

Your **Community.**

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Your **Philanthropy.**

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Your **Impact.**

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**The Women's  
Foundation of Colorado**

Women Thriving. Colorado Rising.®

WFCO **Team** *(as of October 2019)*



Members of the 2018 and 2019 Board of Trustees at our Annual Retreat

**OUR VISION**

A future where Colorado women and girls of every background and identity prosper.

**OUR MISSION**

Catalyzing community to advance and accelerate economic opportunities for Colorado women and their families.

**VALUES**

Promise | Leadership | Community | Learning | Equity & Inclusion | Stewardship & Accountability

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INTERNS & FELLOWS**

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Samantha Josey-Borden  
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**Your Community. Your Philanthropy. Your Impact.**



**LAUREN Y. CASTEEL**  
*President & CEO*



**STEPHANIE BRUNO**  
*Chair, Board of Trustees*

*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.”

Lauren & Steph



# Your Community

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 WomenGive – 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



Community College of Denver Foundation Breakfast of Champions



Lobby Day 2019



Direct-Service Grantmaking Committee

# Your Philanthropy

Making philanthropy accessible is a cornerstone of realizing our vision of a future where women and girls of all backgrounds and identities thrive. In 2018-19, WFCO proudly partnered with several new diverse communities of giving to bring their philanthropic passions to life. We made bold plans to launch the country’s **first women’s impact investing giving circle** and to maximize donors’ investments with an asset base that is **51 percent gender-lens invested** by spring 2021. Thousands of donors (women and men!) across the state have found their philanthropic community at WFCO where they can learn, give, and grow.

## 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. Pearl 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.



PEP panel discussion at Gates Corporation



*“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 I 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

## 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.



Your **Philanthropy**

More than 3,000 individuals attended our 2018 Annual Luncheon, our largest fundraiser of the year



Community Chest founding members  
Photo credit: McLeod9 Creative



Beyond Our Borders

*“Having The Women’s Foundation host our giving circle was a no-brainer. It was important to us that WFCO was founded by women for women.”*

**RUTH ROHS, CO-FOUNDER OF THE COMMUNITY CHEST**

**GIVING CIRCLES**

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 created specifically to invest directly in women entrepreneurs. Impact Finance Center partners with WFCO.

**WOMEN WILL**

**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.



The 2018 Annual Luncheon featuring Billie Jean King brought in new PEP and Empowerment Council members and donor-advised funds

**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             | 15. Curls on the Block  | 28. Inclusive Security                          | 44. Rose Andom Center                                     |
| 2. Amigos de Santa Cruz                   | 16. Delores Project   | 29. Just Vision                                 | 45. Second Chance Center                                  |
| 3. The Bell Policy Center                 | 17. Denver Film Society – Women+Film                                  | 30. Lambi Fund                                  | 46. Star Girlz Empowerment                                |
| 4. Book Trust                             | 18. Denver Waldorf School   | 31. Maji Safi Group                             | 47. Stove Team International                              |
| 5. Building Bridges                       | 19. EcoArts Connections   | 32. Metro Caring                                | 48. Sundance Institute                                    |
| 6. The Center for African American Health | 20. Florence Crittenton Services                                      | 33. Mile High Early Learning                    | 49. UCHealth Northern Colorado Foundation – WISH          |
| 7. CHIC                                   | 21. Food Bank for Larimer County                                      | 34. NARAL Pro-Choice Colorado Foundation        | 50. United Way of Larimer County – WomenGive              |
| 8. Chicken & Egg Pictures                 | 22. The Foundation for Sustainable Urban Communities – Sistahpreneurs | 35. One Acre Fund                               | 51. Urban Leadership Foundation – Rise 5280               |
| 9. Clinica Verde                          | 23. Friendship Bridge   | 36. PEO Foundation                              | 52. USC Annenberg School for Communication and Journalism |
| 10. Colorado Democracy Network            | 24. GALS Denver   | 37. Planned Parenthood of the Rocky Mountains   | 53. VoteRunLead   |
| 11. Colorado Immigrant Rights Coalition   | 25. Habitat for Humanity  | 38. Posner Center for International Development | 54. Women Moving Millions                                 |
| 12. Criterion Institute                   | 26. IGNITE Colorado   | 39. Project Sufficiency                         | 55. The Women’s Foundation of Colorado                    |
| 13. Crossroads Safehouse                  | 27. Iliff School of Theology  | 40. Project VOYCE                               |   |
| 14. Curious Theatre Company               |   | 41. Project Worthmore                           |   |
|   |   | 42. The Representation Project                  |   |
|   |   | 43. Respite Care                                |   |



2018-19 PEP MEMBERS

**Pearl PEP Members**

Libby Anschutz  
Barbara Bridges  
Kathryn Dudley  
Lee Everding  
Marjorie Gart  
Rhondda Grant  
Pat Kendall  
Susan Kiely  
Diana Kinsey  
Jan Mayer  
Jane Okun Bomba  
Kendra Oyen  
Joanne Posner–Mayer  
Judi Wagner  
Judith White

Colleen Abdoulah  
Akasha Absher  
Maria Alfaro  
Jandel Allen–Davis  
Nancy Alterman Harrison  
Diana Anderson  
Janice Andreyko  
Alice Anneberg  
Laura Apodaca  
Lisa Appel  
Katherine Archuleta  
Debra Armbruster  
Fiona Arnold  
Karen Ashworth–  
MacFarlane  
Elise Barish  
Karen Barker  
Michelle Barnes  
Lyndsey Barnett  
Laura Barton  
KC Becker  
Kristine Beisel  
Laura Beller  
Catherine Bennett  
Elizabeth Bennett  
Christy Bergman  
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Patricia Burgess  
Priya Burkett  
Eileen Byrne  
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Holly Casler  
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Vera Divenyi  
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Eileen Greenberg  
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John Keil  
Katherine Kellen  
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Brook Kramer  
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Colleen LaFontaine  
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Gaye Leonard  
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Stephanie Visscher  
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Abigail Wallach  
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Jennifer Welte  
Carly Wendt  
Sydni Williams–Shaw  
Ashley Wilson  
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Jennifer Wright  
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Hannah York  
Erica Younkin

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Lynda McNeive  
Janet Meck  
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Christina Ortiz Bluth  
LaRae Orullian  
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Essie Perlmutter  
Catherine Petros  
Fern Portnoy  
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Susan Suggs  
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Judi Wagner  
Marla Williams  
Carol Wolf  
Barbara Yondorf

# Your Impact

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, The Bell Policy Center, Colorado Center on Law and Policy, Colorado Children’s Campaign, Colorado Fiscal Institute, Denver Metro Leadership Foundation, Executives Partnering to Invest in Children, and Young Invincibles.

## 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.



Colorado Gov. Jared Polis signs the Equal Pay for Equal Work Act at WFCO’s offices



Grantee partner OneMorgan: Marcela reads to her daughter Samantha at Fort Morgan Public Library



Grantee partner Pueblo Community College Foundation: Patty studies medical coding at Pueblo Community College

“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

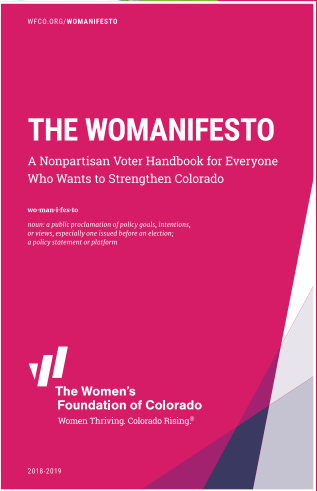


Grantee partner CHIC: Adrianette Cooper hones her construction skills at Colorado Home Building Academy

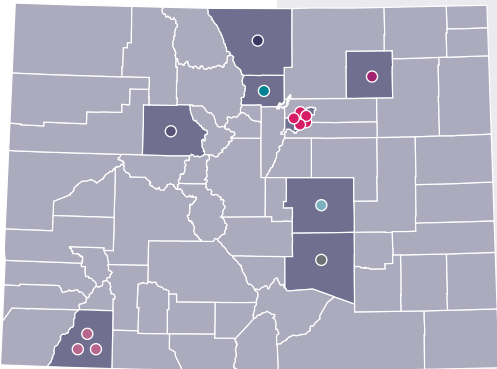
## WAGES STRATEGIC GRANTMAKING

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.



## DIRECT SERVICE GRANTEES BY COUNTY



- LARIMER COUNTY**  
Project Self Sufficiency
- MORGAN COUNTY**  
OneMorgan County
- BOULDER COUNTY**  
Emergency Family Assistance Association, Inc.
- DENVER COUNTY**  
Center for Work Education & Employment  
Colorado Coalition for the Homeless  
Collaborative Healing Initiative within Communities (CHIC)  
Florence Crittenton Services of Colorado  
Mi Casa Resource Center
- EAGLE COUNTY**  
Eagle County, Department of Human Services
- EL PASO COUNTY**  
Community Partnership for Child Development
- PUEBLO 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

The Greater Vail Valley Women’s Fund – a collaborative, philanthropic fund launched by WFCO in 2018 – 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 \$50,000 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 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.



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.

SUMMARIZED STATEMENT OF ACTIVITIES  
(AUDITED)

FISCAL YEAR ENDED MARCH 31, 2019

Revenue, gains, and support		
Contributions and grant income	\$	2,280,023
In-kind contributions		76,598
Special events		1,219,025
Less direct cost of special events		(380,540)
Investment return		710,594
TOTAL REVENUE, GAINS AND SUPPORT	\$	3,905,700
Expenses		
Program services		
› Grants	\$	1,109,261
› Research, education, and advocacy		1,035,642
Total program services		2,144,903
Supporting services		
› Management and general		557,655
› Development and fundraising		318,337
Total support services		875,992
TOTAL EXPENSES	\$	3,020,895
CHANGE IN NET ASSETS		884,805

STATEMENT OF FINANCIAL POSITION  
(AUDITED)

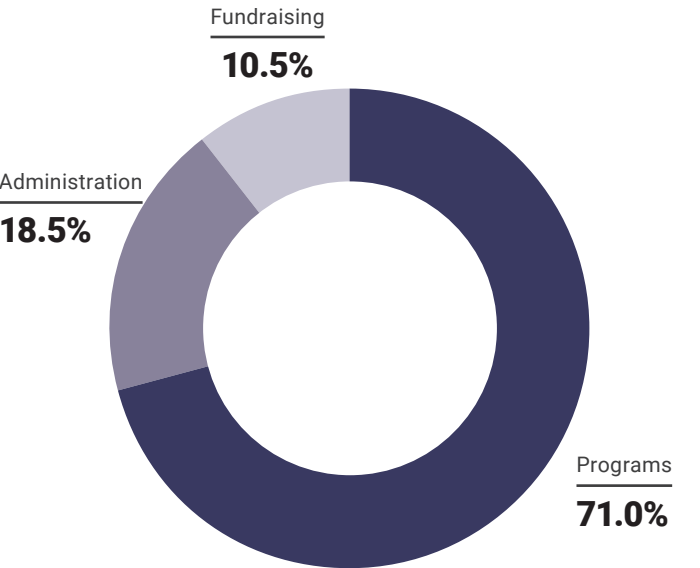
MARCH 31, 2019

Assets		
Cash and cash equivalents	\$	\$46,069
Prepaid expenses and other assets		83,243
Contributions receivable, net		434,859
Investments		21,790,517
Investment in Chambers Center		1,500,000
Property and equipment, net		43,813
TOTAL ASSETS	\$	23,898,501
Liabilities		
Accounts payable and accrued expenses	\$	\$164,101
Accrued payroll costs		152,192
Grants payable		112,233
TOTAL LIABILITIES	\$	428,526
Net assets		
Without donor restrictions	\$	9,647,952
With donor restrictions		13,822,023
TOTAL NET ASSETS	\$	\$23,469,975
COMMITMENTS		—
TOTAL LIABILITIES AND NET ASSETS	\$	\$23,898,501

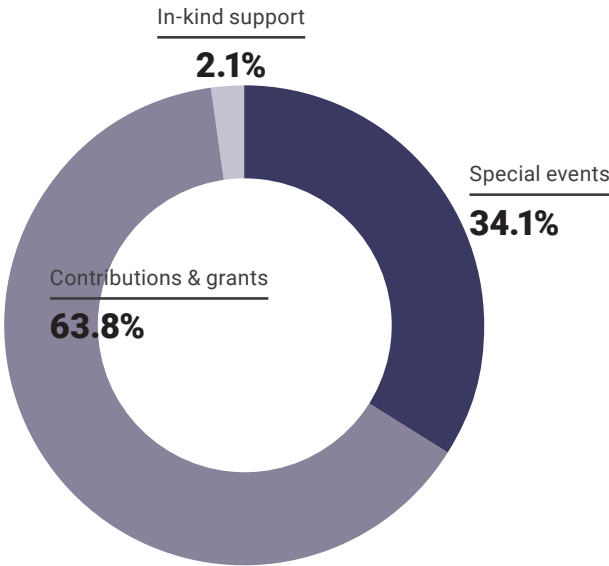
ANNUAL REPORT DATA

FISCAL YEAR ENDED MARCH 31, 2019

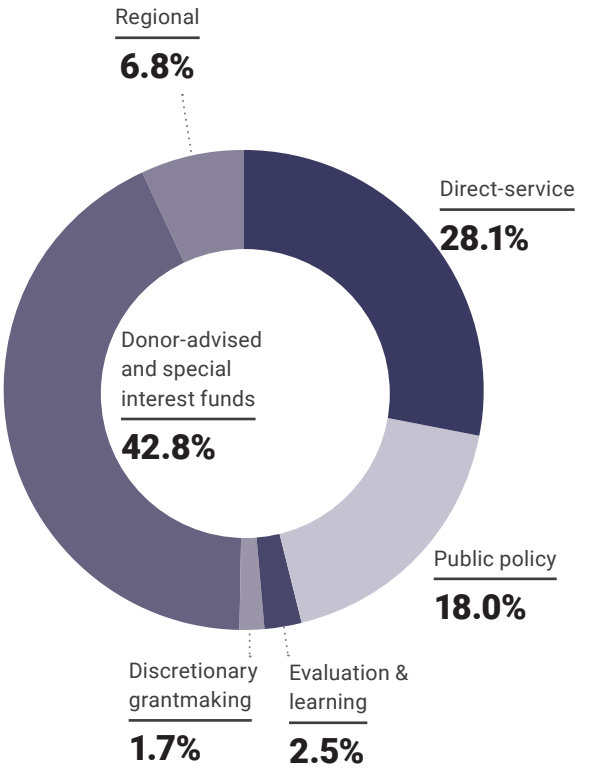
Sources of revenue			
Special events	\$	1,219,025	34.1%
Contributions & grants		2,280,023	63.8%
In-kind support		76,598	2.1%



Granting summary			
Direct Service	\$	312,000	28.1%
Public Policy		200,000	18.0%
Evaluation & Learning		27,500	2.5%
Discretionary Grantmaking		18,800	1.7%
Donor-Advised and Special Interest Funds		475,228	42.8%
Regional		75,733	6.8%
TOTAL	\$	1,109,261	100.0%



Expenditures			
Programs	\$	2,144,903	71.0%
Administration		557,655	18.5%
Fundraising		318,337	10.5%





# **The Women's Foundation of Colorado**

Women Thriving. Colorado Rising.®

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