



RELEVANT & RELENTLESS

April 1, 2019 – March 31, 2020 **The Women's Foundation of Colorado Annual Report**

Dear supporters,

As a woman leading a foundation that supports women throughout the state, I will always have hope - even in the most challenging of times. Because if nothing else is sure in 2020, the **resilience** of women is.

Yet, in this upended world, the historic and systemic barriers to women's economic security have become even sharper and more pronounced. The work of The Women's Foundation of Colorado grows more **relevant** every day. While this report summarizes WFCO's work during Fiscal Year 2019-20, we extended our reporting into the current fiscal year to include our COVID-19 response and how we are addressing these barriers.

Is it a surprise that between August to September 2020 more than 800,000 women had to leave their jobs, primarily because of caregiving responsibilities and the gender pay gap within families? Dizzying disparities born from gender, race, and class are evident in that so many women lack access to health care, child care, education, housing, food, and transportation.



To acknowledge these facts is not to deny that the pandemic has affected us all. It is to say that some Coloradans are more likely to lose their livelihoods or their lives simply because of who they are. The truth is that Black women and Latinas are more likely to die from complications, are at greater risk of losing their homes, and their children are most likely to be hungry and least likely to have technology for online learning.

In 2020, WFCO enacted new, long-term, preventive approaches to these systemic inequities while taking quick, **responsive** action to mitigate further erosion to women's economic security.

- ▲ First, we rapidly provided 108 grants totaling more than \$782,500 to help women meet their basic needs during the pandemic (more on page 14). Organizations receiving grants served women most vulnerable to the effects of COVID.
- ▲ We increased meaningful and intentional investments in women, girls, and nonbinary people of color through the launch of our Women and Girls of Color Fund. A council of 20 diverse community members will guide the grantmaking process and we expect to make our first grants by March 2021.
- ▲ We leveraged our trusted voice and relationships to ensure gender and racial equity remained a priority during the abbreviated legislative session, helping to pass bills related to early care and education, paid sick leave, and racial justice. We also serve on business, public sector, and philanthropic coalitions to bring our expertise.

In this well-documented "she-cession," women's **resilience** is just one reason I have hope. I also will continue to have hope because I know the following to be true:

- ▲ Donors who believe in the power of our research, public policy advocacy, and grantmaking have demonstrated their enduring commitment and **resourcefulness** in the most challenging of times.
- ▲ In love of humankind, Coloradans were **ready to act**. I have been humbled by my own neighbors' acts of kindness and so many others' stories of generosity during the pandemic.
- ▲ With your support and trust, The Foundation remains **results-driven** and continues to have agency of voice, of community, and of philanthropy.
- ▲ Together, we can reimagine and co-create systems that work for women and girls of every background and identity. We can heal together.

While hope is what keeps one moving, it is not enough. It is through your support that we will be here to meet their current and future needs. *We will remain **relentless**.*



Lauren Y. Casteel
Lauren Y. Casteel
President & CEO

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 Values

Promise
Leadership
Community
Learning
Equity & Inclusion
Stewardship & Accountability

WFCO TEAM

Staff

Lauren Y. Casteel | *President & CEO*
Lisa Christie | *Vice President of Communications*
John Dobey | *Chief Financial Officer*
Renee Ferrufino | *Vice President of Development*
Erica Jackson | *Digital Marketing Specialist*
Colleen LaFontaine | *Director of Development*
Tracy Langworthy | *Staff Accountant & Office Manager*
Camisha Lashbrook | *Donor Relations Manager*
Karen Mandel | *Development & Database Manager*
Louise Myrland | *Vice President of Programs*
Alison Friedman Phillips | *Director of Programs*
Manushkka Sainvil | *Executive & Board Coordinator*
Kristina "Krissy" Vaio | *Development Officer & Events Manager*

Board of Trustees

Stephanie Bruno
Debbie Chandler
Jennifer Colosimo
Jennifer Cottrell | *Treasurer, 2020-2021*
Kim Desmond
Kelley Duke | *Secretary, 2020-2021*
Gracie Gallego
Helen Gair
Ken Gart
Julie Groves
Kami Guildner
Katie Kellen | *Board Chair, 2020-2021*
Pat Kendall
Brook Kramer
Johanna Leyba
Adrienne Mansanares
Christina Ortiz
Kendra Oyen
Jim Reuter
Jamey Seely
Sue Sharkey
Danielle Shoots
Faye Tate
Kim Tobin
Joyce Vigil | *Vice Chair, 2020-2021*
Elizabeth Wylie

"It was an honor for me to participate on our strategic planning committee and witness the successful implementation of this plan through its third year. This focus has enabled The Foundation to truly make systemic change to improve the lives of all Colorado women and their families. And while we continue to maintain a long-term focus, we have also been nimble enough to coordinate necessary support to the nonprofit community to address the overwhelming challenges brought on by the pandemic. Women Thriving. Colorado Rising."



Stephanie Bruno
Chair, Board of Trustees,
2018-2020



We don't do this work alone. As a community foundation, we seek and incorporate the insights, knowledge, and lived experiences of diverse communities statewide to inform our decisions, help us achieve more equitable outcomes, and carry forward our vision. We are profoundly grateful to the individuals who share their time, talent, treasure, testimony, and tenacity with us.

Relevant, Relentless, and **Ready to Act**



In 2020, we kicked off Chat4Change - a new series of inclusive community conversations meant to inform, illuminate, and connect. Our first event focused on the economic status of refugee and immigrant women in Colorado. Colorado has a growing community of immigrants – making up nearly 10 percent of all residents – who face unique challenges in reaching economic security. Panelists joined us from OneMorgan County, International Rescue Committee, the Colorado Refugee Speaker's Bureau, and the Governor's Office for New American Integration.

Our President & CEO, Lauren Y. Casteel, inspired individuals across the state through speaking engagements with Women+Film; Lowry Speaker Series; MSU Spring Commencement; Women's Funding Network; Philanthropy Southwest; and Colorado CIVIC DNA Fellows Program. Additionally, Lauren served on the Governor's Women's Vote Centennial Commission.

Ananda Birungi, a Thornton high-school senior and emerging community leader, won our annual Dottie Lamm Leadership Award.

WFCO's Third Annual Lobby Day introduced members of our community to the legislative process.

Comcast and WFCO hosted an Internet Essentials luncheon for leaders of nonprofits serving women, featuring Olympic gold medalists, Jocelyne and Monique Lamoureux.

Top to bottom: President and CEO Lauren Casteel (far left) moderated our first Chat4Change about refugee and immigrant women in Colorado.; Lauren speaks at Women's Equality Day 2019 at the State Capitol. While the 19th Amendment gave some women the right to vote, Lauren rallies the crowd to be vigilant about all women being able to cast their votes.; Dottie Lamm Leadership Award Winner Ananda Birungi accepts her award at our 2019 Annual Luncheon.; Lobby Day attendees received a tour of the Capitol building.; and Vice President of Development Renee Ferrufino (middle right) moderated a panel of Olympic Gold Medalists at a joint WFCO/Comcast Luncheon.



WE BUILT BRIDGES OF UNDERSTANDING THROUGH COALITIONS

Colorado Policy Funders
Colorado Women's Chamber of Commerce
Public Affairs Committee
Early Care and Education (ECE) Workforce
Workgroup & other ECE groups
Latino Community Foundation of Colorado –
Colorado Immigrant Funders Collaborative
Skills2Compete
WFCO's Women Achieving Greater Economic
Security (WAGES) Grantee Cohort

13 COMMITTEES OF GENEROUS VOLUNTEERS ELEVATED THE REACH, QUALITY, AND IMPACT OF OUR WORK

Audit & Finance Committee
Colorado Springs Regional Committee
Communications Advisory Committee
Development Committee
Direct Service Grantmaking Committee
Executive Committee
Governance Committee

Investment Committee
Northern Colorado Regional Committee
Programmatic Investment Committee
Public Policy Committee
Pueblo Regional Committee
Statewide Committee

WFCO intentionally fosters an inclusive community of giving, offering new and tried-and-true options for donors with long-term philanthropic vision as well as those who simply enjoy attending our Annual Luncheon. | **We continually innovate our offerings and leverage our existing resources and partnerships to maximize donor impact while infusing learning and stewardship into all our spheres of giving.** | Read more about our diverse donor engagement opportunities and what our donors had to say about learning, giving, and growing with WFCO.

Relevant, Relentless, and Resourceful

In FY 2019-20, WFCO successfully launched the first giving circle at a community foundation to invest directly in women entrepreneurs. Also, WFCO is the only community foundation in the state where donor-advised fundholders and giving circles can leverage their investments through a 100% gender-lens portfolio. The portfolio includes companies that have gender diversity on their boards of directors and in executive management, recognize the potential business advantages associated with greater gender diversity, and embrace programs and policies that empower women in the workplace, marketplace, and community.



I just believe in what you do, and I believe in Lauren. WFCO's principles are very aligned with my own. I envision a future where women are fully respected in the workplace and won't face discrimination in any setting. There are too many people out there who feel that certain lives aren't equal to others. — Rose Andom, donor

Above: Rose Andom (left) at WFCO offices with Renee Ferrufino (right).

Annual Luncheon Our annual luncheon is the largest fundraising and community building event in the state on behalf of women and girls, drawing up to 2,500 individuals each year from across our state.

"It was so special, from the amazing speakers to the local stories. I am honored and humbled to remain connected to this organization."

— Nan Williamson, 2019 Luncheon Attendee



Top: Lauren Casteel with 2019 Annual Luncheon special guests Maysoon Zayid (middle) and Noor Tagouri (right). Bottom: Eunice Kim (left) speaks at our Annual Luncheon with Julia Doria (right), a graduate of Center for Work Education and Employment.

Women Will Women Will, The Foundation's legacy giving program, ensures 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.

"Giving is a personal action. Creating a legacy of giving - whether it is passion, time or financial resources - is what I wish to create for my daughter and her children. My planned gift to WFCO is one way I can demonstrate to her my commitment to women and girls in Colorado." — Katherine Archuleta



Power of Extended Philanthropy Changing structural systems takes time, patience, and resolve. And just as important, it requires a steady and reliable giving stream. More than 300 PEP members provide The Foundation with just that. 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' generosity powers The Foundation's ability to make ambitious plans, build long-term partnerships, and create sound infrastructures for success.

"I liked the concept of community, women, empowerment, and self-sufficiency. I know I was afforded opportunity that many women were not. How you get a place at the table is through opportunity, and some people need help getting that opportunity. With WFCO there's grantmaking, there's lobbying. There's no other organization in Colorado that does that for women." — Eunice Kim



Empowerment Council Empowerment Council is a dynamic group of over 100 emerging philanthropists and aspiring change agents tied to accelerating gender equity in Colorado. We host monthly educational, leadership, and professional development events for members, while fostering connections and creating change. EC members support WFCO by contributing \$500 per year, paid on a monthly, quarterly, or annual schedule.

"I have never met a more giving group of women – giving in their expertise, time, and generosity. I'm honored to be a part of it. It makes my heart happy."
– Julie Hertzberg

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.

"Dads for Daughters is about coming together as a community and investing in ALL our futures. We are about making our communities more fair, and as a result, stronger. This is about empowering our daughters and sisters and wives and mothers to lead us – all of us – to a better future." – Kenzo Kawanabe

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.
- ▲ **Eat, Drink, Give Giving Circle** is a newly formed group of accomplished women who support women and children in Colorado, while also building lasting relationships with each other.
- ▲ **The Lotus Collective Fund** is an inclusive group of women seeking to effect change in the Denver community by granting funds to innovative organizations.
- ▲ **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 held at a community foundation that invests directly in women entrepreneurs. Impact Finance Center partners with WFCO to create a space for members to learn about impact investing.



Photo courtesy of Makisha Boothe

Women's Impact Investing Giving Circle profile

The Women's Impact Investing Giving Circle (WIIGC) at WFCO directly expanded funding opportunities for women entrepreneurs when its 37 members selected two organizations for investment in FY 2019-20. The two organizations were Sistahbiz Global Network and the Village Institute.

Sistahbiz, led by Makisha Boothe, is a nonprofit organization dedicated to providing Black women entrepreneurs with free and low-cost coaching, training, technical assistance, and community.

The Village Institute, led by Ellie Adelman, is a social enterprise that is building a holistic live/learn/work center model for single-mother-led refugee families.

Three years in the making, WIIGC was initiated to provide equitable funding opportunities for social ventures led by and benefitting diverse women, especially women who have historically had the most limited access to capital.

WFCO is the first community foundation in the country to offer this type of impact investing circle. The giving circle gives donors a new way to collectively maximize their philanthropic dollars while extending WFCO's mission through direct investment.



To ensure a well-informed funding process, WFCO partners with Impact Finance Center to provide giving circle members hands-on learning in governance, social ventures, due diligence, and deal creation.

The deadline to join the next cycle of the Women's Impact Investing Giving Circle is December 10, 2020.

"As a Black woman who works within both the worlds of entrepreneurship and philanthropy, it is critical that my voice is at the table. WIIGC and The Women's Foundation have done a great job of creating a space and place for women to receive funding." — Dianne Myles, WIIGC member



Photo courtesy of Ellie Adelman

GRANTMAKING BY DONOR-ADVISED FUNDHOLDERS FY 2019-2020

80 grants = \$486,711.00

Donor-Advised Funds Opening a DAF with WFCO allows you to fulfill your philanthropic wishes and passions, while receiving support and guidance by our staff. WFCO is your home and trusted partner for individual, family, nonprofit, and corporate donor-advised funds (DAFs).

In FY 2019-20, WFCO added 13 new donor-advised funds to our portfolio, including the POG Hill Giving Fund (profiled below). Fundholders made more than 80 grants totaling \$486,711 to diverse organizations with missions that matter to them, ranging from the Mental Health Center of Denver to Curls on the Block and from Alianza NORCO to LGBTQ Legal Advocates and Defenders.

POG Hill Giving Fund Profile Feeling the need to become more civically engaged since 2016 and inspired by the annual giving modeled by their parents while growing up, sisters Hazel and Lily Shapiro – along with Lily’s husband Matt Stevenson – opened a donor-advised fund at WFCO in 2020.

They chose WFCO because of the sense of community and the personal connection they felt.

In the first year as fundholders, they made grants to Alliance for Global Justice/Movement for Black Lives, the Women’s Impact Investing Giving Circle at WFCO, Chinook Fund’s “Another World is Possible” Fund, and nonprofits focused on the environment.

“The overarching intention is to work toward justice. Climate and racial justice are intertwined.” – Lily Shapiro, POG Hill Giving Fund

Thank You to Local, National, and Corporate Foundations that fund our work.

Cambiar Investors | Hopewell Fund | The Kresge Foundation |
Ms. Foundation for Women | Noble Energy | S&P Global
Foundation | Suncor Energy | Wells Fargo Foundation |
WomenGive United Way of Larimer County | The Women’s
Funding Network

Community of Giving Members listed on pages 22-24.



Above: Matt Stevenson (left), Lily Shapiro (middle), and Hazel Shapiro (right) opened the POG Hill Giving Fund at WFCO in 2020.

In FY 2019-20, WFCO and our 23 grantee partners finished the second year of our WAGES (Women Achieving Greater Economic Security) cohort with continued success for Colorado women and their families. | Together with our 15 direct-service partners and eight public policy partners, we pursue powerful legislation and amplify Colorado women's voices at the state Capitol while providing women on their paths to economic security with job training, education, child care, transportation, cash assistance, and other essentials for their success. | **WAGES was initially planned as a three-year cohort, however, the cohort's promising results prompted WFCO to announce in January 2020 that it would be extended through a fourth year – FY 2021-22.**

Our Impact is Relevant, Relentless, and **Results-Driven**

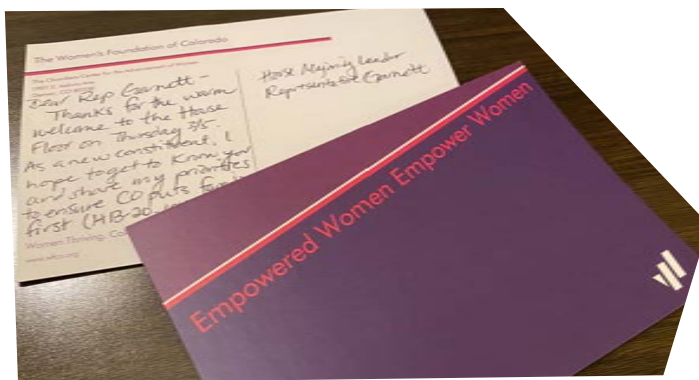
PUBLIC POLICY GRANTEE PARTNERS

9to5 Colorado
Colorado Center on Law and Policy
Colorado Children's Campaign
Colorado Fiscal Institute
Denver Metro Chamber Leadership
Foundation
Executives Partnering to Invest in Children
The Bell Policy Center
Young Invincibles

Public Policy From the beginning of the 2020 legislative session, WFCO put our organizational resources, such as lobbying and advocacy, behind early care and education (ECE) and paid family and medical leave. Both issues are critical to the economic mobility of Colorado women and families.

Despite an interrupted and abbreviated session due to COVID-19, three bills supported by WFCO passed.

3 KEY BILLS SUPPORTED BY WFCO PASSED IN 2020



Above: Through our statewide advocacy trainings, 125 postcards were sent to lawmakers.

1. **Supports for the Early Childhood Educator Workforce:** Thanks to our legislative champions; the strong advocacy of WFCO public policy grantee, the Colorado Children's Campaign; and the partnership of the ECE workgroup convened by WFCO, the Colorado Children's Campaign, and the Office of Gov. Polis; this bill passed with strong bipartisan support.
2. **Healthy Family and Workplaces Act:** While paid family and medical leave was moved to the November ballot, the General Assembly passed the Healthy Families and Workplaces Act. The bill requires all employers in Colorado to provide earned paid sick leave on an accrual basis beginning in 2021. This is an especially important development for women who are part of the minimum wage workforce, which often does not provide this benefit.
3. **The Enhance Law Enforcement Integrity Act:** Another groundbreaking and highly visible bill supported by WFCO garnered strong bipartisan support in the House and Senate. Racism and violence in policing lead to disproportionate deaths, injury, and incarceration of women of color, impacting generations of individuals, families, and communities of color in countless ways, both directly and indirectly.

Advocacy Training Making advocacy accessible and easy for everyone is the goal of our annual Lobby Day. This year, more than 50 women joined us at the Capitol just one week before lawmakers went on an extended recess because of COVID-19. This action-packed and empowering day featured an advocacy training by WFCO's contract lobbyist and programs staff, observing the House and Senate chambers and legislative committee meetings, meeting with and writing to our elected officials, and/or participating on a Capitol tour.

We know not everyone can spend a day in Denver, so we also took Lobby Day on the road with statewide "Advocating for Impact" trainings. In these hands-on trainings attended by 288 women, more than 125 postcards were sent to lawmakers, and dozens of phone calls were generated to draw attention to WFCO's public policy priorities. Even more, partners noticed the value of our trainings. Direct service grantees asked for advocacy trainings as well as other women's groups, such as Junior League, and our policy partner and funder, WomenGive United Way of Larimer County.



Left: WFCO Third Annual Lobby Day participants on the steps of the Capitol.

"What I really enjoyed about the advocacy training was the opportunity to engage in advocacy right there and then... It was powerful and exactly what I needed."

– Northern Colorado training attendee

"In my life and work, I've seen very few big or important things get accomplished without some form of advocacy. I'm encouraged – and grateful - WFCO is helping women in Colorado more effectively raise their voices for the things that matter to them and their families."

– Colorado Springs training attendee

Direct-Service Grantmaking Our 15 direct-service grantee partners work with us to move women forward faster. In communities across the state, they offer job training programs that include both technical and interpersonal-skills training, while providing comprehensive supports to women and their families so they can complete their training. The ultimate goal is to give women what they need to propel themselves into promising career paths where they can meet the needs of their families.



Above: In Boulder, Advocating for Impact participants submit public comments to the state about paid family and medical leave.

DIRECT-SERVICE GRANTEES

Collaborative Healing Initiative
within Communities
Center for Work Education and Employment
Colorado Coalition for the Homeless
CPCD (Community Partnership for
Child Development)
Eagle County Government (Department
of Human Services)
Emergency Family Assistance
Association, Inc.
Florence Crittenton Services of Colorado
Mi Casa Resource Center
OneMorgan County
Project Self-Sufficiency of Loveland-
Fort Collins
Pueblo Community College and Pueblo
Community College Foundation
Southwest Colorado Women's Project:
A collaborative of the Durango Adult
Education Center, Women's Resource
Center, and La Plata Family Centers
Coalition

WAGES Direct-Service Strategies

- ▲ Financial supports
- ▲ Program flexibility to meet requirements (e.g., flexible training times, moving to online platforms, etc.)
- ▲ Connecting participants directly to employment opportunities, registered apprenticeships; paid apprenticeships
- ▲ Dedicated case managers, advisors, and/or transitions/family advocates
- ▲ Community partnerships (e.g., for wraparound support, workforce training, etc.)
- ▲ Relationship-building, peer support, and working from strengths
- ▲ Individualized goals and success plans that are attainable and break down barriers
- ▲ Early childhood education and care
- ▲ Events with professionals in various fields as guest speakers

WAGES REACH

732

PARTICIPANTS

1,642

HOUSEHOLD
MEMBERS

EMPLOYMENT GAINS

180

PARTICIPANTS
MADE
EMPLOYMENT
GAINS

WAGES YEAR TWO RESULTS

EDUCATION GOALS

337

PARTICIPANTS
REACHED
EDUCATION
GOALS

PUBLIC SUPPORTS

61

PARTICIPANTS
REDUCED PUBLIC
SUPPORTS

DEMOGRAPHICS

68%

OF PARTICIPANTS ARE SINGLE MOMS

LATINX/HISPANIC (51.8%)
WHITE (29.3%)
BLACK OR AFRICAN AMERICAN (21.1%)
MORE THAN ONE RACE (7.3%)
AMERICAN INDIAN OR ALASKA NATIVE (3.5%)
ASIAN (1.3%)
OTHER (1.0%)

**Communities of color were reached at higher rates when compared to the racial/ethnic distribution of Colorado's population, except for Asian and Native Hawaiian or Pacific Islander individuals.*

Natasha's Story of Resilience



Photo: ©GreenEarth Photography

Natasha is on a sound path to economic self-sufficiency with the help of WFCO, CWEE, and her own determination.

In 2019, 40 women participated in the Center for Work Education and Employment's (CWEE) Steps to Success (S2S) – an alumni program that equips participants who have secured employment with skills and tools to remain gainfully employed. One of those women is Natasha, a 43-year-old single mom.

Although Natasha had already earned an associate degree, she struggled with self-doubt and anxiety throughout the job seeking process. She had never received training in job-seeking skills: interviewing, writing a cover letter, or following up.

CWEE helped her navigate the process. Natasha applied to be relief staff at Volunteers of America (VOA), a nonprofit dedicated to helping those in need rebuild their lives and reach their full potential. The job sounded perfect to her, but a familiar sense of self-doubt edged into her mind.

"I cried before I went to the interview," she said. "The benefit of being at CWEE was that the staff gave me the confidence to get up and go. They treated me with dignity and understood my anxiety."

With the support of CWEE staff behind her and a growing sense of self belief, Natasha was offered the job after the second interview. When CWEE graduates reach three months of employment, they are invited to join S2S, where they receive additional mentoring, job coaching, career planning, and professional financial coaching. Participants also receive an earnings supplement in months three, four, and five of full-time employment.

"We've noticed that the Cliff Effect really starts taking effect on the third month of employment – that's when TANF and other benefits start to fall out," said Kiara.

The supplemental income kept Natasha going in the early months of her new job. Because of CWEE's cash assistance and financial coaching, she was able to buy her daughter a gift for her birthday. She also used the stipend to buy a used car from her neighbor for \$200.

"I have to take the situation I'm in with grace. I could go to a car lot and get a car, but my credit score is bad. I'm now able to get to and from work."

The challenge of getting to and from work was what caused her unemployment two years ago. She was working as a home health aide, balancing up to six clients at a time. However, her car broke down and it became impossible to maintain her appointments while relying on public transportation.

“When you’re ready for change, that’s when the changes start happening,” Natasha said. “When I accomplish things, it feels like success.”

Natasha has worked at Volunteers of America for nearly one year and has been promoted to case manager. She feels blessed to have found a full-time position with benefits before COVID struck. Benefits such as an employer-matching retirement plan and health insurance are satisfying to Natasha, but so is the feeling that comes along with building a promising career.

“I always wanted to be a case manager. I wanted to pay it forward and work with single moms in transition. Currently, I am working with vets. I have my own business card.”

Natasha feels that the sky is the limit at VOA. She is on a sound path to economic self-sufficiency with CWEE’s help and through her own determination. She knows the road ahead will not always be easy and she has a ways to go, but feels better equipped to deal with the challenges.

“When you’re ready for change, that’s when the changes start happening,” she said. “When I accomplish things, it feels like success.”

WFCO Relief Fund When COVID-19 descended upon Colorado in early March, it became evident quickly that the economic fallout of COVID-19 would exacerbate gender, racial, and class inequities that WFCO has worked hard during our 33 years to help women overcome. We acted promptly to mitigate the immense effects of the pandemic on Colorado women and their families. | Without delay, we contacted our WAGES (Women Achieving Greater Economic Security) grantee partners, giving them permission to convert their WAGES funding into general operating dollars to best meet the needs of the women they serve during the pandemic.

Relevant, Relentless, and **Responsive**

Then, recognizing our strengths as an anchor institution for the advancement of all women in Colorado, The Colorado Health Foundation invested \$500,000 in WFCO to launch the Women and Families of CO (WFCO) Relief Fund.

“Women with low incomes, single moms, and women of color are being hit much harder by the economic fallout of COVID-19. We are pleased that we can provide these essential dollars to the only community foundation in our state with the intersectional gender-lens expertise to understand the breadth of challenges women will face through this public health crisis.”

— Karen McNeil-Miller, president and CEO
of The Colorado Health Foundation

The SHE-session

By April 2020 the unemployment rate for Black women increased to 16.4% and to 20.2% for Latinas. By comparison, the unemployment rate for white men was 12.4%.

– U.S. Bureau of Labor and Statistics

72.7%
women

27.3%
men

Of the 1.1 million people ages 20+ who had to leave their jobs between August and September, over 800,000 were women.

– National Women's Law Center

The purpose of the fund was to rapidly and responsively distribute general operating grants to 501(c)(3) and other tax-exempt organizations addressing the emergency needs of Colorado women and their families who are most impacted by COVID-19. The fund targeted organizations serving women in caregiving roles, women in rural communities, women experiencing homelessness or escaping domestic violence, women business owners, transgender women, and more.

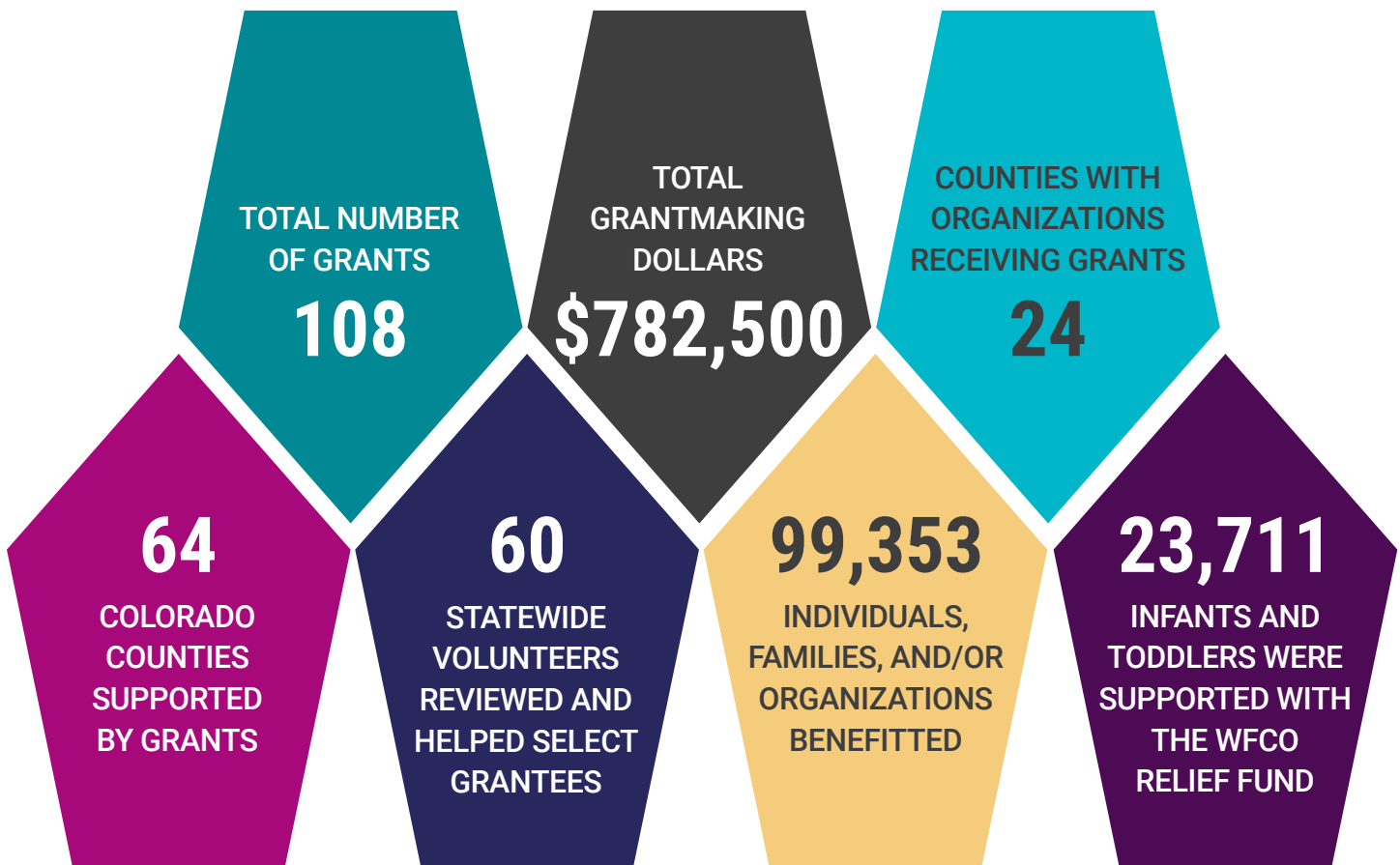
By late April, WFCO had issued 66 grants to organizations that would:

- ▲ Help women afford to stay in their homes and feed their families by supporting rental and utilities assistance programs as well as food and meal distribution efforts
- ▲ Help women access child care to continue their essential work during the crisis and more women can return to work in every sector
- ▲ Ensure families with young children can access necessary supplies, such as diapers, wipes, and formula
- ▲ Provide safe shelter, food, and other essentials for women and children escaping domestic violence
- ▲ Trust women with cash assistance to meet their most pressing needs, including undocumented women who cannot access federal relief funds
- ▲ Provide reproductive, mental, and behavioral health resources
- ▲ Help women stay connected and supported through technology, with efforts to help older women increase social interactions through technology, connect women in rural communities to internet and build IT skills, and expand telehealth services

Within weeks, several more generous gifts had grown the size of the fund, including a \$50,000 grant from Rose Community Foundation and another \$250,000 grant from The Colorado Health Foundation. We issued a second round of 42 grants in late June to organizations helping women not only meet their basic needs, but also working on economic rebuilding for a more equitable future, which included:

- ▲ Strengthening the early care and education (ECE) sector and child care resources for school-age children in Colorado. This will allow more women to access child care so they can continue their essential work during the crisis and more women can return to work in every sector, even if K-12 schools cannot resume full-time in-person learning for all students
- ▲ Providing needed operational support to businesses to address cash flow challenges, apply for COVID-related grants and loans, and to transition to remote services
- ▲ Supporting basic needs of families of local business owners to keep businesses operational
- ▲ Providing reproductive and other women's health services
- ▲ Improving and accelerating economic opportunities for women of color
- ▲ Advancing intersectional research to understand the economic opportunities and challenges for women across our state

WFCO RELIEF FUND BY THE NUMBERS



*"We must ensure new systems and programs that are imagined and implemented in the wake of COVID-19 truly work to advance the economic standing of women and families, particularly women of color. **COVID has shown that as the majority of essential workers and caretakers, our economy thrives only if women do. It's time to reform the racist and sexist systems that obstruct women, through no fault of their own.**"*

— Lauren Y. Casteel

GRANTEE ORGANIZATIONS

9to5, National Association of Working Women | Denver
 A Woman's Place, Inc. | Weld
 Adelante Community Development | Adams
 Advocates Against Domestic Assault | Las Animas
 Advocates of Lake County | Lake
 Alianza NORCO | Larimer
 Alliance Against Domestic Abuse | Chaffee
 Boulder Valley Women's Health Center | Boulder
 Boys & Girls Club of Fremont County | Fremont
 Boys & Girls Clubs of Larimer County | Larimer
 Boys & Girls Clubs of Metro Denver, Inc | Denver
 Boys & Girls Clubs of Pueblo County | Pueblo
 Bright Future Foundation for Eagle County | Eagle
 Center for Work Education and Employment | Denver
 Centro Humanitario Para Los Trabajadores | Denver
 Clayton Early Learning, Trustee, George w. Clayton Trust | Denver
 Cobalt Foundation | Denver
 Collaborative Healing Initiative within Communities | Denver
 Colorado Black Women Endowment Fund | Denver
 Colorado Center on Law and Policy | Denver
 Colorado Children's Campaign | Denver
 Colorado Coalition for the Homeless | Denver
 Colorado Fiscal Institute | Denver
 Colorado Gerontological Society | Denver
 Colorado Organization for Latina Opportunity and Reproductive Rights (COLOR) | Denver
 Colorado Springs Child Nursery Centers Inc | El Paso
 Colorado Statewide Parent Coalition | Adams
 Community Enterprise Development Services | Arapahoe
 CPCD (Community Partnership for Child Development) | El Paso
 Denver Asset Building Coalition | Denver
 Denver Early Childhood Council | Denver
 Denver Metro Chamber Leadership Foundation | Denver
 Denver Youth Program | Denver
 Domestic Violence Initiative for Women with Disabilities | Denver
 Dream Centers-Mary's Home | El Paso
 Durango Adult Education Center | La Plata
 Eagle County Department of Human Services | Eagle
 Early Childhood Council of Larimer County | Larimer
 Early Learning Ventures | Arapahoe
 ECDC African Community Center | Denver
 Emergency Family Assistance Association, Inc. | Boulder
 Executives Partnering to Invest in Children | Denver
 Families Forward Resource Center (Fiscal sponsor: CNDC) | Denver
 Florence Crittenton Services of Colorado | Denver
 Fractal3 | Denver
 Friends of the Haven | Denver
 Girls Inc. of Metro Denver | Denver
 Greccio Housing | El Paso
 Healthy Child Care Colorado | Denver
 Hilltop Health Resources | Mesa



Photo courtesy of Patricia Miller

"Funding from The Women's Foundation allowed us to provide direct assistance to immigrant women who are on the frontlines of our local economy, including our services and agricultural industries. We are enriched by their labor and their cultural contributions, and this fund allowed us to support them during a health crisis that disproportionately affected them and their families. We are so humbled and so grateful for the support!" — **Patricia Miller**, executive director, Alianza NORCO



Photo: Michael Martin

"Getting this food every Friday really helps out with groceries at home. I've had the opportunity to share [some food] with my neighbors, and we're very grateful for that."

— **Gladys, Clayton Cares parent**



Photo courtesy of Chanell Reed

"Being able to have access to diapers was a real need. When Covid first hit diapers could not be found on the shelves. We received funding to buy them in bulk."

**— Chanell Reed,
executive director,
Families Forward
Resource Center**

"Greccio Housing showed support during a hard time and assured me and my daughters that we were not going back to shelters and couch hopping." — **Charlene,
resident, Greccio Housing**



Photo courtesy of Greccio Housing



Photo courtesy of Angela Ceseña

"We were able to provide a 2,145% increase in financial assistance to survivors through rental assistance, emergency rapid rehousing, transportation assistance, utility assistance, and behavioral health services." — **Angela Ceseña, executive director, Latina SafeHouse**

Hispanic Affairs Project | Montrose
 HopeTank/Swag for Food | Denver
 Huerfano County Department of Human Services – Huerfano/Las Animas Family Resource Center | Huerfano
 Huerta – Focus Points Family Resource Center | Denver
 La Plata Family Centers Coalition | La Plata
 La Puente Home, Inc. | Alamosa
 Lady Justice Brewing | Denver
 Latina SafeHouse | Denver
 Mi Casa Resource Center | Denver
 Mile High Montessori Early Learning Centers DBA Mile High Early Learning | Denver
 Mile High United Way (Keep the Lights On Fund) | Denver
 Morgan County Family Center | Morgan
 Neighborhood Navigators of Eagle County | Eagle
 OneMorgan County | Morgan
 Padres & Jovenes Unidos | Denver
 Planned Parenthood of the Rocky Mountains, Inc. | Denver
 Posada | Pueblo
 Prairie Family Center | Kit Carson
 Project Self-Sufficiency of Loveland-Fort Collins | Larimer

"We had to self-quarantine and my job is still to be out in the community. I was able to take the full two weeks off to stay home with her. Without Mary's Home, I wouldn't have been able to take two weeks off and lose half my income. I'm very grateful that I have Mary's Home because that's not a loss that I would have been able to recover from."

— Elena, resident, Mary's Home



Photo courtesy of Elena

Pueblo Community College/Pueblo Community College Foundation | Pueblo
 Pueblo Rescue Mission | Pueblo
 Renew, Inc. | Montezuma
 Rose Andom Center | Denver
 Servicios De La Raza | Denver
 Sistahbiz Global Network | Denver
 Small Business Majority Foundation Inc. | District of Columbia
 Soul 2 Soul Sisters | Denver
 Spring Institute for Intercultural Learning | Denver
 Summit County Family Resource Center | Summit
 The Bell Policy Center | Denver
 The Center for African American Health | Denver
 The Center for Trauma & Resilience | Denver
 The Delores Project | Denver
 The Equity Project | Denver
 The Gathering Place: A Refuge for Rebuilding Lives | Denver
 The Gay, Lesbian, Bisexual & Transgender Community Center of Colorado (The Center) | Denver
 The Nappie Project – A Diaper Bank | Larimer
 The Pinon Project Family Resource Center | Montezuma
 The Small Town Project | Otero
 The Village Institute | Denver
 Tu Casa, Inc. | Alamosa
 Urban Leadership Foundation of Colorado | Denver
 Valley Settlement | Garfield
 Victim Offender Reconciliation Program of Denver | Denver
 Warren Village, Inc. | Denver
 WeeCycle | Arapahoe
 Wild Plum Center for Young Children and Families | Boulder
 Women's Resource Center | La Plata
 Wompost | Denver
 YMCA of Metropolitan Denver | Denver
 Young Invincibles | Denver
 YWCA Boulder County | Boulder



Photo courtesy of Valley Settlement

"[My teachers] were always aware if there was a lack of food or if we needed monetary help. They always tried to help in whatever way they could so that our little ones were well, and so were we."

— Valley Settlement parent



Photo courtesy of Valley Settlement

Other Relief Funds In addition to the WFCO Relief Fund, WFCO donated \$10,000 to the Colorado COVID Relief Fund hosted by the state of Colorado and Mile High United Way. Additionally, The Women's Foundation was invited to share our intersectional gender-lens equity expertise during the grantmaking process of other relief funds in the state. As the only community foundation in the state focused on women and their families, we helped to ensure the critical needs of Colorado women were communicated and strongly considered, particularly single moms, rural, and women with low-incomes.

THANK YOU TO OUR THOSE WHO SUPPORTED OUR RELIEF FUND

BoldeReach | Sara D. Boyd | The Colorado Health Foundation | Margie & Tom Gart | IMA Foundation | Jerry Gart Family Foundation | Debbie and Greg Hammons | Kaaren K. Hardy | Kemp Family Fund held at Community First Foundation | The Ken & Gala White Family Foundation | Ann H. Lederer | Loraine Miller | Janet R. Mordecai | PNC Foundation | Rose Community Foundation | Anonymous individuals

Relevant and Relentless

The fiscal year ending March 31, 2020 was characterized by strong operating performance tempered by a sharp decline in the market value of our investments.

- ▲ Total contributions of over \$3.6 million represented a 13.2% increase over the prior year while grantmaking increased in line with our spending policy.
- ▲ The resulting surplus before investment activity of nearly \$290,000 represented a 66% increase over the prior year.
- ▲ We made our first mission-related investment, providing \$60,000 in low-interest rate loans and operating grants to a nonprofit providing small business loans to rural, low- to moderate-income, minority, and female entrepreneurs residing solely in Colorado.
- ▲ We launched the first community foundation-based giving circle to invest directly in women entrepreneurs and are the only community foundation in Colorado where donor-advised fundholders and giving circles can invest in a 100% gender lens portfolio.
- ▲ We continue to explore investment opportunities that increase the share of our investments that meet our gender lens screens as well as those that demonstrate greater racial diversity among fund managers and are on track to reach our goal of 51% gender lens investments by spring 2021.

After reaching new highs in mid-February, the market value of our investments plunged through most of March, resulting in a net investment loss of \$1,461,000 for FY 2019-20.

- ▲ Our asset allocation and reserve strategies helped to mitigate the loss and we have taken further financial measures to provide more flexibility for financing our working capital requirements.
- ▲ In April 2020, we entered a line of credit agreement aimed at providing liquidity for short-term operating cash needs in lieu of drawing down our investments and, in the wake of the pandemic, secured a \$243,000 Paycheck Protection Program (PPP) loan through the U.S. Small Business Administration.
- ▲ By the publication of this annual report, our investments recouped all of the value lost at the end of FY 2019-20. We have not needed to draw on the line of credit and anticipate that we will qualify to have the PPP loan forgiven by early 2021.

The Women's Foundation of Colorado, Inc.
Summarized Statement of Activities (Audited)
 Fiscal Year Ended March 31, 2020

SUPPORT, REVENUE AND GAINS	
Contributions	\$ 2,895,421
In-kind contributions	25,246
Special events	936,005
Less direct cost of special events	(240,219)
Net special event revenue	695,786
Net investment loss	(1,460,970)
Net assets released from restrictions	—
Total revenue, gains and support	2,155,483
EXPENSES AND LOSSES	
Program services:	
Grants	1,134,263
Research, education and advocacy	1,186,239
Total program services	2,320,502
Supporting services:	
Management and general	589,810
Development and fundraising	343,545
Total supporting services expenses	933,355
Loss on uncollectable contributions receivable	72,860
Total expenses and losses	3,326,717
Change in net assets	(1,171,234)
Net assets, beginning of period (as restated)	23,969,975
Net assets, end of period	\$22,798,741

The Women's Foundation of Colorado, Inc.
Statement of Financial Position (Audited)
 March 31, 2020

ASSETS	
Cash and cash equivalents	\$ 99,838
Prepaid expenses and other assets	135,197
Operating investments	969,393
Donor-Advised Funds investments	4,245,792
Contributions receivable, net	551,935
Program-related note receivable, net	50,000
Investment in Chambers Center	2,000,000
Endowment investments	15,062,746
Total assets	\$ 23,114,901
LIABILITIES	
Accounts payable and accrued expenses	\$ 104,385
Accrued payroll costs	197,233
Grants payable	14,542
Total liabilities	316,160
NET ASSETS	
Without donor restrictions:	
Undesignated	6,659,113
Board-designated endowment	3,804,023
	10,463,136
With donor restrictions	12,335,605
Total net assets	22,798,741
Commitments	—
Total liabilities and net assets	\$23,114,901

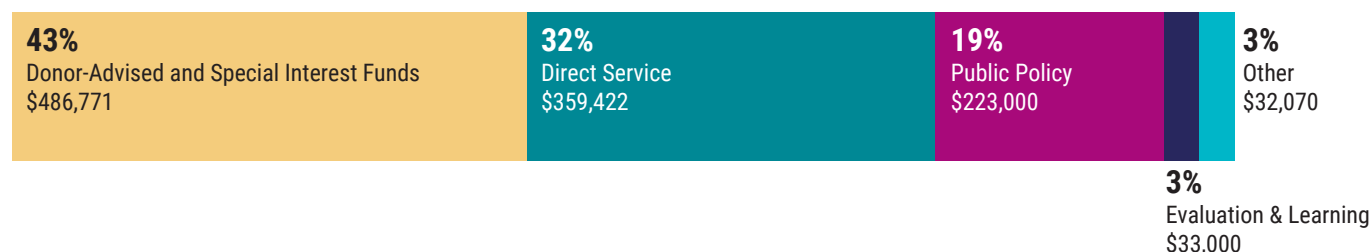
2019-2020 **SOURCES OF CONTRIBUTIONS**



2019-2020 **EXPENDITURES**



2019-2020 **GRANTMAKING**



Community of Giving Members

WOMEN WILL

Akasha Absher
Katherine Archuleta
Mary Armour
Letty Bass
Jean Bodman
Barbara Brett
Stephanie Bruno
Elizabeth Bryant
Eileen Byrne
Maxine Carnes
Lauren Y. Casteel
Merle C. Chambers
Kelly Condon
Joan Dalbey
Susan Damour
Vera Divenyi
Kelley Duke
Linda Fedak
Julia Fitz-Randolph
Mary Flemke
Elaine Gampel
Ann Garrison
Loren George
Janice Gieskieng
Cheryl Godwin
Rhondra Grant
Elisa Hamill
Linda Hamlet
J. Bourge Hathaway
Anna Jo Haynes
Elsa Holquin
Swanee Hunt
John Ikard
Joy Johnson
Eunice Kim
Charlotte Kimberlin
Patti Klinge
Mary Ann Littler
Brenda Lyle
Jan Mayer
Deanna McCrery
Lynda McNeive
Janet Meck
Betsy Mordecai
Christina Ortiz Bluth
LaRae Orullian
Nikki Parker
Lisa Pease
Essie Perlmutter
Catherine Petros
Fern Portnoy
Karen Possehl
Dean Prina
Jane Ragle
Natalie Redstad
Daniel Ritchie
Margaret Roath
Lisa Robinson
Karen Rosica
Jean Saul
Catherine Shea
Holly Simpson

Lisa Snider
Susan Strum
Susan Suggs
Marilyn Taylor
Jane Vennard
Judi Wagner
Marla Williams
Carol Wolf
Barbara Yondorf

POWER OF EXTENDED PHILANTHROPY (PEP)

Colleen Abdoula
Akasha Absher
DeAnn Acosta
Maria Alfaro
Jandel Allen-Davis
Nancy Alterman Harrison
Alice Anneberg
Libby Anschutz*
Laura Apodaca
Lisa Appel
Katherine Archuleta
Debra Armbruster
Lauren Baer
Karla Baise
Elise Barish
Karen Barker
Michelle Barnes
Holly Baroway
KC Becker
Kristine Beisel
Laura Beller
Catherine Bennett
Elizabeth Bennett
Christy Bergman
Michelle Blessing
Nancy Boland
Lori Bosanko
Shauna Bowen
Cristin Bracken
Barbara Bridges*
Stephanie Bruno
Linda Buckley-Dee
Kristi Budish
Margaret Burd
Patricia Burgess
Priya Burkett
Eileen Byrne
Toti Cadavid
Meme Callnin
Susan Campbell
Tiffany Carlson
Stacy Carpenter
Roselyn Carpenter
Jan Carroll
Carol Carter
Holly Casler
Lauren Y. Casteel*
Carolyn Cavicchio
Robin Chalecki
Marti Champion
Deborah Chandler

Sandra Chapman
Karen Chapman
Cile Chavez
Luella Chavez D'Angelo
Lora Cheadle
Kris Clagett
Claire Clurman
Dana Coffield
Lee Ann Colacioppo
Catherine Coleman
Jeanne Collopy
Jennifer Colosimo
Kelly Condon
Diana Conovitz
Sandra Cook
Jennifer Cottrell
Krystal Covington
Nancy Cowen
Mary Cronin
Colleen Curran
Carolyn Daniels
Julie Davis Ratner
Helen de Mooy
Faye Demby
Debra DeMuth
Rita Devassy
Vera Divenyi
Lauren Dolian
Jennifer Donaldson
Helen Drexler
Kathryn Dudley*
Deanna Duell
Kelley Duke
Kim Durand
Alicia Economos
Paula Edwards
Anne Elgerd
Karen Elliott
Martha Eubanks
Jennifer Evans
Lee Everding*
Jane Feldman
Cheryl Fellows
Barbara Fenton
Renee Ferrufino
Mira Finé
Ronna Flaum
Mary-Katherine Fleming
Karrie Fletcher
Maryanne Flynn
Shelley Ford
Barbara Frank
Barbara Friedman
Helen Gair
Gracie Gallego
Allison Gambill
Heidi Ganahl
Carla Garcia
Elizabeth Garner
Marjorie Gart*
Ken Gart
Lisa Goda
Judith Goldman

POWER OF EXTENDED PHILANTHROPY

(PEP) continued

Paige Goss

Rhondda Grant*

Raynard Gray

Eileen Greenberg

Julie Groves

Kami Guildner

Kathy Hagan Brown

Heidi Hande Weatherly

Amy Hansen

Lynne Hanson

Melissa Hart

Cathy Hart

Nancy Hartley

Janet Hayes

Josie Heath

Alison Hill

Christina Hixson

Mary Kay Hogan

Lisa Hogan

Dorothy Hoskin

NancyJo Houk

Michele Hovet

Ann Hovland

Ellen Huang

John Ikard

Kasia Iwaniczko MacLeod

Kimberly Jackson

Carol James

Patricia Jarzobski

Joy Johnson

Nancy Kearney

Kristi Keil

Katherine Kellen

Leslie Kelly

Anahita Kemp

Russell Kemp

Pat Kendall*

Shalyn Kettering

Eunice Kim

Diana Kinsey*

Dana Kirchmar

Patti Klinge

Amy Kolczak

Martia Kontak

Katy Korman

Brook Kramer

Ruth Krebs

Janet Kritzer

Aimee LaFerriere

Colleen LaFontaine

Kristi Lamar

Dorothy Lamm

Ann Lane

Rebecca Laughlin

Annie Lee

Jennifer Leitsch

Meg Lemon

Kristin Lentz

Gaye Leonard

Kathryn Lester

Mindy Levy Peckar

Johanna Leyba

Mary Ann Littler

Marie Logsdon

Colleen Lopez Means

Rebecca Lorenz

Laura Lockett

Deb Luginbuhl

Amy Lynch

Evi Makovsky

Adrienne Mansanares

Susan Mathews

Karen Mathis

Alessandra Mayer

Jan Mayer*

Deanna McCrery

Erin McDaniel

Susan McIntire

Linda McKinzie

Lynda McNeive

Tracy Mead

Robert Meinzer

Leslie Melzer

Annita Menogan

Pamela Metzger

Loraine Miller

Jayne Mitchell

Pattie Money

Lynne Montague-Clouse

Janet Mordecai

Betsy Mordecai

Julie Mordecai

Susie Moss

Kit Mura-smith

Alicia Nikifarava

Susan Noble

Lauren O'Neill Crist-Fulk

Corkie Odell

Wynne Odell

Jane Okun Bomba*

Patricia Oliver

Denise Onofrey

Patricia Orman

Christina Ortiz Bluth

LaRae Orullian

Marta Osuna

Alexis Owen

Kendra Oyen*

Regina Padilla

Margaret Park

Tamara Parnegg

Kathryn Paul

Donnamae Pazirandeh

Nicole Pearson

Xan Pearson

Lisa Pease

Mary Penny

Monica Perez Parsons

Catherine Petros

Senenne Philippon

Theresa Piarrot

Zondra Pluss

Catherine Pomeroy

Amanda Popp

Joanne Posner-Mayer*

Patty Powell

Margaret Prentice

Diane Price

Erin Pulling

Shahira Qudrat

Melinda Quiat

Mary Pat Ramsey

Ranelle Randles

Nancy Reichman

Natalie Rekstad

Leann Reynolds

Peggy Ripko

Kristine Robertson

Jamie Robinson

Jacy Rock

Marcia Rodgers

Jodi Rogers

Amy Rood

Michelle Rose-Hughes

Gretchen Rosenberg

Denise Rosier

Paula Rosson

Katica Roy

Erica Ruge

Barbara Ruh

Deborah Sagen

Carol Sarchet

Jeanne Saunders

Candice Saxon

Louisa Schaffer

Sara Schaffer

Krystal Schulz

Lisa Scott

Jill Seaman Plancher

Jamey Seely

Sue Sharkey

Danielle Shoots

Whitney Shupe

Holly Simpson

Mary Sissel

Renee Smith

Susan Smith

Nina Sonovia Brown

Ann Sparks

Katherine Spencer Harkey

Karen Sprole

Shannon Spurlock

Jennifer Spykerman

Celeste St John-Larkin

Nicole Staudinger

Jane Stein

Jaime Surenkamp

Faye Tate

Marilyn Taylor

Jill Tietjen

Kim Tobin

Stephanie Tuthill

Janine Vanderburg

Shanda Vangas

Joyce Vigil

Maria Vitale

Isabel Waddell

Rachel Wagner

Judi Wagner*

Betsy Wagner

Tina Walls

Kaitlin Warner

Karen Washle

Alana Watkins

Christine Watkins Davies

Janice Weiland

POWER OF EXTENDED PHILANTHROPY

(PEP) continued

Carly Wendt

Judith White*

Gala White

Emily White

Brenda Wild

Jennifer Williams

Renita Wolf

Carol Wolf

Gaye Woods

Elizabeth Wylie

Valerie Zanon Wieland

Katie Zwetzig

* Pearl PEP members

EMPOWERMENT COUNCIL

Cynthia Allen

Sarah Allen

Flor Alvidrez

Bianca Anderson

Ashleigh Arnall

Rina Avalos

Tina Ballard

Jennifer Benda

Renee Bonilla

Sally Brandt Lieb

Kristin Brinkman

Melanie Brown

Elizabeth Bryant

Nicole Buckner

Sarah Burrows

Adriana Carpenter

Virginia Carreno

Annie Carruthers

Madison Carter

Kelsey Cochrane

Claire Cohen

Annie Contractor

Thuy Dan

Sabrina Danielson

Emily Davis

Rhyan Diller

Jada Dixon

Kathleen English

Tari Ensign

Diedra Espinoza

Kathleen Finley

Jayne Ford

Corie Fraker

Loretta Frasier

Ann Frick

Shay Giles

Danette Goldhammer

Michelle Gomez

Kelsey Green

Erin Hadary

Cindy Halaby

Kelly Hall

Lisa Hardin

Carly Hare

Carrie Harrington

Marie-Claire Hart

Sara Hazel

Julie Hertzberg

Kate Hipwell

Andrea Hoskins

Sarah Indyk

Katherine Jarvis

Kelly Kaminskas

Stacey Kasten

Jen Keyerleber

Diane King

Madison Kissel

Farra Lanzer

Ashly Ligouri

Courtney Lussenhop

Jennifer Maloney

Lindsey McCarthey

Erin McCloskey

Debbie McCubbin

Sara McDonnell

Maggie McHenry

Maeve McHugh

Myka Lee McLaughlin

Nneka McPhee

Amber McReynolds

Tanya Merchant

Andrea Miller

Susan Mitnick

Pari Motiwala-O'Donnell

Mikhaela Mullins

Jennifer Newman

Alicia Nikifarava

Britton Nohe-Braun

Kristi Novinger

Sara O'Keefe

Margarita Offermann

Angie Paccione

Jennifer Palmer

Julie Pecaut

Kathleen Phillips

Lorii Rabinowitz

Jennifer Reich

Porsha Ridl

Taylor Rockhold

Lidria Romero

Danielle Roth Serban

Erica Ruge

Sherin Sakr

Alyssa Sandrowitz

Elexis Schroder

Jennifer Simons

Molly Smith

Emily Snooks

Andrea Steinberg

Emily Stork

Charlene Styers

Mallory Sullivan

Trisha Teig

Alexis Thompson

Jill Tullman

Stephanie Visscher

Abigail Wallach

Jennifer Welte

Carly Wendt

Sydni Williams-Shaw

Ashley Wilson

Laura Wolf

Alexandra Wright

Meagan Yannitelli

Beth Yohe

Erica Younkin

DONOR-ADVISED FUNDS HELD AT WFCO

A&A Abarca Fund

Abdoulah Family Fund

Adrianna & Arisela Abarca Fund

Akasha & Kelly Absher Fund

Barbara Bridges Fund

Beatty Family Donor Advised Fund

The Bluegrass Fund

Burn Bright Fund

Chambers Fund

Colosimo Family Fund

Corsi-Backlund Fund

Deb and Dan's Fund

Denver Gent's Fund

Donalyn White Fund

Dr. Nita Mosby Tyler Fund

Duell Stars Legacy Fund

E.B. Wagner Charitable Trust

Elizabeth R. Hart Fund

Emily Davis Giving Fund

The Equity Project LLC Fund

The ESL Fund

Eunice H. Kim Charitable Fund

Feehan Fund

The Fellows Family Charitable Fund

Geri Brown Memorial Fund

Inclusive Women's Leadership Fund

Janice M. Weiland Fund

Jennifer Leitsch Fund

The Josephine Lotito Wise Legacy Fund

Judith Buck Wagner Fund

Julia Fitz-Randolph Lesbian Innovations Fund

The Karen Rosica Fund

Katherine Bruno Prosperity Fund

Klinge/McArthur Fund for Women & Girls

Ladies of Denver Fund

Linda E. McKinzie & Susan M. Kamler Donor
Advised Fund

M&I Charitable Fund for Women & Girls

Marjorie and David Gieskieng Fund

McNeive-Hornbrook Fund

Mobilize Us Fund

The OKO Fund

PEARL Fund

POG Hill Giving Fund

Randles Giving Fund

The Robenhagen-Heigert Fund

Ruth Ray Hunt Fund

Soeurs de Coeur Fund

Spies-Fontaine Fund

Sue Anschutz Rodgers Fund

Tatiana's Purse Fund

Tom & Margie Gart Family Fund

Tooth Fairy Fund

Vangas Women & Girls Empowerment Fund

Victoria R. Wolf, Richard K. Ouellette &
Family Fund

Women's Forum of Colorado Fund

Community Leadership Award Funds

John Parr and Sandy Widener Civic
Leadership Award

Swanee Hunt Emerging Leader Award

Swanee Hunt Individual Leadership Award



WFCO.ORG