



2024 ANNUAL REPORT



Ms. FOUNDATION
FOR WOMEN



**ARI AFSAR,
WOMEN OF VISION AWARDS**



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WELCOME LETTER

DEAR FRIENDS,

What a year!

At our Women of Vision Awards in May 2023, we kicked off our historic *Creating the Future We Deserve* campaign, with an ambitious goal of raising \$100 million in honor of our 50th anniversary.

We are thrilled to announce that we have surpassed that goal, raising more than \$106 million since the campaign's launch. We couldn't be more grateful for your partnership in this pivotal moment.

This extraordinary investment comes at a time when our fundamental human rights are under attack, when we need movement and grassroots leaders the most, and when following and trusting their leadership is both critical and lifesaving.

This year, we proudly released the second installment of our groundbreaking *Pocket Change* research series. *Living with Pocket Change: What It Means to Do More with Less* sheds light on the impact of chronic philanthropic underinvestment and disinvestment in the leadership of women and nonbinary people of color. These incredible leaders work and live at the forefront of grassroots movements, and our report highlights their real-life experiences.

Our findings are sobering. The research consistently shows that grassroots and movement leaders – particularly women and nonbinary leaders of color – are under-resourced, overworked, and increasingly at risk of burnout. With the challenges we're sure to face in the coming years, this risk only grows. In order to continue driving the

movements for gender and racial equity forward, we must fully invest in our leaders. These cherished visionaries need sustainable, long-term funding that allows them to dream into the future and create strategies for getting there. They need care, they need rest, and they need resources to build both their own capacity and that of their organizations.

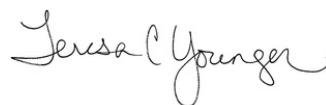
The success of our *Creating the Future We Deserve* campaign fortifies Ms. Foundation's sustainability, positioning us to fund and resource these movements and the leaders who are driving them from a place of abundance.

This campaign succeeded thanks to both the tireless work and dedication of the Ms. Foundation staff and Board of Directors, and the profound generosity of our community.

Our partners dreamed with us about the world we could create by making commitments to a future that they may never see themselves. For decades to come, these gifts will fuel feminist movement-building led by women, girls, and gender-expansive leaders across the country.

Thanks to you, the future we deserve is not just imaginable—it's within reach. We couldn't be prouder to stand with you in this work.

In solidarity,



Teresa C. Younger
President and CEO



Jenna Skinner Scanlan
Board Chair



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Ms. FOUNDATION
FOR WOMEN

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WOMEN

**Teresa C. Younger,
President and CEO**

**Jenna Skinner
Scanlan,
Board Chair**



IMPACT BY NUMBERS

We have grantee
partners in

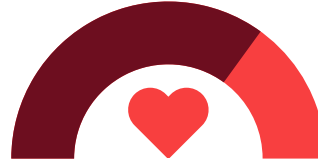
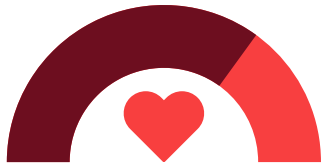
38

U.S. states and
territories,

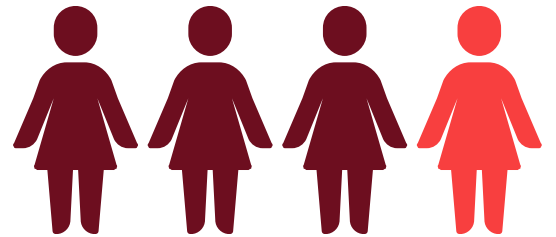
across a
total of

108

cities and
towns



**Over
98%** of grantmaking portfolio are
organizations led by women and
gender-expansive people of color



219

total grantee
partners

1,918

donors are helping to
build collective power

2.3K+

total media
hits

\$6,724,500

in direct
grantmaking
distributed in
FY24

WHERE WE'VE BEEN



Ms. Foundation is proud to have an impact across the country. Our grantee partners are located in communities across the U.S., and staff is often traveling to meet with partners, speak on panels, host convenings, participate in fellowships, attend conferences, and more to deepen relationships and advance our collective goal of achieving gender and racial equity.

We've also had opportunities to be in global conversations with partners and peers. This year, we were in Barbados, Ghana, Finland, and Rwanda, where we were able to share learnings and gain perspective and insight on the worldwide gender equity movement.

OUR WORK



GRANTMAKING INITIATIVES

Activist Collaboration & Care Fund

The Activist Collaboration & Care Fund at the Ms. Foundation for Women is designed to provide essential support to organizations led by and for women and gender-expansive people of color. By fostering deeper collaboration within and across movement-building organizations and affirming the need for healing and rest, ACF aims to catalyze increased investment in social justice movements across the country. This fund works to address the often challenging access to philanthropic resources that these organizations face, ensuring they receive the unrestricted, responsive support needed to advance their critical work.

Birth Justice Initiative

The Ms. Foundation launched its Birth Justice Initiative in 2021 as a grantmaking strategy to advance equitable birth outcomes and experiences; strengthen the capacity, organizational infrastructure, and financial stability of grassroots women and gender-expansive people of color-led birth justice organizations; and expand the frame

of birth justice to support intersectional movements and strategies that recognize the full spectrum of experiences and identities in birthing, parenting, and family building. The Birth Justice initiative is aimed at addressing race-based disparities in birth experiences and outcomes, centering Black- and Indigenous-led organizations, which are where we see the greatest disparities. Ms. Foundation believes that women and gender-expansive people of color are key experts and should be decision-makers in shaping policy and culture change around birth justice.

Building Connections Initiative

To be transformational, we need the issues impacting women, girls, and gender-expansive people, especially women, girls, and gender-expansive people of color, to be front and center in all movements, from climate change and immigrant rights to economic and racial justice. A component of the Building Connections Initiative is to engage with other funders to support and move resources to strategic efforts led by women, girls, and gender-expansive people.

Toward this objective, the Ms. Foundation's Building Connections Initiative continuously pushes philanthropy broadly to more effectively support organizations and projects led by and centering women, girls, and gender-expansive people of colors' concerns and advocacy agendas. The Building Connections Initiative also builds partnerships with women's funds working at the local or regional level to advance gender and racial equity.

Girls of Color Initiative

Ms. Foundation's Girls of Color Initiative is a national fund designed to provide grantmaking, leadership development, and capacity-building resources to support the advocacy and movement-building efforts of adolescent girls and gender-expansive youth of color in the U.S. and its territories. The Girls of Color Initiative uses an ecosystem approach to funding, recognizing the interconnectedness of various forms of oppression and the need for comprehensive support to dismantle them effectively. This approach involves understanding and addressing the multifaceted issues impacting girls of color, and ensuring our funding strategies are inclusive and holistic.

Ms. Midwest

Given the critical nature of and underinvestment in women and gender-expansive people of color-led social change

work in the Midwest, Ms. Foundation for Women launched Ms. Midwest in 2024 as an extension of our broader strategy supporting intersectional, movement building organizations centering gender and racial justice in 12 key states: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin.

Ms. MIDWEST LAUNCHED WITH INITIAL GRANTMAKING TOTALING \$660,000

Ms. Midwest launched with initial grantmaking totaling \$660,000 in 2024, providing flexible grant support to seven women of color-led organizations working on multi-issue movement building and organizing work, including, education justice; reproductive justice, and voting/civic engagement; birth justice; economic justice; healing justice; LGBTQ+ rights, organizing, and advocacy; trans rights, organizing, and advocacy; and more.





**Centro Unido Latino Americano,
Ms. South grantee partner**

Ms. South

Beginning in 2020, Ms. Foundation shifted to a priority focus on work in the U.S. South. We chose to prioritize this region for several reasons, including its demographic and political significance. In most Southern states, we see an overlay of legal, political, and cultural barriers that impact communities living at the intersections of multiple marginalized identities—often women and girls of color and transgender and gender-expansive folks—the hardest. In listening to leaders of our Ms. South grantee partner organizations, we learned that while

issues manifest differently from state to state, many are common across the region and exacerbated by regional dynamics.

Capacity Building

Ms. Foundation for Women seeks to develop sustainable women and gender-expansive people-led organizations and leaders, fortify the social justice infrastructure at the local and state levels, and position grantee leaders and organizations as experts on key issues. By investing in the capacity of grantees, Ms. Foundation builds the leadership of those on the front lines who are leading powerful movements to transform systems of oppression so that all people can live full, secure, and healthy lives.

The Ms. Capacity Building strategy provides grants to organizations led by women and gender-expansive people of color and leaders to strengthen their sustainability, resiliency, and connectivity. Capacity building grants support organizational sustainability, provide flexible funding during organizational growth, leadership transitions, and organizational change, as well as opportunities that emerge from crises.

**THE CAPACITY
BUILDING STRATEGY
PROVIDES GRANTS
TO ORGANIZATIONS
LED BY WOMEN AND
GENDER-EXPANSIVE
PEOPLE OF COLOR
AND LEADERS TO
STRENGTHEN THEIR
SUSTAINABILITY,
RESILIENCY, AND
CONNECTIVITY.**



Ms. ON MARTHA'S

GRANTEE PARTNER

ESTE PODER

“ESTE PODER HAS HOPE BECAUSE WE ENVISION THE WORLD WE WANT TO LIVE IN. A WORLD WHERE WE HAVE ACCESS TO HEALTHCARE, THRIVING WAGES, AND A FAIR DEMOCRACY. WE FUNDAMENTALLY UNDERSTAND THE IMPORTANCE OF PLACING OUR COMMUNITIES’ NEEDS AT THE FOREFRONT OF OUR MISSION AND WORKING ALONGSIDE THEM TO ACHIEVE THEM.”

**ARELY CRUZ,
ESTE PODER
COMMUNICATIONS
ASSOCIATE**



GRANTEE PARTNER

TRANS WOMEN OF COLOR HEALING PROJECT



**"I LEARN DAILY FROM
THOSE AROUND ME
ABOUT THE
IMPORTANCE OF
GIVING VOICE AND
VISIBILITY TO
OTHERS BY
ALLOWING THEM TO
SHARE THEIR OWN
STORIES. AS A
LEADER, I USE THESE
LESSONS AND
EXPERIENCES TO
BETTER EQUIP,
EDUCATE, AND
EMPOWER OTHERS."**

**TOI WASHINGTON-
REYNOLDS,
TRANS WOMEN OF
COLOR HEALING
PROJECT DIRECTOR**

GRANTEE PARTNER

JAMARAH AMANI

"I AM A BIRTH JUSTICE MIDWIFE. BIRTH JUSTICE MEANS THAT EVERY PERSON HAS A RIGHT TO DECIDE IF, WHEN, WHERE, HOW AND WITH WHOM TO GIVE BIRTH. BIRTH JUSTICE MEANS FULL SPECTRUM CARE - INCLUDING ABORTION AND REPRODUCTIVE AND SEXUAL HEALTH AND WELLNESS FOR EVERYBODY. BIRTH JUSTICE IS PROVIDERS WHO RESPECT YOUR PRONOUNS, YOUR IDENTITY, YOUR VALUES, YOUR CULTURE AND YOUR WAYS OF BEING. BIRTH JUSTICE MEANS YOUR BODY IS ALWAYS YOURS AND YOU NEVER HAVE TO SURRENDER YOUR BODY OR YOUR HUMAN RIGHTS TO A SYSTEM THAT WAS DESIGNED TO DESTROY YOU."

**JAMARAH AMANI,
EXECUTIVE DIRECTOR OF
SOUTHERN BIRTH JUSTICE
NETWORK; 2024 WOMAN OF
VISION HONOREE**



GRANTEE PARTNER

RHIANNON CARNES



“REGARDLESS OF WHAT IS POPULAR OR WHAT IS FAMILIAR, IT TAKES BRAVERY AND DETERMINATION TO BUILD A LIBERATION MOVEMENT—NAVIGATING THROUGH LIMITED RESOURCES AND AT TIMES VERY LITTLE ALLYSHIP WHEN STANDING ON THE RIGHT SIDE OF JUSTICE AND FREEDOM.”

**RHIANNON CARNES,
EXECUTIVE DIRECTOR
OF OHIO WOMEN’S
ALLIANCE; 2024
WOMAN OF VISION
HONOREE**

Ms. FOUNDATION HIGHLIGHTS



President and CEO, Teresa C. Younger, Jocelyn Frye, President of the National Partnership for Women & Families, Fatima Goss Graves, President and CEO of the National Women's Law Center, and Errin Haines, Editor-at-Large at The 19th

**“THE
IMPORTANCE
OF ANY OF US
SITTING IN
ANY SEAT IS
THAT THERE
IS SOME
LITTLE GIRL
SAYING, ‘I
CAN BE
THERE, TOO.’”**

Ms. ON MARTHA'S

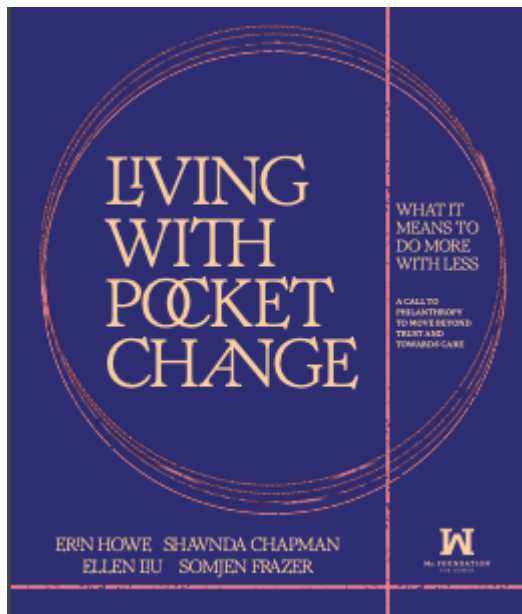
The Ms. Foundation hosted our 9th annual Ms. on Martha's event at Grange Hall on Martha's Vineyard! The event featured a conversation with President and CEO Teresa C. Younger, and our friends Jocelyn Frye, president of the National Partnership for Women & Families, Fatima Goss Graves, president and CEO of the National Women's Law Center, and Errin Haines, editor-at-large at The 19th, about the role of Black women's leadership in philanthropy, policy, and social justice.

“When people look at philanthropy, and they see a woman who looks like me — who is both Black and indigenous — they say to themselves, ‘I can be there, too,’” Teresa said. “The importance of any of us sitting in any seat is that there is some little girl saying, ‘I can be there, too.’”

LIVING WITH POCKET CHANGE: WHAT IT MEANS TO DO MORE WITH LESS

This year, we released the latest continuation of our groundbreaking *Pocket Change* series, which examines the impact and real-life experiences of chronic philanthropic underinvestment and disinvestment in the leadership of women and nonbinary people of color, as well as underfunding of the organizations they lead, and highlights their needs, experiences, and the profound toll it takes.

Living with Pocket Change is a qualitative research study comprised of interviews with Ms. Foundation grantee partners from across the United States who identify as women and nonbinary people of color. Researchers sought to listen to the needs, experiences, impacts, and profound toll that it takes to lead an underfunded organization.



WOMEN OF VISION AWARDS

Our 2024 Women of Vision Awards left us feeling inspired, joyful, and connected! This year's event celebrated the Ms. Foundation's new home in Brooklyn, New York, and recognized a powerful decade of growth for the organization under the leadership of President and CEO Teresa C. Younger.

The evening honored five trailblazing leaders:

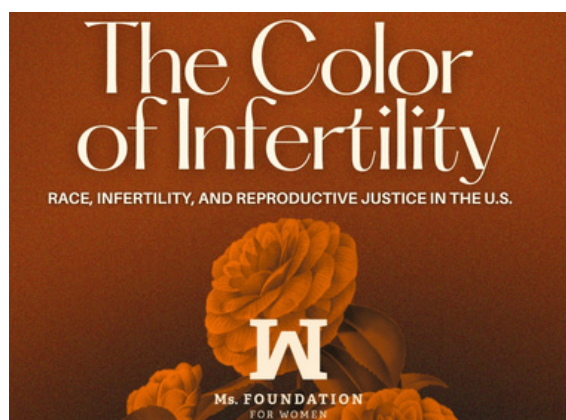
- Grantee partner **Jamarah Amani**, Executive Director of Southern Birth Justice Network
- Grantee partner **Rhiannon Carnes**, Executive Director of Ohio Women's Alliance
- Culture House leaders **Raeshem Nijhon, Carri Twigg, and Nicole Galovsky**
- Civil rights and social justice advocate **Lateefah Simon**
- Youth activist and Gold Award Girl Scout **Sophia Madrigal**



The event was co-hosted by Danielle Moodie, host of iHeart's #WokeAF Daily, co-host of the Daily Beast's The New Abnormal and #democracyish, and Ms. Foundation Board Member, and nationally syndicated radio host Angela Yee of Way Up with Angela Yee and previously The Breakfast Club, and featured Melissa Harris-Perry, Maya Angelou Presidential Chair at Wake Forest University and award-winning author. Singer, songwriter, and storyteller Ari Afsar provided attendees with a performance during the event, and renowned DJ Mary Mac performed a special after-party set following the awards ceremony.

THE COLOR OF INFERTILITY: RACE, INFERTILITY, AND REPRODUCTIVE JUSTICE IN THE U.S.

Our latest piece of research, *The Color of Infertility*, provides an overview of the structural and systemic barriers facing women and nonbinary people of color by highlighting the racial, ethnic, gender, ability, and class-based disparities that fertility challenges bring, as well as the stigmas and biases inherent within our health care systems and social, political and cultural contexts.



The issue of infertility is critical to the reproductive justice and birth justice movement and demands increased funding, attention, awareness, and advocacy now more than ever, given the interconnected links between current attacks on reproductive freedom, gender, bodily autonomy, and democracy that are being orchestrated and coordinated by similar political actors.

CREATING THE FUTURE WE DESERVE CAMPAIGN

This year, we were excited to announce the conclusion of the Foundation's largest fundraising campaign in our 50-year history, *Creating the Future We Deserve*, which achieved and surpassed our \$100 million goal by raising \$106 million in funding since launching the campaign in January 2023.

The campaign was anchored by a \$50 million estate gift from Lucia Woods

Lindley, an avid philanthropist and early champion of the Ms. Foundation. Although the Foundation learned of the historic size of the gift soon after Ms. Woods Lindley's death in 2020, the plan for the gift was made 20 years earlier. Of the gifts secured during the campaign, 70% of contributions were planned gifts, and the campaign received contributions from more than 1,500 new donors.

WHEN WE WIN PODCAST

We were proud to be a presenting partner of *When We Win*, a Lemonada podcast hosted by political commentator Maya Rupert.

Over the course of four episodes, Maya Rupert spoke to some of the most incredible women of color in office today who ran against insurmountable odds and won, from the all-women city council in St. Paul, Minnesota, to the youngest Black woman to serve in Congress. Ms. Foundation President & CEO joined her for the final episode to discuss the lead-up to the 2024 election, the impossible standards female candidates of color are held to, and how individuals can get involved to make progress. Find all episodes on any major podcasting platform.

CBH TALK: MS. SPEAKS OUT: THE FUTURE OF FEMINISM

In honor of our respective 50th anniversaries, we co-hosted an event at the Center for Brooklyn History with Ms. Magazine on the future of feminism. Ms. Foundation Director of Innovative Grantmaking and Research Shawnda Chapman joined journalist Irin Carmon and Joanne Smith, executive director and founder of grantee partner Girls for Gender Equity. Jennifer Weiss-Wolf, who leads partnerships and strategy at Ms. Magazine and serves as executive director of NYU Law's Birnbaum Women's Leadership Center, moderated. If you missed the conversation, you can watch a recording of it on YouTube!

IN THE NEWS

AP



Melinda French Gates to donate \$1 billion over next 2 years in support of women's rights: “Younger, the president and CEO of the Ms. Foundation for Women, who also received a grant, has called on donors to give unrestricted, multi-year funding to organizations. She praised French Gates’ new commitment... “If philanthropy took lessons from the way that women are moving money, we would see more money in the field having greater impact.”

Inside
Philanthropy

Eight Questions for Teresa C. Younger, President and CEO of Ms. Foundation: “The Ms. Foundation report argues that while implementing trust-based philanthropic practices is “an excellent starting point” to reshape the unequal power dynamics between funders and nonprofits, it is simply not enough. That’s where care-based philanthropy comes into play.”

Candid.

Empowering grassroots organizations: building capacity, diversity, and relationships: “Our landmark 2020 report, *Pocket Change: How Women and Girls of Color Do More with Less*, revealed significant underinvestment in particular regions, such as the United States’ South, and in women and people of color. ...This critical research informs many of our current practices.”

A call to move beyond trust-based to care-based philanthropy: “As we delve into the narratives of women and nonbinary leaders of color, a harsh reality emerges...they demand an urgent recalibration of our collective appreciation for the work they do, the role they play, and the support they really need.”



VINEYARD
GAZETTE

Ms. Foundation Fireside Chat Lifts Up Women of Color:

“Ms. Younger added that reimagining feminism to include all women requires examining whose voices are present in the conversation. “Who’s missing at the table is a great question,” she said. “Who’s never been to the table is a better question.”



Burnout in Women and Nonbinary Leaders of Color:

“One of the things the report pulls out is that most women, girls of color, and nonbinary people are doing this work because it applies to their hearts. It is their heart song. It is the thing they are compelled to do because they wake up every day, and they are connected to the world that they are looking to influence.”

OUR SUPPORTERS: THANK YOU



Individual & Institutional Donors

\$1,000,000+

Anonymous (3)
Fondation CHANEL
Starry Night Fund

\$500,000+

Anonymous (3)
Advancing Girls Fund, a
fund of Tides Foundation

\$100,000+

Anonymous (1)
Aditi Foundation
The Fine and Greenwald
Foundation
Groundswell Fund
Kering Foundation
Michelle Mercer and Bruce
Golden
Allie Peacock
The Surdna Foundation

\$50,000+

Anonymous (1)
Susan Adelman and
Claudio Llanos
Gwen Chapman
DigitalDesign.NYC
Gale Family Foundation
Helen LaKelly Hunt,
Quantum Connections

\$25,000+

Anonymous (2)
Susan Dickler and Sig Van
Raam
Kaleta Doolin and Alan
Govenar
Marguerite Casey
Foundation
Susan and Phillip
Marineau
Morgan Stanley
Janet Prindle Seidler
Foundation
Steele Family Foundation
Universal Music Group
White & Case
You Have Our Trust Fund

\$10,000+

Anonymous (2)
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Karen Crow
Don Chen
Wade Davis
Abigail E. Disney
Arlene Arin Hahn
Rachel Knight
Susan D. and Charles Knight
Yin Ling Leung and Shaibal
Roy
Margaret and William Lynch
Mars
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Starr Moore

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Open Society Foundations
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Catherine Raphael
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Betty Regard
Jenna Skinner Scanlan and
Wilson M. Scanlan
SOREL
Marcy Syms, Sy Syms
Foundation
Richard Wells
Susan M. Wolford and
Delores M. Komar
YWCA of the U.S.A.

\$5,000+

John H. Aldrich
Amalgamated Bank Foundation
Judy Belk and Roger Peeks
Laura and Ken Cho
Jeannie H. Diefenderfer
Lauren Embrey
Kate Ferlic and Chris Stanek
Katya Franzgen
JoLynn and Greg Free
Girls for Gender Equity
Brooke Gray
Katie Grover and Mike
Campbell
Mary and Dennis Helf
Dawn Huckelbridge



**MELANIE JIMÉNEZ, ALANIS ALVAREZ, AND ALAYA GADDY,
Ms. FOUNDATION STAFF**

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 Maheen Kaleem
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 Becky Liebman
 Diane Manuel
 Catherine Mulligan
 The Nathan Cummings
 Foundation
 Carol T. Pencke
 Ann Sheffer
 Patricia J. Simpson
 Edgar Villanueva
 Teresa C. Younger

\$1,000+

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 Yolanda Miranda
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 Mizell Nkosi
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 Kleis
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 Trusha Shah
 Jana Shea and Seaview
 Productions
 Pamela Shifman
 Marcellin Simard and Will
 Halm

Janet Singer
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 Jordan and David Smith
 Fund, Santa Fe Community
 Foundation
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 Diana Stark
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 Andrew D. Racine
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 Harman
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 Siegesmund
 Helen Winkler
 Emmy Wohlgemuth
 Cora Wortman
 Adrienne Wright

**Asian Women Giving
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 Lisa C. Chen
 Angela H. Cheng
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 Steven and Frazer Goldberg
 Josh Goldfein
 Shinhee Han and Scott Cushman
 Helen Koh
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 Dana Lee
 Hali Lee and Peter Von Ziegesar
 Min Jin Lee and
 Christopher Duffy
 Alice Liang

Ellen Liu
Mertz Gilmore Foundation
Shalini Somayaji
Shanlimi Somayaji
Raquel Sumulong
Ernandine Sutarjadi
Vivian Tseng
Unbound Philanthropy
Elizabeth von Ziegesar-Whip
Elizabeth Wang
Melissa Wong
Xin Xin
Joyce Lin-Yueh Yu and
Edward Lai

Legacy Circle:

Individuals

Anonymous (238)
Planned Giving Listing
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Tori E. Ackerman
Evebonee Acosta
Jane Adams
Taylor Adams
Danielle L. Aguilar
Josefina Aguirre
Sono Aibe
Ervina Ajkie
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Peggi Allen
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Savage
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Jacob Bowden
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Claudia S. Boyd Barrett
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Crow
Shannon Brendel
Alexandra Brennan
Katherine Bromley
Anna Brown
Eugene Brown
Juanita Brown
Seymone Y. Brown

Catrionna Bruce
Reynaldo R. Buno
Kaylea and Breck Burkhart
Brienne Burnett
Robert Burnett
Denise Burton
Deborah Calabro
Tara Calihman
Deborah Campbell
Bonnie J. Cannon
Lindsey Cannon
John Cassell
Liam Cattell
Danielle D. Causey
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Qianrong Chen
Sekai R. Chideya-Chihota
Annie K. Chisholm
Emily and Bruce Chorba
Cherris Christensen
Marleyne Chula
Erica Cisneros
Gabrielle Civil
Susan Nora Clark
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Nyla Clinton
Margaret Cloud
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Stacey and James Cooper
Mal Corey
Ginny Corsi
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Robbin Crabtree
Karen Cramsie Sheean
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Mariela Cristina Fernandez
Fiechia Crosby
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Sarah Cruz
Megan Cummins
Julia Cunningham
Cynthia Curnow Armstrong
and Robert Armstrong
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Keitha Dale
Rachael Dallaserra
Lily Dang
Misty Daniels
Patricia Dantona
Carroll Davis
Lisa Davis
Kimberly and Marcus Davis
Melody Davis
Sarah Davis
Adam Dawson
Lori Dawson
Élise DeAngelis
Barbara Dearth
Rhonda Debique
Amber Debono and Ian Hertz
Maria Delesio
David A. DeSimone
Jamilie Desouza-Hassan
Diane B. Deutman
Janine and Robert Diak
Skye Dicker
Janet and Henry Dickerson
Sarah Dickey
Susan Dickler and Sig Van
Raen
Adele M. Docter
April Doctor-Small
Rebekah Donohue
Brenna Drakeford
Natalie Drotleff
Stefanie Dubose
Betty Dudley
Annie Dumont and Paul
Bertone, Jr.
Anna Dunn
Taylor Dunn
Deanna Dykstra-Lathrop
Norma Ebert

Adi Eckhouse Barzilai and Ori
Barzilai
Donald Eddy
Linsi Edris
Michael Elliott
Debra Erickson
Jodie Evans
Kendrick Evans
Kelly Fallon
Celia L. Farmer
Dawn Farthing
Taylor Fearce
Kathleen Fengya
Dr. Valerie Fennell
Tominella Fergusson
Gregory Ferrar
Whitney and Joseph Filley
Marjorie Fine
Kelsi Flatland
Zarena and John Flemmings
Rebecca Flint
Heather Fogleman
Mary Folk
Quiana L. Foster
Joseph Fragola
Theresa Francese-Smith and
Russell Smith
Rhona Frank
Jose Fresco Benaim
Anakin Frost
Jordan Frost
Katrina Frye
Jodell Gabriel
Danielle Gaffney and Barry
Ortiz Robledo
Maegan Galie
Victoria Gallucci
Olusegun Ganiyu
Erica and Ricardo Garcia
Tracy D. Gary
Charlene Gaylord
Linda and Michael Genovese
Sheila Gershen
Jessica Ghata
Mildred Gillett
Seth Gislain
Marcus Givan
Mason Glover

Hannah and Kyle Goehner
Niki Goins
Jillian R. Golar
Kara Gonzales
Fan Gonzalez
Shawnti Gonzalez
Rachael Goodwin
Jennifer D. Gootman
Holly Gorman
Alden F. Graham
Eugina Graham
Constance Grant and Thomas
Lively
Sedra Graves
David Greaves
Debra Green
Alice Greenhouse
Kathryn Gregorio
Sabrina N. Gregory
Alexandra Griffin
Mary Grimes
Jennifer Grimm-Esser
Sandra Gross
Katie Grover and Mike
Campbell
Amanda Grube
Rachell and Jorge Gualpa
Shannon Hagan
Sarah Haines
Leigh Hallingby
Eric Hamilton
Jamie Hamilton
Lanette and Ricky Hamilton
Susan Hancock Stuckey
Lauren Hansard
Tiffany Hanson
Courtney Harchaoui
James Hardy
Glenna Harlow
Cayleigh Harris
Brianna Harrison
Chandra Hartman
Karen Haynesworth Outougane
Jennifer Hedden
Paul Hegarty
Molly Heikkinen
Dennis Helf and Mary C. Helf
Alize Henson

Cristina Hiatt	Aaron Kennedy	Sarah Ann Luviano
Kristin Hilal and Michael Mullen	Courtney Kent	Chelsea Lynch
Michele Hill	Miriam Kerr	Margaret and William Lynch
Tonya Hill	Carol F. King	Mary Lynch
Laura Hlavac	Terri Kirn	Erin MacCoy and William Ibsen
Jill Hollamby	Denise Kleis	Stephanie Mackay and Matthew Gant
Margaret N. Holliday	Ilene Knopf	Deborah Macon
Genevieve Holubik	Ellen Konrad	Hayley Maged
Debra J. House	Danielle Krauss-Harris	Omolara Makini
Dessarrae House	Kailee Kremer	Carole Mallen
David Houser	Charity Kroeker	Lisa Marmolejo
Ashley Houzenga	Jennifer Krueger	Therese Marra
Sharon Howe	Nicole M. Kryda	Miranda Martin
Jessica Howell	Nanthini Kumararajan	Patricia Y. Martin
Jonette Hubred-Golden	Christopher La Russa	Thomas Martin
Anastacia and Zackary Hudson	Dena Lacey	Ariadna Martinez
Mary Hughes	Rita Laino	Joyce Martin-Jones and Kenya Jones
Brooke Hull	Linda Lambert	Jeanette Mastrogiovanni
Rebecca and Mark Humphreys	Allycia Lamere and Seth Maki	Katelyn Mathews
Madelyn Hungerford	Kelly Lang	Kayla and Arjun Mathur
Cynterra Huot	Grace Larrabee	Michele M. Mattei
Gayle Husselbee	LaCresha Lawson	Stephanie and Timothy Matthews
Michele Hutchinson	Lesley Leach	Lara Mattos
Kathryn Inacio	Mary Leahy	Maria Maturana
Alicia Jackson	Brenda Leal	Allyson Maynard
Leah Jacobs	Diane Lebow	Nellie Mbewe
Carly Jacques	Anna Lee	Karen McAdams
Hale Jameson	Christine Lee	Lori and George McBride
Linda L. Janklow	Kevin Lee	Shanequa McCrimmon
Shatara Jarrell	Tiffany Lequieu	Alexis McDonald
Vivian R. Jefferson	Suzanne L. Lerner	Haley McDonald
Laura Jimenez	Diana and Phillip Leuthy	Martin McGaha
Teresa Job	Monica Levin	Jennifer McIntyre
Tara and Mark Joffe	Rachel Levine	Andrea McKinney
Elizabeth and Andrew Johns	Chantel Lewis	Jasmine McKinsey
Emily Johnson	Jingxian Li	Lynoa McKnight-Moore
Michael Johnson	Sming Lin	Glenda McNair
Reginald Johnson	Lisa Lines	Tajia McNulty
Debra Johnston Terry	Alexis Littrell	Mary Meader
Aidan Jones	Kristina Loew	Carmen Medina
Avery Joyner	Jason Long	Megan Medina
Sherry Jubilo	Rachael Long	Katharyne Mensah
Laurie Kane	Trina Long	Stephanie and Christopher Mentrup
Julie F. Kay	Dr. Lora Lonsberry	
Melike Kaya	Ruthann Lorentzen	
Brittany Kehr	Heather and Kyle Lowery	
Daryl L. Kelley	Jessica Luckett	
	Vishal Luthra	

Katherine Meyers and Mark Willenbring
Denise Miceli
Bonnie Miller
Carol Miller
Clayton Miller
Jaclyn Milose and Michael Derksen
Jennifer Mitchell
Sarah E. Moffett
Thembekile Moffett
Nava Moniriarani
Mikal Moore
Elizabeth and Arturo Mora
Shelzey Moreno
Kylie Morgan
Carlene Morrison
Amber and Michael Morse
Devorah and Nathan Moss
Ruthi Muffler
Maya Murphy
James Narlock
Rachel S. Ndjuluwa
Monica Nelson
Jan Neufeld
Kasey Nippes and Timothy Coyle
Gail Nolan
Natalie J. Nolan
Erika Nomeland
Sonya Nutter
Natasha Nyirongo-Gaillard
Heather Oatis
Hellen Obondi
Kathleen O'Brien
Kelsea Olszewski
Marcella Oreta
Kara L. Ott
Tamika Owens
Shauntea Parham
Shea Park
Clara Parker
Jonathan Parker
Brianna Parker-Dinan
Kaisha Passey
Ivy Pedersen
Catherine Percell
Francis Perez

John Perry
Tatiana Perry
Patricia Perry-Dresch
Keane Pettaway
Tammy Phan
Leslie Pieters
Katrine Pinkpank
Mirja Pitkin and Aaron Kennedy
Cheryl Plummer
Wilber Polanco
Meghan Poling
Carlos Politi
Ethan Posey
Harlan Powers
Daren Price
Kejohn Price
Margaret M. Pruitt
Anika Rahman
Michel Ramos
Samantha Rankin
Catherine Raphael
Marie V. Raulerson
Olivia Redd
Charles Reiber
Susan Resz
James Reynolds
Bernadine Rice
Sandra Rice and Gregory Akar
Elaine Richard
Asher Richards
Zakila N. Richards
Susan Rickhoff
Angela Rigg
Ene Riisna
Kendra Riley
Kevin Riley
Trudi Riley
Samantha Rivas
Francine V. Rivkin
Jozelle Roberts
Stephanie Roberts
Brianna Robertson
Barbara Rochon
Irina Rojek
Nancy Romalov
Mary Rose

Mary Sue Rose
Morgan Rose and Joshua Nelson
Kate and Cameron Rosenow
Lynne Rosenthal, Leo S. Guthman Fund
Sarah and Chad Rosin
Charlie Rowe
Janet E. Rushton
Erin Rutherford
Madhavi and Azim Saiffee
Mary Beth Salerno
Kia Samuels
Isabella Sanchez
Adrianna Santos
Cash Satterfield
Cami Savage
Olivia Savor
Emily Savoye
Alisha Sawyer
Felicia Scaife
Sarita Scales
Amber Scears and Jeffrey Fink-Mikulan
Deborah Schlene
Lindsay J. Schutz
Ellen A. Schwartz
Carolyn and Richard Scott
Emily and Kodi Scott
Kaylah S. Scott
Kelsey and Robert Scott
Ronald D. Seignious
Hannah Servetter
Sarah Sexton
Mia Sharpe-DeLoach and Christian DeLoach
Cathy Shaw
Remona Shelley
Sandra Shepard
June Siebert
Claire Siesfeld
Jane A. Silverman
Rachel Sinay
Shonda Slaymaker
Darwin Smith
Katherine Smith and Ronald Blankenship
Kristen Smith

Wendy Smith
 Nicole Snider
 Aiyma Snikies
 Christina Snorgrass
 Anna Solomon-Greenbaum
 Crystal Somogyi
 Nanda Sookhai
 Elizabeth C. Southerlan
 Mary Spanabel-Weber
 Carolyn Spears
 Nathan Stal
 Gloria Steinem
 Leon Stinson
 Libbie and Tyler Stitzel
 Janet D. Stokes
 Lisa E. Stone
 Marcie Stubbs
 Harriet Stults
 Stephanie and Matthew Susko
 Steele Svara
 Sabrina Talley
 Samantha Tarpley
 Sandra Taylor
 Tessie R. Taylor
 Jade and Mickael Teixeira
 Gabriela Teixeira-Bell and
 Andrew Bell
 Gabrielle Tellier and Michael
 Crum
 Kingsey Terziev
 Emily Thatcher
 Alishia Thayer
 Marie Thein
 Dieunyte Thomas
 Larissa M. Thomas
 Mir Thomas
 Travis Thomas
 Joanne Thompson
 Lennell Threat
 Natalie Throneberry
 Lisa Thuer
 Jacquelyn Tirado
 Undrane Tisdale
 Nancy Toder
 Ingrid Tolliver-Bailey
 Carolyn Toner
 Whitney Tressel
 Stevie Tropeano

Tammy Trudelle
 Delores J. Turner
 Nohn Tyson
 Ashley Upshaw
 Oscar Vasquez
 Ashleigh Verdier
 Muhammad Fahim Vohra
 Fynn Vunak
 Phileathea Wallace
 LaTasha Washington
 Amy Webb
 Katie Webb
 Monica Wehrle and Harriet
 Miller
 Terryl Wells
 Daniel Wesley
 Erica Wheeler
 Janet M. White
 Joshua Whitehorn
 Marco Wikstrom
 Paige Wilkinson
 Nancy Willard
 Barbara Williams
 Lauren Williams
 Raven Williams
 Victoria Williams
 Whitney and Austin Willis
 Jada Winchester
 Veronica Winsch
 Christopher Winter
 Rachel Winters
 Ella J. Wlodyka
 Susan M. Wolford
 Emma Wood
 Cora Wortman
 Jessica L. Yancey
 Erik R. Yorgensen
 Teresa C. Younger
 Bruce Yu
 Alicia Zamora

Legacy Circle: Estates

Anonymous (2)
 Laila Abou-Saif
 Beverly Balch Allinsmith
 Alice A. Atchison
 Suzanne Barnett

Doris Bergen
 Alfred J. Berger
 Katherine Brownlie
 Helen Bill Casey
 Susan M. Chilcott
 Edith Coulter
 Shirley Cucchi
 Christine J. Drennan
 Manfred W. Ehrich
 Freddy Sirott Engelman
 Dilys Evans
 Dr. Idella M. Evans
 Barbara K. Ferrin
 Elaine Fine
 Elthea A. Gill
 Dorothy Jane Haegele
 Nancy L. Hamilton
 Rosetta W. Harris
 William M. Hawkins
 Linda J. Henry
 Marion Holmes
 Margaret E. Jacobs
 Marjorie Fine Knowles
 Lucia Woods Lindley
 Eleanor Y. Lord
 Dolly L. Maass
 Monique Marti
 Victoria J. Mastrobuono
 Bambi McDonald
 Cynthia McLachlan
 Helen Mintz
 Elli Nilsen
 Louise Rosenfield Noun
 Leslie Prince
 Sylvia Geraldine Radyx
 Ingrid Reti
 Constance M. Rogier
 Marion Sawyer
 Elizabeth M. Schmitt
 Jane Sherwin Schwartz
 Barbara Sherman
 Jean L. Sherman
 Vera Skubic
 Jessie Sinclair Smith
 Carolyn Sonfield
 Carolyn Gunn Strickler
 Nadia Telsey
 Anne Thaler
 Edith VanHorn

STATEMENT OF ACTIVITIES

Public Support and Revenue	2024	2023
Contributions (Including Grants)	\$56,341,552	10,121,725
Special Events (Net of Expenses)	\$387,000	805,406
Net Investment Income	\$2,063,411	1,175,637
Net Realized (Loss) Gain on Investment Transactions*	\$301,129	(221,466)
Other Income	\$89,819	60,115
Total Public Support and Revenue	\$59,182,911	11,941,417
Program Services		
Grants and Capacity Building	\$11,505,798	9,778,806
Advocacy and Policy	\$6,410	6,194
Public Education	\$1,693,812	1,271,598
Total Program Services	\$13,206,020	11,056,598
Supporting Services		
General Administration	\$2,239,736	1,961,112
Fundraising	\$2,013,411	1,930,597
Total Supporting Services	\$4,253,147	3,891,709
Total Operating Expenses	\$17,459,167	14,948,307
Total Change in Net Assets (Including Unrealized Loss on Investments)*	\$42,548,060	(3,006,890)
Composition of Net Assets		
Unrestricted Net Assets	\$10,633,345	15,313,661
Temporarily Restricted Net Assets	\$29,012,053	18,839,009
Permanently Restricted Net Assets	\$61,813,418	24,758,086
Total Net Assets	\$101,458,816	58,910,756

*Due to market
fluctuations

**FOR THE YEAR JULY 1, 2023 THROUGH
JUNE 30, 2024**

**SINCE 2016 WE HAVE STRIVED TO MAXIMIZE
THE IMPACT OF OUR ENDOWMENT BY
ALIGNING 100% OF ITS ASSETS IN SUPPORT
OF OUR MISSION TO BUILD WOMEN'S
COLLECTIVE POWER IN THE U.S. TO
ADVANCE EQUITY AND JUSTICE FOR ALL.**

**AT THE END OF FY24, THE ENDOWMENT
WAS VALUED AT \$54.8M. OUR ENDOWMENT
PROVIDES LONG-TERM SUSTAINABILITY,
BUT ALSO THE USE OF INVESTMENT
RETURNS TO PROVIDE FUNDING FOR
CURRENT OPERATING EXPENSES.**





Creating
the Future
Deserve

TERESA C. YOUNGER, PRESIDENT AND CEO
ELLEN LIU, CHIEF OF PROGRAMS, AND
RUTH MCFARLANE, DEPUTY CEO

OUR LEADERSHIP



EXECUTIVE TEAM

- **Ellen Liu**
Chief of Programs
- **Ruth McFarlane**
Deputy CEO
- **Teresa C. Younger**
President and CEO

BOARD OFFICERS

- **Jenna Skinner Scanlan**
Chair
- **Yin Ling Leung**
Vice Chair
- **Diane Manuel**
Treasurer
- **Pamela Shifman**
Secretary

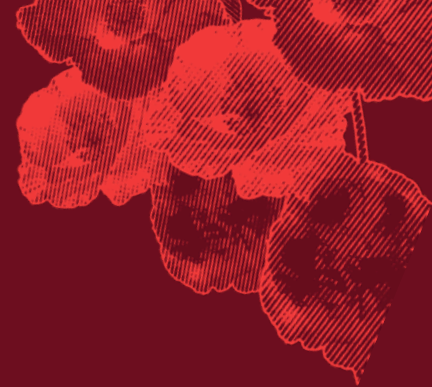
BOARD MEMBERS

- **Kaberi Banerjee**
- **Alex Busansky**
- **Jenny Carrillo**
- **Gwen Chapman**
- **Don Chen**
- **Lauren Embrey**
- **Charline Gipson**
- **Mary H. McDaniel**
- **Danielle Moodie**
- **René Redwood**
- **Rinku Sen**
- **Candi Castleberry Singleton**
- **James White**

FOUNDING MOTHERS

- **Patricia Carbine**
- **Letty Cottin Pogrebin**
- **Gloria Steinem**
- **Marlo Thomas**
- **Marie C. Wilson**
Honorary Founding Mother

OUR STAFF



- **Alanis Alvarez**
 - Designer and Brand Coordinator
- **Bri Barnett**
 - Director of Institutional Partnerships
- **Russatta Buford**
 - Chief Operating Officer
- **Shawnda Chapman**
 - Director of Innovative Grantmaking and Research
- **Taliah Duncan**
 - Operations Assistant
- **Samantha Franklin**
 - Senior Program Officer
- **Alaya Gaddy**
 - Grants Administrator
- **Elisabeth Gaikema Platt**
 - Director, Development Operations & Direct Marketing
- **Anjelica Garcia**
 - Director of Major Gifts
- **Elaine Hunt**
 - Communications Manager
- **Sandra Isiofiah**
 - Human Resources Manager
- **Loretta Iwu**
 - Program Associate
- **Ellen Liu**
 - Chief of Programs
- **Marlene Martinez**
 - Senior Director of Finance & Operations
- **Calondra McArthur**
 - Director of Communications
- **Ruth McFarlane**
 - Deputy CEO
- **Maureen McNamara**
 - Development Coordinator
- **Ebun Olaloko**
 - Executive Assistant & Board Coordinator
- **Aime Patrick**
 - Donor Relations Assistant
- **Arelis Perallon**
 - Finance Manager
- **Stephanie Rameau**
 - Program Officer, Office of the President
- **Nelta Sanon**
 - Events Manager
- **Sona Smith**
 - Program Officer, Birth Justice
- **Keyanna Vann**
 - Program Associate
- **Teresa C. Younger**
 - President & CEO

OUR MISSION

THE MISSION OF THE Ms. FOUNDATION FOR WOMEN IS TO BUILD WOMEN'S COLLECTIVE POWER IN THE U.S. TO ADVANCE EQUITY AND JUSTICE FOR ALL.

WE ACHIEVE OUR MISSION BY INVESTING IN, AND STRENGTHENING, THE CAPACITY OF WOMEN-LED MOVEMENTS TO ADVANCE MEANINGFUL SOCIAL, CULTURAL AND ECONOMIC CHANGE IN THE LIVES OF WOMEN.

OUR VISION

WE BELIEVE IN A JUST AND SAFE WORLD WHERE POWER AND POSSIBILITY ARE NOT LIMITED BY GENDER, RACE, CLASS, SEXUAL ORIENTATION, GENDER IDENTITY, DISABILITY OR AGE.



**VERNA WILLIAMS,
CEO OF EQUAL JUSTICE WORKS,
BUILDING CONNECTIONS GRANTEE PARTNER**



OUR VALUES

INTEGRITY: WE ALSO BELIEVE IN HOLDING OURSELVES RESPONSIBLE AND ACCOUNTABLE FOR ALL THAT WE SAY IN ORDER TO BUILD AN ALIGNED, PRINCIPLED AND POWERFUL MOVEMENT FOR GENDER EQUITY.

TRUST AND RESPECT : WE BELIEVE IN THE TRUTH THAT COMES FROM THOSE WE WORK WITH AND THOSE MOST IMPACTED BY THE ISSUES AFFECTING THEIR COMMUNITIES. WE BELIEVE IN HONORING THEIR VOICES AND SUPPORTING THEIR LEADERSHIP.

INTERCONNECTEDNESS: WE BELIEVE THAT BY ACHIEVING EQUITY FOR WOMEN OF COLOR, WE ACHIEVE EQUITY FOR ALL. GIVEN THE COMPLEXITY OF THE ISSUES WE FACE, WE ARE COMMITTED TO ADDRESSING ISSUES HOLISTICALLY, UNDERSTANDING THAT WE NEED TO BUILD POWER AND ALIGNMENT ACROSS MULTIPLE MOVEMENTS AND SECTORS TO WIN THE BATTLES WE ARE FACING.

SOCIAL JUSTICE: WE BELIEVE THAT STRUCTURAL CHANGES ARE NEEDED IN ORDER TO INCREASE OPPORTUNITIES FOR THOSE WHO ARE LEAST WELL OFF POLITICALLY, SOCIALLY AND ECONOMICALLY.



Ms. FOUNDATION FOR WOMEN

**Ms. Foundation for Women
1 Willoughby Square
Suite 2000
Brooklyn, NY 11201**

**212.742.2300
forwomen.org
info@ms.foundation.org**



@msfoundation



Ms. Foundation for Women