



Colorado Women's
EDUCATION FOUNDATION

Colorado Women's Education Foundation

2016 Annual Report

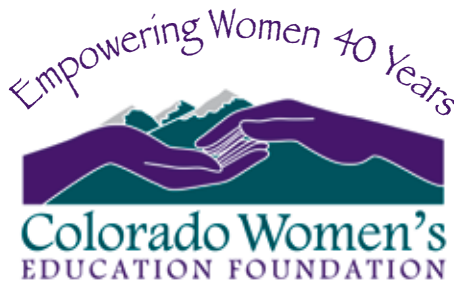
From the CWF Board of Trustees

Reflection and development define the 2016 fiscal year for the Colorado Women's Education Foundation (CWEF). This 2016 annual report is filled with board announcements, recent accomplishments, new partnerships, and personal profiles showcasing the Foundation's successes and achievements. CWEF is pleased to document its influence, value, and accountability as well as taking the opportunity to express its deep gratitude to our supporters, donors, sponsors, volunteers, and scholarship recipients. The Board of Trustees is pleased to share its most significant endeavors accomplished by the Foundation during this past fiscal year.

Celebration of 40th Anniversary

As with any organization celebrating its 40th anniversary, CWEF has adapted repeatedly to changing times and varying needs and priorities. Over the decades, CWEF has made changes to its name and refined its mission, as well as having made adjustments to how it raised funds and delivered services. The one constant over the years has been the resolution and goal of being an organization of women reaching out to other women to elevate their lives through the gift of education.

CWEF is a 501(c)(3) nonprofit organization providing scholarships for women of non-traditional student age. CWEF realizes the value and power of education and it achieves its mission by supporting these women in the pursuit of their higher education goals and a career. CWEF believes education is the key to helping women become more economically self-sufficient. As well, CWEF's financial and personal investment in these women has many positive impacts extending far into the community.



A special 40th anniversary logo was created to commemorate and recognize the significant achievements of CWEF over the last 40 years. Since its inception in 1976, CWEF has provided over 500 women with scholarships totaling nearly \$400,000. Read the entire 40-year history at

www.cwef.org on the "About Us" page. Enjoy the description and pictures from CWEF's 40th Anniversary Dinner Fundraising Event celebrating 40 years of investing in women's futures on page 9.

Creation of a Finance Committee and Investment Policy Statement

A Finance Committee, consisting of both the board president and treasurer and the office manager, was formed to provide overall management and guidance of the Foundation's finances. The committee, in advance of monthly board meetings, will review and discuss monthly statements, financials, and reconciliations. At the board meeting the treasurer will present the balances to be voted upon and recorded in the meeting minutes. Among its many duties the committee will also prepare annual budgets and review yearly tax returns.

Additionally, this newly formed Finance Committee met with CWEF's Financial Advisors at Wells Fargo where the endowment account is held. Working together, an Investment Policy Statement (IPS) was developed outlining CWEF's investment strategy including risk tolerance, long-term objectives, time horizon, portfolio structure targets, and other factors and procedures. Once the final IPS was approved by the board and signed by the president, it was shared with Wells Fargo and added to CWEF's Board of Directors Manual.

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From the CWF Board of Trustees

Revision of Scholarship Application and Scoring Protocol

CWF's scholarship application continues to evolve over time. Each year the application is edited for consistency and/or to clarify any parts that applicants expressed difficulty with or had lots of questions about. For this year's revision the office manager took the opportunity to reach out to three former scholarship recipients, Lisa, Jillynne, and Lisa Marie, to review and discuss proposed changes and additions in the application. It proved highly beneficial to get the recipients' reactions, input, and ideas to provide a more welcoming tone in the application and add a new section outlining the expectations for acceptance of a CWF scholarship. Many of their contributions were integrated into the application.

The Scholarship Committee took on the task of revising and updating the scoring protocol



used by the Board of Trustees when reviewing applications. On CWF's website it states eligible applicants must demonstrate financial need, academic ability, leadership skills, career goals, and community involvement. Changes were made to ensure the scoring aligns with and reflects what is asked for in the application process.

Formation of a MOU with Kansas State University



CWF was approached by K-State's Director of Marketing and Communication Services Global Campus inquiring about the possibility of women residing in Colorado but studying completely online at K-State being able to apply for a CWF scholarship. At the time, one of the eligibility requirements on the website stated "Enrolled in or attending an accredited educational institution of higher learning or vocational training located in Colorado." The office manager conducted some research and discovered this eligibility requirement was not included in CWF's Bylaws and therefore it could be upheld or adapted by the Board of Trustees.

After much discussion, the Scholarship Committee recommended CWF proceed with a memorandum of agreement with K-State. It turns out K-State offered some unique programs and degrees not readily available at Colorado institutions and earning a degree online may work best for many working women. K-State was able to share CWF's scholarship opportunity with over 30 female students living in Colorado. These applicants need to meet all of CWF's scholarship requirements with the exception of attending an institution located in Colorado. The three words "located in Colorado" were removed from the website and the application form.

*"We make a living by what we get,
we make a life by what we give."*

- Ernest Hemingway (1899-1961)

Foundation Board of Trustees

CWEF's collaborative trustees are dedicated to achieving the mission and cause of the Foundation. These intelligent, forward thinking, committed, and enthusiastic women work hard and contribute in many ways to grow CWEF. As volunteers 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 and the amazing achievements of these outstanding scholarship recipients. Read more about board happenings and undertakings below.



Left side: Roxanne, Deb, Nancy, and Karen, right side: Colleen, Barbara, and Connie.

The CWEF Board of Trustees

- Colleen Miller
Past President
- Karen McGee
President
- Nancy Litvak
Treasurer
- Connie Herschbach
Secretary
- Barbara Ford
Historian
- Deb Fischer
Trustee

CWEF Staff

- Roxanne Brickell-Reardon
Office Manager (halftime)

New Board President

In July, Colleen Miller stepped down as board president and began her new role as past president. Colleen had been providing direction and stability for CWEF for the last several years. She thanked fellow board members, "for their contributions of patience and energy during this tremendous time of transition and growth and is most proud of how well CWEF models and demonstrates the ability of women to collaborate!" Colleen gave Karen McGee, new board president, a gavel and wooden plate to represent "passing the torch" and she encouraged Karen to "pound it with joy." Karen presented Colleen a beautiful gift from the board thanking her for her service and leadership.



Engagement in Strategic Planning Process

Trustees pursued a strategic planning process using the Appreciative Inquiry model. Its definition found in Appreciative Inquiry: A Positive Revolution in Change describes Appreciative Inquiry (AI) as "a radically affirmative approach to change that completely lets go of problem-based management and in so doing vitally transforms strategic planning, survey methods, culture change..." AI uses positive questions to guide its path towards visioning, planning, redirecting, expanding, and energizing an organization's work. Regardless of the setting...positive questions and their

responses produce the frame for thoughtful, creative changes utilizing past successes to build a solid future."

Trustees had the opportunity to map their positive core to enhance collective wisdom, build energy and resilience for change, and extend their capacity to achieve extraordinary results. Through the AI process, Trustees built on their strengths and engaged everyone in crafting how best to achieve CWEF's mission. Read the Board of Trustees Statement: Mapping Positive Core and Strategic Vision at www.cwef.org on the "About Us" page.



CWEF Bids Three Board Members Farewell

CWEF wants to thank three outstanding board members, Tarrah Speer Lee, Connie Herschbach, and Nancy Litvak who resigned from their board positions during this fiscal year. All three of these accomplished women made extensive contributions to the board and foundation during their tenure and will be greatly missed.



On June 25, 2015, Tarrah wrote, "While I have enjoyed my time on the board and strongly believe in the cause, I believe my time, talents, energy, and experience can make a stronger impact in other ways. I want to thank you again for the opportunity and know that you have my support ongoing." Tarrah was chosen to be Ms. Colorado Woman of Achievement and would be representing the state on a number of women's platforms. Her travel and many commitments made it impossible for her to continue on the board.

Connie regretfully resigned as board secretary on September 11, 2015. Her new job with Agruim, Inc. involved extensive international travel and she was anticipating an upcoming retirement and move to California. Connie wrote, "I am sure you understand why I need to exit as a board member, but I will always be a supporting contributor for CWEF. I know you will continue to build a remarkable organization. I have so enjoyed being a part of this organization and it has been an honor and truly a humbling experience to recognize how a few innovative and determined women can impact the lives of so many. It's a beautiful mission that CWEF provides and I will continue to help on the sidelines to promote awareness and donations where possible."



Nancy, who had served on CWEF's board for almost eight years, resigned her position as treasurer and wrote, "It is with much thought and soul searching that as of today, April 28, 2016, I am resigning from the Board of CWEF. This has been a very hard decision for me... I am so passionate about our mission and the women we have touched. Not only did we help move them forward in life, they have helped me and the women of this board become better human beings. I will always be a fan, donor, and promoter of CWEF! Thank you all for your friendship and your passion."

Get to Know the CWEF Board Gathering

In an effort to recruit new board members, CWEF's Trustees hosted a Get to Know the CWEF Board Gathering on November 7th, 2015, from 11am-1pm. Hosted by board member Deb Fischer, at her beautiful home in Denver, this lovely get together featured a brief presentation about CWEF's purpose and mission, which included two scholarship recipients sharing how their scholarship and relationship with CWEF assisted them in achieving their goals.

While enjoying a yummy brunch, this gathering provided an informal opportunity for Trustees to visit with numerous talented women wanting to learn more about participating on CWEF's board and supporting women who are dedicated to advancing their higher education and career. The gathering was declared a great success as it resulted in two highly ambitious women, Kathy Dremann and Karin Olson Hoal, joining the board. Enjoy learning more about both of them in the following pages.



"The best way
to predict the
future is to
create it."

~ Mark Twain
(1835-1910)

New Trustees Join CWF

The CWF Board welcomes three new trustees and is appreciative of the abundance of expertise, ability, and energy they will bring to the Foundation.

Deborah Fischer

Deborah's knowledge of CWF came as a result of her membership in 2001 with the Business and Professional Women (BPW) of Colorado. Forty years ago members of BPW Colorado founded CWF as a nonprofit to assist women financially to attend higher education. Viewing CWF as a hands-on approach to helping women reach their potential, Deborah was excited to contribute her budget and financial skills to the board and was willing to pursue grant-writing classes to help prepare proposals.

Having been fortunate in obtaining a Bachelor of Science Degree in Construction Management, Deborah understood the value of earning a degree. As a divorced mother of three children with no child support, she was not oblivious to the struggles of women who did not have the benefits and income usually associated with a degree. In the pursuit of advancing her career, Deborah took night classes for a certification in Government Contracts Management and became keenly aware of the difficulties that ensue when embarking on such an ambitious goal.

Deborah's career in construction management began in 1981. This was a time when there were very few women in construction and their challenges were many. After graduating from Eastern Michigan University she received an offer from Stone & Webster Engineering Company in Englewood, Colorado, and began her life in Colorado. Deborah worked as a Project Cost Engineer and was promoted to Project Cost Manager. Her next career move was for the Antarctic Support Associates as the Planning and Controls Manager. This position supervised 15 employees and required a visit to two of the three U.S. Antarctic stations. As a divorced mom with three kids, this five-week deployment required her parents to move into her house to care for them. Having parental support was vital to ensuring her career move.

In 2000, Deborah moved to Arvada and began her own bookkeeping and financial advice business with the purpose of helping small businesses realize a return on their investment. Currently, Deborah works at Ball Aerospace &

Technologies as a Cost Estimating & Pricing Specialist. She is actively involved in employee resource groups that support women, LGBTQA (lesbian, gay, bisexual, transsexual, and allies), and veterans.

As the mother of a son and two daughters, Deborah has had the benefits of a degree, a career, friends, and parental support. With the realization that not all women have these benefits and a strong support system, she claims, "I admire women who are willing to dedicate their time and energy to achieving their goals and a better life for themselves and their family. To be involved in CWF and giving other women a boost in that ambition would be truly satisfying to me."



Karin Olson Hoal

Karin joined the CWF Board of Trustees in December 2015 after attending a "Get to Know the CWF Board Gathering" event hosted at Deb Fischer's home. Invited by Board President, Karen McGee, Karin was deeply moved by hearing the stories of several past CWF scholarship recipients who had turned their lives around through completing their education.

Karin has a history in education she inherited from her father, who as Executive Director of the Boys' Club of New York developed a major education program to bring inner-city boys to top-tier secondary and tertiary institutions. Karin herself has attended or been affiliated with some seven universities around the world, including St. Lawrence University in upstate New York, Université de Rouen in France, McGill University in Montreal, University of Massachusetts, University of Cape Town in South Africa, Colorado School of Mines, and the University of Queensland, Australia. Karin shared, "A breakthrough moment for me was as an external member of the Black Sash, the largely silent, effective women's organization that worked to abolish apartheid in South Africa."

New Trustees Join CWF



Additionally, Karin notes, "Women can be so extremely effective in helping each other excel."

As an academic, Karin has worked to bring more women and girls into the earth sciences. She has seen first-hand the impact of women being deterred from or forced to leave the resource

industries, and the lack of opportunities for mature women to gain the skills to enter these industries. Prior to being a minerals consultant, Karin was a Research Professor at Colorado School of Mines, where she built a major research center and developed \$500k in new applications projects. In a school with about 20% female students, her research center attracted mostly female students, something Karin attributes to an emphasis on the creativity, innovation, communication, and interdisciplinary partnerships that the women did not find elsewhere on campus. Karin believes that typical STEM (science, technology, engineering, and math) programs fail because they are limiting from the get-go, and instead need the arts added, as in STEAM initiatives, to engage those truly innovative and visionary scientists, many of whom are women.

Karin hopes to be able to help CWF reach its goals of building a forever, self-sustaining endowment to provide scholarships to wonderful women for many, many years to come. Karin feels, "CWF helps to change the world through education by giving women a hand when they are changing their own lives and the lives of all those around them. Even a little bit can make the difference in terms of child care, books, or computer access."

Kathy Dremann

Kathy learned about CWF through her professional friendship with Roxanne Brickell-Reardon, CWF's Office Manager. With Kathy's own experience as a returning student earning her master's degree, a history of commitment to nonprofits, and a "primed-to-serve" attitude, she was excited to bring her skills and expertise to the CWF Board of Trustees in late November 2015.

Kathy has a long history of working with nonprofits, both as a volunteer and as an employee, in key roles taking advantage of her leadership capabilities and broad skill set. Spanning almost 20 years, Kathy's career in the nonprofit sector began when she was an environmental educator for several animal welfare organizations. While remaining passionate about teaching, Kathy turned her attention to the business side of nonprofits, building her skills in business and financial management, human resource management, regulatory compliance, and grant administration.

Kathy was the Business Manager for Colorado Horse Rescue in Longmont and then served as Development Director for Colorado Mountain Club/American Alpine Club and the Bradford Washburn American Mountaineering Museum in Golden, Colorado. She is currently Business Affairs Director for Denver Bike Sharing, owner and operator of Denver B-cycle.

Kathy's educational history demonstrates her commitment to education and she understands well the challenges non-traditional aged students face when they return to school. She has a Bachelor of Science in Restaurant, Hotel, and Institutional Management from Purdue University and returned to school, doing post-graduate coursework in Environmental Education/ Interpretation at Colorado State University. She then completed her Masters of Business Administration at University of Phoenix in 2009. Kathy says, "Well worth the effort, my education instilled in me the confidence to assume a leadership position. CWF's mission not only empowers women to take that first step, but validates their efforts along the way and revels in their achievements."



Using both her educational background and extensive business experience in the nonprofit sector, Kathy intends to "strengthen CWF's impact along with ensuring the organization remains financially viable." As well, she hopes "to be part of the team that takes CWF to the next level."

Named Scholarship Sponsor: Anita Tamm, in memoriam (1920–2016)

by Heidi Vertrees

With humble admiration and complete sincerity, I can say my mother, Anita Tamm, was an extraordinarily big-hearted woman with a lot of brains. She cared deeply about everyone and so much of the world, near and far. Always. She was so personable that several ladies still think of her as though she were their mother, as she helped them through life as though they were her daughters. She was a keen advocate for women. She would listen with compassion and then help with kind advice and suggested contacts, programs, or other next steps. Where she could, she also helped with financial support. The family is still amazed how many charities she supported.

Let's go back some years. Her father had his own construction business in New York, so in her late teens, she was learning how to handle the financial bookkeeping. She dreamed of going away to college to study history, but that wasn't to be. She always kept that great love of history with her voluminous readings through the years. Her training was at Katharine Gibbs School, a prestigious secretarial school in Manhattan. Her career in Manhattan began during World War II. By the end of the war, she had the joy of marriage, with five children to follow. She was dedicated to her family, but also competently managed the financial and human resources side of her husband's large building construction business, via an office in the home.

When the family moved to Colorado in the early 1970s, Anita worked in Boulder. By now, her skills qualified her to be an accountant at an engineering firm and then an architectural company. Early on she was active in the Boulder chapter of Business and Professional Women (BPW), and was honored to be the longest active member, key organizer, and at one time, president. She was engaged at their local, state, and national levels. One member shares, "As a new member, Anita took me under her wing, introduced me to others, and explained the many acronyms and politics. She became my friend and BPW mentor." Anyone who knew her appreciated she wanted to learn about them and encourage them in their pursuits for a better life. Her kind, friendly demeanor and strong curiosity cultivated many friendships in all the

organizations to which she belonged.

In her memoirs, she wrote that she wished she had been given a middle name. Recently, I read that the name Anita, derived from Sanskrit, means full of grace, mercy, favor, variety, a leader without

guile. Anita is the short form for Anahita, the Iranian water goddess in Avestan (an East Iranian language), and also means kind and personable. That was my mother, Anita, so in actuality she was complete without a middle name.

Our family is very glad that her name and memory are being preserved via a scholarship to help other women through CWF.



CWF selected, Heather Jackson, to receive the Anita Tamm Named Scholarship. Heather is attending the Colorado School of Clinical Herbalism in Boulder, has a 3.70 GPA, and anticipates graduation in May 2017.

Heidi shares, "Thank you for all this good news! My mother's great-grandmother knew a lot about medicinal herbs and my mother was known to say, 'I wish I had that knowledge.' How awesome in God's sweet grace the scholarship in memory of my mother went to Heather who is studying clinical herbalism. How truly awesome!"

Scholarship Contributors

Mary Ellen Lewis	Patricia Hinnen
Dianne Ladd	Angelique Layton
Betsy Dollar	Theresa Szczurek
Karen McGee	Michele Guarino
Julie Thenell	Brett-Shoemaker Fund
Heidi Vertrees	Laura Shnell
BPW Boulder	

Celebrating 40 Years of Investing in Women's Futures

CWEF hosted its 40th Anniversary Dinner Fundraising Event at the Denver Athletic Club on Thursday, March 10, 2016, from 6:00–8:30pm. Guests joined in commemorating CWEF's 40th anniversary while helping to build into the next 40 years by raising funds to provide scholarships for women to become more economically self-sufficient.

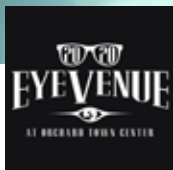
Featuring inspiration, enthusiasm, and education the goal of this celebration was to acknowledge 40 years of CWEF's outstanding and meaningful work and to raise much needed scholarship funds. The sophisticated venue, Denver Athletic Club, was perfect for meeting new contacts and connecting with friends and colleagues in a relaxed setting. In the spirit of a real celebration, guests enjoyed complimentary cocktails and hors d'oeuvres followed by a tasty Tuscan buffet dinner and anniversary cake!



The guest speaker, Dr. Deborah Keyek-Frannsen, presented career trends and new opportunities for women in higher education and two former scholarship recipients, Lisa Wilke and Jillynne Jensen, provided poignant examples of the value of supporting scholarships for women. Many women attending the event who had ensured CWEF's tremendous success over its first 40 years were recognized, including Carol Grever, Theresa Szczurek, Cynthia Vaida, Eleanor Hubbard, Joyce Neville, and Margaret Hansson. Also introduced were CWEF's current

board members and staff, Business and Professional Women of Colorado Representatives, and seven former scholarship recipients.

CWEF appreciates the event sponsors for helping to make this celebration so successful: Barb Bashor and the Bashor Connection for supporting scholarship recipients' registration and Cynthia Vaida for generously offering the Denver Athletic Club through her membership. As well, CWEF was grateful for donations from Southern Beverage with Chloe from The Wine Group and Josh from Deutsch, Baroness Wine Distributors, and 20/20 EyeVenue Optical and Joyce Neville and Karen McGee for donating the anniversary cakes.





Thank you to our exceptional and perceptive speakers



Deborah Keyek-Franssen, Ph.D., educated guests by outlining the gender pay gap and describing the benefits of women getting advanced degrees thereby articulating the justification for supporting and investing in scholarships for women. As the Associate Vice President for Digital Education and Engagement at the University of Colorado System Office, Deborah went on to explain that women are the majority in the workplace and offered strategies for operating in a male-dominated system, how educational institutions are responding, and the role of adding information technology to market yourself. She concluded with information and activities for us to understand how higher education and educational technology trends impact women pursuing postsecondary opportunities and their success.

Deborah is a creative educator and thought leader with over two decades of professional experience in information technology and higher education. She has long been passionate about education and women's issues and teaches every opportunity she gets. Deborah is a graduate of Dartmouth College and completed her Ph.D. in German Literature at the University of Michigan, where she also earned a master's degree in Higher Education Administration from the Center for the Study of Higher and Postsecondary Education, and a graduate certificate in Women's Studies.

Lisa Wilke shared how receiving a fall 2015 scholarship from CWF enabled her to graduate with an Interdisciplinary Studies Bachelor of Arts Degree in Somatic Psychology, Performance and Visual Arts (with a minor in Art Therapy) from Naropa University in December 2015. Lisa is the first in her family, three generations back, to attend an institution of higher education and graduate! Now that she has completed her bachelor's degree, Lisa is considering the Masters of Arts program of Somatic Counseling Psychology with a concentration in Body Psychotherapy at Naropa University.



Scholarship recipients: Lisa, Christine, Holly, Jillynne, Jody, Lisa Marie, and Yolanda.

Jillynne Jensen reflected about feeling as if CWF's generosity in providing her with a 2014 scholarship meant more than the educational funds, it was an investment in her! Jillynne graduated with a Bachelor of Arts Degree in English – Creative Writing – Summa Cum Laude and Sociology – with Distinction in May 2014. She had maintained a cumulative GPA of 3.93 and held a position on the Dean's List for each semester, garnering her an invitation, and subsequent induction, into the Phi Beta Kappa Academic Honor Society in December 2013. Additionally, Jillynne received the prestigious University Professional & Continuing Education Association's Outstanding Continuing Education Student Award for the Central Region in October 2014.

"If it was easy everyone would be doing it."

~ Harold Frank (1921-1995)

CWEF Participates in Its First Colorado Gives Day



Trustees wearing Colorado Gives Day sunglasses! From left to right: Karen McGee, Barbara Ford, Nancy Litvak, Karin Olson Hoal, Kathy Dremman, Deb Fischer, and Colleen Miller.

Colorado Gives Day is one of the largest one-day giving movements in the country. Scheduled each December since 2007, Colorado Gives Day is presented by Community First Foundation (CFF) whose vision is to help people in the community to thrive through the power of philanthropy. CFF has been bringing donors and nonprofit organizations together for 40 years and offers various Colorado nonprofits a unique and highly engaging way to increase its donations, connect with supporters, and spread the word about their mission and work.

In order for CWEF to participate in Colorado Gives Day 2015, the office manager attended a training course and undertook the arduous process of completing a nonprofit profile months in advance on CFF's website. Numerous

documents had to be uploaded and sections completed as CWEF documented its service areas, programs and successes, management, financials, credentials, policies, and plans. CWEF's online profile was then screened by CFF to ensure specific standards of transparency including that CWEF was recognized by the Internal Revenue Service as a 501(c)(3) nonprofit and was in good standing with the Colorado Secretary of State.

Through the generosity of 17 donors almost \$5,000 was raised for CWEF in its inaugural Colorado Gives Day experience! CWEF is excited to participate again in December 2016 as this signature giving day – Colorado Gives Day – made fundraising simple for CWEF and easy and rewarding for our donors.



Scholarship Recipients During Fiscal Year 2015-2016

The Colorado Women's Education Foundation (CWEF) awarded \$16,000 in scholarship funds to sixteen outstanding and high-achieving women. Applicants must be attending accredited educational institutions of higher learning or vocational training in Colorado, be at least 25 years old, and demonstrate academic potential, financial need, career goals, leadership skills, and community involvement. Some of these women have moving life stories, which can 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 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 uplifting and inspiring for the future to financially invest in worthy and talented women working towards economic self-sufficiency through education.

Please enjoy learning more about the recipients who received awards for the scholarship deadline of May 31, 2015. They are an amazing group of women achieving their educational goals to become professionals in engineering, healthcare, education, business, and more with some financial assistance from CWEF! In several cases, privacy requests limit the information we can publish about these recipients.



Christine graduated in May, 2016 with her Master's in Secondary English Curriculum and Instruction from CU Boulder. As well, she received an honor entitled "The Best Should Teach Award" for her work in Secondary humanities.

she is or limit her achievements, which include maintaining a grade point average of 4.0. She serves as the Vice President of the National Council of Teachers of English chapter at CU and was a Fulbright English Teaching Assistant scholarship recipient, spending a year as a teaching assistant in Stadtroda, Germany. She

Christine, single and 26 years old, is a self-described life-long learner and student who is working to obtain a Master's in English from University of Colorado (CU) Boulder with an expected graduation date of spring 2016. Christine, who lives in Arvada, works daily to overcome a physically debilitating illness in order to achieve her goals. Still, she does not allow her physical condition to define who

is a teacher, writer, and a dedicated educator. Christine hopes to eventually obtain a Ph.D. and plans to keep learning as long as she can. A former professor of Christine's stated, "Christine stood out in the top one percent of the class and I found her to be a person with exceptional talent, intellect, creativity, passion, dedication, flexibility, and above all a well of compassion."

Colleen has faced a good deal of adversity and remained positive and goal oriented all the while. A professor explained, "Colleen did well with a lot of difficulties and had a good attitude throughout." Colleen, 34, lives in Parker, is divorced, and has a seven-year-old daughter. She volunteers at her daughter's school and is a dedicated mother. Seeking to start a new career to provide for herself and her daughter, she is currently working on a Bachelor of Arts in Marketing at Regis University with an expected graduation in the summer of 2016. Colleen says she is earning this degree for both herself and her daughter and strives to be the kind of role model all children need and deserve. She wants her daughter to see firsthand that she can achieve what she wants and that with hard work, anything is possible. Colleen enjoys her classes and has done well in them as reflected by her grade point average of 3.73. She feels well suited for a career in marketing and hopes to eventually pursue a master's degree while working in her chosen field.

Scholarship Recipients During Fiscal Year 2015-2016

Gabriella is a natural leader, devoted single mother of one, and dedicated to caring for her family. A few years ago, Gabriella, 41, made the difficult choice to return to her parents' home in Fort Collins to care for an ailing parent. Possessing a long-term fascination with radiology and with her family's encouragement, she decided to return to school to prepare for a new career. She is pursuing an Associates of Applied Science (AAS) degree in Radiologic Technology at Aims Community College in Greeley with an expected graduation in the spring of 2016. While dividing her time between her own schoolwork, substantial volunteering at her child's school, and caring for her family, she has still managed to maintain a grade point average of 4.0. Said a current professor, "Gabriella is hard working and has strong leadership and communication skills. She has great potential in this field." Gabriella's educational plans following the completion of her AAS degree include seeking certifications in additional radiologic modalities, gaining admission to a medical sonography program, and then working toward a bachelor's in radiology. She is looking forward to career success and reaching her utmost potential.

Helen is 29 years old and a dedicated single mother of two. She lives in Greeley and volunteers at the Head Start program where her children attend preschool. Currently, Helen is working on a Bachelor of Arts in Art and Design at the University of Northern Colorado in Greeley and has a grade point average of 3.25. Said a recommender, "I continue to be impressed by her self motivation, curiosity, and attention to detail." Helen is expecting to graduate in the spring of 2016 and would like to continue her educational pursuits by eventually obtaining a master's degree in art. Having been inspired by her professors, she would like to teach art at the college level once she has completed her education. Helen says her children are her primary inspiration for continuing her education. She hopes to inspire them in return and looks forward to seeing their proud faces as she receives her diploma. Ultimately, Helen hopes to open an art studio or art gallery so she can teach, create art, and contribute to improving creative opportunities for others right where she lives.

Holly is a proud early childhood educator who is continuing her education by pursuing a Master of Arts in Administration, Leadership, and Policy Studies at University of Colorado-Denver. She has already completed the first year of her graduate program with a grade point average of 4.0 and anticipates graduating in the summer of 2016. Holly, who lives in Boulder, is a 42-year old, divorced mother of two children. Following graduation she hopes to become a professor or school administrator. Holly has always taken her responsibility as a leader in the classroom very seriously and intends to positively impact the future of educators through appreciative leadership as she continues her career. She received a fellowship through the Temple Hoyle Buell Foundation in conjunction with the University of Colorado-Denver and Clayton Learning Center enabling her to have a year of learning and resource building in the Temple Buell Early Childhood Leadership Program. Holly has volunteered as the building coordinator for Destination Imagination for the past five years and has also volunteered at the Buell Children's Museum throughout the past 10 years.



Helen graduated in May 2016 from UNC with a Bachelor's of Arts and Design with ceramic studio emphasis. She looks forward to working as an artist in Greeley.

JoAnn is currently attending Front Range Community College in collaboration with Regis University and has a grade point average of 3.39. She anticipates receiving her Associate of Arts in the fall of 2015 and then finishing her Bachelor of Science in Applied Psychology from Regis University in the fall of 2017. She will be the first in her family to complete a post-secondary degree. As a 38-year-old, single mother of two teenage boys, JoAnn is working to set an example for her sons about the importance of education in improving lives. With her education, she hopes to change her

Scholarship Recipients During Fiscal Year 2015-2016

own future and that of others. After completing her bachelor's degree, JoAnn wants to obtain a master's degree in counseling and work with disadvantaged teenagers or as a high school counselor. A recommender said of her, "It takes a very special person to excel at a career in caregiving of any sort. JoAnn is that special person. Her potential to excel is unparalleled in my opinion." JoAnn lives in Brighton and is currently volunteering at a local medical center while looking forward to a career in service of others.

Karen is a 44-year-old divorced mom with two young children, one of whom has special needs. She lives in Fort Collins and is majoring in Interdisciplinary Liberal Arts with a focus on Geography and Geospatial Information Systems (GIS) at Colorado State University. Karen is concurrently pursuing GIS certification from Front Range Community College where she is a Phi Theta Kappa Academic Honor Society Fellow. Her grade point average is currently 2.97 and she plans to complete both her degree and the GIS certification in spring of 2016 leading to a career in cartography. Job growth is robust and demand high in industries using GIS applications so Karen feels she will be highly employable and able to find work in her chosen field immediately after graduation. She has overcome many challenges while working to achieve her goals. Said a recommender, "She is a survivor with a positive and grateful attitude." Karen volunteers with the Fort Collins Parks Department organizing and teaching orienteering classes for children. Karen graduated from CSU in May 2016 with her Bachelor of Arts in Geography.

Kristin A is currently a student at Regis University in Denver where she is pursuing a Bachelor of Science in Accounting. She has a grade point average of 3.7 and expects to graduate in August of 2016 and then continue her education by earning a Master of Science

in Accounting. Ultimately, she would like to take the Certified Public Accountant exam and become a professional accountant. Kristin aspires to go into managerial accounting as strategy and financial planning is an interest and strength for her. Kristin is 29 years old, married without children, and lives in Loveland. She is an active member of the Human Rights Campaign and has volunteered for a number of events over several years. She participated in Taste of Loveland to benefit Foothills Service League, volunteered to cut hair for St. Baldricks

from 2012-2014, and also did Walk for Water in 2012 and 2013. Kristin was named the 2014 Community Advocate by a local paper. One of Kristin's recommenders stated, "If I could choose one person to invest in, it would be Kristin!"

Kristin C, raised in Aurora, is single and a first generation college student at the age of 33. She will proudly be the first person in her immediate family to obtain a bachelor's degree. Having just completed her Associate of Arts with emphasis in Psychology at Community College of Aurora (CCA), Kristin is pursuing a Bachelor of Arts in Psychology

and Sociology at Western State Colorado University in Gunnison. She has a grade point average of 3.34 and anticipates graduating in the spring of 2018. Kristin was recognized for academic achievement and service to the college and community while a student at CCA, one of only two students recognized this way each spring. She was President of Behavioral Sciences Society and a TRiO Ambassador, a federal outreach and student services program designed to identify and provide services for individuals from disadvantaged backgrounds, while at CCA. "She has a passion to help others," stated a recommender of Kristin's. She volunteers often and for a variety of organizations including the Hope House and Samaritan's Purse. Kristen wants to have a career in trauma counseling that includes research and advocacy.



Scholarship Recipients During Fiscal Year 2015-2016

Linda, a 49-year-old divorced mother of four, is hoping to create a better life for her children and grandchildren with her education. She is working on becoming certified in phlebotomy and earning an Associate of Applied Science in Medical Assisting at Pikes Peak Community College in Colorado Springs where she lives. Linda is a first generation college student in her family and is proud to be a member of Phi Theta Kappa Honor Society with a 3.87 grade point average. Linda was an avid volunteer in her children's classrooms and has also volunteered at her church and the Disabled American Veterans facility. She has overcome many, many challenges and refuses to give up! Linda is continuing to fight for a better future for herself and her family. As a medical assistant she wants to help others and hopes to put her children through college so they can create their own success stories. Linda is proving that anything is possible when one is determined and works hard.

Lisa F is a shining example of the power of service. It is through helping others that Lisa has found renewed meaning and purpose in her life. Lisa previously ran a successful business and devoted her time to making money and pursuing accomplishments in the financial world. After battling a debilitating illness and overcoming many challenges, Lisa is in recovery and now devotes her time to studying full time and volunteering with a variety of organizations. She is a divorced mother of two and lives in Denver. Lisa is attending Community College of Denver seeking an associate's degree in Human Services. Currently, she is maintaining a 4.0 grade point average, is a member of Phi Theta Kappa, and on The President's List. Lisa gives much of her time to at-risk children and low-income individuals with mental health needs. After her graduation in the spring of 2016, she plans on a new career path that will enable her to continue serving those underserved and at risk populations. "I have great confidence in Lisa's abilities, superb people skills and devotion and honesty to get things done. Her love and compassion for humanity puts her in rare company..." exclaimed a director at one of the facilities with which Lisa volunteers. Lisa is a previous CWF scholarship recipient and is the 2016 Alice DeBoer Named Scholarship recipient.

As the recipient of this named scholarship, Lisa is "...very grateful to belong to a fellowship founded on Mrs. DeBoer's values and such amazing women following in her footsteps. It means the world to me to know I am supported and valued in my academic endeavors. Mrs. DeBoer and the CWF Trustees are an inspiration to me demonstrating how education can turn women into Superheroes!"

Lisa W is an experienced healer and compassionate leader. She is working towards a bachelor's in Interdisciplinary Studies with concentrations in Somatic Psychology, Movement/Performance, and Visual Arts at Naropa University in Boulder where she lives. Lisa, divorced and 50 years old, is the first in her family to attend an institution of higher education. She has a grade point average of 3.91 and plans on graduating in the fall of 2015 after which she hopes to continue her education and begin studies towards a Master of Arts in the Somatic Counseling program. Because of her own experiences, which led her to the path of healing others, she hopes to work with individuals suffering from complex trauma, also known as Post Traumatic Stress Disorder. Lisa volunteers at Naropa and has proven to be an asset to the campus through guidance and assistance with new and incoming students. Says the director of student life, "She is a healer, actively supporting her peers on campus and helping to make Naropa University a better place to live and learn."



Lisa graduated from Naropa in December 2015 with an Interdisciplinary Studies Bachelor of Arts Degree in Somatic Psychology, Performance and Visual Arts (with a minor in Art Therapy). She shared, "The work CWF does through investments in 'women helping women' will have beautiful and long-term benefits for us all. Thank you again for including me!"

Scholarship Recipients During Fiscal Year 2015-2016

Malia, 46 and divorced, hopes to start a new career in the booming health and wellness industry after completing her studies at the Colorado School of Clinical Herbalism. She had a fulfilling career as an artist and designer for 25 years but sought a new beginning following a difficult and challenging time in her life. While struggling to support herself, Malia followed her growing passion for studying herbs and nutrition and returned to school, seeking to increase her opportunities in the job market, as well as assist others to be healthier. Malia lives in Longmont and is attending classes full time, earning a grade point average of 3.73. She anticipates

Noelia, of Denver, is the first in her family to attend an institution of higher education. She is pursuing an associate's degree in Criminal Justice from the Community College of Aurora with an anticipated graduation date in the spring of 2016. Her grade point average is currently 3.14. Noelia, now 28 years old, is not only a first generation college student; she is also a newly single mother of three who first became a mother while a teenager. She is working to improve her life through education and also hopes to serve as a role model for others. She stated, "I believe that being a single mom and getting an education will not only empower my children to get an education but it will allow me to serve as an example for many other women and young teen moms so that they can also see that getting an education while being a single/teen parent is possible." Noelia feels a great sense of responsibility in giving back and inspiring others, especially young women. She volunteers with the Women's Coalition Club on campus, which assists and supports women to reach their potential. Noelia graduated in May 2016 with her Associates of Arts in Criminal Justice and hopes to work for the Aurora Police Department.

Whitney, 29 and now living in Loveland, is working hard to overcome the many challenges resulting from a difficult divorce and wants to create a life of hope, joy, and stability for herself and her four children. Seeking more favorable opportunities to provide for her family, Whitney is earning a bachelor's degree in Human Development and Family Studies from Colorado State University in Fort Collins. Not only does she hold a 3.93 grade point average in her course work, she is working full time, and is the sole provider of her four children, ages infant to 7-years old. Whitney is passionate about the field of education as both her mother and grandmother were teachers. She wants to carry on the legacy of being a teacher and pursue a master's degree after obtaining a bachelor's. Her goals include becoming a teacher in one of the early elementary grades, working in school administration, and possibly school counseling. A recommender said of Whitney, "I believe that she has the capacity to become an outstanding educator and as such she has my highest recommendation." In addition to having been chosen to receive a scholarship this year, Whitney is also a previous CWF scholarship recipient.

graduating in May of 2016 with certificates in Nutrition and Clinical Herbalism. Malia has been a dedicated volunteer at several Boulder nonprofits including the Humane Society, Community Gardens, and the I Have a Dream Foundation, twice earning a Nova Award from the Community Foundation serving Boulder County. Her goals include starting her own practice, teaching to underserved communities, and continuing to develop her own product line.



Scholarship Recipients During Fiscal Year 2015-2016

Yolanda is an immigrant, originally from Spain and a first generation college student. She is 48 years old, a divorced mother of one, and has been in Colorado for seven years, now living in Lafayette. After reaching the top of her earning potential in her position with the health department, Yolanda decided it was time to pursue her dreams. She stated, "The dream of being a college student was present in my life since I remember, however, higher education was not an option at seventeen years old, my parents could not afford it. Nevertheless, life has given me the opportunity to review my priorities, make new choices and pursue higher education now. My goal is to get a Communications Ph.D.; I am profoundly inspired to research and teach how the way we communicate now, is changing the language of our world." She is beginning this new pursuit at the Community College of Denver and hopes to complete an Associates degree in Communications in the spring of 2017. Yolanda is already demonstrating her dedication to her studies with a grade point average of 3.84.

"SUCCESS
IS NOT FINAL,
FAILURE
IS NOT FATAL:
IT IS THE
COURAGE
TO CONTINUE
THAT COUNTS."

~ WINSTON CHURCHILL
(1874-1965)

Statistically speaking...

The 16 outstanding and high-achieving women receiving scholarships this year:

- ◆ Were selected from 57 applicants,
- ◆ Range in age from 26 to 50 with an average age of 38 years old,
- ◆ Are racially diverse with six of the women, or 38%, being Hispanic,
- ◆ May be raising as many as three dependents: 11 of these women are caring for and supporting 22 dependents,
- ◆ Vary in marital status: six of them are single, nine are divorced, and one is married,
- ◆ Have an average GPA of 3.71 and four women are maintaining a 4.0,
- ◆ Are in quite varied fields of study with their programs ranging from one woman obtaining a certification, to five women working towards associates degrees, eight earning bachelor's degrees, and two women pursuing graduate degrees,
- ◆ Attend Aims Community College, Colorado State University, Colorado School of Clinical Herbalism, Community College of Aurora, Community College of Denver, Front Range Community College, Naropa University, Pikes Peak Community College, Regis University, University of Colorado – Boulder, University of Colorado – Denver, University of Denver-Colorado Women's College, and University of Northern Colorado,
- ◆ Live in the cities of Aurora, Arvada, Brighton, Boulder, Colorado Springs, Denver, Fort Collins, Greeley, Lafayette, Longmont, Loveland, and Parker.

SCHOLARSHIP APPLICATION DEADLINE

The application deadline is May 31 for fall and spring semester/quarter 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 from June 1, 2015, through May 31, 2016

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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Alice DeBoer by Marion McDonald

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SagePoint Financial, Inc. - In recognition of
Top Sales Leader, Erwin Buck

Financial Statements 2015-2016

Colorado Women's Education Foundation for the Fiscal Year ending May 31, 2016

Statement of Activities - Cash Basis

Revenues

Pledge Income	1,000.00
Donations - Locals	300.00
Donations - Individuals	16,715.24
Donations - Memorials	200.00
Donations - Corporations and Foundations	4,246.91
Fundraising Events	18,451.00
Colorado Gives Day Donations	3,828.30
Dividends	5,617.72
Interest Income	113.28
Realized Gain on Investments	(1,472.84)

Total Revenues **49,000.35**

Expenses

Copying and Printing	202.40
Depreciation	161.00
Dues/Meetings/Memberships	789.41
Financial Management Fees	2,346.23
Fundraising Expenses	3,952.21
Insurance	1,725.00
Licenses and Fees	35.00
Miscellaneous	325.00
Office Payroll	26,505.25
Payroll Taxes	2,027.65
P.O. Box and Postage	232.68
Professional Services (Accounting)	1,900.00
Social Media	1,250.00
Supplies	515.43
Telephone	383.33
Trustees' Expenses	372.00
Website	1,288.34

Total Operating Expenses **40,058.72**

Scholarships 16,000.00
Total Expenses **60,010.93**

Net Revenue **(11,010.58)**

Statement of Financial Position - Cash Basis

Assets

Current Assents

FirstBank Checking	1,547.77
FirstBank Savings	31,565.15
Endowment Fund-Wells Fargo	321,9991.65
PayPal	50.00

Total Current Assets **355,162.57**

Fixed Assets

Computer and Printer	5,665.34
Total Property and Equipment	5,665.34
Accumulated Depreciation	(5,056.80)
Net Property and Equipment	608.54

Total Assets **355,771.11**

Liabilities and Net Assets

Current Liabilities

FICA	626.98
Medicare	146.64
FWIT	344.00
SWIT	162.00

Total Current Liabilities **1,279.62**

Net Assets

Net Assets	374,025.32
Operating Loss	(11,010.58)
Investment Loss	(8,523.25)

Total Net Assets **354,491.49**

Total Liabilities and Net Assets **355,771.11**



CWEF's assets include a checking and savings account and investments held and managed by Wells Fargo Advisors, LLC. This investment, an endowment fund, is held in the form of stocks and mutual funds. 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 2015-2016, CWEF revenues include over \$25,000 in donations from individuals, corporations, and foundations. As well, the CWEF Board of Trustees conducted a successful 40th Anniversary Dinner Celebration Fundraising Event raising over \$18,000. These revenues made it possible to fund scholarships for 16 women totaling \$16,000. Operating expenses include professional services and a half-time office manager.

How You Can Help

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: Business & Professional Women of Colorado 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. With an accumulated gift of \$1,000 or more, you will become a Pledging 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.



Colorado Women's Education Foundation
P.O. Box 1189 • Boulder, CO 80306 • 303-443-2573
office@cwef.org • www.cwef.org