation.

We accept donations through SEFA and the United Way Campaign designated funds.

Stocks can be accepted through the Community Foundation for Greater Buffalo. Please contact Nora Kennon (716-852-2857 ext. 254) or Laura Dawidowicz (716-852-2857 ext. 260) for more information.

www.wnywomensfoundation.org | 741 Main St., Buffalo, NY 14203 | 716.217.9056