2014 Annual Report
Who We Are

Five Forces for Change

The Women’s Foundation of Southern Arizona fosters equity and opportunity for women and girls. The Foundation has five strategic focus areas:

• Research - focusing on women and girls
• Grants - targeting economic self-sufficiency
• Leaders - developing young women
• Donors - providing philanthropic services
• Community - building networks across southern Arizona

WFSA Board
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Laurie Weterschneider

Co-Founders
Melody Robidoux
Harriet Silverman

WFSA Staff
Laura Penny
Executive Director
Georgia Schwartz
Grants & Operations Manager

About Our Volunteers
The team of volunteers who created this report wanted to highlight the personal impact that the Foundation has in the lives of women and girls in Southern Arizona—the lives of donors, volunteers, nonprofit staff, and program participants who need a helping hand.


Photographs (except those on pages 15 and 26) by Jacquelyn Buck Elite, Glamorous, Fabulous & Fun Portrait & Wedding Photography www.jacquelynnbuck.com
We are making a big difference! Thanks to you, our leadership programs, donor-advised funds, grants, and ongoing research and advocacy continue to help women and girls achieve their full potential and pursue their dreams.

We now have a clearer picture of factors that help women become self-sufficient, thanks to your support of our focused 5-year retrospective on the Arizona budget. Beginning this year, we will award our multiyear grants to programs that address one or more of the following barriers to women’s economic self-sufficiency:

• Careers that pay a sustainable wage as defined by the Self-Sufficiency Standard.
• Access to affordable quality childcare for working mothers.
• Receipt of child support payments awarded through the courts.
• Access to family planning services.

We are proud of our reputation for funding programs that work. Our many years of refining our grants process and the accountability we offer continue to serve our donors well. This year, along with our partners, including the Connie Hillman Family Foundation, we granted well over a quarter of a million dollars to effective nonprofit organizations.

We now have three donor-advised funds, totaling $430,000. It is our commitment to women and girls, and the knowledge and experience we bring about issues they face, that our donors appreciate.

Our Unidas philanthropy program for girls is multiplying! It is now a twice-a-year program, allowing many more high school girls to participate. This year, they granted $10,000 to programs that challenge and reframe the portrayal of women in the media, and programs that provide comprehensive sexual health education to high school girls.

The opinions of 18 Tucson women were read on the top editorial pages this year, including ESPN, USA Today, Forbes and the Huffington Post. The OpEd Project was possible because of collaboration with the Valley Fund for the Advancement of Women and Girls, which is our first donor-advised fund, and the University of Arizona College of Social and Behavioral Sciences.

Our year does end on a sad note, however, with WFSA’s Executive Director Laura Penny announcing her resignation after a decade of extraordinary service. When she began in 2004, we granted $72,000 to our community. We finish up 2014 granting more than $300,000! In 2004, our assets were $290,000. Today we proudly report that assets are almost $3 million, including an endowment fund of nearly $2 million. Laura’s mark has been made. These are incredible accomplishments and we are grateful to her for all the hard work, all the long hours, and for living our mission.

And we are grateful to you. Thank you for being a part of our important work.
Accion
Energizing Economic Opportunity and Employment for Women Entrepreneurs in Southern Arizona
Equity & Opportunity Fund Grant: $25,000

She's one of the youngest members of SCORE, and she's helping to start a national mentoring program. The Dept. of Homeland Security was her first big customer. Amanda Holbert is co-owner and operator of Elegant Iron, LLC, a metal goods manufacturing and powder coating firm. Armed with a UA business degree and trained in metal work by her husband/business partner, Steve Holbert, she set out to build a family business 10 years ago. Getting off the ground wasn't easy, until Amanda discovered Accion, which provides financial training, access to capital, and loans. Accion opened doors for Amanda. The business became a licensed and certified federal contractor and began landing bigger jobs. Amanda's persistence, energy, commitment to quality and customer service has made Elegant Iron a great investment and an award-winning enterprise.

“I’m proud to say we built our own equipment. Our team’s ingenuity means we specialize in solutions.”
~Amanda Holbert

Accion's financial training and business development loans impact women entrepreneurs like Amanda Holbert. Their businesses support much-needed jobs in the community.
“People had no idea,” says Dolores, the mother of four young daughters. She and her husband were youth group directors at church, active in the community, and seemed like the perfect family. But eight years into their marriage, a pattern of mental, emotional, financial and finally, physical abuse developed. Beaten, sometimes locked inside and forbidden to go out, Dolores eventually learned that her husband kept a gun at work. “I knew if he brought the gun home, he would kill me.” The baby was seven months old when Dolores left, jobless, to move to safety with her parents. She slept on their couch for three years, got a job and stabilized her family with help from Emerge! “Legal help, a support group, counseling for my girls – everything was there.” Last year, rent and gas assistance from their Housing First program meant independence and a home of her own. Dolores emerged strong.

“I have my own life now, and I plan to be a social worker.”

~Dolores
Dishes and Stories
WFSA Grant: $10,000

They’re stirring the pot, preparing Tucson for exciting new tastes. Imagine a new business destined to bring to our community delicious dishes prepared by cooks from a variety of ethnic traditions. A business that will welcome women into the local employment market, that’s the vision of Priscilla Mendenhall, a career non-profit professional who’s lived abroad much of her life. Dishes and Stories, a culinary social enterprise, is currently developing menus and obtaining food prep credentialing for its founding cooks, a small talented group representing to date Congo, Ethiopia, Egypt and Iraq, with participation of women from Syria, Sudan and Mexico. Manerva, Yewbdar and colleagues prepared feasts and family food during recipe testing during the past year. WFSA’s start-up dollars fund a practical plan to bring culinary training and job placement to refugee and immigrant women, and to establish a cafe, catering, and food truck enterprise. Bon Appetit!

“I love to cook with natural food and (to share a kitchen) with other people.”
~Manerva

Manerva, a former teacher and businesswoman from Egypt, and Yewbdar, a cook and restaurant manager from Ethiopia, are among the founding cooks for the Dishes and Stories enterprise.
War had come to the Central African Republic. Bernadette and her family ran for the garden, soldiers shooting. Her sister fell at her side and died. After that, Bernadette and her four boys fled to Cameroon. There, women taught her to barbecue fish to sell at the market, so she could feed her family. Today, a litany of thank you’s fall from Bernadette’s lips: to the Cameroonian women, to many in the International Rescue Committee’s several offices, to managers at the hotel where she works now as a supervisor, to those in Tucson who welcomed her family to a new life. IRC arranged for housing, language and job-search classes, and financial support to get her started. Bernadette’s goal is more education, for her sons and also for herself, to build on the nursing classes she took long ago, before war changed everything. **Sponsored, in part, by the Connie Hillman Family Foundation**

“*When I came to Tucson, I saw that everything is good. We have food, a bed – I was happy!*”
~Bernadette

Bernadette hopes the International Rescue Committee will be able to reunite her with her husband after 10 years as refugees.
MAC/WBC
WFSA Grant : $15,000
At 40, experienced in male-dominated industries, and with an entrepreneurial mindset, but no track record to convince banks of her business acumen, Shelby Stirrat set out to establish the only scooter-dedicated powersport shop in Southern Arizona. “My husband came home with a scooter. I thought well, she’s blonde but she’s all metal — I can deal with this mid-life fling!” She promptly fell in love with the sense of freedom that scootering brings. And she noticed the gap in the retail market in Arizona. Nine months of weekly research, risk-analysis and strategizing at the Microbusiness Advancement Center put her scooter shop dreams into sharper focus. A fine-tuned business plan, a $15,000 loan, and advice from male shopowners around the country meant opening Scoot Over with a solid foundation. Sponsored, in part, by the Connie Hillman Family Foundation

“Scoot Over — I want to start a business!”
~Shelby

Share her joy! Shelby Stirrat makes women feel comfortable shopping for fun, affordable, alternative transportation. MAC’s Women’s Business Center is a major enabler for women entrepreneurs.
Nogales Community Development
WFSA Grant: $10,000

Mujeres Independientes has made all the difference for Rosa Galindo. When her two oldest children, in high school, told her they wanted to go to college, she knew she couldn’t do it alone. Struggling financially, widowed, raising five kids, her own career dreams stuck on hold, “I felt like I was going into a black hole,” she said. But a financial literacy course, where she learned about budgets, credit, savings and goals, plus grants to match her savings has been a formula for success. For a year, Rosa took classes in money management, self-esteem, customer service and English, set goals and saved. A weekly support group has been important. But the hard work paid off. Her son attends a tech college, her bills are paid, and Rosa has gained skills for a promotion in her current job. One day, she wants to be a teacher.

“We Mujeres are hungry to learn and to teach others.”
~Rosa Galindo

A financial literacy pilot program in Nogales has helped Rosa Galindo stabilize and save for the future. Her next goal is to help her oldest daughter become a physician.
Our Family Services
WFSA Grant : $10,000

Carrie's situation was precarious. As the single mom recounts, “We were living in a broken-down house with no water or electricity.” A flyer for Our Family Services, discovered at a grocery store, was a crucial link to getting help. Now this determined 25-year-old is rebuilding her life. OFS enabled an apartment, a GED and a full-time job where there’s a supportive supervisor. Her church community grounds and inspires her. Carrie had been raised by her grandparents, but got pregnant, dropped out of high school, and eventually became homeless. Her aunt was killed when she was five. “No one was charged with the crime,” says Carrie. This life-changing event has motivated her to make a plan to be a forensic scientist. This fall, she’s taking biochemistry at Pima College, with a goal of “a Master’s-plus” from UA or ASU. Our Family Services helped 7,714 people in Pima County last year.

“So many places in the world there are no consequences for crimes against women. I want to help.”

~Carrie

Carrie and her son were homeless when Our Family Services offered safety, tools for self-sufficiency and a path to fulfilling her educational goals.
Southern Arizona Legal Aid, Inc.

WFSA Grant: $10,000

“I’m an intelligent independent woman. How did I get to this point,” wondered Celerina as she sat at the El Rio Community Health Center, barely able to move, beaten badly by her husband. Thanks to a female Tucson Police officer, Celerina was referred to Emerge! Center Against Domestic Abuse where she learned about Southern Arizona Legal Aid. They not only represented her during her divorce, but they put her in touch with organizations that could help her rebuild her life again. “When I left, I took only my purse. Now I have everything.” Celerina not only has her own place now, but she is training to help other women in similar situations. She wants to help them before they hit rock bottom. “Maybe I was meant to go through this so that I could help other women. I received so much, now I want to give back.”

“My husband always used to put me down. SALA and so many great women have helped me rebuild my life and given me back my strength.”

~Celerina

Southern Arizona Legal Aid provides free, civil legal aid to low-income individuals like Celerina. They also provide referrals to agencies where women who have been victims of domestic abuse can get help with making a fresh start.
Youth On Their Own  
WFSA Grant: $17,500

Sometimes home is not a good place to be. “I don’t know what I’d be doing if I had not made the hard decision to move out,” says 19-year-old Gabby. A high school counselor told her about Youth On Their Own during her senior year. “I almost got kicked out of school. But I always wanted to go to college, and eventually I woke up, studied hard, and made better grades. And everything started to settle down after YOTO.” Her YOTO student advocate told her she qualified for scholarships, and advised her to move in with her aunt. She stayed in school, graduated, and is a sophomore at Pima College this fall, planning to transfer to UA and become a pediatric nurse. Ongoing support for Gabby comes from YOTO’s scholarship meetings for college students and phone calls from the Youth On Their Own Post-Secondary Education Student Advocate.  

“Most important, I understood I could talk to my YOTO student advocate about anything.”  
~Gabby

Gabby’s home life made committing to school difficult. YOTO helped more than 1,000 local homeless and at-risk youth stay in school this year.  

Sponsored, in part, by the Connie Hillman Family Foundation
Unidas Girls’ Leadership & Philanthropy Program

Each year Unidas teens study women’s issues in the community they love. They learn to be philanthropists first-hand, setting priorities for funding, interviewing grant seekers and monitoring their recipients. This year 31 young women completed the training and awarded $10,000 to three differently focused agencies. Diviya said, “Unidas has connected me to a network of fantastic young women, community leaders and feminists… a vast spectrum of perspectives, issues and topics. I am so happy to have become a part of this movement to promote gender equality and women’s advocacy in our community!” Essence observed, “The women’s leadership panel helped me understand that women have to link arms and empower each other to great things in the workplace.” And from Natalie, “I didn’t know much and was shy…but I’ve gained strength, met inspiring people and I can proudly say we’ve become a close Unidas family.”

“Through Unidas, I’ve learned about inequalities toward women. Now I know how I can impact and change how things are.”

~Ellie

Kelsey said Unidas opened her eyes to her community, inspiring her to take her passion and turn it into action. Michaela found that Unidas helped her channel her inner feminist.
Esperanza Dance Project

Unidas Grant: $1,500

“I’d burned out on dance and was going through some personal ‘stuff’ – I really wanted to start contributing to society,” says ASU junior Allyson Yoder, describing her high school years. “Identity and personal boundaries, abuse and harassment, addiction and transformation, hope and healing were not discussion topics in the school cafeteria.” UHS/Rincon High School dance instructor Beth Braun directs Esperanza Dance Project and invited her to join. Allyson found purpose in the fledgling dance and dialogue troupe dedicated to eradicating the stigma and secrecy associated with childhood sexual violence. Dancers perform at high schools and throughout the community, delivering a message of connection, hope and empowerment. Now a Flinn Scholar majoring in dance, Allyson helps campus social justice groups. Esperanza inspired a projected social justice/dance career path, one that she hopes will “touch, stretch and move people.”

“I was struggling with teen issues... Esperanza fit pieces of my life together.”

~Allyson

“The Esperanza Dance Project brings honesty, human connection and a sense of purpose to high school students at a time when they need it most,” says Allyson.
Did anyone know how she felt, Samsara wondered. When your parents divorce, you can feel alone, angry, afraid. Then her grandpa told her that about 50 percent of marriages end in divorce. Samsara is good at math, and she knew the statistic meant there were lots of kids like her. She’s good at science too. And she likes the new school she started attending last year when she moved in with her grandparents — the best thing about school is “all the friends I have there!” says the smiling fourth-grader. During a year of change and adjustment, Samsara’s emotions and self-esteem took a positive turn when she began the nature-based therapy program at Campo Urbano. She bonded with equine friends, met up with roosters, goats and a goose, learned to garden, and began to relax and make sense of the bumps in the road.

“No one knew what it was like.”

~Samsara
Planned Parenthood Arizona
WFSA Grant: $10,000

Planned Parenthood Arizona (PPAZ) is the largest sexual health organization in Arizona serving more than 90,000 women, men, teens and parents through health care, education, outreach and advocacy efforts. PPAZ promotes and protects every person’s freedom and right to enjoy sexual health and well-being, to make reproductive choices, and build healthy, strong families. It is the largest sexual health organization in Arizona. PPAZ is working with Pima Community College to help women students better understand how preventive health care can advance education and training, employment, the achievement of financial self-sufficiency and independence.

Southeast Arizona Area Health Education Center (SEAHEC)
WFSA Grant: $10,000

SEAHEC promotes wellness in medically under-served communities by “Growing our Own” health care providers. SEAHEC encourages culturally diverse youth to pursue health careers, supports health professions students in exploring career opportunities in rural and under-served areas, and provides continuing education for medical personnel; all of which contribute to the economic vitality of rural and tribal communities in Southern Arizona. SEAHEC has eight high school-based Future Healthcare Leaders Clubs with more than 100 members in Southeastern Arizona counties and the Tohono O’odham Nation.

PPAZ offers a range of health services, including STD and HIV testing, to more than 64,000 women and men annually. Women’s Foundation funding assists PPAZ through physician and student health training.

Rio Rico teen Miriam Lopez is on her way to helping Nogales-area patients who currently have to travel to Tucson for treatment. Thanks to SEAHEC’s career exploration and scholarship support she is attending the UA with the goal of attending medical school and returning to her community as a physician.
Equity & Opportunity Fund Grant
The Equity and Opportunity Fund grant-making strategy is based on the belief that women offered financial literacy training, skills training and other forms of self-sufficiency opportunities will be better equipped to provide for themselves and their families on a long-term basis. Specifically, the initiative strives to build the long-term economic security and financial independence of low-income, women-headed families.

**CareGiver Training Institute $25,000**
Career Advising and Resources Program
Each year nearly 200 women graduate from CareGiver Training Institute as Caregivers, Certified Nursing Assistants, and/or Assisted Living Managers. The education provided by CGTI allows women to immediately begin a career and provides prerequisites needed to pursue a Licensed Practical Nurse or Registered Nurse degree. CGTI will expand its student resources through this program to address a long-recognized need to provide formal career advising or financial education, both of which are critical factors in job attainment and long-term financial security. **Sponsored by the Melody S. Robidoux Foundation**

**Annual Grants:**
Annual grants are awarded to organizations helping women and girls throughout southern Arizona achieve economic self-sufficiency.

**The Educational Enrichment Foundation $15,000**
The EducationalEnrichment Foundation actively provides enhanced and enriching learning resources for in-need TUSD students through its interscholastic scholarships. Girls who participate in after-school activities are more likely to avoid substance abuse and teenage pregnancy, graduate from high school, and continue their education. **Sponsored, in part, by the Connie Hillman Family Foundation**

**The Primavera Foundation, Inc. $10,000**
The Primavera Foundation provides a continuum of services that meets individuals and families on their road to economic self-sufficiency, including shelters, transitional and permanent housing, job training and placement, financial and homebuyer education, neighborhood revitalization, and community engagement. Primavera’s programs positively impact women and women-headed households – with a particular emphasis on assisting them to purchase their first home.

**Child & Family Resources, Inc. $10,000**
Child & Family Resources (CFR) is a private, community-based, non-profit agency, which was originally incorporated in 1970. The agency is headquartered in Tucson and has grown to offer more than 20 programs throughout Southern Arizona. CFR is proactive in providing families with the necessary education and support to raise healthy, resourceful, resilient children who will become productive adults. **Sponsored by the Connie Hillman Family Foundation**

**Unidas Grant:**
**Edge High School $2,050**
Edge High School, Pima County’s oldest charter school, is a publicly funded and independently run high school serving 250 students. Their mission is to provide an alternative educational option that utilizes a strong counseling component for Tucson-area youth who have dropped out of high school or are at risk of doing so.
Sadly, only about 10-20% of newspaper opinion pieces are written by women. Men are 80-90% of contributors to key opinion forums and 84% of TV pundits on Sunday morning talk shows.

To increase women’s voices in the media, the Women’s Foundation was a partner in bringing The OpEd Project’s Public Voices/Thought Leadership fellowship program to Tucson. A diverse group of 18 women, all community and university leaders, were selected for the year-long fellowship that included intensive, hands-on training and mentoring by top journalists.

“The impact of their ideas continues to spread far and wide beyond these media outlets, into conferences, academic collaborations, journalistic investigations, community efforts and broad-ranging conversations in the public sphere,” according to the Project’s final impact report.

WFSA is extremely grateful to our partners in this endeavor: Ann Lovell and the Valley Fund for the Advancement of Women and Girls, the University of Arizona, Dean J. P. Jones and the College of Social and Behavioral Sciences.

2013-2014 Fellows

Patti Caldwell  
Executive Director, Our Family Services

Ana Christina Da Silva Iddings  
Associate Professor of Language, Literacy and Culture, University of Arizona

Regina Deil-Amen  
Associate Professor, Educational Policy Studies & Practice, University of Arizona

Mindy J. Fain, MD  
Anne & Alden Hart Professor of Medicine and Co-Director, Arizona Center on Aging, University of Arizona

Isabel G. Garcia  
Director, Pima County Legal Defender’s Office and Co-Chair, Derechos Humanos

Maura Grogan  
Grogan/Cornell Consulting

Leila Hudson  
Associate Professor, School of Middle Eastern and North African Studies, University of Arizona

Daisy M. Jenkins, ESQ.  
President, Daisy Jenkins and Associates

Jill Koyama  
Assistant Professor, Educational Policy Studies & Practice, University of Arizona

Diana Liverman  
Co-Director, Institute of the Environment, University of Arizona

Ann W. Lovell  
Vice President, Women Moving Millions

Suzanne McFarlin  
Executive Director and Leadership Coach, Greater Tucson Leadership

Ellen McMahon  
Professor, School of Art, University of Arizona

Ann M. Mastergeorge  
Associate Professor, Early Childhood Extension Specialist, Family Studies and Human Development, University of Arizona

Colleen Meyer Niccum  
Vice President of Education Policy, Southern Arizona Leadership Council

Laura Shaw Sr.  
Vice President, Marketing and Communications, Tucson Regional Economic Opportunities

Elise Collins Shields  
Founder/CEO, CommonWell Institute International, Inc.

Sarah Smallhouse  
President, Thomas R. Brown Foundations
We have to invest in Arizona’s women for a stronger workforce and economic base.

In 2013, the Women’s Foundation of Southern Arizona, in partnership with the Grand Canyon Institute, endeavored to catalogue the state-funded and/or state-implemented programs in Arizona that have the effect of supporting the economic self-sufficiency of low-income women. Our aim was to analyze both funding for those programs and their impact, as measured in economic terms (return on investment).

By analyzing state-funded programs designed to meet the needs of low-income families during a period of major budget cuts (2007–2012), the study isolated a number of significant barriers to self-sufficiency for women. What we learned will inform the award process for the WFSAs next round of three-year Equity and Opportunity Grants which will focus on the following issues:

- Increasing women’s participation in careers that pay a sustainable wage as defined by the Self-Sufficiency Standard for Arizona 2012.
- Improving access to affordable quality childcare for working mothers.
- Empowering mothers to obtain the child support they have been awarded.
- Improving access to family planning services.

Now that the economy is recovering, further growing the economy will require being smart about how Arizonans’ tax dollars are allocated to maximize the economic return on our investment. As the research shows, supporting programs for women and their children, in many cases, does exactly that. The study reveals the specific programs where investment generates pay-off for the state as a whole.

“We believe that the study will be persuasive in convincing many legislators that restoring investments that were there in the past...with regard to child care and early childhood education and health care and education, generally, that if those investments are made there will be a return on investment to the state.”

~George Cunningham, chairman of the Grand Canyon Institute.
## STATEMENT OF FINANCIAL POSITION

### ASSETS

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### NET ASSETS

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## STATEMENT OF ACTIVITIES

### CONTRIBUTIONS & REVENUE

#### CONTRIBUTIONS

- Special Events: $135,620.00
- Public Support: $730,992.52
- Government Grants: $4,500.00
- **Total Contributions**: $871,112.52

#### REVENUE

- Investment Income: $273,270.14
- Other Revenue: $2,813.38
- **Total Revenue**: $276,083.52

### EXPENSES

- Grants to Others: $305,000.00
- Program Services and Events: $245,181.19
- Supporting Services: $65,279.06
- Fundraising Services: $74,004.46
- **Total Expenses**: $689,464.71

### CHANGE IN NET ASSETS

- **$457,731.33**
## 2013 - 2014 Donors

### Gifts $100,000+
- Connie Hillman Family Foundation
- Valley Foundation

### Gifts $25,000 - $99,999
- Doris & Len Coris
- Judy Gans & Joe Kalt
- The Melody S. Robidoux Foundation Fund of CFSA

### Gifts $10,000 - $24,999
- Compass/Lexecon
- Maggie Chrisman
- Gabriela Cervantez & Julian Gonzalez
- Buffalo Exchange
- Margaret Briehl
- Emily Boswell
- Connie Bischof
- Gifts Administrator
- Bank of America Matching Gifts $1,000 - $2,499
- Tucson Medical Center
- Tohono O'odham Gaming Enterprise
- Snell & Wilmer, L.L.P.
- Philanthropic Fund
- Laura Penny & Steve Gottlieb
- Catherene Morton of CFSA
- Helaine Levy Donor Advised Fund
- Helaine Levy & Steve Alley
- Clyde Kunz & Brian Arthur
- Mary Keane & Jim McCorry
- Diamond Family Philanthropies
- Peter C. Cornell Trust
- BMO Harris Bank
- Anonymous

### Gifts $5,000 - $9,999
- Arizona Daily Star
- Arizona Foundation for Women
- Cox Communications
- Joan Diamond
- Mary Ann & Darryl Dobras
- Louise & Jim Glasser
- Pamela Grissom
- Cande & Tom Grogan
- Alison Hughes
- Leanne Lachman
- Pamela Nelson
- Jane Ragle & John Smith
- Helen Schaefer

### Gifts $2,500 - $4,999
- Anonymous
- BMO Harris Bank
- Peter C. Cornell Trust
- Diamond Family Philanthropies
- Mary Keane & Jim McCorry
- Clyde Kunz & Brian Arthur
- Haelina Levy & Steve Alley
- Haelina Levy Donor Advised Fund of CFSA
- Catherine Morton
- Laura Penny & Steve Gottlieb
- Donald Pitt Family Foundation
- Philanthropic Fund
- Snell & Wilmer, L.L.P.
- Tohono O'odham Gaming Enterprise
- Tucson Medical Center
- Joseph Watkins, P.C.

### Gifts $500 - $999
- Accion
- Alexander/Carrillo Consulting
- Arizona Browncoats
- Jennifer Aviles
- Janet Baker
- Nancy Beveridge
- Kerstin Block
- Stephanie Bowers & Aaron Rottenstein
- Catherine Bradley
- Kent Burbank & Vicente Talamquer
- Casa de la Luz
- Shirley Chann
- Children's Clinics
- Renee Clift
- CODAC Behavioral Health Services, Inc.
- Erin Collier & David Welsh
- Community Foundation for Southern Arizona
- Mimi & Karl Cooomler
- Deborah Dale
- Yvonne Delgadillo
- Susan Dubow
- Patricia Engels
- Annette Everlove
- Fleming & Curti

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Donor Profile: Doug Noffsinger and Roger Funk

Doug Noffsinger and Roger Funk may seem like unlikely supporters of the Women’s Foundation but as Roger said, “The Women’s Foundation has an incredible record of programs that are really sensible.”

Roger and Doug first learned about the Women’s Foundation from another board member during their time on the Wingspan board. Then they attended the annual luncheon. As they learned more about the programs, they opted to make a greater financial commitment.

Roger and Doug see civil rights, women’s rights and gay rights as similar fights, including fighting for economic justice. “The Women’s Foundation has been at the forefront in this community for many years. With the Report on Economic Self-Sufficiency they put out a couple of years ago, they have shown evidence of what it really costs to be self-sufficient.”

The couple met in grad school at Northwestern University and began their 50th year together in June. They were married last September in California, a state where they had been registered domestic partners for many years.

Now retired, the former lawyer and professor enjoy contributing to political campaigns and getting people involved in philanthropy and showing others how it all works. They have made an endowment gift to the Women’s Foundation to ensure that the programs continue to thrive for generations to come.

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Donor Profile: Dot Kret

If there’s one thing Dot Kret never tires of, it’s finding ways to train and empower people. As the founder of DK Advocates, Inc., her company provides employment services and digital image scanning, but that’s just scratching the surface.

DKA helps people with disabilities become employable and employed through several different programs including clerical, culinary and computer skills. The company also provides expert testimony in legal cases and their newest program educates foster children how to survive on their own after leaving the foster care system. Programs have expanded so much that she just purchased the building next to her current location.

“Anything we can turn into training, we do,” Kret says.

The oldest of six, Kret recalls a childhood friend who started displaying symptoms of muscular dystrophy and was using a wheelchair by high school. Another student was talking to her and her friend but would not look at her friend. All questions were directed to Dot only. This infuriated her.

“I’m used to it. When I got into this wheelchair I turned invisible,” replied her friend.

Thus began Dot’s journey to help people with disabilities and train people how to be self-sufficient. Dot had heard about the Women’s Foundation at a networking group and had attended the annual luncheons. She then became more involved by establishing a donor advised fund with the Women’s Foundation.

“The Women’s Foundation has global impact. I support them because we share the missions of empowerment and of realizing the power of potential,” Dot says.

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The Women’s Foundation of Southern Arizona lost three long-time supporters and Advisory Council members this year. This report is dedicated to their memory.

Anna Jolivet
Pam Nelson
Esther Capin