



WNY WOMEN'S FOUNDATION

**UNAPOLOGETICALLY
COURAGEOUS**

2025



Annual Report

Advocacy

We educate and engage decision makers to advance policies and funding, accelerating the pace of change for issues impacting women in WNY.

Voice

We amplify women's voices to advance gender equity through data-driven solutions.



*Emeritae
Sue, Ellen,
and Jane*

Economic Empowerment

We empower women of all backgrounds and identities to achieve economic mobility by eliminating barriers and providing targeted support in education and workforce development.

Leadership

We advance women's leadership and gender equity through employer education, individual mentorship, and elevating female entrepreneurs.

Leadership Letter

Dear Friends,

In 2025, we witnessed a troubling reality: **progress for women is not guaranteed.**

Across our region and nation, women faced mounting economic challenges. The gender pay gap widened for the second consecutive year, leaving women who work full-time earning just **81 cents for every dollar earned by men**, a gap that translates to **more than \$13,500 in lost income annually**. Child care costs in Erie County climbed above **\$20,000 per year for an infant**, while **42% of women who left the workforce** cited caregiving responsibilities and the cost of child care as key reasons for stepping away.

Yet this was not a year to retreat. It was a year to stand up.

The WNY Women's Foundation answered this moment with **bold leadership and unapologetic courage**, advancing opportunities for women through advocacy, economic mobility, leadership development, and systems change.

Because of your support, we made meaningful progress.

We helped secure a historic **\$2.2 billion investment in New York's Child Care Assistance Program** and an additional **\$110 million to expand child care capacity statewide**. These investments help more women remain in the workforce, strengthen family economic security, and create pathways to opportunity.

We amplified women's voices through our **Pathways to Progress campaign**, bringing attention to the growing barriers women face and helping drive conversations that lead to action.

We expanded economic mobility through mPower: From Education to Employment. Since 2014, mPower has served 2,734 women, connecting them to education, training, and family-sustaining careers. Education remains one of the strongest drivers of economic empowerment. In Buffalo, women with an associate degree earn approximately \$7,700 more annually than women with only a high school diploma.

We also invested in the next generation of women leaders through our **ALL IN initiatives: Ready, Set, Lead!, She-Suite, Leadership Allies, P.O.W.E.R. and our Women Owned Business Directory**. These programs create networks, mentorship, and access because women make up nearly half of the workforce but hold only **one-third of chief executive roles**.

Behind every statistic is a woman striving to provide for her family, build a career, launch a business, lead an organization, and create a better future. But the work is far from finished.


As the only organization in Western New York solely focused on advancing women's economic security and leadership, we recognize both the responsibility and urgency of this moment. **When women earn less, families have less. When child care is unaffordable, businesses lose talent. When women face barriers to leadership, our entire community misses out on innovation, perspective, and growth.**

We believe that when women thrive, communities prosper.

With your continued partnership, we can accelerate progress, expand opportunity, and build a future where every woman has the resources, support, and power to succeed.

Thank you for standing with us and investing in lasting change.

With gratitude,



Sheri Scavone, CEO



Anne E. Joynt, Board Chair



Uplift the Next Generation of Leaders!

The Gail Johnstone Fund

The Gail Johnstone Fund honors the vision and leadership of WNY Women's Foundation founder Gail Johnstone by supporting scholarships for Ready, Set, Lead!, a mentorship and leadership development program for women in the first five years of their careers.

Gail believed in creating opportunities for women to grow, lead, and succeed. Through mentorship, aspiring leaders gain the confidence, connections, and the skills needed to advance their careers. **In fact, 87% of mentors and mentees report greater confidence and career satisfaction through mentoring relationships.**

Every contribution helps invest in the next generation of women leaders, ensuring Gail's legacy continues to inspire women to lead with confidence, courage, and purpose.



Gail Johnstone
1941-2023

Scan to support
an Aspiring
Leader TODAY!



Tiffany, a 2025 Gail Johnstone Scholarship recipient and Ready, Set, LEAD! graduate

In 2025 12 Ready, Set, LEAD! participants received a total of \$2900 in scholarships from the Gail Johnstone Fund!

Thank you to the 2025 Gail Johnstone Fund Contributors:

**Stacy Knapper
Lisa Bloch Rodwin
Anne Joynt
Ellen Burkhardt
Amy Conmy
Kirsti Hunt**

**Jenna Behm
Cynthia Schwartz
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Step into something bold and long-lasting,

JOIN THE IMPACT COLLECTIVE TODAY



Why Give Monthly?

Although women make up 51% of the U.S. population, less than 2% of U.S. philanthropic giving supports them directly. That must change. Your monthly gift powers bold advocacy, data-driven strategies, and systemic solutions-allowing us to respond swiftly and lead with lasting impact.

Thank you to our 2025 monthly donors!

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MOMENTUM.

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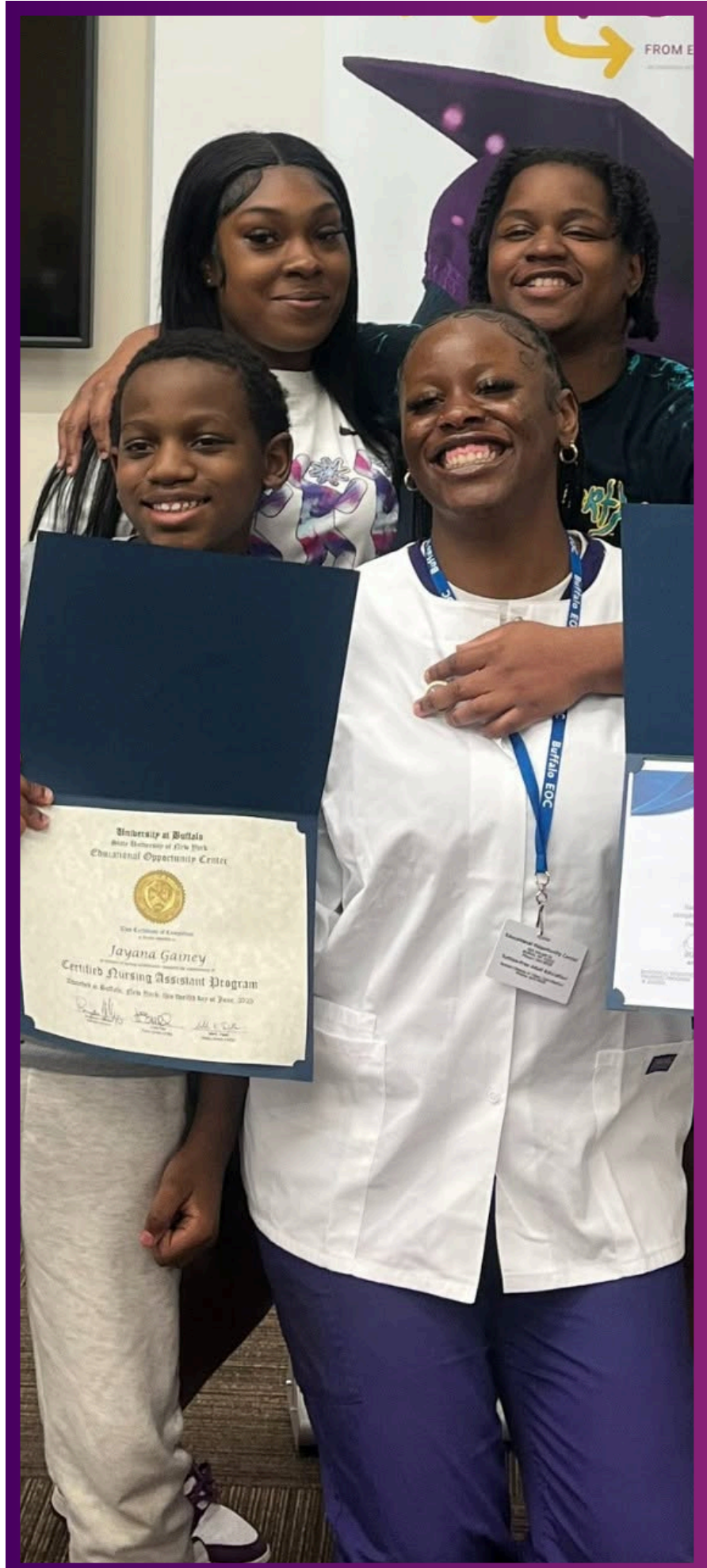
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Lighting the Way for Future Generations
PATRICIA GARMAN TORCH CIRCLE



Patricia Garman

Founding Board Member Patricia Garman recognized both the current and future importance of the Foundation's work. To demonstrate her commitment to the WNY Women's Foundation (WNYWF) and its mission, she made a generous legacy gift. Alongside fellow founding board members, this led to the creation of the Patricia Garman Torch Circle.

By naming the WNY Women's Foundation as the beneficiary of a planned gift, you will leave a lasting legacy in support of gender equity, while remaining in control of your assets during your lifetime.

QR
 CODE

To learn more about legacy giving opportunities, contact the WNY Women's Foundation by phone at **716-217-9056** or via email at **wnywfdn@wnywfdn.org**.



Some Torch Circle members at 20th Anniversary Celebration, 2019

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**Strong women build stronger communities.
Help fuel that strength.**



Joan Joy Angel Fund

The Joan Joy Angel Fund helps remove unexpected financial barriers that can derail a woman's educational and career journey. Through emergency scholarships, the fund provides critical support to participants in the WNY Women's Foundation's *mPower: From Education to Employment*® program, helping women stay on track toward achieving family-sustaining careers.

Established by Paula Joy Reinhold and the Joy Family Foundation, the fund honors Joan Joy's legacy of kindness, devotion to family, and generosity toward causes that uplift women and children. Through this support, Joan's spirit continues to empower women as they pursue education, opportunity, and economic independence.

To learn more about contributing to the Joan Joy Angel Fund, please contact Suzanne at Suzanne@wnywfdn.org.



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 Jennifer Hoyt
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 Lesthia Isaacs
 Danielle Jackson
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Jerome Madden
 Mary Madonia
 Jennifer Mail
 Cassie Malough
 Cynthia Manarina
 Jennifer Marien
 Nathalie Marin
 Arianna Marinelli
 Jasmine Martin
 Susan Matheis
 Kate May
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 Elizabeth McPartland
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 Michele Melligan
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 Lauren Nitecki
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 Kathryn Ostrander
 Sarah Palazza
 Jennifer Panaro
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 Janelle Price
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 Teona Roberts
 Catherine Roberts
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 Heather Schultz
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 Sharon Sheehan
 Natasha Shiraishi
 Gellenia Smallwood
 Jillian Smart
 Lisa Smith
 Melinda Smith
 Eliza Speece
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 Kimberly Stanley
 Virginia Stever
 Kathryn Stroehlein
 Kimberly Suminski
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What Shes Made Of Attendees

Gifts Received in Memory of

Gail Johnstone Scholarship Fund

by: Cameron Rostron

Betsy Strovroff Corrin & Betty Strovroff

by: Lisa Corrin

Sylvia Coles

by: Ms. Suzanne Taub

Gifts Received in Honor of

All Women

by: Jennifer Mail

Allison Brashear

by: Jill Szczesek

Allison Kupferman

by: Jerry and Linda Wainick

Amanda Buonopane

by: Jillian Dowdle

Anna Joynt

by: Lisa Bloch Rodwin

Arlene Kaukus

by: Margot Miller

Bruce Johnstone

by: Ms. Tricia T. Semmelhack

Community of Buffalo

by: Rasha Ahmed

Elizabeth Szymanek

by: Joyelle Tedeschi

Gabby Burkard

by: Julia Sipowicz

Gail Eames

by: Kirsti Hunt

Gail Johnstone

by: Ms. Arlene F Kaukus

Hayatidance

by:

Lisa Gruttadauria

Bogdana Sokolov

Melissa Szymczak

Joanne Crofts

Jerome Madden

Arlene Frank

Lisa Baird

Katherine Rogers

Rachel Gabriel

Autumn Martin

Amy Bowman

Sharon Sheehan

Stacey Robbins

Natashia Shiraishi

Helen Cappuccino

by: Ms. Claire McDonough

Kathleen Mathews

by: Rachel McCarthy

Lisa Mueller

by: Joyelle Tedeschi

Margery Nobel

by: Ms. Johanna Gisladottir

Sally Marks

by: Ms. Alive Abell

Sheri Scavone

by: Susan Miller

Siobham Smith

by: Ms. Arlene F. Kaukus

Sue Gardner

by: Ms. Marcia R. Frankel

Suzanne D'Amico

by: Candace Darby

Tricia Semmelhack

by: Ms. Martha Buyer

Virginia and John Evanko

by: Ms. Ann Evanko



Thank you to all of our generous donors! We have made every effort to ensure accuracy.
Please contact Suzanne D'Amico at 716.249.6522 or suzanne@wnywfdn.org with any corrections.

W Summarized Financials



Thank you, Cynthia, for your many years of service!

2025 Financial Statement

For the twelve months ending 01/01/2025 to 12/31/2025
Preliminary Unaudited Financials*

Statement of Profit and Loss	Jan - Dec 2025
Revenue:	
Contributions	\$152,382
Program Revenue**	\$260,646
Endowment Revenue	\$14,250
Event Revenue	\$225,147
Other Revenue	<u>\$66,325</u>
Total Revenue	\$718,751
Expenses:	
Salaries, Benefits and Taxes	\$494,950
Contract Services	\$65,957
Awards and Grants	\$26,787
Other Expenses	<u>\$137,152</u>
Total Expenses	\$724,845
Operating Income	(\$6,094)
Other Income	\$684,595
Other Expenses	<u>\$220,051</u>
Net Other Income	\$464,543
Net Income (Loss)	<u>\$458,449</u>

*Pending subject to external audit review

** Program/grant revenue and expenses may be reflected across multiple years.

2025 Balance Sheet

For the period ending December 31, 2025
Preliminary Unaudited Financials*

	As of Dec 31, 2025
Assets:	
Cash	\$1,569,518
Receivables	\$57,408
Other Current Assets	\$20,630
Fixed Assets	\$45,423
Statement of Profit and Loss	
Jan - Dec 2025	
Board Designated	<u>\$827,964</u>
Endowment	<u>\$2,503,840</u>
Total Assets	\$ 5,086,528
Liabilities:	
Accounts payable and accrued expenses	\$ 41,510
Equity:	
Opening Balance Equity	\$1,564,853
Temporary Restricted Net Assets	\$399,743
Unrestricted Net Assets	\$2,562,013
Net Income (Profit)	<u>458,449</u>
--Total Equity	<u>\$4,985,060</u>
Total Liabilities & Equity	<u>\$3,781,939</u>

For the most up to date
WNY Women's Foundation
financials, scan the QR code.



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Sign up for monthly giving at www.wnywomensfoundation.org. A small amount each month makes a big impact.

Of course, you can always make a one-time gift: scan the QR code to make a donation.

We accept donations through SEFA and the United Way Campaign designated funds.

Stocks can be accepted for WNYWF through the Community Foundation for Greater Buffalo. Please contact Nora Kennon (716-852-2857 ext. 254) or Laura Dawidowicz (716-852-2857 ext. 260) for more information.



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for affordable childcare at
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