How do you define social change? Is it an idea, a belief, an action, a result? At the Women’s Fund, it is all of those things and more – it is a central point of focus, motivation and cooperation.

Our 2003 Report, Faces of Social Change, is about you, our donors, volunteers, grantees and friends, and your efforts for social change expressed through the Women’s Fund. The faces you see here are just some of the many hundreds who believe in the Fund’s mission and its work.

As you read through the Report, we hope you will learn more about the Women’s Fund’s ability to help women and girls in our community, and that you see your own involvement reflected in the Fund’s 2003 accomplishments and grants.

Margaret Henningsen
2004 Board Chair

Elaine Maly
Director

The mission of the Women’s Fund 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. The Women’s Fund encourages social change for women and girls by supporting programs that prevent violence, promote healthy lifestyles, encourage economic self-sufficiency, promote positive images in the media and eliminate barriers to full participation in society.
WHAT IS YOUR DEFINITION OF SOCIAL CHANGE?

"I define social change as the grand shift from ignorance to conscience, apathy to action."

- Gladys Gonzalez, Chair, Women's Fund Communications Committee

2003-04 WOMEN'S FUND COMMITTEE MEMBERS

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Rebecca Peterson, Donor Services Associate

THE LYNDE B. UIHLEIN AWARD

In 2003, the Women's Fund honored Miriam Reading with the Lynde B. Uihlein Award. This award is given to individuals who embody the foresight, effort, and ongoing support of the Women's Fund first, displayed by the founding mothers and epitomized by the namesake, Lynde B. Uihlein.
WOMEN’S FUND SNAPSHOTs: THEN AND NOW

A look back into Women’s Fund archived photos reveals that just like any one of us, the Fund has changed, yet remained the same in many ways, over time.

In 1985, the face of social change was reflected in the determination, forethought and compassion of the Fund’s founding mothers as they fought for a concept that was new not only to Milwaukee, but across the country as well. Grant priorities of economic self-sufficiency, health and prevention of violence were established, and the first grants – totaling $10,000 – were given in 1989.

Over the years, the Women’s Fund has grown. The endowment has expanded to more than $2.6 million, hundreds of new volunteers and donors have become involved, grants have grown to an average of $10,000 each, and more than 90 local agencies have put Women’s Fund grants to use for women and girls in the greater Milwaukee community. In many ways, the Fund has changed. Grant priorities have expanded in response to changing needs, and the Women’s Fund became a stronger advocate and catalyst for change through its role as co-publisher of the Status of Women in Wisconsin Report in 2002.

However, some things haven’t changed. Women and girls in the greater Milwaukee community continue to struggle for economic and social parity, as indicated by The Status of Women Report. The need for women’s and girls’ funding remains immense, while the resources dedicated to women’s and girls’ programs remain sparse.

In its 18-year history, the Women’s Fund has granted more than $1 million for women and girls, and now it’s time to do more. Recently, the Women’s Fund launched a new campaign – The Power of 1,000 Women – to capture the momentum of the founding mothers. With this campaign, the Women’s Fund plans to double the endowment by 2006, and to continue to grow until the Fund is able to give $1 million in grants every year.

To learn how you can become a Power of 1,000 Women donor, see page 11 of this report, or contact the Women’s Fund at 414-290-7350.

Milestones at the Women’s Fund

2003 Fund launches The Power of 1,000 Women campaign to grow endowment to $5 million+

2002 Fund co-publishes The Status of Women in Wisconsin Report

2001 Fund gives first national grant to the Ms. Collaborative for Youth-Led Social Change

1999 Fund gives more than $100,000 in grants

1998 Endowment reaches $2 million

1995 Endowment reaches $1 million

1989 First grants made totaling $10,000

1986 First donations made to the Fund

SOCIAL CHANGE AND GRANTMAKING: SYSTEMIC CHANGE, SUSTAINABLE SOLUTIONS

Social change happens when people and communities shift attitudes, behavior and expectations for the future. Today, the Women’s Fund embraces social change by funding programs that change definitions that limit opportunities, change behavior that perpetuates violence and negative outcomes for women, change power dynamics and change public policies in favor of fairness. When these changes happen, individuals and communities open to new possibilities, allowing fresh ideas to blossom and women and girls to grow to meet their potential.

Shifting definitions

What is women’s work? The Hard-Hatted Women Initiative at the Milwaukee Community Service Corps. trains women in building and construction trades to prepare them for careers with family-supporting wages. All female crews and a life-skills oriented curricula change the definition of what work is and can be for women. Women who participate become trained tradespeople, diversifying the labor force and supporting their families.

Shifting power

The Girl Scouts of Greater Milwaukee are redefining what scouting means for girls in Milwaukee. They are committed to overhauling their leadership structure to put young women in charge of their own programs. Adults will be advisors to girls, rather than the ones running the show. This shift toward youth leadership opens new avenues for girls to shine as responsible leaders.

Changing behavior

S.E.T. Ministries is helping 20 mothers increase empathy, peaceful parenting and positive communication between themselves and their children at the Urban Day School. By challenging abusive patterns of thinking and behavior, more peaceful families create a more peaceful school environment and the chance for a more peaceful community.

Changing policies

The St. Rose Youth & Family Center, the Wisconsin Department of Corrections, and the Girl Scouts of Greater Milwaukee made possible “Girl Scouts Beyond Bars,” a unique troop for girls with incarcerated mothers. Innovative change within three organizations has resulted in girls and their incarcerated mothers having an opportunity to relate to one another in a constructive way. In the long term, girls may learn to choose to break the intergenerational pattern of incarceration.

Including new voices

In critical debates about economic policy, the voices of those at the bottom of the economic ladder are often forgotten. The 9to5 Poverty Network Initiative is making sure that low-income women will participate in Lieutenant Governor Barbara Lawton’s Wisconsin Women=Prosperity Initiative, a statewide project to realize economic growth in Wisconsin by ensuring that women participate fully in every aspect of society. The Initiative is a direct result of the Women’s Fund’s release of The Status of Women in Wisconsin Report in 2002.

The Women’s Fund is moving forward in helping make our community a place where all women can expect to be treated with dignity and equity. We will continue to clarify and increase efforts to create positive social change that makes a deep, long-lasting impact for the benefit of women and girls.

To learn how you can become a Power of 1,000 Women donor, see page 11 of this report, or contact the Women’s Fund at 414-290-7350.
ENCOURAGING ECONOMIC SELF-SUFFICIENCY

Daystar - $5,000 to create and maintain financial stability and violence-free lives for homeless women and their children.

Milwaukee Community Service Corps - $10,000 to diversify the labor force and provide family-sustaining employment for low-income women in construction and building trades through the Hard Hatted Women Initiative.

The Parenting Network - $7,075 to improve financial stability and foster good financial habits among first-time mothers.

Money Matters: A Young Parent's Program for Finances and the Future as part of a home visiting program.

Women's Center (Waukesha) - $30,000 to break the generational cycle of violence by assisting formerly battered women to become self-supporting, contributing members of society and to live in a violence-free environment.

ELIMINATING BARRIERS

9to5 Poverty Network Initiative - $10,000 to raise the status of women through the Lt. Governor's Wisconsin Women - Prosperity Initiative by including low-income women in public policy debates about changes necessary in Wisconsin.

Benefit Center - $10,000 to change the behavior of women involved in prostitution and drug abuse before arrest or incarceration by offering street-level outreach and intervention through the Siter Project.

Mata House - $10,000 to increase awareness of effective gender-responsive substance abuse treatment at Mata House, and to advocate for public policy changes to improve treatment of substance abuse disorders in women.

PREVENTING VIOLENCE

Center for the Prevention of Domestic Violence and Child Abuse - $10,000 to empower immigrant women victimized by domestic violence by advocating for legal rights through the Legal Services Program.

The Healing Center - $10,000 to bring together a supportive, healing community for survivors of sexual abuse through a volunteer-run program and to educate mothers and daughters to recognize and prevent sexual abuse.

Legal Aid Society of Milwaukee, Inc. - $10,000 to help women successfully negotiate the legal system by addressing the civil legal needs of women victimized by domestic violence.

Sejourner Truth House - $5,000 to change violent or controlling behavior among women charged with domestic abuse via a women's group component to Batterers Anonymous.

PROMOTING HEALTH

Girls In Charge Initiative - $6,000 to prioritize girls' needs and perspectives in youth service programs by training youth workers in gender competency.

Guest House of Milwaukee, Inc. - $7,500 to provide access to basic health care and improve women's awareness of their health through the Guest House/Arquiste Clinic for Women and Children.

Milwaukee Public Theater - $5,000 to help trauma, deepen self-awareness and improve connections between girls, their mothers and grandmothers through artistic expression and intensive workshops via MARIDADI Rites of Passage.

PEARLS for Teen Girls, Inc. - $10,000 to train girls to set, monitor and achieve goals, and to create a replicable model for evaluating youth programming.

MEDIA

Milwaukee Independent Film Society/New Moon Productions - $10,000 to refocus discussion of gun violence in Wisconsin, emphasizing the need for women to take action to change attitudes and policies about guns through an outreach campaign promoting The Right to Bear Arms, the third installment of the series, Guns, Griev and Grace in America.

Stirive Media Institute - $5,000 to encourage young women to challenge definitions of women and girls in the media and to aspire to positions of influence in the media industry.

OTHER

Girl Scouts of Milwaukee Area - $8,000 to transfer leadership of teen programs from adult volunteers to girls by engaging teens in creating, implementing and evaluating teen programs at the Girl Scouts.

St. Rose Youth & Family Center - $30,000 to sustain healthier families and stronger community connections for incarcerated women and their children in cooperation with the Urban Day School.

Dominion Center for Women, Inc. - $5,000 to heal trauma, deepen self-awareness and improve connections between girls, their mothers and grandmothers through artistic expression and intensive workshops via MARIDADI Rites of Passage.

Institute for Women's Policy Research - $5,000 plus funds raised from other donors to update The Status of Women in Wisconsin Report. The Report will focus on women of color and disparities where they exist and data is available.

PREVIOUS WOMEN'S FUND GRANTEES

La Causa Family Resource Center - $30,000 to challenge patterns of domestic/dating violence by changing attitudes among Latina women and girls, giving them tools and confidence to choose healthy relationships.

Ms. Collaborative For Youth Led Social Change - second year of a three-year national partnership that supports girls' leadership in programs and organizations.

Daystar - $5,000 to encourage young women to challenge definitions of women and girls in the media and to aspire to positions of influence in the media industry.

Daystar - $5,000 to change violent or controlling behavior among women charged with domestic abuse via a women's group component to Batterers Anonymous.
YOUTH-LED SOCIAL CHANGE: POWER AND POSSIBILITY

Youth-led social change happens when young people have opportunities to use their talents, skills and drive to take action to address the issues that most concern them and their communities.

It's a new and evolving field, and thanks in part to the Women's Fund's participation in the Ms. Foundation Collaborative for Youth-Led Social Change, Milwaukee girls now lead national participation in a three-year $1.4 million project advancing research indicating that girls strongly want to be agents of social change.

“The Collaborative recognizes and studies the ways individual development, social change and gender identity are integral to the process of building an equitable society,” says Jan Martin, chair of the Women’s Fund Grants Advisory Committee.

Over the last three years, representatives of the Women’s Fund have seeded and developed the program with girls’ advocates from 18 other organizations. Milwaukee girls now lead national participation in a three-year, $1.4 million project advancing research indicating that girls strongly want to be agents of social change.

But the program’s impact reaches far beyond Milwaukee girls. Participating funders, agencies and girls will contribute to a national study to understand what works and how to sustain social change among youth, collaborating with the leaders of projects that range in focus from improving Appalachian schools, to raising the quality of life for Cambodian families in California, to improving working conditions in an East coast factory town.

“The lessons learned from this project will be replicated by organizations and programs across the country,” says Marisha Wignaraja, program officer at the Ms. Foundation for Women.

Education is key to economic self-sufficiency, yet for many women, family and childcare responsibilities take priority over schooling. To help women in greater Milwaukee return to school to continue or complete a higher education, the Women’s Fund promotes the Her Scholarship Fund for women age 35 and older.

Each year, the Fund awards Her Scholarships to full-time female students attending college in the greater Milwaukee area who have reached sophomore status or above and have a minimum GPA of 2.7. Scholarships are awarded based in part on financial need and community involvement. Since 1996, the Fund has given $34,000 in Her Scholarships to 15 students, including $3,000 in scholarships to three students in 2003.

2003 Her Scholarship Recipients

Nancy DiGiacinto, University of Wisconsin-Waukesha
Blair O’Brien, Waukesha County Technical College
Brindella Myles, Alverno

How has education made an impact in your life?

“I returned to school as a divorced mother of two small children at the age of 31, and needed to say, school was my sanctuary, for many reasons. I found my voice, confidence and value.”

- Marisa Rivera, Her Scholarship Donor

What is your definition of social change?

“Social change isn’t so simple. It takes a lot of work and a lot of people working together on something that matters. It’s hard to actually change the way things are and some people may not like the change because they aren’t used to it. I think social change is important for groups like PEARLS to be concerned about because regular people might not say anything and just go along with the way things are. If a group takes an opportunity, I think they can solve a problem.”

- Shante, age 15, teen facilitator, PEARLS for Teen Girls
SOCIAL CHANGE AND PHILANTHROPY: NOTHING VENTURED, NOTHING CHANGED

A fundamental change happens within a person when she starts to give in her community. Instead of waiting and hoping for someone else to get involved, she becomes the one who takes responsibility. Women are philanthropists when they contribute to the causes that move their hearts and inspire their minds. That shift inspires others to come forward and to give.

All over the world, women are coming together to give their money to improve social conditions. From Cape Town, South Africa to Kathmandu, Nepal to Waukesha, Wisconsin, women are pooling their energy and their funds to create communities that respond to the needs of women and girls.

Philanthropy is not just for the wealthy. Around the globe, women are earning more than ever before in history, and have the legal rights and cultural freedom to determine where their money is spent. As women see themselves as givers, they take a new perspective on their role in the community. They become the source of funds that make a difference.

In 2003, more than twenty women committed to build $10,000 Named Funds within the Women's Fund. This is done either through their own giving or with a group. One such group is Latinas en Acción, María Rodríguez, Barbara Luckinger, Leonor Rosas, Pat Villareal, Barbara Medina and Elisa Romero. These six friends decided to build on their mutual commitment to helping Latina women by creating a fund that draws attention to the capacity of women to help themselves.

One woman, Janine Arseneau, started the Mitsi Fund in honor of her mother. This fund will grow to $25,000 in future years. Janine is inspired by her family's commitment to generosity and by her own passion to create the kind of community where every woman has the safety, access and support she needs to grow to fulfill her full potential.

The Dineen family, with initial gifts from Margaret and Mort Kern and Tim and Jean Dineen started the Aileen Dineen Conway Fund. This fund will grow to $30,000 through contributions by the children, grandchildren, nieces and nephews of Aileen Conway Dineen who died in 1966. This fund is a living memorial to a woman who gave herself entirely to loving her family of nine children and many others. Her life inspires her children and descendants to this day. This fund is their way of giving the women and girls of the greater Milwaukee community a permanent gift in her honor.

The ripple effect of personal philanthropy is felt in individual lives, in communities and over time. Ordinary people make extraordinary gifts to one another and their community. These gifts, when added together, create a wave that changes the world.

WHAT IS YOUR VISION FOR WOMEN?

"That our community will become a place which understands that the well-being of the community is tied to the well-being of girls and women; a place in which small interactions and large-scale policies will be considered in relation to those beliefs."

- Janine Arseneau, Women's Fund Donor

SUPPORT THE WOMEN'S FUND, SUPPORT CHANGE

Become part of The Power of 1,000 Women Campaign to build the endowment and double the impact of the Women's Fund. To donate online, visit www.womensfund.com/GetInvolved/WaysToGive.asp.

You can join the campaign by:

- Leaving a legacy by including the Women's Fund in your will.
- Designating the Women's Fund as the beneficiary of part or all of your estate, life insurance policy or retirement plan.
- Creating a Donor Designated Fund. Donors whose cumulative gifts total $100,000 or more may direct the dollars available for grantmaking to a specific Women's Fund grantee.
- Becoming a Named Fund Donor ($10,000 gifts or higher). Named Fund Donors have a fund within the endowment permanently named for them and receive annual statements on market growth and grantmaking disbursements.
- Building-A-Fund by yourself or with family and friends with a pledge to give $10,000 over up to 10 years. Previous endowment gifts and new gifts made in your honor count toward your goal.
- Sharing your philanthropic values by establishing a Little Women's/Little Men's Fund in honor of a child.
- Renewing or starting a new multi-year pledge which can be paid in monthly, quarterly or annual installments over up to 10 years.
- Making a cash contribution of any size.
- Giving a gift of appreciated securities.
- Making a gift in honor or memory of someone special.
- Sponsoring an event.
- Inviting your friends to a house party to learn more about the Women's Fund.

Gifts to the Women's Fund can be directed to three areas:

- The Women's Fund endowment, a permanent resource for women and girls in our community that supports Women's Fund grantmaking every year.
- The Her Scholarship Fund, a portion of the Women's Fund endowment dedicated to providing advanced degree scholarships for low-income women age 35 and over.
- Gift To Grants, a program that allows donors to apply contributions directly to the current year's grantmaking pool.

For more information, contact the Women's Fund at 414/290-7350, womensfund@greatermkefdn.org or visit www.womensfund.com.

What is your vision for women?

"My vision for women is that no woman's or girl's potential is lost to lack of resources, opportunities or awareness."

- Cathy Jakicic, Women's Fund Board Member
2003 FINANCIAL PICTURE

MARKET VALUE OF WOMEN’S FUND ENDOWMENT 1999-2003

$2,800,000

$2,600,000

$2,400,000

$2,200,000

$2,000,000

1999 2000 2001 2002 2003

$2,300,000

Gifts to the Women’s Fund 1999-2003

$2,500,000

$2,700,000

$2,900,000

Special thanks to the Brico Fund for their 2003 Challenge Grant of $50,000, which matched donor gifts to the endowed with an equal gift to G.B. Grants.

2003 DONORS

$100,000+

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TRIBUTES
Gifts in Memoriam - We are honored to be the recipient of special gifts in memory of the following individuals during the past year.
Erna S. Baehmann
Elizabeth Boynton
Mrs. Elizabeth Brown
Katherine Dean
Margaret E. Waterman
Robin Wooden-Wearing
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Mr. and Mrs. Roger E. Walsh
Mr. and Mrs. James F. Walsworth

Gifts In Honor - We are proud to be the recipient of special gifts in honor of the following individuals during the past year.
Mrs. Robert Apple
Mildred Bensun
Bette Boccumini
Anne Dickson
Alleen Conway Dineen

2003 WOMEN’S FUND DONORS
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