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
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.

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.
Message from the Chairman 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.
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 grantees 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,
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.
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 childcare 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
change from “underground opera-
tors to taxpaying businesses,” she
concluded.

She said when states reimburse at a
reasonable and timely rate, the result
is an increase in the revenue avail-
able to improve jobs for early educa-
tion 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 provid-
ners. 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 exist-
ing 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 col-
lection of payments overly burden-
some 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 prior-
ity 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 Collab-
orative 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 in-
formation 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 com-
municating 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 partici-
pant improved her home situation,
and then went about improving her
block and entire neighborhood by
engaging elected officials and oth-
ers in the process,” she said. “The
funding has helped the organiza-
tion foster a sense of hopefulness.”
According to Thompson-Friend, the
most important perk is that continu-
ous 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.
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. Odyssey operates its programs 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 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 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.

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 concerted 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

“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
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 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 Mabbutt, 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.
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!”

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.

“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

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.
“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 I decided to be like my mom, Because I had thought her job 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 could 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

“Art Comes to 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.

Marnina Klinkhammer, Age 8, Dupont, WA

“My Future Home”

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
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

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

black masks
white jackets
blue gloves
old sneakers
wires wrapped
and swords in hand
dogging anderring
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

“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,
ever 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

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

"Foresight, courage, commitment"
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 understand 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.”
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.
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 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.

**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.**
**Brigette 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 Latifah Simon, executive director of the Center for Young Women’s Development in San Francisco.
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.
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 attending 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**

**Ms. Foundation 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 grant 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.

- **Appalshop 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.

- **Appalshop 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, Kennerewa, 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 Program 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, Kennerewa, 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-wage 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, AR
  - To support collaboration in the Integrating Savings and Credit Initiative – a project that will research, design, test market, and scale the results of a program to integrate savings and credit.

- **Good Faith Fund** $1,000, Pine Bluff, AR
  - 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 Microenterprise Team.

- **Native Americans for Community Action** $4,000, 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 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, Bath, ME
  - To support its attendance at the 2004 Association for Enterprise Opportunity Annual Conference and Membership Meeting.

**Fairy Godmother Fund**

With a generous contribution from Cathrine 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 to 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.

- **Women and Labor Fund**
  - To support attendance at the 5th Gathering of the Social Enterprise Alliance.

- **Women’s Committee in International Council of Carpenters and the Building and Construction Trades Department** $1,000, 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 institution-alization of the membership program; creating materials for its replication, and linking SB leadership to statewide and national policy initiatives.

- **Women in Trades** $10,000, Chicago, IL
  - To fund the Canadian Women’s Breadbasket, the National Women’s Committee in International Brotherhood of Electrical Workers (IBEW) Local 134; for developing an educational program; for developing and promoting women as labor and 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.
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 Poverty 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.

Teambster 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 UF'S to reach and develop women leaders; the Latino and Immigrant Organizing Project, which focuses on women working in food processing, meat packing and small manufacturing; and the Electile Women Teamster Leaders Project, which helps women Teamstres run for office, supports elected women leaders, and trains activists to develop the grassroots activist networks that are the basis for effective leadership.

Ulta for Dignity, Inc. (UDF) $20,000
Miami, FL
To complete three beginner leadership internships, including Spanish-only, media-specific, and advanced level. UDF is also working with Mi Familia Vota and the national FRF 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 1199) & its new Worker Center $20,000
Boston, MA
To focus on recruiting 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-file 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 union written by the women themselves, to serve as organizing tools to teach and inspire new women leaders.

Healthy & Safety Grants

New Partners, New Initiatives
The New Partners, New Initiatives program, in its second year 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 mothers/daughter teams recruited from mother/daughter talks conducted in the two-county area.

Luz Social Services $46,000
Tucson, AZ
To support Conocimiento Es Sahak (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 $2,140
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 15-24-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 12-14 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 policies. SIECUS includes emphasis on targeted states which included Washington and Arizona.

Southern Arizona AIDS Foundation $46,000
Tucson, AZ
To support SAAP’s Latino Leadership Project (LLP), an HIV prevention program that stresses the need for optimal, holistic health for young Latino women ages 15-16.

Southwest Arizona Behavioral Health Services/ New Tucson Prevention Advocates $46,000
Sierra Vista, AZ
To support the community forum that involved youth in the New Partners, New Initiatives project, which presented research on community needs and advocacy proposals regarding sexuality education.

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 38 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 $20,000
Oakland, CA
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 $20,000
Oakland, CA
To support the Youth Council Advising the Direction for Reproductive Empowerment and Community Health 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 women from immigrant families in the reproductive rights movement as leaders and activists.

Black Women’s Health Imperative $10,000
Washington, DC
To formulate 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 $20,000
San Francisco, CA
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 GCRF hopes to continue working on changing the social climate regarding reproductive health issues in California.

Center for Genetics and Society/Tides Center $5,000
Oakland, CA
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 $20,000
Amherst, MA
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 Latino Opportunity and Reproductive Rights (COLOR) $5,000
Denver, CO
This is a technical assistance grant to conduct fund-raising trainings with staff and board members.

Georgians for Choice (GFC) $25,000
Atlanta, GA
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 $20,000
Chicago, IL
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 $20,000
New Orleans, LA
To support its Physician Mobilization Project 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 $20,000
Oakland, CA
To support the Human Rights Program, 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.

Latina Issues Forum $20,000
San Francisco, CA
To support LIF’s Latina Reproductive Rights Advocacy Project, One Health, One Rights (Nuestra Salud y Nuestros Derechos) that seeks to increase community advocacy among Latinas, increase community education and develop policy solutions to increase access to reproductive services for Latinos in California.

LIEGO $5,000
Huntington, DC
To support LIEGO’s Latina Lesbian Health Summit, April 22-24, 2004, in Washington, D.C.

Lowell Teen Coalition $20,000
Lowell, MA
To support the Youth-Organizing Project, which will create a forum for youth-led systems change through organizing campaigns aimed at enhancing access to comprehensive reproductive health care.

Migrant Health Promotion $20,000
Progreso, TX
To support their program En Voz Latina – The Voice of Latinos in Government Program, 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 $20,000
St. Paul, MN
To support their Teen Pregnancy Prevention Advocacy Project, 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 Change $20,000
St. Louis, MO
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 $20,000
Albuquerque, NM
For general support.

National Center for Human Rights Education $5,000
Atlanta, GA
To support the SisterBody 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 Latino Institute for Reproductive Health $25,000
New York, NY
To support an organized and vocal cadre of Latina leaders who will advance a united policy agenda on reproductive justice issues, by launching the Latina Organizing for Leadership and Advocacy Program, and initiating Latina Advocacy Networks in key states and localities.

National Women’s Law Center $5,000
Washington, DC
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 $30,000
Edzie Arickel, SD
To support efforts to improve Indigenous women’s reproductive health care through its Indigenous Women’s Reproductive Health and Rights Program, 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 $25,000
Philadelphia, PA
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. $20,000
Boston, MA
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 $20,000
New York, NY
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 $800
New York, NY
To support the Third Wave Foundation’s bus to the March for Women’s Lives, April 25, 2004.
To support the collective work of organizations in the field of violence prevention and address the complex intersections 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.

To fund a youth education and organizing program that partners with communities, families and other organizations to address the complex intersections 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.

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.

To support the efforts of Horizon Human Services in conjunction with Community Partnership to Reduce Exposure Pregnancy (CPREP), and Standfield Associated Women (SAW) to raise awareness about violence related to gender roles in the Casa Grande and Standfield communities, and work with the communities to devise solutions that will prevent violence and change gender stereotypes that allow the violence to occur.

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 increase coalition membership, increase public education campaign to reframe violence to occur.

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 train 50 clergy, 25 from each coast, profession working in the area of child sexual abuse prevention.

To support its work to link reproductive rights and environmental health, by broadening the understanding of abuse, especially for lawmakers in the state, to include the right of a woman to experience a healthy pregnancy that is free of chemical toxins.

To support its organizing for comprehensive sexuality education through changing policies within the Albuquerque Public School system.

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 support the organization's series of workshops and trainings to prevent child sexual abuse.

To support a series of workshops and trainings to prevent child sexual abuse.

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 Chicago.

To support the efforts of Horizon Human Services in conjunction with Community Partnership to Reduce Exposure Pregnancy (CPREP), and Standfield Associated Women (SAW) to raise awareness about violence related to gender roles in the Casa Grande and Standfield communities, and work with the communities to devise solutions that will prevent violence and change gender stereotypes that allow the violence to occur.

To generate discussion with various communities around the country, focused on alternatives to the criminal justice. These local conversations will create communities to voice their concerns and generate national discourse on related issues of violence in all 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.

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.

To support a strong voice within Pennsylvania's 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.

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 support the efforts of Horizon Human Services in conjunction with Community Partnership to Reduce Exposure Pregnancy (CPREP), and Standfield Associated Women (SAW) to raise awareness about violence related to gender roles in the Casa Grande and Standfield communities, and work with the communities to devise solutions that will prevent violence and change gender stereotypes that allow the violence to occur.

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 Chicago.

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 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.

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.

To support its work to link reproductive rights and environmental health, by broadening the understanding of abuse, especially for lawmakers in the state, to include the right of a woman to experience a healthy pregnancy that is free of chemical toxins.

To support its organizing for comprehensive sexuality education through changing policies within the Albuquerque Public School system.

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 support the organization's series of workshops and trainings to prevent child sexual abuse.

To support a series of workshops and trainings to prevent child sexual abuse.

To support the efforts of Horizon Human Services in conjunction with Community Partnership to Reduce Exposure Pregnancy (CPREP), and Standfield Associated Women (SAW) to raise awareness about violence related to gender roles in the Casa Grande and Standfield communities, and work with the communities to devise solutions that will prevent violence and change gender stereotypes that allow the violence to occur.

To generate discussion with various communities around the country, focused on alternatives to the criminal justice. These local conversations will create communities to voice their concerns and generate national discourse on related issues of violence in all 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.

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.

To support a series of workshops and trainings to prevent child sexual abuse.

To support the organization's series of workshops and trainings to prevent child sexual abuse.

To support the efforts of Horizon Human Services in conjunction with Community Partnership to Reduce Exposure Pregnancy (CPREP), and Standfield Associated Women (SAW) to raise awareness about violence related to gender roles in the Casa Grande and Standfield communities, and work with the communities to devise solutions that will prevent violence and change gender stereotypes that allow the violence to occur.

To generate discussion with various communities around the country, focused on alternatives to the criminal justice. These local conversations will create communities to voice their concerns and generate national discourse on related issues of violence in all 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.

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.
Urban Justice Center  
(Connect Inc.)  
New York, NY  
$40,000  
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.  
Washington, DC  
$5,000  
To help fund the trip of a congressional delegation to the City of Juárez, 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 an effort to involve continuing investigations and advance preventive measures.

Women 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 in 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 replicat-ed 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-  

Aniz, Inc.  
$10,000  
Atlanta, GA  
To support Reaching Out to Sisters’ (ROSMA), 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 provid- 

er 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, held “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 Woman program that is designed to promote the personal growth and professional leadership development of women living with HIV/AIDS who are just starting to work 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 activism 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 net- 
work 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 of funders and youth-serving 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  
Harlin, WV  
To support its Girls Resilience Program (GRP), which addresses the leadership of young women by providing skills training in Board leadership, taking the lead on fighting against school consoli-
dation, 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)  
Oakland, CA  
$38,000  
To support the Youth Build Immigrant Partnership Project (YBIPP), which addresses challenges facing immigrant youth such as language discrimination, low wages and unsafe working conditions, and de-
velops 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 impact-
ing 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 camps-
aigns, and sound a voice for young people in the community, changing the way politicians respond to them.
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 Team Initiative (CATI), a leadership development program that uses GSMA’s model to empower girls from traditionally underrepresented communities by organizing a summit to discuss their issues, and to implement action plans based on a community needs assessment, supporting change in community attitudes.

Kner 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 equality 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
Boston, MA
To support the Freedom School for Young Women of Color that promotes a progressive vision of democracy, and connects young women to organize to challenge regressive immigration-related issues.

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.

Center for Young Women’s Development $35,000
Denver, CO
For the Peace Power Project (PP), an initiative in which girls learn to identify, analyze, and specifically address a social issue of particular concern to them. PP 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
Portland, OR
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.

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

Sisters for Change $35,000
Portland, OR
To fund the Peace Power Project (PP), an initiative in which girls learn to identify, analyze, and specifically address a social issue of particular concern to them. PP aims to provide a concrete opportunity for girls to apply consciousness-raising, communication and leadership skills to change the issues affecting them.

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.

Western States Center $20,000
Portland, OR
To support a program that connects voter participation to economic rights, and to register, educate, and take 900 new voters to the polls during the General Election.

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 violent 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.

Democracy Funding Circle $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 900 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.

Sisters In Action for Power $35,000
Portland, OR
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.

Utah Progressive Network $15,000
Salt Lake City, UT
To support a program that connects voter participation to economic rights, and to register, educate, and take 900 new voters to the polls during the General Election.

Women’s Legislative Action Coalition (WLAC) $20,000
Portland, 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.

The Web Lab, a non profit think tank, to provide an online forum for people of various faiths responding to anti-lesbian, gay, bisexual and transgender political attacks.
New York, NY
Mt. Vernon, NY
Ann Arbor, MI
Law School $1,000
University Of Michigan
Cambridge, MA
and Early Education $3,000
Schott Center for Public
of Central New York $1,000
Concepts, Inc $75,000
Educational Equity
Takoma Park, MD
To assist with travel costs for a range of attendees to the Claim Democracy conference. The Center for Voting and Democracy conducts research, analysis, education and advocacy to build understanding of and support for more democratic voting systems.

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.

Feminist.com Foundation $10,000
Woodstock, NY
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.

Kevin Powell $10,000
Brooklyn, NY
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.

Religious Coalition for Reproductive Choice $10,000
Washington, DC
For general support of their work to preserve reproductive choice as a basic part of religious liberty.

Sisterhood Is Global Institute $10,000
New York, NY
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.

Working Partnership USA $10,000
San Jose, CA
To support “Creating the Next Unions” book project which will be a tool to strengthen and support grassroots worker organizations, as well as a means to refocus the national debate around unions and work.

Urban Justice Center $2,000
New York, NY
To support the Center’s role in coordinating the New York City Human Rights Initiative – 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.

Women’s Advocate Ministry, Inc. $1,000
New York, NY
To provide active outreach, crisis intervention, referral, and supportive services to incarcerated women and their children.

Urban Justice Center $2,000
New York, NY
To support the Center’s role in coordinating the New York City Human Rights Initiative – 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.

Women’s Advocate Ministry, Inc. $1,000
New York, NY
To provide active outreach, crisis intervention, referral, and supportive services to incarcerated women and their children.

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.

Feminist.com Foundation $10,000
Woodstock, NY
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.

Kevin Powell $10,000
Brooklyn, NY
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.

Religious Coalition for Reproductive Choice $10,000
Washington, DC
For general support of their work to preserve reproductive choice as a basic part of religious liberty.

Sisterhood Is Global Institute $10,000
New York, NY
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.

Working Partnership USA $10,000
San Jose, CA
To support “Creating the Next Unions” book project which will be a tool to strengthen and support grassroots worker organizations, as well as a means to refocus the national debate around unions and work.

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, sustainable capacity for voter registration and get-out-the-vote (GOTV) activities.

The Care Center/Rise Up Now $10,000
Holyoke, MA
To provide operating support and technical assistance for the Care Center.

Colorado Organization for Latino Opportunity and Reproductive Rights (COLOR) $5,000
Denver, CO
This is a technical assistance grant to conduct fund-raising trainings with staff and board members.

Immigrant Workers Citizenship Project $10,000
Las Vegas, NV
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.

Working for Equality and Economic Liberty (WEL) – 2004 Gloria Award Recipient $10,000
Mistolou, MI
To support efforts to continue national advocacy around welfare reform and TANF reauthorization, and to build a canvass of 30 nationwide welfare rights groups to address TANF Reauthorization and the establishment of regional networks of welfare right groups.

Center for Community Change $15,000
Washington, DC
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.

Chicago Homecare Organizing Project (CHOOP) – 2004 Gloria Award Recipient $30,000
Chicago, IL
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.

Chilispase Cooperative Development, Inc. $12,500
Philadelphia, PA
To support their project, Dialogue and and by Childcare Workers on the Vote CEED will conduct voter education, registration and GOTV efforts among child-care workers.

Colorado Conservation Voters Education Fund $40,000
Denver, CO
To support the program’s efforts to educate Latinos on the voting process, and to mobilize them to vote on public health issues like clean air and water, neighborhood pollution and childhood asthma.

Floridians For All $10,000
Miami, FL
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.

Just Harvest Education Fund $12,500
Pittsburgh, PA
To support its Just Vote! campaign that allowed the organization to partner with at least 40 community-based organizations and social service agencies to focus on voter registration, participation, education, mobilization.

Montana Women Vote $25,000
Missoula, MT
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.

NARAL Pro-Choice New Mexico Foundation $40,000
Albuquerque, NM
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.
Education Project $40,000
Albuquerque, NM
Portland, OR

Native Action $35,000
Cone Deer, ND

Oregon NARAL Foundation $17,500
Portland, OR

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

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

Working for Equality and Economic Liberation (WIEL) $25,000
Mistick, VT

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

NYS Colorado $20,000
Denver, CO

To support efforts to involve low-wage working women through voter registration, education, and mobilization activities to ensure that the issues they care about are part of the electoral debate.

Sophia Fund
Pioneered by Lucia Woods Lindsey, the Sophia Fund connects national organizations and women at the grassroots level, ensuring that many voices help shape solutions to end poverty. Grantee engage in a wide range of strategies, including organizing, advocacy, and constituency-building work. The Sophia Fund’s 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 (NAPW) $10,000
Washington, DC

To support its efforts to speak out and organize around welfare reform reauthorization. NAPW 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. 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.

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. 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.

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. 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.
Partners in Philanthropy

Collaborative Fund for Women’s Economic Development
Third Round: July 1, 1999 to December 31, 2004

Alvin and Family cauliflower-Throughout Foundation
Appalachian Regional Commission
The Brico Fund
Annie E. Casey Foundation
Citigroup Foundation
Edina McConnell Clark Foundation
The Flora Family Foundation
The Ford Foundation
French American charitable trust
Penney Family Fund
Hilshire Foundation
Hite Foundation
Jacobs Family Foundation
The J.P. Morgan Chase Foundation
The Albert A. List Foundation
John D. & Catherine T. MacArthur Foundation
Estate of Bambi McDonald
McKay Foundation
The John Merck Fund
Charles Stewart Mott Foundation
Ms. Foundation for Women
Friends of the Flora Family Foundation
Sara Lee Foundation
The Brico Fund

12th Institute for Women’s Economic Empowerment
Dr. Suzanne Barnett
Annie E. Casey Foundation
The Ford Foundation
Sara K. Gould and Rick Suskin
Household International
J.P. Morgan Chase
Levi Strauss Foundation
Charles Stewart Mott Foundation
Sara Lee Foundation
Washington Mutual
Wells Fargo Foundation
Wendling Foundation

Collaborative Fund for Youth-Led Social Change
Third Round: July 1, 2001 to June 30, 2003

The Brico Fund
Susie Tompkins Buell Foundation
Diana, Princess of Wales Memorial Fund (U.K.)-ceased operations as of 12/31/2003
The Doblin Family Foundation
The Ford Foundation
Girl’s Best Friend Foundation and Cynthia McCollachan

William 1. Giant Foundation (sponsor)
Greater Milwaukee Foundation and the Women’s Fund of the Greater Milwaukee Foundation
The George Gund Foundation (sponsor)
Polly M. Howells
The Klarman Family Foundation
Levi Strauss Foundation (sponsor)
Amy C. Lis
Martin Family Foundation
Morris Fund
Charles Stewart Mott Foundation (planning grant)
Ms. Foundation for Women
Starly Night Fund of the Tides Foundation
Surdna Foundation, Inc.
Three Bridge Trust
The Underdog Fund of the Tides Foundation
Women’s Foundation of Colorado

Take Our Daughters And Sons To Work® Campaign 2004
Founding Sponsor
Ortho-McNeil Pharmaceutical
Allies
American Express Company
AT&T
Merrill Lynch & Co., Inc.
New York Life
Supporters
Ford Motor Company Fund
Goldman, Sachs & Co.
J.P. Morgan Chase
KPMG LLP
Merrill Lynch & Co., Inc.

Friends
Deloitte & Touche
Fannie Mae Foundation
Katz Media Group
Lifetime Entertainment Services
Northrop Grumman
Reebok Human Rights Foundation
Roche
Verizon

Funders
BET Holdings, Inc.
ChevronTexaco
Estee Lauder Companies Inc.
Macy’s East
Unisys Corporation

In-kind
Disney Adventures
Free Spirit Publishing
Jelly Belly
National Crime Prevention Council
Willy Wonka Candies

Listings represent gifts and pledges made July 1, 2003 to June 30, 2004

Institutional Donors

$100,000 and above
The Educational Foundation of America
The Ford Foundation
Free to Be Foundation
The William and Flora Hewlett Foundation
McKay Foundation
Starly Night Fund of the Tides Foundation
The Many Wohlfarth Foundation
2 Anonymous Donors

$50,000-99,999
The Brico Fund
Robert Sterling Clark Foundation
The Dobkin Family Foundation
HKH Foundation
The Dobkin Family Foundation

$1,000-4,999
American Express Company
AT&T
Wallace Alexander Gerbode Foundation
GI Bill Foundation
Girl’s Best Friend Foundation and Cynthia McCollachan
Martin Family Foundation
Merrill Lynch & Co., Inc.
Moriah Fund, Inc.
Shater Adams Foundation
Three Bridge Trust
The Summer Fund
White Birch Foundation
1 Anonymous Donor

$1,000-4,999
AIG SunAmerica
Altria Group, Inc.
BET Holdings, Inc.
The Blue Door
ChevronTexaco
Cuming Foundation
The Freedom Forum
Global Fund for Women
Hess Foundation, Inc.
Independent Charities of America
JPMorgan Private Bank
Edith & William Lendau Foundation Inc.
Estee Lauder Companies, Inc.
Levi’s Pitkin & Marin
Logos Unlimited
Lubbock Fund, Inc.
Macy’s East
National Basketball Association
Neuberger & Berman, Inc.

$10,000-24,999
American Express Foundation
Annie E. Casey Foundation
Dicker Family Foundation
Ford Motor Company Fund
Goldman Sachs & Co.
Leo S. Gottlieb Foundation
J.P. Morgan Chase
K.M. Kellogg Foundation
The Klarman Family Foundation
KMG Rosenman
KPMG LLP
The Albert A. List Foundation
Merrill Lynch & Co., Inc.
Macy’s East
New York Life Insurance Foundation
Northrop Grumman
Osage L. Thorne Foundation
Albert Penick Fund
Reebok Human Rights Foundation
Roche
The Somers’ Shield
Verizon
1 Anonymous Donor

$5,000-9,999
Deloitte & Touche
Fannie Mae Foundation
Fred Snowdon Foundation
Jacobs Family Foundation
Katz Media Group
Lifetime Entertainment Services
MIV Networks
The Leo Model Foundation
New York Life Insurance Foundation
Northrop Grumman
Osage L. Thorne Foundation
Alton Penick Fund
Willy Wonka Candies
National Crime Prevention Council

$1,000-4,999
Patterson, Belknap, Webb & Tyler LLP
The Sister Fund
Sonya Staff Foundation
Andrew H. & Ann R. Tisch Foundation
1 Anonymous Donor
Individual Donors

$100,000 and above

The New York Times Company
Ogilvy & Mather Worldwide
Religious Coalition For Reproductive Choice
The Schwab Fund for Charitable Giving
Side by Side LLC
Smith Barney
Southern Development Bancorporation
The Southways Foundation
Stuart Four Square Fund
The Tommorow Foundation, Inc.
Unisys Corporation
1 Anonymous Donor

$25,000-49,999

Irene W. and John Banning
Nancy Aronson and Virginia Besthoff
Lucia Woods Lindley
Polly H. Howells
Carol H. Tolan Fund in the New York Helen LaKelly Hunt
1 Anonymous Donor
Estate of Edith VanHorn
Mary Lou and George Shott
Alida R. Messinger
Katherine Grover and Michael J.
Barbara and Eric Dobkin
Abigail E. Disney
Estate of Edith Coulter
1 Anonymous Donor
RMS Fashions, Inc.
River Road Family Medicine
Planned Parenthood Federation of
The Olive Tree Fund
Legal Momentum
Leader & Berkon
Kobra International LTD
iVillage
Hudson Printing Company, Inc.
Goodman & Zuchlewski LLP
Carnegie Corporation of New York
Blinc, Inc.
B. R. Guest, Inc.
Unisys Corporation
The Tomorrow Foundation, Inc.
Stuart Four Square Fund
The Southways Foundation
Southern Development Bancorporation
Smith Barney
Side by Side LLC
The Schwab Fund for Charitable Giving
Religious Coalition For Reproductive Choice
Ogilvy & Mather Worldwide
The New York Times Company

$5,000-9,999

Camille O. and William Cosby
Julie Meyers Brock and Thomas W. Brock
Freya and Richard Block
Camille O. and William Cosby
Leigh Hollingby
Susan Hessel
Caroline P. Hirsch
Valerie Jacobs
Dogmar L. Kohring
Lilo and Gerard Leeds
Susan G. Martin
Ray and Peter Nader
Susan Perick
Ann and Herbert Siegel
Mario Thomas and Phil Donahue
J. Christine Wilson and Mary K. Collins
1 Anonymous Donor

$1,000 -4,999

Isabel Aleman
Olaf and Johanne Andersen
Nancy Brown
Lucinda and Robert Runnen
Denise E. Covarough
Susan Nora Clark
Virginia Core
Estate of Edith Coulter
Annette Cumming
Astal Delfadet
Kathleen Dare and J. Keith Jespen
Leilisa and William Bills
Sheldon Eisen
Terry Satinover Fagen
Suzanne Frye, M.D.

$250 -999

Rosalind and Robert Abernathy
Jane Abbott
Scott Adams
Estelle C. Adler
Barbara Adler
Alan and Arlene Alida
Linda Lee Alt
Susan Anderson
Lorraine Antoniello
Kimberly A. Baer
Dennis Basso and Michael Caminito
Judy Belk
Doris Bergen
Dr. Gene B. Bishop
Barbara Blount
Elizabeth T. Blotz
Mirin Boren
eva and David Bradford
Bright Flame
Elizabeth Bruton
Darcy and Michael Bumer
Barbara Bumim
Jane and Gilbert Burns
Annette Canon
Mary Ellen S. Capek and Susan A.
Hallgarth
Helen Bill Casey
Brooke and Peter Cohen
Sheila Collins
Bermice Colman
Janet M. Conn
Kelley Ann Comish
Deborah Davis
Nina D’Ambro and Martin J. Goldberg
Anke Dening
Katharine B. Demnoceur
Barbara J. Dobson
Kathy H. Drassen
Jakoba Drent
Ingrid and Stephen Dyott
Joanne Edgar
Eileen and Richard Dikastak
Mrs. Eleanor Blott
Jean Entine
Lucinda B. Ewing
Joan Flanigan
Nancy R. Flyeberger
Susan P. Flyeberger
Pat Carter Fullwood
Nancy Huil Ganis
Reid Garner
Dyan Gershman

$10,000-24,999

Marion and Irwin Kaplan
Susan and Charles Knight
Amy C. Las
Nancy Meyer and Marc Weiss
Janet W. Prindle
Catherine Raphall
Estate of Jane Schwartz
Linda B. Stumpf
Carolyn White
3 Anonymous Donors

$1,000,000-2,499,999

Patricia T. Carbine
Mrs. Phyllis Feldman
Anne Helen Hess and Craig Kaplan
Yokiko Oka
Wenda Weeks Moore
Lyne Rosenfeld
Elizabeth Sawi
Ann and Andrew Tisch
Jenny Warsburg
Nancy Lee and Marie C. Wilson
Joanne Woodward and Paul Newman
1 Anonymous Donor

$5,000,000-9,999

Freya and Richard Block
Julie Meyers Brock and Thomas W. Brock
Camille O. and William Cosby
Leigh Hollingby
Susan Hessel
Caroline P. Hirsch
Valerie Jacobs
Dogmar L. Kohring
Lilo and Gerard Leeds
Susan G. Martin
Ray and Peter Nader
Susan Perick
Ann and Herbert Siegel
Mario Thomas and Phil Donahue
J. Christine Wilson and Mary K. Collins
1 Anonymous Donor

$10,000-24,999

Marion and Irwin Kaplan
Susan and Charles Knight
Amy C. Las
Nancy Meyer and Marc Weiss
Janet W. Prindle
Catherine Raphall
Estate of Jane Schwartz
Linda B. Stumpf
Carolyn White
3 Anonymous Donors

$1,000 -4,999

Isabel Aleman
Olaf and Johanne Andersen
Nancy Brown
Lucinda and Robert Runnen
Denise E. Covarough
Susan Nora Clark
Virginia Core
Estate of Edith Coulter
Annette Cumming
Astal Delfadet
Kathleen Dare and J. Keith Jespen
Leilisa and William Bills
Sheldon Eisen
Terry Satinover Fagen
Suzanne Frye, M.D.

$250 -999

Rosalind and Robert Abernathy
Jane Abbott
Scott Adams
Estelle C. Adler
Barbara Adler
Alan and Arlene Alida
Linda Lee Alt
Susan Anderson
Lorraine Antoniello
Kimberly A. Baer
Dennis Basso and Michael Caminito
Judy Belk
Doris Bergen
Dr. Gene B. Bishop
Barbara Blount
Elizabeth T. Blotz
Mirin Boren
eva and David Bradford
Bright Flame
Elizabeth Bruton
Darcy and Michael Bumer
Barbara Bumim
Jane and Gilbert Burns
Annette Canon
Mary Ellen S. Capek and Susan A.
Hallgarth
Helen Bill Casey
Brooke and Peter Cohen
Sheila Collins
Bermice Colman
Janet M. Conn
Kelley Ann Comish
Deborah Davis
Nina D’Ambro and Martin J. Goldberg
Anke Dening
Katharine B. Demnoceur
Barbara J. Dobson
Kathy H. Drassen
Jakoba Drent
Ingrid and Stephen Dyott
Joanne Edgar
Eileen and Richard Dikastak
Mrs. Eleanor Blott
Jean Entine
Lucinda B. Ewing
Joan Flanigan
Nancy R. Flyeberger
Susan P. Flyeberger
Pat Carter Fullwood
Nancy Huil Ganis
Reid Garner
Dyan Gershman

$10,000-24,999

Marion and Irwin Kaplan
Susan and Charles Knight
Amy C. Las
Nancy Meyer and Marc Weiss
Janet W. Prindle
Catherine Raphall
Estate of Jane Schwartz
Linda B. Stumpf
Carolyn White
3 Anonymous Donors

$1,000,000-2,499,999

Patricia T. Carbine
Mrs. Phyllis Feldman
Anne Helen Hess and Craig Kaplan
Yokiko Oka
Wenda Weeks Moore
Lyne Rosenfeld
Elizabeth Sawi
Ann and Andrew Tisch
Jenny Warsburg
Nancy Lee and Marie C. Wilson
Joanne Woodward and Paul Newman
1 Anonymous Donor

$5,000,000-9,999

Freya and Richard Block
Julie Meyers Brock and Thomas W. Brock
Camille O. and William Cosby
Leigh Hollingby
Susan Hessel
Caroline P. Hirsch
Valerie Jacobs
Dogmar L. Kohring
Lilo and Gerard Leeds
Susan G. Martin
Ray and Peter Nader
Susan Perick
Ann and Herbert Siegel
Mario Thomas and Phil Donahue
J. Christine Wilson and Mary K. Collins
1 Anonymous Donor

$1,000 -4,999

Isabel Aleman
Olaf and Johanne Andersen
Nancy Brown
Lucinda and Robert Runnen
Denise E. Covarough
Susan Nora Clark
Virginia Core
Estate of Edith Coulter
Annette Cumming
Astal Delfadet
Kathleen Dare and J. Keith Jespen
Leilisa and William Bills
Sheldon Eisen
Terry Satinover Fagen
Suzanne Frye, M.D.

$250 -999

Rosalind and Robert Abernathy
Jane Abbott
Scott Adams
Estelle C. Adler
Barbara Adler
Alan and Arlene Alida
Linda Lee Alt
Susan Anderson
Lorraine Antoniello
Kimberly A. Baer
Dennis Basso and Michael Caminito
Judy Belk
Doris Bergen
Dr. Gene B. Bishop
Barbara Blount
Elizabeth T. Blotz
Mirin Boren
eva and David Bradford
Bright Flame
Elizabeth Bruton
Darcy and Michael Bumer
Barbara Bumim
Jane and Gilbert Burns
Annette Canon
Mary Ellen S. Capek and Susan A.
Hallgarth
Helen Bill Casey
Brooke and Peter Cohen
Sheila Collins
Bermice Colman
Janet M. Conn
Kelley Ann Comish
Deborah Davis
Nina D’Ambro and Martin J. Goldberg
Anke Dening
Katharine B. Demnoceur
Barbara J. Dobson
Kathy H. Drassen
Jakoba Drent
Ingrid and Stephen Dyott
Joanne Edgar
Eileen and Richard Dikastak
Mrs. Eleanor Blott
Jean Entine
Lucinda B. Ewing
Joan Flanigan
Nancy R. Flyeberger
Susan P. Flyeberger
Pat Carter Fullwood
Nancy Huil Ganis
Reid Garner
Dyan Gershman

$210 -999

Rosalind and Robert Abernathy
Jane Abbott
Scott Adams
Estelle C. Adler
Barbara Adler
Alan and Arlene Alida
Linda Lee Alt
Susan Anderson
Lorraine Antoniello
Kimberly A. Baer
Dennis Basso and Michael Caminito
Judy Belk
Doris Bergen
Dr. Gene B. Bishop
Barbara Blount
Elizabeth T. Blotz
Mirin Boren
Eva and David Bradford
Bright Flame
Elizabeth Bruton
Darcy and Michael Bumer
Barbara Bumim
Jane and Gilbert Burns
Annette Canon
Mary Ellen S. Capek and Susan A.
Hallgarth
Helen Bill Casey
Brooke and Peter Cohen
Sheila Collins
Bermice Colman
Janet M. Conn
Kelley Ann Comish
Deborah Davis
Nina D’Ambro and Martin J. Goldberg
Anke Dening
Katharine B. Demnoceur
Barbara J. Dobson
Kathy H. Drassen
Jakoba Drent
Ingrid and Stephen Dyott
Joanne Edgar
Eileen and Richard Dikastak
Mrs. Eleanor Blott
Jean Entine
Lucinda B. Ewing
Joan Flanigan
Nancy R. Flyeberger
Susan P. Flyeberger
Pat Carter Fullwood
Nancy Huil Ganis
Reid Garner
Dyan Gershman

The following individuals and institutions have generously contributed to the Gloria Steinem Fund from its inception in 1993 with an additional $100,000 within the first two years of establishing the fund.

- Alan and Arlene Alda
- Mr. and Mrs. Eugene A. Boy
- Peter Block
- René J. Blumberg
- Bohwin-Wolfsahn Foundation
- Robin Burns-McNeill
- Patricia T. Carbine
- Kate Clinton and Ursashi Vaid
- Sophie Collier
- Judy Collins
- Camille O. and William Cosby
- Estate of Shirley Cuccio
- DDB Needham Worldwide
- Megan Detaney
- Michael J. Del Guidice
- Susan Dicker
- Diller Foundation
- Barbara Dobkin
- Marcia Seligson Drucker and Tom Drucker
- Martha Dyux
- Joanne Edgar
- Elektra Entertainment Group
- Nita Eisen
- Jacqueline M. Farley
- Brenda S. Felgen
- Barbara Follett
- Jane Fonda
- Foundation for Women's Resources
- Marilyn French
- Mary Caroline [Twink] Frey
- Suzanne Fye, M.D.
- Ofelia Garcia
- Mary bajewicz
- William Goldman
- Barbara Lubin Goldsmith
- Donna Goodman
- Katherine Graham
- Grand Mariner Foundation
- Joan Shapiro Green
- Myma Katz Greenberg
- Nadine Hark
- Carolyn G. Heilbrun
- H.J. Heinz Company Foundation
- Bette Crawford Hetler
- Anne Helen Hazz and Craig Kaplan
- Caroline P. Hirsch
- George A. Hirsch
- Joan Hughes
- Helen LaKelly Hunt
- Janet S. Jacobs
- Carol Jenkins
- Erica Jong
- Marion and Irwin Kaplan
- Miriam Kelber
- Raynace R. Kennedy
- Emily R. Kesler
- Kristina Kiel and Robert Friedman
- Susan and Charles Knight
- Rochelle Korman
- Sarah and Victor Kovner
- Nancy Lee and Marie C. Wilson
- Judy Lerner
- Suzanne and Robert Levine
- Lifetime Entertainment Services
- Karen Lipsett and Martin Keltz
- Jeff Mastrock
- Alda R. Messinger
- Ruth W. Messinger
- Marilyn Suzanne Miller
- Stewart Mott
- National Football League Properties
- Barbara Nessim
- Laura S. Norman
- North Star Foundation, Inc.
- Janet Oliver
- Janice Carlson Oresman
- Judith Stem-Peck
- Arlene Pedone
- Kathleen Perals
- Elizabeth M. Petrie
- The Phoebe Fund
- Marnie S. Pillsbury
- Suzanne Porcelli
- Wendy D. Putefoy
- Reverend Katherine Hancock Ragsdale
- Catherine Raphael
- Katherine B. Reynolds
- Susan Wood Richardson and Randy Richardson
- Anne F. Riley
- Ann R. Roberts
- Saudra J. Roberts
- Carmen L. Robinson
- Haylyn Rouss
- Nancy and Miles Rubin
- William and Sonnoff
- Diane Sawyer
- Betty Schlein
- Dorothy and Carl Schneider
- Jill Anita Schuler
- Nina Shah
- Selma Shapiro
- Charlotte Sheedy
- Gail Sheehy and Clay Felker
- Gil Shaia
- Ann and Herbert Siegel
- Sandra Silverman
- The Sister Fund

Donor-Advised Funds

(To establish a fund, the Ms. Foundation requires an initial contribution of $50,000, with an additional $100,000 within the first two years of establishing the fund.)
Jeffrey B. Soref
Joanne D. Spigner
Robin Strasser
Mary L. Thom
Franklin A. Thomas
Marlo Thomas and Phil Donahue
Ann Rubenstein Tisch and Andrew H. Tisch
Jane Tollinger
Mary Jean Tully
Estate of Edith VanHorn
Volvo Cars of North America, Inc
Diane Von Furstenberg
Linda Wachner
Barbara Walters
Jenny Warburg
Margo and Irwin Winkler
Joanne Woodward and Paul Newman
Frieda Zames
Robert Zevin
Dorothy Zinberg
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
Cass H. Tolan Fund in the New York Community Trust
Ronna Stamm
The Summer Fund
White Birch Foundation
2 Anonymous Donors

Endowment Donors
(Listings represent gifts made July 1, 2001 to June 30, 2004)
Judy Belk
The Brico Fund
Abigail E. Disney
The Ford Foundation
Sara K. Gould and Rick Surpin
Katherine Grover and Michael J. Campbell
Geeta Rao Gupta
Dagmar L. Kohring
Deborah and Rocco Landesman
Nancy Lee and Marie C. Wilson
Andrea Levere and Michael Mazzev
Lucia Woods Lindley
McKay Foundation
Sara E. Melendez
Alida R. Messinger
The Philanthropic Collaborative
Wendy D. Purefoy
Catherine Raphael
Yolanda C. Richardson
Rockefeller Family Fund
Lauren Katzowitz Sheinfeld
Mary Lou and George Shott
Stary Night Fund of the Tides Foundation
Gloria Steinem
Linda B. Stumpf
Andrea Leigh Taylor
Three Bridge Trust
Miriam and John Wazeter
J. Christine Wilson and Mary K. Collins
4 Anonymous Donors

Donations have been made in honor of/in memory of:
Stephanie Alnot
David Bale
Sara Belnet
Debbie Bihler
Karl Donna-Link
Ron Dictor
Pauline Esparras
Nancy B. Fryberger
Susan Fryberger
Sara K. Gould
Martha Hackman
Gusti Jess
the birth of Cayla Rose Jofius
K. Kahan
Eva Killer
Bernice Lustig
Mr. Marta
Laura Martin
Marilyn Martin
Sophie Panuthos
Alice, Elizabeth, Nancy, Sarah and Regan Partman
Penny Pereose
Kim Powell
Pearl Reed
Pauline Roberts
Karen Roth
Regina Schenerhorn
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.
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.

New York, New York
September 30, 2004
Statement of Activities  
For the Year Ended June 30, 2004

<table>
<thead>
<tr>
<th>Revenues, Gains, and Other Support</th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Permanently Restricted</th>
<th>Total All Funds</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grants and contributions</td>
<td>$1,362,398</td>
<td>$3,404,645</td>
<td>$6,465,238</td>
<td>$11,232,281</td>
</tr>
<tr>
<td>Special events</td>
<td>511,758</td>
<td></td>
<td></td>
<td>511,758</td>
</tr>
<tr>
<td>Investment income</td>
<td>279,937</td>
<td>176,912</td>
<td></td>
<td>456,849</td>
</tr>
<tr>
<td>Net realized gain/(loss) on investment transactions</td>
<td>332,478</td>
<td>(13,316)</td>
<td>946</td>
<td>320,108</td>
</tr>
<tr>
<td>Net unrealized gain/(loss) on investment transactions</td>
<td>1,098,754</td>
<td>(19,928)</td>
<td>106,131</td>
<td>1,184,957</td>
</tr>
<tr>
<td>Product and publication sales</td>
<td>155,975</td>
<td></td>
<td></td>
<td>155,975</td>
</tr>
<tr>
<td>Registration fees</td>
<td>20,511</td>
<td></td>
<td></td>
<td>20,511</td>
</tr>
<tr>
<td>Other income</td>
<td>20,195</td>
<td></td>
<td></td>
<td>20,195</td>
</tr>
<tr>
<td><strong>Total Revenues, Gains, and Other Support</strong></td>
<td><strong>3,782,006</strong></td>
<td><strong>3,548,313</strong></td>
<td><strong>6,572,315</strong></td>
<td><strong>13,902,634</strong></td>
</tr>
<tr>
<td>Net Assets released from restrictions</td>
<td><strong>5,922,758</strong></td>
<td><strong>(5,922,758)</strong></td>
<td><strong>-</strong></td>
<td><strong>-</strong></td>
</tr>
<tr>
<td><strong>Total Revenues, Gains, and Other Support</strong></td>
<td><strong>9,704,764</strong></td>
<td><strong>(2,374,445)</strong></td>
<td><strong>6,572,315</strong></td>
<td><strong>13,902,634</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Expenses</th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Program Services</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Economic Security</td>
<td>1,024,844</td>
<td></td>
<td></td>
<td>1,024,844</td>
</tr>
<tr>
<td>Health and Safety</td>
<td>2,957,289</td>
<td></td>
<td></td>
<td>2,957,289</td>
</tr>
<tr>
<td>Girls, Young Women &amp; Leadership</td>
<td>680,781</td>
<td></td>
<td></td>
<td>680,781</td>
</tr>
<tr>
<td>Public Education</td>
<td>814,375</td>
<td></td>
<td></td>
<td>814,375</td>
</tr>
<tr>
<td>Cross-Cutting Program Work</td>
<td>1,827,993</td>
<td></td>
<td></td>
<td>1,827,993</td>
</tr>
<tr>
<td>Donor Advised Grantmaking</td>
<td>55,180</td>
<td></td>
<td></td>
<td>55,180</td>
</tr>
<tr>
<td><strong>Total Program Services</strong></td>
<td><strong>7,360,462</strong></td>
<td><strong>-</strong></td>
<td><strong>-</strong></td>
<td><strong>7,360,462</strong></td>
</tr>
<tr>
<td>Endowment Campaign</td>
<td>658,782</td>
<td></td>
<td></td>
<td>658,782</td>
</tr>
<tr>
<td><strong>Supporting Services</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Administrative and General</td>
<td>1,752,948</td>
<td></td>
<td></td>
<td>1,752,948</td>
</tr>
<tr>
<td>Fund Raising</td>
<td>1,176,657</td>
<td></td>
<td></td>
<td>1,176,657</td>
</tr>
<tr>
<td><strong>Total Supporting Services</strong></td>
<td><strong>2,929,605</strong></td>
<td><strong>-</strong></td>
<td><strong>-</strong></td>
<td><strong>2,929,605</strong></td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td><strong>10,948,849</strong></td>
<td><strong>-</strong></td>
<td><strong>-</strong></td>
<td><strong>10,948,849</strong></td>
</tr>
<tr>
<td>Change in Net Assets</td>
<td>(1,244,085)</td>
<td>(2,374,445)</td>
<td>6,572,315</td>
<td>2,953,785</td>
</tr>
<tr>
<td>Net Assets as of June 30, 2004</td>
<td><strong>$1,910,637</strong></td>
<td><strong>$8,337,486</strong></td>
<td><strong>$23,191,378</strong></td>
<td><strong>$33,439,501</strong></td>
</tr>
</tbody>
</table>
### Statement of Financial Position
As of June 30, 2004

<table>
<thead>
<tr>
<th>ASSETS</th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Permanently Restricted</th>
<th>Total All Funds</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Current Assets</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and cash equivalents</td>
<td>$2,193,886</td>
<td>$2,349,364</td>
<td>$2,122,089</td>
<td>$4,543,250</td>
</tr>
<tr>
<td>Pledges, grants and contributions receivable</td>
<td>129,729</td>
<td>732,000</td>
<td>29,213</td>
<td>2,983,818</td>
</tr>
<tr>
<td>Accrued interest receivable</td>
<td></td>
<td></td>
<td>73,662</td>
<td>102,875</td>
</tr>
<tr>
<td>Inventories, prepaid expenses and other receivables</td>
<td>101,379</td>
<td>12,575</td>
<td></td>
<td>113,954</td>
</tr>
<tr>
<td>Short-term investments</td>
<td>41,744</td>
<td>6,043,501</td>
<td></td>
<td>6,085,245</td>
</tr>
<tr>
<td><strong>Total Current Assets</strong></td>
<td>2,466,738</td>
<td>9,166,653</td>
<td>2,195,751</td>
<td>13,829,142</td>
</tr>
<tr>
<td><strong>Non-Current Assets</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pledges, grants and contributions receivable</td>
<td></td>
<td></td>
<td>133,188</td>
<td>2,579,755</td>
</tr>
<tr>
<td>Furniture, equipment, and household improvements, at cost, less accumulated depreciation and amortization of $1,112,995</td>
<td>207,517</td>
<td></td>
<td>207,517</td>
<td></td>
</tr>
<tr>
<td>Art work</td>
<td>77,000</td>
<td></td>
<td>77,000</td>
<td></td>
</tr>
<tr>
<td>Rent security deposits</td>
<td>54,321</td>
<td></td>
<td>54,321</td>
<td></td>
</tr>
<tr>
<td>Long-term investments</td>
<td>848,849</td>
<td>335,461</td>
<td>18,549,060</td>
<td>19,733,370</td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td>$3,654,425</td>
<td>$9,635,302</td>
<td>$23,191,378</td>
<td>$36,481,105</td>
</tr>
</tbody>
</table>

| 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                              | 121,000      | 1,168,400              |                        | 1,289,400       |
| **Total Current Liabilities**               | 920,448      | 1,297,816              |                        | 2,218,264       |
| Non-Current Liability                       | 823,340      |                        |                        | 823,340         |
| **Total Liabilities**                       | 1,743,788    | 1,297,816              |                        | 3,041,604       |
| Commitment                                  |              |                        |                        |                 |
| Net Assets                                  |              |                        |                        |                 |
| Net Assets                                  | 1,910,637    | 8,337,486              | $23,191,378            | $33,439,501     |
| **Total Liabilities and Net Assets**        | $3,654,425   | $9,635,302             | $23,191,378            | $36,481,105     |
## Statement of Cash Flow
For the Year Ended June 30, 2004

<table>
<thead>
<tr>
<th>Cash Flow from Operating Activities</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Change in Net Assets</td>
<td>$2,953,785</td>
</tr>
<tr>
<td>Adjustments to reconcile change in Net Assets to net cash provided by operating activities</td>
<td></td>
</tr>
<tr>
<td>Depreciation and amortization</td>
<td>79,475</td>
</tr>
<tr>
<td>Increase in accrued interest receivable</td>
<td>(30,304)</td>
</tr>
<tr>
<td>Decrease in inventories, prepaid expenses and other receivable</td>
<td>31,984</td>
</tr>
<tr>
<td>Decrease in pledges, grants and contributions receivable</td>
<td>564,888</td>
</tr>
<tr>
<td>Increase in accounts and accrued expenses payable</td>
<td>435,315</td>
</tr>
<tr>
<td>Increase in accounts payable</td>
<td>1,138,840</td>
</tr>
<tr>
<td>Decrease in deferred revenue</td>
<td>(5,008)</td>
</tr>
<tr>
<td>Net realized gains on investment transactions</td>
<td>(320,108)</td>
</tr>
<tr>
<td>Net unrealized gains on investment transactions</td>
<td>(1,184,957)</td>
</tr>
<tr>
<td><strong>Total Adjustments</strong></td>
<td>710,125</td>
</tr>
<tr>
<td><strong>Net Cash Provided by Operating Activities</strong></td>
<td>3,663,910</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Cash Flows from Investing Activities</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Disposition of fixed assets</td>
<td>1,149</td>
</tr>
<tr>
<td>Purchases of investments</td>
<td>(50,225,726)</td>
</tr>
<tr>
<td>Proceeds from sale of investments</td>
<td>47,755,255</td>
</tr>
<tr>
<td><strong>Net Cash Used in Investing Activities</strong></td>
<td>(2,469,322)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Cash Flows from Financing Activities</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Loan payments</td>
<td>(50,000)</td>
</tr>
<tr>
<td><strong>Net Cash Used in Financing Activities</strong></td>
<td>(50,000)</td>
</tr>
</tbody>
</table>

### Net Increase in Cash and cash equivalents
<table>
<thead>
<tr>
<th>Net Increase in Cash and cash equivalents</th>
<th>1,144,588</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and cash equivalents as of June 30, 2003</td>
<td>3,398,662</td>
</tr>
<tr>
<td>Cash and cash equivalents as of June 30, 2004</td>
<td>$4,543,250</td>
</tr>
</tbody>
</table>

### Supplemental Disclosure of Cash Flow Information
| Cash paid during the year for interest on loans | $556 |
Ms. Foundation for Women
Board of Directors

Founding Board Members
Patricia T. Carbine
Ms. Foundation for Education and Communication, Inc.
Lefty Coffin Fogelbin
Author
Gloria Steinem
Author
Marlo Thomas
Actress and Producer

Andrea S. Levere, Chair
President, Corporation for Enterprise Development

Yolonda C. Richardson, Vice Chair
President & CEO, Center for Development & Population Activities

Lindsay D. Shea, Secretary
Trustee, Three Bridge Trust and Youth Justice Funding Collaborative

Michael J. Campbell, Treasurer
President & CEO, Dominick & Dominick LLC

Judy Belk
Vice President & Senior Philanthropy Advisor
Rockefeller Philanthropy Advisors

Katie Grover, CSW
President, International Center for Research on Women

Rob McKay
President, McKay Foundation

Andrea L. Taylor
Vice President, Education Development Center, Inc.
Center for Media & Community

Ms. Foundation for Women
Board of Directors

President’s Office
Sara K. Gould
President and CEO

Susan Welrod
Director, Institutional Planning

Andrea L. Briscoe
Human Resource Manager

Donald Berman
Mailroom Clerk

Caroline Hotaling
Executive Assistant to the President and CEO

Development
Abigail Franklin
Director, Endowment and Planned Giving

Mary Oberman
Director of Development

Julia Medina Gregor
Development Associate

Virginia Licklider
Endowment and Planned Giving Associate

Adriana Londono
Major Gifts Officer

Donna Wall
Foundation and Corporate Relations Officer

Program
Carole Yesalonis
Development Systems & Reports Associate

Daniel Yuhes
Development Assistant

Communications
Holly Houston
Vice President, Communications

LaVanda Abel
Program Manager, Take Our Daughters And Sons To Work®

Sarah Quintana
Electronic Communications Specialist

Ty Williams
Communications Assistant

Margaret Hempel
Vice President, Program

Julia Beatly
Program Officer, Girls and Young Women’s Leadership

Patricia Eng
Program Officer, Health & Safety

Desiree Flores
Program Officer, Reproductive Rights

Yma Gordon
Program Officer, Economic Development & Coordinator of Strategic Diversity Management

Rabiya Kassam-Adams
Program Associate, Economic Justice

Leah Morfin
Program Associate, Health & Safety

Adria Robbins
Program Associate/ Youth Development

Bharathi Sethu
Grants Administrator

Mia White
Program Officer, Economic Justice

Finance
Evelyn Mendez
Vice President and Chief Financial Officer

Pilar Bernabe
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 1994-2004. 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 Fyleberger, Tracie Gâstrap, Sonia Gracia, Dagmar L. Kohring, Ysanne Latchman, Gail Maynor, Caroline McAndrews, Anna Wadia, Minam Wazeter, and Marisha Wignaraja.

Ms. Foundation for Women
Staff

Design:
Corporate Visions, Washington, DC

Photo Credits:
All Price, New York
Sara K. Gould (pgs. 1-3)

Earl Dotter Photography, Silver Spring, MD
Yvonne Thompson-Friend & Childspace Cooperative Development (pgs. 4 - 6)
Aimee Thompson and Minh Nguyen, Close To Home Domestic Violence Prevention (pgs. 9 - 10)
Stacey Reindee Vhistoire & Take Our Daughters And Sons To Work® Day (pgs. 13 - 14)
Catherine Raphael and Cayce Mell (pgs. 16 -17)

Clark Jones Photography, New York
Ms. 35 Endowment Campaign (pg. 18)
The Gloria Awards (pgs. 19 – 20)