

The Women's Foundation of Colorado Program Department 2007 Year End Report

THE WOMEN'S
FOUNDATION
OF COLORADO

*Give the money
to spread the knowledge
to power the change
to alter the future
for women and girls
in Colorado.*

THE 2007 FLEX FUND

Direct Service Support through The WFCO's Flexible Fund

Through its **Flex Fund**, the WFCO continued to grant funds to organizations throughout the state that are addressing various aspects of economic self-sufficiency, either by providing direct services or through systems change efforts for both women and girls. The WFCO worked closely with local community foundations and steering committees to ensure that it continually evaluated the work of local nonprofit organizations and selected the most capable.

2007 Flex Fund Grantees

| Amount | Name of Nonprofit Partner | City |
|---------|---|------------------|
| \$2,500 | The Aspen Youth Center | Aspen |
| \$5,000 | Yampah Teen Parent Program | Glenwood Springs |
| \$5,000 | Catholic Charities Housing | Glenwood Springs |
| \$2,500 | Boulder County Housing Corp | Boulder |
| \$5,000 | YWCA of Boulder County | Boulder |
| \$5,000 | Boys and Girls Club Pikes Peak | Colorado Springs |
| \$5,000 | Partners in Housing | Colorado Springs |
| \$5,000 | Interfaith Hospitality Network | Colorado Springs |
| \$5,000 | Work Options for Women | Denver |
| \$5,000 | Project Self Sufficiency | Ft. Collins |
| \$5,000 | Mi Casa | Denver |
| \$5,000 | College Summit Colorado | Denver |
| \$5,000 | Center for Women Education and Employment | Denver |
| \$5,000 | Parent Pathways | Denver |
| \$5,000 | Women's Bean Project | Denver |
| \$5,000 | Stride | Denver |
| \$2,500 | Young Americans Bank | Denver |
| \$5,000 | Youth Biz | Denver |
| \$5,000 | Gathering Place | Denver |
| \$5,000 | Excelsior Youth Center | Denver |
| \$5,000 | Colorado Women's Agenda | Denver |
| \$5,000 | Beacon Center | Denver |
| \$5,000 | Mile High United Way WESA | Denver |
| \$5,000 | Bridgeway | Denver |
| \$3,800 | Alternatives for Youth | Denver |
| \$5,000 | SMART Girl | Denver |
| \$5,000 | Pinon Project | Cortez |
| \$5,000 | Women's Resource Center in Durango | Durango |
| \$5,000 | Crossroads Safehouse | Ft. Collins |

| | | |
|---------|---|-------------------|
| \$5,000 | Girls Scouts of Chipeta Council | Grand Junction |
| \$2,500 | Otero Junior College | |
| \$3,820 | Yampah Valley Community Foundation (GWWG) | Steamboat Springs |
| \$3,820 | Boys and Girls Club of Craig | Craig |
| \$5,000 | Family and Intercultural Resource Center | Dillon |
| \$5,000 | Literacy Project | Minturn |

Project Spotlight: Partners in Housing – Colorado Springs

A core component of Partners in Housing’s Self-Sufficiency Program is our Financial Literacy Curriculum. This curriculum includes a variety of financial management subjects including budget counseling, homebuyer’s education, savings and investments, and other matters relating to finances as part of our Life Skills Education classes. We believe this core financial program greatly facilitates our Partners in achieving financial literacy and furthers their efforts towards becoming contributing, independent members of the community.

Aspects of the program include: one-on-one monthly budget counseling, IDA information, group and personalized training in areas of money management, checking, savings, investments, and housing, private counseling services, and a child-focused savings/investment program called “Penny the Pig.”

THE 2007 TARGETED FUND

Public Policy Reform and Advocacy for Women and Girls through The WFCO Targeted Fund

Through our **Targeted Fund**, we identify a target area of focus for the majority of our grant funds for multi-year efforts. This allows us to maximize our impact in a specific area with multiple grantee partners focused upon the same issue.

The WFCO is convening a group of 13 nonprofit agencies in a collaborative effort to create a statewide, coordinated strategy for economic public policy reform. The result of this was the formation of the Women and Family Action Network (Women’s FAN). In 2007, this group determined and achieved measurable outcomes through tactics funded, in part, by the WFCO.

The public policy agenda for 2007 was as follows:

1. *The Cliff Effect of Colorado formal launch and education*
2. *Earned Income Tax Credit*
3. *Family Friendly Workplace Policies*
4. *Pay Equity for Coloradans*
5. *The Self Sufficiency Standard Adoption by the State of Colorado*

2007 Public Policy Grants

| Amount | Name of Nonprofit Partner | City |
|---------------|---|-------------|
| \$3,000 | 9 to 5 Association of Working Women | Denver |
| \$3,000 | Colorado Women's Agenda | Denver |
| \$3,000 | Colorado Coalition for Girls/ Girls Inc | Denver |

| | | |
|----------|--|---------------------------|
| \$3,000 | Bell Policy Center | Denver |
| \$3,000 | Project Self-Sufficiency | Loveland and Fort Collins |
| \$3,000 | Project WISE | Denver |
| \$3,000 | Rural Community Resource Center | Yuma |
| \$3,000 | Colorado Fiscal Policy Institute | Denver |
| \$3,000 | Women's Resource Agency | Colorado Springs |
| \$3,000 | Stride | Denver |
| \$3,000 | Women's Lobby | Denver |
| \$3,000 | Colorado Black Women for Political Action | Denver |
| \$17,000 | Bell Policy Center | Denver |
| \$8,070 | Colorado Women's Agenda | Denver |
| \$30,000 | 9 to 5 Association of Working Women | Denver |
| \$5,000 | Project WISE | Denver |
| \$7,500 | Women's Lobby | Denver |
| \$5,000 | Project Self-Sufficiency | Fort Collins |
| \$9,000 | Colorado Fiscal Policy Institute | Denver |
| \$5,000 | Latina Initiative | Denver |
| \$5,000 | Colorado Coalition for Girls | Denver |
| \$8,000 | Colorado Coalition for Gender and IT / NCWIT | Boulder |
| \$5,000 | Colorado Women's Agenda | Denver |
| \$3,000 | Prevention First Colorado Research / NARAL | Denver |
| \$20,350 | 9-5 Association of Working Women | Denver |
| \$81,000 | Colorado Fiscal Policy Institute | Denver |
| \$10,000 | Colorado Black Women for Political Action | Denver |
| \$10,000 | Project WISE | Denver |
| \$7,500 | The White House Project | Denver |

Project Spotlight

Governor Ritter's Pay Equity Commission through the Department of Labor and Employment

Support to 9-5 National Association of Working Women - Colorado

In 2007, The Women's FAN decided that pay equity was the coalition's top priority. 9to5 conducted an analysis of the problem and solution components, as well as a scan of the state political power structure, our potential allies and our opponents. We determined that the most effective strategy for the short- and long-term would be to win the creation of a Pay Equity Commission to bring experts from varied sectors together to study the problem, issue findings and make recommendations. ***The great news is that Government leadership agreed and established the Pay Equity Commission.*** 9to5 Colorado worked to engage experts from around the State to sit on the Commission. Experts include representation from the for-profit, business world, Universities, research, Union and nonprofit organizations.

During 2007, full and half day meetings were scheduled on a bi-weekly basis; working closely with the Colorado Department of Labor and Employment on staffing of the Commission; identifying, scheduling, prepping and arranging travel, materials and other support as needed for local and national experts in the field; organizing and conducting pre-meetings for allies on the Commission.

9to5 worked with DOLE in developing agendas, materials and follow-up for these meetings; one-to-one in-depth meetings with at least ten of the Commission members at least every other month.

Once the report is complete, 9to5 will begin to meet with legislators to educate them, identify supporters and potential bill sponsors and provide them the tools they need to move forward with at least some of the Commission's policy recommendations in the 2008 legislative session.

We hope that the Commission's recommendations and 9to5's blueprint will inform the core of the Women's FAN 2008 policy agenda along with policy proposals to end the cliff effect. In the long-term, we hope to lead and win campaigns resulting in public policy change that leads to significant progress in closing the pay gap.

2007 DONOR ADVISED FUND AND SPECIAL INTEREST FUND

The WFCO has several Donor Advised Funds (DAF) and Special Interests Funds (SIF) in its endowment portfolio. Most Funds engage the donors to allocate their funding to projects of their interest. The following is a list of some of The Women's Foundation of Colorado's Donor Advised Funds:

Beyond Our Borders Special Interest Fund

Objective: To provide grants to national or international organizations that either:

- Provide direct services to women and girls who have the least resources to enable them to participate fully in society
- Build the strength and capacity of the organizations that directly serve women and girls
- Advocate on behalf of the well being of women and girls.

| | | |
|---------|--------------------------------------|--|
| \$4,000 | Dzi Foundation | Colorado Women, Himalayan Women |
| \$5,000 | Equality Now | Justice and Equality Project |
| \$5,000 | Feminist Majority | Campaign for Afghan Women and Girls |
| \$3,000 | Free A Child | Nepal Project |
| \$5,000 | Friendship Bridge | Guatemalan Children's Education Program |
| \$3,000 | Peter M Goodrich Memorial Foundation | Sewer System for Girls School in Afghanistan |
| \$5,000 | Urgent Action Fund | General Operating Support |

Fund for Women's Entrepreneurship DAF

Objective: To provide support to Colorado-based nonprofit organizations investing time and support to micro enterprise and micro credit programs to women and girls.

| | | |
|----------|---|----------------|
| \$19,000 | Small Business Incubator of Mesa County | Grand Junction |
|----------|---|----------------|

Ruth Ray Hunt Family DAF, as directed by Lillian Hunt

Objective: To provide support to Colorado-based nonprofit organizations that support programming for women and girls in the fields of advocacy, social justice and self-esteem.

| | | |
|----------|--|------------------|
| \$10,000 | Project Wise | Denver |
| \$5,000 | The Family and Intercultural Resource Center | Dillon |
| \$10,000 | Project Self Sufficiency | Ft. Collins |
| \$5,000 | Single Mothers of Color | Denver |
| \$10,000 | Yampah Teen Parent Program | Glenwood Springs |

The Julia Fitz-Randolph Lesbian Innovation Fund

Objective: To provide support to work in the field of economic self –sufficiency as it relates to lesbian girls and women.

| | | |
|---------|--------------------------------|-------------------------------|
| \$4,500 | Boulder County Ageing Services | Project Visibility in Boulder |
|---------|--------------------------------|-------------------------------|

2007 DOTTIE LAMM PROGRAM

Dottie Lamm was the WFCO’s first Board President and is a highly respected community leader in Colorado. In 1987, The Women’s Foundation of Colorado (WFCO) created the Dottie Lamm Award as an opportunity to engage young women in social service work, to honor their academic and community service efforts and to create future leaders in our community. This award honors Dottie Lamm’s commitment to women and girls issues throughout the State of Colorado by recognizing young women and the work they perform.

Objective: To identify two young women (statewide) that will serve as the Dottie Lamm Awardees. Each young woman received a \$1,500 academic award and a \$1,500 grant fund to allocate to a nonprofit organization that works for women and girls and economic self sufficiency. In 2007, the Dottie Lamm Awardees were Joyce Keeley and Sarah Jane Seifert. The following are two grants that the Awardees made as part of the program:

| | | |
|------------|-------------------------|---------|
| \$1,500.00 | The White House Project | Denver |
| \$1,500.00 | YWCA of Boulder County | Boulder |

THE RUTH RAY HUNT FAITH, FEMINISM AND PHILANTHROPY PROGRAM

In Honor of Mrs. H.L. (Ruth Ray) Hunt through a grant from The Ruth Ray Hunt Memorial III Fund and The Ruth Ray Hunt Memorial IV Fund of Communities Foundation of Texas, and the Dallas Women’s Foundation.

Objective: Despite seemingly common goals between faith-based and non faith-based women’s organizations, there appears to be a disjunction between these two groups that, if remedied, could crossbreed and inspire very effective responses to the needs of women, their families and their communities. The underlying and long-term goals of The Ruth Ray Hunt Faith, Feminism and Philanthropy Program are to contribute to the empowerment of women at all levels of society and to continue improving the use of capital and human resources to address the needs of women. However, before the women’s funding movement and faith-based women’s efforts can be melded to common purpose, dialogues must be initiated in welcoming environments that give a “green light” to expanded collaborations and to making such partnerships plausible and possible.

The following is a list of project funding through The Ruth Ray Hunt Faith, Feminism and Philanthropy Program:

| | | |
|-------------|---------------------------------|---------|
| \$10,300.00 | Regis University | Denver |
| \$10,000.00 | Excelsior Youth Center | Denver |
| \$10,000.00 | YWCA of Boulder County | Boulder |
| \$10,000.00 | Volunteers of America | Denver |
| \$10,000.00 | Streets Hope | Denver |
| \$10,000.00 | La Puente | Alamosa |
| \$15,000.00 | Colorado Women's Agenda | Denver |
| \$25,000.00 | Muslim Family Services | Denver |
| \$25,000.00 | Rural Community Resource Center | Yuma |

Project Spotlight:

The Muslim Family Services of Colorado

Muslim Family Services of Colorado is a non-profit social services organization founded in 1997. Our mission is to help families and individuals be safe, secure and self-reliant through education, social services and advocacy programs. We are committed to respond to the various social, legal and employment issues facing the diverse and growing Muslim community. In addition, MFS advocates empowering women, men and families to have a voice in the community at large as well as to help promote family harmony and stability. MFS formerly Muslim Women's Association, was established by a group of concerned women in the community committed to meeting the needs of women who do not have the resources for success. Muslim Family Services of Colorado has successfully helped more than 1000 Muslim families from more than 20 different Muslim countries since it's inception in 1997. Some of the services we provide include victim advocacy with in the criminal justice system, family support services through facilitated groups and case management and temporary financial help for those in need. Grant funding will be applied toward the following programs:

ESL Circle: A licensed instructor will improve English language skills among women with limited English proficiency. While these services already exist in the greater Denver Metro area, we still see the need to be mobilized within the community. The ESL will be geared to work place English, which will engage immigrant women and girls into the workforce quicker. Participants will have the opportunity to learn English allowing access to living wage jobs. This will allow for the full participation of these women in the broader Denver community and provide them with the opportunities to utilize their skills and/or their education. A strong command of the English language will empower women/girls to be leaders in stabilizing the family unit as well as be leaders in their communities. Without ESL skills, these immigrant women/girls are sentenced to a life of low-wage employment and constant need for public welfare support.

Training Circle: The training circle will be mobilized in the community and in partnership with the Regional Workforce Services, a system which provides various social/employment services to the community. The Workforce Investment Act, a state funded employment and training program, is situated to support women/girls in the various adult, displaced homemaker and youth program. While these services are very useful, there is still a cultural gap, which the CCP project will bridge for Muslims, especially for Muslim women, young and old, alike. Working in collaboration with the

Workforce System, MFS can bridge the culture gap between immigrants and the workforce development system. This Circle will focus on various steps in the employment process; job seeking, resume writing, job training, networking, and other placement skills.

Road to Self Sufficiency Circle: This circle will focus on education and mentoring women and girls on money management, including spending practices and how to invest in their future. Additionally, payroll W4 planning, income tax preparation and budgeting advice will be provided. In addition, micro loans (internal community loans) to cover job search start up costs such as transportation, resume writing and clothing reimbursement will be offered. This circle is extremely important as it reflects the fourth pillar of Islam, which encourages Muslim women to be active citizens in society by furthering their economic involvement.

By working in collaboration with various banks and financial institutions, MFS will be able to provide the curriculum for various financial classes to assist women and girls to be wise money manager. Immigrant women/girls do not traditionally learn basic money management skills, especially the importance of utilizing credit in a responsible manner. In countries where credit is not a common practice, coming to the US it can be the downfall of many families who are easily enticed by the glamour of credit. By providing them with the needed education regarding money management, credit establishment and savings, they are quicker to reaching their goals of self-sufficiency and financial success for the future.

TOTAL GRANTS FOR 2007

Total Grants for 2007

| | |
|---|------------------|
| Targeted Fund | \$275,420 |
| Flex Fund | \$161,440 |
| Ruth Ray Hunt Faith Feminism and Philanthropy | \$125,300 |
| Anonymous Donation for Rural Education | \$75,000 |
| Staff Discretionary Fund | \$17,078 |
| Donor Advised Funds | \$104,150 |
| Total Grants for 2007 | \$758,388 |

** Not all grant information in Total Grants for 2007 is listed individually.*