

Colorado Women's Education Foundation

2013 ANNUAL REPORT

From the CWEF Board

The fiscal year 2013 brought a year of significant changes to the Colorado Women's Education Foundation (CWEF) organization and the composition of the board. Under the leadership of co-presidents, Jenne Trembley and Megan Wetzstein, the board hired a gifted graphic designer, Lisa Hertz, who created a beautiful new logo that is also the cornerstone of CWEF's website upgrade, both of which brought the foundation's image into the 21st century. Late in 2012, we bid farewell to both Jenne and Megan along with the board secretary, Margot Plotz, who departed the board in search of new pursuits.

The entire board wishes them well and thanks them for their contributions to CWEF. We were overjoyed to invite Mary Gonsior to join the board in December 2012. Mary brings many significant gifts and talent to the board. Read more about Mary's extensive experience and expertise on page 3 of this annual report.

We also accepted the resignation of CWEF's administrative assistant, Carole Marks, and launched an extensive search for a new administrative assistant. Board members, Connie Herschbach and Mary Gonsior, met a professional, Roxanne Brickell-Reardon, at a Boulder Professional Women's Meet-and-Greet event in late January 2013. After an extensive vetting and interview process, the Board of Directors hired Roxanne. She brings vast knowledge and experience in the nonprofit world. Since Roxanne began working with the board in April 2013, she has made miraculous strides on behalf of CWEF and its important mission. Many thanks go out to Carole Marks for her service to CWEF.

One of the most significant accomplishments during the early months of Roxanne's employment was the establishment of the Alice DeBoer Named Scholarship. This named scholarship is made possible through the generosity of Mrs. DeBoer's daughter, Marion McDonald. Read about Alice DeBoer's incredible accomplishments and contributions on page 4 of this annual report.

Our heartfelt thanks go out to all our supporters and contributors of this past year. With your support we are able to carry out our mission of helping deserving Colorado women complete their education. "Paying It Forward" is what all of us can do to help these women and make our communities a better place to live. We believe that education is the key. Please consider CWEF for your charitable giving and estate planning.

The CWEF Board of Trustees: *Jan Agrafojo-Levy, Barbara Ford, Mary Gonsior, Connie Herschbach, Nancy Litvak, and Colleen A. Miller.*

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FOUNDATION BOARDS

CWEF enjoys a great support system of former CWEF Board veterans and other experienced women who are lending their advice and community connections to CWEF on a volunteer basis.

The CWEF Board of Trustees

Colleen A. Miller
President

Nancy Litvak
President Elect

Jan Agrafojo-Levy
Secretary and Treasurer

Barbara Ford

Mary Gonsior

Connie Herschbach

CWEF Staff

Carole Marks
Administrative Assistant

The Honorary Board

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Dottie Lamm

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Anne F. Steinbeck

***Since its inception,
CWEF has provided
almost 500 women
with scholarships
totaling well over
\$350,000.***

The Advisory Council

Susan Beck

Cynthia Blankenship

Elizabeth Dodds

Jeannie Hamilton

Dorothy Rupert

Theresa Szczurek

Annette Taylor

Linda Weatherwax

Consultants to the Board

Nancy Cebula

Pam McKinnie

Carol Puchalski

Julie A. Thenall

Special Advisor to the Trustees

Eleanor Hubbard



NEW TRUSTEE JOINS CWF

The CWF Board welcomes one new trustee and is appreciative of the abundance of experience, talent, and energy she brings to the organization.



Mary Gonsior joined the CWF Board of Trustees in December 2012 bringing her many years of planning, manufacturing, customer service, finance, and diverse management experience to enhance and realize the

mission of CWF. As an accomplished business executive, Mary's superior leadership and consensus building skills and her demonstration of accountability, teamwork, and integrity are proving to be enormous assets to the Board of Trustees.

Mary began working for Agrium Advanced Technologies, headquartered in Loveland, Colorado, in 2009 in the position of Customer Service and Logistics Manager. She is responsible for managing the order process and logistics for domestic and international turf and ornamental fertilizer customers. Mary successfully implemented an integrated customer service organization by recruiting, hiring, and training a new cohesive and highly motivated staff of ten. She established

"The way you get meaning into your life is to devote yourself to loving others, devote yourself to your community around you, and devote yourself to creating something that gives you purpose and meaning."

~ Morrie Schwartz
(1916-1941)

processes and high standards for providing exceptional customer service and significantly improved efficiency, accuracy, and the quality of service delivery. Mary developed and maintains effective relationships with external and internal customers including working closely with sales, marketing, manufacturing, logistics, IT, and finance to resolve customer issues and meet all requirements. She consistently receives accolades from customers and the sales team that her customer service team is "Best in Class" and "Best in Industry."

Prior to joining Agrium Advanced Technologies, Mary was Chief Operations Officer for North American Bison Cooperative in Fargo, North Dakota, and was responsible for manufacturing, procurement, inventory, quality control, and distribution within the cooperative. Mary also has experience as a controller, sales manager, and general manager for a food manufacturer.

Mary earned a Bachelor of Arts Degree in Business Administration from the College of St. Thomas in St. Paul, Minnesota. She also has an Associates of Applied Sciences Degree in Accounting from Iowa Lakes Community College in Estherville, Iowa. Mary serves as a council member of the Agrium Women's Leadership Group. As well, she is a member of the Colorado Business Women and Enterprising and Professional Women.

Thank you to the members of the Board of Trustees who have ended their terms this past year: Margot Plotz, Jenne Trembley, and Megan Wetzstein.

CWEF ANNOUNCES THE ALICE DEBOER NAMED SCHOLARSHIP

Named scholarships are a vital form of funding for the Foundation. These unique scholarships recognize and honor the individual and/or organization for which they are named while providing financial sustainability through ongoing scholarships to worthy Colorado women.

The Board of Trustees of CWEF is honored to receive and award an educational scholarship in memory of Mrs. Alice DeBoer (1917-2012). Mrs. DeBoer's daughter, Marion McDonald, is donating this extraordinary gift of education, which consists of a named scholarship introduced in 2013 and continuing for the next five years. Marion's generous scholarship endowment furthers the Foundation's mission to provide educational funding to outstanding and deserving women.

Mrs. DeBoer's multiple careers and lifelong contributions serve as an outstanding role model for all women. She especially valued education and used it to advance her career earning a Bachelor of Arts Degree and a Masters Degree, in addition to earning several endorsements and educational certificates. Mrs. DeBoer began her career teaching in rural schools in Stony Run, Pennsylvania, and in Arapahoe County, Colorado. In 1950 she started teaching in the Aurora Public Schools as an elementary school teacher. She went on to serve as a school principal, consultant, and director of several educational programs until retiring in 1977.

In her post-retirement years, Mrs. DeBoer continued creating her legacy by investing her energy



in the advancement of women by aiding them in obtaining greater accessibility to quality education, as well as advocating for health and welfare issues for women. To this end, Mrs. DeBoer served as the State President of Business Professional Women in Colorado, which is now the Colorado Business Women organization. She continued participating in the Aurora Business Women's monthly meetings until the time of her death. Friends and colleagues agree that Mrs. DeBoer possessed a wonderfully unique gift for making each person she met feel very special, greeting everyone with a smile and positive words. She also challenged others to reach for more for themselves, their families, and their friends. As a mentor to many, Mrs. DeBoer's motto was "think big and go for it."

"Education is a social process. Education is growth. Education is not a preparation for life; education is life itself."

~ John Dewey
(1859-1952)



The First and 2013 Recipient of the Alice DeBoer Named Scholarship

Kirsten, a 34 year-old single woman from Castle Rock, Colorado, is delighted to be the initial recipient of the Alice DeBoer Scholarship. She shares, "Especially in today's economic environment, scholarships are so very important to those of us who want to continue our education. The choice to return to school was not easy for me, but I took a leap of faith and this scholarship is truly a blessing that resulted from that leap." Kirsten plans to graduate in the fall of 2013 with an Accelerated Bachelor of Science in Nursing Degree from Regis University. Nursing is a career change for Kirsten. Currently, her career is as an acupuncturist. Kirsten has earned two bachelor degrees: in Liberal Arts and Holistic Science, as well as a Master of Science in Acupuncture and Oriental Medicine.



Kirsten hopes to combine her expertise and understanding of both eastern and western medicine techniques to benefit patients. Being focused on patients and their health goals is the reason Kirsten is becoming a nurse. She explains, "My ultimate goal is to work within

a multidisciplinary, nonprofit clinic or county health program. Also, I want to gain fluency in medical Spanish and donate a week or two a year performing medical mission work for migrant workers." Ultimately, Kirsten wants to further her career as a nurse practitioner.



Lastly, Kirsten appreciates the legacy of Mrs. DeBoer being an educator through her experience of both her grandmother and mother being teachers. Kirsten reveals, "The legacy of teachers continues in my family with my sister, stepsister, and brother-in-law. I have a deep rooted respect for the teaching profession and reading the Alice DeBoer life story inspired me with her dedication and life-long pursuit of educational support. I look forward to finishing my degree and attempting to honor women such as Mrs. DeBoer by supporting others, as I have been supported. Please know that I deeply appreciate this gift and am truly humbled by the generosity."



Scholarship Recipients

DURING FISCAL YEAR 2012-2013

The Colorado Women's Education Foundation awarded \$6,300 in scholarship funds to seven deserving women. These women can have moving life stories, which complicate their struggles to achieve and complete their educational goals. The review of each set of scholarship applications continues to be challenging and yet very rewarding for the CWEF Board of Trustees. The board finds it uplifting and inspiring for the future to financially assist worthy and talented women working towards economic self-sufficiency through education.

The following are the recipients who received awards for the scholarship deadline of October 31, 2012. In four cases, privacy requests limit the information we can publish about these recipients.

Ilea resides in Delta and is pursuing a Bachelor of Science Degree in Nursing at Colorado Mesa University in Grand Junction. The 28 year old hopes to graduate in the fall of 2015. In letters of recommendation, Ilea is described as having all the prerequisites to become an extraordinary healthcare provider with outstanding clinical skills and phenomenal bedside manner treating all patients with great respect and compassion. She uses humor, empathy, and places an emphasis on dignity on a daily basis.

Jessica is 25 years old, married, and raising three children in Steamboat Springs. She feels her first job is as a mother and her second job is as a student. Jessica attends Colorado Northwestern Community College and is studying Nursing. She is maintaining a 4.00 GPA and hopes to graduate in spring 2014. Jessica has enjoyed working in a long-term care facility, with the elderly, for over nine years and her dream is to continue working in this field after graduation. Employed as a nurse, she wants to continue her education by obtaining a bachelor's degree online, which is more conducive to raising her family. Jessica's ultimate goal is to become a nurse practitioner or nurse educator.

Kirsten is pursuing an Accelerated Bachelor of Science Degree in Nursing at Regis University. She maintains a 3.41 GPA and anticipates graduating in the fall of 2013. Kirsten is a single, 33 year-old women with no dependents living in Castle Rock. A co-worker wrote, "Kirsten sets her mind to something and she gets it, every time. She is diligent, hard working, and she loves people. She will make a fantastic nurse!" Read more about Kirsten on page 5 as she was chosen as the first and the 2013 recipient of the Alice DeBoer Named Scholarship.

"You are what you do, not what you say you'll do."

~ C.G. Jung (1875-1961)

SCHOLARSHIP RECIPIENTS FISCAL YEAR 2012-2013

Statistically speaking...

Women who received scholarships this year are described in the following ways.

- They range in age from 25 to 50 with an average age of 34 years old
- Four women are caring for and supporting eight dependents
- One woman is single
- Three women are divorced
- Three women are married

This year's recipients reside in the following towns: Castle Rock, Colorado Springs, Delta, Denver, Estes Park, Lucerne, and Steamboat Springs.

Leanna's career goals include planning to be involved in victim advocacy and outreach while working with a nonprofit or a district attorney's office. Her own life experiences drive her to complete an Associates of Art's Degree from Community College of Denver. Leanna is realizing her goals with a 4.00 GPA while majoring in Behavioral Sciences with a minor in Communications. She is 50 years old, single, and lives in Denver.

Mercedes is enthusiastically preparing for a career as a translator and interpreter for Spanish speakers by obtaining an Associates Degree in Liberal Arts, with an emphasis in Spanish. She expects to graduate in the fall of 2014. Mercedes volunteers time at her church and the local school district. One of her faculty members shared, "Mercedes is a wonderful student. I think Mercedes is a very bright, ambitious woman."

Misty's calling is to work with and help infants and young children. In order to accomplish this goal she is working towards the completion of her Bachelor of Science Degree in Nursing and a Registered Nurse Certification from Pikes Peak Community College. Misty is sustaining a 4.00 GPA and hopes to graduate in the spring of 2015. She volunteers at her church every Sunday in the nursery. Misty is 40 years old and lives in Colorado Springs.

Yuliya is 27 years old and is progressing towards becoming a Registered Nurse at Front Range Community College in Fort Collins. She volunteers her skills at the 9 News Health Fair and a local preschool. An employer shared, "Yuliya is an optimistic, team-oriented, problem solver." In a recommendation letter an advisor wrote that Yuliya has dreamed of becoming a nurse since she was a little girl. Being smart, well motivated, hard working, and a quick learner, she gives Yuliya the highest endorsement for the achievement of her goals.

"By awarding me the Colorado Women's Education Foundation Scholarship, I am able to concentrate on what is important for me, my education. Your financial generosity has allowed me to be one step closer to my goal and has inspired me to help others by giving back to the community. I hope one day I will be able to help other students achieve their goal just as you have helped me."

~ Yuliya, 2013 scholarship recipient

Scholarship Application Deadline

The application deadline is May 31 for fall semester awards.

Applications must be postmarked by the deadline and mailed to CWF.

Scholarship funds awarded by CWF are applied to the recipient's account at her school.

CONTRIBUTIONS JUNE 1, 2012, TO MAY 31, 2013

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

Contributions of \$750 and above

William Husband
John Sparkman

Contributions of \$500 and above

Denver Tech Center - Colorado Business
Women, Inc.
Kenzi Parton
Pam Roth

Contributions of \$250 and above

Anonymous Levi Strauss employee
Cherry Creek Business Women
EIC LLC - Leanna Stoufer
Mark Glickman
Christopher Short

Additional Contributions

Advantage Finance Ltd.
Ameriprise Financial
Aurora Colorado Professional Women
Gretchen Busch
Nancy Cebual - In honor of Virginia Carr
for the Daniel Aaron Romero Memorial
Scholarship Fund
Jean Davis
Carolyn Gunkel
Kirsten Halffield
Tom Huthoefer
Dory Johnson
Levi Strauss Foundation
Nancy Rinker - In honor of Alice DeBoer
Winthrop Rockwell
Joe Schuchter
Christian Swift
Marcia Van Voorene
Melissa Wind Wilson

"I think that women can do
anything they decide to do."

~ Princess Grace of Monaco
(1929-1982)

MAJOR SPONSORS FROM 2009-2012

Sponsors of \$22,000 and above

Agrium, Inc.

Sponsors of \$2,000 and above

Davis Graham & Stubbs LLP
Ganette Isaacson and TCF Bank
Noble Energy, Inc.

Sponsors of \$1,500 and above

Holland & Hart LLP
Joyce and John Neville

Sponsors of \$1,000 and above

M.T. Casey
Deb and Sander Orent and
Medically Based Fitness
Melissa Whitmer and Commerce Bank

Sponsors of \$500 and above

Joy and Chris Jordan
Rhonda and Kevin Kelley
Orion Medical Management
Thomson Reuters

Sponsors of \$250 and above

Amber and Mike Fries
Wendy Reynolds and Flatirons Bank



MAJOR CONTRIBUTIONS IN PRIOR YEARS

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

Diamond Endowed Scholarship Sponsor

\$100,000 and above

Carol Grever

Endowed Scholarship Sponsors

\$25,000 and above

The Anchor Point Fund of the Community
Foundation serving Boulder County
Asset One/Financial Architects, Erwin Buck
and Nancy Rinker
Anthem BlueCross BlueShield Foundation
Business Professional Women State Presidents
Theresa M. Szczurek, Ph.D., Technology &
Management Solutions

Named Scholarships

\$10,000 and above

Arthur Andersen
Boulder Business Professional Women
Brett Family Foundation
Helen Scott Calais
Coldwell Banker-The Bernardi Group
Eloise Witt Joder Memorial
Dain Rauscher
Daniel Aaron Romero Memorial
Anne F. Steinbeck
U.S. West Foundation
Wells Fargo
Women in International Business
Yampa Valley Women's Pioneer

Past Lifetime Sponsors

\$1,000 pledge completed

The 1996-97 Business Professional Women
State Executive Committee
American Express/IDS
Ball Aerospace
Boulder Business Professional Women
Boulder Planet
The Carr Family
Nancy Cebula
Colorado Federation of Business
Professional Women
Denver Tech Center-Colorado Business
Women Network
Alice Deboer
The Estate of Cecilia G. Gillespie
Cooley Godward
Barbara Ihde
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Pam McKinnie, Concepts Unlimited
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Donna Rifley
Carolyn Romero
Barbara and John Rosenberg
Anne F. Steinbeck
Cynthia Vaida
Melissa W. Wilson
Judy A. Wolff

Past Pledging Scholars

\$1,000 pledged

Cathi Almquist
Anonymous donor
Ronda Bolich-Lampo
Carolyn Butler
Corrin Campbell
Pam Dumonceau
Barbara Ann Ford
Dianne Green
Ida Halasz
Aina Holland
Nancy Jarrell, Enterprising
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Janet L. Stull
Mary Tinkcom
Barbara Truan, Renaissance Management
Joyce Waters-Smith
Gaynelle Winograd
Judy Wolff
Kathryn Zwack

Other contributions

Anonymous – In honor of Marion Dorothy Yost
Sandra L. Bish - In honor of Eleanor Hubbard
Anne F. Steinbeck - In honor of 90 years of
Business Professional Women/CO and
outgoing President Cheryl Ide
Anne F. and Carolyn Romero -
In honor of Janet Canaan and 2009-
10 Executive Committee
SagePoint Financial, Inc. - In recognition of
Top Sales Leader, Erwin Buck

Empowering
Colorado
Women
Through
Education

FINANCIAL STATEMENTS 2012-2013

Colorado Women's Education Foundation for the Fiscal Year ending May 31, 2013

Statement of Revenues & Expenses - Cash Basis

Revenues

Pledge Income	200.00
Donations - Locals	1,080.00
Donations - Individuals	5,625.26
Donations - Corporations and Foundations	8.94
Dividends	9,849.30
Interest Income	.18
Unrealized Gain on Investments	50,447.64

Total Revenues **67,211.32**

Expenses

Annual Report	10.00
Bank Charges and PayPal Fees	178.61
Computer Expenses	581.10
Depreciation	266.00
Dues/Memberships/Meetings	583.00
Financial Management Fees	1,636.83
Fundraising Expenses	767.81
Insurance	1,675.00
Miscellaneous	23.83
Office Payroll	15,150.00
Payroll Taxes	1,183.94
P.O. Box and Postage	245.74
Professional Services (Accounting)	1,622.50
Storage Rental Fee	349.00
Supplies	153.01
Telephone	353.92
Website	423.49

Total Operating Expenses **25,203.78**

Scholarships 6,296.45
Total Expenses **31,500.23**

Net Revenue **35,711.09**

Statement of Assets, Liabilities & Net Assets - Cash Basis

Assets

Cash and Cash Equivalents

Cash - BBVA Compass Bank	6,035.24
Endowment Fund Wells Fargo	344,059.49
Total Checking/Savings	350,094.73

Total Current Assets **350,094.73**

Fixed Assets

Computer and Printer	5,666.16
Accumulated Depreciation	(4,331.80)

Total Fixed Assets **1,334.36**

Total Assets **351,429.09**

Liabilities

Current Liabilities

FICA Payable	380.68
Medicare Payable	89.04
Federal Withholding Payable	162.00
State Withholding Payable	77.00

Total Liabilities **708.72**

Equity

Retained Earnings	39,669.81
Net Assets	275,339.47
Net Income	35,711.09

Total Equity **350,720.37**

Total Liabilities and Equity **351,429.09**

*"Do you know the difference between education and experience?
Education is when you read the fine print;
experience is what you get when you don't."*

~ Pete Seeger (born 1919)

How You Can Help CWF

Every organization, including the Colorado Women's Education Foundation (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 support CWEF. We encourage you to find at least one way to get involved and begin writing a success story of tomorrow.

Become a foundation liaison: Colorado Business Women/Business Professional Women members, become that person "in the know." Get regular updates about Foundation activities. Share CWEF's news and information at your local meetings or by providing articles for your local's newsletter.

Become a Pledging or Lifetime Scholar: Pledge to give \$100 or more per year for up to 10 years to become a Pledging Scholar. With an accumulated gift of \$1,000 or more, you will become a Lifetime Scholar.

Connect trustees to interested corporations and/or foundations: Does your business or place of employment offer a matching gift for your donation? Do you know of a business or foundation seeking a sponsorship opportunity and/or partnership with another of a similar mission? A single introduction can be the first step toward creating a valuable sponsorship or partnership and strengthening the work of several organizations.

Create a Named 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.

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 scholarships to non-traditional aged women throughout Colorado. As the demand grows, so will our ability to increase our support.

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. Including CWEF in your estate plan is a wonderful legacy to leave those who benefit, as well as your community.

Volunteer: Add your name to our volunteer list. We are always in need of individuals and organizations willing to help with tasks large or small. We will call on you to share your valued skills as the needs arise.

