



**THE WOMEN'S  
FOUNDATION  
OF COLORADO**

2016 Annual Report

## 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.

## OUR CORE VALUES

### PROMISE

We believe in infinite possibilities. We know all women and girls have the innate potential and power to succeed.

### LEADERSHIP

We are willing to take risks in pursuit of our vision. We lead in harnessing passion to include and amplify the voices of women of diverse backgrounds and identities. We believe that leadership by women in all sectors makes a positive difference in communities and society.

### COMMUNITY

We understand that advancing women's economic security is complex, requiring the insights, investments, and commitment of many. We believe that we can achieve more through partnerships.

### LEARNING

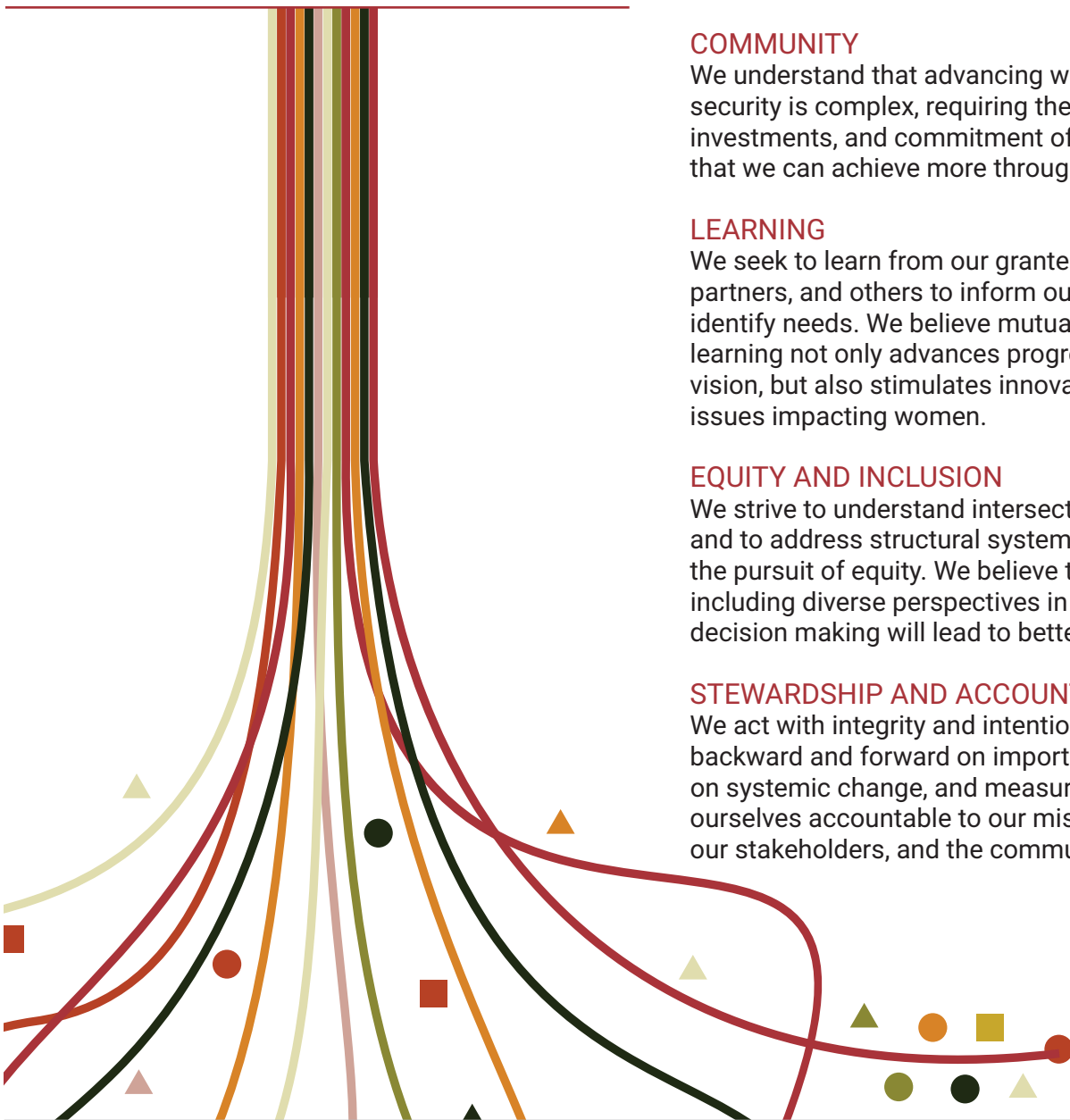
We seek to learn from our grantees, strategic partners, and others to inform our research and to identify needs. We believe mutual and continuous learning not only advances progress toward our vision, but also stimulates innovative solutions to issues impacting women.

### EQUITY AND INCLUSION

We strive to understand intersections of identities and to address structural systems of inequity in the pursuit of equity. We believe that deliberately including diverse perspectives in our work and our decision making will lead to better results.

### STEWARDSHIP AND ACCOUNTABILITY

We act with integrity and intentionality, look backward and forward on important issues, focus on systemic change, and measure results. We hold ourselves accountable to our mission, our donors, our stakeholders, and the communities we serve.



## IT STARTED WITH A SEED

Colorado is rich with natural beauty, diverse climates, and gorgeous landscapes. The aspen tree, a crown jewel of Colorado vistas, appears as a rugged individual to the naked eye. But unseen, it's linked to other aspens hundreds of acres away by a single, interconnected underground root system. The support system fuels the growth of the trees above ground and ensures that trees from a single seed live for thousands of years.

By 2016, WFCO had become a hardy grove of aspens with our statewide networks, solid financial position, new strategic plan, and management for sustainability.

We are able to help women thrive because we are firmly grounded through the vision of our founders, the wisdom of our board of trustees past and present, and the excellence of our staff. We are nourished by the generosity of our donors, the hard work of our grantee partners, and the gifts and talents of the millions of women and girls who call our state home.

In 2016, we had much to celebrate:

- We listened to and learned from nearly 1,300 diverse Coloradans about the issues affecting women in our state. Through thoughtful dialogues, their perspectives directed our five-year strategic plan to significantly increase our statewide impact by 2021.
- We amplified the voices of the women in our state by advocating for an increased minimum wage and worked alongside public policy partners to advance six more pieces of legislation.
- WFCO awarded nearly \$1 million to 69 strong nonprofit organizations working to move women toward economic security.
- With 28 other women's funds that comprise Prosperity Together, we collectively invested \$29 million into programs advancing women's economic security in the U.S., positioning us to meet our \$100 million investment goal within five years.
- Through sound fiscal practices, we stabilized and grew our asset base.

This annual report covers 15 months: January 1, 2016 – March 31, 2017. WFCO transitioned our fiscal year from the calendar year to one that begins on April 1. As we write this letter, we look back on the past year with full appreciation of the groundwork we laid in best practices so that we could elevate our community, philanthropy, and impact in 2017—our 30th anniversary.

Following our **TOGETHER** fundraising celebration in July 2017 with 8,300 passionate supporters and former First Lady Michelle Obama, and just weeks away from launching our new brand for the next 30 years, we are poised to continue bringing those together who share our vision of a Colorado in which every woman can prosper and rise to the new challenges we will face.



*Patti Klinge*

Patti Klinge  
Chair, Board of Trustees



*Lauren Y. Casteel*

Lauren Y. Casteel  
President & CEO

## AN INTERCONNECTED SYSTEM OF SUPPORT

Driven by the belief that women are the cornerstone of strong families and communities, and the reality that half a million Colorado women live in or near poverty, WFCO leverages an interconnected system of community, philanthropy, and impact to create pathways to economic security and prosperity for more Colorado women. Our work creates a more prosperous state for us all.

### COMMUNITY

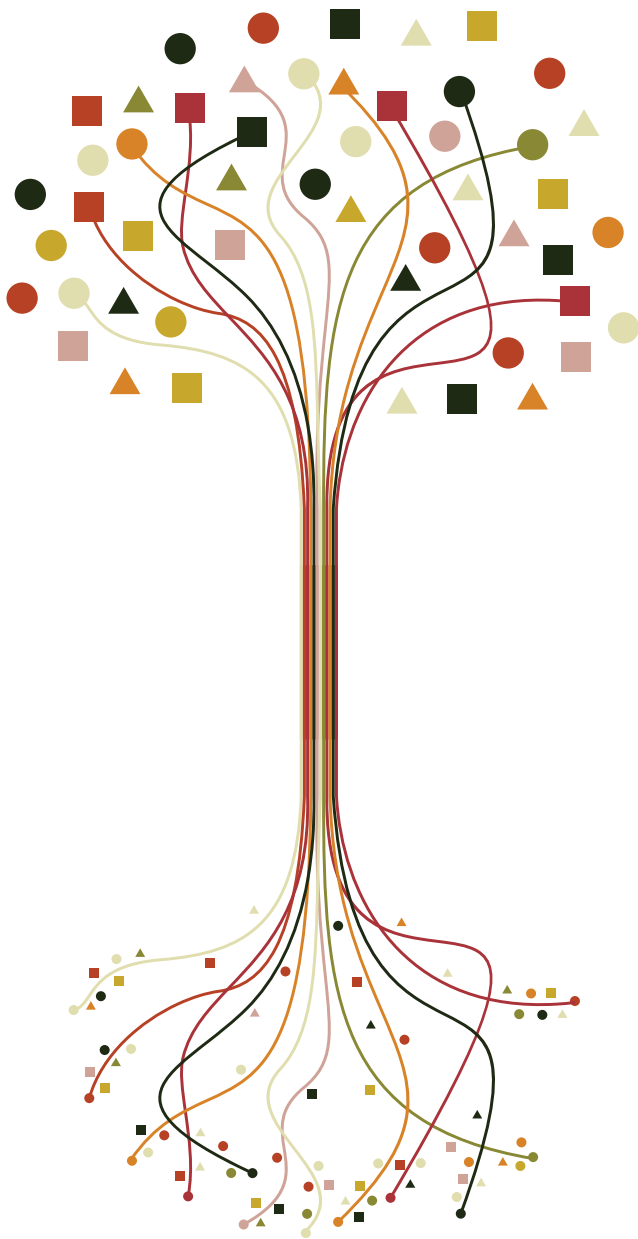
When it comes to breaking through barriers, paving roads to opportunities, and helping every woman thrive, we know we can't do it alone. WFCO is proud to be part of a rising movement of diverse partners who share this goal and know that we can do more together.

### PHILANTHROPY

Philanthropy is a mighty catalyst for advancing systemic change. Our donors' partnership, dedication, and generosity help us fuel prosperity and economic security for all women.

### IMPACT

We advance pathways to prosperity through the strength of community, the power of philanthropy, our gender-lens expertise, and sound statewide strategies for change. Our credible research identifies barriers and pathways to prosperity, our policy and advocacy efforts advance opportunities for greater economic security, and our grantmaking supports statewide partners working directly with women to become economically independent and reach their full potential.



## POWERING PROSPERITY WITH COMMUNITY

We work with many partners to power prosperity, investing and working together for greater outcomes. We bring people together through our statewide networks, learn through collaboration, and share what we've discovered with research.

In 2016, in accordance with our core values, our community helped guide our way forward. We believe that deliberately including perspectives from diverse communities leads to better results. We listened to nearly 1,300 women and men from the peaks to the plains, including women who reported they cannot meet their families' basic needs. Their input refocused our work and greatly informed the development of our 2017 – 2021 Strategic Plan.

We amplified their voices by hosting or participating in 26 educational events across the state. Additionally, Lauren Y. Casteel delivered several keynote addresses from the United Way of Larimer County's WomenGive Annual Luncheon to AAUW's Annual Colorado Conference. She also spoke at the Women's March on Denver in front of an estimated crowd of 100,000 - joining with so many Coloradans to lift a passionate call for equity.

Our statewide regional committees in Boulder, Colorado Springs, Northern Colorado, Pueblo, and the Vail Valley also plan educational and fundraising events so that women throughout Colorado can connect, learn to advocate, and drive change in their communities.

WFCO also participates in the following local and national coalitions: Colorado Immigrant Funders Collaborative, Prosperity Together, Colorado Collaborative on Family Planning and Reproductive Health, Skills to Compete Coalition, and Colorado Funders for Inclusiveness and Equity (COFIE).



Top-down: Anadarko's Energy United Women & Philanthropy Tea; Gender Equity educational event at Colorado State University in Fort Collins; Vail Valley convening; WFCO Staff at the Women's March on Denver

## FUELING PROSPERITY WITH PHILANTHROPY

We fuel prosperity with philanthropy – connecting the generosity of donors with the promise of opportunity for all women. From a grassroots fundraising campaign to celebrate our 30th anniversary to donor-advised funds, we offer many ways for donors at all levels to join with us and support equal opportunity for women.

### Power of Extended Philanthropy (PEP)

is committed to creating sustained support and security for WFCO's mission. PEP members are women and men who pledge an unrestricted gift of at least \$1,000 per year for three years to ensure WFCO can engage in long-term planning, fund more powerful projects, and make a difference over time. Currently there are 308 PEP members.

**The Empowerment Council (EC)** is a community of emerging philanthropists who seek to effect change. Council members make a one-year, minimum unrestricted gift of \$500 to support WFCO's goals while connecting and learning with other young philanthropists. Members plan and host educational events that bring together individuals, students, nonprofits, and businesses. Currently there are 49 active members.

**Women Will** is a group of individuals who have chosen to leave a bequest or other type of planned gift to WFCO. These generous gifts fuel the future for Colorado women and their families.

**The Annual Luncheon** is one of the largest annual gatherings of diverse communities and sectors from across the state focusing on women and girls. In 2016, Misty Copeland, first African-American principal ballerina of American Ballet Theatre, joined WFCO and 2,300 attendees who share our commitment to advancing economic security for all women in Colorado.



Top-down: Pueblo Summer Soirée; Empowerment Council visits Florence Crittenton; Lauren Casteel and Special Guest Misty Copeland at the 2016 Annual Luncheon

**Dads For Daughters (D4D)** furthers WFCO's mission by connecting supportive dads, granddads, uncles, and brothers together to advance and accelerate economic opportunities for Colorado's women and girls. It takes a combination of many voices, resources, and advocates to create systemic change for women. Men are an essential part of the movement.

## DONOR-ADVISED FUNDS

A donor-advised fund (DAF) is a flexible giving vehicle within WFCO that allows you to support the causes and organizations that matter most to you. You can open your own donor-advised fund with as little as \$2,500 with a simple written agreement that gives you – and others you wish to designate – the ability to recommend grants from your fund to nonprofit organizations of your choice. You can direct your investment to our gender-lens portfolio or our unitized pool.

Once you have established a donor-advised fund at WFCO, you may:

- make contributions to your fund at any time.
- recommend that grants be distributed to nonprofits once your fund reaches \$10,000.
- 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 grants 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.

### DONOR-ADVISED, SPECIAL INTEREST, AND LEGACY FUNDS

Adrianna & Arisela Abarca Fund  
 Barbara Bridges Fund  
 Chambers Fund  
 Emily Davis Giving Fund  
 Empowering Women Fund  
 Feehan Fund  
 Judith Buck Wagner Fund  
 Julia Fitz-Randolph Lesbian Innovations Fund  
 Klinge/McArthur Fund for Women and Girls  
 Philanthropy Education Advocacy Research Leadership (PEARL) Fund  
 Ruth Ray Hunt Fund  
 Soeurs de Coeur Fund  
 Sue Anschutz-Rodgers Fund  
 The ESL Fund  
 The Josephine Lotito Wise Legacy Fund  
 The Katherine Bruno Prosperity Fund  
 Vangas Women & Girls Empowerment Fund



Above: Beyond Our Borders, Group-Advised Fund

### SPECIAL INTEREST FUND AND DONOR-ADVISED FUND GRANTEEES

Advancing Girls' Education in Africa  
 AfricAid  
 Black American West Museum & Heritage Center  
 Chicken & Egg Pictures  
 Collective Heritage Institute  
 Colorado Children's Campaign  
 Colorado Nonprofit Development Center  
 Colorado Women's College (University of Denver)  
 Community College of Denver Foundation  
 Denver Art Museum  
 Friendship Bridge  
 Girls Inc. of Metro Denver  
 GLAD  
 Global Fund for Women  
 Just Vision  
 Lambi Fund of Haiti  
 MADRE  
 NARAL Pro-Choice Colorado Foundation  
 Peace Development Fund  
 Planned Parenthood of the Rocky Mountains  
 Posner Center for International Development  
 Rose Community Foundation  
 Sacred Heart House of Denver  
 Search for Common Ground  
 Sundance Institute  
 Syria Relief and Development  
 The Denver Film Society  
 The Futuro Media Group  
 The Representation Project  
 USC Annenberg School for Communication and Journalism  
 Victim Offender Reconciliation Program (VORP) of Denver

# ADVANCING PROSPERITY THROUGH IMPACT

## RESEARCH

High-quality research continues to point the way forward for WFCO and our partners, highlighting underlying causes of gender inequity and informing our grantmaking and advocacy work. WFCO released four reports in the last year that have become invaluable resources for the community in creating change for women in Colorado.

### Gender Equity in Colorado's STEM Industries: The Case for Focused Workforce Investment

While women make up 46 percent of the total Colorado workforce, they comprise less than a third of STEM workers. Not only do women enter STEM less often than men, they leave STEM careers more often, too. Created with the support of WFCO's STEM Coalition, this report provides a roadmap and comprehensive resources to help companies recruit, retain, and advance women in STEM.

### This Is What STEM Looks Like: How to Get and Keep Girls Engaged in STEM

This comprehensive guide is packed with resources and tools to inspire, motivate, and prepare girls and young women from preschool through post-secondary education to thrive in STEM careers. It also includes actions everyone can take to support systems-level change so that women and girls can be equally represented in STEM in Colorado.

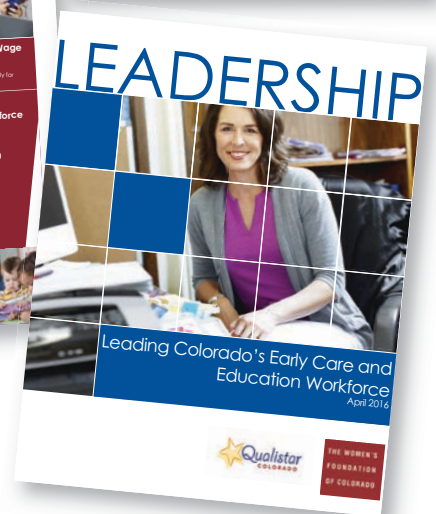
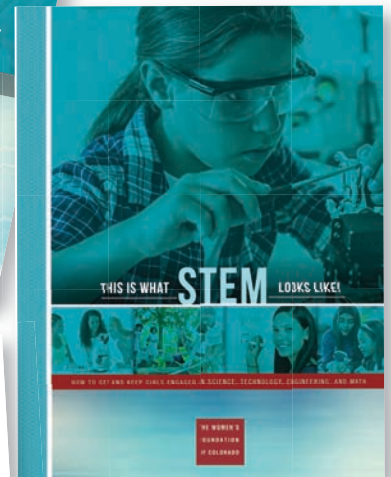
### The Impact of a \$12 Minimum Wage on Women in Colorado

WFCO wanted to investigate how an increase in the Colorado minimum wage would affect economic outcomes for women, including earnings, eligibility for work supports, and more. This study was funded by the new Colorado Women's College Collaboratory (CWCC) – a collaborative, cross-university research initiative of the University of Denver. This CWCC research initiative was a partnership with WFCO and engaged

research faculty from DU's Daniels College of Business and the Graduate School of Social Work. It also highlighted policy considerations for Colorado lawmakers on how to best support Colorado women and families in achieving economic self-sufficiency.

### Leading Colorado's Early Care and Education Workforce

This report, executed by Qualistar Colorado, included recommendations that aim to support leaders as they manage change and lead improvements to the quality, access, and affordability of critical services for families, young children, and communities.





## ADVANCING PROSPERITY THROUGH IMPACT

### ADVOCACY

In 2016, The Women's Foundation of Colorado supported 16 bills and budget items with our partners, six of which were signed into law. Key successful legislation included:

- The Family Planning Initiative Budget Line Item: Ensures continued access to long-acting reversible contraception through the Colorado Family Planning Initiative.
- HB16-1438 Employer Accommodations Related to Pregnancy: Makes it an unfair employment practice to fail to provide reasonable accommodations for an applicant for employment or an employee for conditions related to pregnancy or childbirth.
- SB16-022 Child Care Assistance Cliff Effect Pilot Program: Expands a successful pilot program to include all counties in Colorado.

### LIFTING VOICES, RAISING WAGES

2016 marked the approval of Amendment 70, which gradually increases the minimum wage to \$12 by 2020. WFCO is proud to have contributed to this work.

In late 2015, the Colorado Families for a Fair Wage coalition asked WFCO to join in its work supporting an increased minimum wage. We had many questions: would a higher minimum wage affect childcare affordability and access? Would a small increase in wages result in a much larger decrease in key work supports, such as child care subsidies? Crucially, would the outcome be positive for women, or could it have unintended negative consequences?

Through a partnership with the Colorado Women's College Collaboratory and faculty at the University of Denver came *The Impact of a \$12 Minimum Wage on Women in Colorado* report.

This non-partisan report gave us clear answers: A higher minimum wage would accelerate progress toward economic self-sufficiency for 290,000 women and 200,000 families with children in our state.

Armed with this knowledge, WFCO issued a statement of support for Amendment 70. We shared the research and our support broadly, lobbying for its passage and engaging community members in the movement through webinars, public policy partnerships, the media, and at our Annual Luncheon.

"By pursuing the answers to questions about economic impact and unintended consequences, we strengthened the great work of the Colorado Families for a Fair Wage coalition with high-quality research," says Louise Myrland, WFCO's vice president of programs.

Through one of WFCO's greatest and broadest lobbying efforts to date, we united our community – expert researchers, policy leaders, and passionate advocates – to help propel hundreds of thousands of women toward economic prosperity.



# ADVANCING PROSPERITY THROUGH IMPACT

## GRANTMAKING

In 2016, WFCO's statewide grantmaking supported women and girls as they advanced toward economic security and prosperity.

WFCO awarded more than \$976,000 to organizations in counties throughout Colorado. WFCO's strategic statewide grantmaking program funded 32 organizations (page 11). Other sources, including staff discretionary funds; donor-advised funds and special interest funds held at WFCO (page 7); Beyond Our Borders, a group-advised fund held at WFCO (page 7); and the Vail Valley Regional Committee (page 11) funded additional organizations in Colorado and beyond.

WFCO funded work that kept girls in school as they prepared for college and career; helped single moms succeed through job training and education needed to increase earnings; paved the way for women and girls to enter, succeed, and advance in STEM fields; developed girls as leaders as they drove change in their own communities; and created systemic change through public policy and advocacy.



Top-down: Durango Education Center; Girls Inc. of Metro Denver's Eureka! STEM program; Florence Crittenton Services; and Project DIY at Community College of Denver

# ADVANCING PROSPERITY THROUGH IMPACT

## 2016 STRATEGIC STATEWIDE GRANTMAKING PROGRAM

Boys & Girls Clubs of Pueblo County  
 Center for Work Education & Employment  
 Colorado Center on Law & Policy  
 Colorado Children's Campaign  
 Colorado Education Initiative  
 Colorado Fiscal Institute  
 Colorado Mountain College – Rifle  
 Colorado Succeeds  
 Colorado Youth for a Change  
 Community College of Denver Foundation  
 Community Partnership for Child Development  
 Denver Kids, Inc.  
 Durango Adult Education Center  
 Emergency Family Assistance Association  
 Florence Crittenton Services  
 Full Circle of Lake County  
 Girls Inc. of Metro Denver  
 "I Have A Dream" Foundation of Boulder County  
 New Legacy Charter School  
 OpenWorld Learning  
 Partners in Housing  
 Project Self-Sufficiency  
 Passage Charter School  
 Soccer Without Borders  
 The Bell Policy Center

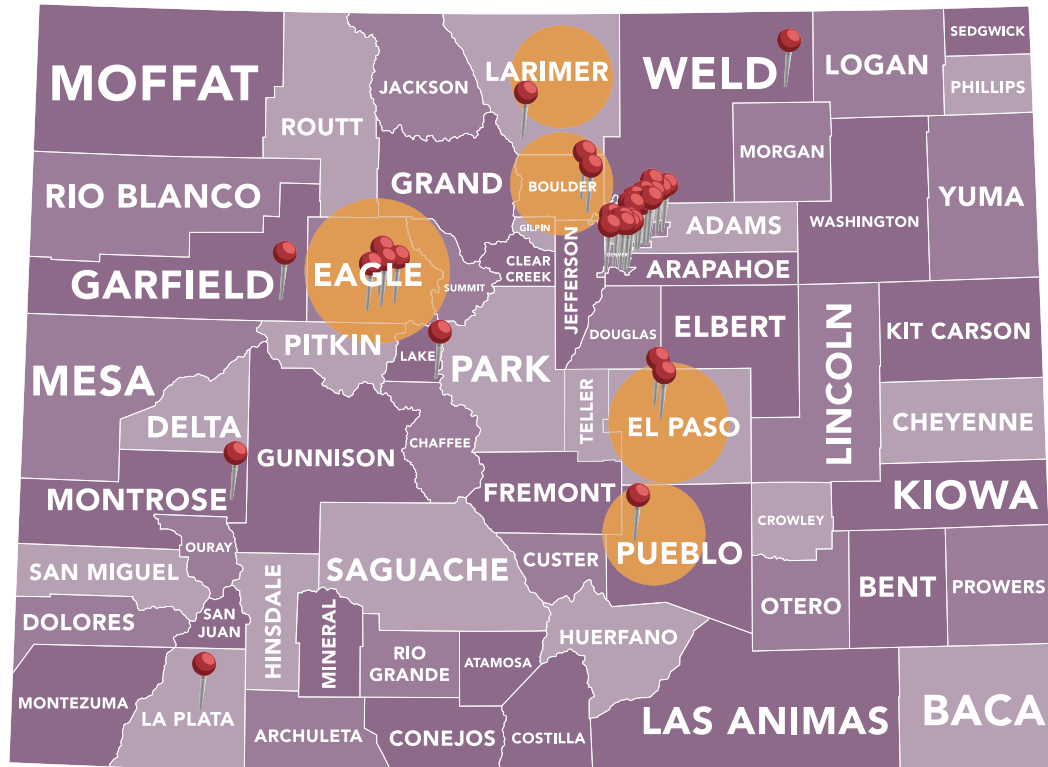
YouthPower365  
 Victim Offender Reconciliation Program of Denver  
 Walking Mountains Science Center  
 Warren Village  
 Women's Resource Agency  
 YWCA of Boulder County  
 9to5 Colorado

## STAFF DISCRETIONARY FUNDS

Association of Fundraising Professionals  
 Emily Griffith Colorado  
 Latino Community Foundation at Rose Community Foundation  
 Pikes Peak Area Zonta Foundation  
 Society of Women Engineers  
 VoteRunLead  
 Washington Area Women's Foundation  
 9to5 Colorado

## VAIL VALLEY REGIONAL COMMITTEE

Colorado Mountain College  
 Bright Future Foundation  
 The Red Ribbon Project of Eagle County  
 Walking Mountains Science Center



Statewide Map: ● WFCO regional committees    📌 WFCO strategic statewide grantees

# ADVANCING PROSPERITY THROUGH IMPACT

## GIRLS' LEADERSHIP COUNCIL (GLC)

Girls' Leadership Council brought 20 rising high school juniors from 11 Colorado counties together for a week-long learning experience in leadership and philanthropy, hosted by WFCO and offered in partnership with the experts at Girls Inc. of Metro Denver.

They learned about issues affecting women and girls and built skills to lead change in their communities. Equipped with new knowledge of philanthropy, leadership, and civic engagement, each girl presented a community leadership project. GLC participants also used consensus decision-making skills to award grants to Colorado Children's Campaign and Victim Offender Reconciliation Program (VORP) of Denver.

More than 120 girls have participated in the program since its inception nine years ago. In GLC, young leaders have found a place for friendship and connection while advancing changes to help every woman thrive.

*Dear Lauren,*

*I wanted to update you that I was able to implement my GLC project at my school this year! My project was to address the lack of women in STEM. I initiated a STEM-related club at my school just for girls in grades 6-12. The girls were tasked with creating a catapult to launch a ping pong ball into a basket 15 feet away. I saw how much fun the girls had with their successes and even failures. I wanted to thank GLC for inspiring me to address this issue and to create this club where I could influence more girls like myself!*

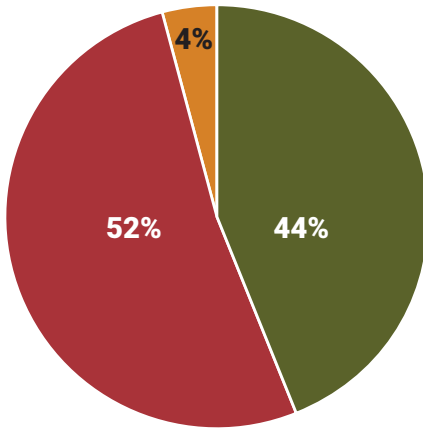
*Respectfully,  
Marisa Senkfor, GLC Alum 2016*



Top-down: Cassie Daly, El Paso County; Kassen Qian, Boulder County; Marisa Senkfor, Denver County; Nataly Montes, Weld County; Ruth Woldemichael, Denver County

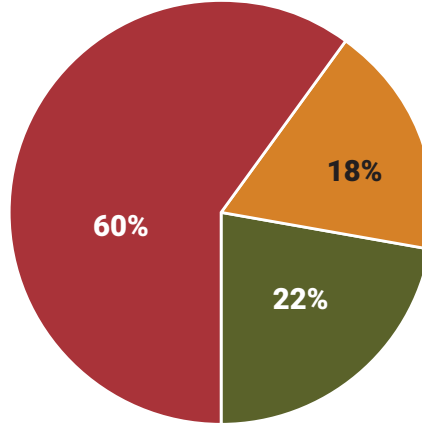
# FINANCIAL

2016-17 SOURCES OF CONTRIBUTIONS



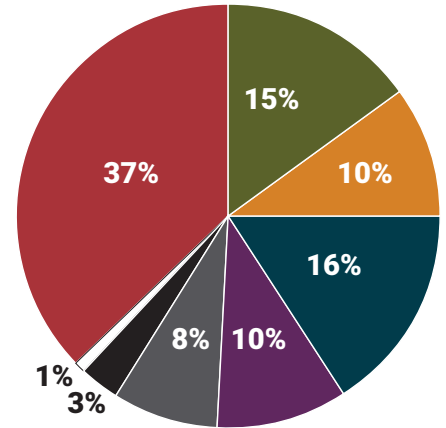
■ General: \$1,221,885  
 ■ Special events: \$1,033,089  
 ■ In-kind support: \$79,220

2016-17 EXPENDITURES



■ Programs: \$1,977,933  
 ■ Fundraising: \$736,528  
 ■ Administration: \$599,712

2016-17 GRANTMAKING



■ Donor Advised and Special Interest Funds: \$359,809  
 ■ Single Moms Succeed: \$144,613  
 ■ Girls Graduate: \$100,000  
 ■ Public Policy: \$153,517  
 ■ STEM: \$96,000  
 ■ Girls' Leadership Council: \$81,468  
 ■ Vail Valley: \$26,500  
 □ Discretionary: \$14,700

\* During 2016, WFCO changed its fiscal year end to March 31. The financial information presented here is for the 15 months ending March 31, 2017.

## The Women's Foundation of Colorado, Inc. Summarized Statement of Activities (Audited) Fifteen Month Period Ended March 31, 2017

<b>Revenue, Gains and Support:</b>	
Contributions	\$ 1,221,885
In-kind contributions	79,220
Special events	1,033,089
Less direct cost of special events	(280,728)
Investment return, net of investment fees	<u>1,536,583</u>
Total revenue, gains and support	<u>3,590,049</u>
<b>Expenses:</b>	
Program services:	
Grants	970,107
Research, education and advocacy	<u>1,007,826</u>
Total program services	<u>1,977,933</u>
Supporting services:	
Management and general	599,712
Development and fundraising	<u>736,528</u>
Total supporting services	<u>1,336,240</u>
Total expenses	<u>3,314,173</u>
<b>Change in net assets</b>	<u>275,876</u>
<b>Net assets, beginning of period</b>	<u>20,471,286</u>
<b>Net assets, end of period</b>	<u><u>\$20,747,162</u></u>

## The Women's Foundation of Colorado, Inc. Statement of Financial Position (Audited) March 31, 2017

<b>Assets:</b>	
Cash and cash equivalents	\$ 144,270
Prepaid expenses and other assets	197,616
Contributions receivable, net	762,471
Investments	18,428,584
Investment in Chambers Center	1,500,000
Property and equipment, net	<u>25,847</u>
Total revenue, gains and support	<u>\$ 21,058,788</u>
<b>Liabilities and Net Assets:</b>	
Accounts payable and accrued expenses	\$ 82,889
Accrued payroll costs	117,825
Grants payable	10,000
Deferred revenue	<u>100,912</u>
Total liabilities	311,626
<b>Net Assets:</b>	
Unrestricted:	
Board designated for endowment	2,357,392
Other	<u>4,280,933</u>
Total unrestricted	6,638,325
Temporarily restricted	3,759,028
Permanently restricted	<u>10,349,809</u>
Total net assets	20,747,162
Commitments	—
Total liabilities and net assets	<u>\$ 21,058,788</u>

## 2016 BOARD OF TRUSTEES



**Bottom row left to right:** Susan Campbell, Meredith (Meredi) Vaughan, Kathy Tobey, Kim Desmond, Brooke Bell.

**2nd row left to right:** Gaye Woods, Kim Patmore, Joyce Vigil, Elaine Torres, Stephanie Bruno (Chair-elect), Nancy Hartley, Dolores Atencio, Patti Klinge (Chair), Patty Powell, Adrienne Mansanares, Kami Guildner, Laurie Oswald, Susie Davis, Patricia (Trish) Orman.

**Not pictured:** Jennifer Colosimo, Colleen Dougherty, Kelley Duke, John Ikard, Katie Kellen, Anahita (Ana) Kemp, Brook Kramer, Natalie Rekstad, Carol Wolf.

## STAFF TODAY

Lauren Y. Casteel, *President & CEO*

Lisa Christie, *Director of Communications*

John Dobey, *Vice President of Finance & Administration*

Renee Ferrufino, *Vice President of Development*

Alison Friedman, *Manager of Programs*

Ayesha Khan, *Executive Assistant & Office Manager*

Colleen LaFontaine, *Director of Development*

Tracy Langworthy, *Staff Accountant*

Camisha Lashbrook, *Donor Relations & Communications Manager*

Karen Mandel, *Development & Database Manager*

Louise V. Myrland, *Vice President of Programs*

Eliana Posner, *Intern*

Kelly Robenhagen, *Statewide Events & Development Manager*

Kristina "Krissy" Vaio, *Development Officer & Events Manager*

## 2016 INTERNS AND FELLOWS

Stephanie Perez-Carrillo, *Leadership for Educational Equity Policy and Advocacy Summer Fellow*

Poojashree Tandukar, *The Denver Foundation Nonprofit Internship Program Intern*

Eric Tausch, *University of Denver Master of Social Work Intern*

**Left to right:** John Dobey, Tracy Langworthy, Lisa Christie, Ayesha Khan, Louise Myrland, Renee Ferrufino, Karen Mandel, Lauren Y. Casteel, Colleen LaFontaine, Krissy Vaio, Alison Friedman Phillips, Kelly Robenhagen, Camisha Lashbrook

