



PERSEVERANCE



...AND PROMISE



2020 ANNUAL REPORT



WOMEN'S GIVING
ALLIANCE
THE COMMUNITY FOUNDATION

Women together... changing lives

www.wganeffl.org



Letter from the President

The year 2020 was unusual, to say the least. In late February, WGA joined fellow women's collective giving groups at the Philanos Conference in Seattle. By the time we were ready to board our flights home, COVID-19 was a topic of conversation, though not a reason to be overly concerned. Everything changed by mid-March.

The topics discussed in Seattle seemed almost prescient: trust-based philanthropy, diversity, equity and inclusion and advocacy for marginalized groups. Attendees came back home thinking that these were great discussions that we could have in the coming year. But with the rapid spread of the pandemic, resulting economic fallout and racial unrest spreading across the country, WGA realized the need to start the discussions immediately.

As you read this annual report, you will see how WGA stepped up to these challenges. You'll get a sense of the courage and dedication of the many nonprofits in our community that showed all of us how to move forward. Time and time again, nonprofits pivoted to learn new technologies, implement new workplace and safety protocols and continue serving those who depended on them.

I am so proud, not only of WGA Members and our leadership, but so very proud of the agencies we work with. Thank you to all of you.

In closing, I would like to quote former Supreme Court Justice Ruth Bader Ginsburg:

"Fight for the things that you care about, but do it in a way that will lead others to join you."

Thank you for joining WGA!

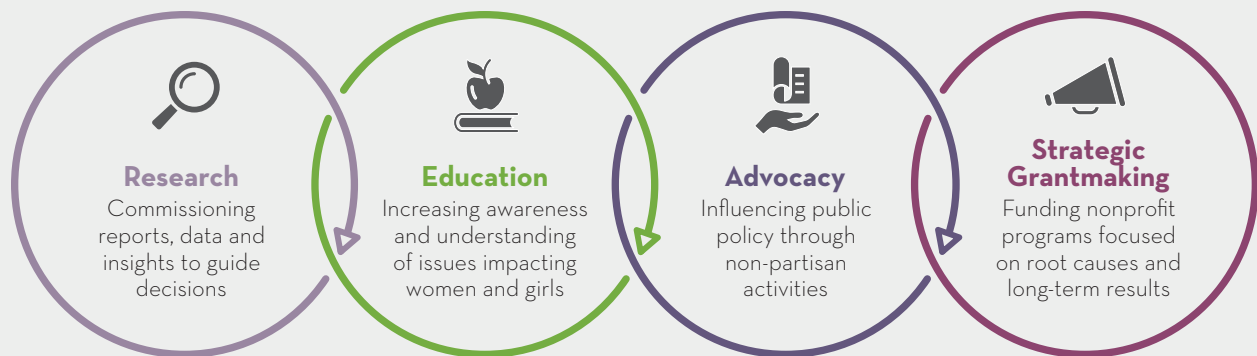
Mary Pietan, President

WGA MISSION



To improve the lives of women and girls in Northeast Florida, and inspire women to become strategic philanthropists.

SINCE 2001, WGA HAS FOCUSED ITS WORK ON FOUR KEY AREAS:



PILLARS

"The benefits of WGA go beyond the grant pool. Our advocacy for Sadowski funds for affordable housing reflects an important part of our mission."

– Meg Rohal, WGA Member

— A YEAR LIKE —

NO OTHER

2020 marked the third year of WGA's focus on breaking the cycle of female poverty through intervention and prevention. The year began with optimism, as women made gains in areas including employment,¹ a (somewhat) narrowed gender wage gap,² increases in female C-suite leadership³ and continued progress in breaking the silence on gender-based discrimination, sexual harassment and assault.⁴

But as COVID-19 surged, the pandemic exposed crippling weaknesses in our health care, housing, education, government, supply chains, food system and other bedrocks of society and the economy. Exacerbating gender, racial and economic inequities, women bore the brunt of COVID. Impacts were particularly devastating to poor and vulnerable populations including low-paid women, women of color, migrants and working mothers.⁵

"I cannot express how grateful we are. I no longer feel as if I am fighting alone. You are living proof that there are still good people around."

— Ms. A., single mother of two

COVID'S IMPACT ON WOMEN & GIRLS

It will take time to determine the full impact of the pandemic, but there are some early indications of gender-specific challenges:



JOB LOSS

With a large concentration of jobs in hard-hit industries such as education, hospitality, restaurants, child care and retail, women lost over 5.4 million jobs.⁶



LEAVING THE LABOR FORCE

More than 2.3 million women left the labor force, bringing female workforce participation down to 57%, the lowest level since 1988.⁶



INCREASED VIOLENCE & ABUSE

U.S. domestic violence increased by 8.1 percent following stay-at-home orders.⁷ Data also shows an increase in child removals for reasons such as parents' inability to cope, parental drug abuse and domestic violence.⁸



LEARNING GAPS

School shutdowns widened racial disparities, with students of color falling an estimated three to five months behind, compared with one to three months for white students.⁹



UNPAID CARE

Women shouldered additional responsibilities on top of an already disproportionate amount of unpaid tasks such as child and parent care, cooking, cleaning and other home responsibilities.¹⁰



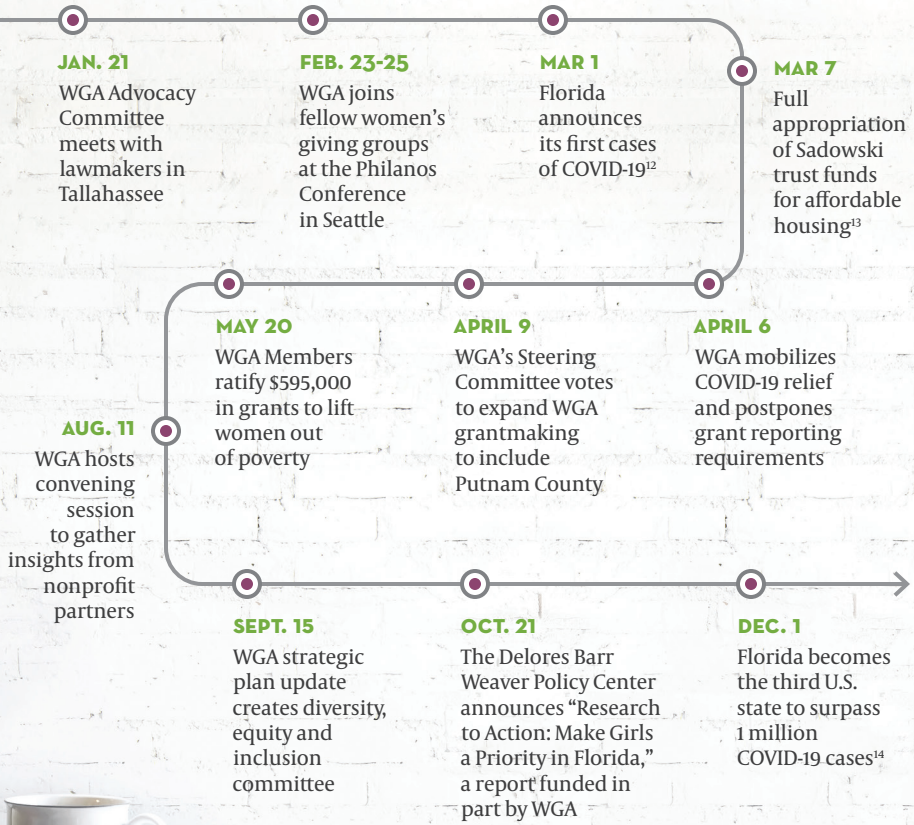
MIGRANT & MINORITY RISKS

Minority women and undocumented female workers faced pressures such as precarious employment in domestic and essential services, overcrowded housing and a lack of access to health care and sick pay.¹¹

2020

Milestones & Accomplishments

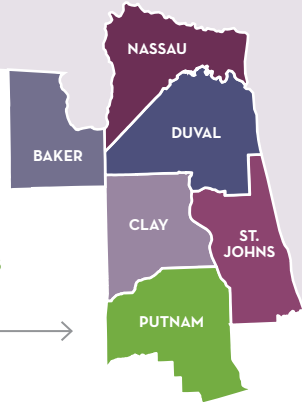
Despite the many challenges, WGA made tremendous strides in 2020. With the support of WGA's dedicated Members and nonprofit partners, WGA advanced initiatives in advocacy, grantmaking, virtual programming, research and diversity, equity and inclusion.



How do we make girls a priority in Florida?
Read the report at wganefl.org/research-resources

A RECORD-BREAKING YEAR FOR GRANTS

\$595K



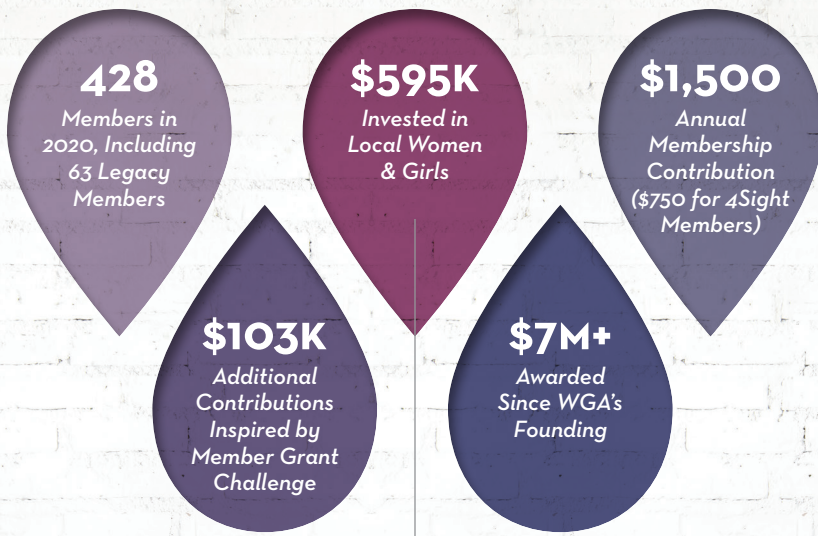
Rethreaded
Survivor Development Program – All Northeast Florida Counties
Support sex trafficking victims with trauma-specific counseling, weekly life skills classes and other career development opportunities.

Girl Scouts of Gateway Council
Community Development Troops – Duval, St. Johns & Clay Counties
Provide positive programming for 1,200 at-risk girls to build skills in financial literacy, leadership, community service and camping.

MaliVai Washington Kids Foundation
Girl Power!
Duval County
Implement Overcoming Obstacles Curriculum with classes, academic support, mentoring and mental health services for middle- and high-school girls.

“One of the greatest benefits I’ve found in being a member of WGA is the joy that comes from being an active participant in a highly respected

2020 GRANTMAKING AT A GLANCE



"A missed week of work can lead to a missed rent payment which can lead to homelessness. A small step with emergency cash assistance can help keep a roof over someone's head."

— Gwen Gallagher-Howard, Executive Director, Helping WIN



\$586,000: Poverty-focused grants

\$9,000: Direct response to provide food to homebound senior women

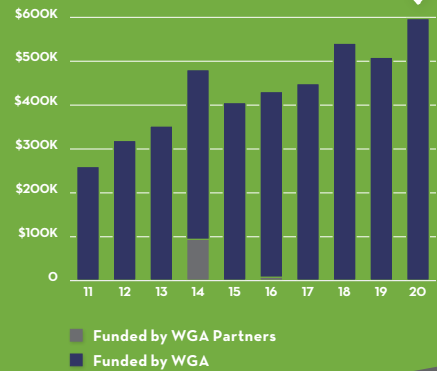
GRANTMAKING



Since inception, WGA has awarded more than **\$7 MILLION** to more than **59 NONPROFIT ORGANIZATIONS** in Northeast Florida serving women and girls.

2020:
\$595,000

More Than \$7 MILLION Total



Year Up
JACKSONVILLE

\$80,000



BEAM

\$80,000



Barnabas

\$60,000



Boys & Girls Clubs

\$46,000



Delta Research & Educational Foundation

\$10,000

Year Up Jacksonville
Workforce Development Program
Duval County

Help women secure livable wage jobs by providing professional training and internships in high-growth industries such as IT and sales/customer support.

Beaches Emergency Assistance Ministry (BEAM)

Single Parent Program
Duval & St. Johns Counties

Support 60 women on their path to economic stability, via a three-year program that includes case management, financial training, career support and mental health services.

Barnabas Center
Hope Builders for Women 2.0
Nassau County

Offer individualized life skills training, a savings match program and financial assistance for housing, transportation and childcare to Nassau County women living in poverty.

Boys & Girls Clubs of Nassau County

SMART Girls Initiative
Nassau County

Fund the SMART Girls curriculum, mentorship and peer support, providing age- and gender-specific programming to Nassau County girls ages 11-18.

Delta Research & Educational Foundation

Dr. Betty Shabazz Academy/Growing & Empowering Myself Successfully (BSA/GEMS) – Duval County

Engage 200 African-American girls, ages 11-18, in activities that promote interest in obtaining a college degree or vocation and becoming more fiscally responsible.

giving circle that funds quality programming and initiatives.” — Kara Williams, WGA Member

WITH GRATITUDE

◆ Founding Members | ❁ Legacy Member as of 3/19/2021 | * Steering Committee Members

- ◆ Brenda Adeeb
- Jan A. Andrews
- ❁ Sybil B. Ansbacher
- ❁ Jill Arnold
- Stuart Ashby-Fore
- Phyllis C. Bachand
- Laura L. Bailet
- Linda A. Bainbridge
- ◆❁ Ann M. Baker (Deceased)
- ◆ Anne Baker
- Julie Baker
- ◆❁ Martha Frye Baker
- ◆ Chris B. Ball
- Carole V. Banks
- ◆ Kristanna B. Barnes
- * Barbara Barrett
- ◆ Martha Barrett
- Lauren Barron
- Claire M. Barry
- Margaret G. Barton
- Judith Beaubouef
- Kitty Beckham
- Nancy Bell
- Cynthia Bergren
- Sara Berman
- Elizabeth C. Bernardo
- Julie Bessent
- Cecilia Gilman Blank
- Rebecca Hart Blaudow
- Kelly C. Bomar
- ◆ Sandra W. Bond
- Kim Rice Bongiovanni
- Kathleen T. Borkowski
- ◆ Mary Miller Bower
- Carol Brady
- Tara Braithwaite
- Susan D. D. Brandenburg
- Kristi Brandon
- Catherine O. Brinton
- Nancy Broner
- Anna Lopez Brosche
- ❁ Leslie Brotman
- Deanna A. Brown
- Jennifer D. Brown
- Annie A. Bryan
- ◆ Margaret "Peggy" Bryan
- ◆ Mary Ann Bryan
- Cecilia A. Bryant
- ◆ Lee Ann D. Buchanan
- Debbie Buckland
- ❁ Patricia E. Burke
- ◆❁ Sandra S. Burnaman
- Rushton Haskell Callaghan
- Mary Ann Callahan
- Susan Callender
- A. Diane Cannon
- Kay Carn
- Genevieve Carney
- Judi Carney
- ◆ Marilyn R. Carpenter
- Giselle Carson
- ◆❁ Mary F. Carter
- Marsha Carton
- Marge Cash
- ❁ Nancy Chartrand
- ❁ Cynthia Chomiak
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- ❁ Dale L. Clifford
- Mary W. Coleman
- Beatriz Coles
- Elizabeth Colledge
- * Sheila M. Collier
- Erica Connor
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- * Heather R. Corey
- Anne B. Corp
- Catherine Cosby
- ◆❁ Stephanie Cost
- Melanie Cost Young
- Liza Cotter
- Keli Coughlin Joyce
- Amanda Crawford
- Agnes Danciger
- Sally B. Dann
- * Popham Decunto
- Donna Deegan
- Megan Del Plzzo
- Jessica Dellorso
- Stacy Derr
- ❁ Joyce DeVillez
- Robin Dewey
- Cammie Disston
- Diana E. Donovan
- Anna Dooley
- ❁ Lory C. Doolittle
- ◆❁ Dorothy S. Dorion
- ◆❁ Barbara J. Drake
- Jean Drapeau
- Nancy Dreicer
- Gracia M. Drew
- ❁ Catherine M. Drompp (Deceased)
- Helen DuBow
- Susan DuBow
- Carol Duchardt
- Chanley Dudley
- Ann Dyer
- Jennifer Earnest
- Judy B. Easterly
- ◆❁ Cindy Edelman
- Nancy C. Edwards
- Sarah Edwards
- Anne T. Egan
- Jana Ertrachter
- ◆ Helen Euston
- Lisé E. Everly
- ◆ Renée M. Farrell
- Karen Feagins
- Tara Feather
- Gigi Feazell
- Linda W. Felker
- Nancy Felton
- ❁* Pam A. Field
- Barbara B. Finke
- Gina Dart Fish
- Catherine C. Fitzpatrick
- Ann R. Flipse, M.D.
- Terri Florio
- Roberta Fost
- Amy Fox
- Pamela Fox
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- ❁ Crystal L. Freed
- ◆ Patricia S. Freeman
- Meredith C. Frisch
- Elizabeth K. Gainer
- Cherry Gallagher
- Vivian Gallo
- Rebekah Garrett
- Susan R. Gentry-Dearing
- Brooks Pennington Giles
- Susan Golden
- Linda Goldsmith
- ❁ Doris Goldstein
- ❁ Margaret Gomez
- Susan Goodall
- Lisa Goodrich
- Susan R. Gottesmann-Jarzyna
- Cheryl Grabenstein
- Nadine Gramling
- Saralyn Grass
- Celeste R. Green
- Martha Greene
- Doreen Gross
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- Diane B. Hale
- Nancy Hale
- ◆ Sally Larkin Hall
- F. Terry Hallihan
- Diane M. Halverson
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- Katie Hammill
- ◆ Danielle D. Hardner
- Judy O. Hargitai
- ◆❁ Barbara H. Harrell
- Joan S. Haskell
- Aileen P. Hatcher
- Barbara S. Haugen
- Patricia Q. Hayden
- ◆❁ Cris P. Hayes
- ◆❁* Janet S. Healy
- Donna M. Heffner
- ◆❁ Lindsay D. Helms
- Lynn Herlihy
- ◆ Ann C. Hicks
- Margaret C. Hicks
- ◆ Renate W. Hixon
- Connie Hodges
- Dayle Hoffecker
- Andrea Hoffman
- Jennifer Holden
- Karen Holley
- Marsha Holmes
- Lauren Weedon Hopkins
- Jo Hoskins
- ❁ Linda L. Hossenlopp
- ◆ Patricia M. Houlihan
- Linda Hull
- Karen Hunt
- Sharon T. Hunt
- Sally A. Hutchinson
- Lynn C. Jack
- Mary Anne Jacobs
- ◆ Monica A. Jacoby
- Barbara Johnson
- Megan Johnson
- ❁ Rebecca B. Johnson
- ❁ Martha A. Jones
- Nancy M. Jones
- Amanda Jordan
- Lori Joyce
- Ashley Smith Juarez
- Kiki F. Karpen
- Donna Paz Kaufman
- Beverly F. Keigwin
- Susan Kelly
- Holly Keris
- Carol M. Kimmel
- Lucy Klausner
- Ann-Marie A. Knight
- Janet Kolar
- Duffy Kopriva
- Jennifer Kowkabany
- Kathleen Kraus
- ◆❁ Jean C. Krueger
- Mari Kuraishi
- Erika Lackey-Zernial
- ◆ Barney E. Lane
- ◆❁ Helen M. Lane
- ❁ Kathleen Langford
- Robin Lanigan Johnston
- ◆ Irene Lazzara
- Kay M. Leary
- ◆❁ Sarah B. Lee
- ❁ Ilene S. Levenson
- Mary M. Lever
- Jane A. Lewis
- ❁ Paula L. Liang
- ◆❁* Kathleen M. Ligare
- Noel D. Liles
- Carolyn Lindsay
- Luanne Luby
- Anne L. Lufrano
- ◆ Meta Magevney
- ❁ Amy Margerum Berg
- Marchant N. Martin
- Kirsten A. Martino
- Mary Marx
- Andrea Mason
- Scottie May
- Karen B. Mayfield
- ◆ Alison McCallum
- Carolyn McClanahan
- Karen M. McCombs
- Marion McCully
- Scott McGehee
- Rebecca McLaughlin
- Barbara McTiernan
- Gayle S. Medill

WGA Members ensure women and girls are supported in Northeast Florida for perpetuity.

Thank you for your generosity, hard work and unwavering support.

- * Trisha Meili
- Mary Ellen Mendes
- Carol Messerlie
- Jill R. Mikes
- Teresa G. Miles
- Barbara P. Miller
- Suzanne A. Miller
- Sara Mohr-Del Valle
- Suzanne H. Montgomery
- Marcy M. Moody
- Beth Moore
- Audrey Moran
- India Morrow
- Helen Morse
- ◆ Linda Crank Moseley
- Barbara Moulding
- Rachael A. Mueller
- Kerri Murphy
- Courtney Murray
- ✿ Sherry L. Murray (Deceased)
- Jayne C. Nasrallah
- Cristi Navarro
- Shannon Nazworth
- ◆ Barbara B. Nellson
- * Allison Newberry-Dennis
- ◆✿ Joan W. Newton
- ◆ Karla O. Newton
- ◆ Katherine Newton
- Tina C. Nichols
- Margaret Nixon
- Pamela Oates
- Ms. Joyce Oliver
- * Donna Orender
- Lisa M. Page
- Laureen Pagel
- ◆ Anne K. Pajcic
- ◆✿ Sallyn Pajcic
- Lyn Pannone
- Kathy Para
- Mary F. Pardue
- Nancy Jean Parks
- Paola Parra Harris
- ◆ Davalu C. Mudd-Parrish
- ✿ Maureen J. Paschke
- ◆ Deborah Pass Durham
- Gail A. Patin
- Bonnie Patterson
- Mary Carr Patton
- Melanie Patz
- Elizabeth Paul
- Pamela D. Paul
- ◆ Pamela Y. Paul
- Christin Payne
- Kathryn Pearson Peyton
- Beth Pelzer
- Christa Pepitone
- Suzanne C. Perritt
- * Sabeen Perwaiz
- Renee M. Peters
- Janet Pfeffer
- Mary Alice Phelan
- Irene S. Phelps
- Kelly Pietan
- ◆✿ Mary F. Pietan
- Judith H. Pillans
- Carole J. Poindexter
- Joni A. Poitier
- Tracye A. Polson
- Judy Poppell
- Jane A. Preston
- Kellie Prusiecki
- Margaret H. Purcell
- Lauren Purdy
- Sally Ragsdale
- ✿ Lynne Raiser
- Wendy S. Ranson
- Billie Rawot
- Leslie Redd
- Susanne C. Reineke
- Barbara Lane Resnick
- Karen Rettner
- Amy Rice
- ◆ Julie Rice
- Marianne Rizzo
- ◆✿ Susan Lutton Rodgers
- Margaret Rohal
- Robin Rose
- Ellen Rosner
- Dorothy Russ
- ✿ Kim Rutkowski
- Jennifer Ryan
- ◆✿ Susan Remmer Ryzewic
- Ann Sabbag
- Kimberly Sadler
- Marianne P. Salas
- Jennifer A. Salisbury
- Elizabeth Sams
- ✿ Susan Schantz
- ✿✿ Peggy Schiffers
- Judith Schmonsees
- * Faith J. Schonfeld
- Melody Shacter
- Jennie S. Shad
- Deborah J. Sharkey
- Barbara L. Sharp
- Crystal Sheeler
- ✿ Helen E. Short
- Melissa Shrader
- Tammy Shumer
- Pamela M. Siguler
- ◆✿ Laine S. Silverfield
- Gracie Simendinger
- Linda C. Simmons
- ✿ Ann H. Sims (Deceased)
- Kerrie Slattery
- Ann Smith
- Debbie Snyder
- Pamela J. Sorenson
- Milena Spasova
- Isabelle Owen Spence
- Amy St. Denis
- * TriciaRae Stancato
- Olanda Starkey
- Sandra Staudt-Killea
- ◆✿ Linda B. Stein
- Elizabeth H. Stoddard
- Connie Stophel
- ◆ Kathleen P. Storm
- Cynthia Stover
- Anne L. Sulzbacher
- Sally H. Surface
- Maria Szymanski
- Patricia A. Tancredi
- ◆✿ Julia W. Taylor
- Carol C. Thompson
- Ellen Thrower
- ✿ Marion E. Tischler
- Sarah G. E. Tourville
- Catherine Trinder Miller
- Carol C. Turbow
- Annie Tutt
- Rachael Tutwiler Fortune
- Lisa Landwirth Ullmann
- Judy Landers Urbach
- Emily Ussery
- Vicki L. Van Horn
- ◆✿ Joan Amery Van Vleck (Deceased)

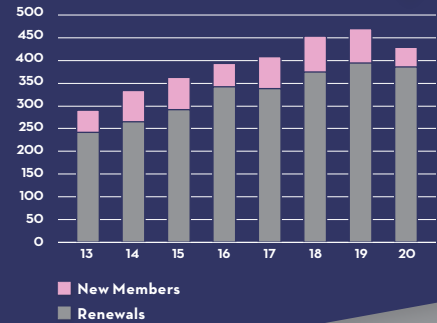
MEMBERSHIP GROWTH



As WGA membership grows, so too does our ability to expand our reach and impact.

2020:
428 MEMBERS

WGA now includes more than 425 members, including 50+ members aged 40 and under who we anticipate will be the next generation of WGA leadership. All members make an annual investment of \$1,500.



- Brenda B. Verbeck
- Anita Vining
- Robin Wahby
- Karen Walker
- Susan Walker
- Denise Wallace
- Amy Wallman
- ◆✿ Theodora "Dori" C. Walton
- ◆ Jeanne L. Ward
- ◆* Nina Waters
- Linda W. Watkins
- Vicki Waytowich
- Paula Weatherby
- ◆✿ Delores Barr Weaver
- Sharon A. Webb
- Marjean J. Wegner
- Karen Wekstein
- ✿ Carol J. Weldon
- ✿ Barbara C. Wenger
- ◆✿ Tracey Westbrook
- Peggy Wilchek
- Linda F. Wilkinson
- Avery W. Williams
- Jacqueline P. Williams
- Kara Williams
- * Wanda Willis
- ◆ Courtenay Wilson
- ✿✿ Ellen Wiss
- Diane Yendol-Hoppey
- Kathleen Yohe
- Erin Yorkgitis
- Donna C. Zahra
- Penny Zuber

WGA Founders:

- Ann M. Baker (Deceased)
- Doris Carson (Deceased)
- Helen M. Lane
- Delores Barr Weaver
- Courtenay S. Wilson

2020 Leadership:

- Mary Pietan, President
- Jan Healy, President-Elect
- Margaret Barton, Vice President
- Karen Mayfield, Vice President
- Kristi Brandon, Secretary
- Wendy Ranson, Treasurer



WOMEN'S GIVING
ALLIANCE
THE COMMUNITY FOUNDATION

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Women together... changing lives



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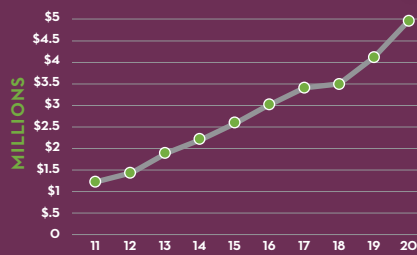
WGA ENDOWMENT FUND

Since WGA's beginning, members have set aside a portion of each annual membership investment to our endowment fund to support women and girls in perpetuity.



2020:
\$4,945,427

That fund is nearly **\$5 MILLION** and includes **58 WOMEN** who have endowed their membership in perpetuity as WGA Legacy members.



GET INVOLVED TODAY

It's easy to support WGA, and tailor your level of commitment.

JOIN OR RENEW

Develop a deeper understanding of the issues, maximize your giving, connect with like-minded women and have fun! Learn more at wganefl.org/membership.

DONATE TO THE GRANTS POOL

Grow the impact of your gift through the power of collective giving, and make a lasting impact in your community.

JOIN A COMMITTEE OR VOLUNTEER

Lend your time and talents to one of our events, initiatives or committees.

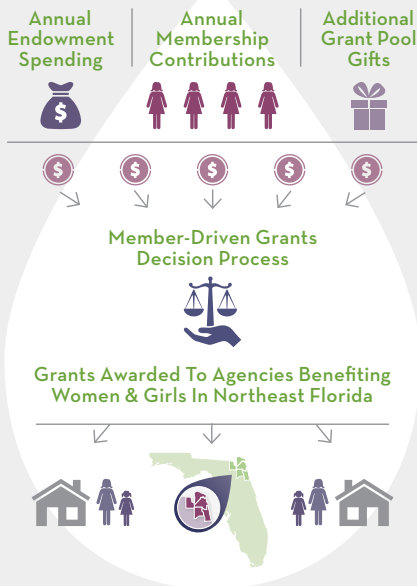
ATTEND AN EVENT & BRING A FRIEND

Learn more about WGA and meet new friends. WGA educational events and bi-annual luncheon meetings are open to all.

ADVOCATE FOR WOMEN & GIRLS

Follow WGA on social media to stay in the loop on policies and trends affecting women and girls.

CONNECT WITH US



Sources: 1. "As Jobs Cap 10 Years of Gains, Women Are Workforce Majority," The Wall Street Journal; 2. "The State of the Gender Pay Gap 2020," PayScale; 3. "The Number of Female CEOs in the Fortune 500 Hits an All-Time Record," Fortune; 4. "Two Years After #MeToo Erupts, A New Treaty Anchors Workplace Shifts," Human Rights Watch; 5. "Women on the Front Lines," TIME'S UP Foundation; 6. "Women's Labor Force Participation Rate Hit a 33-Year Low in January, According to New Analysis," CNBC; 7. "Domestic Violence During COVID-19," Council on Criminal Justice; 8. "Research to Action: Make Girls a Priority in Florida," Delores Barr Weaver Policy Center; 9. "COVID-19 Has Driven Millions of Women Out of the Workforce. Here's How to Help Them Come Back," Fortune; 10. "Florida Migrant Workers Among Hardest Hit by COVID-19," Partners in Health; 11. "Sadowski Coalition Statement on the Florida Legislature Fully Funding Affordable Housing," Sadowski Coalition; 12. "Department of Health Announces Two Presumptive Positive COVID-19 Cases in Florida," Florida Health; 13. "Florida Surpasses 1 Million COVID-19 Cases," The Associated Press

Women's Giving Alliance is an initiative of The Community Foundation for Northeast Florida, and as such, benefits from its charitable status as a 501(c)(3) organization. WGA gratefully acknowledges the expertise and financial support it receives from The Community Foundation for Northeast Florida, with special thanks to its Board and Staff: Ryan A. Schwartz–Chairman, Board of Trustees; Joanne E. Cohen–Vice President, Philanthropic Services; Teri Calinao–Philanthropic Services Officer; Nina Waters–President; Grace Sacerdote–Executive Vice President and CFO; and Susan Datz Edelman–Vice President, Strategic Communications.



**THE COMMUNITY
FOUNDATION**
FOR NORTHEAST FLORIDA