



WOMEN'S
FOUNDATION
— of —
BOSTON

ANNUAL REPORT
2022

EMPOWERING
WOMEN & GIRLS

OUR MISSION

The Women's Foundation of Boston economically empowers Greater Boston women and girls through the creation and funding of high impact leadership and economic programs in partnership with women's and girls' nonprofits.



DEAR FRIENDS,

2022 was a year of milestones and meaning.

Thanks to our incredible donors, volunteers, leaders and supporters, last year was full of tremendous growth, community engagement and investing in our future.

Our commitment to empowering Greater Boston women and girls, and the nonprofit grantee partners we work with, has defined our growth and success as an organization and will determine our work in the years to come. Once again, I am so proud of our collective accomplishments and am excited to share a few highlights from our impactful work in the pages ahead.

In the past five years of grantmaking, we have empowered:

- > 13,000 women and girls from underserved communities via \$4.4 million in grants
- > 30 grantee partners, via 72 grants, to creatively tackle obstacles faced by women and girls
- > Hundreds of volunteers to pursue meaning while generously donating over 25,000 hours of professional skills and talents
- > Nearly 1,000 donors to emphasize a new kind of philanthropy that prioritizes women and girls in our community

As we passed the milestone of five years of grantmaking in 2022, there is no doubt that, together, we have made our mark on Greater Boston and have changed the landscape for women and girls through our funding of the dedicated nonprofits that support them. Research shows that investing in women and girls is transformative for all of society, one that makes a positive impact today and for future generations.

We also know there is still critical work to be done. Our grants have made a huge difference in the lives of the women and girls we've reached, and yet we have only begun to move the needle in philanthropic giving dedicated to women and girls in the region. As we expand our footprint across Greater Boston and into Massachusetts Gateway Cities such as Barnstable, Brockton, Lawrence, Lowell, Lynn, New Bedford and Worcester, we've found that some of the programs we fund are the only out-of-school activity available for girls in these cities.

With your continued partnership and commitment to our mission, we will be able to make a transformative difference in their lives and in their communities. Thank you for joining us in this life-changing work!

With gratitude,

Christina Gordon



Christina Gordon,
Co-Founder and CEO

Measuring the Philanthropic Gap

In 2022, the Women’s Foundation of Boston released the first-ever *Greater Boston Women and Girls Philanthropy Index*. Based on the national model from the Women’s Philanthropy Institute, WFBoston’s proprietary index measures philanthropic giving to Boston-area nonprofits.

The index showed that local giving to nonprofits serving solely women and girls was only 2.16% of all philanthropic giving in Greater Boston in 2021, which is aligned with national statistics. Of the nearly 8,800 nonprofits in Greater Boston, only 4% solely serve women and girls.

The Greater Boston index will serve as an ongoing benchmark and will help shape our organization’s future.



Dress for Success Boston: Selecting an outfit from the Dress for Success boutique during a *Confidence Days* workshop



Big Sister Boston: Participants enjoying a *Stitch House Big for a Day* event

Investing in Women Has a Multiplier Effect

Research shows that when philanthropic support for women and girls increases, it leads to economic growth for whole communities.

According to the Bill & Melinda Gates Foundation, there is evidence of strong positive links between women’s economic empowerment and foundational health outcomes for women and their families, including beneficial effects on nutrition and mortality rates.

We’re Moving the Needle

Giving to Greater Boston nonprofits that serve women and girls increased in 2021 after 3 years of decline.

Since the Women’s Foundation of Boston’s inception in 2017, we have impacted over 13,000 women and girls and have committed \$4,347,696 in grants.

Challenges for Women in Massachusetts

Women in Massachusetts may find it particularly difficult to feel economically stable and reach financial independence.

- > MA housing cost-of-living is the 2nd highest in the country
- > 42% of all families with related children under 18 in Boston are headed by a single female
- > The poverty rate for families with children headed by single mothers is 38%

“The national Women & Girls Index from the Women’s Philanthropy Institute inspired us to launch WFBoston five years ago,” said Christina Gordon, WFBoston Co-Founder and CEO. “As a data-driven grantmaking organization, we knew we needed to look at real data to understand the status of philanthropic giving in Greater Boston, which is why we created the new index.”

Sources:

GOBankingRates, 2023 (utilizing the 2021 Consumer Expenditure Survey, which is the most recent data from the Bureau of Labor Statistics).

Boston Planning & Development Agency, 2020.

MIT, S&P Global, Deloitte

Women make up only 28% of the STEM workforce, 5% of CEOs in the S&P, and only 20% of leadership in finance.



Invest In Girls: *Exploring Finance* program students “trying on” the career of a Portfolio Manager by presenting theories and evidence of outcomes to professional investment managers in Boston

In the 2022 Grant Cycle, the Women’s Foundation of Boston awarded 10 new grants

The Women’s Foundation of Boston’s robust grantmaking process focuses on programs determined to offer the greatest economic impact over a multi-year basis. Grantees are selected based on criteria including impact potential, financial strength, innovation and leadership vision.

BIGSISTERBOSTON

Big Sister Association of Greater Boston
Three-year \$120,000 grant to support *Big for A Day*, a program engaging girls waiting for a permanent Big Sister match with enrichment activities in the areas of health & fitness, STEM, civic engagement, career & education and the arts, hosted by local organizations. This program serves to bring in new volunteers, spark corporate interest and increase the number of girls served by the organization.



Economic Mobility Pathways (EMPath)
Three-year \$150,000 grant to fund the organization’s *AMP Up Boston* program. *AMP Up Boston* is an extension of EMPath’s partnership with the Boston Housing Authority (BHA) focused on economic mobility mentoring, especially for single mothers. The grant will fund coaching for 266 residents from BHA housing and Section 8. The program will track income gains, rent payments, savings, debts and educational attainment of participants compared to a control group and results will be part of a randomized control study in conjunction with MIT and Harvard about the efficacy of economic mobility mentoring.



of Greater Lowell
Girls Inc. of Greater Lowell
Three-year \$150,000 grant to fund *Thinking SMART*, a year-round STEM curriculum for 120 middle school girls. This is the only STEM-related program in the Greater Lowell area. The curriculum will serve as a runway for offering the successful national Girls Inc. *Eureka!* program in the future.



Girls on the Run Greater Boston
Three-year \$135,000 grant to fund growth outside of Boston, with a focus on Massachusetts Gateway Cities such as Lawrence, Lowell, Brockton, Everett, Lynn and Chelsea. These new programs will serve 360 girls and will be the only after-school program offered in some areas. This physical activity-based youth development program is designed to enhance girls’ social, emotional and physical skills.



Girls on the Run Worcester County
One-year \$80,433 grant to fund the entire cost of the program for 240 girls in grades 3-8 in the Worcester Public Schools district. The program uses a fun, evidence- based curriculum that creatively integrates running to inspire girls to be joyful, healthy and confident.



Girlstart
Three-year \$80,000 grant to expand Girlstart’s capacity and impact in Greater Boston and Massachusetts Gateway Cities. Girlstart offers girls in grades 4-8 meaningful exposure to STEM through after-school programs and summer camps, and hosts STEM-related activities at local Boston community events.



Girls With Impact
Three-year \$120,000 grant to expand GWI’s reach into Greater Boston with its 10-week *Business and Leadership Academy* program, serving 100 young women annually. This program gives young women the knowledge, skills and confidence to present a business plan, develop leadership skills and be better prepared for college.



Mother Caroline Academy
One-year \$75,000 grant to fund a professional consultant to develop a marketing and admissions strategy to best execute MCA’s new expansion plan to serve girls in grades K-3. MCA is the only tuition-free independent school for girls in grades 4-8 in the City of Boston that serves traditionally under-resourced neighborhoods.



Strong Women, Strong Girls: Dancing at the *Jump Into Spring* event



Strong Women, Strong Girls
Three-year \$225,000 grant to fund the launch of the curriculum in Gateway Cities north of Boston where there is a crucial need. This multi-generational mentorship program will enhance skills related to positive youth development, leading to more positive social, emotional and academic outcomes.



Women’s Money Matters
Three-year \$127,220 grant will support the creation and rollout of a series of in-depth financial workshops for women and girls over the age of 14 living on low incomes. Topics range from buying a home and retirement planning, to résumé building and the job application process. Funding will also be used to develop and launch a community-building platform and app.

2022 GRANTEE SPOTLIGHT

Girl Scouts of Central and Western MA, an affiliate of the national Girl Scouts organization, builds courage, confidence and character in the girls they serve.

In 2022, Girl Scouts of Central and Western MA (GSCWM) was awarded a \$25,000 Catalyst Grant from WFBoston to fund new technology software to improve fundraising efficiency, donor engagement and volunteer awareness.

Cumulatively, the Women's Foundation of Boston has provided \$115,000 in funding to GSCWM. In 2020, we awarded a three-year \$90,000 grant for *It's A Girl's World*, a staff-led after-school program in Worcester. The program offers free STEM projects, financial literacy training and healthy living classes to girls from low-income communities without access to traditional Girl Scout troop activities.

With help from WFBoston, GSCWM has been able to serve over 5,500 girls and 455 troops in Gateway City communities that lack sufficient investment and have few outside school-time enrichment offerings for girls.

Above left: Trying new things, like taking her shot on target at the archery range and experiencing the outdoors, is an important component of *It's a Girl's World* and the Girl Scout experience.

Left: Using only the materials provided, this Girl Scout was charged with creating a musical instrument. Her final creation was a double-sided drum that, when rolled, would also shake beads in the middle.

Investing in the Girl Scouts of Central and Western MA yields results

INCREASED INTEREST IN STEM

- **20%** increase in girls who strongly agreed they would like to have a job that involves STEM
- At the end of the program, **100%** of girls believed women could be as good as men at STEM careers

NEW FINANCIAL LITERACY AND BUSINESS SKILLS

- **91%** of participants showed an age-appropriate understanding of money management
- Girls reported a confidence boost in their skills, knowledge and mindset

GROWING CONFIDENCE AND RESILIENCE

- Participants in the *It's A Girl's World* program reported increased abilities to make informed, healthy decisions
- The percentage of girls who agreed with the statement, "I like to try new things, even if it is hard at first" increased from **66%** to **94%**
- **86%** of participants demonstrated an increase in confidence in themselves and their abilities

GIRL SCOUT ALUMS THRIVE

A long-term study from the Girl Scouts Research Institute found:

- **84%** of alums hold leadership roles as adults
- Alums attain higher levels of education than other women
- Alums are more satisfied with their careers than other women
- Alums are more likely than other women to volunteer and contribute financially to causes they care about

"WFBoston's support for Girl Scouts of Central and Western Massachusetts has been tremendous. Their funding has given girls opportunities to explore STEM, financial literacy and other important life skills that will make them stronger females today and in the future. The belief the WFBoston has in our organization to help guide girls to be leaders is vital, and we cannot do this work without it."

—Pattie Hallberg, Chief Executive Officer

In 2022, 15 grants were in the second or third year of multi-year funding

The Women's Foundation of Boston's grantmaking process focuses on multi-year awards, giving nonprofits that serve women and girls the ability to build momentum and increase the impact of their programming over time.

Science Club for Girls

Three-year \$300,000 grant funding the expansion of dual mode programming (in-person and virtual formats) to reduce barriers to access and increase enrollment (2021)

Project Hope Boston

Three-year \$150,000 grant funding a new full-time technology specialist instructor to deliver a range of computer and technology training (2021)

Our Sisters' School

Three-year \$175,000 grant to fund a new science teacher to increase science instruction and connect STEAM activities to school curriculum (2021)

Strong Women, Strong Girls

Three-year \$150,000 grant to fund a new program engagement coordinator to increase the number of mentoring sites, participants and colleges providing mentors (2021)

Girls Inc. Worcester

Five-year \$250,000 grant to expand the success of the *Eureka!* and *Eureka! JV* program into Framingham, serving 150 girls by 2025 (2021)

Girls on the Run Greater Boston

Three-year \$120,000 grant to fund fees, coaching stipends and overhead for *Girls on the Run In the City*, bringing the program to underserved communities such as Dorchester, Roxbury and Mattapan (2020)

Invest in Girls

Three-year \$75,000 grant to jumpstart the Boston *Exploring Finance* pilot for high school girls who have shown interest in finance and to hold summer camps to encourage girls to consider pursuing finance careers (2020)

Big Sister Association of Greater Boston

- > Three-year \$150,000 grant to fund *Our Big Futures* program providing college and career decision support for teen mentees who have aged out of the Big Sister program
- > Five-year \$50,000 grant to fund annual event for *New Girls Network*, bringing together professional women (mentors) with young women (mentees) for yearlong mentoring relationships (2019)

Women's Money Matters

Three-year \$135,000 grant to support the growth and expansion of the virtual financial empowerment program (2020)

Mother Caroline Academy

Two-year \$120,000 grant to fund new outreach & admissions coordinator to boost enrollment, diversity and outreach into broader community (2020)

Dress for Success Boston

Three-year \$30,000 grant to fund the newly created *Confidence Days* program for young women to learn job interview and work-readiness skills (2020)

Girl Scouts of Central and Western MA

Three-year \$90,000 grant supporting after-school *It's A Girl's World* program, including staff salaries, snacks, supplies and membership fees (2020)

Dream Big!

Three-year \$150,000 grant to establish the *College Showcase & National Championship Scholarship Fund* to enable Boston high school girls to compete at showcases where college recruiting occurs, increasing college scholarships (2020)

Economic Mobility Pathways (EMPath)

Five-year \$150,000 grant to fund the *Career Family Opportunity* program, a 5-year program for women focused on family stability, financial management, employment and overall well-being (2019)

A message from the Board Chair

I am astounded at the impact of this organization on the Greater Boston community these past five years of grantmaking. It is humbling to serve alongside the incredible businesswomen and men who comprise our board as we partner with the high-performing WFBoston team to support so many women- and girls- serving nonprofits in Massachusetts.

WFBoston is empowering. We are empowered by the dozens of leaders on our Board of Directors, Advisory Council, Junior Board and various Committees. We are empowered by a thousand donors dedicated to moving the needle on philanthropic giving to women and girls in our region. We are empowered by our nonprofit grantees engaged in deep partnership with our team and united by our shared commitment to women and girls.

WFBoston is redefining local philanthropy. In 2018, only 1.9% of total charitable giving in Greater Boston went to organizations solely serving women and girls. With \$4.4 million in grants to 30 local nonprofits in just five years, WFBoston has begun to move the philanthropic needle. While giving to women- and girls-serving organizations is still a small percentage of overall giving, the impact of the growth powered by WFBoston is meaningful. We are educating donors about the significant unmet needs of this population and are demonstrating how their gifts can have a multiplier effect across generations and communities. WFBoston has redefined what philanthropic giving to women and girls in our community can look like.

WFBoston will sustain and grow its impact for the next five years and beyond. When I look ahead at what the next five years of grantmaking will look like for WFBoston, I am excited to focus on our organization's sustainability. With the critical goal to profoundly transform our community's support of women- and girls-serving organizations, we know that WFBoston needs to continue to grow and scale its impact. I am excited to embark on an ambitious project to ensure WFBoston's place in the community in perpetuity and I am so excited to bring our leadership and donors with us.



Congratulations to the WFBoston team for its incredible impact. Thank you to every volunteer, leader, donor and sponsor for your support in making this work possible, and my gratitude to our nonprofit partners for creating this better world for women and girls.

Chair, Board of Directors

In 2022, the Women’s Foundation of Boston awarded 11 new Catalyst Grants

WFBoston awarded \$275,000 in a new supplemental Catalyst Grants program to 11 nonprofit organizations that exclusively serve women and girls.

WFBoston’s first Catalyst Grants were outcome-driven, one-year funding opportunities of \$25,000 intended to act as a “catalyst,” impacting an entire nonprofit and propelling it forward in fulfillment of its mission.



Our Sisters' School is a tuition-free nonsectarian middle school for girls from low-income communities in Greater New Bedford. This grant helped fund a remediation specialist to support students experiencing learning gaps in ELA and math as a result of the pandemic.



WE CAN is a Cape Cod based nonprofit focused on supporting and empowering women going through life transitions and challenges. This grant funded an impact and program measurement study to assess WE CAN's programs and better align their offerings with the needs of the community and with their mission.



Esperanza Academy is a tuition-free middle school for girls from low-income communities in Lawrence. This grant will help fund hiring an additional math teacher, which will double the number of math teachers at Esperanza, and is a key component of the overall plan to develop a more robust mathematics and STEM program.



MUA provides Latina and other women English language learners living on low incomes the tools to empower themselves through mentoring, education and job training. This grant funded a pilot program for job training as a Medical Administrative Assistant.



Women's Lunch Place is a day shelter supporting the development of self-sustaining skills for women experiencing hunger, homelessness and poverty. This grant helped to fund the creation of a dedicated, onsite Workforce Development Center.



Girl Scouts of Central and Western MA is part of the national Girl Scouts organization, building courage, confidence and character in the girls they serve. This grant funded new technology software to improve fundraising efficiency, donor engagement and volunteer awareness.



Science Club for Girls provides free STEM after-school programming for K-12 girls from underrepresented communities in the Greater Boston area. This grant funded an in-person intensive *Artificial Intelligence (AI) and Robotics Program Camp* for middle school girls during the April 2023 school vacation week. Curriculum developed will also be available for use in their regular after-school programs and for *SCFG Live!*



SG United Foundation (Strong Girls United) empowers girls and young women to be strong, confident and resilient through sport alongside mental health and wellbeing activities. This grant helped fund the creation of *Next Level FAM*, female athlete mentoring programming for high school girls.



Dress for Success Boston empowers women to achieve economic independence by providing a network of support, professional attire and development tools. This grant funded upgrading technology, including the Wi-Fi, server, laptops and iPads to improve effectiveness and efficiency.



Center for Women and Enterprise helps women business owners and aspiring women entrepreneurs in New England launch and grow their business by providing greater access to resources, tools and support. This grant funded the rollout of a strategic marketing project to expand CWE's reach and impact. This plan will help CWE improve outreach to new audiences who might not use traditional communications avenues.



YWCA Northeastern Massachusetts serves Lawrence, Haverhill, and Lynn, providing resources to over 15,000 women and their families including gender-specific programming for girls. This grant will help fund the hiring of a program director for their Girls Center, which provides programming in STEM and other areas to girls ages 10-14.

2022 IMPACT

Women's Foundation of Boston is Moving the Needle

\$1,537,653 Total Grants Committed in 2022

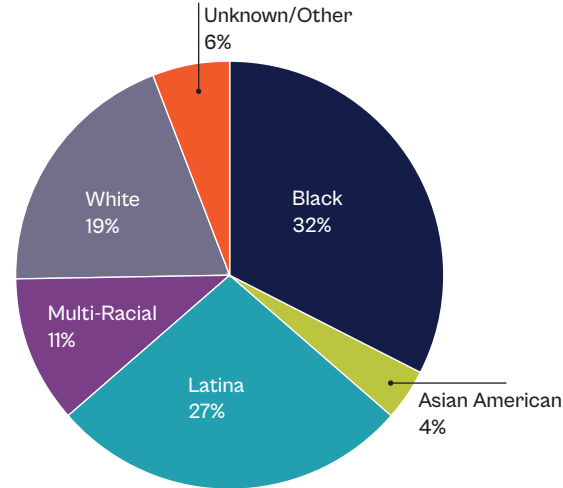
This consists of:
\$1,262,653 committed to 10 nonprofits for an average term of 2.6 years during our annual grant cycle
+
\$275,000 committed to 11 nonprofits via the \$25,000 Catalyst Grant program

1,743 women and girls reached in 2022

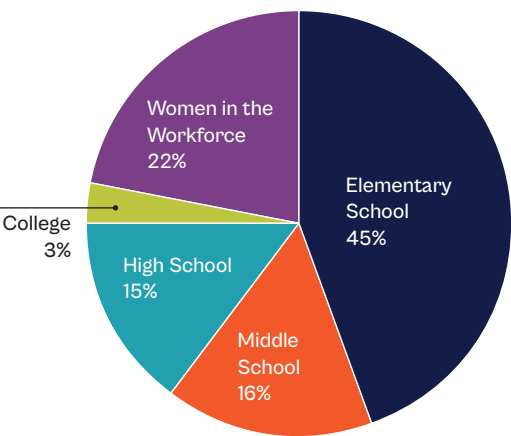
Grants Fund 3 Types of Programs Empowering Women and Girls

Career & Financial Empowerment 14%
Leadership & Mentoring 46%
Education 40%

Grant Racial and Ethnicity Demographics
As reported by grantee organizations



Stage of Life Reach



Grant Impact: # of Women & Girls Impacted by Program Type

Development and Confidence Building 482
General Education 45
STEM Enrichment Education 165
Entrepreneurship, Life Skills & STEAM Education 260
Athletic Scholarships 68
Financial Skills 117
Mentoring 149
Workforce Development 72

Grant Impact: # of Women & Girls Impacted by Program Activity

Athletic Scholarships 68
After-school Coaching Sessions 410
Classroom Instruction 115
Out-of-School Time Enrichment Sessions 261
Financial Workshops & Coaching Sessions 118
Mentoring Sessions 176
Job Readiness Sessions 210

VOLUNTEERS 2022

- Haley Aiken

Carmen Bal

Laurie Bevel

Sophia Bittner

Marty Blue

Nicole Booth

Cherise Bransfield

Bridget Brett

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Louide-Meyard Xavier

Tatiana Yglesias

Mariann Youniss

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Science Club for Girls: Preparing for blast off at SCFG's Summer Rocketry Program

2022 GRANTEE SPOTLIGHT

Women's Money Matters builds the financial wellness, confidence and security of women living on low incomes through a unique program that combines financial health workshops, peer support and one-to-one coaching.

In 2022, WFBoston committed a three-year \$127,220 grant to support the creation and rollout of a series of in-depth workshops, where topics range from buying a home and retirement planning, to résumé building and the job application process. This funding is also being used to develop and launch a community-building platform and app.

Since 2019, WFBoston has cumulatively committed \$317,220 to Women's Money Matters (WMM). Other projects funded by WFBoston include providing program support for WMM's *Life Launch* pilot program, which helps young women establish a strong financial foundation; supporting the creation of *Navigating Financial Uncertainty*, an online platform that includes workshops, mentoring and a hotline for clients; and funding the expansion of WMM's virtual financial empowerment programs for women and teen girls in Boston, allowing greater accessibility to financial workshops and coaching for more women. Funding from WFBoston and others has helped WMM run over 1,700 workshops and reach over 1000 participants.

Above left: WMM program participants and coaches create vision boards as a physical representation of their intentions and goals

Left: WMM graduate and coach celebrate completing the financial wellness program

Women's Money Matters programs help women learn essential life skills

SAVING MONEY

- Graduates increased their savings by **56%** from the start of the program to completion

"I've paid off 2 credit cards and begun putting **5%** of my gross pay into my company's 401(k) with a **4%** employer match."

-Recent graduate

FINANCIAL CONFIDENCE

- **98%** of participants say they feel confident in their ability to manage money

"I appreciate the time and effort my coach put in to help me with my financial journey. I earned so much more confidence in managing my loans and finances thanks to her encouragement and wise advice. It's really awesome to learn about money, which is a very sensitive topic, without feeling judged. I appreciate everyone who made this program happen."

-Recent participant

BUDGETING

- **94%** of graduates say they now spend less to stay within their budget (vs. 57% at start)
- **95%** of graduates say they use a budget to manage their finances (vs. 16% at start)

"Women's Money Matters is incredibly grateful for the ongoing support of the Women's Foundation of Boston. Your multi-year funding has been integral to our organizational growth to impact more Greater Boston women. In 2023, we expect to nearly double the number of programs and women impacted from the first year of this grant (2021). This would not have been possible without your partnership and financial support."

-Danielle Piskadlo, Executive Director



THANK YOU TO OUR DONORS

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Christina and Mike Gordon*
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Margaret Reynolds*
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Biogen*
Marty and Jeff Blue*
Lori Smith Britton and Milton L. Britton, Jr.*
Pamela Scher Callahan*
Ellen Calmas*
Jessie Collins
Agnes Wiggins Connors
Carey Cort
Linda Driscoll
Margarete Dupere*
Marie Epstein*
Tracey Flaherty
Alice Flint*
Jodi Gernon
Judy Gordon*
Matthew Gottesdiener
Rosa Hollowell
Meredith Hanrahan*
Lindsay Hite Photography
Jamie Jaffee and Richard Dana*

Junebug
Ruby Kang*
in memory of Linda Carlisle
Barbara Guidi Kohler
Mandi and David Kunen*
Janet Larson
Hannah Latham
Sarah Lazarus
Lisa Lebovitz*
Nancy Leeser*
Katie Lemaire*
Katharine Leness*
Kate Levesque
Sue Lonoff de Cuevas*
Stacey Lucchino
Jennifer Lum*
Linda MacIntosh*
Carol Martignetti*
Ann McAvinn
Mr. and Mrs. Eric McKenna
Arlene McLaren
in memory of Linda Carlisle
Anne and Colin McNay
Microsoft*
Holly Burnet Mikula
Judy Ludwin Miller and Jim Miller
Marianne Moscicki*
Pam O'Brien
Eleanor Pao
Eleanor Peters and Stephen Chaletzky*
Anandi Pratap and William Ebsworth*
Suzanne Priebsch*
in honor of Jill Roberts
Kathryn Quirk*
Namrita Rai
Deb Re
Lori Redman*
Deborah Roberts*
Royal Bank of Canada*
Sarina Sherwin Consulting*
Anthony Scotto*
Ellen and Steven Segal
in honor of Jill Roberts

Sara Lou Sherman
Julie Starr-Duker*
in memory of Sherman H. Starr
Isabelle Stillger and Scott Chapel*
Annie Tallas
Target Corporation
Matt Verlinden*
Rick Weed
Marie White and William McIntire*

\$500–\$999

Katie Amoro
Monica Angle
Anonymous (1)
Alexis Antonelli
Joan Avallone*
Debby Belt
Amy Bloomstone
Sandra Bornstein
Paul Bouton
Jennifer Bradner
Hillary Burr
Dominic Cammarata
Chandra Clark*
Debbie Cutler-Ortiz
Erin Daly
Paula and Bill Ebben
Mary English
Carol Esposito
Ashton Fagan
Erika Faires and Matt Salzler
Christopher Fay
Jacqueline and Matt Fearer
Brian Golemme
Victoria Gonin
Brenda Haynes
Stephanie Dobson Henderson*
Scott Hestmark
Randi Ingerman*
Amanda Kay
Meredith Laurienzo
Dianne Ledingham
Harmon Lewis

Kimberly Libby*
Ai-Li Lim
Sylvia Mahlebian
The Marcoulier Family*
Nitin Mathur
Douglas McLaughlin
Mary Beth McMahon
Kathleen McQuiggan
Candace Miller
Deborah Miller
Mother Caroline Academy
Mr. and Mrs. Dave Nolan
Emily O'Connor*
Busola Oyediran
Karen Linde Packman and Jeff Packman
Kerry Peroni
Sarah Remes
Katherine Richardson
Tithi Dutta Roy
Salesforce.org*
Jane and Angelo Santinelli Family Fund
Caroline Scherneckner*
Beth Schlager*
Jon Snider
State Street Bank and Trust*
Hilary Steinert
Robin Streit
Deborah Trachtenberg
Laurine Verrilli
Miriam Walsh
Sheila Walsh*
Anne Warren
Jane Wilkinson

<\$499
Christina Ablon
Steve Acchione
Aevitas Wealth Management*
Samir Agarwal
American Tower*
Dennis Anderson
Jay Anderson
Anonymous (7)

Patrick Anquetil
Jessica Apel*
Jennifer Armstrong*
Ana Arvizu
Jasmine Bacchus
Bain Capital Consulting*
Greta Barry
Anuja Batra
Lisa Baute
James Becktell
Geri Belle
in memory of Linda Carlisle
Melissa Bennion
Eesha Bhaskar
Michael Bird
Sophia Bitner
Khaleil Blair
Sherika Blevins
Lauren Bogart
Carmen Boscia
Allison Bourassa
Bright Chirp Consulting*
Caitlin Bristow
Laura Brodigan
Edward Brooks*
Rosemary Brooks
Colleen Brown
Conner Brown
Heidi K. Brown
Melinda Brown
Natalie Brown
Eric Bucci
Victoria Bucci*
Elizabeth Bulkley
Danielle Bynoe
Lauren Cameron
Fran and John Cammarata
Dennis Campbell
Tarikh Campbell
Gladys Araceli Canales
Nicole Caravella
Mary Joyce Carbonara
Mariella Catalano
Charities Aid Foundation / CyberGrants

Cathy Chen	Karen Gemmett	Jessica Mackenzie Immel	Maker's Mark
Michelle Cheng	Jillian Gennaco	Donna Ineson	Kristina Man
George Chin*	Geoengineers Inc*	Olivia Irving	Elizabeth Marotta
Kevin Chisholm	Tracy Germann	Ashita Jagasia	Marathon Group
Ashley Choi	Christie Gietl	Ananya Jain	Lynn Martin
Michael Cipriani	Victoria Gifford	MB Jarosik	Marjorie Martin
Tricia Coleman	Laurie Glimcher and Greg Petsko*	Nicole Johnson	Conor Maselli
Brian Conley	Sandy Goldberg	Paula Johnson	Tom McAvoy
Sarah Connell	Kelsey Golden	Nadine Joseph	Maureen McCaffrey
Dawn Costello	Google*	Austin Kairnes	Cathy McCarthy
Sean Cronin <i>in memory of Linda Carlisle</i>	Charlotte O'Halloran Gorman*	Marina Kalb and David Feinberg*	Sheilah McCauley
Paul Danehy	Jim Gorman	Jim Kaloutas	Dana McCosh
Robert DeFlavio	Alison Graham	Alex Kellet	Rosemary McElroy
Emmy DeMarco	Rich Gravelin	Sharon Garlitz Kelly	Elizabeth McLean
James Demelo*	Kierney Gray	Emilie Kendall*	Eliza McNay
Victoria Devins	Loretta Greco	Ellie Kennedy <i>in memory of Linda Carlisle</i>	Stephanie Meckel
Mark Dindas	Natasha Greene	Coral and Mike Kisseberth*	Heather Meehan
MaryAnn DiPinto	Melissa Greenlee	Hope Krakoff	Lauri Meizler
Sophia Diserio	Christina Gregory*	Pam Kriger* <i>in honor of Christina Gordon</i>	Claire Metrick
Christine Donohue	Claire Griffin	Colleen Kristofor	Janice and Eric Miller <i>in memory of Linda Carlisle</i>
Karen M. Doyle	Margaret Guardiani*	Nancy Kwan	Jessica Minty*
Mary Ann Duchna-Savrin*	Tricia Guchait	Lauren Labrecque-Jessen	Sonya Mirchandani
Tiffany Duffey	Guidehouse*	Anisa Lacey	Liana Monderer
Susan Dunbar	Laura Guido	Maria Lahti	Amanda Moninski
Lorelei Dwyer	Julia Haidar	Ting Lai and Lei Shen	Jennifer Morgan
Noemy Ehrlich	Tulika Hainsworth	Cory Thurston Lallo	May Moy
Hannah Emmert	Amy Hampe	Victoria Lang	Jackie Mula
Anne Etienne	Sarah Hansman	Corinne Larson	Joe Mula
Wayne Everett*	Beth Harris	Kathi Laureano	Joseph Mula
Erin Evke	Nina Haugen	Stephanie Wolk Lawrence	Keely Murphy*
Kayla Fasken	Lucy Henke*	Lori Lennon	Vyshali Murthy
Jeff Fay	Judith N. Herr and Robert J. Samuelson	Judy Levenson and Mark Coven <i>in memory of Linda Carlisle</i>	Yogapriya Murugesan
Kevin Fay	Hertz-Thomas Charitable Fund	Benjamin Li	Museum of Science
Susan Feindt	Annette Herz	Liberty Mutual*	Meg Myers
Lauren Fennelly	Diane Hessian	Ben Lloyd	Leon Narbonne
Janice Fidalgo*	Jennifer Hinckley	Lara Lowman	Nationwide*
Andrea Finard	Adam Hirsch	Elizabeth Lowrey	Network For Good
Rebecca Fitzgerald	Michele Hoben	Holly Ludwig*	Martha Niemiec
Brent Forester	Jennifer Hoffman	Amy Luster	Kate Nimmo
Eric Forman	Robyn B. Holman	Linda Lynch <i>in memory of Linda Carlisle</i>	Patricia Noto
Chrissie Francona	Gisabel Horta	Dhiane Machado	George Noyes
Tracy and Matt Friedman	Jack Huang	Robert Macintosh	Maureen O'Boyle
Lisa Frisbie	Kirsten Hughes	Marsha MacLean	Michelle O'Brien
Lauren Galinsky	Caitlin Hurley		Andrea O'Keeffe
Jenna Gao			Caroline O'Leary
Leah Garber			Stephanie O'Leary

Andrea Ocasio-Álvarez	Steve Sheehan*
Jessica Orton	Lisa Shepard
Miley Osorio	Bronwyn Shields
Mallory Pagano	Deborah Shufrin
Sury Pascual	Cynthia Sibold
PayPal Giving Fund	Cynthia Siedman-Willen
Rachel Peabody	Charles Sikorovsky
Emily Peterson	Amazon Smile
Dennis Pioppi	Adrienne Smith*
Jessica Plumer	Bailey Snyder
Ashli Polanco	Richelle Sopko
Julia Poorvu	Petr Soustal
Hayley Price	Frank Steinfield*
Jennifer Quealy	Kenya Stephenson
Tom Raffoul*	Jessica Stewart
Faith B. Rafkind	Christopher Stimpson
Suvi Raisanen	Lyndsy Stopa
Remya Ramakrishnan	Caitlin Sullivan
Laura Rand	Meagen Sweeney
Amanda Rebori	Adrienne Sweetser
Brendan T. Redmond*	Julia Tarnell
Robin Reed	Jacob Taylor*
Tricia Reeves	Brigid Tobin
Kathleen Reinhardt*	Jessica Traynor*
Kara Reusch	Alexandra Turner and George Stewart
Kathleen Reynolds	Michelle Turnullo
Stephanie Rhee	Susan and James Valentine
Katherine Richardson	Susan and David Veroff* <i>in honor of Jill Roberts</i>
Andrea Richman	Erika Vidal-Faulkenberry
Adriana Rincon	Amy Villa
Shannon Ring	VMWare*
Margot Rohrer	Voya Financial*
Joann Roque	Katherine Wade
Lauren Rottner	Jaime Wallerice
Lauren E. Rubin	Madeline and Asa Welty*
Nasrin Sadeghi	Brenda White
Sheik Sadid Al Hasan*	Jessica White*
Mehrnoosh Sameki	Allison Whittredge
Denise Sarnie	Zoe Williams
Terry Schubach	Wolf & Company, P.C.* <i>in memory of Linda Carlisle</i>
Kira Schwartz	
Samara Schwartz and Johannes Traa	
Praveena Selvaraj	
Krishna Mehta Shah	
Liqun Shao	
Shelly Shaw	

* Denotes multi-year giving
+ Denotes matching gifts



Why I Give: Ami Kuan Danoff, Co-Founder and CFO

Ami Kuan Danoff is a co-founder of the Women's Foundation of Boston and its Chief Financial Officer. A savvy investor and businesswoman, Ami was one of WFBoston's first donors.

Why do you give to the Women's Foundation of Boston?

I believe in the power of women to make change. I believe we can work together to give local women and girls the skills, mentors and education they need to excel. As I consider my legacy as a volunteer, leader and philanthropist, I'm proud to give to an organization doing important work locally and know that I'm living my values at a larger scale than if I went at it alone.

What are you most proud of at WFBoston?

In just five years of grantmaking we've given more funding than many of the other women's foundations around the country. I'm proud of the immense impact we have had due to the generosity of our donors and volunteers.

What makes WFBoston different?

WFBoston knows that multi-year investments make profound change possible and the organization seeks out nonprofit partners doing the most impactful work at the greatest scale. I trust the process at WFBoston and trust that my support is being used strategically for maximum impact.

What are you looking forward to most in this next chapter of WFBoston?

I am excited to connect with more donors so that we can deepen our investment in women and girls. There will always be a need to support women and girls in Massachusetts and I'm grateful to WFBoston for its commitment to philanthropic sustainability.



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INAUGURAL FUNDRAISING EVENT

In November 2022, the Women's Foundation of Boston held our inaugural *Make Her Mark* fundraising event at the Museum of Science.

With over 500 tickets sold and over \$1.1 million raised, WFBoston forged new partnerships, expanded awareness of our mission and successfully raised essential funds to empower more women and girls in underserved Greater Boston communities.



Left: The sell-out crowd enjoyed the Museum of Science while raising funds for STEM programming



Above: Fund-a-need emcee Bekah Salwasser, EVP Social Impact & Executive Director, Red Sox Foundation

Left: Christina Pham from WFBoston grantee Dream Big!, Benisha Marseille from grantee Science Club for Girls, and Linda Henry, CEO, Boston Globe Media

Photos: Hannah Latham



MIT Media Lab Director and former NASA Administrator Dr. Dava Newman with her BioSuit™ spacesuit



Paula Johnson, M.D., M.P.H., President, Wellesley College



Laurie Glimcher, M.D., President & CEO, Dana-Farber Cancer Institute



Attendees bid on exclusive travel packages during the "Trips of A Lifetime" silent auction



Event co-chairs Debbie Cutler-Ortiz and Jill Roberts



Music from the official DJ of the Boston Red Sox and Fenway Park, DJ Kahleil Blair

“Volunteering with WFBoston has been an enriching experience. My Mom (and fellow volunteer) Donna introduced me to the organization and I’ve enjoyed working with this amazing network of people who share a passion for the mission and support each other!”

–Kathryn Quirk

GRANTEE SPOTLIGHT

Mother Caroline Academy and Education Center is a tuition-free independent school for girls in grades 3–8, serving traditionally underresourced Boston neighborhoods.

The school serves students of all faiths, races and cultures and empowers girls to think bigger and bolder through educational excellence, leadership development and community stewardship while in a safe space that fosters social and emotional learning.

WFBoston has cumulatively provided \$210,000 of funding to Mother Caroline Academy (MCA) over four grants. In 2022, WFBoston awarded a \$75,000 grant to fund a professional consultant to develop a marketing and admissions strategy to best execute MCA's new expansion plan to serve girls in grades K-3.

Since 2020, WFBoston has sponsored MCA's main fundraiser and provided COVID Response Fund funding of \$5,000 to help cover pandemic expenses for personal protective equipment, cleaning and additional staff. In 2020, we also awarded MCA a two-year \$120,000 grant for a new outreach and admissions coordinator to boost enrollment, improve diversity and reach the broader community.

MCA class of 2022 graduation celebration. Members of the class of 2022 went on to attend Fontbonne Academy, Milton Academy, Woodward School, Newton Country Day School, and Cathedral High School.



Mother Caroline Academy stands out with a comprehensive approach to learning

INCREASED ADMISSIONS

- **64%** increase in enrollment following the admissions and outreach support received from WFBoston.
- In the history of MCA, this is the most successful admissions process and highest acceptance rate yet.
- Of the eligible candidates that were offered admission, **98%** are accepted.

HOLISTIC SUPPORT

- When asked about what they like most about MCA, many students talk about how an all-girls school removes the distraction and competition from boys. Girls are heard at MCA and receive whatever support they need, whether it is social, emotional or health-related.

A FOCUS ON GRADUATION

- **100%** of Mother Caroline Academy students graduate from high school—a significant increase over Boston Public Schools' high school graduation rate of **75%**
- **96%** of MCA students enroll in college
- **85%** graduate from college in 6 years

“As we continue with our mission of serving underresourced communities, the Women’s Foundation of Boston has provided us with the impetus we need to look to the future of our school and community. They believe in moving underrepresented women forward and trust that an all-girls middle school can propel students forward with a quality education. We are happy to be the recipients of that kind of support. We also benefit from their advice and wealth of information regarding fundraising and board development.”

—Annmarie Quezada, Head of School



An MCA student enjoying the sunshine at recess in the MCA courtyard on Blue Hill Ave

FINANCIAL OVERVIEW

	2022	2021
REVENUES		
Total Contributions	\$3,591,385	\$3,786,758
<i>Make Her Mark Net Income (Note 1)</i>	\$947,902	
Investment Income	\$21,108	\$95,589
Total Revenues	\$3,515,217	\$3,882,347
EXPENSES		
Grants Paid (Note 2)	\$1,266,452	\$677,719
Fundraising Expenses	\$126,115	\$15,050
Other Operating Expenses	\$119,510	\$64,965
Total Grants & Expenses	\$1,512,077	\$757,734
ASSETS		
Current Assets Including Cash and Short-Term Investments (Note 3)	\$5,160,686	\$4,227,452
Noncurrent Assets	\$4,123,502	\$3,484,824
Total Assets	\$9,284,188	\$7,712,276
LIABILITIES & NET ASSETS		
Current and Long Term Liabilities	\$86,193	\$195,206
Net Assets		
Operating	\$3,721,378	\$3,384,566
Board Designated Endowment	\$4,123,502	\$3,484,824
Donor Restricted	\$1,353,115	\$647,680
Total Net Assets	\$9,197,995	\$7,517,070
Total Liabilities and Net Assets	\$9,284,188	\$7,712,276
Nonbinding Conditional Grant Liabilities (Note 4)	\$1,317,948	\$996,017

Note 1: Net income for special event *Make Her Mark* includes expenses

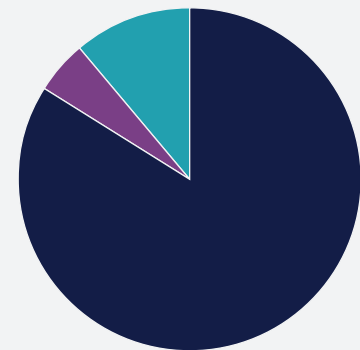
Note 2: Grants Paid do not include committed grants that have not yet been paid. Grants Paid include 2022 committed grant payments of \$682,545 and pre-2022 committed grant payments of \$583,907.

Note 3: Cash balances reflect funds raised to be granted during the following year. On June 1, 2023 WFBoston announced additional multi-year grant commitments of \$1,707,428.

Note 4: Total grant commitments as of December 31, 2022 were \$4,347,696, of which nonbinding conditional grant liabilities were \$1,317,948.

2022 EXPENSES & CONTRIBUTIONS

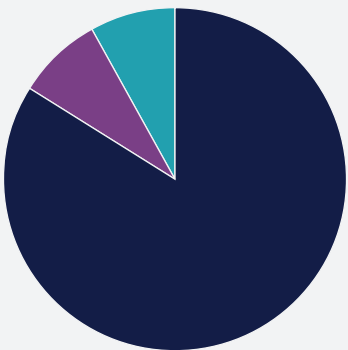
CONTRIBUTIONS BY CATEGORY



- 84% Individuals
- 5% Corporations
- 11% Foundations

Total Contributions: \$3,774,626

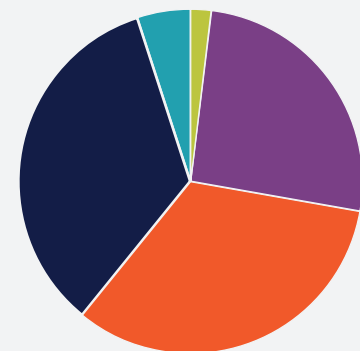
EXPENSES BY CATEGORY



- 84% Grants Paid
- 8% Other Operating Expenses
- 8% Fundraising

Total Grants & Expenses: \$1,512,077

CASH & SHORT TERM INVESTMENT FUTURE COMMITMENTS



- 2% Multi-Year Grant Liabilities
- 26% Nonbinding Multi-Year Grant Commitments
- 33% June 2023 Grant Cycle Awards
- 34% Contributions reserved for Technology and Capacity
- 5% Reserves

Total Cash & Short Term Investments: \$5,160,686

The Women's Foundation of Boston's Proprietary Programs

In addition to funding the high-impact programs of our grantee partners, WFBoston has created two initiatives to promote professional development in the nonprofit sector. In 2022, we reached 385 women with our proprietary activities.

BoardHub

BoardHub strengthens the boards of directors of our grantee partners, helping them determine their optimal board composition and develop strategies for acquiring the board talent that they need.

A stronger board of directors leads to a stronger organization. BoardHub provides free consulting to share best practices and tools to our grantee partners to optimize their efforts and improve various aspects of board effectiveness, including how to:

- > Build strong and diverse talent pipelines
- > Structure committees and meetings
- > Support new board chairs as they transition into their leadership roles

Since BoardHub began in 2020, we have worked with the board of directors of eight of our grantee partners. The chairs of their boards and governance and nominating committees have reported an increased ability to deliver on their missions.



The Women in Nonprofit (WIN) Network

WIN is a joint initiative between the Women's Foundation of Boston and the Red Sox Foundation designed to facilitate best practice sharing among the female executive directors and CEOs of Boston-area nonprofits.

In 2022, WIN hosted three events with 197 total participants.



Nonprofit leaders participate in the WIN Topgolf clinic at Fenway Park, L to R: Marisol Amaya, La Alianza Hispana; Sheila Walsh, WFBoston; Tere Ramos, Partners for Youth with Disabilities; May Vaughn, Sitters for Scholars; Judi Alperin, The Wily Network; Kim Todd, Dress for Success Boston.

“BoardHub helped us think through how to expand and strengthen our board pipeline. They gave us new ideas for outreach, a structure for job descriptions and onboarding tools and resources.”

-Chair, Governance and Nominating Committee

OUR CORPORATE SPONSORS

- | | |
|--------------------------------|--------------------------|
| Ballentine Partners | Maker's Mark |
| Bloomfish Productions | McKinsey & Company, Inc. |
| Boston Common Asset Management | Museum of Science |
| Deloitte | OpenView |
| First Republic Bank | PURE Insurance |
| Foundation Medicine | Red Sox Foundation |
| Issues Management Group | Related Beal |
| kor group | Target Corporation |

ORGANIZATIONAL LEADERSHIP

BOARD OF DIRECTORS

Chair:
Susan Littlefield

Geraldine Acuña-Sunshine
Greg Bialecki
Kimberly Fay Boucher, Co-Founder
Lori Smith Britton
Stephanie Connaughton
Ami Kuan Danoff, Co-Founder
Michelle Dipp
Rosalina Feliciano
Christina Gordon, Co-Founder
Linda Pizzuti Henry
Jennifer Porter
Meg Reynolds
Bekah Salwasser
Patti Satterthwaite
Carmel Shields
Beth Terrana
Sarah Keohane Williamson
Gwill York

ADVISORY COUNCIL

Co-Chairs:
Cherise Bransfield
Katie Lemaire

Elizabeth Bialecki
Marty Blue
Ellen Calmas
Chandra Clark
Yolanda Coentro
Katherine Collins
Margarete Dupere
Rana El Kaliouby
Sakina Evans
Nicole Fitzpatrick
Laurie Glimcher
Victoria Gonin
Loretta Greco
Liz Gross
Diane Hessian
Jamie Jaffee
Josh Kraft
Nancy Leeser
Jennifer Lum
Melissa Luna
Nicole Obi
Donna Quirk
Jane Rhodes
Jill Roberts
Jill Shah
Kimberly Sherman Stamler
Christina Suh, Co-Founder
Goldie Taylor
Dune Thorne
Alexandra Valdez
Matt Verlinden
Maryanne Waldman
Sheila Walsh
Jane Wilkinson
Ross Wilson
Eileen Wynne
Tatiana Yglesias
Marshall York
Nora Yousif

TEAM

Christina Gordon, CEO & Co-Founder
Ami Kuan Danoff, CFO & Co-Founder
Patti Satterthwaite, COO
Bryanne Mahoney Bowen, Director of Development
Annie Tallas, Grant Manager
Anita McKean, Development & Volunteer Manager
Sheila Walsh, Marketing Consultant



Our Sisters' School: Learning about STEM and working in the Bridgewater State University laboratory as part of the *Engineering a Better World* program.

IMPACTING TODAY AND TOMORROW

Our unwavering commitment to invest in women and girls guides our work. In 2023, we will continue our focus on:

- > Empowering more women and girls in Massachusetts Gateway Cities such as Barnstable, Brockton, Lawrence, Lowell, Lynn, Fall River and Worcester by funding some of the most impactful and effective programs in these areas
- > Increasing our fundraising efforts and raising awareness of our mission, impact and the work of our incredible grantee partners
- > Investing in the future sustainability of our organization
- > Moving the needle on philanthropic giving to support women and girls in our community

Together, we're making a difference.
Thank you for your ongoing support.



Members of WFBoston team and Board of Directors, L to R: Annie Tallas, Beth Terrana, Susan Littlefield, Sarah Williamson, Patti Satterthwaite, Ami Kuan Danoff, Sheila Walsh, Christina Gordon

Team Photos by Lindsay Hite Photography



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