Women’s Fund of Greater Milwaukee

2013 Annual Report

3 Keys to Social Change...

ECONOMIC EMPOWERMENT

EDUCATION

LEADERSHIP
Controversial. When I think about 2013 that word often comes to mind. Many times I just shook my head in disbelief as it seemed like we were being pushed backwards. Opinions expressed that income inequality for women is ok, blaming women and girls when they are victims of sexual and physical assault, educational opportunities denied with threats of physical harm – even death, negative, degrading media images accepted as the norm, and the ability of women to lead in any capacity questioned based on their hair styles, age, physique, temperament. We faced many challenges driven by those who would not see women and girls succeed and, felt completely comfortable expressing those controversial views.

While the challenges faced are daunting, at the Women’s Fund we see hope and more importantly successful efforts overcoming those challenges. Our commitment of working towards eliminating the harm inflicted on women and girls by funding social change initiatives remains strong.

In 2013, our Social Change Grants Advisory Committee along with Viv Ncaus Hmong Giving Circle, Latinas en Accion, Lesbian Fund, African American Women’s Fund Project and the Her Scholarship Committee collectively funded social change efforts focusing on three key areas: economic empowerment, education and leadership. We wanted our funding to make an impact and reflect that women and girls have the right to be in an economically sound position, to pursue their education and be educated about the issues facing them, and definitely be the social change leaders in the community.

To deepen the impact of our funding, we encouraged and supported collaborations among our funded organizations thus broadening our reach across the community and maximizing every dollar raised to promote women led social change initiatives.

We could not have accomplished all we do without the financial support necessary to create and sustain social change. If you are a donor, thank you for your investment in us. If not, we invite you to join us in our quest to empower all women and girls.

Let’s keep the vision and passion for social change going.

Margaret Henningsen
Executive Director
In 2013, the Women’s Fund began working on a revised plan for grant making that was driven by an action-oriented research project conducted in 2012. That research project was a first ever comprehensive five-year evaluation. Based on our internal self-assessment of what we wanted to learn about our impact, the evaluation had three objectives:

1) to document the social change framework guiding the Women’s Fund internal processes and general grantmaking activities,
2) to retrospectively document and assess grantee outcomes as a result of our funding, and
3) to obtain stakeholder perceptions of our impact as well as suggestions for moving forward.

The evaluation was largely retrospective, using grant partner proposals and reports from the past five years in addition to staff meeting notes, board meeting minutes and other written products. Data from two surveys was used to corroborate or supplement existing data. The research project consisted of several approaches rooted in feminist evaluation that provided the basis for redirecting our grantmaking process.

The evaluation research further supported our belief that our flagship program, Social Change Grantmaking should reduce the number of categories funded and focus on the three broad areas of economic empowerment, education and leadership to get at the root cause of social issues and improve conditions for women and girls.

As we move towards more solution oriented grantmaking, we are confident that our community will continue to experience social change for women and girls.

Women's Fund definition of Social Change: Creates conditions leading to economic empowerment and social justice for women and girls through shifts in culture, attitudes and behaviors.
2013 Grantmaking

It is our belief that real, long-lasting change cannot happen until there is greater focus on altering the environment in which we live. Our efforts are designed to remove barriers and systems that perpetuate inequality and oppression. We fund organizations that:

- Focus on the root causes of **social, economic and environmental injustices**, and
- Include the people who are impacted by those injustices as decision-makers.

Grant & Scholarship Programs

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

**African American Women’s Fund Project**
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.

**Her Scholarship**
For women over the age of 35 who are returning to college, the Her Scholarship was created by donors who believe that education is critical to economic independence and financial security for women and their families.

1993-2013 Funding by Source

$2,615,923 in grants & scholarships

156 Organizations
378 Grants
80 Scholarships
2013 Grant Partners & Her Scholars

Her Scholarship

10 scholarships • $30,000.00
Angela Carrington • Colleen Prividera • Crystal Sciarini • Helena Dulaney • Katherine Nelson • Kimberly Mathias • Lucrecia Jones • Margaret Roeber • Patricia Porter • Shelly Perkins

Grant Partners

9to5 National Association of Working Women Milwaukee • $10,000.00 • Social Change Grant Program
Unrestricted support to strengthen the ability of low-income women to advocate for economic justice issues including access to better paying jobs, family-flexible benefits, and equity in the stimulus movement.

African American Children’s Theater • $2,000.00 • African American Women’s Fund Project
“Emulating Powerful African American Women” - a summer program for teen girls.

The Alliance School • $3,000.00 • Lesbian Fund
Support the position of Nurse Practitioner to support lesbian health needs at the school.

Benedict Center • $10,000.00 • Social Change Grant Program
The Sisters’ Diversion Project to change policies that will decriminalize prostitution and promote public health approaches that will more humanely and effectively assist women in the journey to exiting prostitution.

Cardinal Stritch University Leadership Center • $2,000.00 • African American Women’s Fund Project
African American Leadership Program

Diverse and Resilient, Inc. • $ 3,000.00 • Lesbian Fund
Grow Great Women LBQ Leadership program.

Dominican Center for Women, Inc. • $10,000.00 • Social Change Grant Program
Community Organizer Project: support funding for the community organizer who will create a sustained pattern of visible social change action.

Eau Claire Area Hmong Mutual Assistance Association, Inc. • $ 2,000.00 • Viv Neaus: A Hmong Women’s Giving Circle
Viv Neaus Sewing Circle: Journey through Threading allows Hmong women (including elders) to showcase and teach younger generation Hmong women, the skill of Hmong sewing.

Fair Wisconsin Education Fund • $1,000.00 • Lesbian Fund
2nd Annual Fair Wisconsin Leadership Conference: Funding will help to increase at the conference by at least 50%.

Freedom, Inc • $2,000.00 • Viv Neaus: A Hmong Women’s Giving Circle
Nkauj Hmoob a South East Asian girls/teens organizing program building strong female leaders that can create social change at home and in the community.

Grace Point Church • $2,000.00 • Viv Neaus: A Hmong Women’s Giving Circle
Ua Neej Dawb Huv: A Purity Program working on social change issues related to the way Hmong women are educated about sex leading to less stigma, health issues and unwanted pregnancies.

Healing Center at Aurora Sinai Medical Center • $ 10,000 • Social Change Grant Program
A community-based advocacy response effort to improve access to 24 hour day/7 days week services for underserved victims of sexual assault and to increase access to culturally competent advocacy and services.

La Causa, Inc. • $ 2,000.00 • African American Women’s Fund Project
Crisis Nursery & Respite Center

LaCross Area Hmong Mutual Assistance Association • $2,000.00 • Viv Neaus: A Hmong Women’s Giving Circle
A safe and confidential space to support Hmong women of all ages, connecting them culturally, socially, emotionally, and politically while at the same time preserving the traditional paj ntaub needlework.

Meta House • $ 10,000.00 • Social Change Grant Program
Celebrating Families to support the implementation of an evidenced based curriculum.

Milwaukee Muslim Women’s Coalition • $ 10,000.00 • Social Change Grant Program
General support to empower Muslim women by providing them with the skills and training necessary for social change through self-advocacy, leadership and economic security.

My Home, Your Home Inc. • $ 2,000.00 • African American Women’s Fund Project
Lissy’s Place Transitional Housing Program for Young Women Ages 17 1/2 - 29.

Pearls for Teen Girls • $10,000.00 • Social Change Grant Program • $2,000.00 • African American Women’s Fund Project
General support to implement Phase Two of the 10,000 Girls Initiative with particular emphasis on expanding our community partners and the numbers of sites where we hold our groups.

Planned Parenthood of Wisconsin • $ 10,000.00 • Social Change Grant Program
Health Center Advocacy Project that will educate and empower women who have been the most affected by restrictions to family planning and health services. Project will work towards social change around the public discourse about a woman’s rights.

Public Allies Milwaukee • $ 3,000.00 • Lesbian Fund
EXPAND: Public Allies Heterosexism/Homophobia Training

TRUE Skool, Inc • $10,000.00 • Social Change Grant Program
Urban Arts/Be Girl Project that will focus on social change leadership among girls and women related to their roles in the arts and entertainment industry.

Voces de la Frontera • $ 10,000 • Social Change Grant Program
Mujeres Lideres(Women Leaders): A social change program that will develop leaders who have been affected by deportation and will work to change the laws.
## 2013 Financial Information

### Statement of Activity

<table>
<thead>
<tr>
<th></th>
<th>2013</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>SUPPORT AND REVENUE</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Contributions</td>
<td>$215,362</td>
<td>$312,776</td>
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<tr>
<td>Special Events</td>
<td>92,102</td>
<td>113,176</td>
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<tr>
<td>In-kind Contributions</td>
<td>5,000</td>
<td>16,900</td>
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<tr>
<td>Investment Return</td>
<td>372,289</td>
<td>256,909</td>
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<tr>
<td><strong>Total support and revenue</strong></td>
<td><strong>684,753</strong></td>
<td><strong>699,761</strong></td>
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<table>
<thead>
<tr>
<th><strong>EXPENSES AND LOSSES</strong></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Program Services</strong></td>
<td></td>
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</tr>
<tr>
<td>Grantmaking and scholarship programs</td>
<td>136,575</td>
<td>177,351</td>
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<tr>
<td>Capacity Building</td>
<td>31,929</td>
<td>41,286</td>
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<tr>
<td><strong>Support Activities</strong></td>
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<tr>
<td>Management and General</td>
<td>174,936</td>
<td>102,448</td>
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<tr>
<td>Fundraising</td>
<td>121,308</td>
<td>143,697</td>
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<td><strong>Total expenses</strong></td>
<td>464,748</td>
<td>464,782</td>
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<tr>
<td>Loss on disposal of equipment</td>
<td>592</td>
<td>-</td>
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<tr>
<td>Loss on uncollectible promises to give</td>
<td>530</td>
<td>10,356</td>
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<tr>
<td><strong>Total expenses and losses</strong></td>
<td><strong>465,870</strong></td>
<td><strong>475,138</strong></td>
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</tbody>
</table>

| **Change in net assets** |          |          |
|                         | 218,883  | 224,623  |
| Net assets - beginning of year | 2,825,141 | 2,600,518 |
| Net assets - end of year  | $3,044,024 | $2,825,141 |

### Expenses

- **Grantmaking & Scholarship Programs**, 29%
- **Management & Community Engagement**, 38%
- **Fundraising**, 26%
- **Capacity Building**, 7%

### Revenue

- **Contributions**, 68%
- **Special Events**, 30%
- **In-kind Contribution**, 2%
<table>
<thead>
<tr>
<th>ASSETS</th>
<th>2013</th>
<th>2012</th>
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<tbody>
<tr>
<td>CURRENT ASSETS</td>
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<tr>
<td>Cash</td>
<td>$442,410</td>
<td>$545,056</td>
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<tr>
<td>Accounts receivable</td>
<td>1,500</td>
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<td>Promises to give</td>
<td>8,449</td>
<td>14,075</td>
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<td>Prepaid expenses</td>
<td>23,385</td>
<td>23,072</td>
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<td>Total current assets</td>
<td>475,744</td>
<td>582,203</td>
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<tr>
<td>EQUIPMENT AND LEASEHOLD IMPROVEMENTS</td>
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<tr>
<td>Furniture and equipment</td>
<td>10,234</td>
<td>10,234</td>
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<tr>
<td>Software</td>
<td>28,035</td>
<td>28,035</td>
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<tr>
<td>Hardware</td>
<td>10,435</td>
<td>10,161</td>
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<td>Leasehold improvements</td>
<td>4,200</td>
<td>4,200</td>
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<td>Website</td>
<td>13,000</td>
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<tr>
<td>Equipment and leasehold improvements</td>
<td>65,904</td>
<td>65,630</td>
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<tr>
<td>Less accumulated depreciation</td>
<td>54,180</td>
<td>54,110</td>
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<tr>
<td>Equipment and leasehold improvements - net</td>
<td>11,724</td>
<td>11,520</td>
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<tr>
<td>OTHER ASSETS</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>2,713,037</td>
<td>2,386,216</td>
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<tr>
<td>Long-term promises to give</td>
<td>196</td>
<td>1,671</td>
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<td>Investments</td>
<td>5,102</td>
<td>842</td>
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<tr>
<td>Total assets</td>
<td>$3,205,803</td>
<td>$2,982,452</td>
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<tr>
<td>LIABILITIES AND NET ASSETS</td>
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</tr>
<tr>
<td>CURRENT LIABILITIES</td>
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</tr>
<tr>
<td>Accounts payable</td>
<td>$3,261</td>
<td>$3,621</td>
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<tr>
<td>Funds held for others</td>
<td>49,273</td>
<td>24,432</td>
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<tr>
<td>Accrued payroll</td>
<td>4,245</td>
<td>2,258</td>
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<td>Grants payable</td>
<td>105,000</td>
<td>127,000</td>
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<tr>
<td>Total liabilities</td>
<td>161,779</td>
<td>157,311</td>
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<tr>
<td>NET ASSETS</td>
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<tr>
<td>Unrestricted</td>
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<tr>
<td>Undesignated</td>
<td>269,784</td>
<td>383,761</td>
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<tr>
<td>Board designated fund</td>
<td>2,713,037</td>
<td>2,386,216</td>
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<td>Total unrestricted net assets</td>
<td>2,982,821</td>
<td>2,769,977</td>
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<tr>
<td>Temporarily restricted</td>
<td>61,203</td>
<td>55,164</td>
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<tr>
<td>Total net assets</td>
<td>3,044,024</td>
<td>2,825,141</td>
</tr>
<tr>
<td>Total liabilities and net assets</td>
<td>$3,205,803</td>
<td>$2,982,452</td>
</tr>
</tbody>
</table>
Thank you to those who supported us in 2013!
A special thanks to our 2013 Women & Public Policy Luncheon Sponsors.
Our accomplishments would not be possible without your generosity.

Alberta M. Gloria *
Alicia Callaghan
Alverno College Research Center for Women & Girls *
Amalia F. Schoone
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Ann Ellminhoe *
Ann Saqtr
Anne O. Tidmore
Annette Stoddard-Freeman *
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April Calvert & Catherine Seasholes ** **
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Brewers Community Foundation, Inc. **
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Cheng Xainou Vang State Farm Insurance *
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Chloe O’Gara
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Christina Vang *
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Erika Sander ** *
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Gwen Jackson *
Hanadi Bu Ali
Hannah Rosenthal
Heidi B. Retzlaff
Herbert H. Kohl *
Herbert H. Kohl Charities *
Highlander Home Health Care, LLC *
Hinrichs Foundation, Inc. *
Hmong American Women's Association, Inc. *
Hmong Wisconsin Chamber of Commerce, Inc.
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Jackie E. Boynton *
Jackie Herd-Barber *
Jackie Mortensen
Jacqueline Schram
Janan M. Najeeb
Jane Bowers
Janet B. Goldman *
Janet D. Martin
Janet K. Boles
Janet L. White *
Janine Smith
Janis L. Shogren *
JayKay Foundation Fund
Jeanette Mitchell *
Jeanne Geraci
Jeanne Tarvin
Jewish Community Foundation of the Milwaukee Jewish Federation
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Joan F. Kessler
Joan M. Fagan
Johnson Controls *
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Judith B. Holbrook
Julianna Ebert
June A. Perry *
Kabzuag Vaj *
Kathie Kueht
Kathleen F. Asmuth
Kathleen Thiemann
Kathryn Hersor *
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Kathy L. Prodoehl *
Kelly M. Sics
Kim A. Palleon
Koua Thao *
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Kubale Family Foundation
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Long Yang *
Lori Keller
Lucy Wall *
Lynn Maglio *
Lyssa King
Mang Xiong *
Margaret Crowley
Margarete Harvey *
Margery H. Becker
Maria A. Juarbe *
Martha L. Brown *
Martha M. Love *
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Mary A. McKey Estate
Mary Beth Malm
Mary E. Lacy
Mary Ellen Pindyck
Mary Houseman *
Mary Kae Nelson
Mary Lou Zuege
Mary S. Pollock
Mary Terese Duffy *
Maureen McGinnity *
Maureen Shebesta
May Soua Thao *
MayTong Chang *
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MGIC *
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Norma Jean S. Larson
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Pa Y. Vang *
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Phyllis King
Planned Parenthood of Wisconsin, Inc.
Plunkett Family Foundation *
Polly Daeger
Potawatomi Bingo & Casino *
Professional Connections - Accounting and Finance *
Quarles & Brady LLP *
Rebekah Allison Hammerlund
Rev. Elizabeth B. Stafford
Rhonda M. Ware *
Robert W. Baird & Co., Inc. *
Robin N. Reese
Rose E. Spang *
Rose Marie Baron *
Ruth J. Irvinng *
Ruth Russell *
Sally C. Merrill *
Sally J. Lewis
Sandra Cunningham *
In 2013 we lost three very special women – Mary Catherine Abrams McKey, Martine Meyer and Patricia Wilmeth. They lived life to the fullest never waver ing from the fight for justice for women and girls. They served as excellent role models sharing their time, talents, and treasure for many causes. The Women’s Fund benefited greatly as the result of their involvement. They gave generously advancing the cause of social change for women and girls. Their legacies will live on through the hundreds of women and girls who are successful because of them.

~Thank you Mary, Martine and Pat!

Gifts Made In Honor Of
Sandy Duffy
Bernice Henderson
Margaret Henningsen
Michelle Keith
Lori Keller
Nancy Kendall
Joan Peterson
Carol Robinson
Julia Taylor
Mary Lou Zuege

Gifts Made In Memory Of
Mary T. Kubale
Vivian M. Raasch
Shirley Schroeder
Garvin Smith
Barbara M. Strause
Patricia “Pat” Wilmeth
Arlene M. Mueller
Mary Foster
Shirley Popovich

Thank you to all of our donors who gave these special gifts!

In addition to our donors and sponsors, we receive grants from the Greater Milwaukee Foundation through funds that are designated to the Women’s Fund social change grants program and for sustaining support:

Greater Milwaukee Foundation:
Ann and Richard Teerlink Fund
African American Women’s Fund Project
C, A, & C Sheehan Little Women’s Fund
Kenza Meyer Little Women’s Fund
Martin Granddaughter Fund
Mary-Lucile Leach Smith Little Women’s Fund
Polly H. Van Dyke Fund
Quarles & Brady Women in Leadership Fund
Women’s Fund Anne G. Johnson Fund
Women’s Fund Endowment Fund
Women’s Fund Esther Leah Ritz Fund
Women’s Fund Her Scholarship Designated Fund
Women’s Fund Joan J. Hardy Fund
Women’s Fund Latinas en Acción Designated Fund
Women’s Fund Lesbian Designated Fund
Women’s Fund Louise Neitge Mather Scholarship Fund
Women’s Fund Mary Weber Behrendt Fund
Women’s Fund Natalie Soref Fund
Women’s Fund Pat Wilmeth Her Scholarship Fund
Women’s Fund Professional Dimensions Fund
Women’s Fund Sylvia and Gilbert Goldman Memorial Fund
Women’s Fund Young Philanthropists Fund
For twenty-four years, we have been raising awareness around public policy issues that affect women and girls. We have accomplished this through our annual Women and Public Policy program. We use the program as a platform to highlight the status of women and girls and build support for the inclusion of women’s voices in public policy. It’s an important part of our overall social change strategy ensuring that women are engaged in the positive resolution of public policy issues. It is imperative that we continue to shed light on inequities affecting our quality of life. We hope you agree with us and that you will continue to support the Women and Public Policy program.

SAVE THE DATE

2014 WOMEN AND PUBLIC POLICY EVENT

Wednesday, October 22\textsuperscript{nd} at 5:30pm

Featuring

Jean Chatzky

Award winning personal finance journalist, best-selling author and financial editor for NBC’S TODAY show.

Mark your calendar now and watch for your invite!
2013 Leadership

Board of Directors
Eloiza Altoro - Chair
Sue Hickey - Vice Chair
Kelly Sics - Treasurer
Jackie Boynton
Eva Chess
Kareeda Chones Aguam
Bridget Coffey
Sandra Cunningham
Amy Heppe
Sangita Kasturi
Lori Keller
Mary Jo Layden
Missy Levit
Nancy Peterson
Robin Reese
La Toya Sykes
Rhonda Ware

Committees
African American Women’s Fund Project
Danae Davis
Deryl Davis Fulmer
Cecelia Gore
Linda Graves
Eve Hall
Michelle Hinton
Martha Love
Jeanette Mitchell
June Perry
Joan Prince
Thelma Sias

Board Development Committee
Mary Jo Layden
Maria Rodriguez
Marsha Sehler
La Toya Sykes
Anne Tidmore
Beth Weckmueller

Executive Committee
Eloiza Altoro
Sandra Cunningham
Sue Hickey
Nancy Peterson
Kelly Sics

Finance Committee
Bridget Coffey
Sandra Cunningham
Lori Keller
Kristie Mineard
Kelly Sics

Fundraising & Marketing Committee
Eva Chess
Sue Hickey
Mary Jo Layden
Missy Levit
Robin Reese
Christine Wilczynski-Vogel

Her Scholarship Committee
Sandra Cunningham
Gretchen Fairweather
Jane Hojan-Clark
Gwen Jackson
Missy Levit
Margie Plunkett
Carol Robinson
Rose Spang
Annette Stoddard-Freeman
Deborah E. Washington

Latinas En Acción Fund
Marcela Garcia
Claudia Guzman
Ava Hernandez
Tonya Mantilla
Maria Rodriguez
Nicole Thomas
Carrie Koss Vallejo
Paticia Villarreal

Lesbian Fund Steering Committee
Tanya Atkinson
Dalila Cardona
Chris Doerfler
Ann Ellingboe
Velvet Moore
Kathy Prodoehl
Lesley Salas
Eren Turk

Social Change Grants Advisory Committee
Jackie Boynton
Ava Hernandez
Michelle Hinton
Sangita Kasturi
Tanya Mantilla
Nancy Peterson
Margaret Rozga
Ruth Russell
Donna Skenadore

Viv Ncaus: A Hmong Women’s Giving Circle
MayTong Chang
Chai Moua
Kabzuag Vaj
Pa Y. Yang
Mang Xiong
Tammie Xiong
Nor Yang

Women & Public Policy Committee
Nicole Albano
Kareeda Chones Aguam
Amy Heppe
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About Us
We are the Women’s Fund of Greater Milwaukee, a community foundation that raises funds to support strategic social change initiatives for women and girls. We are the only foundation in the greater Milwaukee area that does this.

Mission
The Women’s Fund of Greater Milwaukee stands for social change through women and girls.

Vision
A world that is just and fair for all women and girls.

To learn more about our good works and how you can become a part of THE CHANGE visit our website at www.womensfundmke.org