



foresight
courage
commitment

Ms. Foundation
for Women

annual report 2004

Table of Contents

- 2 Message From The Chair
- 3 Message From The President and CEO
- 4 The Work of the Ms. Foundation for Women
 - 5 Empowering Decision-Makers at the Center of Solutions
 - 7 Revealing Choices so the Young Can Grow Old
 - 9 Stopping Violence at its Roots
 - 11 Organizing for the Ballot Box and Beyond
 - 13 Today's Vision, Tomorrow's Reality:
Take Our Daughters And Sons To Work® 2004
 - 17 Partnering for Success: The Donor Dynamic
- 19 Special Events
 - 19 The Ms. 35 Campaign
 - 20 The Gloria Awards
 - 22 Carolines on Broadway
- 22 Recent Publications
- 23 Giving to the Ms. Foundation for Women
- 24 Information for Grant Seekers
- 25 Grants Approved in 2004
- 33 Partners in Philanthropy
- 37 Financial Statement
- 41 Board of Directors,
Founding Board Members, & Staff

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mission

The Ms. Foundation for Women supports the efforts of women and girls to govern their own lives and influence the world around them. Through its leadership, expertise and financial support, the Ms. Foundation champions an equitable society by effecting change in public consciousness, law, philanthropy, and social policy.



M



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beliefs & values

Our work is guided by our vision of a just and safe world where power and responsibility are not limited by gender, race, class, sexual orientation, disability or age. We believe that equity and inclusion are the cornerstones of a true democracy in which the worth and dignity of every person are valued.



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Ms. Foundation
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Message from the Chair of the Board: Andrea Levere

During the past year, the Ms. Foundation for Women proved its power and resiliency as an institution by moving confidently toward the future with a new President, Sara Gould, secure in the outstanding legacy left by our past President Marie Wilson. The Ms. Foundation continues its more than 30-year tradition of demonstrating the **foresight** to name the crucial issues that matter most in the lives of women, the **courage** to speak out on those issues and act ahead of popular culture, and the **commitment** to persevere over the long haul.

Over the past year, we dedicated ourselves to the task of raising new resources to support the forward march toward full equality for women and girls. In fact, the Ms. Foundation for Women was the first organization of its kind to establish a major endowment to secure the advancements we have made. **Foresight.** When we began our work in 1972, women were almost totally excluded from public life. In 2004, this organization courageously launched its historic campaign to increase its financial resources by \$35 million and establish a permanent endowment of \$50 million. Through this action we answered our call to service and said to our grantees: "We are here for you in the beginning, we will stay with you while you work, and we will still be here in the end."

Through our grants, we were able to apply resources to the most crucial human and societal problems and change the everyday life realities for women and girls across America. You will see in our stories a microcosm of the work done by our grantees. And you will learn, as we did, that many brave women continue to find creative ways to foster a sense of community and tackle difficult, intractable crises such as domestic violence and AIDS. **Courage.** Our grants enable women to govern their own lives and function more effectively as citizens. By embracing cutting-edge projects that protect the health and safety of women, these organizations enrich us beyond measure. Their stories appear on these pages.

By our very existence, we have set the standard for women's funds and women's philanthropy. This leadership role determines our character. It is a role that must be constantly renewed, and about which we cannot become complacent. **Commitment.** We bring our public nature and our leadership role into a challenging and complex environment. We are accountable to several groups of external stakeholders, including our grantees, our donors and potential donors, and the communities of organizations that are active in women's and progressive social-change movements.

Now more than ever we must continue the important work we do. I know that the current leadership and staff of the Ms. Foundation will take the institution to new heights and I cannot wait to see the results. Thanks to all of you for your invaluable support.

Andrea Levere

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Message from the President and CEO: Sara K. Gould



The Ms. Foundation for Women is taking new steps on its path as a strategic, powerful and permanent institution. I came into the presidency in July of 2004 from inside of the organization where, for 19 years, I have been privileged to be a part of the Foundation's life every day. My work here is a labor of love and, as you know, I am not alone in this respect. You and I are connected to women and men, and girls and boys across the country and around the world who are compelled to action by a strong belief that power and possibility should not be limited by gender, race, class, sexual orientation or disability.

Why are we highlighting the words **foresight**, **courage** and **commitment** this year? They are the Ms. Foundation's hallmarks since the beginning, and they assume particular importance as we embark on a new era of accomplishment and impact. The Ms. Foundation brings to its work the **foresight** to identify those issues that matter most to women and girls, the **courage** to stand firmly when others fall away, and the **commitment** to remain engaged for the long haul.

Our largest goal is a true democracy of equity and inclusion in which every person is valued and all voices are heard. While we know that the full participation of all women and girls in all aspects of society is not sufficient to bring this about, we believe steadfastly that it is necessary. What UN Secretary General Kofi Annan says of the role of women in societies around the world is also true here: "When women are fully involved, the benefits can be seen immediately: families are healthier; they are better fed; their income, savings and reinvestment go up. And what is true of families is true of communities, and, eventually the world." The leadership and perspectives of a diverse group of women are extraordinarily powerful levers for change.

The six grantee organizations profiled in this report are trusted messengers of truth in communities across the country, and they know how to win. They are working on ending childhood sexual abuse, family violence, childcare pay discrimination, and gender discrimination in the workplace. They are also working at the grassroots level to increase civic participation. Our support makes these organizations stronger and more capable of driving social change and public policy advances.

The Ms. Foundation for Women is uniquely positioned to connect organizations from different regions for learning and strategy development, and to connect local to state and national for the highest policy impact. We specialize in collaborations of all kinds that bring donor partners and grantee partners together to the table.

We are insuring the Foundation's permanency through The Ms. 35 Endowment Campaign to bring our endowment to the historic level of \$50 million by our 35th anniversary in 2008.

Thank you so very much for your partnership with the Ms. Foundation for Women. Together, we can change the way the world works, not only for women and girls, but for everyone.

Warmly,

A handwritten signature in gold ink that reads "Sara K. Gould". The signature is written in a cursive, flowing style.

The Work of the Ms. Foundation for Women

For more than 30 years the Ms. Foundation for Women has funded the right idea at the right time, regardless of whether it was seen as popular or possible. From promoting little known, yet powerful economic strategies to help women create jobs in their communities, to focusing the nation's attention on girls' strengths and aspirations, we take the risks others won't — and succeed.

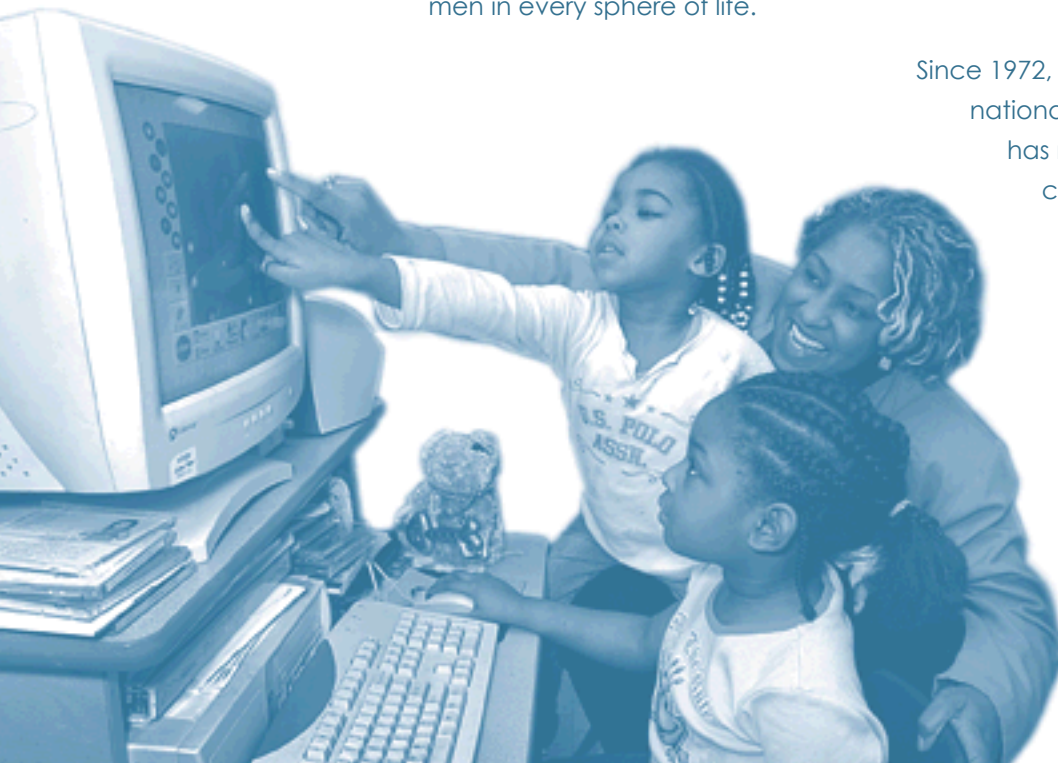
The Ms. Foundation supports women's solutions to some of society's most intractable issues, and is a leading advocate for those that touch women's lives, from reproductive rights and violence in our communities to gaining access to resources to care for our families' well-being. We actively seek solutions for these problems, supporting cutting-edge initiatives and organizations to ensure that women and girls have the tools to lead safe, healthy lives, gain economic self-sufficiency, and hone their leadership skills.

To meet these goals, the Ms. Foundation awards grants, conducts public education programs and provides training and technical assistance in three main areas: **Economic Security, Girls, Young Women, and Leadership**, and **Health and Safety**, which includes the push to keep accurate comprehensive sexuality education in schools.

The Ms. Foundation for Women owes much of its success to the women whose activities are funded in these program areas. We are working diligently to create a true democracy of equity and inclusion — a democracy in which every woman and girl is valued and every voice is heard — a democracy in which women at the margins of our society take their rightful places front and center of public policy debates and have a seat at every decision-making table — a democracy where women work alongside men in every sphere of life.

Since 1972, our support of grassroots and national activist women's organizations has made them stronger and more capable of driving social change and public policy advances that lead to a true democracy. The Ms. Foundation for Women is honored to support the women whose stories appear on the following pages.

Even though she serves as Executive Director of Childspace, Yvonne Thompson-Friend cherishes the time she spends with the children in her care.



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Empowering Decision-Makers at the Center of Solutions

“The key to the success of our work is based on a simple premise that our people deserve to be at the table when decisions are being made about how we do our work.”

*Yvonne Thompson-Friend
Childspace Cooperative Development, Inc.
Philadelphia, PA*

Yvonne Thompson-Friend has made the cause of good working conditions for child-care providers her life's work. As Executive Director of Childspace Cooperative Development, Inc. (CCDI), in Philadelphia, she knew the organization would be on solid ground when she received funding from the Ms. Foundation for Women. “We pushed the envelope by deciding that we should look at the potential of forming a union for childcare providers. It was not seen as ‘doable’ by the community-at-large, but the Ms. Foundation went with us, and their support led to the very first child-care union in the country,” she beamed.

Thompson-Friend leads an organization that works to improve the quality of jobs for traditionally low paid child-care workers, by integrating leadership development with the process of helping clients strengthen their voices on the issues that matter most to them. The dichotomy of America's need for child-care services and the prevailing attitudes about industry workers is a source of constant irritation to her. “Even though child-care providers offer a very valuable service to the community, they are often subjected to

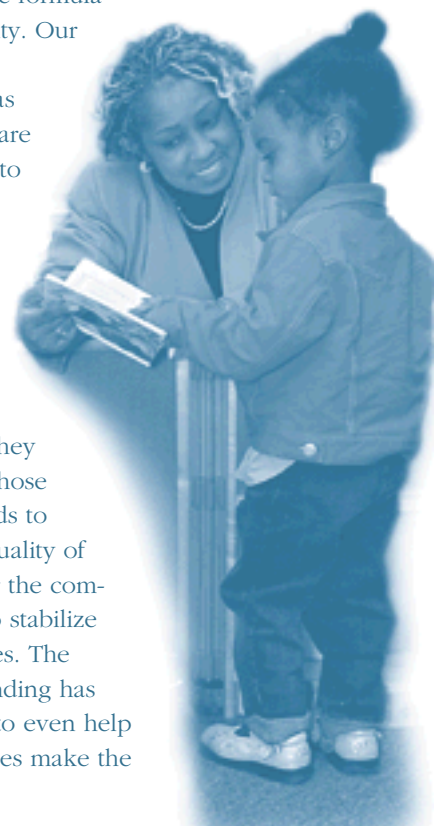
low wages, a lack of benefits, and a society that devalues their important work,” she said. The relationship between Childspace and the Ms. Foundation, Thompson-Friend recalled, developed at a very crucial time in the organization's history.

“In the beginning it was a real struggle getting people to understand why we do what we do. We've survived in spite of that fact because we've been lucky enough to continue our relationship with the Ms. Foundation for Women,” said Thompson-Friend. “They get the fact that when you invest in one woman, you're able to impact a whole community,” she affirmed. According to Thompson-Friend, the Foundation's understanding of the issues facing child-care providers was a refreshing change.

CCDI works to counteract the effects of low self-esteem that many women experience when they enter the fields of child care and early childhood development. Childspace CDI is the nonprofit arm of the Childspace organization, which includes three worker-owned early learning centers: Childspace Mt. Airy, Childspace Too, and Childspace West. It also includes the

holding company, Childspace Management Group.

The work of Childspace is successful at three levels: First, it empowers workers through structures that support meaningful participation in the workplace by training directors and owners to improve their financial operations. Secondly, it mobilizes day-care workers and directors to participate in advocacy efforts. And thirdly, Childspace leads organizing efforts to increase subsidy payments from state governments. She believes the financial backing from of the Ms. Foundation creates a solid operational base for CCDI. “The support we receive from the Ms. Foundation for Women is not just a paycheck. For us it means we have a tried-and-true formula for sustainability. Our business practice training has helped child-care facilities learn to set their rates based on true costs and maximize the revenue collected from the state subsidy system. They can then use those additional funds to improve the quality of care they offer the community, and to stabilize their businesses. The increase in funding has been enough to even help some businesses make the



our work

change from “underground operators to taxpaying businesses,” she concluded.

She said when states reimburse at a reasonable and timely rate, the result is an increase in the revenue available to improve jobs for early education professionals throughout the industry. But, Thompson-Friend says it was not easy reaching this point.

“This organization would not exist without the Ms. Foundation for Women. They guided us through the early years,” she explained. The work of Childspace has had an immediate impact on the way the state of Pennsylvania interacts with its child-care delivery providers. The Commonwealth is a major purchaser of child-care services. The Department of Public Welfare (DPW) estimates that every year it purchases 25 percent of existing regulated and legally operated child care. There are two separate offices in the Department of Public

Welfare with this function, Child Care Information Service and the County Assistance Office. According to Childspace staff, these disparate policies and procedures make collection of payments overly burdensome for those agencies that can least afford it. This often results in late or missed payments to staff, and poor quality of service within the programs.

CCDI seized the opportunity to address the issue of late payments, and focus on it as the top priority of child-care providers. CCDI even went a step further to design a campaign with the potential for systematic impact on the industry. According to Thompson-Friend, the **Collections Campaign**, funded through the Ms. Foundation Collaborative Fund for Women’s Economic Development enabled CCDI to

organize child care workers around a campaign to improve the subsidy system. The result was the “PA Childcare Subsidy Program Report Card,” a tool for providers to assess the state’s operations, to gather information annually, and to increase unified feedback to DPW through allowing the “voice of the provider” to be present at the table.

Thompson-Friend feels good about the impact her organization has on the people about whom she cares the most. “Participants in our IDA program have continued their educations, purchased or renovated homes – sometimes the matching funds have literally kept the roof over the heads of participants,” she said. “Child-care workers have become more confident in communicating with elected officials and other decision makers. We’ve found that the positive impact on self-esteem is shared with their children and families, as well as neighbors and friends. One participant improved her home situation, and then went about improving her block and entire neighborhood by engaging elected officials and others in the process,” she said. “The funding has helped the organization foster a sense of hopefulness.” According to Thompson-Friend, the most important perk is that continuous funding has validated a fight they always knew was a good and just cause.

Childspace staff member Janice Jones engages the children during story time, one of their favorite activities.



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Revealing Choices so the Young Can Grow Old

Adam Cogswell was 16 and homeless. Just when he felt he might not survive, there was **Odyssey Youth Center**, standing in the gap. "I love Odyssey! I was young and poor. The people there really saved me. They gave me the opportunity to have an interesting, challenging life. I would not have had that without Odyssey," he said. Like many of his peers, Cogswell was shut out by his family and friends because of his sexual orientation. A bright and focused young man, he then mustered the courage to turn that adversity into a cause for which he was willing to fight. Cogswell found a safe port and a willing partner in Odyssey. For 15 years, the organization has stood as a welcome sanctuary for young people in crisis. Located in Spokane, Washington, Odyssey opens its doors to gay, lesbian, bisexual, transgender and questioning (GLBTQ) youth, providing for their basic needs and offering so much more.

"It's not just an HIV prevention program," said Laurel Kelly, Odyssey's

new executive director. "Thanks to the Ms. Foundation for Women, we have been able to implement our three-pronged mission. First of all, we have the means to offer a safe place for young people to come when their families shut them out and society ostracizes them. Secondly, we can offer food, shelter and health services to them, and finally, we are able to offer accurate comprehensive sexuality education to them," she said. The Ms. Foundation supported Odyssey with grants totaling more than \$40,000 in 2004.

An 11-year veteran of the fight to secure equal rights and access to health care for this constituency, Kelly has found a home for her mission and her passion at the Odyssey Youth Center. Odyssey invites young people to talk about all areas of their sexuality, and to become well-versed in techniques that will help them avoid sexually transmitted diseases and HIV/AIDS infections. Though Odyssey operates its programs in what Kelly considers a

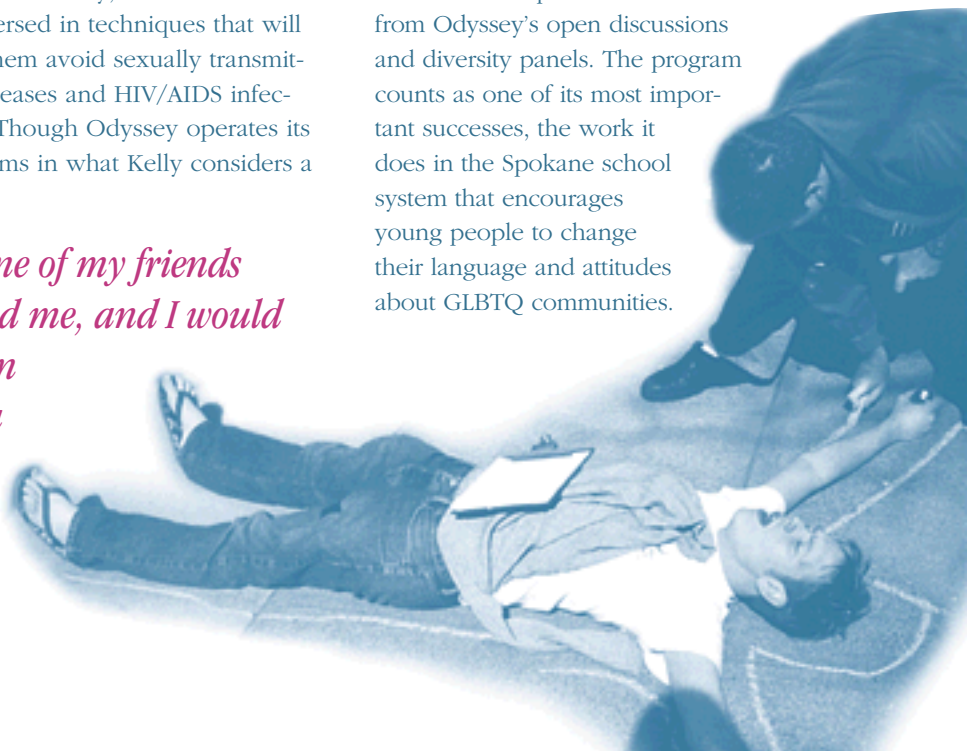
conservative community, the organization has grown over the years, establishing its independence from the Spokane Regional Health District's HIV/AIDS Program, with Ms. Foundation support that started in 2001. Odyssey also embraces women's health issues. "Though our clientele consists primarily of lesbian and gay teens, we also have attracted a core of young women who drop in because it's a safe place to come when they need help with reproductive issues," Kelly stated.

At Odyssey, youth between the ages of 16 and 24 are able to participate in peer support groups, interact with caring, knowledgeable adults, and associate with members of other youth organizations. Kelly feels this interaction is a "win-win" for all involved because they can learn from each other's experiences and benefit from Odyssey's open discussions and diversity panels. The program counts as one of its most important successes, the work it does in the Spokane school system that encourages young people to change their language and attitudes about GLBTQ communities.

"I would lie on the ground, and one of my friends would do a chalk drawing around me, and I would be saying things like, 'Every eleven seconds a youth in America gets a sexually transmitted disease!'"

Adam Cogswell
Odyssey Youth Center
Spokane, WA

Adam Cogswell is not afraid to take his message about the issues of sexuality, to the street.



Cogswell agrees. About three years ago, he became deeply immersed in the activities that Odyssey was sponsoring. “The big thing for me was my involvement with the Advocates for Youth,” he said. “The organization paid for my internship with Odyssey. We went together with Planned Parenthood to Olympia, Washington, to lobby for the *Health Information for Youth Act*. The bill didn’t mandate the teaching of sex education, but it did say that if you’re going to teach it, it had to be medically accurate, and the law set some guidelines down for that,” he said. According to Cogswell, the group organized a parents’ night and a full day of training for the youth who were going to Olympia to lobby on behalf of their goals. The night before the trip, they organized an information session that featured Planned Parenthood’s lobbyist and others who were knowledgeable about the legislative process.

Energized by the trip to Olympia, the teens reported their activities to the youth at Odyssey and started a group that met every Monday for several hours, focused on the

issue of youth leadership, and organized around the advocacy of comprehensive sex education. In addition, another group called the **Youth Council of**



Adam Cogswell makes his point with signs and body language during the MY VOICE COUNTS campaign.

Western Washington shared the success of its lobbying efforts, inspiring Cogswell and the other young people at the Odyssey Youth Center to forge ahead with their plans.

Not satisfied with just discussing the issues, Cogswell and other members of the group organized what they called a “virtual lobby day.” The idea was to engage citizens on issues of importance to the larger community. The teens bought cell phones and staged a street campaign that involved approaching people in the community and asking them to use those cell phones to call their representatives and senators in Washington, D.C. Meanwhile, Cogswell knew he had to do something dramatic to get the attention of busy strangers. “I would lie on the ground, and one of my friends would do a chalk drawing around me, and I would be saying things like, ‘Every 11 seconds a youth in America gets a sexually transmitted disease,’” said Cogswell. He would then get up, walk another 11 seconds and announce that another teen had just gotten a sexually transmitted disease.

Cogswell believes his work with Odyssey Youth Center has brought out the activist in him. As an example, he talked about what he considered one of the most effective dramatizations the group staged. The teens went out dressed in protective gear like helmets, shin pads, and knee pads. They would then parade around in sandwich-style billboards with the words, “You wear protection for everything else,” on the front

panel, and “Why not sex?” on the back panel. Cogswell found himself him on the front lines of many other protests and demonstrations targeting discrimination and exclusion. He also learned that the direct-action approach is not the only effective way to push for change.

Last year, the gay and lesbian students on his campus asked, and were granted permission to host a Valentine’s Day dance. After plans were solidified, the school system cracked under pressure from those who objected to the activity, and cancelled the dance 24 hours before it was scheduled to begin. Cogswell proactively organized a peaceful protest. Students made posters and flyers that they distributed in strategic locations all over town, they attended town meetings and spoke out against repressive attitudes and discrimination, and they met with school officials to discuss their exclusionary policies. The school system issued a formal apology, which Cogswell counts as a victory. But, he said, getting school administrators to that point was not easy.

When the Ms. Foundation began funding the Odyssey Youth Center, it served as a safe space and drop-in center for GLBTQ youth. It was one of the only organizations of its kind in Spokane, Washington. Odyssey has evolved over the years, with support from the Ms. Foundation, into an advocacy and grassroots mobilizing force, protecting comprehensive sexuality education from a GLBTQ perspective.

Stopping Violence at its Roots

Aimee Thompson had seen enough. The steady parade of women and children who came through her door when she worked as a counselor in the Dorchester, Massachusetts Department of Public Welfare, convinced her that something dramatically different needed to be done.

Thompson found a gaping hole in the standard response to the problem. “People were treating domestic violence with a band-aid rather than a cure,” she said. According to Thompson, the immediate problem was a lack of follow-through that often landed her clients back in the same harmful situation from which they had been rescued. “The response of law enforcement was really just an intervention,” she said. And she realized that most victims would report their abuse to family and friends before they would tell anyone in law enforcement or the legal system.

“I was working at a local hospital as a counselor for children who had lived with domestic violence. I had a huge list of kids who were in abusive situations, and I knew I would never be able to see them all.”

*Aimee Thompson
Close To Home Domestic Violence Prevention Initiative
Dorchester, MA*

She began a one-woman quest to answer the question, “How do we broaden the number of stakeholders working on this issue?” Thompson immediately realized that for many of the children in her care, having supportive adults in their lives was a protective factor. She made a concert-

ed effort to build a social network for affected families that included friends, neighbors, and service providers.

Thompson started **Close To Home Domestic Violence Prevention Initiative** to galvanize an entire community of people to invest in ending violence. In the second year of her efforts at Close To Home, Thompson found a committed friend in the Ms. Foundation for Women. This year, the Ms. Foundation grant provided support for Thien Nguyen, one of Close to Home’s community organizers, to do work in the neighborhoods. “Getting out talking to people to see what they think about the issues, attending civic meetings and doing presentations, building strategic relationships with other organizations so that we can partner and cast a wider net with



Aimee Thompson and Thien Nguyen share a passion and a commitment to ending family violence by working through public channels that are connected by the Close to Home Domestic Violence Prevention Initiative.

what we're doing, it's all amazing work," said Thompson. And Thien Nguyen brought heart and enthusiasm to the job.

The funding she received allowed her to step up her commitment, giving voice to the problem and collecting allies along the way. "I've been working with the Ms. Foundation to implement a participatory research evaluation project, the goal of which is to get out there and talk to people and pose questions. If we question our methods and outcomes, we'll know what we need to do our work more effectively, what the social norms are that allow family violence to continue, what the barriers are that keep people from getting involved, and what the secrets to prevention are," she said. After collecting ideas from 600 residents about barriers and strategies for eliminating them in the Field's Corner neighborhood, she was able to consider what the community as a whole wanted. "We were able to attract a number of partners to our cause," said Thompson. "We found allies in those who dealt with youth violence, in health centers, on sports teams, and we're tied into the local domestic violence programs. We see family violence as connected to other things that people care about in their communities," she concluded.

Thompson said she found that domestic violence is clearly connected to youth violence, public safety, and women's ability to participate in civic life. "All of the stakeholders

with whom we're working see that connection too," she concluded. She added that solving the problem of domestic violence helped women and their families reach their own goals of working around the issues of youth development and economic development. Clients find these issues hard to talk about, she said, because there's so much shame involved. According to Thompson, the shame led her clients to push the issue of domestic violence to the side, or to relegate it to some obscure place below the surface. "We want to make it okay to talk about it, because it makes residents feel they can contribute to their own solutions," said Thompson.

These days, the staff at Close To Home is feeling confident that it is on the right track. In addition to the small staff, there are four young interns planning a youth summit on domestic violence. Not a direct-service organization, Close To Home sees its role as a facilitator and capacity builder, working collaboratively with an existing network of service providers. Thompson said getting support for the organization was challenging because *preventing*, rather than *intervening* in domestic violence is *new work*, and is not yet widely recognized as a strategy that needs funding. She thinks she

knows why. "So much has been invested in the criminal justice and social service systems, but it's really important to have grassroots community involvement and a broad range of support to solve the problem," she said. But, Thompson remains ever optimistic that her community is turning the corner on the issue. She is encouraged by a new community-organizing project that will encourage and mobilize residents through open communication to make domestic violence a community priority.



Organizing for the Ballot Box and Beyond

The Western States Center (WSC) serves as a catalyst for activism and a solid resource for the network of state-based partners seeking broader civic participation in the democratic process. The Center's Voter Organizing Training and Empowerment (VOTE) Project is the umbrella organization that brought together 11 local organizations in five states to focus on grassroots activism and organizing last fall. Kelley Weigel feels right at home doing this type of work. She is the Field Director for VOTE, and knows the power of partnerships and long-term commitment in creating change at the local and state level. "An effective change agent must embrace partnership-development and collaboration, and use them as building blocks," Weigel said. "During the last election cycle, we worked with 11 groups to create a year-round voter engagement program. We know that voter empowerment is not just something people do at election time, so our project seeks to build the power of each organization over time."

The Western States Center was a recipient of one of

Western States Center VOTE Project participants pose in front of their pictorial report of organizing goals through civic engagement strategies. Pictured from left to right: Front row – Kelley Weigel and Lupita Martinez; Standing – Gonzalez Mabbuti, Maria Rebollozo, and Al Sanchez of Idaho Latino Vote, at an August 2nd VOTE convening – countdown to Election Day.

"We've had such battles through the Initiative process in our state. ... I believe for us to accomplish our vision of social change, we need structures that are open to all people. ..."

*Kelley Weigel
Western States Center
Voter Organizing, Training and Empowerment (VOTE) Project
Portland, OR*

31 civic engagement grants made by the Ms. Foundation in 2004. These grants supported work focused on engaging low-income women in the political process. Weigel believes this type of collaborative work among citizens is crucial to the well-being of our democracy. "Not only can we be powerful in

our local communities, but we can effect change on a larger level through the political process," she asserted. "We've had such battles through the initiative process in our state. We must build long-term civic engagement capacity that develops



leaders, organizational strength, and strategies to ensure that those most affected by public policies have a strong role in shaping them.”

The Western States Center provides training, consultation and resources to a wide range of community and constituency-based organizations, with a focus on developing civic-participation strategies and methodologies among new and emerging communities. They work closely with groups in their network to enhance their partners’ long-term capacity for greater constituent mobilization, with particular emphasis on political analysis and education for members, staff, and community leaders.

The VOTE Project encourages organizational leaders to use civic engagement and the involvement of constituents in the voting process as tools for building

long-term change and the political power of disenfranchised communities. She feels the dilemma

exists in striking a fine balance between the political work and the ongoing community work that needs to happen in order to accomplish a vision of social change. However, Weigel explained it is not easy to find support in the funding community for the work of membership-based organizing and legislative engagement. “From my perspective, the number of nonprofit organizations and groups that tend to self-sensor and chose not to engage in constructive engagement or action in fear of the Internal Revenue Service, has stifled debate around critical social issues,” she said.

VOTE works to overcome that handicap by creating greater partnerships between organizations and the people on whom they count for funding. The hope is that this kind of interaction will accomplish a vision of social change that includes involvement in the political process. “People are struck by the multi-issue, multi-pronged approach we take to social change,” said Weigel. The organization works on issues like racial and gender justice and the implications of race and gender on the lives of people in that community.

“Regardless of the outcome,” she said, “This work is something we can build on. What was amazing to me was how clearly that sentiment echoed through the groups we were

working with. We had people between states calling on the phone to gauge voter turnout. All across the state everyone felt like they came through the process okay. It was incredibly rewarding!” she exclaimed. Weigel called the success of the coalition’s work a real testament to the idea that everyone has to think past a single election cycle. We’re in a climate that certainly was not created during a single cycle. It was amazing that at the end of the process, people who had poured their lives into the work for the last six months of the electoral cycle were depressed for a day, then picked themselves up and said OK we still have work to do. It’s an integrated analysis and approach to social change,” she added.

The Western States Center prides itself on not trying to oversimplify the complex realities that every person in this country has to face, whether it is their country of origin, or job, or family status. “That’s a combination of factors that we have to be conscious of as we’re creating structures for change,” she said. WSC does not find the circumstances to be insurmountable. “I believe that for us to accomplish our vision of social change, we do need structures that are open to all people, and we need to encourage the kind of engagement that embraces people power as the only thing that will change the current state of affairs,” she asserted. And that is Weigel’s hope for the future. It is what keeps her engaged in the work.

Kelley Weigel takes great care in leading the discussion and in organizing how the group maps out each action it takes.



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Today's Vision, Tomorrow's Reality: Take Our Daughters And Sons To Work® Program

“This e-mail can wait till tomorrow, because my child needs me. ...Family comes first. This is the Johnson & Johnson credo. We try to teach this in our activities.”

*Stacey Renée Vitale
Sr. Administrative Assistant
Bridgewater, New Jersey*

Being a workplace coordinator for the 2004 Take Our Daughters And Sons To Work® Day on April 22, was a privilege for Stacey Renée Vitale of Bridgewater, New Jersey. It was an opportunity to help girls and boys make their visions of the future a reality, just like she's been able to do for herself. Back when Stacey was 14 years old, she went to work with her mother Lynn Vitale as part of the former *Take Our Daughters To Work*® program. According to Stacey, the experience turned a curious and mischievous girl into a focused and accomplished young woman.

“I have direction in my life now, because I participated in the *Take Our Daughters To Work* program,” said Stacey. “Before that day, I was getting Cs and Ds, maybe a few Bs in high school. The program was exactly what I needed to get my life back on track!” Stacey believes the new program can do the same for

today's girls and boys. And it starts them to thinking about how they'll live their *whole* lives – at work, at home and in the community – when they grow up.

All grown up now herself and working in the marketing department of Ortho-McNeil, the same Johnson & Johnson company where her mother works, Stacey looks forward each year to coordinating the organization's Take Our Daughters And Sons To Work Day. This year 200 children participated.

“We use the official activities developed by the Ms. Foundation and come up with some of our own,” said Vitale. “We talk with the kids about balancing work and family life. We give examples of putting family first, such as saying, ‘this e-mail can wait till tomorrow, because my child needs me’,” Vitale explained. “Work is important, but family comes first. This is the Johnson & Johnson credo.”

Stacey believes the Take Our Daughters And Sons To Work program expands the children's capacity to dream. “I think it helps them to set their own personal goals, and makes them realize that the *real world* isn't too far away!”

Stacey Renée Vitale credits her mother, Lynn, with instilling in her a love of the Take Our Daughters And Sons To Work® program.

Created and managed by the Ms. Foundation, Take Our Daughters And Sons To Work® Day is more than a career day; it is an opportunity for girls and boys to discuss the competing challenges of work and family, how they are affected by these forces, and how they believe family-friendly workplaces should function. It also strives to change public policy and workplace cultures to ensure that family-friendly environments are the norm rather than the exception.

The Take Our Daughters And Sons To Work® Program promotes a society where men and women are



Take Our Daughters And Sons To Work® FRAMING YOUR WISH

The 2004 Take Our Daughters And Sons To Work® program year was unique because the Ms. Foundation launched a national contest based on a new program activity, **Framing Your Wish**, created by the Families and Work Institute. "The Framing Your Wish activity is an opportunity for girls and boys to write a poem or create a piece of artwork that depicts their wishes and hopes for their future work life or family life," said LaWanda Abel, Program Manager of Take Our Daughters And Sons To Work®. "The national contest brings added excitement to the activity and sharpens each child's focus on the true purpose of the Take Our Daughters And Sons To Work® program."

Framing Your Wish leads girls and boys through a discussion of their attitudes, experiences, wishes, and personal views of their parents' workplaces and work-life navigational skills. These wishes were depicted through art or poetry, and the contest ended on April 22, 2004. Ten first-place prizes of \$100 each were awarded. The winning entries are exceptional as you can see on these pages. You may also view them along with photos of the children at <http://www.daughtersandsonstowork.org/wmspage.cfm?parm1=397>.



encouraged to participate fully in all areas of life, and are appreciated for doing so. Indeed, the family-friendly workplace is a future that girls and boys already envision for themselves. In a survey conducted by the Families and Work Institute, 81 percent of girls and almost 60 percent of boys said they will reduce their work hours when they have children.

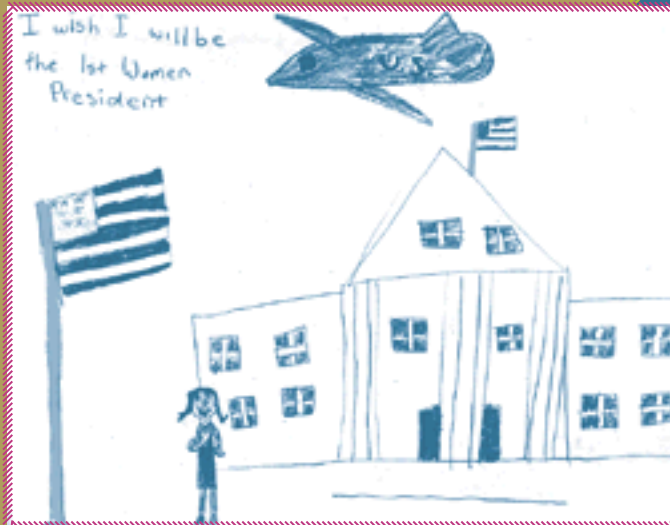
"Gone Are The Days"

Gone are the days of laughter and play
Whisked away on a soft summer's breeze
Work now controls my life
My family, oh my family
I am but a ghost to them
A sleepless zombie is what I have become, known only by my associates
But I must break this curse!
Become human again
If I fail, I will lose my kids and my family
But I banish such thoughts from my head as they will only slow me down on my trip,
On my trip skyward
And in the morning I softly say no.
Then louder
No,
I shall not return to work
No,
I shall not become a sleepless zombie
No,
I shall not lose my family.

**Reade A. Huddleston, Age 12
Dallas, TX**

The official Web site, www.DaughtersandSonstoWork.org, contains updated workplace activities, official merchandise, and ideas for implementing Take Our Daughters And Sons To Work® Day, which is always on the fourth Thursday in April.

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Julia Keith, Age 9, Pelham, NY
 "I wish I will be the 1st woman president"

"The Loves of My Life"

Rushing home from work,
 As joyful as can be,
 I don't even try to look behind,
 My family is all I see.

Crossing out the bad times,
 Working for human good,
 Being an amazing scientist,
 Is worth all that it should.

Graduating from State,
 Taking long strides,
 My diploma from Duke,
 Fills me with immeasurable pride.

Flying down the driveway,
 My collie welcomes me,
 I smile at my mansion,
 And yell, "Hey honey!"

**Saumil Jariwala, Age 12
 Raleigh, NC**

"Career Wish Day"

In order to succeed in life,
 I'd like to be a loving mother,
 And a caring wife.

I have parents who care,
 And are always there,
 When I need money,
 They have money to spare.

I'd like to get a good paying job,
 And stop living like a slob.

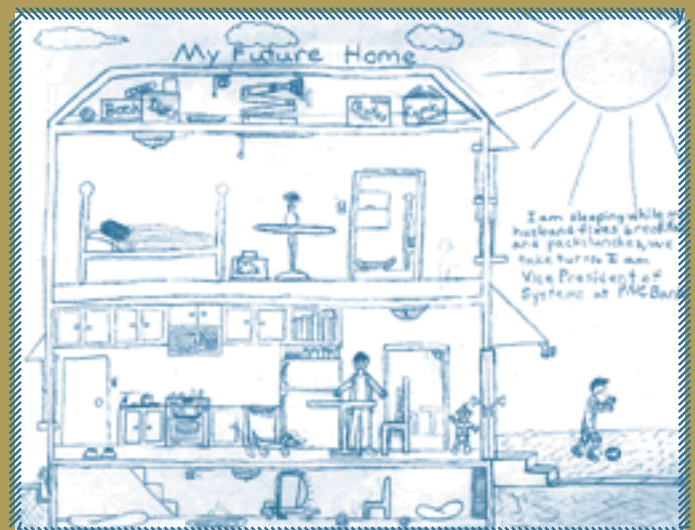
I wanted to be a surgeon, no doubt.
 But then I started heading down a different route.
 Surgeons have to deal with blood and gore,
 But for me that was too hard core.
 Then ted to be like my mom,
 Because I had thought her jobs was the bomb.
 She types on computers and answers her calls,
 But then I opened a doorway to a new hall.

I decided I wanted to be a dance choreographer,
 And I cold have my picture taken by a photographer,
 This is my plan, I am pretty sure,
 And if I'm good enough, I could take it on tour.
 I love to dance so I'd be happy with it,
 And I think that it would be just exquisite.

**Jerilyn Lawyer, Age 12
 King Ferry, NY**



Marnina Klinkhammer, Age 8, Dupont, WA
 "Art Comes to Life"



Cory Beckwith Wyffels, Age 11, Havertown, PA
 "My Future Home"

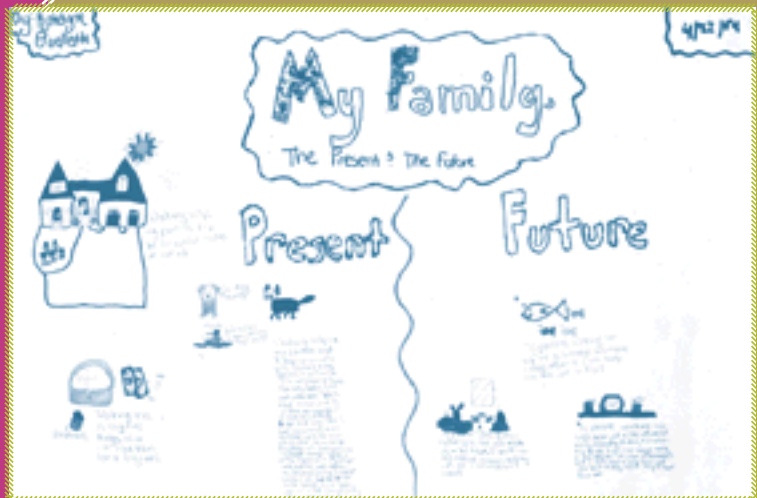
“Who are you?”

I look in the mirror
And see skirts and blouses
And see neat tied hair
And black new suitcases
I see painted nails
and high-heeled shoes
I see makeup and jewelry
at a job that I either win or lose
I look in the mirror
and see nipped jeans
I see white tank tops
I see old sneakers
I see my future
as a white water rafter
I look in the mirror
and see white sweatpants

black masks
white jackets
blue gloves
old sneakers
wires wrapped
and swords in hand
dogging and perring
blocking and setting off sensors
as a new job as a fencer
I look in the mirror
and see wires and cameras
equipment and actors
when the day is done
calling out ready-take camera 1
as a movie producer
so many jobs
so many choices
so many faces
so many voices
all about me
as I look ever so
dearer
into the mirror.

Anna Zakas,
Age 11
Silver Spring, MD

Dylan Adams, Age 9,
Chesterfield, MO
“I want to photograph
the world”



Katelynn Ouellette,
Age 10,
Turner, ME
“My Family”

“A Day in the Life of Monica”

Now in an apartment,
with 4 people in my family
mother works at a corporate office
proud as she can be.

Two gifted students,
and an at-home dad,
living with this family,
never makes me sad!

But take a look into my future,
Take a look into my dreams,
Living in Chicago,
Hear the cash register ring.

Own my own restaurant
Live in my own place,
near the water is where
I'll be,
Looking for that pace.

A day in the life of me,
is never ever boring,
just watch me,
here i go,
with all my hopes
soaring.

Monica Frazier, Age 12
St. Louis, MO

Partnering for Success: The Donor Dynamic

When Catherine Raphael wanted to establish a more formal channel for her philanthropy, she found an open door and kindred spirits at the Ms. Foundation for Women. Years of personal and mostly local giving became national in scope, and gained greater impact once she partnered with the Ms. Foundation.

“When I was interested in setting up the **Fairy Godmother Fund**, the Ms. Foundation was really the only place interested in working with me and setting up microenterprise grants,” Raphael said. “There was always openness to ideas, and I haven’t felt that we’ve been pressured in any way to change what we’ve been interested in doing. The staff has been incredibly involved, excited and helpful in the process.”

For Raphael, partnering with the Ms. Foundation has been a refreshing experience that has enhanced her own personal growth and the ad-

ministration of the Fairy Godmother Fund. “We’ve had to revise how we want to frame it and what we want to do,” she shared. “However, I’ve been just as delighted with the process as I have with the product and with making the decisions.”

Raphael established the Fairy Godmother Fund at the Ms. Foundation in 1997 to support the development of individual woman-owned microenterprises across the country. Each year, this endowed fund generates capital that provides equity investments in up to two such businesses that are based in low-income communities with limited access to funding. Eligible businesses must be either a start-up (defined as six months to two years of operation) or an existing business (defined as two to five years of operation).

According to Raphael, the Fairy Godmother Fund is a natural evolution of her upbringing: “I grew up

with a very philanthropic mother and got involved in her projects.” And philanthropy continues to be handed down from generation to generation. When Raphael was a single donor looking to do good, she enlisted the help of her pre-teen son and her niece in deciding how to allocate the funds. Today her niece, Cayce Mell, an animal rights activist, has her own non-profit organization. “She’s now... looking for her own grants,” Raphael said with a smile. “It’s a lovely opportunity for us to connect in a different way. I think she’s delighted that I’m involved with giving.”

Connecting with many vibrant, vigilant women working vigorously for a cause in which they believe is what Raphael has done plenty of since partnering with the

“I don’t have to throw up my hands. There is hope! ...Through funding grassroots projects that support the kind of work we’re trying to accomplish in the bigger scheme of things, we are able to empower people to really make a difference on important issues.”

*Catherine “Cathy” Raphael
Fairy Godmother Fund
Pittsburgh, PA*

Cathy Raphael and her niece, Cayce Mell, are not only close family members, they are also partners in giving. Mell credits her aunt first with involving her in the Fairy Godmother Fund, a philanthropic family affair, then with influencing her decision to take on philanthropy as her life’s work.



Ms. Foundation. Establishing the Fairy Godmother Fund was just the beginning. In 2000, she joined the Ms. Foundation's **Democracy Funding Circle (DFC)**. As a member of the DFC, Raphael is not only able to support deserving projects, she is also able to share ideas with other women who are involved in giving, and leverage her resources as part of a larger pool of funds.

"The Democracy Funding Circle was my first experience with collaborative grant making. It has made a huge impact on my life," explained Raphael. "Being involved with the DFC has been an incredible education for me. It not only better educated me about the national environment, but it also taught me what groups were working on which projects, and they were groups I probably would never have come across otherwise. I didn't have that kind of access to the national scope. Through the DFC, I have been able to participate in what I believe has been a lot more *impact funding* with grassroots organizations than I ever would have been able to do on my own."

The DFC is a circle of individual donors to the Ms. Foundation that formed in the mid-1990s out of concern about attempts to roll back the tremendous gains made by the civil rights, women's, environmental, and gay/lesbian/bisexual/transgender movements. The DFC brings together donors who have a special interest in this issue with the Ms. Foundation staff, and experts in the

field, to support organizations that build the strength and effectiveness of the organizations committed to support these movements; involve women—especially women of color and young women—in leadership roles; and promote a better understanding of the complex intersections of race, class, gender, and sexual orientation.

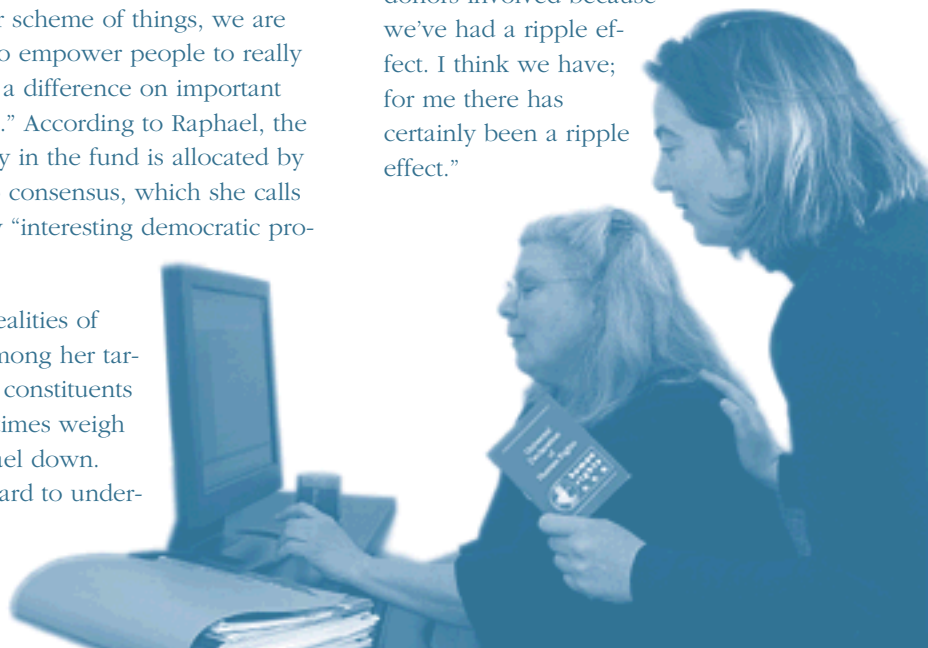
The importance of staying the course with support for grassroots organizing and making sure that the perspectives of those with the fewest resources are heard in the political process is a core concern of the DFC. This led the group to prioritize funding for nonpartisan efforts to register and encourage voting among low-income women, women of color, and women living in rural communities.

"Through funding grassroots projects that support the kind of work we're trying to accomplish in the bigger scheme of things, we are able to empower people to really make a difference on important issues." According to Raphael, the money in the fund is allocated by group consensus, which she calls a very "interesting democratic process."

The realities of life among her targeted constituents sometimes weigh Raphael down. "It's hard to under-

stand how to feel some sense of power when things seem so bleak and dreary," she said. "To be able to go to a meeting and discuss how to keep trying and what we're going to do next, really has given me a sense that I don't have to throw up my hands. There is hope! And that's true for my niece Cayce, too."

This year, Raphael explained, the DFC will concentrate on women as leaders. "It's a slightly different direction, but I think a really important one," she asserted. Over the years, Raphael has been buoyed by the character and confidence of the young women she has encountered in her work – whether through the Fairy Godmother Fund or the DFC. However, she envisions a better future. "I would like to see this fund become obsolete because we don't need it anymore. That's the long-range goal...I hope I'm here to see it. My hope is that we'll get more donors involved because we've had a ripple effect. I think we have; for me there has certainly been a ripple effect."



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Special Events

The Ms. 35 Endowment Campaign



left to right: Susan Berresford, President of the Ford Foundation; Alida R. Messinger; Lucia Woods Lindley; Michael J. Campbell; Anonymous donor through the Starry Night Fund of the Tides Foundation; Katie Grover; Abigail Disney; and Lindsay D. Shea.

In February of 2004, the Ms. Foundation for Women held a gala kickoff dinner at the St. Regis Hotel in New York City to publicly launch its precedent-setting \$35-million campaign. The campaign will bring its endowment to \$50 million, establishing the largest fund controlled by an activist women's institution in the United States. The Ms. Foundation will use the endowment resources to strategically redefine gender roles, reshape public policy, and promote women's leadership.

This historic increase in endowment capacity will ensure that the organization stays in the forefront of philanthropic advocacy for women and girls.

The nine inaugural donors, whose gifts total \$16 million, are members of *The Ms. 35*. With a gift of \$5 million, the Ford Foundation and eight individuals whose values, vision and wealth compelled them to make a gift of at least \$1 million each, make up *The Ms. 35* inaugural group. The progressive women and

men who joined the Ms. Foundation in this historic endowment campaign seek to sustain the power of a permanent institution, espouse the unifying force of community and have a desire for all people to reach their full potential. They envision an equitable society and embrace the might of collective action. Together, *The Ms. 35* and the Ms. Foundation for Women have the knowledge, resources, and resolve to lead generations into the future.

The Ms. Foundation demonstrated tremendous foresight years ago when it started the first endowment for a women's fund. It is now showing both courage and commitment by growing the endowment with its historic campaign to raise \$35 million. The Ms. Foundation for Women is truly a permanent institution aimed at building a true democracy of equity and inclusion in the United States.



*Andrea S. Levere, Chair of the MFW Board of Directors. (left)
Sara K. Gould, MFW Executive Director. (right)*

The Gloria Awards

Successful grassroots organizing and social-change activism took center stage on May 13, 2004 at the Ms. Foundation for Women's 16th Annual Gloria Awards: A National Salute to Women of Vision, held at the Waldorf Astoria Hotel in New York City. Among the crucial successes being honored were: the living wages and unprecedented benefits for thousands of home health-care workers; the exercise of voting rights for ex-felons; and the achievement of economic security for women on welfare. This premiere annual fund-raising event was hosted by women's movement pioneer and Ms. Foundation co-founder Gloria Steinem.

The evening was also a farewell event for outgoing President Marie C. Wilson. She received a special

tribute for her 20 years of visionary leadership at the Ms. Foundation. On July 1, 2004, she left the Foundation to devote her full attention to her work as president of The White House Project. She was recognized for a legacy of extraordinary accomplishments that included a \$22-million endowment fund; the Foundation's creation of the award-winning national public education program, *Take Our Daughters And Sons To Work*® Day; and the design of a key, state-targeted strategy for the protection and advancement of women's reproductive rights.

But the night belonged to the Gloria Award honorees — the women Gloria Steinem described as being “bold, brilliant and driven to make a



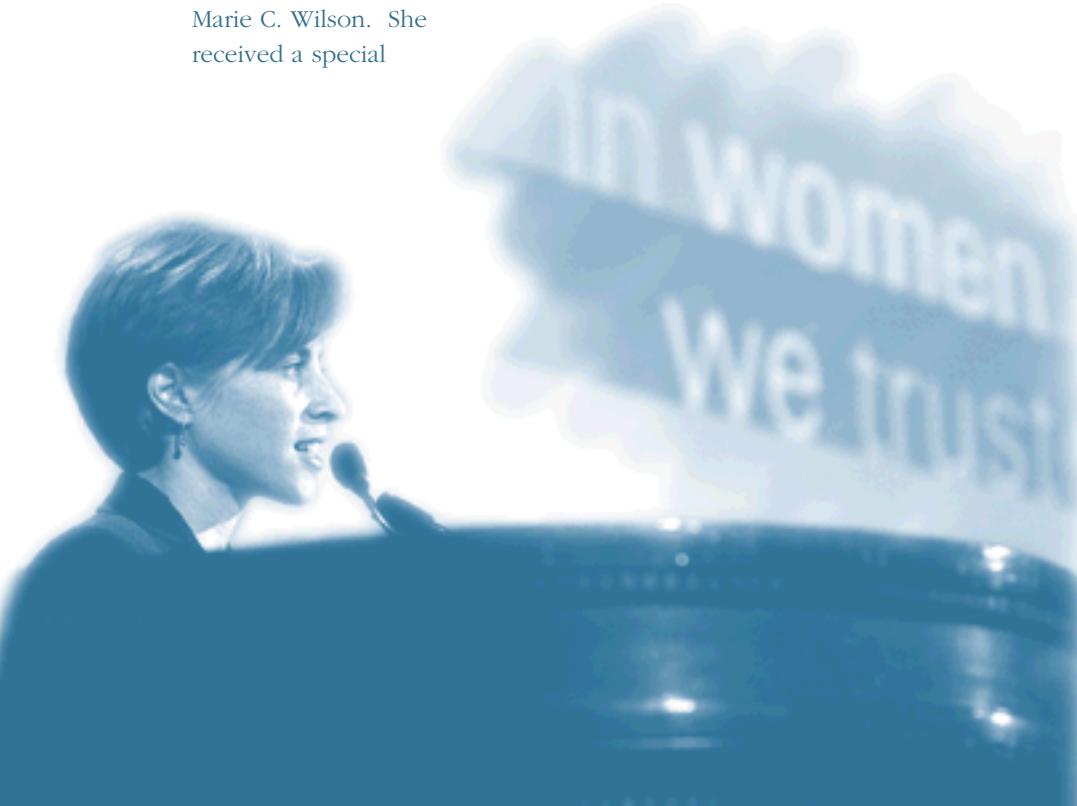
Ra Pok, 20, and Kim Khoem, 17, of Oakland, California, received the Marie C. Wilson Young Women of Vision Award for showing the power of women united to give a strong voice to the Cambodian community through organizing, art and film.

difference in their communities.” The valiant Gloria Award recipients represent Ms. Foundation grantees who have received much-needed funding and technical training to support their efforts. The awardees are:

**Myra Glassman
& Helen Miller,**

Chicago Homecare Organizing Project (CHOP): Chicago, IL -. For winning a 34 percent wage increase, unprecedented bargaining rights, and a significantly higher Living Wage Ordinance for 21,000 home health-care aides in Chicago.

Kate Kaban, Working for Equality and Economic Liberation (WEEL) Missoula, Montana; For convincing the Montana legislature that parenting is working with its At Home Infant Care program, and for encouraging voter turnout among low-income and minority groups.



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Brigitte Sarabi,

Western Prison Project: Portland, OR – For preventing additional harsh mandatory sentencing legislation, and educating over 15,000 ex-felons about their voting rights through the VOICE project. (Voter Organizing for Increased Civic Engagement).

Kate Kahan,

Working for Equality and Economic Liberation (WEEL): Missoula, MT – For convincing the Montana legislature that parenting is work with its At Home Infant Care program, and for encouraging voter turnout among low-income and minority groups.

Ra Pok, 20, and KimSon Khoem 17, Young Women of Vision Award:

Oakland, CA – For showing the power of women united to give a strong voice to the Cambodian community through organizing, art and film.

Levi Strauss & Co., Corporate Philanthropy Award:

Recognized as a pioneer in engaging employees in community outreach, and a corporation committed to addressing such tough social issues as race and HIV/AIDS.

Charles and Susan Knight, Philanthropic Vision Award:

For establishing and sustaining the Ms. Foundation's Women & Labor Fund that builds women's

leadership within the labor movement.

Democracy Funding Circle, Philanthropic Vision Award:

For innovative collaborative grant making that supports organizations whose groundbreaking efforts build progressive vision, and also work to prevent the rollback of gains made by the women's, civil rights, and environmental movements.

Each Ms. Foundation grantee who received a Gloria Award was presented with a medallion and a grant of \$2,500. Award presenters were ABC news correspondent Lynn Sherr; poet, author and journalist Kevin Powell; Geraldine Ferraro; Faye Wattleton, president of the Center for the Advancement of Women in New York City; and Lateefah Simon, executive director of the Center for Young Women's Development in San Francisco.



Myra Glassman & Helen Miller, Chicago Homecare Organizing Project (CHOP), Chicago. For winning a 34 percent wage increase, unprecedented bargaining rights, and a significantly higher Living Wage Ordinance for 21,000 home healthcare aides in Chicago.

15th Annual Comedy Hour at Carolines on Broadway

The Ms. Foundation for Women's 15th Annual Comedy Hour at Carolines on Broadway was held on Monday, November 3, 2003. This event celebrated the Ms. Foundation's 30th Anniversary. The event was generously presented by Caroline Hirsch, president of Carolines, and hosted by Marie C. Wilson, then president of the Ms. Foundation for Women. Emceed by Judy Reyes of NBC's hit comedy *Scrubs*, the show featured performances by comedienne Maria Bamford, Bertice Berry, Kate Clinton and Sabrina Matthews, all of whom kept the audience laughing for a good cause! Sincere gratitude was expressed to Caroline for her 15 remarkable years of donating the proceeds from this show to the Ms. Foundation for Women.

Videotape of the show was made available on the Internet, allowing our constituents who were not able to attend this special event to enjoy the celebration by visiting www.GoodNewsBroadcast.com and clicking on the Arts and Entertainment section. The Ms. Foundation for Women is especially grateful for the generous sponsorship of Co-Chairs Katie Grover and Michael J. Campbell, Caroline Hirsch, Carolyn Whittle, Joanne Woodward, and Paul Newman; and for the partnership of The Tomorrow Foundation, Abigail Disney and Marie C. Wilson.



Publications July 2003-June 2004

Enhancing Economic Opportunity through Entrepreneurship

2003 findings from the third round of the Collaborative Fund for Women's Economic Development

Enhancing Employment for Low-Income Women

2003 findings from the third round of the Collaborative Fund for Women's Economic Development

Enhancing Employment Opportunities for Women

Lessons learned from the third round of the Collaborative Fund for Women's Economic Development

Enhancing Opportunities for Entrepreneurship

Lessons learned from the third round of the Collaborative Fund for Women's Economic Development

Leading Together to Save Our Lives

Seven Years of Learning from the Ms. Foundation for Women's Women and AIDS Fund

Power & Possibilities

The Collaborative Fund for Youth-Led Social Change

Voices,

Fall 2003 Newsletter

You may download a copy of these and other Ms. Foundation publications from our Web site at www.ms.foundation.org

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Giving to the Ms. Foundation for Women

Since 1972, the Ms. Foundation for Women has given voice to women's truths, changed public consciousness, and transformed public policy. As the first national women's philanthropy, the Ms. Foundation is the leading public institution championing an equitable society for women and girls in the United States. The Ms. Foundation's reach extends from the 72-million Americans who participated over 10 years in the Take Our Daughters And Sons To Work® program, to a network of HIV-positive women in Colorado, to you.

The Ms. Foundation for Women needs your help to bring the experience and solutions of women and girls to their communities and to public policy decision making at all levels across the country. From attend-



ing one of the Ms. Foundation's special events to making a gift to the endowment fund or joining a collaborative fund, the Ms. Foundation offers many opportunities to get involved in its work. There are numerous ways for you to get involved with the Ms. Foundation for Women:

- Make an unrestricted gift, increasing the Ms. Foundation's ability to respond quickly to policy opportunities and to support innovative programs in under-resourced areas of the country.
- Make a gift in honor or in memory of a friend, relative, partner, or someone else you admire. We will notify the person or her/his friends and family of your thoughtfulness.
- Donate stocks or bonds.
- Designate your gift to one of the Foundation's program areas. We can help you explore opportunities that most closely match your own interests.
- Contribute to our endowment, ensuring your legacy and the Foundation's sustainability.
- Buy tickets to, or sponsor one of our special events.
- Create a bequest or trust naming the Ms. Foundation as a beneficiary of your estate.
- Make an in-kind contribution.
- Join a funding circle, collaborative fund, or start a donor-advised fund.
 - Host a house party.

Visit our *Ways To Give* section on our Web site at www.ms.foundation.org for additional information on how you can become more involved with the Ms. Foundation for Women, or to donate online.

Funding Circles

Funding circles bring together individual donors who share a common interest. Working closely with Foundation staff, funding circles design grant-making criteria, review proposals and select grant recipients. They also participate in shared learning and networking opportunities. *Commitment: \$25,000 per year minimum.*

Donor-Advised Funds

You can establish a donor-advised fund at the Ms. Foundation, and recommend specific projects or organizations for funding that are in keeping with the Ms. Foundation's mission. *Commitment: Initial contribution of \$50,000, with an additional \$100,000 within the first two years of establishing the fund.*


Collaborative Funds

Collaborative Funds pool the resources of corporate, foundation, and individual donors to create maximum impact in particular fields of interest. Donor partners participate in site visits, the selection of grant recipients, and in training and learning workshops. *Commitment: Foundations and corporations - \$150,000 over three years minimum; Individuals - \$75,000 over three years minimum.*

Information for Grant Seekers

The Ms. Foundation for Women awards grants primarily through special grant-making initiatives. Applications are solicited in either an open Request for Proposals (RFP) process or a targeted solicitation. In 2004, initiatives administered through an open RFP process included the Reproductive Rights Coalition and Organizing Fund, Public Voices, Public Policy: Realizing the Power of Women of Color, and the Safety Program.

The Women and Labor Fund, the Democracy Funding Circle, and the Women and AIDS Fund used a targeted solicitation process. In all of our initiatives, special consideration is given to organizations that seek to eliminate discrimination based on gender, race, class, age, disability, sexual orientation, and culture; address the particular challenges faced by low-income women and girls; work across issue areas; encourage intergenerational work; and include in leadership positions those who are most directly affected by the organization's work and have limited access to other funding sources.



Our grants do not support direct service projects, individuals, scholarships, university-based research, state agencies, religious institutions, stand-alone cultural or media projects, publications, or conferences. We do award a very small number of grants outside of these initiatives to organizations that submit unsolicited funding requests, beginning with a letter of inquiry. These are usually for special projects or to respond rapidly to a policy issue of priority to low-income women that also matches the mission and priorities of the Ms. Foundation for Women. If you think your organization is engaged in work that may interest the Foundation, please consult our Web site, www.ms.foundation.org, before submitting a letter of inquiry.

Grants Approved in 2004

ECONOMIC SECURITY GRANTS

Collaborative Fund for Women's Economic Development (CFWED) Special Opportunities Fund and Conference Scholarship Grants

The Special Opportunities Fund provides small but timely grants to current grantees of the Collaborative Fund for Women's Economic Development to allow them to respond to opportunities and challenges that impact on the broader field in which they work, move the organization to another level, and/or affect the policy climate. Each grantee can apply for up to \$10,000 over the duration of the Fund.

Acre Family Day Care Corporation \$1,000
Lowell, MA

To support attendance at the 2004 Association for Enterprise Opportunity Annual Conference and membership meeting.

Appalachian By Design \$4,200
Lewisburg, WV

To use toward the costs associated with printing a color catalog of the Appalachian Baby Design collection, which will expand the Appalachian By Design market and help sustain the organization in a period of economic downturn.

Appalachian By Design \$1,000
Lewisburg, WV

To support attendance at the 5th Gathering of the Social Enterprise Alliance.

Childspace Cooperative Development, Inc. \$1,000
Philadelphia, PA

To support attendance at the 5th Gathering of the Social Enterprise Alliance.

Cobb Microenterprise Center \$10,000
Kennesaw, GA

To support the policy advocacy and public education efforts of the organization and the Georgia Micro Enterprise Network, and to provide funding for the Mentor Protegé Institute that brings together organizations for peer-to-peer exchanges and educational training on program design, operations, fund-raising, client recruitment and training.

Cobb Microenterprise Center \$1,000
Kennesaw, GA

To support attendance at the 5th Gathering of the Social Enterprise Alliance.

Detroit Entrepreneurship Institute \$10,000
Detroit, MI

For use towards legal fees and an environmental audit of a new facility that will house current programs and services, and will allow for the planned expansion of the organization.

El Puente Community Development Corporation \$5,000
El Paso, TX

To support a public education, policy advocacy, and fund-raising initiative to establish the Center for Bilingual Development and Social Enterprise, presenting El Puente Community Development Corporation's work as a potential model for community economic development and showcases a workforce system that provides low-income working populations with opportunities for employment, capacity building, and civic participation.

El Puente Community Development Corporation \$1,000
El Paso, TX

To support its attendance at the 5th Gathering of the Social Enterprise Alliance.

Good Faith Fund \$10,000
Pine Bluff, AK

To support collaboration in the Integrating Savings and Credit Initiative – a project that will research, design, test market, and take to scale the results of a program to integrate savings and credit.

Good Faith Fund \$1,000
Pine Bluff, AK

To support attendance for the Good Faith Fund at the 2004 Association for Enterprise Opportunity Annual Conference and Membership Meeting.

Institute for Social and Economic Development \$10,000
Iowa City, IA

To fund additional staff time to provide critical administrative support services prior to and following the release of incarcerated women participating in The Going Home Project, and to increase the sustainability of the Institute for Social and Economic Development's Pathways to Progress initiative by integrating microenterprise as a self-sufficiency strategy in the client case plan upon release.

Maine Centers for Women, Work and Community \$1,000
Augusta, ME

To support attendance at the 2004 Association for Enterprise Opportunity (AEO) Annual Conference and Membership Meeting. Most of the attending staff were new members of the Women, Work, and Community's Micro-enterprise Team.

Native Americans for Community Action \$6,000
Flagstaff, AZ

To provide additional support for a feasibility study regarding the opening of a cooperative retail store to provide a positive impact on the economic security of participants and promote development in the Flagstaff area.

New Hampshire Community Loan Fund \$2,100
Concord, NH

To support implementation of a marketing plan to reach the private pay home-care market.

New Hampshire Community Loan Fund \$1,000
Concord, NH

To support the attendance of Quality Care Partners at the National Private Duty Association Leadership Conference 2004.

Women's Action to Gain Economic Security \$10,000
Oakland, CA

To develop an Association of Eco-Friendly Cleaning Cooperatives and create a new EFC (Eco-Friendly Cleaning) trademark.

Women's Rural Entrepreneurial Network \$1,000
Bethlehem, NH

To support its attendance at the 2004 Association for Enterprise Opportunity Annual Conference and Membership Meeting.

Fairy Godmother Fund

With a generous contribution from Catherine Raphael, the Ms. Foundation for Women established the Fairy Godmother Fund in 1997 to support the development of individual microenterprises across the country. Each year, this endowed fund generates capital that provides equity investments in up to two woman-owned businesses. Eligible businesses must be either a start-up business (defined as six months-2 years of operation) or an existing business (defined as 2-5 years of operation). Specifically, the Fund seeks to support businesses based in low-income communities with limited access to capital.

Women's Action to Gain Economic Security \$5,000
Oakland, CA

To support the expansion of Natural Home Cleaning Professionals, a worker-owned cooperative by facilitating more work hours for founding members, integrating new members, and developing additional participatory mechanisms, such as member participation on the board of directors and board committees.

Peer-to-Peer Assistance Program

The Ms. Foundation has a unique commitment to give grantee organizations more than money. The Peer-to-Peer Assistance Program brings grantees together to share experiences and learn from one another through intensive training sessions.

Southeast Regional Economic Justice Network \$2,500
Durham, NC

To provide scholarships for eight young people of color from the rural South to attend Annual Gathering #12. Specific learning objectives include developing a youth organizing agenda and model, and visioning a regional youth organizing training institute.

The West Company \$8,500
Ukiah, CA

To assemble mature micro enterprise organizations in an effort to identify and gain support for organizational growth needs, with a special focus on encouraging sustainability and examining current best practices within this expanding field.

Women and Labor Fund

The Ms. Foundation for Women's Women and Labor Fund promotes women as effective leaders in the workplace and their communities. The Fund prioritizes projects that advance women's workplace organizing and leadership development; link leadership development and training to institutional change within the labor movement and American society and to broader political work, such as community-based organizing; and illustrate innovative approaches or models to developing and promoting women as labor and/or workplace leaders and that hold promise for replicability. A six-member advisory board, comprised of labor activists, researchers and funders, makes grant decisions once a year, totaling approximately \$175,000.

Chicago Women In Trades \$10,000
Chicago, IL

To fund the Sisters in the Brotherhood (SIB) committee of the Chicago, the Northeast Illinois District Council of Carpenters and the Women's Committee in International Brotherhood of Electrical Workers (IBEW) Local 134; for facilitating leadership development and promoting the committee's growth and long-term plans; building and fostering institutionalization of the mentorship program, creating materials for its replication, and linking SIB leadership to statewide and national policy initiatives

East Bay Alliance for a Sustainable Economy \$10,000
Oakland, CA

To support its Community Benefits program, their Workplace Immigrant and Civil Rights Program and their Worker Education and Leadership Development (WELD) Program.

Equal Justice Center / Mississippi Poultry Worker Center \$10,000
Austin, TX

To make structural change in Mississippi by linking civil rights and immigrants' rights struggles, and to combat new and old forms of racism and economic injustice by building alliances within the workforce across divisions of race, nationality, immigration status, language and gender.

Family Childcare Association of San Francisco \$15,000
San Francisco, CA

To support the organization's 2004 goals, which include the recruitment and training of 20 Peer Advocates to assist providers in resolving problems and disputes that arise out of child-care subsidy contracts and payments from licensing agencies.

Front Range Economic Strategy Center \$15,000
Denver, CO

To build skills for organizing and leadership capacity in their partner organizations and activists and to build leadership, support and skills for a targeted group of women leaders.

Los Angeles Alliance for a New Economy \$10,000
Los Angeles, CA

To build a new pool of women leaders for future leadership positions in L.A. and for organizing and leadership development in other regions where hotel union locals lack experienced organizers.

National Mobilization Against Sweatshops \$15,000
New York, NY

To launch the Injured Women Workers Leadership Project, to bring together women suffering from government neglect, and those with life-altering health problems, loss of livelihood, and loss of dignity. The Leadership project will educate injured workers regarding their rights and organizing to change the Worker's Compensation System.

Teamster Rank and File Education and Legal Defense Foundation \$20,000
Detroit, MI

To support the *Women's Organizing & Leadership Development Project*, which focuses on the National Caucus of Working Women at UPS to reach and develop women leaders; the *Latina and Immigrant Organizing Project*, which focuses on women working in food processing, meat packing and small manufacturing; and the *Elected Women Teamster Leaders Project*, which helps women Teamsters run for office, supports elected women leaders, and trains activists to develop the grassroots activist networks that are the basis for effective leadership.

Unite for Dignity, Inc. (UFD) \$20,000
Miami, FL

To complete three beginner leadership internships, including Spanish-only, media-specific, and advanced level. UFD is also working with Mi Familia Vota and the national IWFR to develop the "Immigrant Workers Freedom Summer" initiative in Miami, which continues the original campaign to build further coalitions at the local level.

Voice and Future Fund (in partnership with SEIU 615) & its new Worker Center \$20,000
Boston, MA

To focus on recruitment and expanding the number of women activists and leaders, strengthening the capacity of new women leaders, and institutionalizing their participation in a conscious program of women's leadership development.

Yale HERE Local 34 and Local 35 \$10,000
New Haven, CT

To develop leadership among the new generation of women who will lead Locals 34 and 35, and to put rank-and-filers in contact with each other across lines of job category, class, race, ethnicity, and gender. Also to produce a documentary film and a short and accessible oral history of the unions written by the women themselves, to serve as organizing tools to teach and inspire new women leaders.

HEALTH & SAFETY GRANTS

New Partners, New Initiatives

The New Partners, New Initiatives program, in its second of three years, explores new avenues to reach youth with vital sexuality education in Washington state and Arizona. Launched in partnership with the Packard Foundation, New Partners supports organizations in rural areas that form nontraditional partnerships with community groups, such as religious institutions and parents' groups, to educate teens about sexuality issues and encourage them to become health rights advocates.

Family Planning Association of Chelan-Douglas Counties \$46,000
Wenatchee, WA

To support the "Mothers/Daughters: New Partnerships" project that promotes advocacy for comprehensive sexuality education in the eleven school districts throughout Chelan and Douglas Counties. Training is provided to mother/daughter teams recruited from mother/daughter talks conducted in the two-county area.

Luz Social Services \$46,000
Tucson, AZ

To support Conocimiento Es Salud (Knowledge is Health), a program that stresses issues of reproductive health for adolescents through a youth empowerment process designed to mobilize the Hispanic community that makes up Tucson's south side.

Luz Social Services \$2,160
Tucson, AZ

To support a community forum that involved youth in the New Partners, New Initiatives project, which presented research on community needs and advocacy proposals regarding sexuality education.

Northwest Coalition for Human Dignity \$46,000
Seattle, WA

To support the organization's efforts to institutionalize reproductive health and comprehensive sexuality education within its constituency, and help fulfill its commitment to gender equality and leadership development of youth.

Northwest Communities' Education Center \$46,000
Granger, WA

To produce quality, live bilingual radio programming in a call-in format, for the 15-21-year-old age group. The program will help overcome barriers of literacy, language, discrimination, poverty, and illness. Radio KNDA will work with parents and youth on ensuring young people's access to sexuality information and services.

Odyssey Youth Center \$46,000
Spokane, WA

To support the center that offers its space for peer support groups and mentor presentations for youth between 16-24 years of age. Presentations include the topics of HIV/AIDS and STD prevention and the organization arranges meetings with other lesbian, gay, bisexual and transgender organizations.

Sexuality Information and Education Council of the United States (SIECUS) \$10,000
New York, NY

To support ongoing research and analysis on national and state-level sexuality education, with particular emphasis on targeted states which included Washington and Arizona.

Southern Arizona AIDS Foundation \$46,000
Tucson, AZ

To support SAAF's Latina Leadership Project (LLP), an HIV prevention program that stresses the need for optimal, holistic health for young Latina women ages 15-18.

Southeastern Arizona Behavioral Health Services / New Turf Prevention Advocates \$46,000
Sierra Vista, AZ

To train youth to conduct key informant forums, and enhance their awareness of health and sexuality-related issues. The program targets adolescents living in four U.S./Mexico border communities Douglas, Naco, Bisbee and Nogales.

Reproductive Rights Coalition and Organizing Fund

The Ms. Foundation for Women has supported the efforts of women and girls to govern their own lives and influence the world around them for 30 years. Since 1989, the Ms. Foundation's Reproductive Rights Coalition and Organizing Fund (RRCOF) has been a strong, responsive resource for state reproductive rights organizations across the United States. RRCOF provides grant-making, technical assistance, and networking opportunities to strengthen state and local level pro-choice infrastructures and build critical, broad-based support for reproductive rights.

Abortion Access Project \$40,000
Cambridge, MA

To strengthen the Hospital Access Collaborative (HAC), which provides technical assistance to statewide groups that are working to increase access to abortion in hospitals, and to increase the number of organizing campaigns with student groups on college campuses to ensure availability of reproductive health services in campus health centers.

ACCESS / Women's Health Rights Coalition Oakland, CA	\$20,000	To support the organization's efforts to build leadership and capacity through a combination of direct services, bilingual hotlines, an activist network, an abortion fund and advocacy projects that work to eradicate barriers to reproductive healthcare that disproportionately impact low-income, uninsured, young, immigrant and rural women.
Asians & Pacific Islanders for Reproductive Health Oakland, CA	\$20,000	To support the Youth Council Advising the Direction for Reproductive Empowerment (Youth CADRE) by filling in the gaps in leadership development and support for young API women ages 17-20. The project will work to retain underrepresented, low-income Southeast Asian young women from immigrant families in the reproductive rights movement as leaders and activists.
Black Women's Health Imperative Washington, DC	\$10,000	To formalize a consensus process, they hope to create a nationwide infrastructure that joins together communities of Black women who are poised for national action, and support community-based advocacy campaigns on reproductive health issues affecting Black women.
California Coalition for Reproductive Freedom San Francisco, CA	\$20,000	To share information and coordinate advocacy positions in order to maximize the effectiveness of advocacy groups in preserving the full scope of reproductive rights, health services and education, the CCRF hopes to continue working on changing the social climate regarding reproductive health issues in California.
Center for Genetics and Society/Tides Center Oakland, CA	\$5,000	To support the participation of several global South and indigenous feminists, to attend the Gender and Justice in the Gene Age conference in New York City.
Civil Liberties and Public Policy at Hampshire College Amherst, MA	\$20,000	To support the New Leadership Networking Initiative (NLNI), a skills development, constituency building, and movement expanding project with a wide diversity of young and emerging organizers and leaders.
Colorado Organization for Latina Opportunity and Reproductive Rights (COLOR) Denver, CO	\$5,000	This is a technical assistance grant to conduct fund-raising trainings with staff and board members.
Georgians for Choice (GFC) Atlanta, GA	\$25,000	This is a general support grant for Georgia's statewide coalition for women's reproductive freedom. GFC functions as an organizing hub for Georgia pro-choice activism and advocacy groups, and also serves as an information clearinghouse for its members and the public.
The Illinois Caucus for Adolescent Health Chicago, IL	\$20,000	To support work to ensure that sex education in Illinois is comprehensive, effective, positive and medically accurate, including a research component and a multimedia campaign to disseminate findings. The program also supports activism training for youth and allies to effectively educate legislators and mobilize constituents around sexuality education issues.
Institute of Women and Ethnic Studies New Orleans, LA	\$20,000	To support its <i>Physician Mobilization Project</i> aimed at increasing the number of physicians of color skilled and willing to provide comprehensive reproductive health services to women of color, and to improve the physical, mental and spiritual health, as well as quality of life, for them and their families through culturally competent research models and the cultivation of medical, community-based partners.
Justice Now Oakland, CA	\$20,000	To support the <i>Human Rights Program</i> , which works to bring women in California prisons into the reproductive justice movement. Through community education, strategic collaborations, and peer organizing, the program is one of the first human rights projects to use comprehensive participatory documentation for documenting human rights violations
Latino Issues Forum San Francisco, CA	\$20,000	To support LIF's Latina Reproductive Rights Advocacy Project, <i>Our Health, Our Rights (Nuestra Salud y Nuestros Derechos)</i> that seeks to increase community advocacy among Latinas, increase community education and develop policy solutions to increase access to reproductive services for Latinas in California.
LLEGO Washington, DC	\$5,000	To support LLEGO's Latina Lesbian Health Summit, April 22-24, 2004, in Washington, D.C.
Lowell Teen Coalition Lowell, MA	\$20,000	To support the <i>Youth Organizing Project</i> , which will create a forum for youth-led systemic change through organizing campaigns aimed at enhancing access to comprehensive reproductive health care.
Migrant Health Promotion Progreso, TX	\$20,000	To support their program <i>La Voz Latina - The Voice of Latinas in Government Program</i> , that trains and promotes active participation in policy change focused on improving access to reproductive health care for low-income, minority women.
Minnesota Organization on Adolescent Pregnancy, Prevention and Parenting St. Paul, MN	\$20,000	To support their <i>Teen Pregnancy Prevention Advocacy Project</i> , designed to increase awareness, collaboration, and advocacy for the implementation of effective teen pregnancy prevention policies and programs, including comprehensive sexuality education and confidential health-care services for young people.
Missouri Religious Coalition for Reproductive Choice St. Louis, MO	\$20,000	To support educational forums in churches and synagogues, teen pregnancy prevention programs, advertising campaigns, public education on legislation that impacts reproductive health, and testifying and lobbying for improved access.
NARAL Pro-Choice New Mexico Foundation Albuquerque, NM	\$20,000	For general support.
National Center for Human Rights Education Atlanta, GA	\$5,000	To support the SisterSong Women of Color Reproductive Health and Sexual Rights National Conference in Atlanta, Georgia, bringing together activists, direct service providers, policy makers, and allies to discuss and develop strategies to improve the reproductive health of women of color in the United States.
National Latina Institute for Reproductive Health New York, NY	\$25,000	To support an organized and vocal cadre of Latina leaders who will advance a united policy agenda on reproductive justice issues, by launching the Latinas Organizing for Leadership and Advocacy Program, and initiating Latina Advocacy Networks in key states and localities.
National Women's Law Center Washington, DC	\$5,000	To support a grassroots initiative to develop partnerships with local chapters of the NAACP across the country, in order to advance the principle that reproductive health access is an important component of a civil rights agenda.
Native American Community Board Lake Andes, SD	\$20,000	To support efforts to improve Indigenous women's reproductive health care through its <i>Indigenous Women's Reproductive Health and Rights Program</i> , which will move forward a comprehensive, national-level Indigenous women's reproductive health and rights agenda through coalition building, research, publications, outreach, political involvement, and leadership development.
Pennsylvanians For Choice Pittsburgh, PA	\$25,000	To continue and expand the organizing, public education, training and advocacy efforts of this 15-year-old statewide coalition that works on ensuring safe, statewide clinic access, increasing contraceptive insurance coverage, and expanding provisions of comprehensive sexuality education.
Survivors, Inc. Boston, MA	\$20,000	To conduct an advocacy campaign in Boston's welfare offices, provide ongoing leadership opportunities for low-income women, and recruit low-income students at U Mass Boston by building public education and advocacy efforts, including work on sexuality and reproductive rights.
Third Wave Foundation New York, NY	\$20,000	To increase the participation of young women of color at the March for Women's Lives, including networking and strategy sessions, organizational development, and capacity-building for young-people-led reproductive health and rights organizations.
Third Wave Foundation New York, NY	\$800	To support the Third Wave Foundation's bus to the March for Women's Lives, April 25, 2004.

Utah Progressive Network Salt Lake City, UT	\$5,000	Association for Sexual Abuse Prevention FISCAL SPONSOR: National Children's Advocacy Center Haydenville, MA	\$5,000	Generation Five San Francisco, CA	\$13,400	Project Reach New York, NY	\$30,000
To support UPNet's work to coordinate a task force to improve healthcare access for pregnant women with substance abuse issues as well as a public education campaign to reframe fundamental reproductive rights.		To grow and sustain a network of professionals working in the area of child sexual abuse prevention.		To support a convening of Ms. Foundation grantees and other partners to explore issues of and producing a white paper on transformative justice as applicable to child sexual abuse.		To fund a youth education and organizing program that partners with communities, families and other organizations to address the complex interconnections of discrimination and oppression. In their Gender Equals Violence Campaign, Project Reach engages young women and men to challenge the notion of gender, identify its role in perpetuating violence, and work toward eliminating sexism and violence.	
West Virginia Free Charleston, WV	\$25,000	The Black Church and Domestic Violence Institute Atlanta, GA	\$35,000	Gloucester Men Against Domestic Abuse Gloucester, MA	\$20,000	Raksha, Inc. Atlanta, GA	\$25,000
To increase coalition membership, improve public education on reproductive issues, ensure availability of affordable birth control and prenatal care, and increasing advocacy on improving access to emergency contraception.		To train 50 clergy, 25 from each coast, so they can develop a culturally appropriate response to domestic violence within their congregations. Through their work, the Institute opens the faith community door for important conversations about women's safety.		To convene a group of men from diverse backgrounds on a regular basis to deepen awareness about domestic violence and create a plan for ending men's violence against women in Gloucester.		To fund a project called <i>Breaking the Silence</i> that will increase awareness; engage and re-educate the community about gender, power, and traditional misconceptions; provide tools for empowerment; and increase each member's roles in making the community a safer place.	
Women's Voices for the Earth Missoula, MT	\$20,000	Close to Home Domestic Violence Prevention Initiative Dorchester, MA	\$35,000	HOMIEY San Francisco, CA	\$20,000	Sista II Sista New York, NY	\$20,000
To support its work to link reproductive rights and environmental health, by broadening the understanding of <i>choice</i> , especially for lawmakers in the state, to include the right of a woman to experience a healthy pregnancy that is free of chemical trespass.		To support a resident driven community organizing and public engagement campaign against domestic violence in the Dorchester neighborhood of Boston. Close to Home believes domestic violence is a public community issue and the voices of the survivor and community are essential to designing and implementing solutions to the problem.		To create a community activism project on violence against women, and offer alternatives to gang violence and economic by using the community and educational institutions to create change.		To create a "Violence Free Zone" where violence against women will not be tolerated, and where women will actively work to create safety through intensive door-to-door, neighborhood education, engagement, and organizing activities.	
Young Women United Albuquerque, NM	\$20,000	Communities Against Rape and Abuse Seattle, Washington	\$30,000	Horizon Human Services Casa Grande, AZ	\$20,000	Speaking for Ourselves Plymouth Meeting, PA	\$30,000
To support their organizing for comprehensive sexuality education through changing policies within the Albuquerque Public School system.		To support efforts to ensure that community members are at the center of determining how sexual violence is addressed and actively prevented within the larger reality of issues confronted by poor and other marginalized communities.		To support the efforts of Horizon Human Services in conjunction with Community Partnership to Reduce Teen Pregnancy (CPRTP), and Stanfield Associated Women (SAW) to raise awareness about violence related to gender roles in the Casa Grande and Stanfield communities, and work with the communities to devise solutions that will prevent violence and change gender stereotypes that allow the violence to occur.		To support a strong voice within the Pennsylvania Mental Retardation service delivery system, demanding that people with developmental disabilities be at the table when systems are making decisions about them, and raising awareness of and the need for responses to the high rates of violence experienced by clients, patients, and people in the service system.	
Young Women's Empowerment Project Chicago, IL	\$15,000	Family Violence Council of Lincoln Medical Education Foundation Lincoln, NE	\$20,000	Incite! Women of Color Against Violence Ann Arbor, MI	\$20,000	Stop It Now! Haydenville, MA	\$20,000
To work with young women in the street economy to address their own sexual and reproductive rights and health needs, and to move some of them to become advocates for themselves and other young women.		To work with the Public Schools Coordinated Response Team, in designing a plan that involves all sectors of the school community, from students and parents to administrators, teachers, and other school personnel, to offer education and awareness as well as efforts to improve the system for greater safety.		To generate discussion with various communities around the country focused on alternatives to the criminal justice. These local conversations will spark communities to voice their concerns and generate national discourse on related issues of violence in all its forms.		To connect on-the-ground work to national policy and public health arenas to prevent child sexual abuse. Through their public policy component, Stop It Now! is embarking on a Restorative Justice project that will examine how the principles of restorative justice (broadly defined) can be applied to issues of child sexual abuse.	
Safety Initiative		Generation Five San Francisco, CA	\$35,000	Joseph J. Peters Institute/ (Stop It Now! Philadelphia) Philadelphia, PA	\$30,000	Texas Council on Family Violence Austin, TX	\$30,000
<i>The Ms. Foundation for Women has supported women's and girls' safety since the foundation's inception – a time when women were just beginning to speak out about loudly the violence in their lives, both at home and in the wider world. Building on the important work of the women's antiviolenence movement, the Safety Initiative focuses on creating a violence-prevention agenda that is part of a larger social justice and human rights movement. Central to Safety grantees' work are strategies for engaging community members to respond to violence against women and take responsibility for ending it; mobilizing men and boys to actively end violence against women and girls; and building community-based activism to address and prevent child sexual abuse.</i>		To launch a Community Response Project in New York City to engage community leaders in creating and implementing community based solutions to prevent child sexual abuse. In the process, they are building local support networks to sustain the long-term work and building infrastructure for a national movement toward ending child sexual abuse.		To work directly with communities to develop comprehensive and sustainable approaches that deal with the root causes of child sexual abuse, forming a grassroots prevention agenda in Philadelphia's most vulnerable communities.		To create a center for grassroots domestic violence organizing that will support community efforts in ending violence and gaining safety and justice for all survivors.	
		Men Can Stop Rape Washington, DC	\$20,000				

Urban Justice Center (Connect Inc.) \$40,000
New York, NY

To help communities with fewer resources in New York City develop preventative and early intervention strategies that address violence in the family.

National Race to Stop the Silence on Child Sexual Abuse \$3,000
FISCAL SPONSOR:

Baltimore Child Abuse Center
Baltimore, MD

To support the first national race in Washington D.C. raising awareness on the issue of child sexual abuse.

V-Day Until the Violence Stops \$4,000
San Francisco, CA

Grant to support V-Day activities nationwide that work to raise awareness of violence against women.

Washington Office on Latin America, Inc. \$5,000
Washington DC

To help fund the trip of a congressional delegation to the City of Juarez, Mexico, where hundreds of women have been murdered over the past decade. The delegation, cosponsored by the Washington Office on Latin America, Inc. and Amnesty International, held meetings with Mexican officials as well as family members of victims in a effort to resolve continuing investigations and advance preventive measures.

Woman on the Rise Telling Her Story (WORTH) \$700
FISCAL SPONSOR:
Osbourne Association
Long Island City, MA

To support a planning retreat for WORTH's start-up activities, including its work with formerly incarcerated women in the area of violence against women.

Women and AIDS Fund

The Ms. Foundation for Women created the Women and AIDS Fund to support organizations that advocate for policies and services that meet the needs of women with HIV/AIDS. Since 1996, we have been providing grants, technical assistance and networking opportunities to community-based organizations led by HIV-positive women. The Women and AIDS Fund (WAF) remains the only national fund that supports advocacy and self-determination for women living with this disease. By providing these key resources, we contribute to the development of model approaches for women's HIV/AIDS advocacy that can be replicated across the country. All grants are for \$10,000/year for 3 years.

African Services Committee, Inc. \$10,000
New York, NY

To support the *Mobilizing African Immigrant Women on HIV/AIDS* project, which will help mobilize the African immigrant community around issues regarding HIV/AIDS.

AIDS Services of Austin, Inc. \$10,000
Austin, TX

To support the Women Rising Project (WRP), a joint effort of women living with HIV and an interdisciplinary team of women in social and community service, operating through AIDS Services of Austin in partnership with eight local agencies.

Aniz, Inc. \$10,000
Atlanta, GA

To support *Reaching Out to Sisters' (ROSHA)* efforts to train over 600 HIV-positive African-American women in the Metro-Atlanta area over a 3-year period through empowerment training and advocacy programs.

Christie's Place \$10,000
San Diego, CA

To support *Project Speak Up*, a peer-based leadership initiative designed to build self-esteem, provide trainings and offer skills building opportunities for HIV-positive women.

Courage Unlimited, Inc. \$10,000
North Las Vegas, NV

To help implement secondary prevention activities focusing primarily on women already infected, and on encouraging empowerment and risk-reduction behaviors in women who are infected and who are at high-risk of becoming infected.

Helping Everyone Receive Ongoing Effective Support (HEROES) \$10,000
Columbia, LA

To support Mind Body and Soul University (MBSU), which targets HIV infected and affected individuals across Louisiana, provides peer education, support and leadership opportunities, and collaborates with volunteers, local faith communities, health-care providers and governmental agencies through the events of MBSU.

New Jersey Women and AIDS Network \$10,000
New Brunswick, NJ

To conduct activities such as programs targeted at educating and empowering women living with HIV/AIDS, hold "town meetings" with members of the community, and to increase the number of individuals of color in their constituency who access HIV care and treatment.

Southwest Boulevard Family Health Care \$10,000
Kansas City, KS

To support HIV University Kansas City, for which Southwest Boulevard Family Health Care is a fiscal sponsor. HIV University prepares HIV-positive women to advocate for policies that improve their lives by getting involved with local HIV/AIDS planning councils and challenging public policy at the local and state level.

Virgin Islands Community AIDS Resource & Education, Inc. (VICARE) \$10,000
Christiansted, VI

To support its women-specific project, *Women Together for Change*, that provides leadership and skills building training to women who are living with HIV/AIDS. The project includes advocacy programs and legislative internships for HIV-positive women so they can increase their understanding of the local legislative process and work directly to address the stigma and discrimination associated with HIV/AIDS and work to raise awareness in the general community.

Women's Resource Center \$10,000
Columbia, SC

To support its *Phenomenal Women* program that is designed to promote the personal growth and professional leadership development of women living with HIV/AIDS who are committed to working and serving in the HIV/AIDS community.

Women Alive Coalition \$10,000
Los Angeles, CA

To support the "Louder Than Words" project, which was created as an activist training to develop and enhance a health and policy agenda by and for women with HIV/AIDS. Their goal is to overcome exclusionary and risk-averse cultural barriers to leadership and activist advancement while promoting and sustaining women's access to decision-making bodies within the AIDS services arena.

GIRLS, YOUNG WOMEN, & LEADERSHIP GRANTS

Collaborative Fund for Youth-Led Social Change

The Collaborative Fund for Youth-Led Social Change (CFYS) is a thriving network of funders and local youth serving organizations that together demonstrate the power and possibility of young women and men to actively engage systems to create positive change in their lives and their communities. As a national partnership representing a breadth of diversities including race, class, gender, sexuality, age, region, and type of social change, we learn from organizations that promote and support gender-conscious youth leadership and social change agency in local communities and beyond.

The Appalachian Women's Leadership Project, Inc. \$35,000
Hamlin, WV

To support its *Girls' Resiliency Program (GRP)*, which develops the leadership of young women by providing skills training in Board leadership, taking the lead on fighting against school consolidation, producing a book of original poetry and photography depicting life for teen girls in rural Appalachia, producing a website, newsletter, and compact disc about violence and eating disorders, and hiring them as part-time staff and summer research interns.

Asian Immigrant Women Advocates (AIWA) \$35,000
Oakland, CA

To support the *Youth Build Immigrant Power Project (YBIPP)*, which addresses challenges facing immigrant youth such as language discrimination, low wages and unsafe working conditions, and develops their leadership and organizing skills through training and internships that enable them to bring about change in their neighborhoods, schools, and workplaces.

Blocks Together \$35,000
Chicago, IL

To support programs that address issues of poverty and inequality impacting residents of Chicago's northwest side. The Youth Council provides young women and young men with the opportunity to learn leadership skills, work together through public campaigns, and sound a voice for youth in the community, changing the way politicians respond to them.

Center for Young Women's Development **\$35,000**
San Francisco, CA
To support the *Sisters for Change Project* that promotes economic self-sufficiency and community safety, and reduces recidivism rates, and advocacy by providing employment, leadership and training to young women involved in the juvenile justice and foster care systems.

Girl Scouts of Milwaukee Area, Inc. (GSMA) **\$35,000**
Milwaukee, WI
To support the *City Action Teen Initiative (CATI)*, a leadership development program that uses GSMA's model to empower girls from traditionally underserved communities by organizing a summit to discuss their issues, and to implement action plans based on a community needs assessment, supporting a change in community attitudes.

Khmer Girls In Action **\$35,000**
Long Beach, CA
To encourage and support women and girls to take on issues such as reproductive health and gender equity and to support and train young women to research problems, analyze issues, create solutions, take action, and evaluate issues and concerns that impact their lives and community.

Massachusetts Coalition For Occupational Safety and Health **\$35,000**
Dorchester, MA
To support *Teens Lead at Work*, a new peer leadership program that targets immigrant and low-income teens of color from Dorchester, a low-income bilingual neighborhood. It engages them in social-change activities related to their rights on the job, and focuses on bringing them together to discuss concerns and organize as worker-activists.

One Nation Enlightened **\$35,000**
Denver, CO
To provide leadership training for youth of color who are most impacted by educational achievement gaps and by punitive juvenile justice policies, and are therefore the best advocates for change.

Pearls for Teen Girls, Inc. **\$35,000**
Milwaukee, WI
For the *Pearls Power Project (3P)*, an initiative in which girls learn to identify, analyze, and specifically address a social issue of particular concern to them. 3P aims to provide a concrete opportunity for girls to apply consciousness-raising, communication and leadership skills to change the issues affecting them.

Sista II Sista, Inc **\$35,000**
Brooklyn, NY
For *The Freedom School for Young Women of Color* and the *Sista's Action Squad*, two leadership development and organizational training initiatives that use integrated workshops and citywide networking to engage young women in a self-empowerment process designed to foster personal development, critical thinking, physical strength, creativity, and community-organizing skills.

Sisters In Action for Power **\$35,000**
Portland, OR
For a program to empower low-income girls of color to take leadership in their communities, to work with low-income women of color from different generations, and to develop community-driven campaigns to address social and economic injustices.

The Young Women's Project **\$35,000**
Washington, DC
To fund the *New Issue Campaigns* that will focus on encouraging healthy sexual behavior, reducing HIV and STI infections, and increasing access to reproductive health services for teen females and males.

SPECIAL FUNDS

Democracy Funding Circle

After more than 20 years of dominance in United States politics, the right has driven many social change organizations into a defensive stance. The *Democracy Funding Circle (DFC)*, a circle of individual donors to the Ms. Foundation, promotes a progressive vision of Democracy and counters efforts by the right to roll back the gains made by the civil rights, women's environmental, and gay/lesbian/bisexual and transgender movements. The DFC supports organizations that organize to challenge regressive measures; educate local communities about human rights; build the strength of the progressive movement; and conduct research and advocacy.

Idaho Women's Network **\$15,000**
Boise, ID

To support the Young Women Need to Vote Campaign, a collaboration of 26 members organized to increase voter engagement and build a young women's constituency to support shared issues.

Minnesota Alliance for Progressive Action **\$20,000**
Saint Paul, MN

To coordinate and staff the *Minnesota Participation Project* to engage repeat voters and enlist new voters by facilitating cooperation between 501(c)(3) groups active in voter mobilization at all levels, and mobilization underrepresented voters in Minnesota.

Montana Human Rights Network **\$15,000**
Helena, MT

To support a program that connects voter participation to economic rights, and to register, educate, and take 800 new voters to the polls during the General Election.

National Network for Immigrant and Refugee Rights **\$12,500**
Oakland, CA

To train members on voter engagement through its Immigrant Rights Training Institute; develop a voter guide that describes immigrant rights positions; collaborate with local members with distinct immigrant communities; develop media talking points on critical issues; and maintain a "bank" of immigration-related issues.

Progressive Leadership Alliance of Nevada **\$20,000**
Reno, NV

To conduct nonpartisan voter registration, education and mobilization efforts that include registering 1,500 new voters from Latino, African American, Native American and low-income communities by October 2004; ensuring at least a 60% voter turnout in the November 2004 election; and building electoral infrastructure and capacity to sustain wins in future election years

Rural Organizing Project **\$20,000**
Scappoose, OR

To conduct an in-depth voter mobilization project, focusing on traditional election activities such as voter registration and identification, voter education, and get out the vote (GOTV) work

Utah Progressive Network **\$15,000**
Salt Lake City, UT

To build a joint voter engagement effort to increase minority turnout and registration, and to increase the number of 501(c)(3) groups working this election cycle in one targeted majority minority district, and to help turn out residents to counter USA PATRIOT ACT measures.

Western Prison Project – 2004 Gloria Award Recipient **\$20,000**
Portland, OR

To support the VOICE (Voter Organizing for Increased Civic Engagement) Project, focused on increasing democratic participation among ex-felons and their families and on advocating for voting rights reform in four target states – Oregon, Montana, Utah and Nevada.

Western States Center **\$20,000**
Portland, OR

To support voter education and mobilization work in historically underrepresented communities through the Voter Organizing Training and Empowerment (VOTE) Project that will focus on communities of color, youth, women and low-income communities.

The Executive Fund

Each year, the Ms. Foundation president makes several grants outside the scope of the main issue areas. The grants listed below fall into that category.

American Friends Service Committee (AFSC) **\$1,000**
Philadelphia, PA

To support a national campaign called "Peace Building in a Time of War." AFSC launched the campaign in response to the virulent political attack on marriage equality, partnering with the Web Lab, a nonprofit think tank, to provide an online forum for people of various faiths responding to anti-lesbian, gay, bisexual and transgender political attacks.

Angela Bonavoglia Mt. Vernon, NY	\$11,000	Urban Justice Center New York, NY	\$2,000	Rapid Response Public Policy Fund The Rapid Response Public Policy Fund supports strategies that bring a gendered perspective to "in the moment" public policy work. These strategies include: direct engagement in public policy advocacy; community organizing to change systems and institutions; and public education to influence policy debates on issues of concern to low-income women, families and communities. In 2004, the Rapid Response Fund and the Foundation's Reproductive Rights Coalition and Organizing Fund (RRCOF) pooled resources to support nonpartisan civic engagement work, which included voter registration and get-out-the-vote (GOTV) activities.	Chicago Homecare Organizing Project (CHOP) – 2004 Gloria Award Recipient Chicago, IL	\$30,000
To support the book tentatively titled <i>A Fierce Storm Rising: How Catholic Women are Fighting to Change the Church</i> .		To support the Center's role in coordinating the <i>New York City Human Rights Initiative</i> – a collaborative effort of local social justice organizations working to ensure equal rights for low-income women and people of color in New York City.			To support voter education, registration and GOTV efforts to reach home health care and child-care providers, most of whom are low-income single women, predominantly African American, Latina and other minorities.	
Belle Taylor-McGhee San Francisco, CA	\$1,000	Women's Advocate Ministry, Inc. New York, NY	\$1,000	The Care Center/Rise Up Now Holyoke, MA	Childspace Cooperative Development, Inc. Philadelphia, PA	\$12,500
For tuition costs at Harvard University for the <i>Women and Power Program</i> .		To provide active outreach, crisis intervention, referral, and supportive services to incarcerated women and their children.		To provide operating support and technical assistance for the Care Center.	To support their project, <i>Dialogue with Childcare Workers on the Vote</i> . CCDI will conduct voter education, registration and GOTV efforts among child-care workers.	
Center for New Words (CNW) Cambridge, MA	\$1,000	Gloria Steinem Fund The Gloria Steinem Fund, established in 1994 to honor Gloria Steinem as a founding mother and continuing supporter of the Ms. Foundation, supports new activists working on revolutionary projects to change the lives of women and girls. Using the interest from this endowed fund, Steinem makes grants to women whose work often falls below the radar screen of mainstream funders.		Colorado Organization for Latina Opportunity and Reproductive Rights (COLOR) Denver, CO	Colorado Conservation Voters Education Fund Denver, CO	\$40,000
To support the WAM! 2004 symposium, <i>Women & The Media: The Astonishing Case of Disappearing Women</i> . CNW's mission is to foster and enhance the political and intellectual culture of women that flourishes at the intersection of literacy, books, culture, activism, and politics.				This is a technical assistance grant to conduct fund-raising trainings with staff and board members.	To support the program's efforts to educate Latinas on the voting process, and to mobilize them to vote on public health issues like clean air and water, neighborhood pollution and childhood asthma.	
Center for Voting and Democracy Takoma Park, MD	\$2,000	Feminist.com Foundation Woodstock, NY	\$10,000	Immigrant Workers Citizenship Project Las Vegas, NV	Floridians For All Miami, FL	\$10,000
To assist with travel costs for a range of attendees to the <i>Claim Democracy</i> conference. The Center for Voting and Democracy conducts research, analysis, education and advocacy to build understanding of and support for more democratic voting systems.		To assist Feminist.com in achieving solid standing as a new non-profit, with the hope of attracting new and varied supporters that will enable them to continue their work.		To support the Immigrant Workers Freedom Ride (IWFR) in Washington D.C., New Jersey, and New York. This effort will rebuild and reinvigorate a broad-based national movement that will open the door to citizenship for millions of immigrant workers and families.	To support a systematic voter mobilization program in Florida that would increase turnout among low-income women and minority citizens who would be directly impacted by a November ballot initiative that would raise the state's minimum wage.	
Educational Equity Concepts, Inc New York, NY	\$75,000	Kevin Powell Brooklyn, NY	\$10,000	Working for Equality and Economic Liberation (WEEL) – 2004 Gloria Award Recipient Missoula, MT	Just Harvest Education Fund Pittsburgh, PA	\$12,500
To support <i>Raising and Educating Healthy Boys</i> , a project designed to increase the awareness of educators and parents regarding the impact gender expectations can have on boys, and to consider the implications for childrearing and educational practices at the early childhood level.		To support Kevin Powell for his work on the Detroit leg of the "State of Black Men" tour, a twelve city national tour that includes town hall meetings, workshops, and roundtables in collaboration with local grassroots organizations. Each component of the tour will be documented and disseminated to a wider audience.		To support efforts to continue national advocacy around welfare reform and TANF reauthorization, and to hold a convening of 30 nationwide welfare rights groups to address TANF Reauthorization and the establishment of regional networks of welfare right groups.	To support its <i>Just Vote!</i> campaign that allowed the organization to partner with at least 40 community-based organizations and social service agencies to focus on voter registration, participation pledges, education and mobilization.	
Public Broadcasting Council of Central New York Liverpool, NY	\$1,000	Religious Coalition for Reproductive Choice Washington, DC	\$10,000	Center for Community Change Washington, DC	Montana Women Vote Missoula, MT	\$25,000
To help support broadcasting a saga of American philanthropy told in six thematic one-hour programs.		For general support of their work to preserve reproductive choice as a basic part of religious liberty.		To support the Center's efforts to register and mobilize voters nationally, to elevate the identity of low-income people as a constituency, and to build permanent, sustainable capacity for electoral work at the local level.	To support efforts to coordinate statewide voter registration and GOTV activities, and conduct community outreach to constituency groups and other organizations in order to increase voter participation among low-income women in Montana and encourage them to advocate for public policies that benefit their lives.	
Schoff Center for Public and Early Education Cambridge, MA	\$3,000	Sisterhood is Global Institute New York, NY	\$10,000	NARAL Pro-Choice New Mexico Foundation Albuquerque, NM	NARAL Pro-Choice New Mexico Foundation Albuquerque, NM	\$40,000
To produce a publication on the results of <i>Creating an Equitable Future</i> , a workshop series that provided a set of strategies for improving the education and development of girls and boys as well as a new way of thinking about and analyzing grantees' work.		For general support of the transition of the Institute into an organization serving as a catalyst to mobilize support in various forms for the Women's Movement around the world.		To assist the NARAL Pro-Choice New Mexico Foundation's efforts to educate citizens in a nonpartisan and neutral way about their voting rights and the public policy issues that impact their lives, and increase voter participation by at least three percent.		
University Of Michigan Law School Ann Arbor, MI	\$1,000	Working Partnership USA San Jose, CA	\$10,000			
For support of the <i>Reproductive Rights Under Siege: Responding to the Anti-Choice Agenda</i> conference, which explored the impact of recent assaults on reproductive rights at the international, national, state and local levels and the steps taken in response.		To support "Creating the Next Unionism" book project which will be a tool to strengthen and support grassroots worker organizations, as well as a means to reframe the national debate around unions and work.				

NARAL Pro-Choice Washington Foundation \$50,000
Seattle, WA

To conduct the *2004 Low-Income Voting Project* in alliance with the Welfare Rights Organizing Coalition. NARAL will work to increase voting among low-income women and help them become active in the democratic process.

National Interfaith Committee for Worker Justice \$10,000
Chicago, IL

To support the *Faithful Citizenship Project*, a program designed to increase voter registration among low-wage and immigrant workers by developing congregation-based campaigns. This grant will support their work nationally and in the Chicago metropolitan area.

Native Action \$35,000
Lame Deer, MT

To support their ongoing work with Indian voter education issues, including plans to increase voter registration and organize educational activities within the seven Indian reservations of Montana.

Oregon NARAL Foundation \$17,500
Portland, OR

To support Pro-Choice Coalition of Oregon's development of activist teams to conduct polling and early campaign work across the state, in an effort to fight upcoming anti-choice ballot measures.

Southwest Organizing Project \$20,000
Albuquerque, NM

To support efforts to expand new voter registration at the statewide level, with an emphasis on increasing citizen participation among new youth voters aged 18-24.

Southwest Voter Registration Education Project \$40,000
Los Angeles, CA

To support a multifaceted program, including multimedia communications, voter registration and GOTV training activities, to register and mobilize up to 9,000 new Washington State Latino voters.

Women's Law Project \$40,000
Philadelphia, PA

To create a progressive public policy agenda in efforts to increase the number of registered voters and voter participation rates among women in Pennsylvania.

Working for Equality and Economic Liberation (WEEL) \$25,000
Missoula, MT

To bring the voices of low-income constituents working at the local, regional and national levels, to the polls through outreach strategies that include voter education and participation activities.

9to5 Colorado \$20,000
Denver, CO

To support efforts to involve low-wage working women through voter registration, education and mobilization activities to ensure that their voices are heard and that the issues that affect them are part of the electoral debate.

Sophia Fund

Pioneered by Lucia Woods Lindley, the Sophia Fund connects national organizations and women at the grassroots level, ensuring that many voices help shape solutions to end poverty. Grantees engage in a wide range of strategies, including organizing, advocacy, and constituency-building work. The Sophia Fund is crucial to both our efforts to ensure that women's voices are heard in national policy debates and to continue to support the national infrastructure for women's philanthropy.

Communications Consortium Media Center \$10,000
Washington, DC

To support the fundamental research for a communications strategy that raises the profile of economic issues of concern to women, which includes crafting messages that resonate with most women, developing talking points for progressives, coordinating spokespeople to deliver the key messages, and building a regular drumbeat of media coverage around issues that are priorities for women.

National Asian Pacific Women's Forum (NAPWF) \$10,000
Washington, D.C.

To support its efforts to speak out and organize around welfare reform reauthorization. NAPWF will continue to present findings to members of Congress and provide a much-needed perspective on the effects of welfare reform on Asian immigrant women, build national networks, specifically around other Asian Pacific women's organizations, and educate and mobilize a base of informed APA women and their communities.

National Council of Women's Organizations \$10,000
Washington, DC

To support the organizing and advocacy efforts of two taskforces and the training of young women activists.

National Council of Women's Organizations \$8,000
Washington, DC

To produce a 2004 Voter Guide to Women's Issues that will educate and update women nationwide about issues of importance in the 2004 election, urge women to register and vote, and empower readers to utilize various political forums and means to put women's issues on the electoral agenda.

National Immigration Law Center \$10,000
Los Angeles, CA

To support national policy advocacy regarding immigrant priorities around welfare reform reauthorization and support increased outreach to state and local immigrant and grassroots groups.

National Women's Alliance \$10,000
Washington, DC

To hire a consultant from the Management Assistance Group to work with them to meet their organizational goals.

National Women's Law Center \$10,000
Washington, DC

To support efforts to engage the public in a discussion about why fair tax policies are necessary to fund the services that promote economic security and opportunities, and to promote a more equitable society through a progressive tax structure. The coalition also will educate the public about the implications of specific tax cuts, especially on low-income women and their families.

NOW Legal Defense and Education Fund (NOWLDEF) \$10,000
New York, NY

To support NOWLDEF's progressive advocacy on welfare reform and reauthorization. Its advocacy agenda continues to emphasize issues that are central to women's poverty: employment rights and education training; domestic violence; child care; and the right of poor women to personal autonomy.

The Proteus Fund \$10,000
Amherst, MA

To support *The State Strategies Fund*, a program of the Proteus Fund that promotes innovative, state-based strategies that build power among progressive constituencies. In its work to boost state-based progressive power, SSF has supported significant campaigns led and won by coalitions.

Wider Opportunities for Women \$10,000
Washington, DC

To support efforts to bring together key voices in the welfare reform debate to focus on helping women achieve self-sufficiency through job training, education, and work supports.

Women's Funding Network \$10,000
San Francisco, CA

To support the 20th Annual Conference, held April 22-24, 2004 in Toronto, Ontario.

Women's Leadership Fund (White House Project) \$25,000
New York, NY

To support an initiative of the White House Project, *Women Elect the Future*, a series of regional meetings across the nation focused on women and their political empowerment. A partnership between the White House Project and V-Day, the project emphasized women's collective power at the ballot box, engaging them in the national political process and making clear the relationship between their votes and the issues that face them every day.

Women & Philanthropy \$10,000
Washington, DC

For general operating support to the organization that is currently engaged in new research on giving to women and girls, especially in the areas of new wealth philanthropy and new foundations created since 1996.

9to5 \$10,000
Milwaukee, WI

To support a multi-state consortium of eight organizations from eight states (California, Georgia, Maine, Massachusetts, New York, New Jersey, Washington, and Wisconsin) that is collaborating to strengthen individual efforts toward achieving paid family leave.

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The following individuals and institutions have generously contributed to the Gloria Steinem Fund from its inception in October 1993 through June 30, 2004.

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 7 Anonymous Donors

The Fairy Godmother Fund

Catherine Raphael

The Sophia Fund

Lucia Woods Lindley

Democracy Funding Circle

*(Sixth grant cycle:
 July 1, 2003 to June 30, 2004)*

Nancy Aronson and Virginia Besthoff
 Nancy Meyer and Marc Weiss
 Carol H. Tolan Fund in the New York
 Community Trust
 Ronna Stamm
 The Summer Fund
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 2 Anonymous Donors

Endowment Donors

*(Listings represent gifts made
 July 1, 2001 to June 30, 2004)*

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 4 Anonymous Donors

**Donations have been made in
 honor of/in memory of:**

Stephanie Alnot
 David Bale
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 Sara K. Gould
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 Penny Penrose
 Kim Powell
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 Pauline Roberts
 Karen Roth
 Regina Schermerhorn
 Sarah Sherblom
 Gloria Steinem
 Jack Walker
 Barbara Ward
 Marie C. Wilson's wonderful work!



Our special thanks to all of those individuals, corporations and foundations that provided us with talent, time, goods and services voluntarily, and to all who contributed to the Ms. Foundation for Women through the Combined Federal Campaign, United Way, and through matching gift programs.

courage
 foresight
 commitment

Financial Statements and Auditors' Report

Winnie Tam & Co., P.C.

Certified Public Accountants

50 Broad Street, Suite 1701
New York, New York 10004
Tel: (212) 785-4600
Fax: (212) 785-4601

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INDEPENDENT AUDITORS' REPORT

To the Board of Directors
Ms. Foundation For Women, Inc.
New York, New York

We have audited the accompanying statement of financial position of Ms. Foundation For Women, Inc. as of June 30, 2004 and the related statements of activities and cash flows for the year then ended. These financial statements are the responsibility of the Ms. Foundation For Women, Inc.'s management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with the auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Ms. Foundation For Women, Inc. as of June 30, 2004 and the change in its net assets and its cash flows for the year then ended in conformity with the accounting principles generally accepted in the United States of America.

Winnie Tam & Co., P.C.

New York, New York
September 30, 2004

financials

Statement of Activities
For the Year Ended June 30, 2004

	<u>Unrestricted</u>	<u>Temporarily Restricted</u>	<u>Permanently Restricted</u>	<u>Total All Funds</u>
Revenues, Gains, and Other Support				
Grants and contributions	\$ 1,362,398	\$ 3,404,645	\$ 6,465,238	\$ 11,232,281
Special events	511,758			511,758
Investment income	279,937	176,912		456,849
Net realized gain/(loss) on investment transactions	332,478	(13,316)	946	320,108
Net unrealized gain/(loss) on investment transactions	1,098,754	(19,928)	106,131	1,184,957
Product and publication sales	155,975			155,975
Registration fees	20,511			20,511
Other income	<u>20,195</u>			<u>20,195</u>
Total Revenues, Gains, and Other Support	3,782,006	3,548,313	6,572,315	13,902,634
Net Assets released from restrictions	<u>5,922,758</u>	<u>(5,922,758)</u>		<u>-</u>
Total Revenues, Gains, and Other Support	<u>9,704,764</u>	<u>(2,374,445)</u>	<u>6,572,315</u>	<u>13,902,634</u>
Expenses				
Program Services				
Economic Security	1,024,844			1,024,844
Health and Safety	2,957,289			2,957,289
Girls, Young Women & Leadership	680,781			680,781
Public Education	814,375			814,375
Cross-Cutting Program Work	1,827,993			1,827,993
Donor Advised Grantmaking	<u>55,180</u>			<u>55,180</u>
Total Program Services	<u>7,360,462</u>			<u>7,360,462</u>
Endowment Campaign				
	<u>658,782</u>			<u>658,782</u>
Supporting Services				
Administrative and General	1,752,948			1,752,948
Fund Raising	<u>1,176,657</u>			<u>1,176,657</u>
Total Supporting Services	<u>2,929,605</u>			<u>2,929,605</u>
Total Expenses	<u>10,948,849</u>			<u>10,948,849</u>
Change in Net Assets	(1,244,085)	(2,374,445)	6,572,315	2,953,785
Net Assets as of June 30, 2003	<u>3,154,722</u>	<u>10,711,931</u>	<u>16,619,063</u>	<u>30,485,716</u>
Net Assets as of June 30, 2004	<u>\$ 1,910,637</u>	<u>\$ 8,337,486</u>	<u>\$ 23,191,378</u>	<u>\$ 33,439,501</u>

Statement of Financial Position
As of June 30, 2004

	ASSETS			
	<u>Unrestricted</u>	<u>Temporarily Restricted</u>	<u>Permanently Restricted</u>	<u>Total All Funds</u>
Current Assets				
Cash and cash equivalents	\$ 2,193,886	\$ 2,349,364		\$ 4,543,250
Pledges, grants and contributions receivable	129,729	732,000	\$ 2,122,089	2,983,818
Accrued interest receivable		29,213	73,662	102,875
Inventories, prepaid expenses and other receivables	101,379	12,575		113,954
Short-term investments	<u>41,744</u>	<u>6,043,501</u>		<u>6,085,245</u>
Total Current Assets	2,466,738	9,166,653	2,195,751	13,829,142
Non-Current Assets				
Pledges, grants and contributions receivable		133,188	2,446,567	2,579,755
Furniture, equipment and leasehold improvements, at cost, less accumulated depreciation and amortization of \$1,112,995	207,517			207,517
Art work	77,000			77,000
Rent security deposits	54,321			54,321
Long-term investments	<u>848,849</u>	<u>335,461</u>	<u>18,549,060</u>	<u>19,733,370</u>
Total Assets	<u>\$ 3,654,425</u>	<u>\$ 9,635,302</u>	<u>\$ 23,191,378</u>	<u>\$ 36,481,105</u>
LIABILITIES AND NET ASSETS				
Current Liabilities				
Accounts and accrued expenses payable	\$ 792,948	\$ 129,416		\$ 922,364
Deferred revenue	6,500			6,500
Grants payable	<u>121,000</u>	<u>1,168,400</u>		<u>1,289,400</u>
Total Current Liabilities	920,448	1,297,816		2,218,264
Non-Current Liability				
Grants payable	<u>823,340</u>			<u>823,340</u>
Total Liabilities	1,743,788	1,297,816		3,041,604
Commitment				
Net Assets				
Net Assets	<u>1,910,637</u>	<u>8,337,486</u>	<u>\$ 23,191,378</u>	<u>33,439,501</u>
Total Liabilities and Net Assets	<u>\$ 3,654,425</u>	<u>\$ 9,635,302</u>	<u>\$ 23,191,378</u>	<u>\$ 36,481,105</u>

Statement of Cash Flow
For the Year Ended June 30, 2004

Cash Flow from Operating Activities

Change in Net Assets \$ 2,953,785

Adjustments to reconcile change in Net Assets to net cash provided by operating activities

Depreciation and amortization	79,475
Increase in accrued interest receivable	(30,304)
Decrease in inventories, prepaid expenses and other receivable	31,984
Decrease in pledges, grants and contributions receivable	564,888
Increase in accounts and accrued expenses payable	435,315
Increase in grants payable	1,138,840
Decrease in deferred revenue	(5,008)
Net realized gains on investment transactions	(320,108)
Net unrealized gains on investment transactions	<u>(1,184,957)</u>

Total Adjustments 710,125

Net Cash Provided by Operating Activities 3,663,910

Cash Flows from Investing Activities

Disposition of fixed assets	1,149
Purchases of investments	(50,225,726)
Proceeds from sale of investments	<u>47,755,255</u>

Net Cash Used in Investing Activities (2,469,322)

Cash Flows from Financing Activities

Loan payments	<u>(50,000)</u>
---------------	------------------

Net Cash Used in Financing Activities (50,000)

Net Increase in Cash and cash equivalents 1,144,588

Cash and cash equivalents as of June 30, 2003 3,398,662

Cash and cash equivalents as of June 30, 2004 \$ 4,543,250

Supplemental Disclosure of Cash Flow Information

Cash paid during the year for interest on loans \$ 556

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Senior Accountant

Ana Lin

Staff Accountant

Jennifer Henderson

Accounting Assistant

Marie C. Wilson

Honorary Founder and President Emerita

We are deeply grateful to Marie C. Wilson for her 20 years of service as President of the Ms. Foundation for Women from 1984-2004. With passion, determination and a penchant for realizing the unimaginable, Marie worked tirelessly to serve, support and empower women and girls throughout the United States and globally. Her visionary leadership has truly changed the way the world works and benefited us all.

We extend special thanks to former staff members for their valuable contributions to Ms. Foundation's advancement during the period covered by this annual report: Diana Ellinghaus, Susan Fryberger, Tracie Gilstrap, Sonia Gracia, Dagmar L. Kohring, Ysanne Latchman, Gail Maynor, Caroline McAndrews, Anna Wadia, Miriam Wazeter, and Marisha Wignaraja.

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Yvonne Thompson-Friend & Childspace Cooperative Development (pgs. 4 – 6)
Aimee Thompson and Thien Nguyen, Close To Home Domestic Violence Prevention (pgs. 9 – 10)
Stacey Renée Vitale & Take Our Daughters And Sons To Work® Day (pgs. 13 – 14)
Catherine Raphael and Cayce Mell (pgs. 16 – 17)

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Ms. 35 Endowment Campaign (pg. 18)
The Gloria Awards (pgs. 19 – 20)

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