We’re Changing the Future
We believe...

After 25 years of being part of Milwaukee’s community, we can say with certainty that there are things in which we believe:

• We believe women who come together are capable of creating deep and long-lasting change.

• We believe women can channel their philanthropic power to create a world that is just and fair for women and girls.

• We believe in the global women’s funding movement which recognizes universally that investments in women and girls can accelerate positive change in communities around the world.

• We believe in social change — getting to the root cause of social issues — as the best path to a more just world for women and girls.

• We believe that when you invest in a woman, you also invest in her family, and ultimately, her community.

And we believe that together we will change the future.
In the early ‘80s a global movement began to emerge. Born out of the increasing economic strength of women and paired with growing awareness of gender inequality, this movement called on women to use their growing philanthropic power to directly address the issues that affect them. By investing in one another, we could change the future — not only for women, but for all.

And so it was that in 1986 the Women’s Fund of Greater Milwaukee opened its doors, becoming an integral part of the Women’s Funding Network.

“The idea that women could use their own philanthropic strength to affect change was powerful,” said Judy Murphy, a founding mother of the Women’s Fund. “Seeing the issues of inequality for women and girls in our own community, we knew that we needed to be part of that movement, and bring its powerful message to Milwaukee.”

A Brief History of the Women’s Fund

- **1986**: Women’s Fund is launched with “One Woman/One Thousand” Campaign
- **1987**: First grants made
- **1988**: Joined the Women’s Funding Network
- **1989**: First annual meeting
- **1990**: First corporate campaign
- **1991**: First strategic planning
- **1992**: First legacy gift is received
- **1993**: Staff position becomes full time
- **1994**: First Women & Public Policy Luncheon
Now, 25 years later, the Women’s Fund bears the title of oldest and largest public foundation in the state of Wisconsin dedicated to programs that support women and girls. We’ve made great strides in Milwaukee through our support of women-led initiatives, and our grants have increased more than 30-fold in our 25 years of operation.

And yet in many ways our work has just begun.

Injustices still exist: Women still make less money on average than men. Women are disproportionately impacted by violence. Women still don’t have the support they need to raise their children in safe and healthy homes. Women still don’t hold an equitable amount of leadership roles — from the private to the public sector. Which means our voices, concerns and interests are still underrepresented in the top levels of business and government.

But as we have done for the past quarter-century, we will continue to support the work being done in our community to create a world that is just and fair for women and girls. Because we know what you know: when you invest in a woman, you also invest in her family, and ultimately, her community.
What Do We Mean When We Say ‘Social Change?’

- 2004: Invested assets reach $3,000,000
- 2005: The Lesbian Fund is established
- 2006: Latinas en Acción fund is established. First year operating as an independent foundation
- 2007: Reproductive Justice project is started
- 2008: Strategic Plan for 2009–2013 is completed
- 2009: Viv Ncaus: A Hmong Women’s Giving Circle is launched
- 2010: YWCA’s Racial Justice Award is received
- 2011: 25th Anniversary campaign is launched
Changing the Future vs. Changing the Present

We know the work of social service organizations in our community is critical to meeting the immediate needs of women and girls. But we also know that for long-lasting change, we must alter the environments in which we live. That’s why we focus our efforts on working toward social change — getting to the root cause of social issues — as the best path to a more just world for women and girls. We think of our work as changing the future.

To that end, we invest in women-led initiatives and solutions through two primary channels:

• Our Grantmaking Programs, which provide the financial backing for social change initiatives, and

• Our Capacity Building Programs, which provide leadership and training for those working toward social change.

We believe that by focusing our efforts in four main areas — Economic Justice, Social Justice, Leadership Development, and Education — we can have the greatest impact on lasting change.

And if we’re successful, the future will look something like this:

• women will earn a dollar for every dollar earned by a man;

• women and their children will live in healthy and prosperous communities;

• women will be fairly represented in the top rungs of leadership in both the public and private sectors; and

• women will have equal opportunities and access to high-quality education at all levels.

Social change through women and girls. That’s our mission.

“We shouldn’t have to rescue women or teach them how to cope. We should create a world where women thrive.”

Elaine Maly, Executive Director
Three of six Viv Ncaus co-founders, pictured from left to right: Tammie Xiong, Pa Vang, and Nor Yang.
In December of 2010, we welcomed Viv Ncaus: A Hmong Women’s Giving Circle, as the newest member of our philanthropy family. The first Hmong women’s giving circle in Wisconsin, Viv Ncaus’ vision is to build a culture where Hmong women and girls have the right to equality, safety, opportunity, and self-determination.

Though groups of Hmong women have worked on their own for decades to end violence against women and to assist new refugees in settling into their new lives, they recognized that more could be accomplished by working together with the Women’s Fund.

“We’re excited about Viv Ncaus because we share a goal of engaging women in philanthropy for changes they want to see in the world,” said Elaine Maly, Executive Director. “We believe that women don’t have to be the object of charity, they can drive change by investing in their communities.”

With a first-year goal of raising $10,000, the founders of Viv Ncaus believe the fund will quickly demonstrate that Hmong women can support their own innovative community-based efforts and organizations run by and for Hmong women and girls.

According to co-founder Nor Yang, the words viv ncaus imply “sisters” in Hmong. The founders added this to the name of their fund to symbolize it is “a sisterhood funded by sisters.”

We couldn’t have said it better.

“We hope people will look at this as something positive in the midst of many of the tragedies Hmong women and children still too often face.”

Nor Yang, co-founder
Jayme Montgomery Baker and her son, Bobby.
The infant mortality rates among African Americans in Milwaukee are startling. In fact, Milwaukee’s rate of black infant mortality has risen higher than the rate in 56 other countries, including Jamaica, Ukraine, Costa Rica, Ecuador and Malaysia.

Infant mortality is a global indicator of any community’s well being. It’s not just about women or infants, it’s a sign of how well we are all doing. At the intersection of racial justice and gender oppression, the disparity in birth outcomes clearly represents a reproductive justice issue.

We are part of a new coalition— the Milwaukee Lifecourse Initiative for Healthy Families (LIHF) — that will be working together to decrease the disparities in birth outcomes. The goals of the coalition are to:

• improve health care for African American women,
• address social and economic inequities, and
• strengthen African American families and communities.

According to Elaine Maly, our Executive Director, “Infant mortality is impacted by poverty, but educated middle and upper income African American women are experiencing poor birth outcomes, too. This is far more than an access to health care issue.” The more equity women — all women — experience, the more prosperous the community.

Bottom line: women are a good investment.
Our Grantmaking Programs
Providing the financial support for social change.

Social Change Grantmaking
Emphasizing leadership and economic and social justice, this program provides critical financial support to organizations working to create social change through women and girls.

Cultures of Giving Funds
The African American Women's Fund Project is dedicated to funding programs that support the health, well-being, and advancement of African American women and girls.

Viv Ncaus: A Hmong Women's Giving Circle
This sisterhood of women raises funds to build a culture where Hmong women and girls have the right to equality, safety, opportunity and self-determination.

Latinas en Acción seeks to provide a legacy of leadership, excellence, respect, health and education for Latinas in greater Milwaukee.

The Lesbian Fund supports initiatives that increase the visibility of lesbians as community leaders, advocate for lesbian concerns, and benefit lesbians in all stages of their lives.

Reproductive Justice Project
The Reproductive Justice Project, inspired by a matching grant opportunity from the Groundswell Fund at the Tides Foundation, supports women of color led strategies that address the right to have and parent children, access to quality reproductive health care and information, and the ability to live and work in an environment that is safe and healthy.

Her Scholarship
For low-income women over 35 who are returning to school, the Her Scholarship was created by donors who believe that education is critical to economic independence and financial security for women and their families.

Girls Leading Change
This latest addition to the Women's Fund, Girls Leading Change is a program to engage teen girls in philanthropy in partnership with Lead2Change, a resource for youth-led community service projects.
Our Capacity Building Programs

Leadership and training for those working toward social change.

**Infant Mortality Project**
The Planning Council for Health and Human Services, Inc. and the Women’s Fund of Greater Milwaukee are facilitating an action planning process for the Milwaukee Lifecourse Initiative for Healthy Families (LIHF) project coalition. The group, including more than 60 local organizations, has received funding by The Oversight and Advisory Committee of the UW School of Medicine and Public Health. The goals of the planning process are to: improve health care, strengthen African American families, address inequities, and develop a collaborative that will continue to focus on the issue beyond the planning process.

**The White House Project**
We are a coordinating partner in Wisconsin for The White House Project, a national nonpartisan program that inspires and engages women in political leadership. Over the last four years, 300 women have attended White House Project programs in Milwaukee. Two-thirds of participants are women of color and over half are under the age of 35.

**Social Change Exchange**
A forum for our grant partners and donors to come together to discuss social change issues impacting women in our community. In 2010, two well-attended forums were held — one on the impact of the census, and another to address Milwaukee’s black infant mortality crisis.

**The Women of Color Fundraising Network**
This peer support group for women of color working as fundraisers provides a safe space to discuss how race and class issues impede their success. Members share support and contacts while discussing issues relating to the local fundraising environment.

**Raising Resources**
A one-day fundraising training program designed specifically for women to develop knowledge, capacity, and confidence for raising the resources needed to support the programs, projects and organizations we care about most.
2010 Grant Partners

9to5
$10,000 | SOCIAL CHANGE PROGRAM
Unrestricted Support Supports low-wage working women advocating for economic justice.

Afro World Enterprises Ltd.
$2,000 | AFRICAN AMERICAN WOMEN’S FUND PROJECT
Black Women: Standing in the Gap Project Identifies key issues facing Milwaukee’s African American women and girls regarding their health, well-being, safety and security.

The Cathedral Center
$2,000 | AFRICAN AMERICAN WOMEN’S FUND PROJECT
Women’s Independence Program (WIP) Helps women in crisis move from shelter to independent housing faster through financial assistance.

Cardinal Stritch University
$1,000 | AFRICAN AMERICAN WOMEN’S FUND PROJECT
African American Leadership Program Provides program scholarships for African American women.

CORE/El Centro
$20,000 | REPRODUCTIVE JUSTICE PROJECT
Proyecto Salud Engages women as community health leaders to increase access to culturally competent reproductive health care to low income Latinas.

Diverse & Resilient
$20,000 | REPRODUCTIVE JUSTICE PROJECT
Reproductive Justice Initiative Increases engagement and leadership of lesbian and bisexual women to address reproductive justice, health care, and oppression issues.  
$10,000 | SOCIAL CHANGE PROGRAM
$1,000 | LESBIAN FUND
Lesbian Health Leadership Initiative Builds a broad network of lesbians and bisexual women; creates leadership opportunities, and moves social networks toward community action in support of lesbian issues.

Girl Scouts of Wisconsin Southeast
$1,000 | MARTIN GRANDDAUGHTER FUND
Expressions of MEdia Program Builds on the leadership journey series, “It’s Your Story—Tell It!”, a program that uses storytelling as a way for girls to better understand themselves and their potential.

Grand Avenue Club
$5,000 | SOCIAL CHANGE PROGRAM
Hearing Our Own Voices: Women’s Advocacy Project Creates resilient networks of women with mental health challenges, identifies and supports emerging leaders who are committed to influencing public policy.

Growing Power
$1,000 | MARTIN GRANDDAUGHTER FUND
Unrestricted Support This gift was inspired by the grasses for livestock farm.

Her Scholarship Program
$1,000 | 2010 LYNDE UIHEIN PHILANTHROPY AWARD
Directed by honoree Pat Wilmeth
2010 Her Scholarships Supports college scholarships for women over 35 in financial need.

Hmong American Women’s Association
$10,000 | SOCIAL CHANGE PROGRAM
My Confidante Builds trusting relationships among women and the capacity to organize around domestic violence and other issues.  
$20,000 | REPRODUCTIVE JUSTICE PROJECT
Anti-violence Program Changes cultural norms in the community by working with Hmong men and Hmong media to address root causes of violence against women and children.

Images of Us (IOU) Sports
$1,000 | AFRICAN AMERICAN WOMEN’S FUND PROJECT
STEM (Science, Technology, Engineering, Math) Camp Program for middle and high school girls that combines hands-on science education and physical fitness activities to keep both mind and body engaged.

Meta House
$10,000 | SOCIAL CHANGE PROGRAM
Women’s Advocacy Project Through community education, reduces the stigma associated with women who abuse drugs and helps change the social policy that values people differently based on gender.

Neu-Life Community Resource Center
$10,000 | SOCIAL CHANGE PROGRAM
$1,000 | MARTIN GRANDDAUGHTER FUND
Neu-Life Achiever Program Supports girls organizing for community improvements in a co-ed youth development program in the Lindsay Heights neighborhood.
Northcott Neighborhood House
$2,000 | AFRICAN AMERICAN WOMEN’S FUND PROJECT
“Women to Women Talking Health” Multi-Media Installation
An inter-generational, multi-media conversation among African American neighborhood women regarding healthy lifestyles.

PEARLS for Teen Girls
$2,000 | AFRICAN AMERICAN WOMEN’S FUND PROJECT
Goal Setting Program
Teaches girls that they have the power and the right to name and achieve their goals.

Reproductive Justice Collective
Fiscal Sponsor: SisterSong
$55,000 | REPRODUCTIVE JUSTICE PROJECT
$10,000 | SOCIAL CHANGE PROGRAM
$1,000 | LESBIAN FUND
Unrestricted Support
Increases engagement and leadership among women of color to transform systems and policies in ways that remove intersecting barriers to good health outcomes.

Sojourner Family Peace Center
$1,000 | LESBIAN FUND
Intimate Partner Violence Prevention Program
Reviews data and community feedback to better serve lesbian women experiencing violent relationships.

Urban Underground
$2,000 | AFRICAN AMERICAN WOMEN’S FUND PROJECT
Sister to Sister Program
Creates a safe environment for African American teenage girls who have experienced physical abuse, sexual abuse, and self-mutilation to build positive self-images and support one another.

Voces de la Frontera
$10,000 | SOCIAL CHANGE PROGRAM
Unrestricted Support
Supports organizers and programs that create progress toward the passage of humane immigration reform, providing a path to legalization, and maintaining family unity.

Walnut Way Conservation Corp.
$2,000 | AFRICAN AMERICAN WOMEN’S FUND PROJECT
Lindsay Heights Food Program
Engages neighborhood women in food programs that create a culture shift toward health and well-being.

The White House Project
$10,000 | SOCIAL CHANGE PROGRAM
$1,000 | 2010 LYDNE UHLEIN PHILANTHROPY AWARD
Directed by honoree Heidi Retzlaff
Wisconsin Vote, Run, Lead
Fosters a truly representative democracy by giving women of all backgrounds the tools needed to take effective political action.

Wisconsin League of Young Voters (Campaign Against Violence)
$10,000 | SOCIAL CHANGE PROGRAM
Unrestricted Support
Empowers young people to participate in the democratic process.

Women of Color Network
Fiscal Sponsor: Sojourner Family Peace Center
$20,000 | REPRODUCTIVE JUSTICE PROJECT
Women of Color Initiative
Utilizes grassroots organizing to build the leadership capacity of women of color to expand Milwaukee’s reproductive justice movement.

Women’s Fund of Greater Milwaukee
$1,000 | AFRICAN AMERICAN WOMEN’S FUND PROJECT
$1,000 | LATINAS EN ACCIÓN
$1,000 | LESBIAN FUND
Reproductive Justice Project
Meets a matching grant from Groundswell’s Catalyst Fund of the Tides Foundation to support Milwaukee’s reproductive justice movement.

2010 Her Scholars
Kari Andrews University of Wisconsin-Milwaukee
Marie Bartolotta Alverno College
Teresa Cameron Alverno College
Shawn Clausing University of Wisconsin-Milwaukee
Julia Doyle Alverno College
Elizabeth Kamara Mount Mary College
Dawn Rexroat University of Wisconsin-Milwaukee
Nancy Robinson University of Wisconsin-Milwaukee
Pamela Stemper Alverno College
Marylee Wolfgram Alverno College
The Women’s Fund is proud to provide audited financial statements for 2010. Our operations generated an increase in net assets of $144,000, which includes investment income of $229,618.

Significant collections have been made on pledges receivable, as many donors have completed multi-year pledge commitments of $10,000. As we move into our 25th year, we encourage all of our donors to consider new multi-year pledges to support the ongoing operations of the Women’s Fund.

Our Board Designated Fund invested at the Greater Milwaukee Foundation has a balance of $2,292,594 reflecting a significant continued recovery from the economic downturn. Total invested assets at the Greater Milwaukee Foundation including donor designated funds and constituent funds like the African American Women’s Fund Project, Latinas en Acción, and The Lesbian Fund total $5,071,674. The gross return on investments was 13.5%.

We take our role as stewards of these resources very seriously and strive to maximize income available for program services.

Renee Messing
CPA, Treasurer

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**Financials**

**Statement of Activities**

<table>
<thead>
<tr>
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<th>2010</th>
<th>2009</th>
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<tbody>
<tr>
<td><strong>Support and Revenue</strong></td>
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<tr>
<td>Contributions</td>
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<td>$ 348,475</td>
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<td>Foundation grants</td>
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<td>156,866</td>
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<td>Special Events</td>
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<td>In-kind contributions</td>
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<td>53,121</td>
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<td>Investment return</td>
<td>229,618</td>
<td>426,196</td>
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<td>Other revenue</td>
<td>22,187</td>
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<td><strong>Total support and revenue</strong></td>
<td>918,006</td>
<td>1,075,252</td>
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<tbody>
<tr>
<td><strong>Expenses</strong></td>
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<tr>
<td>Program services</td>
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<tr>
<td>Grantmaking and scholarship programs</td>
<td>374,493</td>
<td>329,612</td>
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<tr>
<td>Capacity building</td>
<td>153,799</td>
<td>154,420</td>
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<tr>
<td>Supporting activities</td>
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<td>Management and general</td>
<td>79,056</td>
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<td>Fundraising</td>
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<td>169,381</td>
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<td><strong>Total expenses</strong></td>
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<td>724,345</td>
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<tr>
<td><strong>Net Assets Released from Restrictions</strong></td>
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</tr>
<tr>
<td>Restrictions satisfied by payments</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td><strong>Change in net assets</strong></td>
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<tr>
<td>Net assets – beginning of year</td>
<td>2,579,314</td>
<td>2,228,407</td>
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<tr>
<td><strong>Net assets – end of year</strong></td>
<td>2,723,054</td>
<td>$ 2,579,316</td>
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### Statement of Financial Position

#### Assets

<table>
<thead>
<tr>
<th>Description</th>
<th>2010</th>
<th>2009</th>
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<tbody>
<tr>
<td><strong>Current Assets</strong></td>
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<tr>
<td>Cash</td>
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<td>$229,710</td>
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<td>Accounts receivable</td>
<td>6,610</td>
<td>3,131</td>
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<td>Promises to give</td>
<td>20,211</td>
<td>55,672</td>
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<td>Prepaid expenses</td>
<td>19,240</td>
<td>19,065</td>
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<td><strong>Total current assets</strong></td>
<td>402,156</td>
<td>307,578</td>
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<td><strong>Equipment and Leasehold Improvements</strong></td>
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<tr>
<td>Furniture and equipment</td>
<td>10,234</td>
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<tr>
<td>Software</td>
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<td>28,035</td>
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<tr>
<td>Hardware</td>
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<td>14,661</td>
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<td>Leasehold improvements</td>
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<td>4,200</td>
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<td>Website</td>
<td>25,810</td>
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<tr>
<td>Equipment and leasehold improvements</td>
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<td>Less accumulated depreciation</td>
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<td>51,008</td>
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<tr>
<td><strong>Equipment and leasehold improvements</strong></td>
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<td>39,120</td>
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<td><strong>Other Assets</strong></td>
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<td>Promises to give — long-term</td>
<td>25,937</td>
<td>36,190</td>
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<tr>
<td>Beneficial interest in assets</td>
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<tr>
<td>held by Greater Milwaukee Foundation</td>
<td>2,292,594</td>
<td>2,224,062</td>
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<tr>
<td><strong>Total assets</strong></td>
<td>$2,751,663</td>
<td>$2,606,950</td>
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#### Liabilities and Net Assets

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<th>Description</th>
<th>2010</th>
<th>2009</th>
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<tr>
<td><strong>Current Liabilities</strong></td>
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<tr>
<td>Accounts payable</td>
<td>11,481</td>
<td>$8,096</td>
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<td>Funds held for others</td>
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<td>Accrued payroll</td>
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<td><strong>Total liabilities</strong></td>
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<td>27,636</td>
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#### Net Assets

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<tr>
<th>Description</th>
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<tr>
<td><strong>Unrestricted</strong></td>
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<tr>
<td>Undesignated</td>
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<td>116,101</td>
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<td>Board designated</td>
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<td><strong>Total unrestricted net assets</strong></td>
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<td>2,340,163</td>
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<td>Temporarily restricted</td>
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<td><strong>Total net assets</strong></td>
<td>2,723,054</td>
<td>2,579,314</td>
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**Total liabilities and net assets**              | $2,751,663| $2,606,950|

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“We are grateful for the loyal support that has allowed us to maintain our grant-making programs at a consistent level over the last three years.”

*Renee Messing, Treasurer*
The Women Behind the Women’s Fund

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Anne Tidmore
CHAIR
Eloiza Altoro-Acevedo
VICE CHAIR
Renee Messing
TREASURER
Sandy Cunningham
OFFICER AT LARGE
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Eva Chess
Trish Hansen
Sue Hickey
Juli Kaufmann
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Missy Webster Levit
Martha Love
Kim Metcalf-Kupres
Nancy Peterson
Robin Reese
Jennifer Schilling
Michelle Sieg
La Toya Sykes
Beth Weckmueller

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Linda Graves, CO-CHAIR
Danae Davis
Deryl Davis Fulmer
Cecelia Gore
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June Perry
Joan Prince
Thelma Sias

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Missy Webster Levit
Margie Paur
Gwen Plunkett
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Pat Wilmeth

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Renee Messing
Carol Robinson
Marlyn Spear
Patti Van Kampen
Megan Zhou

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Ava Hernandez, CO-CHAIR
Carrie Koss Vallejo
Tonya Mantilla
Maria Rodriguez
Nicole Thomas
Patricia Villarreal

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Velvet Moore, CO-CHAIR
Tanya Atkinson
Dalila Cardona
Cynthia Jasper
Kathy Prodoehl
Lesley Salas

Marketing Committee
Michelle Sieg, CHAIR
Nora Lahl
Nancy Quinn
Linsey Sieger

Social Change Grants Advisory Committee
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Nicole Thomas, Philanthropist

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