Your **Community**.
Your **Philanthropy**.
Your **Impact**.

The Women’s Foundation of Colorado
Women Thriving. Colorado Rising®
Dear supporters,

As leaders of the only statewide community foundation focused on the advancement of Colorado’s women and their families, we look in the rearview mirror at 2018-19 with gratitude and a sense of accomplishment. 2018 was deemed “year of the woman” nationally, and in no state is this truer than in Colorado: Women’s leadership soared in office, higher education, and philanthropy while critical policy wins in early 2019 generated unprecedented economic opportunity for all women in our state.

With this momentum behind us and your community, philanthropy, and impact supporting us – we survey the road ahead with confidence and excitement.

YOUR COMMUNITY

In Fiscal Year 2018-19 (April 1, 2018 – March 31, 2019), your support helped us expand the number of communities we work with and strengthen the communities we’ve built. Several new communities of giving joined The Foundation, we participated in or hosted a record number of community events, we expanded our own staff to increase our statewide presence, new committees helped to guide our work, and smart collaborations enhanced our work and the efforts of our sector.

YOUR PHILANTHROPY

Overall, only 1.6 percent of all charitable contributions in the U.S. fund women’s and girl’s initiatives. Our donors know women deserve more and are changing that through their generous philanthropy.

Unprecedented investments from diverse foundations, institutions, and individuals demonstrate a widespread belief in The Women’s Foundation as an anchor institution in our state. We broadened our menu of giving options and our leadership in gender-lens investing allows donors to be philanthropic in ways that are meaningful and significant to you.

YOUR IMPACT

Nationally, and in Colorado, real, tangible advancement for women happened. Your support powered WFCO’s research and public policy advocacy work, which impacted all 2.8 million women and girls in Colorado. In 2019, with critical support from WFCO, Colorado passed one of the most comprehensive equal pay protections in the country, setting up women to start from an equal place and not from behind. While we worked to remove systemic barriers to advancement, we also generated economic opportunity for more than 1,300 women and family members through the work of our 23 grantee partners.

We know that so many share our belief that one of the greatest investments one can make in our community is in the women who live here because women give back to their communities every day. With your continued support, there’s no reason we can’t make every year the “year of the woman.”
We rely on and convene diverse communities to inform our decisions, help us achieve greater outcomes, and carry forward a shared vision of a Colorado where women of every background and identity prosper.

- Our second Lobby Day at the Capitol drew more than 80 individuals from across the state who learned to lobby their legislators with confidence
- WFCO hosted or participated in more than 60 events to educate, connect, and learn from our communities of giving, grantee partners, businesses, nonprofits, funders, and advocates
- Lauren Y Casteel inspired individuals statewide with keynotes at the MLK Business Award Luncheon, Southern Colorado Women’s Chamber of Commerce, Community College of Denver Foundation and many others
- We shared the voices and viewpoints of diverse community members on our blog, including equity specialists, interns, staff, donors, economists, and LGBTQ advocates
- We awarded emerging community leader, Athena Clemens, with the Dottie Lamm Leadership Award
- We built bridges of understanding through key coalitions and collaborations including Women’s Funding Network 2Gen Advocacy Cohort, Colorado Immigrant Funders Collaborative, LARC4CO, Transformative Leadership for Change, and Women’s Giving – United Way of Larimer County
- 13 committees of volunteers elevated the reach, quality, and impact of our work
  - Annual Luncheon committee
  - Audit & finance committee
  - Colorado Springs regional committee
  - Communications advisory committee*
  - Development committee
  - Direct-service grantmaking committee
  - The Greater Vail Valley Women’s Fund grantmaking committee*
  - Investment committee
  - Northern Colorado regional committee
  - Public policy committee
  - Programmatic investment committee*
  - Pueblo regional committee
  - 23 grantee partners, WFCO, and OMNI Institute learn together through our joint WAGES (Women Achieving Greater Economic Security) work

*New committees in 2018-19

"I’d like to thank The Women’s Foundation of Colorado for this amazing opportunity on Lobby Day and helping me understand the importance of advocacy and the legislative process in Colorado.”

LOBBY DAY PARTICIPANT

EMPOWERMENT COUNCIL

Empowerment Council is a dynamic group of over 80 emerging philanthropists and aspiring change agents who are committed to accelerating gender equity in Colorado. Members enjoy monthly educational, leadership, and professional development events, while making meaningful connections and creating change. Empowerment Council members support WFCO by contributing $500 per year, paid on a monthly, quarterly, or annual schedule.

"I believe no one’s daughter should have to wait for equal pay and no one’s mother should have to choose between paying for child care and paying for rent.”

- FRED TAYLOR, DADS FOR DAUGHTERS CO-FOUNDER

DADS FOR DAUGHTERS, MEN FOR WOMEN

We invite all men to join WFCO in advocating for the women in their lives and communities. It takes many voices and resources to build a world that empowers and enables women to reach their full potential. The gifts of Dads for Daughters, Men for Women honor the girls and women in their lives – and all women and girls – while giving members access to annual gatherings.

POWER OF EXTENDED PHILANTHROPY (PEP)

Recognizing that changing structural systems requires time and a sustainable giving stream, more than 300 PEP members pledge an annual gift of $1,000 or more for a minimum of three years. PEP members make a new commitment or increase their current PEP commitment to $3,000 or more a year for three years. PEP members’ gifts play a critical role in helping The Foundation make ambitious plans, build stronger partnerships, and create infrastructures for success.

"I fell in love with Lauren Casteel’s vision and dedication to creating a better place for ALL women in Colorado. I lean very much on the research funded by WFCO and believe in the positive outcomes it creates for its beneficiaries. I made a pledge to become a PEP member… because I believe all people should truly offer support where they are able.”

- SHAHIRA QUDRAT, PEP MEMBER

"I am a monthly donor to WFCO. I give on a monthly basis of $500. I want to be a part of the change that is happening in Colorado. I really believe the changes that are made in Colorado start at the grass roots level.”

- SHAUNA KRAMER, MONTHLY DONOR

"I made a pledge to be a PEP member because I believe in the positive outcomes it creates for its beneficiaries.”

- DAD FOR DAUGHTER, PEP MEMBER

"I believe in the work that WFCO does and I am happy to support it.”

- MAN FOR WOMEN, PEP MEMBER

"As a PEP member, I help close the gender pay gap in Colorado through my gifts and, I get to learn more about this important issue.”

- KELLY ROTH, PEP MEMBER

"I am an advocate for the women in my community and I believe that WFCO is making a difference in Colorado.”

- DEBRA MUNDAY, PEP MEMBER

"I believe in the vision and mission of WFCO and also believe that changing systems is necessary to creating a more equal society.”

- SONYA HENRY, PEP MEMBER

"I believe in the research funded by WFCO and the work they do to support and empower women.”

- MIKE MICHAELS, PEP MEMBER

"As a monthly donor, I want to be a part of the change that is happening in Colorado. I really believe the changes that are made in Colorado start at the grass roots level.”

- WANDA HORTON, MONTHLY DONOR

"I am a monthly donor to WFCO. I give on a monthly basis of $500. I want to be a part of the change that is happening in Colorado. I really believe the changes that are made in Colorado start at the grass roots level.”

- KELLY ROTH, MONTHLY DONOR

"I am a monthly donor to WFCO. I give on a monthly basis of $500. I want to be a part of the change that is happening in Colorado. I really believe the changes that are made in Colorado start at the grass roots level.”

- KELLY ROTH, MONTHLY DONOR
Giving circles provide like-minded donors a space to multiply their philanthropy by pooling their dollars, deciding where to donate, and learning together. Beyond Our Borders promotes equity and social justice through educational, economic, and social opportunities for women and girls in global settings.

Women who survived breast cancer diagnoses started The Community Chest to build a more connected, empowered Denver community for women and girls. Breast cancer survivorship not required for membership.

The Lotus Collective Fund is an inclusive group of women seeking to effect change in the Denver community by granting funds to innovative organizations that develop real solutions to alleviate suffering.

SPIN (Sisterhood of Philanthropists Impacting Needs) is an African-American women’s giving circle empowering and positively impacting marginalized women and girls in our community.

The Women’s Impact Investing Giving Circle is the first giving circle in the country specifically devoted to invest directly in women entrepreneurs. Impact Finance Center partners with WFCO.

Women Will is The Foundation’s legacy giving program ensuring your commitment to women’s progress continues well into the future. Planned giving creates a powerful legacy beyond your lifetime, amplifies your impact, and sustains WFCO’s mission.

DONOR-ADVISED FUNDS

WFCO is your home for individual, family, nonprofit, and corporate donor-advised funds. Opening a donor-advised fund (DAF) at WFCO allows you to fulfill your philanthropic wishes and passions and our expertise and guidance help you create the greatest impact.

Through 68 separate grants, our DAFs and giving circles invested in 55 nonprofits with broad impact from women and girls to the arts and the environment. WFCO holds fundholder gatherings quarterly to highlight Colorado nonprofits, issue areas, and innovations in philanthropy. More than half of our fundholders invest in our 100% gender-lens portfolio.

“There are few times in life you can give a gift that improves your community, improves yourself, and improves the livelihood of women and girls.”

Kenneth Ho, on opening the Burn Bright Fund for his wife Tania Zeigler on their 15th wedding anniversary.

DAF & GIVING CIRCLE GRANTEES

1. Africa Development Promise
2. Amigos de Santa Cruz Network
3. The Bell Policy Center
4. Book Trust
5. Chicken & Egg Pictures
6. The Center for African American Health
7. CHIC
8. Chicken & Egg Pictures
9. Clinica Verde
10. Colorado Democracy Network
11. Colorado Immigrant Rights Coalition
12. Criterion Institute
13. Crossroads Safehouse
14. Curious Theatre Company
15. Curls on the Block
16. Delores Project
17. Denver Film Society - Women in Film
18. Denver Waldorf School
19. EcoArts Connections
20. Florence Crittenton Services
21. Food Bank for Larimer County
22. The Foundation for Sustainable Urban Communities - Stabhprenuers
23. Friendship Bridge
24. GALS Denver
25. Habitat for Humanity
26. KUNO Colorado
27. HiIF School of Theology
28. Inclusive Securuty
29. Just Vision
30. Lambi Fund
31. Maji Self Group
32. Metro Caring
33. Mile High Early Learning
34. NARAL Pro-Choice Colorado Foundation
35. One Acre Fund
36. PEO Foundation
37. Planned Parenthood of the Rocky Mountains
38. Pozner Center for International Development
39. Project Efficiency
40. Project VOICE
41. Project Worthmore
42. The Representation Project
43. Respite Care
44. Rose Amond Center
45. Second Chance Center
46. Star Girls Empowerment
47. Stove Team International
48. Sundance Institute
49. UCHealth Northern Colorado Foundation – WISH
50. United Way of Larimer County – WomenGive
51. Urban Leadership Foundation – Rise 2880
52. USC Annenberg School for Communication and Journalism
53. VoteRunLead
54. Women Moving Millions
55. The Women’s Foundation of Colorado

The 2018 Annual Luncheon featuring Billie Jean King brought in new PEP and Empowerment Council members and donor-advised funds.
In 2018-19, WFCO completed the first year of our WAGES (Women Achieving Greater Economic Security) programmatic body of work that integrates research, public policy advocacy, and strategic grantmaking. The WAGES cohort of grantees will spend three years, 2018-19 → 2020-21, leading efforts throughout Colorado to advance women’s economic security. The cohort convenes twice annually with WFCO and our evaluation and learning partner, OMNI Institute, to explore key questions, share promising practices, and develop solutions to policy issues. Our public policy partners advance transformative systems-level changes and our direct-service partners accelerate career pathways to livable wage jobs. Each organization utilizes innovative solutions to remove key barriers such as access to child care, housing, and transportation.

**WAGES RESEARCH**

It all begins with research. Understanding the TRUE costs of living in Colorado for diverse family formations is critical to our work at the Capitol and for our direct-service partners. WAGES grantee partner Colorado Center on Law and Policy (CCLP) released the sixth edition of the Self-Sufficiency Standard, and accompanying reports Overlooked and Undercounted and Exploring Economic Security Pathways in Colorado, which was funded exclusively by the M&I Charitable Giving Fund, a donor-advised fund held at The Women’s Foundation.

**WAGES PUBLIC POLICY**

The 2019 Colorado legislative session will be remembered for progress made for women in the workplace. WFCO and our partners supported 18 bills, 16 of which passed. We are proud that many of these policies earned bipartisan support, with recognition that they will positively impact Colorado women, families, and our economy.

- Most notably, passing The Equal Pay for Equal Work Act provides an unprecedented opportunity for Colorado women to be paid equally.
- Additionally, we helped pass key legislation that will help more than 24,300 working families in Colorado afford child care and approximately 7,000 child care and early education professionals become more economically secure.

Our public policy grantee partners include: 9to5 Colorado, Colorado Women’s Chamber of Commerce, Advocates for Strong Families, Advocates for Youth, Colorado Action for Building Advocacy, Colorado Center for Law and Policy, Colorado for Diverse Family Formations, Colorado Impact Fund, a donor-advised fund held at WFCO; S&P Global Foundation; WomenGive—United Way of Larimer County; the Women’s Funding Network; and generous individuals.

**WAGES STRATEGIC GRANTMAKING**

Our grantee partners put into action our research and public policy efforts. After one full year of our WAGES cohort, our direct-service grantee partners reported steady progress among their participants on their paths to economic security.

- 428 women were reached through direct services across Colorado. Another 900 family members of the women served were impacted. They are significantly more racially and ethnically diverse than the population of our state.
- 104 women (24%) of the women served made employment gains, 105 women (25%) reached their educational goals, and 7% reduced their reliance on public supports in the areas of income, housing, child care, food, and healthcare.

**WAGES EDUCATION & ADVOCACY**

WFCO released a voter handbook — The Womanifesto — to educate policymakers and community members about advancing women’s economic security and provide nonpartisan policy solutions to strengthen Colorado’s economy by improving opportunities for women and families. Through a series of events across Colorado, and at our second lobby day, we expanded and helped educate our network of statewide advocates.

**DIRECT SERVICE GRANTEES BY COUNTY**

Our WAGES work is made possible with the support of The Chambers Fund, a donor-advised fund held at WFCO; S&P Global Foundation; WomenGive—United Way of Larimer County, the Women’s Funding Network, and generous individuals.

- **LARIMER COUNTY**
  - Project Self Sufficiency
- **MORGAN COUNTY**
  - OneMorgan County
- **BOULDER COUNTY**
  - Boulder County Center for Work Education & Employment
  - Collaborative Healing Initiative within Communities (CHIC)
- **COLORADO SPRINGS**
  - Project Self Sufficiency
  - Rivera’s Women’s Center
- **EL PASO COUNTY**
  - Community Partnership for Child Development
- **PELUCEO COUNTY**
  - Pueblo Community College Foundation and the Boys and Girls Club of Pueblo County
- **LA PLATA COUNTY**
  - Southwest Colorado Women’s Project: Durango Adult Education Center, Women’s Resource Center, and La Plata Family Centers Coalition

**Your Impact**

Grantee partner CHIC: Ashwetta Cooper hones her construction skills at Colorado Home Building Academy

"I really love my new job and I am so grateful (the program) connected me to these opportunities. Everything they taught us in the training was exactly what we needed to know for a career… and the staff are still there for me.

> WAGES COHORT PARTICIPANT

Grantee partner CHIC: Ashwetta Cooper hones her construction skills at Colorado Home Building Academy

Grantee partner CHIC: Ashwetta Cooper hones her construction skills at Colorado Home Building Academy

The Greater Vail Valley Women’s Fund – a collaborative, philanthropic fund launched by WFCO in 2016 – gave diverse community members the opportunity to enrich Vail Valley through informed, strategic, community-based grantmaking. With the partnership of the committee, WFCO awarded more than $55,000 in grants to seven local organizations that advance opportunities for women and girls.

- Bright Future Foundation of Eagle County
- Colorado Mountain College Foundation
- Literacy Project
- Red Ribbon Project
- The Cycle Effect
- United Way of Eagle River Valley
- Walking Mountains
Our fiscal year, ending March 31, 2019, was transformative for The Women’s Foundation of Colorado.

- The Colorado Health Foundation, one of the nation’s largest health foundations, awarded WFCO a $1 million grant to support the remainder of our 2017-2021 strategic plan. We will use the funds to strengthen our infrastructure and leverage philanthropy to broaden our statewide reach, deepen our impact, and affirm our role as an anchor institution for the economic advancement of Colorado women and their families.

- Our investments reached new highs in market value. WFCO’s asset allocation and reserve strategies leveraged the performance of the financial markets while the cash flow requirements of our operating and grantmaking activities were met without impacting the long-term performance of our portfolios. We grew our commitment to providing donor-advised fundholders with a 100% gender-lens investment option that not only supports our mission but achieves competitive rates of return in the marketplace with comparable levels of risk. As of the publication of this annual report, our total gender mandate investing comprises nearly 19% of our total invested assets.

- Operationally, we are committed to the financial viability of The Foundation as well as the future by focusing our attention on the appropriate metrics, transparency, and best practices.