

THE WOMEN'S
FOUNDATION
OF COLORADO

2015 Annual Report



**TOGETHER.
WE ARE POWERFUL.**

The Women's Foundation of Colorado (WFCO)

Our mission is to build resources and lead change so that every woman and girl in Colorado achieves her full potential.

Since 1987, The Women's Foundation of Colorado has been and continues to be the only community foundation in our state dedicated to the economic self-sufficiency of women, girls, and their families. We harness collective passions and resources to leverage tools for systemic change, including research, advocacy, grantmaking, and leadership development.

WFCO's Strategic Philanthropy

WFCO employs the following key strategies across four impact areas to maximize the effectiveness of our resources.

- 1. Research and Education.** We invest in and utilize research to build our knowledge base, guide our actions, and inform our partners, donors, and communities.
- 2. Public Policy.** We educate about, advocate for, and invest in public policy to help drive systemic change and remove barriers so women and girls can reach their full potential.
- 3. Community Partnerships.** We invest in nonprofit partners who make a direct impact in specific areas by providing important services and programs to women and girls.
- 4. Cultivating Philanthropy.** We cultivate philanthropy for women and girls, by and with women, girls, and men.

WFCO's Impact Areas

GIRLS GRADUATE

Keeping young women in school, supporting them through graduation, and preparing them for college and careers is essential for their long-term success.

SINGLE MOMS SUCCEED

WFCO invests in programs that prepare women to earn a living wage while maintaining healthy and safe environments that adequately support children's developmental needs.

WFCO selects emerging statewide community leaders to join our Girls' Leadership Council (GLC), where they are immersed in activities that deepen their knowledge of critical issues affecting women and girls and equip them with skills to have a positive impact on their communities.

GIRLS' LEADERSHIP COUNCIL

STEM (Science, Technology, Engineering, and Math)

WFCO is committed to advancing gender equity in STEM for all Colorado women and girls. Women with STEM careers earn, on average, 33% more than women in other careers and opportunities abound.

TOGETHER. WE ARE POWERFUL.



When The Women's Foundation of Colorado formed in 1987, I was in my 30s and a mother of young children. Fueled by big dreams and bigger shoulder pads, I stood confidently at the start of my career, uncertain of the direction it would take. Even then, I felt privileged to be part of WFCO's early years, where multiple generations of diverse women convened to share their stories and work together for gender equality and equity.

That was half a lifetime ago. Today, I am a grandmother, and in 2015 I became WFCO's president and CEO. I am proud that still today WFCO brings together women and girls of several generations. Generational differences in perception around gender equality are striking: older women can see how far we've come, while younger women can see how far we still have to go. The confluence of these multiple perspectives informs and guides our work. **Together, we are powerful.**

While we adapt to new ways of living and working in the 21st century, WFCO remains focused on our mission: to build resources and lead change so that every woman and girl in Colorado achieves her full potential. Our 2015 annual report highlights the impact of WFCO and our generations of donors, partners, and collaborators, including:

- Research with the Institute for Women's Policy Research that found pay equity will boost Colorado's economy by \$9.2 billion
- Successful legislative efforts and creative collaborations among policy partners to help low-income women get ahead by having access to long-acting reversible contraception (LARC) so they can plan their families and careers and holding on to child-support income as their paychecks grow
- The collective impact of granting to community partners in 16 counties who are helping thousands of girls graduate from high school, supporting single mothers to pursue education and job-training, and connecting women and girls to higher paying career paths
- WFCO's STEM Coalition's leadership with the Colorado Education Initiative to boost STEM (science, technology, engineering, and math) careers for women and girls
- Twenty phenomenal and inclusive young women from around Colorado coming together as part of the Girls' Leadership Council to create change in their own communities

While our mission is clear, our path forward is not a straight line toward the shining horizon. Thanks to feedback from 1,300 diverse Coloradans, we are currently paving that path through the development of our 2017-2021 strategic plan. The plan is a roadmap to our shared vision for the future. It considers that a woman's journey toward her full potential is filled with sharp curves, side roads, peaks, valleys, and surprise discoveries. What matters most is that we come together to help with access, opportunity, and resources so we can piece together a new, more promising landscape from all our stories and our far-reaching dreams.

And that is what makes me proudest about The Women's Foundation, the only community foundation in Colorado focused on women and girls. We are a gathering place without hierarchy—a place where every story helps break down barriers, whether it's a community conversation or a keynote speech. We are building an ever-evolving infrastructure that supports and propels change, remaining true to our core values while staying relevant for today and the future.

Every day, I am grateful to come together with others and do this vital work to boost the well-being of Colorado's women and girls. I thank our talented staff for relentlessly rising to the challenge every day. I thank our caring, committed Board for their friendship and wisdom. I thank our donors for fueling the extraordinary transformations we are producing in Colorado and beyond. And I thank our partners in change—the grantees whose belief in a better world manifests itself daily in their work.

A handwritten signature in black ink that reads "Lauren Y. Casteel".

Lauren Y. Casteel | President & CEO

2015 by the Numbers

10,521

women and girls served through grantee programs

86

total grantees

1

new president & CEO

20

Girls' Leadership Council members

\$1.2 million

granted to nonprofit organizations

3

bills supported by WFCO and partners signed into law

256

P.E.P. members

25

trustees

213

honorary trustees

30

Empowerment Council members

5

regional committees

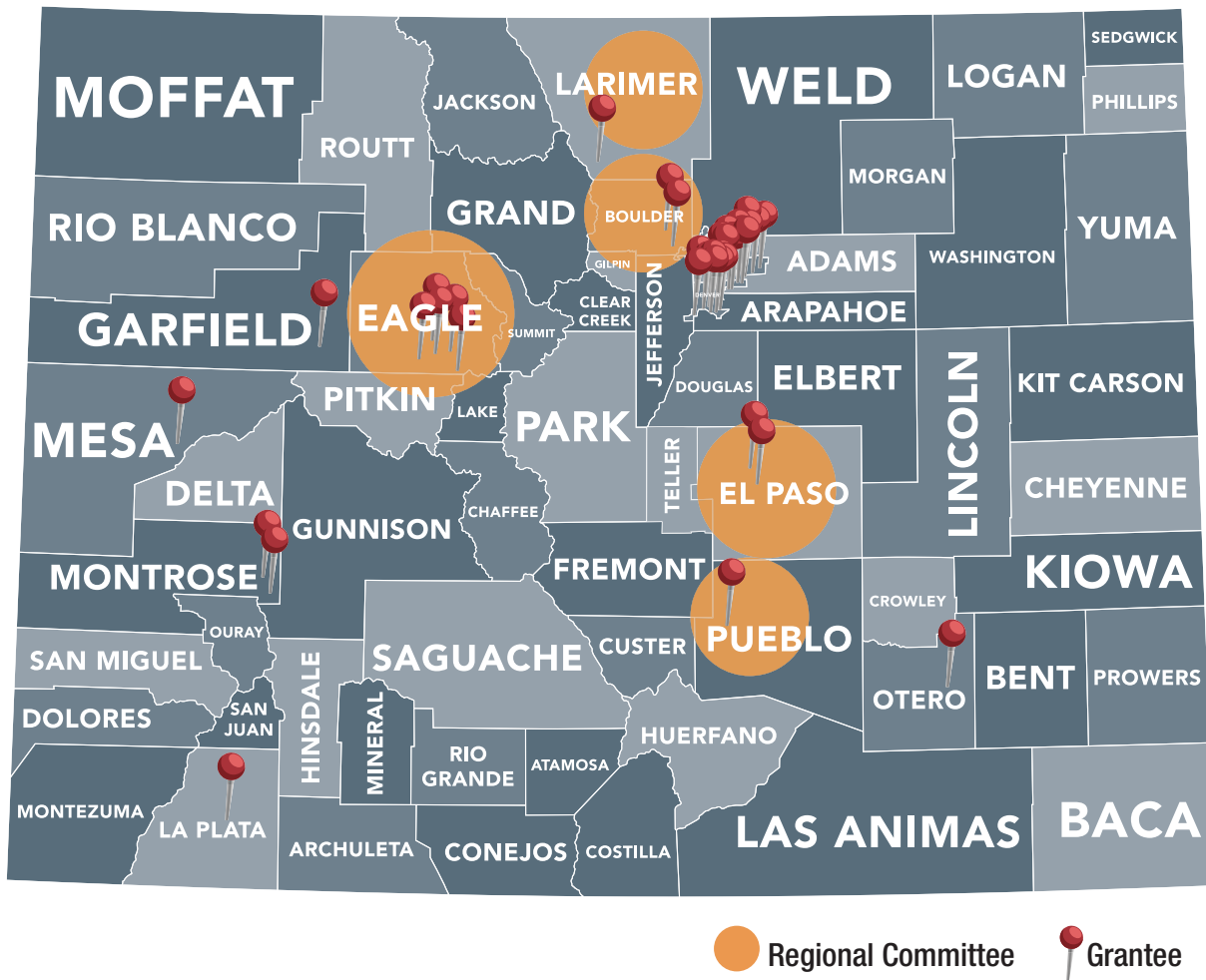
Supporting Women and Girls From the Peaks to the Plains

From the peaks of Vail Valley to the golden plains of Southern Colorado, The Women's Foundation of Colorado creates meaningful change in communities statewide. We convene, collaborate, and champion a diverse spectrum of partners, volunteers, stakeholders, and supporters from all corners of Colorado to build resources for women, girls, and their families.

Our statewide work to create equitable opportunities for every woman and girl in Colorado is informed by the knowledge of community members and research we do. For instance, we know that women and girls in rural communities have fewer opportunities to pursue STEM careers. And in other communities, the cost of child care can be half of a single mother's income.

Dedicated regional committee members in Boulder, Colorado Springs, Northern Colorado, Pueblo, and the Vail Valley help us expand our pool of resources so that women and girls in their regions and throughout Colorado can reach economic self-sufficiency.

WFCO Statewide



Using Research to Channel Our Work

Where are the opportunities to prepare more women and girls for higher-paying careers? Where will WFCO's dollars have the greatest impact? What is the best path out of poverty for single mothers?

Effective philanthropy is intentional in how it analyzes problems, develops solutions, and focuses resources for change. At WFCO, research steers all of our decisions about priority issues, programs, and opportunities for advancement.

In 2015, several WFCO partners released research findings that have helped channel our work, now and in the future.



The Economic Status of Women in Colorado 2015

The report was produced by the Institute for Women's Policy Research and released jointly with WFCO in October 2015. Among many startling findings one stands out: If Colorado's women made as much as comparable men, it would boost the state's economy by \$9.2 billion and reduce working women's poverty levels by half.



"We use this data to evaluate proposed policy changes, identify partners who can provide the greatest impact in delivering services, and to target resources toward job training in careers that pay enough so women can support their families without relying on long-term public support."

— Patti Klinge, Chair, 2016 WFCO Board of Trustees

The Self-Sufficiency Standard for Colorado 2015

On a county-by-county basis, the report by the Colorado Center on Law and Policy (CCLP) identifies how much a Colorado head of household must earn to support a family without public or private support. The report found that in Boulder County, for example, one parent caring for one pre-school aged child and one school-aged child needs to earn \$32.12 per hour to meet her family's basic needs, the equivalent of nearly four full-time minimum wage jobs in Colorado.

Surviving to Thriving WFCO supported CCLP's "Surviving to Thriving" research through a series of focus groups with low-income women in Colorado. The women, most of whom were single mothers, helped us examine access to skills training and inform development of policy options to disassemble barriers to education and employment.

Annually, WFCO engages in public policy to achieve systemic change by monitoring legislation, sharing research, building coalitions, and taking positions on bills corresponding to our impact areas and directly affecting the economic self-sufficiency of women and girls.

WFCO Policy Priorities:

- Address root causes of poverty
- Promote pay equity and civil rights
- Expand access to training and education
- Improve the nonprofit sector
- Promote self-sufficiency
- Expand access to work supports
- Dedicate resources for WFCO priorities

LEGISLATION THAT PASSED IN 2015

Workforce Development Package bill to add a workforce-readiness coordinator to work with schools and businesses to get students into the job pipeline	Workforce Development Package bill to boost internships and job-training in STEM fields
The Colorado Works Pass-Through Child Support Payment to require child support paid by a non-custodial parent on behalf of children on Temporary Assistant to Needy Families (TANF) to pass through to the parent without reducing the custodial parent’s monthly TANF grants.	

**WFCO Joins Statewide Policy Experts
With Grand County Advocates for More Powerful Results**

When paychecks go up and public support ends suddenly, too often the result is families are worse off financially than before. It’s called “falling off the cliff” or the “Cliff Effect.”

Over the years, WFCO has supported The Bell Policy Center’s (BPC) efforts to study potential statewide policy remedies, including the Colorado’s Child Care Assistance Program (CCCAP), which helps support high-quality child care for working parents, usually single mothers. “We want to make the cliff more like a hill, so when a parent starts earning more money, they can keep part of their child care subsidy longer,” said BPC policy analyst Rich Jones.

WFCO has also supported Grand Beginnings, a child care referral and advocacy organization in rural Grand County, where many parents experience dramatic seasonal variations in income that CCCAP eligibility ignored. “Our parents still worked, but without the subsidy, they would choose unlicensed, lower-quality child care,” says Grand Beginnings Executive Director Maegan Loktoff.

In 2015, WFCO connected BPC with Grand Beginnings to cross-inform each other’s work. BPC’s public policy work became more grounded with Grand Beginnings’ local perspective, and Grand Beginnings tapped into BPC’s expertise and extensive resources. As a result, Grand County now benefits from being included in a statewide pilot project to better understand the Cliff Effect and potential remedies.



“Working with Grand Beginnings allows us to see how a program gets translated on the ground and what we can learn to make needed changes in policy.”

— Rich Jones,
The Bell Policy
Center

WFCO Grantees

Throughout 2015, the following organizations partnered with WFCO to improve economic opportunities for women and girls statewide. Since 1987, WFCO has invested more than \$14.2 million in Colorado communities. In 2015, The Women's Foundation of Colorado, through investments by individuals, corporations, foundations, and donor advisors, granted more than \$1.2 million to dozens of community partners across the state.

Grantees (Community Partners) by Impact Area:

Girls Graduate
Boys & Girls Club of the San Luis Valley
Colorado Youth for a Change
Denver Kids, Inc.
Florence Crittenton Services of Colorado
Girl PowHer (Vail Valley Foundation/YouthPower365)
Partners of Delta, Montrose & Ouray
Passage Charter School
Women's Resource Agency
YouthZone
YWCA of Boulder County

Girls' Leadership Council

Colorado Youth for a Change
Denver Kids, Inc.
Florence Crittenton Services of Colorado
Dr. Justina Ford STEM Institute
Colorado Association of Black Professional Engineers and Scientists

Single Moms Succeed
The Bell Policy Center*
Bright Future Foundation for Eagle County
Colorado Center on Law & Policy*
Colorado Children's Campaign*
Colorado Education Initiative (Colorado Legacy Foundation)*
Center for Work Education & Employment
Grand Beginnings*
Mi Casa Resource Center
Project Self-Sufficiency of Loveland-Fort Collins
Pueblo Community College Foundation
Qualistar Colorado*
Warren Village

** Indicates grants awarded to support our public policy strategy.*

Staff Discretionary Fund

Colorado Department of Public Health and Environment
Institute for Women's Policy Research
Rocky Mountain PBS
Rose Community Foundation/Latino Community Foundation of Colorado

STEM
Colorado Education Initiative (Colorado Legacy Foundation)
The Cycle Effect
Durango Discovery Museum
Swink School District
Girls in STEM - CU Science Discovery at University of Colorado at Boulder
John McConnell Math & Science Center of Western Colorado
Southern Colorado Girls STEM Initiative (Regents of University of Colorado)
Walking Mountains Science Center

WFCO's Single Moms Succeed program investments strive for five outcomes: completion of a certificate or degree, increase in wages, job retention, job promotion, and employment in careers with self-sufficiency wage potential.

Mi Casa Career Development 2015

With WFCO's grant support, Mi Casa Resource Center's Career Development program offers a practical pathway for workers with limited skills and education to launch careers with strong earning and advancement potential. In addition to training, participants receive career coaching, job-search assistance, and post-employment support. In 2015, 67 percent of Mi Casa Career Development participants found employment.

Briana's Story

Briana Cabral just moved into her own apartment and now owns a car—a dream come true for a mom whose story includes living briefly in a shelter. After a series of jobs with no opportunities, Briana became pregnant with her second daughter, and she needed to enroll in TANF (Temporary Assistance for Needy Families) to support her family. It turns out that this move would help her write a new chapter to her story.

“Being a single parent took me on so many journeys,” says Briana. “If it weren’t for my kids, I wouldn’t be here. They’ve given me all the motivation I need.”

The TANF program helps clients set goals; Briana saw an opportunity to find a career with growth potential in a professional office setting. TANF introduced Briana to Mi Casa Resource Center's Career Development program and she enrolled in a six-week customer service training.

Today, Briana works at Community Shares of Colorado, a fundraising federation of more than 100 nonprofit organizations. Mi Casa helped her pursue the skills she needed and offered assistance in writing her resume and practicing to interview. “Mi Casa gave me the ability to believe in myself,” says Briana.

Her new employer believes in her, too. She has been promoted to information systems coordinator. “Community Shares opened my eyes to a different world,” says Briana. “I come to work and help make Colorado a better place.”

Thanks to the Colorado Child Care Assistance Program (CCCAP), Briana's daughters attend all-day high-quality child care while she earns a living wage.



One Girls Graduation Initiative, a Two-Generation Approach

Through our Girls Graduate initiative, WFCO supports the “two-generation approach” to teen parenting, understanding the need to equip both moms and their kids with educational skills along with health care, mental health support, and other services in order to thrive. “Some providers work with the teen parent, some with the child,” says Suzanne Banning, CEO of Florence Crittenton Services in Denver. “We work holistically with both to move them along the continuum to where they want to go.”

“We see 90 percent of our girls graduate.”

— Suzanne Banning, Florence Crittenton Services of Colorado

Teen Parent Collaborative Shares Best Practices Across State

Nationwide, the high school graduation rate for teen mothers is 38 percent. “We see 90 percent of our girls graduate,” says Banning. “Nine out of 10 have plans for further education or training after graduation.”

In Montrose, 100 percent of teen moms at WFCO grantee Passage Charter School earned their diplomas in 2015 and either have full-time jobs, or they attend college or trade school.

Certainly, the Teen Parent Collaborative (TPC) plays a role in the success of both programs. TPC is a statewide network of local organizations serving teen parents, of which both Florence Crittenton and Passage Charter School are members. TPC members realize that by pooling their knowledge and best practices, they can increase the number of teen moms they serve and create more support for legislation that will make child care more affordable and accessible.



Fernanda's Story

Today she is a licensed dental assistant with big dreams and a shiny future. Just a few years ago, it didn't seem possible. As a high school senior, Fernanda needed to leave school so she and her parents could commute 80 miles each day to housekeeping jobs in Telluride. But when Fernanda learned she was pregnant, her determination to finish high school only grew. She enrolled in Passage Charter School, which allowed her the flexibility to work with her family while going to school. Fernanda earned her dental license, x-ray certification, and completed an internship with a dentist who offered her a job and encouraged her to pursue a degree in dental hygiene. Passage Charter helped her apply and get scholarships to Northwestern Community College in nearby Rangely.

Multiplying STEM Opportunities for Women and Girls

WFCO is committed to creating pathways for girls and women to enter, succeed, and advance in STEM studies and careers, which pay well and offer more advancement opportunities.

One facet of this work was bringing together WFCO's STEM Coalition – a group of leading companies and individuals – to provide resources, conduct research, and facilitate systemic changes. The Coalition works hand in hand with the Colorado Education Initiative's STEM Champions to implement the state's STEM Education Roadmap, with an emphasis on strategies for increasing, retaining, and advancing the number of women in STEM.

Coalition members share information, success stories, challenges, and solutions. In 2015, they commissioned research to reinforce the business case for gender equity in STEM and compile resources for employers to understand and overcome patterns of bias that create roadblocks for women to pursue and advance in STEM careers.

“As president of one of Colorado's small business engineering success stories, I understand the unique challenges we face regarding achieving gender equity in STEM fields. The thought leadership, research, and action the Coalition creates are invaluable resources to me,” said Lisa Goodbee, with Goodbee & Associates. “Colorado is leading STEM growth in this country; now is the time to ensure women and girls are prepared to capitalize on these opportunities and that Colorado employers are setting them up to succeed.”

2015 WFCO STEM Coalition Members

Arrow Electronics*
CH2M
Stephanie Copeland
Goodbee & SSG MEP
Lockheed Martin
MWH Global*
QEP Resources
Suncor Energy
Zayo Group
*Coalition Co-Chairs

Launching Girl-Friendly Programs for Maximum Impact

Powerhouse Science Center is a magnet for science learning across rural southwestern Colorado. During the summer of 2015, staff and volunteer educators introduced girls-only summer camp programs drawn from the “maker” movement. Maker movement activities emphasize learning-through-doing—discovering, inventing, tinkering, collaborating, and sharing with others.

“The maker model is great for girls,” says Powerhouse Education Director Sarah Margoles. “It is hands-on, very creative, requires critical thinking, problem-solving, and collaboration.” Margoles cites the impact of earlier WFCO grants that trained staff and interns on girls’ learning styles, leading to a shift in programming.



Girls' Leadership Council: Building Philanthropy From the Ground Up

WFCO brings together 20 incoming high school junior girls who reflect the geographic, ethnic, and socio-economic diversity of Colorado for a one-week training program in leadership and philanthropy. WFCO immerses the girls in key issues through a gender lens and also facilitates a hands-on grantmaking experience, where the GLC reviews grant applications, conducts site visits, and comes to a consensus on which programs to fund. Girls Inc. of Metro Denver partners with WFCO to operate the annual program.

More than 100 girls have completed the program since its inception, and alumnae have created short and long-term impact in their schools, classrooms, communities, and beyond.



Lindsay Gassman from Cheyenne Mountain High School in Colorado Springs and **Brianna Marie Makumbi** from Pomona Senior High School in Arvada shared their 2015 GLC memories.

Why did you apply to GLC?

Brianna: *I have so many goals I want to accomplish and people I want to affect but I needed mentors, peers, and an environment that would help me understand my power.*

Lindsay: *I wanted to meet other individuals with similar motivations and passions as myself who were motivated to spark change and fight against injustices we see in our communities. We each brought our own unique approach backed by our different backgrounds and life experiences in order to collaborate and find solutions to pressing issues.*

What did you learn that will stick with you for a lifetime?

Brianna: *The power I have is massive, different, and irreplaceable. I now understand that I have to make the next step, take risks, and try something new if I want to make a change.*

Lindsay: *I used to be hesitant to share my ideas and opinions because I always thought they would be discouraged or ignored due to my age, gender, or lack of experience. I learned about the importance of speaking up in the face of injustice. It's the only true way to spark change for the better.*

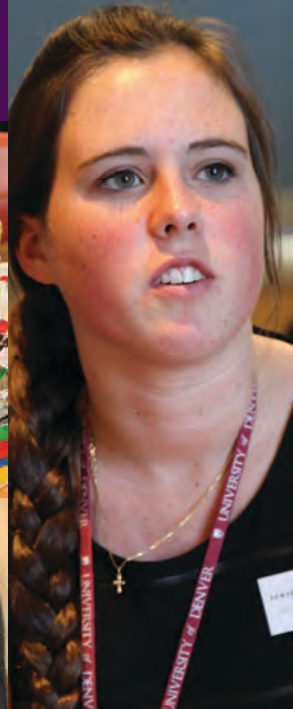
How do you see your role at The Women's Foundation of Colorado and in your community now?

Brianna: *WFCO is my home; I will always come back to it. I have grown so much here and want more young ladies to experience what I was privileged to experience.*

Lindsay: *I will continue building on the foundation and drive that GLC gave me to fight for gender equality on a larger scale across Colorado, nationally, and internationally.*

“GLC inspired me to discover the importance and impact of philanthropy. I accepted the challenge by putting the health and safety of girls around the world front and center and advocating for a bill to break down a significant barrier preventing girls from reaching their full potential. The Senate and House of Representatives unanimously passed the Girls Count Act in spring 2015 and President Obama signed the bill into law on June 12, 2015!”signed the bill into law on June 12, 2015!”

— Sheridan Sumouske, Pueblo



“GLC inspired me to join the board of a women's empowerment club at my high school, where we are currently in the process of running a service project (sending school supplies) to an all-girls organization in South Africa. I am also a part of the Youth Advisory Board of Fort Collins, where I am heading an anti-bullying event, specifically discussing body image. Overall, GLC has inspired me to try and be an ally and a voice not only for the girls and women in my community, but for the youth.”

— Naitra Ramchander, Fort Collins

Furthering Your Philanthropy



A donor-advised fund is a separately identified fund maintained at The Women's Foundation of Colorado. You can open your own donor-advised fund with a simple written agreement that gives you – and others you wish to designate – the right to recommend grants from your fund to nonprofit organizations of your choice that are consistent with the mission of WFCO. Once you have established a donor-advised fund at WFCO, you may:

- make contributions to your fund at any time
- recommend that various amounts be distributed to nonprofits that support women and girls
- receive an income tax charitable deduction for gifts made to your donor-advised fund in the year each gift is made regardless of when your gifts are distributed
- suggest others make gifts to your fund for your birthday or other special celebrations
- name a beneficiary advisor to extend philanthropy to the next generation



“What I love about Beyond Our Borders is the women. They are passionate, knowledgeable, and welcoming. Together we learn about issues facing women and girls in developing countries and best granting practices.

With this as our foundation, we contribute resources to organizations that share our focus on systemic change.”

— Kara Veitch, President
Beyond Our Borders, a
group-advised fund held
at WFCO



“I appreciate having a donor-advised fund at The Women's Foundation because it allows me to maintain an ongoing investment in helping women and girls achieve self-sufficiency. It also reinforces my philanthropic endeavors in supporting statewide needs for economically and physically challenged women and girls who do not know how to achieve their goals, especially in rural communities.”

— Sue Anschutz-Rodgers

Donor-Advised, Special Interest, and Legacy Funds

(Unless otherwise indicated, the funds listed are donor-advised funds.)

The Barbara Bridges Fund | Supports women and girls, primarily efforts to amplify women's voices and impact.

Beyond Our Borders | This group-advised fund works to ensure women and girls around the world can achieve their full potential and participate fully in society.

The Chambers Fund | Established by Evelyn Chambers in 1989, recent grants support systemic improvements for low-income women through public policy.

Dads for Daughters | This special interest fund supports efforts to increase the high school graduation rate for Colorado girls.

The Empowering Women Fund | Established by Cynda Collins Arsenault, supports efforts to advance women's leadership, engagement, and influence.

Georgia R. Imhoff Legacy Fund | This legacy fund provides educational scholarships to Colorado single mothers striving to reach economic self-sufficiency.

The Judith Buck Wagner Fund | Supports girls' education, women's civic engagement, and reproductive health and rights.

The Julia Fitz-Randolph Lesbian Innovations Fund | Addresses the issues lesbians face in achieving economic self-sufficiency, including discrimination, aging, pay discrepancy, and access to health care.

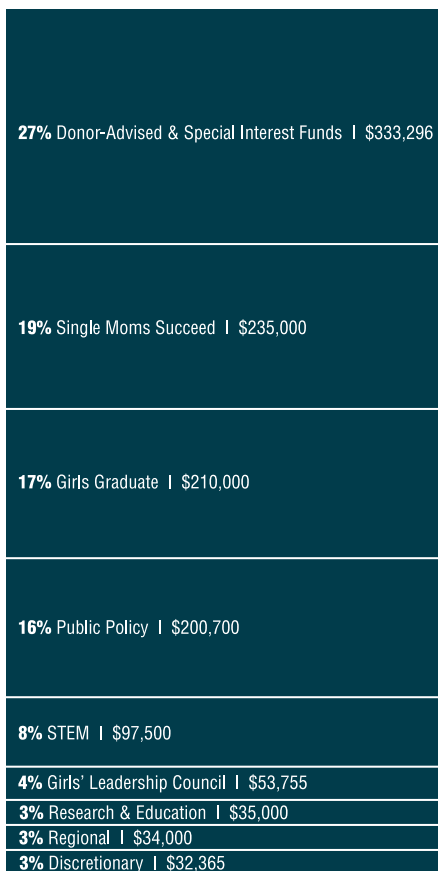
Ruth Ray Hunt Fund | Established by WFCO Co-Founder Ambassador Swanee Hunt in honor of her mother, the fund supports community engagement.

Ruth Ray Hunt Memorial Fund | Established by the Dallas Women's Foundation, the fund supports new relationships with the faith-based community, or to benefit faith-based charitable organizations.

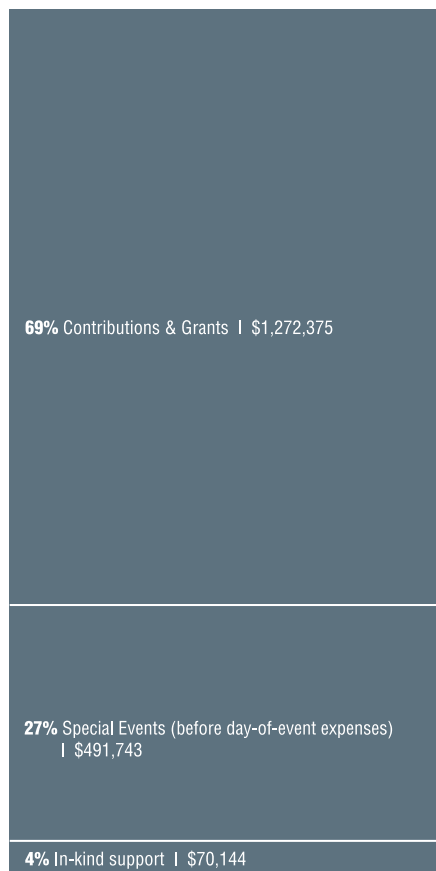
The Sue Anschutz-Rodgers Fund | Established by Sue Anschutz-Rodgers, the fund supports women's economic self-sufficiency.

Special Interest Fund and Donor-Advised Fund Grantees

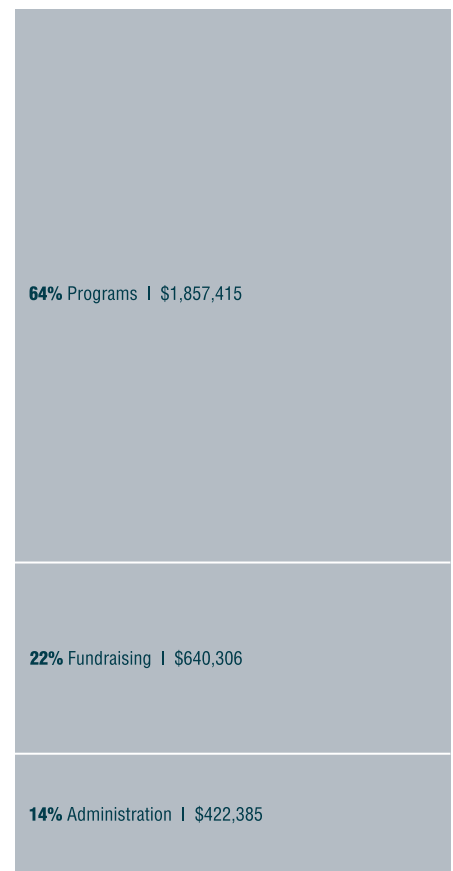
Advocate Safehouse Project
 AfricAid
 The Aspen Community Foundation
 The Bell Policy Center
 Boston Arts Academy
 Capital Sisters International
 Center for Independent Documentary
 Collective Heritage Institute
 Colorado Center on Law & Policy
 Colorado Donor Alliance
 Colorado Education Initiative
 (Colorado Legacy Foundation)
 Denver Film Society
 The Denver Foundation
 Denver Justice Council
 El Pueblo
 Gay & Lesbian Advocates & Defenders
 Girls Athletic Leadership School of Denver
 Global Fund for Women
 Grand Beginnings
 Harvard Divinity School
 Idanha Films
 Ignite
 International Museum of Women
 International Planned Parenthood
 Federation Western Hemisphere Region
 Just Vision
 Manaus Fund
 Mi Casa Resource Center
 NARAL Pro-Choice Colorado Foundation
 New Organizing Institute Education Fund
 Planned Parenthood of the Rocky Mountains
 Progress Now Colorado Education
 Pueblo Community College Foundation
 Qualistar Colorado
 Redline
 Response: Help for Survivors of Domestic
 Violence and Sexual Assault
 Rose Community Foundation
 Seeking Common Ground
 Shadhika
 Smart-Girl
 Tides Center
 Warren Village
 Women Donors Network
 Women Moving Millions
 Women's eNews
 Women's International League for Peace
 and Freedom
 Women's Regional Network
 World Pulse



2015 GRANTMAKING



2015 SOURCES OF REVENUE



2015 EXPENDITURES



Statement of Activities

Year Ended December 31, 2015

Revenue, Gains and Support:

Contributions	\$ 1,342,519
Investment return, net of investment fees	(129,250)
Special events, net of day-of-events expenses	<u>199,649</u>
Total revenue, gains and support	<u>1,412,918</u>

Expenses:

Program services:	
Net grant expense	1,219,616
Research, education and advocacy	<u>637,799</u>
Total program services	<u>1,857,415</u>
Supporting services:	
Management and general	422,385
Development and fund raising	<u>640,306</u>
Total supporting services	<u>1,062,691</u>
Total expenses	<u>2,920,106</u>

Change in net assets (1,507,188)

Net assets at beginning of year 21,978,474
Net assets, end of year \$ 20,471,286

The Women's Foundation of Colorado, Inc.

Statement of Financial Position

December 31, 2015

Assets:

Cash and cash equivalents	\$ 284,945
Contributions receivable, net	984,411
Prepaid expenses and other assets	32,361
Investments at fair value	17,847,580
Investment in building	1,500,000
Property and equipment, net	<u>56,113</u>
Total assets	<u>\$ 20,705,410</u>

Liabilities and Net Assets:

Accounts payable and accrued expenses	182,624
Grants payable	<u>51,500</u>
Total liabilities	234,124
Net assets	<u>20,471,286</u>

Total liabilities and net assets \$ 20,705,410

Trustees 2015

Anahita Kemp, Chair of the Board

- Dolores Atencio
- Brooke S. Bell
- Stephanie Bruno
- Susan Campbell
- Jennifer Colosimo
- Colleen Dougherty
- Kelley Duke
- MaryAnn Franklin
- Cathy J. Hart
- Nancy Hartley
- John Ikard
- Katie Kellen
- Dick Kelly
- Patti Klinge
- Deb Luginbuhl
- Patricia Orman
- Laurie Oswald
- Kim Patmore
- Patty Powell
- Natalie Lynn Rekstad
- Kathy Tobey
- Elaine Torres
- Meredith Vaughan
- Gaye Woods

*In 2016, the following individuals joined the Board of Trustees: Susie Davis, Kimberly Desmond, Kami Guildner, Brook Kramer, Adrienne Mansanares, Joyce Vigil, Carol Wolf

Visit wfc.org for the digital version of the annual report to view lists of WFCO's honorary trustees, P.E.P. members, Empowerment Council members, and regional committees.

Staff Today

Lauren Y. Casteel, President & CEO

- Lisa Christie, Director of Communications
- John Dobey, Vice President, Finance & Administration
- Renee Ferrufino, Vice President of Philanthropy
- Alison Friedman, MPP, Manager of Community Initiatives & Investments
- Colleen LaFontaine, Philanthropic Advisor
- Karen Mandel, Development & Database Manager
- Louise V. Myrland, MPA, Vice President, Community Initiatives & Investments
- Lisa Pease, Philanthropic Advisor
- Diane Pribis, Staff Accountant
- Krissy Vaio, Events Coordinator
- Camisha Vigil, Foundation Associate & Executive Assistant

* WFCO would like to acknowledge the contributions of all 2015 staff.



“I believe strongly that the advancement of all women and girls in our society will make positive differences for everyone. Having equal opportunities, equal access to quality education, higher paying jobs, and leadership roles will have a long lasting positive effect on our children and families. I have five young nieces who are smart, ambitious, and hopeful about their future careers and I want to see them thrive in environments where women are valued, respected, supported, and also serve in leadership roles. WFCO is working on issues that will impact many women and girls in our state, including my nieces.”

— Elaine Torres, Trustee, Community Affairs Director at CBS4 (far right)

Power of Extended Philanthropy (P.E.P.)

Nearly 300 P.E.P. members create sustained support and security for WFCO's mission by making unrestricted gifts of at least \$1,000 a year for three years. These commitments ensure that WFCO can make better plans, fund more powerful projects, and make a difference over time. P.E.P. truly embodies the power of collective impact. Together, members have contributed more than \$3 million to WFCO since P.E.P.'s inception.



Empowerment Council

The Empowerment Council is a community of young women 25-40 years old who seek to effect change and contribute to the empowerment of Colorado's women and girls. Council members make a one-year-minimum unrestricted gift of \$500 and meet regularly to discuss issues impacting women and girls.

Annual Denver Luncheon

One of the state's largest annual gatherings of diverse communities and sectors focused on supporting women and girls, the 2015 luncheon featured keynote speaker Soledad O'Brien, journalist and documentarian. Our Denver Luncheon Committee helps us raise awareness and secure support among companies and individuals statewide. It is largely through their efforts that the Denver Luncheon attracts approximately 2,000 supporters each year.

Regional Events & Education

An intimate concert with local musicians in Boulder, an evening soirée and auction in Pueblo, and a legislative panel discussion in Colorado Springs. These are some of the educational and fundraising events coordinated by regional committees that are open to the public throughout the year. If you are interested in getting involved with a committee, contact us at statewide@wfc.org.



Legacy Giving/Women Will

Women Will is a growing group of individuals who have chosen to leave a bequest or other planned gifts to WFCO. Planned giving enables donors who feel passionately about WFCO’s mission to create a powerful legacy beyond their lifetimes. A charitable bequest in your will is a simple way to alert your family about your wishes. Donors may also name WFCO as the beneficiary of real property, marketable securities, qualified retirement plans, IRA accounts, and life insurance policies.

Women Moving Millions

Women Moving Millions is a national movement, which currently includes 10 dynamic Colorado women who have made million-dollar-plus commitments to a more just and gender-balanced world. These million-dollar investments give women and girls greater access to social, economic, and political power—benefits that resonate throughout families, communities, our state, and the world.

Women Powering Change

In 2015, The Women’s Foundation of Colorado co-hosted a celebration and exposition for more than 1,000 attendees to discover what Colorado organizations are doing to catalyze social change. Women Powering Change connected women leaders, activists, and philanthropists working to create a better world – locally, nationally, and globally.

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