

*Colorado Women's
Education Foundation*



2022 Annual Report



From the Board of Trustees

Colorado Women's Education Foundation's (CWEF) mission is to invest in women who are transforming their lives through education... for themselves, their families, and their communities. Since its inception in 1976, CWEF has provided over 650 scholarships to women totaling more than half a million dollars.

Development, growth, and expansion define CWEF's 2022 fiscal year (June 2021 – May 2022). This 2022 annual report showcases the Foundation's successes and achievements, which include board announcements and trustee bios, fundraising opportunities and networking, exciting news, memorial and named scholarships, outstanding scholarship recipients, recipient graduations, and much more. CWEF is pleased to document its significance, value, and accountability as well as taking the opportunity to express its deep gratitude to our growing tapestry of supporters, donors, sponsors, partners, and volunteers. CWEF's Board of Trustees are pleased to share the most significant activities accomplished by the Foundation during this past fiscal year.

Foundation Board of Trustees

CWEF's collaborative trustees are dedicated to achieving the mission and cause of the Foundation. These intelligent, forward thinking, dedicated, and passionate women work hard and contribute in many ways to help CWEF flourish. As volunteers, representative of the women we serve, they bring a wide variety of skill sets and function synergistically. The tangible benefits of all their efforts are demonstrated in the number of women the Foundation is able to assist financially and the amazing achievements of these outstanding scholarship recipients.

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Colorado Women's Education Foundation
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Graphic Design for 2022 Annual Report by Kevin Reardon


From the Board of Trustees

CWEF Board of Trustees

Karen McGee	President
Deb Fischer	President Elect
Jen Hinderliter	Treasurer
Christine White	Secretary
Sasha Green	Trustee
Stacia Harris-Shorts	Trustee
Rebecca Komarek	Trustee
Erin Lomax	Trustee
Glenda Mostek	Trustee
Eboni Nash	Trustee

CWEF Staff

Roxanne Brickell-Reardon
Business and Program Manager (halftime)



Newly created Named and Memorial Scholarships

Memorial charitable donations made to CWEF, in honor of someone special who has died, are a powerful and lasting way to give the gift of education and economic self-sufficiency to Colorado women in the name and memory of a loved one. At a loved one's passing, it can be suggested that donations be made to CWEF in lieu of flowers or gifts. Memorial donations provide tax benefits for one's generosity and provide a legacy for many generations to come.

Several of the fall 2021 scholarships distributed had the unique designation of being a memorial or named scholarship. Read about a newly created memorial scholarship in remembrance of Barbara Ford, a former CWEF Trustee, on page 12 and a newly created named scholarship in loving memory of Rachel Maves on pages 13 - 14. There is more information about creating memorial scholarships at CWEF's website www.cwef.org on the "Memorial Scholarships" page and a Named Scholarship Agreement is available upon request.

The best way to find yourself is to lose yourself in the service of others.

~ Mahatma Gandhi (1869-1948)

From the Board of Trustees

Participation in our seventh Colorado Gives Day

CWEF has raised more funds with the help of generous donors each annual Colorado Gives Day (COGives Day) since becoming part of Community First Foundation's (CFF) nonprofit website listings. For the 2021 COGives Day effort, CWEF set a goal of raising \$60,000, through the philanthropy of 250 donors, ensuring we could expand our efforts to empower women by helping them achieve economic self-sufficiency. For a third year, CWEF took advantage of the opportunity to set up and use individual fundraising pages on CFF's website. A total of 16 fundraising pages were developed to increase awareness about COGives Day and promote donations by trustees, supporters, staff, and scholarship recipients.



We received extra support when Martin Edwards, CWEF sponsor and donor, set a goal to raise \$10,000 through his fundraising page, "*Martin for Scholarships.*" In a COGives Day fundraising email campaign, Martin explained, "*I connect personally with CWEF's mission because I am passionate about giving women a chance to change their lives through education. My mom did not have a college degree and it impacted her professional growth and advancement. And, through my career, I saw many examples of women who were unable to advance and succeed because they lacked a degree. That is why I continue to support CWEF by funding scholarships. CWEF is the only organization offering scholarship awards to high-achieving Colorado women of non-traditional student age working for economic self-sufficiency through education.*"

For COGives Day 2021, with incredible generosity, 216 donors donated over \$70,000 to CWEF, demonstrating steadfast optimism for the influence we can generate together for women transforming their lives through education. CWEF and the women we serve are honored to be the beneficiaries of your charitable giving! Education builds futures and pathways to hope. It is so important our recipients know someone believes in them and financially supports their dreams and goals. Because of your generosity, CWEF anticipates the amount of scholarships awarded to hard-working women pursuing an education and career in 2022 will be the greatest in our 45-year history.

Fourteen former scholarship recipients worked together to raise a total of \$1,182 to fund a 2022 scholarship for another woman! Through social media, emails, and three personal fundraising pages they asked colleagues, friends, and family to make donations as well as making individual donations themselves. Courtney shared, "*Thanks for supporting me when I needed it! There will be more to come when I am able.*" A big thank you to Andrea, Violeta, Chelsey, Kaitlin, Elise, Tammara, Stephanie, Lisa, Reba, Christy, Milena, Randelyn, and Courtney for giving back to support CWEF's meaningful work and creating the joy of a scholarship for a future recipient.

Only by giving are you able to receive more than you already have.

~ Jim Rohn (1930-2009)

From the Board of Trustees

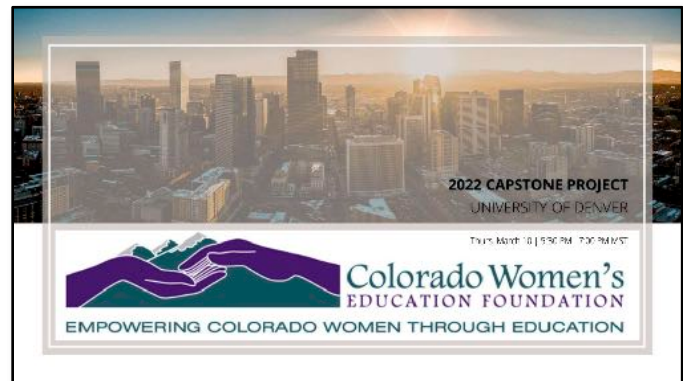
CWEF benefits from DU Capstone Project



Through a serendipitous meeting at a Live.Laugh.Denver Real Estate Group fundraising event to benefit CWEF in late 2021, we hit the jackpot! Chennelle, a graduate candidate with the University of Denver (DU) Master of Business Administration Program, became aware of CWEF and its mission from a conversation with president elect, Deb, and trustee, Sasha. Chennelle inquired

about the opportunity for her team, a group of six exceptionally talented students to select CWEF as the focus for their BUS 4400 Capstone Class Project. Their goal was to assist CWEF with challenges it may be facing and to provide recommendations to assist with realizing opportunities and planning for future growth.

The process required a substantial commitment and major time investment from the team of six and CWEF's staff and trustees. It involved responding to written questions, participating in interviews, and making available and transferring of a lot of relevant data. There was a sense of fruitful collaboration and a mutual partnership developed. The team became strong believers in CWEF's mission. At the end of six weeks, CWEF was presented with a professionally written 73-page document as well as a 90-minute live presentation from the DU team and their professor.



The work completed by the DU team focused on benchmarking CWEF's financial landscape and asset use against similar nonprofits as well as performing an analysis of the endowment fund and providing strategies and best practices on how to grow this fund in the future. The second area the team focused on was evaluating CWEF's current marketing strategy including visual engagement, stakeholder communications, and digital presence to provide a proposal for moving forward. All six graduate students had real life experiences and careers in one of these two areas of focus so CWEF was actually receiving six weeks of professional consulting for no cost.

The various committees of CWEF's Board of Trustees immediately began using the insights and recommendations that were shared during the final Capstone Project presentation on March 10, 2022. Much of the overall strategy and operating investments that CWEF has made recently and will continue to make in the future have been and will be driven by the information and recommendations that came from this excellently documented research. We made sure the team's professor knew if it were up to us, the team would have received an A+!

From the Board of Trustees

Strategic planning retreat May 14, 2022

CWEF's Board of Trustees and Business and Program Manager took the opportunity to meet in person this year for a strategic planning retreat. It was the first time many of us had met each other face-to-face versus virtually over Zoom for our monthly board meetings. We took advantage of the outcomes, results, and recommendations from the University of Denver Capstone Project and used them as an initial framework for our discussions.

This year we focused on looking 'inward' to how our 100% volunteer board operates with staff support. The end result was a realignment of our organizational structure and how we function in various capacities as trustees as well as committee chairs. Committees were reconfigured and populated during the retreat. Operating in this way allows us to 'divide and conquer' in addition to sharing the leadership of the organization with the various trustees taking on committee chair responsibilities.

The individual committees now convene once a month prior to our monthly board meeting, discussing and moving forward with operational elements and goals of the organization. This allows the board to focus on strategy and forward thinking during our monthly meetings, with the intent that we are not only more efficient with our time but also driving forward with key goals in a more effective manner.



This year's planning retreat was the perfect opportunity for passing the gavel of leadership from board president, Karen (right), to president elect, Deb (left). Deb takes over the presidency on June 1st and Karen becomes past president. Karen's long and successful tenure as board president was acknowledged as well as the significant progress CWEF has made under her leadership.

Delighted to be working together in person after so much time working together just virtually.

From left to right back row:
Deb, Rebecca, Erin, Christine, Eboni, Stacia,
and front row: Karen, Sasha, Jen.



From the Board of Trustees

Sisters of St. Francis grant was a blessing for CWF



Sisters of St. Francis
SACRED HEART CHARITABLE FUND

In early 2022, CWF received a remarkable letter addressed to the Board of Trustees. In it, Sister Alicia wrote, *“I am a great admirer of the work done by the Colorado Women’s Education Foundation, and therefore I invite you to apply for a grant from*

the Sisters of St. Francis, Sacred Heart Charitable Fund (SSF-SHCF). It is only by invitation that organizations can apply for a grant. We support works of peace and justice, education, and earth care for the good of communities and all creation.”

CWF’s Treasurer, Jen, completed the grant application with involvement from trustees and staff by the March 1st deadline. She explained the grant funds could provide CWF with valuable back-office support, allowing us to increase staff hours, enhance our software, and improve our marketing and planning capability. Jen further explained that this kind of support is much needed, as a majority of our contributions are designated specifically for scholarship awards.

In early April, Sister Sue replied in a letter, *“Thank you for taking time to apply for a grant from the SSF-SHCF. I am delighted to inform you that we have awarded CWF \$50,000 for the purposes explained in your application. We will follow up in a year to learn what you accomplished with the grant.*

We thoroughly enjoyed learning more about CWF and the positive difference you are making in the lives of so many people. Truly, the work you do is crucial to the communities you serve and valuable for the life of our planet. Thank you! Blessings of grace and peace as you continue to carry out the mission of CWF.”

There are those who give with joy, and joy is their reward.

~ Khalil Gibran (1883-1931)

From the Board of Trustees

BPW Boulder continues to be a CWF Scholarship Sponsor

Business and Professional Women of Boulder donated \$1,000 for a fall 2021 scholarship, which was awarded to Kristin, who is pursuing a Doctorate of Occupational Therapy from Creighton University/Regis University Pathway. Kristin shared, *“Receiving this scholarship means a great deal to me and is enabling me to return to school and pursue my new passion as an occupational therapist. Changing careers in midlife is a challenging and daunting experience, but I feel supported by BPW Boulder. I look forward to giving back and serving my community and state as a health professional.”*

CWF bids a trustee farewell



When Glenda Mostek joined CWF’s Board of Trustees in July 2019, she brought with her the uniquely valuable perspective of her rural background combined with her service and career in agriculture. Glenda was raised on a cattle ranch in western South Dakota and attended a one-room, country school with 11 students and one teacher. She had to room and board in Rapid City in order to attend high school.

When Glenda joined the board, she was working for the Colorado Department of Agriculture and among her responsibilities was overseeing eight nonprofit agricultural boards. During her tenure with CWF, she also served on the Denver Ag and Livestock Club Board as president and on the Future Farmers of America Foundation Board. With this combination of career and service in agriculture along with her rural upbringing, Glenda was able to advocate persuasively for the value of scholarships for women living in rural areas of Colorado. Glenda

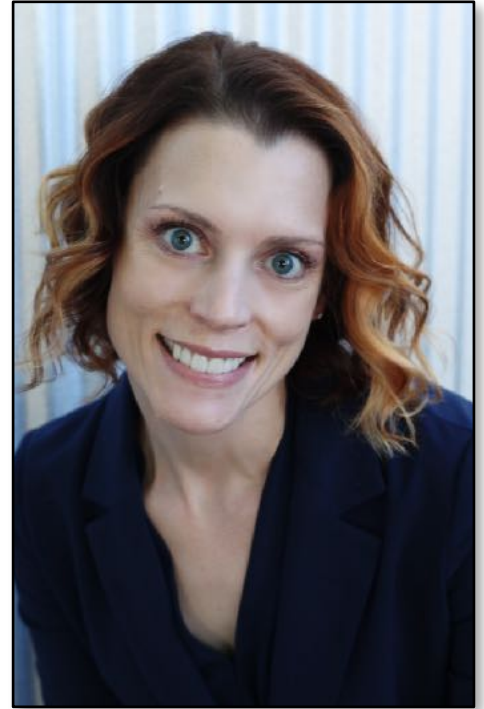
herself was heavily dependent on scholarship support when she attended college and with gratitude for the support she received, joined the board focused on bringing opportunities for higher education to women in rural as well as urban areas and in all four corners of Colorado.

During her three-year term on the board, Glenda made lasting and significant contributions. She served as chair of the Community Outreach Committee, leading the team and sharing her marketing and communications expertise with CWF in transformative ways, including creating wonderful graduation videos to celebrate scholarship recipients’ successes. Glenda’s graphic capabilities and skills were showcased in the beautiful event program she produced for the 2021 Celebration of Women: *The Power of Education for Women*.

While serving on the board, Glenda was also continuing her own education, seeking a Master’s Degree in Organizational Leadership while leading the Colorado Nursery and Greenhouse Association as its executive director. The demands of these endeavors led to Glenda’s decision not to continue on the board for an additional term. We are grateful for Glenda’s contributions to CWF’s growth and development as well as her ongoing support. She will be very much missed!

New Trustees Join CWF

Dr. Erin Lomax is a mission driven advocate who loves research, data, and policy analysis. She works to promote inclusive, supportive policies for children, women, and families. Her professional goal is to advance policies and practices that help marginalized populations in Colorado learn, grow, build wealth, and create security for their families and their futures. Erin found the Colorado Women's Education Foundation (CWF) while searching for a way to deepen her connection to women's organizations in Colorado. CWF's mission is deeply personal to Erin. The mission to, "invest in women who are transforming their lives through education...for themselves, their families, and their communities" is exactly how Erin wants to support women as they navigate life, jobs, children, elder care, and so much more.



Erin has a background in special education. She holds a B.S. in Communication Disorders and a M.A. in Learning Disabilities from Northwestern University. Erin went on to earn a doctorate in special education from Vanderbilt University. She moved to Washington, D.C., and worked at the U.S. Department of Education and the Congressional Research Service (CRS). While at CRS, Erin advised Members of Congress and their staff on K-12 education policy. She developed expertise in crafting federal policies to include students with disabilities and English learners with disabilities in general education. Erin regularly conducted briefings for Members of Congress and helped committee staff develop legislation to improve education assessment and accountability systems.

After the birth of her first daughter, Erin returned to work at CRS, but she and her husband quickly seized an opportunity to move to Colorado. In Colorado, Erin became a full-time, stay-at-home mom and had a second daughter. When her youngest was four months old, Erin attempted to re-enter the full-time workforce. She was shocked to encounter formidable barriers to re-entry after only two years away from the full-time workforce. Erin encountered bias in the hiring process due to the gap in her work history. She also faced wage discrimination from Human Resource departments that offered her a lower salary than the low end of the listed salary range.

After constant rejection, Erin took charge and charted her own course. She started a small business, Lomax Research and Policy Solutions, LLC, and she retrained to become a Certified Pilates instructor. The combination of these new ventures was financially successful and personally fulfilling. Based on her difficult experience re-entering the workforce, Erin recognizes the importance of supporting women's education throughout the lifespan – providing choices for women who experience interruptions in their education or career due to working, military service, childcare, elder care, addiction, or trauma.

After an eight-year struggle, Erin re-entered the full-time workforce. She currently works as a Senior Research Associate at Westat, conducting research and analysis in K-12 education. Erin lives with her husband, Simon, and two daughters, Hazel and Maeve. Her family's favorite adventures include exploring Colorado's many hot springs. Erin also has two obstinate cats, Hedwig and Ravenclaw, who enjoy walking on the kitchen counter and chewing on electric cords.

New Trustees Join CWF



Sasha Green is passionate about finding ways to provide platforms for marginalized peoples' voices, experiences, and cultures to be heard and affirmed. Helping marginalized peoples find their voices enables them to develop a sense of belonging and grounding in their strengths that will drive them to positively impact their communities. Sasha firmly believes that providing economic access is the cost of caring for others, and inviting compassion into the bloodstream of a Foundation's agenda is more than productive, more than ethical, more than civilizing—it is humanizing.

Sasha found her way to Colorado Women's Education Foundation (CWEF) when Christine DeLeon, the Founder and former CEO of Moonshot edVentures, received a Celebration of Women, The Power of Education Educational Impact Award during an event jointly hosted by CWEF and Business and Professional Women of Boulder. Sasha attended this virtual event and discovered CWEF was recruiting for its Board of Trustees; her interest in CWEF was sparked.

Sasha's career in education began as an elementary school teacher in Denver, providing high quality instruction to low-income students and students of color. Sasha has conducted ample research on factors that influence human behavior, and applied her research experience by using data analysis to improve instructional practices, differentiate instruction for all learners, and successfully implement specific strategies to target individual students' needs. As a teacher at Rocky Mountain Prep, Sasha's students demonstrated more than one year of growth in reading, and their math scores exceeded that of other grade-level classrooms in the network.

Sasha joined Moonshot edVentures in 2019 as Program and Operations Associate and is now the Senior Program & Operations Manager. In this role, she manages the operations and logistics for all Moonshot programs, including Fellowship and Residencies. Sasha supports development, tracking, and reporting of program impact metrics and stories. She also develops internal systems and processes to improve impact and learning, and designs and manages the recruitment, application, and selection processes for upcoming Moonshot Fellowship cohorts.

Sasha graduated on the Dean's List with a Master in Teaching from Relay Graduate School of Education and holds a Bachelor of Science in Psychology and a Minor in Neuroscience from Sewanee: University of the South. She completed the Relay Graduate School of Education Fellowship Program, 2017-2019, and was an AmeriCorps Member in 2018-2019.

Sasha is excited to bring to CWEF her strength in diversity, equity, and inclusion and her expertise in operations, specifically making sure systems and processes are inclusive of a variety of cultures, ethnicities, and identities. Her expertise in internal systems management, marketing and communications, particularly with regard to supporting nonprofit marketing, social media, and fundraising efforts, will greatly enhance CWEF's capabilities in reaching out to potential donors and partners. Sasha is excited to collaborate with and learn from others on the board.

New Trustees Join CWF

Eboni Nash identifies as a story-weaver and a social justice activist. Her work is grounded in community building and holistic healing, utilizing liberative frameworks to serve disadvantaged populations. Eboni's professional endeavors include working at Metropolitan State University of Denver as their Diversity, Equity and Inclusion Program Recruitment Manager. In addition, Eboni serves as the Vice President of Development for CommunityWorks as well as an evening virtual counselor for Project Avary, an organization serving children with incarcerated parents. *"When you are able to find a passion that pays, it hardly feels like work,"* a motto Eboni often lives by!



Eboni became aware of Colorado Women's Education Foundation (CWEF) through another trustee and was immediately interested in the opportunity to join its board. As a Colorado native, education has been the key to unveiling monumental opportunities for herself and her family. Eboni received her Bachelor of Arts from Hastings College with a focus and high distinction in psychology, criminology, and religion. She then went on to attend Harvard Divinity School where she studied Liberation Theology with an emphasis on societal infrastructures and racial justice.

Eboni shared, *"Education is an investment into oneself. With that being said, the barriers set in front of learners to gain access to quality education are fairly high. Colorado Women's Education Foundation creates a huge impact on non-traditional women learners throughout the entire state."*

Eboni shares a similar narrative with many scholarship recipients of CWEF, having to overcome the financial barriers to education. Throughout her time in college, Eboni held several jobs to ease the burden and limit the onset of high interest loans. Positions ranged from a seasonal employee at the National Park Service to the director of a small school-based nonprofit. Eboni operates using an equity lens that is heavily influenced through her own lived experience.

While serving as a trustee, Eboni hopes to expand the reach and diversity of the scholarship recipients, elevating and celebrating their stories as testimonies of strength and integrity for the pursuit of higher education. During her free time, Eboni enjoys writing, taking photos, and exploring new foods. In addition to CWEF, Eboni also serves on the board of directors for SNAP2Jobs, a local nonprofit, as well as S.A.C.R.E.d., an upcoming school model, centering on indigenous healing and foraging practices.

Memorial Scholarship

Barbara Ford

In Memoriam (1940 – 2022)

By Deb Fischer



Barbara Ford was born in New York City on December 3, 1940. Her family moved around as she was growing up resulting in her going to public schools in New York, New Jersey, Massachusetts, and Florida. She graduated with honors from Palm Beach Junior College and the University of Florida. Barbara taught elementary school in California before moving to Denver and working a long career with Continental Airlines reservations group.

Serving as a professional tour guide and a dog nanny in her retirement years, Barbara was a volunteer at heart who was always willing to go to new places and try new things. Barbara seemed to know everyone in the nonprofit sector around the Denver area. She was involved in a multitude of organizations such as Colorado Women's Education Foundation (CWEF), Rocky Mountain Guides Association, Calvary Baptist Church, Molly Brown House, and History Colorado. Barbara served as past board member of Denver League of Women Voters and past president of Business and Professional Women. Her motto: Participate and contribute!

Having seen so much progress during her 17 years of service with CWEF, Barbara anticipated a steady growth as she pushed us to "think outside the box" as trustees. Barbara loved hearing the scholarship recipients' stories and encouraged more interaction with them. She was always happy to represent CWEF by attending events, networking, and spreading the word about CWEF's work.

During her time on the board, Barbara served in many capacities including Secretary, Applications Chair, Marketing Consultant, and Historian. She felt that it was important that trustees show up and be active. Barbara's feelings about her role with CWEF are well captured in her own words quoted on the website, *"My formal education is finished, so now I can give a hand to those who are engaged in the process of education. It's a good feeling to help these women strive to enrich their lives, their families, and their communities. I'm proud to be part of tomorrow's success stories."*

Barbara Ford, perhaps our longest serving trustee, resigned from CWEF's Board of Trustees in October 2019. Her boundless enthusiasm and in-depth knowledge of CWEF's history will be greatly missed. This Memorial Scholarship was funded in her name demonstrating our profound gratitude to Barbara for her many years of service.

Scholarship Contributors

Deborah and Dave Fischer
Cynthia Wieme
Karen McGee
Colleen Miller
Margie Thomas Morris
Patty Walters
Becky Maurer
Ellie Gietzen
Dale Downes
Lauri Householder
Joyce Lansfield
Sue Wirth
Sarah Eddie
Marjory Hopper
Sandra Thompson
Lisa McConnell

Named Scholarship

Rachel T. Maves

In memoriam (1953 – 2022)

By Rachel's adoring family and friends



Rachel Maves valued education and empowerment for women, which is why friends and family have chosen to honor her memory with the establishment of a five-year, \$10,000 named scholarship through Colorado Women's Education Foundation (CWEF).

Rachel was an effervescent and vibrant woman. She was a devoted mother, sister, aunt, and grandmother as well as a loyal and loving friend to many. As a proud member of the Jewish community, she donated

her time to her synagogues throughout the decades and created a space for her Jewish friends and family to celebrate their heritage and traditions together.

Rachel loved to host her friends and family for gatherings, parties, and birthdays. She showed her love by cooking for everyone and giving thoughtful gifts to brighten someone's day. She had a green thumb and was known for her plants and flowers. She loved to swim and float in the ocean or any pool. Rachel also loved card and word games and was as shrewd as she was kind when presented with a bit of friendly competition. She was outgoing and friendly and a truly loyal friend; her many dear girlfriends will attest to the fun and laughter that Rachel would bring to any room. Rachel was a hardworking and selfless person, giving to causes she cared about and would always jump in to help someone in need.

Rachel was born Rachel T. Secor to her parents George Secor and Anne Sobel Secor on May 1, 1953, in Rockville Center, New York. Rachel left Long Island at 20 years old to follow her older brother Joe west to Colorado.

Named Scholarship Contributors

Lindsey Weaver
Karen McGee
Chinwuba Ikwuakor and Family
Liz Iracki
Randi Maves
Jacob Secor
Stephanie Olmsted
Hazel and Doug Stevens Price
Sarah Collier
Eric and Birgit Knospe
Marie Maves
Samantha Steinberg
Ruth Katz
Tanya Secor
Jill James
Christina Ortiz
Mihir Agochiya
Vivian Anita
Catherine Baker
Kiyomi Beach
Alan Feinstein
Barbara Flood
Linda Hyson
AK Ikwuakor
Carolyn Kehmann
Elizabeth McCain
Lindsay Nasshorn
Zornitsa Paenova Silver
Roger Portner
Jamie Randall

Named Scholarship

In Colorado she married Dennis Roger Maves and had two children, Randi and Nathan. Rachel became a true Coloradan, spending the rest of her years in this state, except for a brief stint in Fort Myers, Florida, in the last few years of her life.

Above all, Rachel was a devoted and loving mother. She dedicated herself to her children's upbringing and always found a way to help them in their various activities, while instilling the values of independence, respect, and hard work. Rachel balanced work and home life with grace and fervor. She would do anything for her children and was so very proud of both Randi and Nathan and the people they have become as adults. She often said that her legacy was her children. In 2014, Rachel became a grandmother first to Leo soon followed by Adeline in 2016 and her grandson Preston in 2020. She absolutely adored being a grandmother.

When diagnosed with breast cancer at age 48, Rachel took on the challenge with her head held high. She continued to work, powered through her treatments, and was soon declared to be in remission. She went on to work, travel, and enjoy her life for 17 more years. When Rachel was re-diagnosed in 2018 she kept her head held high and focused on enjoying every minute of life. She wasn't going to let the cancer keep her down. Up until the end, she was fighting for every day and every minute she could spend with her family and friends.

Rachel, a long-time donor to CWF, would be delighted to know her philanthropy and commitment to helping women has continued with the generosity of her friends and family. As a dear friend, a devoted mother and sister, and a dotting grandmother, Rachel is deeply missed by her family and friends.

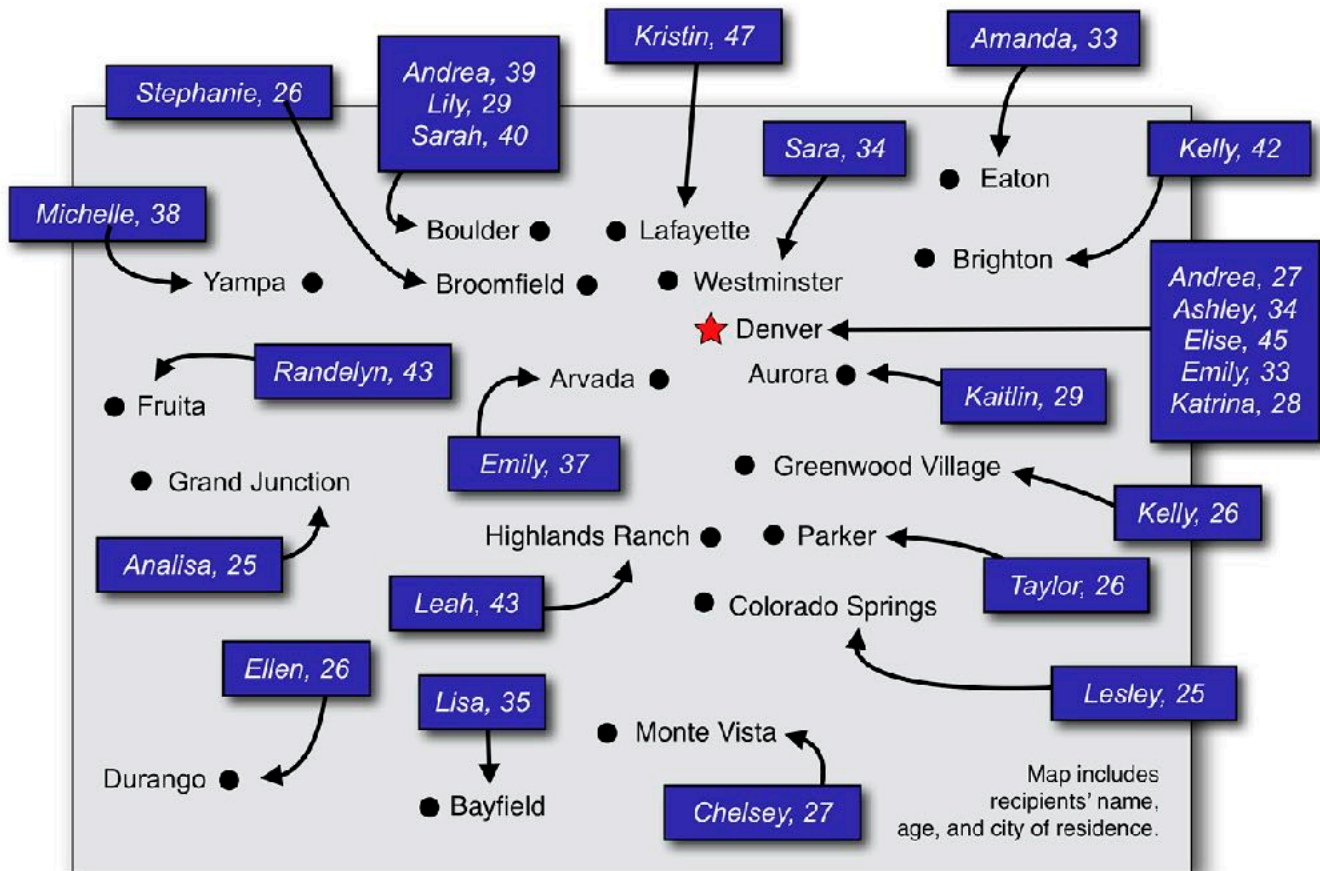


Named Scholarship Contributors

Carol and Joe Secor
Gary Semones
Stacey Symoun
Kelly Victor
Linda and Harry Warman
Linda Weinstein
Holly Young
Anonymous
Tina Shields
Karen Kagan
Billy Bacon
Amy Cutter
Rob Dubin
Linda Dziadyk
Erin Farb
Janis Fields
Harriet Fries
Jami Jacobson
Linda Loewenstein
Jill London
Kelley Merritt
Julie Shaffer
Amy Willson
Donald Wine
Rachael Zichella
Amy Feygin
Karen Adestein
Carly Schad
Merissa Winter
Howard Weinstein

CWEF Provides Scholarships for Women Across Colorado

CWEF awarded \$36,000 in scholarships in fall 2021 to 25 outstanding and high-achieving women. These 2021 scholarships provided 25 women more opportunity to pursue economic equity through education and a career. One recipient shared, *“It has always been my dream to attain a college degree. Now, with your generosity, achieving this dream of being the first person in my family who will graduate with a bachelor’s degree is a reality. I am extremely grateful for the faith you have placed in me and my academic ability in selecting me as a recipient.”* Since its inception in 1976, CWEF has provided over 650 scholarships to women totaling more than half a million dollars.



Another recipient wrote, *“I can tell you that the last couple of years have been quite challenging. This scholarship is a breath of fresh air, and thank you for believing in me. It means more than you know. I am beyond grateful.”*

Recipients were selected from women who applied by the scholarship deadline of May 31, 2021. Scholarship funds were awarded in the fall and sent directly to the recipient’s school. Applicants must be attending accredited educational institutions of higher learning or vocational training, be at least 25 years old, living in Colorado while earning their certification or degree, and demonstrate academic potential, financial need, career goals, leadership skills, and community involvement.

Scholarship Recipients during Fiscal Year 2021-2022

The statistics describing these women only tell part of the story! Many recipients tell CWEF their scholarships help them transcend serious financial constraints, but the most outstanding gift they receive is a sense of pride and emotional support because CWEF is investing in them and their future. Some recipients share that the communication and encouragement they receive from CWEF is equal to or even more significant in value to them than the funding they receive.

The review of each set of scholarship applications continues to be challenging and yet very gratifying for CWEF's Board of Trustees. The trustees review the applications and award scholarships without regard to race, ethnicity, religion, or sexual preference. The selection process is difficult given the number of applications the Foundation receives and the high quality of achievement portrayed by these women. Trustees find it optimistic and encouraging for the future to financially invest in impressive and talented women working towards economic self-sufficiency through education.



Scholarship Application Deadline

The online application deadline is May 31 for fall and spring semester/quarter awards. Applications must be completed and submitted by the deadline. Scholarship funds awarded by CWEF are applied to the recipient's account at her school.

Statistically speaking...

The 25 outstanding and high-achieving women who received awards this year:

- ◆ Range in age from 25 to 47 with an average age of 33 years old,
- ◆ Are racially diverse: eight of 25 women, or 32%, are racially diverse,
- ◆ May be raising as many as three children: 10 of these women are caring for and/or supporting 22 dependents, six of these women are single mothers,
- ◆ Have served in the military, one is a veteran,
- ◆ Vary in marital status: 17 of them are single, two are divorced, and six are married,
- ◆ Have an average GPA of 3.71 with eight women maintaining a 4.00,
- ◆ Can be first-generation college students: 12 or 48% of these women are first-gen students,
- ◆ Are in quite varied fields of study including business administration, counseling, education, educational leadership, English writing, environmental studies, geographic information systems, healthcare, herbalism, human services, upper elementary Montessori, nursing, paramedic, political science, psychology, social work, speech pathology, and more with their programs ranging from three women obtaining certifications, four working towards associates degrees, 10 earning bachelor's degrees, five pursuing master's degrees, and three women attaining doctorate degrees: one in occupational therapy and two are in medical school to become physicians,
- ◆ Attend Adams State, Colorado Mesa University, Colorado School of Clinical Herbalism, Creighton University, Front Range Community College, Harvard Graduate School of Education, Metropolitan State University of Denver, Montessori Education Center of the Rockies, Morgan Community College, Naropa University, Pikes Peak Community College, Pueblo Community College, Regis University, University of Colorado-Boulder, University of Colorado-Denver, University of Colorado School of Medicine, and University of Northern Colorado.

CWEF Celebrates Scholarship Recipients Graduating

The graduation of 15 scholarship recipients in summer and fall 2021 and spring 2022 is a great success story for these high achieving women as well as a testament for CWEF's investment in them. These 15 graduates from various institutions across Colorado include: one medical doctor, five masters, two bachelors, three associates, and three certifications. CWEF's scholarship recipient graduation rates remain above 90%, which is more than twice the national average!

As a result of accomplishing their educational goals and completing their degrees and programs, many of these women have begun new and higher paying jobs. Women who receive an education have better employment opportunities and their earning potential rises by almost 12% for every additional year of schooling. Studies show that when you educate women, they continue to transform themselves and their families, communities, and society as a whole for the better.

Summer 2021

Alixandra graduated with a Bachelor's Degree of Science, focused on Project Management from Colorado State University – Global. Upon graduating, Alixandra shared, *“I just accepted a Project Coordinator position in CU – Boulder's Information Technology Office. Without this second degree, I wouldn't have been able to apply for and be offered this position, so I am very grateful for my scholarship. My new career will put my project management education into good use and I received a 25% pay increase, which is very exciting!”*

Having earned a Master's Degree in Education from Walden University and securing a teaching position at a local school district, **Kathy** decided she wanted to pursue a new direction and go into special education. While working fulltime and taking care of her two children as a single mother, she earned a Certification as Special Education Generalist from Colorado State University – Pueblo.



Tammara was the first recipient of the Ida M. Halasz Scholarship Fund. This scholarship honors Ida M. Halasz's deep commitment to education and self-sufficiency for women. Already holding a Bachelor in Business and Speech Communication from Colorado State University, a Bachelor in Mass Communications from Mesa State College, and an Elementary Education Teaching License from Mesa State College, Tammara earned a Master's Degree in Educational Leadership with a Principal Licensure from Colorado Mesa University. Working in Grand Junction, Tammara shared she had passed her principal licensure test and wrote, *“I have a similar position as last year in the district central office supporting systems and structures with trauma-informed practices. This is exactly where and what I hope to be doing for the future in our district and my masters and license allows me to have access and credibility!”*

Summer 2021 continued

With over 20 years of professional work experience as a civil and geological engineer, **Milena** decided to attend Front Range Community College and earn an Associate Degree in Computer-Aided Drafting and Design (CADD). Her goal was to keep working in the construction industry using her engineering background and focus on drafting site and building plans. Upon graduating, Milena shared, *“I am now working for an engineering firm. I realized that I needed to concentrate on my future career and my personal health and well-being. Well, now that my career is on track as how I envisioned it with my Associate's Degree, I am working as a Senior CADD designer and drafter for RGA Engineers in Wheat Ridge. My favorite part of my job is knowing that I feel appreciated and valued!”*

Katrina earned a Fundamentals in Herbalism Certification from the Colorado School of Clinical Herbalism. Through this certification, she gained knowledge of medicinal plant medicine and how to make healing body care products. Shortly after graduating she started selling botanical-based body care products through her new business, Honey Bones Co. Katrina stated, *“I hand-make all my products, using all-natural and plant-infused ingredients. I sell to paying customers and donate products to “Neighbors in Need.” A neighbor in need can be an unhoused person, a stranger at a coffee shop, or anyone that needs protective or nourishing body care products. I am currently setting up a partnership with a group that works with individuals that are housing insecure/unhoused along Colfax Avenue in Denver, which I am very excited about! A future phase for Honey Bones Co. is to teach the trade and wisdom of natural remedies to others. I am looking forward to being able to give back the education and opportunities I have had. All that being said, I am so grateful for your financial support so that I could get my certificate to create this business!”*



Fall 2021

Living in Durango and attending Pueblo Community College – Mancos Campus, **Christy** graduated with an Associate of Applied Science in Emergency Medical Services as a Paramedic. Her goal was to be able to serve the Durango community by providing care to them in a crisis, and she is doing just that. She added, *“I now work full time for Durango Fire Protection District as a firefighter/paramedic and am loving it. Thank you for your support and the support of CWEF as a whole! I'm eternally grateful for your financial help in getting me to my current career.”* You can read more about Christy saving lives on page 22.

CWEF Celebrates Scholarship Recipients Graduating

Fall 2021 continued

A first-generation college student, **Sara** graduated with her Associate of Arts from Front Range Community College. As a result she obtained a new job in the design field and is working at SS&C Technologies Inc.'s Denver-based Creative Services department as a Graphic Production Associate. Sara wrote, *"I am a mother, a daughter, a wife, a friend, a student, and more. I am a lot of things, and thanks for your generous scholarship, I can add college graduate to my list."*

Holding a previous Bachelor of Arts Degree in Studio Art from University of Colorado – Boulder, **Lily** wanted to continue her passion for art, which is inspired by nature. This passion led her to obtain a Certificate in Foundations of Geographic Information Systems (GIS) and Animation from Front Range Community College (FRCC). While attending FRCC, Lily worked with, learned from, and supported the Nature Conservation team in the GIS department, which is helping to preserve the beauty of nature. Lily's first language is Chinese.

Spring 2022



Attending Colorado University – Denver, **Saba** graduated with a Master of Arts in Education. She was the second recipient of the Aina Holland Freedom Scholarship. This scholarship honors Aina Holland's perseverance in the name of freedom. Saba, like Aina, held similar determination as she pursued education and transformed her life. Saba immigrated from Iraq, survived domestic abuse, continued to raise three children as a single mom, and committed herself to succeed and grow as a scholar. Furthermore, Saba is an asset in her community as a translator and educator. Saba recently shared that she accepted a teaching position in North Carolina.

Stephanie was the second recipient of the Ida M. Halasz Scholarship Fund. This scholarship honors Ida M. Halasz's deep commitment to education, self-sufficiency for women, and social justice. Akin to Ida, Stephanie shares a deep commitment to education and social justice advocacy. She graduated from the University of Colorado – Boulder with her Master of Curriculum and Instruction with a focus in Humanities. Stephanie prioritizes diverse perspectives and social justice advocacy in her curriculum as a high school classroom teacher. She plans to use this degree to move herself toward becoming a Curriculum and Instruction Dean or Educational Coach. Getting married soon, Stephanie shared she looks forward to the 12% salary raise she will be receiving from the school district as a result of earning her masters.



CWEF Celebrates Scholarship Recipients Graduating

Spring 2022 continued

Nahika graduated from Front Range Community College with an Associate Degree in Nursing. As both a single mother and first-generation college student, she is now working fulltime as a nurse at Broomfield Hospital. As well, Nahika is currently pursuing her Bachelor's Degree in Nursing at the University of Colorado. Nahika wrote, *"I am fortunate to say I discovered my purpose, both personally and professionally, by way of employment on an oncology unit. Life can be magical, unpredictable, heart-wrenching, beautiful, and above all else: short. Nowhere is this more evident than in a hospital."*

Completing her program with a 4.0 GPA, **Lisa** graduated with her Master in Social Work from Metropolitan State University of Denver. Living in Bayfield, Lisa is currently accumulating hours to become a Licensed Clinical Social Worker. She wrote, *"I did accept a new job that I will be starting in July as a Behavioral Health Provider at Pediatric Partners of the Southwest. I wouldn't have been able to do this all without my scholarships from CWEF! Thank you!"*

Kelly graduated from the University of Colorado School of Medicine, Medicinal Doctorate Program as a Medical Doctor. She started her residency in June at the University of Colorado Children's Hospital where she will continue to serve Colorado children and their families. Kelly's dedication to the medical field began when her life was transformed by a life-altering medical diagnosis. In the wake of this diagnosis, it was her medical providers who informed and supported her. Kelly strives to be a beacon of light and guidance for others as they encounter various medical challenges.



Spring 2022 continued



Passionate about advocating for underserved students in higher education, **Leah** earned her Master of Education Leadership, Opportunity, and Entrepreneurship from Harvard University. She was soon hired at Red Rocks Community College as a Senior Coordinator for First Year Experiences and then transitioned to the Grant Project Manager for the STEM Leadership Academy. When reflecting on her goals, Leah shared, *“My long-term goal is to enroll in a Ph.D. program that will develop the academic background and research skills I need to impact education policy at the local, state, and one day, national level. I envision my research agenda focusing on the struggles of first-generation, community college students, and underprivileged populations. I am committed to helping other students complete their education and reach their goals.”*

Ashley earned the Colorado Women’s Hall of Fame, M.L. Hanson scholarship, which honors M.L.’s dedication to supporting other women’s success and self-betterment. Ashley graduated with a Bachelor in Human Services with a concentration in Addictions Counseling from Metropolitan State University of Denver. She, too, will be helping and mentoring others as they strive for success. She aims to pass on healthy patterns of living to her children and she won’t stop there. Ashley shared she is now pursuing a Master’s Degree in Addictions Counseling. By counseling women in recovery, she intends to influence a generational change and help babies and children to not grow up without a mother, as she did.



Scholarship Recipient Saves Lives

Many of us try to improve our lives and communities through education, but few of us can say that we are *saving* lives in our communities. CWEF scholarship recipient Christy, however, can say just that—she’s using her Emergency Medical Technician (EMT) and paramedic training to save lives in Southwest Colorado.

Christy earned a bachelor’s degree from the University of Arkansas and had a difficult time finding meaningful work that would lead to financial stability. She re-trained and received her Emergency Medical Technician (EMT) Certification in 2018 and an IV Therapy Certification from Denver Health Paramedics in 2020. She still struggled, however, to earn enough to support herself. At the time she worked hourly jobs as a barista (\$12 per hour), as a seasonal conservation crew leader (\$14-\$16 per hour), and as a part-time EMT (\$16 per hour).



In early 2020, Christy had a life changing experience.

She witnessed a man getting hit by a truck. She was the first person on the scene and used her EMT training to keep the man alive until paramedics arrived. At that moment, she felt a calling to medicine more deeply than before. In the fall of 2020, she decided to enroll into the Paramedic Program at Pueblo Community College’s Southwest Campus in Mancos, Colorado. She received a CWEF scholarship to help offset the cost of tuition. As a paramedic, Christy would be able to have a career that is both profoundly meaningful and financially stable.

While enrolled in the Paramedic Program, Christy started work at the Durango Fire Protection District (DFPD), working as a part-time EMT on their Interfacility Transport unit. She also completed the firefighter academy at DFPD. After graduation from the Paramedic Program, DFPD hired Christy as a full-time firefighter/paramedic, and she worked her way up to Crew Lead Paramedic.

One of Christy’s most memorable moments as a paramedic happened while responding to a difficult home birth. She was part of a team who successfully resuscitated a baby after a breech delivery. The baby is recovering well, and Christy shared, *“It’s a wonderful feeling to see such a positive outcome from such a scary call.”*

Christy has now more than doubled her monthly income from about \$1,500 to \$3,200 per month. For the first time, she has a job where she receives benefits such as health, dental, vision, life, disability, and retirement options. Because of her new-found financial security, Christy is also realizing another dream—home ownership. Christy shared, *“I’ve been able to use my income from the job to buy a house with my fiancé, which feels like a huge financial success I wouldn’t have been able to achieve without this career and without the support of CWEF.”*

CWEF is proud to have invested in Christy and delighted that she has improved her life through education—for herself, her family, and her community in Southwest Colorado!

Contributions from June 1, 2021, to May 31, 2022

A sincere thank you to all of our contributors and supporters
for giving the gift of education during this fiscal year.

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Our major supporters in prior years formed the bedrock of this Foundation.

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Major Contributions in Prior Years

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How You Can Help

CWEF benefits from the energy and skills of those who rally around it . . . from individuals completing the day-to-day tasks to supporters spreading the word on its behalf. CWEF has grown because of the enthusiasm, hard work, and financial commitment its supporters have displayed over the years. Our future growth is dependent upon the continued encouragement and financial support of individuals and organizations that believe, as we do, that education is the key to transforming lives. Below are some ways you can help support CWEF.

Encourage women you know to apply for a scholarship: The Foundation's scholarship program is as strong as its demand. We continue to receive a record number of applications each year. Our goal is to provide more and larger amount scholarships for women of non-traditional student age throughout Colorado. As the demand grows, so will our ability to increase our support.

Create a Named or Endowed Scholarship: These unique scholarships recognize and honor the individual and/or organization for which they are named. These scholarships are a vital form of funding for the Foundation. They can be a one-time contribution or a multiyear contribution providing financial sustainability through ongoing scholarships to worthy Colorado women.

Give the Gift of Education: We all know how hard it can be to find just the right gift for someone's birthday, anniversary, graduation, and/or wedding. A donation to CWEF is a great way to honor a friend, and it's a gift that will last a lifetime. We also welcome gifts in memoriam of a loved one. With a total donation of \$1,000 or more, your loved one will be recognized in CWEF's annual reports and on the website page "Memorial Scholarships." The listing of his/her name will include a link to a PDF page featuring information about and a photo of your loved one. As well, donors can also be listed on this page.

Financial Statements 2021-2022

Colorado Women's Education Foundation for the Fiscal Year ending May 31, 2022

CWEF's assets include a checking and two savings accounts at FirstBank. There is a Fidelity Money Market account earning interest at Wells Fargo Advisors. An endowment fund, managed by Wells Fargo Advisors, is held in the form of stocks and mutual funds providing a variable income. The CWEF Board of Trustees has protected this endowment, which has been contributed to by many, many supporters over the years, to preserve its legacy, ensuring the Foundation will continue into the future.

During fiscal year 2021-2022, CWEF revenues include nearly \$164,000 in donations from individuals, corporations, and foundations. Well over \$70,000 was raised during CWEF's participation in its seventh Colorado Gives Day in December 2021. These revenues made it possible to fund 25 scholarships for women totaling \$36,000. Operating expenses include professional services and a half-time business and program manager.

Included in CWEF's current liabilities is almost \$13,000 restricted to the Ida M. Halasz Scholarship Fund and \$60,000 restricted to the *STEAM Ahead* Scholarship Fund.

Financial Statements 2021-2022

Colorado Women's Education Foundation for the Fiscal Year ending May 31, 2022

Statement of Activities - Cash Basis

Revenues

Donations - Business and Professional Women	2,000.00
Donations - Individuals	79,308.06
Donations - Memorial	11,327.69
Donations - Corporations and Foundations	73,284.59
Fundraising Events	1,477.44
Colorado Gives Day Donations	70,560.19
Dividends/Investment Income	11,112.95
Interest Income	23.48
Realized Gain on Investment	11,606.15

Total Revenues **260,700.55**

Expenses

Annual Report	950.00
Computer Expenses/Website	428.30
Consulting Fees	300.00
Database Management	287.00
Dues/Meetings/Memberships	372.79
Financial Management Fees	5,706.56
Fundraising Expenses	1,744.60
Insurance	1,827.00
Licenses and Fees	20.00
Miscellaneous	499.54
Office Payroll	30,274.40
Payroll Taxes	2,315.93
P.O. Box and Postage	289.80
Professional Services/Accounting	2,650.34
Scholarship Application Platform	3,333.33
Supplies/Printing	415.49
Telephone/Video Conferencing	413.20

Total Operating Expenses **51,804.21**

Scholarships 36,000.00

Total Expenses **87,804.21**

Net Operating Revenue **172,896.34**

Other Revenue **(54,832.10)**

Net Revenue **118,064.24**

Statement of Financial Position - Cash Basis

Assets

Current Assets

FirstBank Checking	13,128.70
FirstBank Savings	112,003.97
FirstBank Scholarship Savings	12,849.33
Endowment Fund-Wells Fargo	501,065.12
Fidelity Portfolio-Wells Fargo	151,017.94
PayPal	208.85

Total Current Assets **790,273.91**

Total Assets **790,273.91**

Liabilities and Net Assets

Current Liabilities

FICA	366.42
Medicare	85.70
Withheld Federal Taxes	275.00
Withheld State Taxes	161.00

Total Current Liabilities **888.12**

Net Assets

Net Assets	597,488.91
Donor Restricted Fund	72,832.64
Operating Income	173,896.34
Variable Gain/Loss	(54,832.10)

Total Net Assets **789,385.79**

Total Liabilities and Net Assets **790,273.91**
