DEAR FRIENDS OF THE WOMEN’S FUND,

Because of the financial support of our past and present donors, the Women’s Fund was able to award a record level of grants in 2002. The number of grantees was also the highest in our history. These dollars are now at work in the community, supporting programs designed to help women and girls live in safe environments, attain family-supporting jobs, go to college, own homes and strengthen their families.

In addition, our work has kept challenges facing women and girls in the forefront of public discussion and action. Exposure of the Status of Women in Wisconsin Report, co-published by the Women’s Fund, in more than 55 media placements and numerous presentations to civic organizations has fueled discussion and debate in the public as well as private sectors. Last year’s study on gender equality in private sector program funding, supported by a grant from the Women’s Fund, has spurred the United Way to address the disparity in funding of youth programming for girls and boys through a new Girls’ Initiative.

As the Status of Women in Wisconsin Report shows, women have made some strides in achieving economic and social parity, but still face major obstacles. Identification of these obstacles will help us and others focus our efforts to improve the status of women and girls.

The challenge to the Women’s Fund is to grow...to increase the resources available to eliminate obstacles and take on challenges in the name of our collective daughters. In 2003 we have committed ourselves to efforts which will increase the size of the endowment in order to provide more resources. Growth calls for change and we hope that you will support us as we test some new strategies for fundraising, collaboration and grant making. Our goal is to build a Women’s Fund that will help women give in ways that grow an endowment to guarantee future resources for women and girls.

Wendy Reed Bosworth
2002-2003 Board Chair

Elaine Maly
Director

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This statement is as true today as it was in 1986, when a visionary group of women created the Women’s Fund as an endowment within the Greater Milwaukee Foundation. The founding mothers were looking toward the future when they established the Fund as a permanent resource for women and girls. Since then, they have been joined by thousands of donors who also believe in funding programs that offer women and girls opportunities to improve their own lives and the lives of others.

Over the last 13 years, the Fund has provided nearly $1 million in grants to those expert in helping women and girls help themselves — more than 75 local agencies that encourage economic self-sufficiency, promote health and prevent violence against women and girls in the greater Milwaukee area. Through strategic grant making, the Fund has supported innovative programs that may not have been funded elsewhere and, in return, has seen several grantee agencies leverage Women’s Fund dollars into effective programs that continue long after the initial grant has been used.

The Women’s Fund’s mission is to expand an endowment that gives and grows to guarantee money will be available to fund women’s and girls’ programs from one generation to the next.

In 2002, the Women’s Fund also saw the benefits of grants it made a year earlier at the national and regional levels. The national Ms. Collaborative for Youth-Led Social Change made two grants to Milwaukee organizations to train 1,000 young women as social change leaders in school, the workplace and politics (see story on page 4). A grant to the Institute for Women’s Policy Research came to fruition in 2002 as the Women’s Fund co-published the Status of Women in Wisconsin Report (see story on page 15).

The power of the endowment, coupled with dedicated donors and a strategic spending policy, enabled the Women’s Fund to give the greatest number of grants (19) and the greatest dollar value in grants ever in 2002 ($156,500). As a result, the Women’s Fund continued to increase resources, expand opportunities and influence positive change for women and girls in the greater Milwaukee area.
MILWAUKEE GIRLS REAP BENEFITS OF FUND’S FIRST NATIONAL GRANT

At first glance, the Women’s Fund grant to the Ms. Collaborative for Youth-Led Social Change may seem to fall outside the Women’s Fund’s geographic focus. But considering more than 1,000 greater Milwaukee girls will be stimulating new thinking, coalitions, research and strategies for social change as a result, the Women’s Fund’s investment in the Collaborative, made with support from the Bob and Linda Davis Family Fund, may be its most strategic grant to date.

Women’s Fund leaders have long admired the national Ms. Foundation’s groundbreaking research about effective girls’ programs, so the Grants Advisory Committee seized the opportunity in 2001 to partner with the Ms. Foundation to document and strengthen programs that effectively combine comprehensive youth development, social change action and gender-conscious programming.

In 2002, the Women’s Fund’s role in the Collaborative went beyond financial participation. Collaborative partners developed funding criteria, evaluated grantees and participated in site visits across the country. Their first challenge: narrowing 500 applicants to 12 grantees. Girl Scouts of the Milwaukee Area and PEARLS for Teen Girls were among those selected and will receive nearly $250,000 and technical assistance. Over the next three years, the two agencies will teach 1,000 young women to lead together to positively affect schools, workplaces and politics. Collaborative funders – including the Diana Princess of Wales Fund USA and Girl’s Best Friend Foundation – will study these programs and their outcomes.

On a local note: Because the Brico Fund Inc., the Martin Family Foundation and the Greater Milwaukee Foundation are also participating as funders in addition to the Women’s Fund, and Milwaukee was the only community with two Collaborative grantees, Milwaukee leads national participation in the Collaborative.
The Women’s Fund endowment is carefully managed by an investment committee of the Greater Milwaukee Foundation as part of a portfolio that includes a diverse mix of equities, bonds and alternative investments. The Foundation seeks a total return that equals or exceeds an average annual rate of return of 5.5% plus the consumer price index. The Fund is managed to meet or exceed the composite performance of the securities markets, as measured by the S&P 500 and other indices. The investment goal is to provide long-term growth equal to or greater than the rate of inflation, thus ensuring grant-making power.
DOMESTIC VIOLENCE CREATES BARRIERS TO:

• **Home:** It is estimated that more than 50% of women who are homeless nationwide are homeless due to domestic violence.

• **Health:** Women who have been abused experience health problems at a rate 50% to 70% higher due to aftereffects of the abuse and the high level of stress in their lives.

• **Employment:** When women who have been abused seek employment or education, domestic violence against them frequently escalates.
More than 1.5 million American women of all ages, ethnic backgrounds and economic levels experience domestic violence each year. In Milwaukee alone, 30,000 calls were made to the Domestic Violence Hotline, operated by Sojourner Truth House, and the Women’s Refuge Crisis Line, operated by the Milwaukee Women’s Center in 2002. These numbers are grim. And, without indicating the effects of domestic violence on women’s health and economic well-being, or the social stability of women and their families, the story these statistics tell is at best incomplete.

Agencies in the greater Milwaukee area which provide shelter from domestic abuse have become experts at helping women regain independence in all aspects of their lives. In addition to immediate help, these agencies offer job readiness training, goal counseling, and opportunities to learn financial management skills, as well as the support and education needed to overcome the emotional devastation of domestic abuse. The Women’s Fund has supported several of these programs over the last 14 years. In 2002, the Fund granted $9,500 to Shade Tree Family Resource Center for similar services for women and their children in the overflow homeless shelter.

The Fund also made grants to Legal Aid Society of Milwaukee, Inc., Catholic Charities of the Archdiocese of Milwaukee, Inc., and Friends of Abused Families, Inc., for programs that help women separate themselves legally from abusive relationships. Programs at the latter two organizations focus on immigrant women who, in some cases, are even more isolated by domestic violence than other women due to a language barrier and strong cultural norms.

All of these programs promote women’s health, encourage their economic self-sufficiency and help women protect themselves from further violence. However, to really reduce domestic violence, resources and efforts must be directed at prevention too. 2002 Women’s Fund grantees Advocates of Ozaukee and UMOS’ Latina Resource Center promote education as the key to prevention, with programs for middle school students in Milwaukee and Ozaukee counties. The Milwaukee LGBT Community Center’s Anti-Violence Project, also supported by the Women’s Fund in 2002, provides prevention education on an even broader scale.

Wisconsin is one of only 10 states that mandates domestic violence training for new police recruits and recently passed a law requiring training in domestic violence dynamics for direct service providers involved with Wisconsin’s welfare reform program. Who conducts all of this training? Agencies such as Milwaukee Women’s Center, Sojourner Truth House, the Task Force On Family Violence and Milwaukee LGBT Community Center.

Through their efforts to provide immediate help and short-term counseling, training for law enforcement and health care professionals, and community education, Milwaukee agencies are key to winning the struggle against domestic violence. As a funding source and advocate for the innovative programs these agencies create, the Women’s Fund continues to be part of the long-term solution.
The Women’s Fund awarded six HER Scholarships to Milwaukee and Waukesha students totaling $3,000. HER Scholarships are designated for women age 35 and older who are returning to school to continue or complete their undergraduate education. The 2002 awards were the highest in HER Scholarship history in terms of both number of recipients and total gifts.

Each year, HER Scholarships are awarded to women attending college full-time in the greater Milwaukee area who have reached sophomore status or above and have a minimum GPA of 2.7. The 2002 recipients are pursuing majors in political science, social work, philosophy, education and technology. Since 1996, the Women’s Fund has given nearly $11,000 in HER Scholarships to 12 students.

2002 HER Scholarship Recipients
Faith Ann Givings
Deborah Guillermo
Thu Hussein
Mary Ann Modrak
Karen ToyeK
Jessica Trovato
2002 WOMEN’S FUND GRANTEES

PREVENTING VIOLENCE

Advocates of Ozaukee – $9,500 for domestic violence prevention education for Ozaukee middle school students.

*Catholic Charities of the Archdiocese of Milwaukee, Inc. – $9,500 to help immigrant women self-petition for asylum with the Immigration & Naturalization Service.

^Friends of Abused Families, Inc. – $5,000 to provide legal services to immigrant women affected by domestic violence.

*Legal Aid Society of Milwaukee, Inc. – $9,500 for the unmet legal (civil) needs of domestic violence victims.

*Milwaukee LGBT Community Center – $9,500 for community outreach and training for law enforcement agencies and social service providers on domestic violence affecting lesbian and bisexual women.

*United Migrant Opportunity Services Latina Resource Center – $9,500 for culturally and linguistically appropriate education for Latina middle school students about domestic violence prevention.

PROMOTING HEALTH

*Aurora Weir Educational Center – $8,000 for parenting education and support to 30 high school students who are teen mothers.

*Hmong American Women’s Association, Inc. – $9,500 for a program that fosters self-esteem and leadership among Hmong teen wives and mothers.

†Interfaith Caregiving Network, Inc. – $3,000 to help older adults and adults with disabilities access timely healthcare and affordable nutrition.

*PEARLS for Teen Girls, Inc. – $9,500 to assist in creating a new model for evaluating the impact of youth programming on individual lives.

*Walker’s Point Youth & Family Center – $6,000 to provide gender-specific support to adolescent girls dealing with significant stress and conflict in their lives.

ENCOURAGING ECONOMIC SELF-SUFFICIENCY

*Benedict Center – $9,500 to assist women involved in the criminal justice system by creating a bridge to family-sustaining employment.

*Dominican Center for Women, Inc. – $9,500 for grants for new female homeowners to purchase supplies to bring their homes up to code.

*My Home, Your Home, Inc. – $9,500 to support safe housing and education in independent living for young women emerging from the foster care system at age 18.

*Shade Tree Family Resource Center, Inc. – $9,500 for daytime services that meet the needs of women and their children in the overflow shelter.

*Women’s Resource Day – $1,500 for a daylong set of workshops intended to eliminate barriers to employment, education and personal achievement.

ELIMINATING BARRIERS

*Women and Poverty Public Education Initiative – $9,500 for development of Women’s Voices Heard Now, a plan and strategy for making changes in Wisconsin policies that affect women.

OTHER

FAMILY RE-UNIFICATION

*St. Rose Youth & Family Center, Inc. – $9,500 to offer prison visitation and supportive services for the children of incarcerated mothers.

PROMOTING YOUTH-LED SOCIAL CHANGE

Ms. Collaborative for Youth-Led Social Change (national) – $45,000 over three years to support a national partnership seeking to innovate girl-driven programs.
FOUR LITTLE WOMEN’S FUNDS ESTABLISHED

Sometime in the next 20 years, the Women’s Fund will grow by $3.5 million, and 30 young adults will begin making charitable gifts in the community using resources invested for them when they were children. That’s the idea behind the Women’s Fund’s award-winning Little Women’s Fund program, which has grown from a handful of young female honorees in 1987 to 27 girls and three boys in 2002.

Donors enroll a special girl (or boy) in their lives by establishing a Little Women’s Fund with a gift of $1,000. Over time, that gift grows in a reinvestment account until it reaches maturity as set by the donor in either years or dollar amount. When the honorees reach age 5, they receive The Giving Book, which provides information and activities parents can use to teach their children about giving and community service. When each Little Women’s Fund matures, 50% of the annual net earnings will be used for general Women’s Fund grant making. The other 50% can be used by the honoree, now an adult, to make charitable gifts according to his or her interests.

The Little Women’s Fund program has been especially popular with grandparents. Four new Funds were established in 2002, bringing the total to 30.

LITTLE WOMEN’S FUND HONOREES

Alessandra’s Fund
Grace Blankenburg
Madeline Marie Bowman
Sarah Joan Bowman
Anna Catherine Cottrill
Murphy Coughlin Mellowes
Julia Mary Ela
Emma Lucille Flegel
Maisy Nedda Flegel
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Reilly Morgan Johnson
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INCREASING RESOURCES
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Donors whose cumulative giving has exceeded $25,000
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- Elizabeth Elser Doolittle Fund
- Louise Pabst Hook Fund
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Donors whose cumulative giving has exceeded $10,000
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#### Key
- in memory of Sylvia Weber
- in honor of Barbara J. Wyatt’s marriage
- in memory of Mimi Allison
- in memory of Margaret Moore
- in honor of the marriage of Jeanne Kaywood and Philippe Martin
- in honor of Annabelle Meyer & Sarah Hammond
- in honor of Founding Mother Judy Murphy
- in honor of Carol Meissner and Peg Distelmann
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- in honor of Michelle Davis
- in honor of Bonnie Lee Lengfeld
Special thanks to donors who made a gift or designated a portion of their total gifts in honor of or in memory of an individual.

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INFLUENCING POSITIVE CHANGE

PREVIOUS WOMEN'S FUND GRANTEEES

Abundant Life Ministry
Adult Learning Center
After Breast Cancer Diagnosis
Alverno College
ARC Milwaukee
Benedict Center
Bottomless Closet
Casa Maria
Center for Teaching Entrepreneurship
Children's Outing Association
Collaborative Effects (New Moon Productions)
Columbia College of Nursing
4C – Community Coordinated Child Care
Community Health Concepts
Counseling Center of Milwaukee, Inc.
Daystar
Dominican Center for Women, Inc.
ESHAC
Esperanza Unida
Family House
Friends of Abused Families
Girl Scouts of Milwaukee Area
Grand Avenue Club
Gray's Child Development Center
Hispanic Women and Family Committee
Hmong American Women's Association
Holton Youth Center (YMCA)
House of Peace
Institute for Women’s Policy Research
Interfaith for the Elderly
Journey House
La Casa De Esperanza
La Causa
Lake Country 9to5
Legal Aid Society of Milwaukee
Milwaukee Achiever Program
Milwaukee Area American Indian Manpower Council
Milwaukee Breast Cancer Awareness Project
Milwaukee CAREERS Cooperative
Milwaukee Indian Health Board
Milwaukee National Organization for Women Education Fund
Milwaukee 9to5
Milwaukee Public Theatre
Milwaukee Women’s Center
Ms. Collaborative for Youth-Led Social Change
My Home, Your Home, Inc.
Neighborhood House
Neighborhood Store
New Concept Self Development Center
Northcott Neighborhood Center
Notre Dame Middle School Parent Education Project of Wisconsin, Inc.
Parenting Network
Parents Anonymous of Greater Milwaukee
PEARLS for Teen Girls, Inc.
Penfield Children’s Center
Planned Parenthood of Wisconsin
Poverty Network Initiative
Project RETURN
Rosalie Manor
Sexual Assault Treatment Center
Silver Spring Neighborhood Center
Sixteenth Street Community Health Center
Sojourner Truth House
Task Force On Family Violence
TransCenter for Youth
United Cerebral Palsy of Southeastern Wisconsin
United Community Center
United Way
UP Connection
Walker’s Point Youth & Family Center
Waukesha County Technical College
Waukesha Memorial Hospital
Women & Poverty Public Education Initiative
WWBIC
Women's Center (Waukesha)
YWCA of Greater Milwaukee
YWCA of Waukesha
As co-publisher of the *Status of Women in Wisconsin Report* in 2002, the Women’s Fund presented a powerful tool to women’s and girls’ advocates across the state. The *Status Report* is the first comprehensive analysis of the environment for women and girls in Wisconsin as measured by women’s political participation, employment and earnings, social and economic autonomy, reproductive rights and health and well-being. The Report is part of a national project by the Institute for Women’s Policy Research to determine baseline measures for the status of women and girls in every state.

Wisconsin earned a C+ overall, showing positive strides in some areas and a dismal lack of progress in others. However, even the state’s better rankings speak only to the status of Wisconsin women relative to women in other states. Despite improvements in women’s status across the country, women have not achieved equality with men in any state. With close to average rankings on many indicators, women still face significant problems that demand attention from policymakers, advocates and researchers.

As co-publisher, the Women’s Fund took the lead in distributing the *Status Report* to women’s organizations, lawmakers, and community and opinion leaders in Wisconsin. A targeted media campaign by the Fund resulted in 55 media placements of Report coverage in newspapers, television and radio stations in nine of Wisconsin’s largest cities in addition to the greater Milwaukee area.

With a grant from the Brico Fund, the Women’s Fund also published and distributed a *Media & Advocacy Toolkit* to more than 100 women’s organizations across the state. Available at no charge on www.womensfund.com, the Toolkit is designed to help advocates use data in the Report to keep the issues that affect women and girls at the forefront of community discussions throughout 2003.

“The true value of the *Status of Women in Wisconsin Report* lies in its usefulness to stimulate deeper discussions and real change over the longterm,” says Women’s Fund Director Elaine Maly. “We will continue to use it as a catalyst for influencing positive change in 2003.”
Giving to the Women’s Fund

In Your Own Way

With your gift to the Women’s Fund, you enable women and girls to direct their own lives. You can give in your own way, through cash gifts, pledges or any of the other choices listed below. And, when you give to the Women’s Fund endowment, your gift will continue to grow year after year, leaving a legacy of support for generations of women and girls of come.

- **Cash Gift** – Contributions of any size are welcome.
- **Pledge** – A pledge of any amount may be made and paid on a schedule over months or years.
- **Gifts of Stocks, Bonds or Real Property** – Contribute appreciated property and receive the tax deduction of a contribution while avoiding appreciation taxes.
- **Women Will** – Designate the Women’s Fund as the beneficiary of part or all of your estate, life insurance policy or retirement plan.
- **Tribute** – Honor someone living or deceased with a contribution to the Women’s Fund in his or her honor. Celebrate a birth, graduation or other special occasion.
- **Start a Giving Circle** – Members of a giving circle commit to giving toward a joint goal over a specific number of years and have a voice in the grant-making process.
- **Start a Donor Advised Fund** – With a minimum gift of $100,000, you can be actively involved in recommending grants to programs that support women and girls from a fund in your name.
- **Event Sponsorship** – Underwrite all or part of a Women’s Fund event.
- **Challenge Gift** – Make a gift that challenges others to contribute toward a specific goal.
- **Employee Matching Plan** – If your employer has a policy of matching employee contributions, make your contribution dollars go farther by leveraging this policy.
- **In-Kind Services** – The Women’s Fund appreciates your donated printing, materials, professional expertise and services.
- **Little Women’s Fund** – Honor a special girl or boy in your life by starting a Little Women’s Fund in their name.
- **HER Scholarship Fund** – Give directly to the HER Fund, which provides scholarships for women age 35 and older returning to school to continue or complete their undergraduate education.

Money donated to the Women’s Fund of the Greater Milwaukee Foundation Corporation is professionally managed and carefully allocated. Gifts to the Women’s Fund are tax-deductible.

For more information about the Women’s Fund, including how you can become a donor or volunteer, please call the Women’s Fund at 414/290-7350.