



WASHINGTON WOMEN'S FOUNDATION

2021 Annual Report



WA
WOMEN'S
F^{DN}.

IN REVIEW

*Financials, Membership,
Grantmaking, Learning,
& Leadership*

2021: Where We Are Now

REMARKS FROM MARIA KOLBY-WOLFE

2021 was a transition year for the world and for Washington Women's Foundation (WaWF). With an 80% turnover in staff by the end of 2021 and COVID-19 vaccines only just becoming available, most of our staff met their new colleagues and members in person months after seeing them on screen. New staff and ways of working, combined with fresh ideas around our collective grantmaking and operations, culminated in a lot of change for 2021!

At the heart of our current grantmaking philosophy is an emphasis on learning and education. By narrowing our fields of focus every year we not only foster grantmaking that is timelier and more responsive to current issues, but also grounded in learning about the inequities of a specific issue, allowing us to grant from a place of deeper understanding.

This approach is in line with a rising best-practice in giving that we embrace whole-heartedly: Trust-Based Philanthropy. Like our values, the principles of trust-based philanthropy demand we approach philanthropic action as more than just granting dollars. Our philanthropic work must be centered in knowledge, build relationships, share power, advance equity, and counteract systems that uphold historic oppressions.

Because of this ethos and in one of our more dramatic efforts to share power, we eliminated the formal proposal and reporting

systems we had instituted in our grantmaking and replaced them with relationship-building and self-education opportunities. We paid our nonprofit partners for the labor of writing and teaching us about their work, regardless of where they landed in our grant process.

The response to all these changes from our nonprofit partners has been humbling and uplifting.

We have heard that our work to educate ourselves was “A delightful paradigm shift.” Our offers of merit awards throughout the process were deeply appreciated, with one grantee saying “To be compensated for time is refreshing. We feel respected.” Indeed, we were acknowledged as a foundation to be emulated, as a finalist in our grantmaking encouraged us: “Go get other foundations to do it your way!”

I am proud of how we embraced the discomfort of doing things differently. Our members entered this new grant process in the same spirit of learning and exploration that our work was founded upon almost 30 years ago. WaWF dug into hard concepts in grantmaking and emerged as an example to be followed, and I look forward to more model-setting actions from our collective in the future!



With great care,

A handwritten signature in black ink, consisting of a series of loops and a long horizontal stroke extending to the right.

Maria Kolby-Wolfe
President & CEO

2021 FINANCIALS

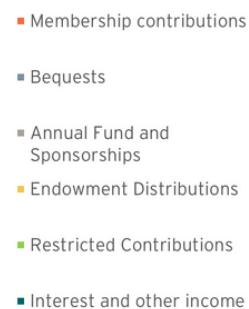
FINANCIAL STRENGTH

Endowment	\$4,233,036.00
Board Discretionary Fund	\$1,390,745.00
Working Capital	\$602,487.00
Total	\$6,226,268.00

REVENUE

Membership Contributions	\$835,384.00
Bequests	\$7,528.00
Annual Fund & Sponsorships	\$269,061.00
Endowment Distributions	\$181,128.00
Restricted Contributions	\$187,167.00
Interest & Other Income	\$8,727.00
Total Revenue	\$1,488,995.00

Revenue

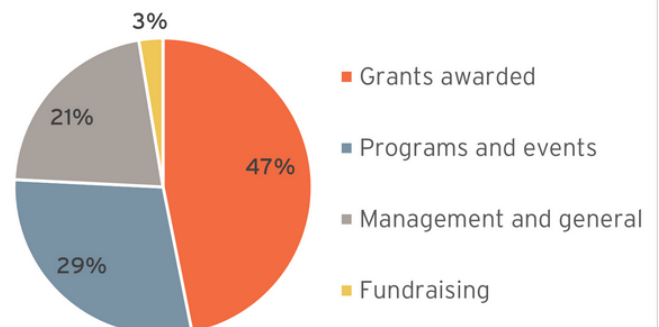


EXPENSES

Grants Awarded	\$582,500.00
Programs & Events	\$359,435.00
Management & General	\$268,405.00
Fundraising	\$32,459.00

Total Expenses **\$1,242,799.00**

Expenses



Net Income Operating Activity	\$246,196.00
Endowment Contributions	\$41,151.00
Invest. Gains (net of expense)	\$317,817.00
Change in Net Assets	\$605,164.00

SPECIAL GRATITUDE TO OUR SPONSORS:

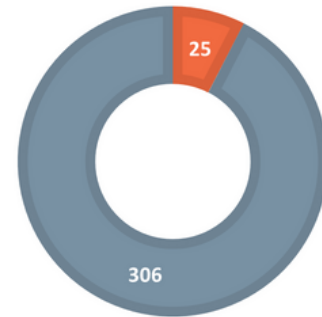
Jacobs Family Fund
in honor of Essie Jacobs



JACOBSON JARVIS
CERTIFIED PUBLIC ACCOUNTANTS & CO PLLC

2021 MEMBERSHIP

In 2021, the WaWF giving collective was made up of 331 women. Together, our membership worked on member committees, participated in collective decision-making, and invested our collective resources in Washington State organizations promoting racial and gender equity in Washington State.



■ New Members ■ Renewed Members

2021 MEMBERSHIP NUMBERS

MEMBER COMMITTEES

- Pooled Fund Grant Committee - 73 Members Served
(now Collective Grants Committee)
- Membership Engagement Committee - 16 Members Served
(now Membership Events Committee)
- Impact Assessment Committee - 35 Members Served
(now Grantee Engagement Team)
- Intersect Committee - 5 Members Served
(now Convening Planning Committee)
- Issue-Based Grants Committee - 9 Members Served
- Cabinet - 15 Members Served

MEMBER BALLOT DECISIONS

- May 2021 Ballot (168 votes)
- 2021 Pooled Fund Grantees & Merit Award Winners (See Page 4)
 - Issue-Based Grant focused on Mental Health
- September 2021 Ballot (159 votes)
 - 2022 Funding & Learning Priorities
 - Law, Justice, & Incarceration: School to Prison Pipeline
 - Housing & Hunger: Mental Health & Housing
 - Arts & Community Culture: Community Cultural Preservation

"I feel like I am
putting my
values into
action." -WaWF
Member



2021 Arts & Culture Work Group
(Pooled Fund Grants Committee)

2021 highlights IN REVIEW

January 14 - We kick off our 26th grant cycle.

February 1 - We welcome Maria Kolby-Wolfe as CEO & President!

March 8 - Isabelle Shively joins as Communications & Programs Associate.

June 16 - We announce our 2021 Pooled Fund Grantees at the Grant Award Celebration!

July 14 - Maria Kolby-Wolfe and the Board hold a townhall to look at Transforming 2020.

September 16 - We launch and announce the Collective Grants!

September 27 - Deborah Houseworth joins our team as CFO!

October 27 - We gather for our Annual Meeting and reveal our 2022 priorities.

December 9 - The Issue-Based Grant Committee announced its grantees!

2021 at WaWF was undoubtedly a year characterized by refreshing, reshifting, and reimagining. It was refreshing to alter our grantmaking framework so that it was embedded in the needs of nonprofits across our state. It was reshifting power so that Washington communities could tell us what they wanted us to fund. It was reimagining what our relationship with grantees could be like. It was a year of change.

Change is not new to WaWF. In 1995, our founders Colleen Willoughby, Rhoda Altom, Suzanne Lile Hunter, Anne V. Farrell, and Faye Sarkowsky had a simple, but groundbreaking bold idea. They knew that the collective impact of women was more powerful than what any one of us could do alone. They refreshed, reshifted, and reimagined what they knew philanthropy to be. They created a new model of women-powered philanthropy rooted in community.

As we carry that model on nearly three decades later, we know change isn't easy. Reimagining philanthropy wasn't easy in 1995 and it's not today. We change because that's who we are as Washington Women's Foundation. It's how we stay true to the vision of our founders and it's what our world demands of us. We change the course of women's philanthropy through the power of collective giving. 2021 reflects emphatically just how we continue to do that.

2021 GRANTMAKING

In 2021, we granted over \$570,000 to nonprofits and fiscally sponsored organizations in Washington State through our [2021 Pooled Fund Grants](#) and [2021 Issue-Based Grants Pilot](#), which focused on mental health for Black communities. An additional \$7,500 in discretionary funding was granted to [API Chaya](#) in response to the rise in hate crimes against Asian American communities and to compensate Pooled Fund Grant applicants.

POOLED FUND GRANTEES

Five \$100,000 to the five Pooled Fund Grant Finalists.

[Look, Listen, and Learn](#)

Look, Listen, & learn inspires and advances learning in young children of color by offering locally produced television shows and other programming anchored in research about what works best to promote school readiness and success.



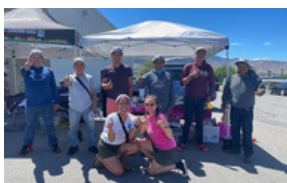
[Palmer Scholars](#)

Palmer Scholars helps underrepresented youth of color achieve their dreams and end generational cycles of poverty by helping them overcome financial, cultural, and social barriers in their pursuit of higher education.



[Nurturing Roots](#)

Nurturing Roots builds community through farming and heals community through relationships on their 1/4-acre urban farm in South Beacon Hill, a richly diverse BIPOC community with limited access to healthy food choices.



[Planned Parenthood of Greater Washington and North Idaho](#)

Planned Parenthood of Greater Washington and North Idaho (PPGWN) provides exceptional reproductive and complementary health care services, honest education, and fearless advocacy through their Migrant Farmworker Health Clinic Initiative

[Community Credit Lab](#)

Community Credit Lab (CCL) gets affordable credit to people who have been discriminated against by the traditional financial system so they can build personal, community, and generational prosperity.



MERIT AWARD GRANTEES

Five \$5,000 grants to the merit award winners of our 2021 Pooled Fund Grants.

- [International Examiner](#)
- [Quinault Indian Nation Education Department](#)
- [ECOSS](#)
- [Ttáwaxt Birth Justice Center](#)
- [Project Feast](#)

ISSUE-BASED GRANTEES

Five \$10,000 grants to five organizations supporting mental health in Black communities.

- [Kingmakers of Seattle](#)
- [Mother Africa](#)
- [Muslimah's Against Abuse Center](#)
- [WA Therapy Fund Foundation](#)
- [You Grow Girl](#)

2021 LEARNING

In 2021, we held over 35 different programs and events for our membership and the wider community. Each event was an opportunity for us to put our values into practice and engage in our mission to influence community transformation through collective and individual discovery. Take a look at some highlights from the year below:

Intersect 2020 Reflection Rooms

Maura Fallon, Chair of the 2020 Intersect Planning Committee, hosts monthly reflection rooms for members to gather, examine privilege, and courageously commit to act in favor of beloved community.

Meet Maria Series

Members and the wider community gather virtually with coffee and tea to meet WaWF's new President & CEO Maria Kolby-Wolfe who joins the foundation after an extensive national search and brings decades of experience leading development, membership, equity initiatives, and communications at PNW nonprofit organizations.

Let's Talk Thursdays: Partners Asia

Our community joins Partners Asia Executive Director Patty Curan, and former WaWF Staff and current member Morgan Dawson for a conversation on Partners Asia's work, the 2021 coup d'état in Myanmar, the importance of relationship building in trust-based philanthropy, and more.

Book Discussion on Caste: The Origins of our Discontents by Isabel Wilkerson

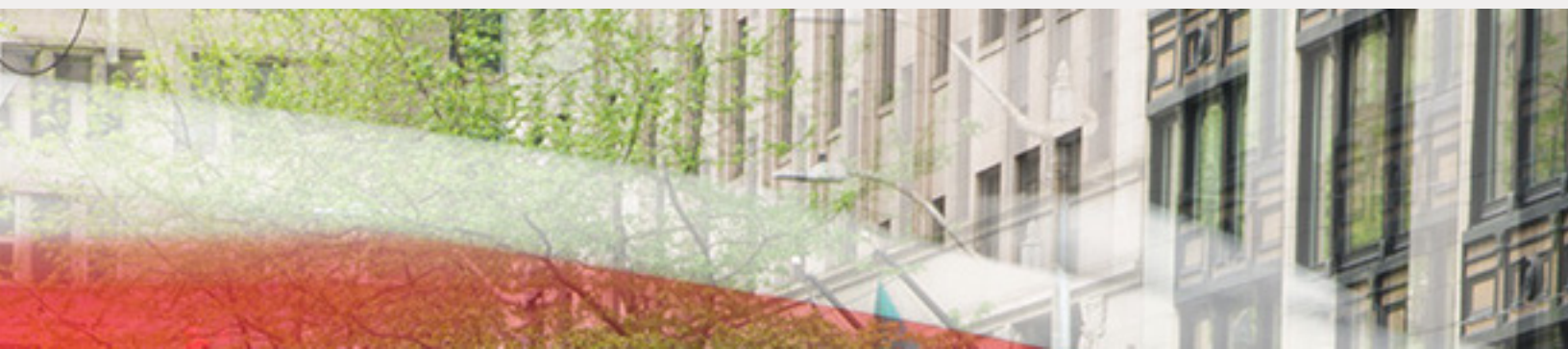
WaWF members and community members discuss Caste by Isabel Wilkerson in a lively conversation moderated by Maria Kolby-Wolfe, President & CEO. Discussion included individual actions we can each take to dismantle the caste system embedded in modern American life.

Podcast Discussion on Nice White Parents

Kam Yee and Jamie Zimmerman join WaWF to facilitate a conversation on the systemic injustice and racial inequities present in the U.S. public education system, looking specifically at the relationship between Seattle redlining and PTA fundraising, and how white fragility and white silence contributes to the perpetuation of racial inequities in Seattle Public Schools

Deep Dive: Grant Criteria in Action

WaWF members learn build shared understanding about our grant criteria, key terms, and learn from each other's experience of applying it in our grants process.



ACKNOWLEDGEMENTS

We're grateful for the commitment and generosity of our staff, members, donors, partners, and community!

BOARD OF DIRECTORS*

Christine Atkins, Ex-Officio

Sue Bennett

Julie Burg

Chris Charbonneau

Cedra DuFlon-Heide

Stephanie Ellis-Smith

Maura Fallon

Barbara Fielden

Jodi Green

Yvonne Hall

Melinda Herrin

Kris Kaminishi

Patricia Kiyono

Ann Kumasaka

Bo Lee

Patti Meyers

Jan Searing

Jennifer Sik

Amy Zimerman

*Directors serving in 2021

COMMITTEE LEADERSHIP

Christine Atkins, Cabinet Chair

Aru Chandorkar, Pooled Fund Grant

Lorraine del Prado, Pooled Fund Grant

Nicole Stellner, Pooled Fund Grant

Betty Drumheller, Member Engagement

Amy Corey, Member Engagement

Ellen Look, Impact Assessment

STAFF TEAM

Katherine Bryant Ingman, Events & Programs Manager

Morgan Dawson, Strategic Partnerships Manager*

Maria Kolby-Wolfe, President & CEO

Deborah Houseworth, CFO

Beth McCaw, President & CEO*

Aki Shibuya, Operations & Technology Manager*

Isabelle Shively, Membership & Communications Manager

Aviva Stampfer, Senior Grants Program Manager

Kathy Wehle, CFO*

*Transitioned off staff in 2021/2022



IN ALL THINGS, WE WILL

Build relationships + Elevate or amplify the power of all who identify as women + Advance equity

Enter partnerships and conversations with a learning mindset + Support and celebrate each other + Counteract the systems built and maintained by systemic oppression

Be bold + Embrace discomfort + Be in community + Share power