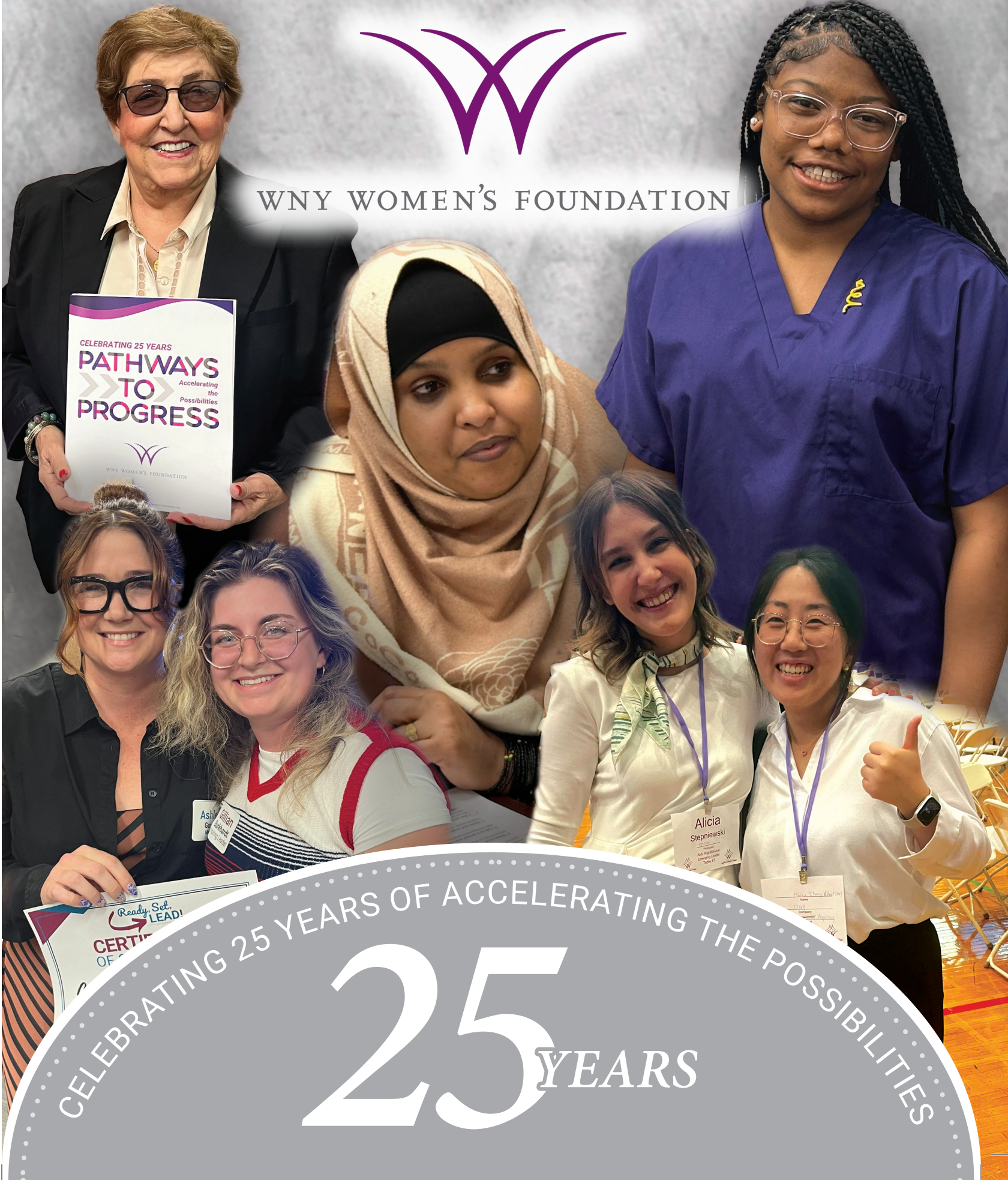




WNY WOMEN'S FOUNDATION



CELEBRATING 25 YEARS OF ACCELERATING THE POSSIBILITIES

25 YEARS

Our Impact



ADVOCACY



VOICE

Creating opportunities for each woman to thrive



LEADERSHIP



ECONOMIC EMPOWERMENT



WNY WOMEN'S FOUNDATION

Leadership Letter

Dear Friends,

In 2024, the **WNY Women's Foundation** proudly celebrated 25 years of **Accelerating the Possibilities** for all women.

As we honored our history, we also marked a year of incredible milestones – made possible by your unwavering generosity and support:

- Certified 219 **mPower: From Education to Employment**[®] students through the Lineage Senior Care Certified Nursing Assistant program since August 2022
- Supported 498 women and single mothers through **mPower: From Education to Employment**[®] workforce development and college programs in 2024
- Provided over \$10,000 in **Joan Joy Angel Fund Emergency Scholarships**
- Launched **Ready, Set, Lead!**, a structured mentorship, community building, and leadership development program designed to accelerate women early in their careers, with 29 participants in the first cohort
- Established the **Gail Johnstone Fund** to empower the next generation of leaders and changemakers through a scholarship for our Ready, Set, Lead! Program
- Released **Pathways to Progress: Accelerating the Possibilities**, a bold, multi-part, research report exploring six key areas disproportionately impacting women and highlighting the urgent need to accelerate change over the next 25 years
- Hosted a **record-breaking Women's Leadership Summit** with 740 attendees
- Accelerated our **advocacy leadership** on local, state, and federal levels, advancing critical policies, systems change, and funding for child care businesses and parents



Sheri Scavone and Lenora Foote-Beavers

This year's Annual Report celebrates the women we serve, the lasting change we're driving, and the many ways our community shows up to create a brighter future.

However, our work is far from over. Together, we can fuel the next 25 years of progress – building a vibrant, inclusive community where our friends, daughters, and granddaughters not only dream, but thrive!

Thank you for standing with us.

With gratitude and determination,

Sheri Scavone
CEO, WNY Women's Foundation

Hon. Lenora B. Foote-Beavers
Board Chair, WNY Women's Foundation

Advocacy

Educating and engaging decision-makers to advance policies and funding, accelerating the pace of change for issues impacting women

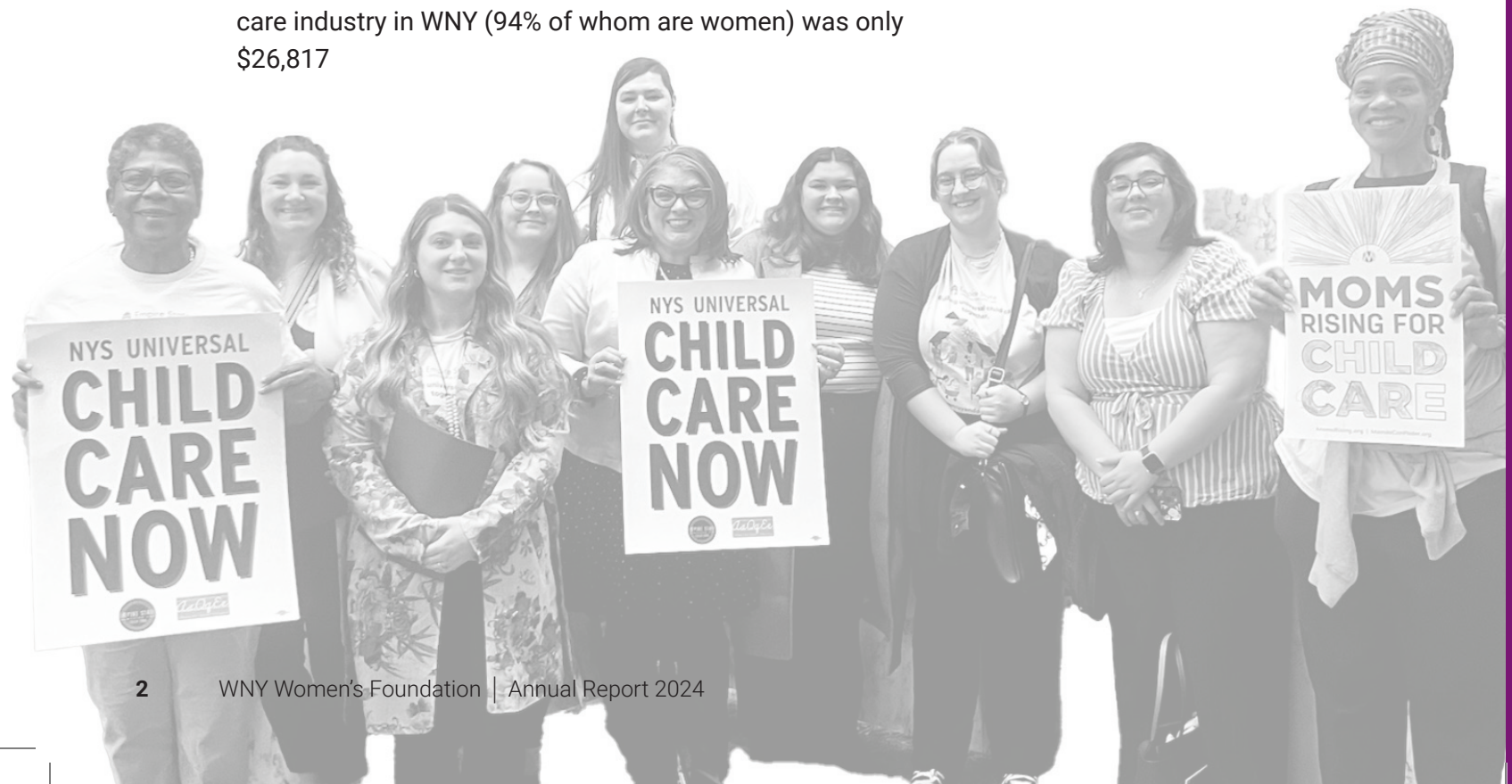
2024 MILESTONES

- 11 advocacy, policy, and funding “wins” to benefit child care businesses and parents
- Passage of the Equal Rights Amendment (ERA) in New York State
 - The WNY Women’s Foundation engaged with hundreds of WNY organizations to advocate for permanent protections for vulnerable New Yorkers—including older adults, people with disabilities, and more

WHY THIS WORK MATTERS

- The cost of infant center-based child care in Erie County is \$20,020, or 16% of the median family income for a family of four
- 51% of child care businesses, most women-owned, report reduced capacity or closed classrooms on short notice due to staff shortages, leaving families to either scramble for last-minute care or miss work
- In 2022, the annual average wage for workers in the child care industry in WNY (94% of whom are women) was only \$26,817

The WNY Women’s Foundation remains the only organization in the region dedicated to advocating for women on the local, state, and national level.



Advocacy in Action:

A CHILD CARE CENTER FOR THE BUFFALO NIAGARA MEDICAL CAMPUS

Throughout its 25-year history, the WNY Women's Foundation has advocated for child care as an essential workforce support. In 2024, the Buffalo Niagara Medical Campus (BNMC) Caretaking Center, an important piece of the Foundation's work over the last decade, received critical funding to accelerate the project's completion.

Back in 2015, the WNY Women's Foundation collaborated with BNMC to develop an innovative early childhood education and development model for the campus. An initial survey of BNMC employees firmly established the need for enhanced, local child care options, and an additional feasibility report helped establish the parameters of the ideal child care center.

In 2024, the BNMC Caretaking Project Leadership Team, led by the WNY Women's Foundation, selected the Jewish Community Center of Greater Buffalo (JCC) as the operator through a rigorous process led by the Foundation. The WNY Women's Foundation, BNMC, Inc., and JCC secured \$3 million from Empire State Development and will continue

The WNY Women's Foundation collaborated with BNMC, Inc. to develop an innovative early childhood education and development model for the medical campus.

to raise funds for the \$8.2 million project, while plans for the construction of the child care center take shape.

With a goal of opening in late 2026, the BNMC child care center will address the child care gap in downtown Buffalo, with care for 155 children up to age five, including overnight and supplemental care options. Teachers will also be provided a living wage – an important piece to the sustainability of the child care system.



Voice

Amplifying women's voices to advance balanced representation through data-driven solutions

2024 MILESTONES

- 70 media interviews: The WNY Women's Foundation serves as a go-to source for information on issues impacting women
- 25 committees and task forces: Foundation staff provide thought leadership on national, state, and local committees and task forces
- 67,630 page views: WNYWomensFoundation.org saw a 43% increase in page views in 2024

WHY THIS WORK MATTERS

- Without significant changes, women may not achieve pay equity with men until 2066
- Across Western New York, women experience poverty at higher rates than men. Among people 18 years and older in Erie County, 14% of women live in poverty compared to 11% of men
- For every 100 men promoted from entry-level positions to manager, only 81 women overall are promoted. The gap is even wider for women of color, with just 54 Black women and 65 Latina women promoted for every 100 men

When we give voices to issues disproportionately impacting women, we can transform systems to allow future generations of women to thrive.



Voice in Action:

MARKING OUR 25TH ANNIVERSARY WITH PATHWAYS TO PROGRESS

As the WNY Women's Foundation celebrated its 25th anniversary, we launched the third installment of the *Pathways to Progress: Accelerating the Possibilities* report and webinar series. This data-driven analysis compares the state of affairs of women 25 years ago to the current climate and includes a forecasted trajectory of issues impacting women a quarter century from now.

The report shows both progress and promise, but also underscores the importance of systemic change to promote balanced representation in the workplace.

The *Pathways to Progress* series includes six comprehensive reports, each focused on issues disproportionately impacting women – child care, poverty, leadership, education, occupational segregation, and pay equity – as well as an Introductory White Paper and a Report Summary. The Foundation hosted a free, virtual speaker series, sponsored by

Impressia Bank, throughout the year to accompany the release of each report.

More than 200 people participated in these online seminars, which covered topics ranging from financial literacy and salary negotiating to child care subsidies.

The data collected through *Pathways to Progress* will help the WNY Women's Foundation drive policy and systemic change at both the grassroots and institutional levels to address the root causes of gender inequality.

If progress continues at its current pace, women may fall even further behind men 20-25 years from now, particularly in the areas of poverty, leadership, and pay equity.



Scan the QR code to view the full report summary.

Economic Empowerment

***Empowering women of all backgrounds to achieve economic mobility
by eliminating barriers and providing support in
education and workforce training***

2024 MILESTONES

- 2,562 women assisted through the *mPower: From Education to Employment*[®] initiative since 2014
- 219 students served by the Lineage Senior Care Certified Nursing Assistant *mPower* program since August 2022
- 498 women and single mothers were supported by *mPower* workforce development and college programs in 2024

WHY THIS WORK MATTERS

- In Buffalo, among women without a high school diploma, almost half live in poverty
- Of the 14,331 female-headed families with children living in Buffalo, 47.4% live below the poverty level
- Approximately one-third of CNA students live in zip codes where the poverty rate is at least 30% (more than twice the NYS rate)
- Single Black women with children at home in WNY without an educational credential beyond a high school diploma have a 3.8% probability of earning a living wage

EDUCATIONAL PARTNERS



Economic Empowerment in Action:

UPLIFTING THE NEXT GENERATION OF WOMEN LEADERS

Ten years ago, as a young single mom attending SUNY Niagara (Niagara County Community College), Erica received one of the first *mPower: From Education to Employment*[®] scholarships – enabling her to complete her degree in biotechnology.

“I was on my own, working three part-time jobs and trying to juggle child care for my 5-year-old son, Nicholas,” Erica says. “The scholarship allowed me to focus on paying my bills and rent and enabled me to take extra classes.”

Beyond the financial support, Erica says the connections she gained through the WNY Women’s Foundation helped her advance her career. She now serves as the Pharmacy Supply Chain Operations Manager for Kaleida Health.

Now married with another child – a seven-year-old daughter – Erica credits the support she received for her success.

“The people I’ve met through the Foundation have literally shaped my entire career and put me on paths I never would have found on my own,” she explains. “I could never have pictured my life now. I was able to build a house in a good school district for my children. I don’t have to worry about whether I’m going to have food next week.”



Scan the QR code to
view Erica’s video.

Leadership


Advancing women's leadership and balanced representation through employer education, individual mentorship, and elevating female entrepreneurs

2024 MILESTONES

- 29 Aspiring Leaders graduated from the new Ready, Set, Lead! program
- 140 top women leaders gathered for focus groups for new "SHE-Suite" initiative
- 300+ businesses registered in the WNY Women-Owned Business Directory
- Four businesses achieved the ALL IN P.O.W.E.R. (Positioning Organizations and Women to Excel and Rise) Seal

WHY THIS WORK MATTERS

- Only 27 of the 100 largest employers in Buffalo are currently led by women, leaving women's unique leadership potential untapped
- More than 80% of women leaders report using networking to achieve board seats, promotions into the C-Suite, and higher pay
- Women are paid just 83 cents for every dollar paid to men for full-time work in Erie County, an annual loss of \$11,250



Catapult, an executive consulting firm led by Siobhan Smith and Marsha Koelmel, earned the ALL IN P.O.W.E.R. (Positioning Our Women for Every Role) Seal, verifying the company's commitment and intentionality to creating pathways for women to lead.

Leadership in Action:

MENTORING THE NEXT GENERATION OF WOMEN LEADERS

In 2024, the WNY Women's Foundation launched Ready, Set, Lead! – a mentorship and leadership development program that addresses the gender gap in leadership by facilitating career, personal, and community development for women in the first five years of their careers.

Kaylin Devealt, Program Associate, Community Impact at the Community Foundation for Greater Buffalo, joined the first cohort of aspiring leaders and matched with a mentor.

“I was looking for guidance on how to elevate my passion for motivational speaking,” says Kaylin. “It ended up being an eye-opening experience for me and my mentor. We learned together and helped each other.”

Through mentorship, Kaylin began the process of building her own business – Palsy Power Chick Innovations. Kaylin focuses on building inclusive and equitable spaces for people with disabilities through strategic consulting, advocacy, and education. She provides professional seminars to deepen cultural competence surrounding the disabled community.

Kaylin herself lives with cerebral palsy and has always been passionate about helping individuals with disabilities. Through her Ready, Set, Lead! mentor, she gained connections to people looking for the help she could provide.

“My mentor taught me the importance of expanding my professional networks. In doing so, it helped me pursue my passions,” Kaylin says.



Scan the QR code to
view the full story.

Events

Women's Leadership Summit

The **Women's Leadership Summit** is a critical extension of our mission — bringing together women at all levels of leadership to inspire action, foster connection, and drive systems change. With women only holding 30% of C-Suite roles in New York State, the Summit creates a powerful platform to close the leadership gap and build a more inclusive future.



Over 700 people attended the 2024 Women's Leadership Summit at the University at Buffalo's Alumni Arena.



Attendees engaged in dynamic workshops, interactive panel discussions, and a high-impact speed-networking session with some of Buffalo's most influential women leaders.



Renee Marino, a former Broadway performer and best-selling author of "Becoming a Master Communicator," delivered an inspirational keynote speech, encouraging women to find their voice and make authentic connections.

Events

What She's Made Of

What She's Made Of 2024 was a powerful evening of inspiration and solidarity – united by the groundbreaking story of Kathrine Switzer, the first woman to register for and run the Boston Marathon. Driven by our collective commitment to break barriers, uplift women, and fuel the WNY Women's Foundation's mission, *What She's Made Of* was a night to remember!



What She's Made Of 2024 brought 285 people together, raising \$135,508 in support of uplifting women in our community and in celebration of the WNY Women's Foundation's 25th anniversary.



Kathrine Switzer delivered a heartfelt and galvanizing keynote speech about her Boston Marathon experience and the impact running has had on her personal and professional life.



Presenting sponsor M&T Bank | Wilmington Trust led 48 other businesses in support of this event. Pictured, attendees from M&T Bank | Wilmington Trust pose for a photo after a meet-and-greet with Kathrine Switzer.

SAVE THE DATE:

What She's Made Of 2025
Buffalo AKG Art Museum
October 22, 8 a.m. to 11 a.m.

Community Support

Game ChangeHER

For the second year, the WNY Women's Foundation partnered with UB Athletics' Game ChangeHER initiative – a collaboration focused on elevating female leadership through athletics.

Why this work matters

- 52% of C-Suite women played sports at the university level
- 91% of women in leadership roles and 93% of women who earn at least \$100,000 annually say the skills they developed playing sports were important to their success in their professional careers



The WNY Women's Foundation

The 2024 Voter Education Guide

Election Day is **Tuesday, November 5, 2024**

Voter Education

More than 1,000 copies of the 2024 Voter Education Guide and Rack Cards were distributed across WNY.

People Inc.

Our friends in Room 5 at People Inc., Orchard Park regularly make and donate items for our mPower graduates.



Community Support



Caitlin – Knowledge Management Intern



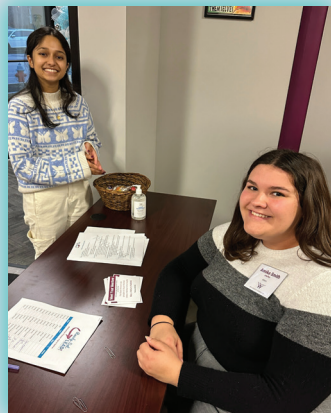
Hadiya – LMSW Intern

WNY Women's Foundation Interns

The WNY Women's Foundation was proud to work with more than 10 interns in 2024, who contributed to important projects. We applaud these young women for their dedication to our organization and wish them the best as they work to become the next generation of women leaders!



Sara - UB Nonprofit Fellow



Sri (left) - UB Nonprofit Fellow and Anika (right) - Development & Communication Intern



Samantha – Development & Communication Intern

Third-Party Events

In 2024, the WNY Women's Foundation raised \$22,604 for its mission work from third-party events and fundraisers, including Give 716, the Target Circle community giving program, and fundraisers led by the Lexington Co-op, Hyati Dance, and Queen City Revival.



Our own Cynthia Huebsch rounds up her grocery total at the Lexington Co-op to benefit the WNY Women's Foundation during Women's History Month.

Lighting the Way for Future Generations PATRICIA GARMAN TORCH CIRCLE



Patricia Garman

Founding Board Member Patricia Garman understood the importance of investing in women’s futures. With a generous legacy gift, she reaffirmed her commitment to the WNY Women’s Foundation (WNYWF) and its mission. Inspired by her leadership, fellow Founding Board Members established the Patricia Garman Torch Circle to honor those who support the Foundation’s work through planned giving.

By naming WNYWF as a beneficiary of your estate, you ensure continued progress for future generations—while maintaining full control of your assets during your lifetime.

To explore legacy giving, contact us at 716-217-9056 or Suzanne@wnywfdn.org.

We extend our heartfelt gratitude to the visionary donors who have already joined the Torch Circle. Your generosity is creating lasting opportunities for women and girls.

Peggy Balbach*
Ann Evanko
Sue Gardner
Patricia Garman*
Marsha Henderson
Gail Johnstone*

Arlene Kaukus
Sally Marks
Anne Saldanha
Tricia Semmelhack
Therese Vita

**in memoriam*



Tricia Semmelhack, Anne Saldanha, and Sally Marks



Above: WNYWF Founders Arlene Kaukus and Gail Johnstone

Right: Sue Gardner and Gail Johnstone



“I joined the Torch Circle to contribute to a sustainable future for the Foundation, demonstrate my commitment to all women, and leave a lasting legacy. I encourage anyone who can, to join me in making a meaningful impact that will empower women for generations to come.”

– Arlene Kaukus
Co-founder of the
WNY Women’s Foundation

2024 Board of Directors

CHAIR

Hon. Lenora Foote-Beavers, Esq.
Buffalo City Court Judge and Acting
Erie County Family Court Judge

VICE CHAIR

Anne E. Joynt, Esq.
Lipsitz, Ponterio & Comerford, LLC,
Partner

TREASURER

Natalie Fischer
National Fuel Gas Company,
Director of Investor Relations

SECRETARY

Catherine Earle
Delaware North, Senior Project
Manager

BOARD MEMBERS

Teresa Bair, Esq. (Past President)
Kura Oncology, Inc., Chief Legal Officer

Jessica Baker
Evergreen Health, Chief Legal Officer

Jamie Batt
Rupp Pfalzgraf LLC, Partner

Odie Brant Porter
Odie Porter Consulting, President

Dr. Allison Brashear, MD, MBA
University at Buffalo, Vice President
for Health Sciences & Dean, Jacobs
School of Medicine and Biomedical
Sciences

Jody Briandi
Hurwitz & Fine, P.C., President/
Managing Partner

Emily Burns Perryman
Millennium Trust Company

Nancy Cox
Partner at the Bonadio Group, Real
Estate Team Leader

Breauna Crumpler
Bank of America, Vice President,
Private Client Advisor

Candace Darby
Community Volunteer

Patricia Farrell
Wilmington Trust, Affiliate of M&T
Bank, Managing Director

Nickole Garrison
Garrison Murphy Wealth Management,
Partner – Chief Client Service Officer

Carolyn Human
Carolyn Human Communications,
President

Linda Angert Kahn
Institutional Strategist-Development
Consultant

Arlene Kaukus
SUNY University at Buffalo, Director
of Alumni and Industry Engagement
Office of Alumni Engagement

Stacy Knapper
University at Buffalo Foundation, CEO

Stacy Lewis Beauford
Community Volunteer, Retired
Lieutenant Buffalo Police Department

Alanna Pokorski
Excelsior Orthopedics, Occupational
Therapy and Urgent Care Services

Crystal Rodriguez Dabney, Esq.
Roswell Park Comprehensive Cancer
Center, Chief Diversity Officer and
Senior Vice President

Marta Rogers
Evans Bank, Employee Experience
Director

Siobhan Smith
Catapult, Co-President

Carmen Snell
Highmark Western & Northeastern
New York, Vice President, Deputy
General Counsel | Legal Department

Joleigh Wylucki
Blue Ribbon Heating and Air
Conditioning, 2nd Company CNG
Inspections of Buffalo, Owner

EMERITAE ADVISORY BOARD MEMBERS

Jennifer Balbach
Summer Street Capital Partners LLC,
Partner

Kristin Bauer
Community Volunteer

Christine Bonaguide, Esq.
Hodgson Russ LLP, Partner

Helen Cappuccino, MD
Roswell Park Cancer Institute,
Attending Surgeon

Rebecca Collins
Collins Design Consultants

Betsy Constantine
Community Foundation for Greater
Buffalo, President/CEO

Katherine S. Conway-Turner, Ph.D.
Community Volunteer



"I would like to give the biggest thank you to the WNY Women's Foundation. I am truly grateful and appreciative. Your \$200 Aldi's gift card definitely made a difference in my house. It was scary thinking about where I would find the next meal for me and my children. It was also really hard and uncomfortable to be completely transparent about my hardship. But EOC is such a welcoming environment, I felt comfortable and safe sharing my concerns. Thank you WNY Women's Foundation for helping the community."

– L.P.

A student in the Lineage Senior Care
Certified Nursing Assistant mPower program

Domestic Violence Convening



In April 2024, the WNY Women's Foundation hosted several organizations whose focus is to assist those affected by domestic violence, a critical issue impacting women.

Emeritae Advisory Board Members, continued

Jackie Sanchez Culliton

Community Volunteer

Clotilde Dedecker

Community Volunteer

Amber Dixon

Community Volunteer

Ann E. Evanko, Esq.

Hurwitz & Fine PC, Chair of the Employment & Law Practice Group; Chair Emerita

Dorothy Ferguson

Ferguson Family Foundation, President

Darby Fishkin, CPA

CBRE Buffalo, President

Sue Gardner, Esq.

Kavinoky and Cook LLP, Partner; Chair Emerita

Gretchen Geitter

Community Volunteer, Retired Buffalo Bills

Rosa Gonzalez, Ph.D.

RGonzalez Consulting, President and Principal Engineer

Ellen Grant, Ph.D., LCSW-R

Roswell Park Comprehensive Cancer Center, Executive Director of Corporate Social Responsibility/ CARES

Jane Griffin, Ph.D.

Retired, Principal Research Scientist

Mary Jo Hunt

James H. Cummings Foundation, ED; Chair Emerita

Alice Jacobs, Esq.

Innovation Philanthropist & Strategist; Chair Emerita

Allison Kupferman

Society for Maternal-Fetal Medicine, Director, Diversity, Equity, and Inclusion

Gia Manley

Imagine Staffing, CEO

Sally Marks

Marks Family Foundation, Trustee

Nicole Nobel - LCSW-R

Private Practitioner, Therapist

Cindy Odom

President and CEO, New City Kids, Inc., Chair Emerita

Marcia O'Neil-White

Community Volunteer

Paula Joy Reinhold

Joy Family Foundation

Anne Rimmmler, Esq.

Paul Williams Beltz PC, Partner

Jeanette M. Robe, CPA

Buffalo Fiscal Stability Authority, Executive Director

Anne Saldanha, M.D.

Retired Expert Pathologist

Tricia Semmelhack, Esq.

Retired Attorney; Chair Emerita

Michele Trolli

Community Volunteer

Carolyn Valenti, CPA

Lougen Valenti Bookbinder Weintraub LLP, Partner

Andrea Vossler

Lippes Mathias Wexler Friedman LLP, Partner, Chair Emerita

Sujata Yalamanchili, Esq.

Hodgson Russ LLP, Partner

Staff

Sheri Scavone

CEO

Suzanne D'Amico

Director of Development

Cynthia Huebsch

Administrative Assistant

Mara Montante

Knowledge Management Coordinator

Ashley Tombolesi

Development and Communications Coordinator

Hannah Leslie

ALL IN Coordinator

Ayana West Durwald

Women's Economic Mobility Coordinator

Joan Joy Angel Fund



Through the Joan Joy Angel Fund, *mPower* students received a total of \$10,000 in emergency scholarships to help pay for housing, food, car repairs, transportation, or any other costs impeding the completion of their education. To learn more, contact Suzanne at suzanne@wnywfdn.org

Donors – Lifelong Giving

VISIONARY – \$100,000+

Peggy* and Charles* Balbach
Jennifer Balbach
Bank of America
Community Foundation for Greater Buffalo
Delaware North
Patricia* and Richard* Garman
Kathleen Gleason
Health Foundation of Western & Central New York

Highmark Blue Cross Blue Shield of Western New York
Alice and Jeremy Jacobs, Jr.
Joy Family Foundation,
Paula Joy Reinhold
M&T Bank
M&T Charitable Foundation
New Era Cap, Inc.
New York Power Authority

NY Funders Alliance
Ralph C. Wilson, Jr. Foundation
Say Yes to Education
The Mother Cabrini Health Foundation
The Western New York Foundation
United Way of Buffalo & Erie County
Women's Funding Network

CATALYST – \$50,000 - \$99,999

Patricia Brunsing
Buffalo Bills, Inc.
First Niagara Foundation
Darby Fishkin
Sue Gardner
Garman Family Foundation
Gerald & Sandra Lippes Foundation
Hodgson Russ LLP

Susan Hoskins
John R. Oishei Foundation
Bruce and Gail* Johnstone
Key Bank
Sally Marks
Margery Nobel
Patrick P. Lee Foundation
R&P Oak Hill, LLC
Anne Saldanha

Tricia Semmelhack
Kristin and John Somers
Constance W Stafford Charitable Trust
United States Small Business Administration
Mary Wilson
Workforce Development Institute

BALBACH FOUNDER'S CIRCLE – \$25,000 - \$49,000

219 Creekside
Athenex
Baker & Hostetler LLP
Melissa Balbach
Lisa Bellacicco
Ann and Robert Brady
Clover Group
Rebecca Collins
County of Erie
Computer Task Group
Mary Ann Coulson
Curtis Screw Company
Brigid Doherty and Rene Jones
Ann Evanko
Carol and Suzanne Fatta
Dorothy Ferguson
Fidelma Fitzpatrick
Freed Maxick CPAs, P.C.
Ellen Grant
Jane Griffin
Grigg Lewis Foundation Inc.

Harmac Medical Supplies
Harter Secrest & Emery LLP
Marsha and Christopher Henderson
Shaheen Hassanali
Sarah Hill Buck
Hurwitz & Fine, P.C.
Martha Hyde and the Hyde Family
Imagine Staffing
James H. Cummings Foundation, Inc
Joseph and Anna Gartner Foundation
Arlene Kaukus
Lindsey Koch
Lawley Insurance
Michele Lee
Linde
Lippes Mathias
Milestone Consulting, LLC
Anne Moot
Morgan Stanley
Nicole and Phil Nobel
NOCO Energy Corp

Marcia O'Neil-White
OSC Charitable Foundation
Pegula Sports & Entertainment
Karen E. Penfold
PepsiCo Food Service
Peter C. Cornell Trust
Phillips Lytle LLP
Red Top Foundation
Corinne Rice
Rich Products Corporation
Anne & Philipp Rimmler
Roswell Park Comprehensive Cancer Center
Susanna Schenk
The Margaret L. Wendt Foundation
Kathleen Seibel
Sisters of Reparation Charitable Trust
Ann Swan
Uniland Development Company
Leslie Zemsky

2024 Donors

\$15,000 +

Community Foundation for Greater Buffalo
Kathleen Gleason
M&T Charitable Foundation
NY Funders Alliance
United Way of Buffalo & Erie County

\$10,000 – \$14,999

Community Foundation for Greater Buffalo
Candace Darby
Highmark Blue Cross Blue Shield of Western New York
Alice Jacobs

\$5,000 – \$9,999

BestSelf Behavioral Health, Inc.
Patricia Brunsing
Laurie Dann
Fidelma Fitzpatrick
Hodgson Russ LLP
Bruce Johnstone
Joy Family Foundation
Lexington Cooperative Market
Red Top Foundation
Roswell Park Cancer Institute
Target Circle
UB Foundation Activities Inc.

\$2,500 – \$4,999

AML RightSource, LLC
Teresa Bair
Bank of America
Allison Brashear
Buffalo Bills, Inc.
Catapult Group LLC
Catholic Charities of Buffalo
Erie County Medical Center Corporation
Evans Bank
Excelsior Orthopedics
Natalie Fischer
Cory Flotta
Freed Maxick CPAs, P.C.
GEICO Corporate
Jane F. Griffin
Impressia Bank
Joseph and Anna Gartner Foundation
Arlene Kaukus
Linda Kahn
Stacy Knapper
Linde
Moog Inc.
Anne Moot

National Fuel Gas Co.
Niagara Lutheran Health System
Marcia O'Neil-White
Phillips Lytle LLP
Alanna Pokorski
Rupp Pfalzgraf LLC
Schwab Charitable

\$1,000 – \$2,499

Alkegen
Anderson's Frozen Custard
Jessica Baker
Jamie Batt
Stacy Beauford
Rosanna Berardi
Berardi Immigration Law
Diane Bessel Matteson
Blue Ribbon Heating & Air Conditioning and Love Nug Company
Bond, Schoeneck & King, PLLC
Jody Briandi
Becky Brubaker
Buffalo Seminary
Emily Burns Perryman
CBRE
Child Care Resource Network
City of Buffalo
Nancy Cox
Jackie Culliton
Delaware North
Jennifer Duer
Duke Holzman Photiadis & Gresens LLP
Ann Evanko
Mary Jo Hunt
Evergreen Health
Patricia Farrell
Dena Faulise
Lynne Marie Finn
Darby Fishkin
Lenora Foote-Beavers Foundation for Jewish Philanthropies
Sarah French
Sue Gardner
Nickole Garrison
Rosa Gonzalez
Ellen Grant
Harmac Medical Supplies
Carolyn Human
Kirsti Hunt
Hunt Charitable Foundation Inc.
Joan Jacobs
Journey's End Refugee Services
Anne Joynt
Lippes Mathias

M&T Bank
Sally Marks
Montante Group
Amy Nagy
Ocean Reef Community Foundation Inc
Office of Timothy M. Kennedy
Paula Joy Reinhold
Rich Products Corporation
Crystal Rodriguez-Dabney
Marta Rogers
Cameron Rostron
Siobhan Smith
Carmen Snell
University at Buffalo School of Law
University at Buffalo, Student Life Human Resources
Cynthia Vance
West Herr Automotive
Joleigh Wylucki

\$500 – \$999

Brandi Alfiero
Elisa Appelbaum
Jennifer Balbach
Buffalo Zoo
Tegan Caputi
Natalie Castrogiovanni
CCNY
Cynthia Ciminelli
Cornerstone Community Federal Credit Union
Mary Ann Coulson
Victoria D'Angelo
Kara Davis
Sarah Dollendorf Cich
Danielle Dworzanski
European Wax Center
Neil Farrell
Katherine Fleming
Christine Fontaneda
Bernadette Franjoine
Sara Galante
Susan Graham
Erin Hanratty
Harter Secrest & Emery LLP
Heritage Christian Services, Inc.
Emily Hockwater
HP Hood, LLC
Hurwitz & Fine, P.C.
Annette Kerr
Kirisits & Associates
Jennifer Koteras
Kura Oncology
Launch New York Inc
Karoll Melendez
Lauren Moore
NOCO Energy Corp

Karen E. Penfold
Clotilde Perez-Bode Dedecker
Perry's Ice Cream
Sheri Scavone
Taylor Schaffert
Ariel Sherman
The Bonadio Group
Candace Williams
Heather Wilson
Christine Wiktor
WNY Women's Bar Association

\$250 – \$499

AAA Western and Central New York
Alcott HR Group LLC
Jacqueline Ashby
Melissa Balbach
Bank on Buffalo
Gayle Barton
Dianne Bennett
Chloe Benzin
Odie Brant Porter
Buffalo Prenatal Perinatal Network
Debra Cady
Ginine Capozzi
Child and Family of Erie County
Rebekah Chriss
Breana Crumpler
Heather Cruz
Elka Dintcheva
Amber Dixon
Catherine Earle
Deleon Evans
Freed Maxick CPAs, PC
Gretchen Geitter
M. Caroline Gilfillan
Girl Scouts of Western New York
Elizabeth Grady
Petrina Hill-Cheatom
Mary Hoffman
Molly Hugar
John R. Oishei Foundation
Kristen Johnson
Margaret Kaczkowski
Karen Kaczmarek
Kathie Keller
Lisa Kirisits
Kirisits & Associates
Allison Kupferman
Lace & Day
Laura Landers
Lipsitz, Ponterio & Comerford, LLC
Sydney Littlejohn
Mary Kate Loftus
Mafia Babes

Kirsten Gillibrand Press Conference



Joined by WNYWF Board Member and former BPD Lieutenant Stacy Lewis-Beauford, WNYWF CEO, Sheri Scavone, spoke at

U.S. Senator Kirsten Gillibrand's press conference to announce the Providing Child Care for Police Officers Act, which would provide \$24 million in federal funding for child care services to support men and women who put their lives on the line to keep our communities safe.

Gia Manley
La-Teesha McElrath
Jean McKeown
Patricia Moran
Vanita Murthy
Kathleen O'Leary
Brian & Candace O'Mara
Sydney Peacock
Jeanette Robe
Sarah Robitaille
John Rodgers
Sean Ryan
Anne Saldanha
Emily Sheng
Bogdana Sokolov
Sallie A. Stall
Andrea Vossler
Jerry and Linda Wainick
Natalie Wasieczko

\$100 – \$249

Kayla Acklin
Lindsay Amico
Holly Anderson
Kristin Arnold
Christine Bacon
Lisa Baird
Jenifer Barr
Janice Barrett
Tina Battistoni-Paul
BCAT
Jillian Benedict
Jenna Bichler
Sarah Blankenship
Danielle Blount
Christine Bonaguide
Pam Bos Kefi
Amy Brombos
Gina Burkhardt
Martha Buyer
Kelsey Capruso
Wendi Cartwright

Jacqueline Castle
Lisa Christoffel
Bernadette Clabeaux
Clarence Contemporary Club
Danielle Coats
Tamaira Coleman
Brandi Collins
Susan Conklin
Constance Constantine
Carolyn Coppola
Joanne Crofts
Amanda Crotzer
Josette Cunningham
Suzanne & John D'Amico
Barbara Danner
Iris Danziger
Shoshone Dentice
Lindsey Dotson
Ali Eagan
Amy Early
Owen Farrell
Andrea Feine
Jennifer Fortune
Mary Ellen Frandina
Elyse Fuerst
Stefania Fynn-Aikins
Kelly Giallella
Genevieve Goergen
Beth Gosch
Kathleen Granchelli
Gabriella Green
Cameron Greene
Sandra Greer
Lisa Gruttadauria
Thomas Hagner
Rema Hanash
Joanne Hernandez
Shannon Holfoth
Sarah Hurley
John R. Oishei Foundation
Anna Kaplan

Mary Beth Karr
Liz Kraengel
Kruger Immigration Law PLLC
Nancy La Tulip
Marie-Claude Laprade
Judith Larkin
Meichle Latham
Lisa Ann Latrovato
Dr. & Mrs. Winston Lin
Mary Kate Loftus
Althea Luehrsen
Mary Magnan
Mary Maziarz
Anne McCaffrey
Claire McDonough
Sherrell McLean
Francesca Mesiah
Elizabeth Mighton
Vicki Mitchell
Denise Mlynarick
Jane Mogavero
Wendy Montante
Clara Moran
Amy Moritz
Melanie & Rob Myers
Amy Nagy
Karen Nicolson
Nicole Nobel
Nora O'Brien-Suric
Virginia Oehler
Gloria Ofori
Christine Omara
Christina Orsi
Cecelie Owens
Tara Pace
Grace Patterson
Elaine Pauly
Barbara Pilmore
Lia Pinelli
Natalie Pistor
Stephanie Rang
Bonnie Redder
Colleen Reedy
Barbara Riedel
Catherine Roberts
Colleen Robertson
Marilyn Rochwarger
Lisa Bloch Rodwin
Katherine Rogers
Laura Ryan
Maureen Saab
Jian Sakakeeny
Amy Santiago
Lauren Schellinger
Paula Schenk
Susanna Schenk
Tricia Semmelhack
Danielle Shainbrown
Tara Singer-Blumberg
Stevie Smith
Melinda Smith

Lisa Sorrentino
Deanna Springer
Amber Storr
Carla Suero
Melissa Szymczak
The Progressive Insurance Foundation
Bree Tom
Kristina Trybus
Laura Tulyk-Rossi
Carolyn Valenti
Francine Valvo
Therese Vita
Susan Vito
Cynthia Voelker
Karen von der Bruegge
Monica Wallace
Corinne Webb
Alexis Webster
Laquita White
Carolyn Wrinn
Karen Yurick

Under \$100

Yolanda Abraham
Lisa Adamshick
Rachel Ashcroft
Susan Bartl
Rebecca Bass
Cynthia Bass
Jodi Battaglia
Jennifer Behm
Lynn Marie Benner
Laura Bickert
Angela Blask
Danielle Blount
Melissa Boes Kirk
Shannon Bold
Laura Brann
Francine Brooks
Donna Brown
Emily Buerger
Ashley Bushen
Elise Cassar
Erica Cattoi
Christopher Ciccarella
Jessica Cleary
Sharon Coggins
Kelli Cott
Amanda Crotzer
Sarah Cudmore
Theresa Deluca
Laura Dolan
Charisma Dubois
Emily Duckworth
Jenn Dunning
Erica Edbauer
Ismael Esconde
Rebekah Farrar
Wendy Fechter
Aly Finkle
Kristy Forpahl

Donors, continued

Meredith Forrest Kulwicki
Julie Francisco
Arlene Frank
Marcia Frankel
Mary Ganey-Cochrane
Atiana German
Brittany Germano
Jennifer Getty
Ida Gibson
Caitlyn Gilmartin
Kitty Goldman
Gretchen Gonzalez
Rachel Good
Kelsey Habermehl
Maureen Hammett
Ren Hauser
Holly Hejmowski
Jennifer Henshue
Zoe Hernandez
Joanne Hernandez
Angelica Hernandez
Sarah Hopkins
Cynthia Huebsch
Stephaine Huston
Heather Jankowski
Karin Kasza
Katherine Kawa
Nancy Kobielski

Daniel Korn
Lynn La Pietra
Elizabeth B Ladd
Ting Lee
Wende Lescynski
Michelle Lieberg
Sara Loviza
Liz Lucas
Sarah Lysarz
Tara Macauley
Jerome Madden
Mary Madonia
Amanda Magiera
Gabrielle Maier
Nathalie Marin
Autumn Martin
Christina McCleskey
Heather McGranahan
Scott Medole
Amanda Meyers
Therese Milkowski
Cathy Miller
Amy Miranti
Ashley Marie Misener
Amy Moritz
Meghann Nielsen
Colleen Nowak
Cheri Nowicki

Grace O'Connor
Andrew Oguich
Jesse Orrange
Sicily Palmeri
Anna Parlato
Sheri Perdziak
Amanda Phillips
Meghan Phipps
Kathryn Pieri
Lia Pinelli
Niki Pizzutelli
Julie Rak
Kirsten Reitan
Robynn Rich
Darlene Riggins White
Riki-Lee Ritz
Stacey Robbins
Deborah Rogenmoser
Sara Root
Misha Russo
Katlyn Schaus
Mary Kate Scheib
Laura Schellinger
Nandita Sharma
Conor Shea
Lauren Shermet
Jennifer Shiao
Bridget Smith

Kimberly Stehlar
Alicia Stepniewski
Alison Stoute
Rebecca Sullivan
Sadie Sunshine
Suzanne Taub
Emily Tennant-Koller
Stephanie Thomas
Mackenzie Tierney
Briana Tom
Sarah Uschold
Megan van Rentergem
Louise Vella
Olivia Verost
Jessica Wagonblott
Hazel Wicks
Denise Williams
Cassandra Williams
Kimberly Williams
Janna Willoughby-Lohr
Jennifer Witnauer
Carol Wittmeyer
Ellen Wood
Jennifer Wurl
Hao Xu
Robyn Zimmer

Gifts in Honor

50 Fabulous Women by
Denise Williams
Alice Jacobs by
Martha Buyer
Alicia Hunt by
Kirsti Hunt
Allison Kupferman by
Jerry and Linda Wainick
Bonnie Cywinski by
Mary Ganey-Cochrane
Bonnie Rudderow by
Alanna Pokorski
Carolyn Human by
Janice Barrett
Debbie Raiken by Daniel
Korn
What She's Made Of Event
by Sean Ryan
Dr. Raul & Dr. Toni Vazquez
by Deleon Evans
Ellen Grant by
Susan Graham

Emily Ulrich, MD by
John Rodgers
Grace Simmons, NPA by
John Rodgers
Hanna Hall by
Ismael Esconde
Hayatidance by
Lisa Baird
Joanne Crofts
Lisa Gruttadauria
Elizabeth B Ladd
Stacey Robbins
Katherine Rogers
Jian Sakakeeny
Bogdana Sokolov
Rebecca Sullivan
Melissa Szymczak
Karen Yurick
Sicily Palmeri
International Women's Day
by Freed Maxick CPAs,
P.C.

Invest In Your Community
by Ginine Capozzi
Kim Pentheros by
Jillian Benedict
Ryan Scavone by
Elka Dintcheva
Sarah Neundorfer by
Jillian Benedict
Shonda Brock by
Sheri Scavone
Terri Oguich by
Andrew Oguich
Tricia Semmelhack by
Carolyn Wrinn
Tyler Peacock by
Cory Flotta and Sydney
Peacock
Wendel Woman's Collective
by Deborah Rogenmoser

Gifts in Memory

Bonnie M. Brown by
Stacy Beauford
Alice Watson Atwood by
Stacy Beauford
Betty Stovroff and Betsy
Stovroff Corrin by
Lisa Corrin
Dorothy Piepke by
Suzanne Taub
Sylvia Coles by
Suzanne Taub

Summarized Financials

2024 FINANCIAL STATEMENT

For the twelve months ending 01/01/2024 to 12/31/2024
Preliminary Unaudited Financials*

Statement of Profit and Loss	Jan – Dec 2024
REVENUE:	
Contributions	\$231,036
Program Revenue**	\$133,537
Endowment Revenue	\$764,065
Event Revenue	\$241,961
Other Revenue	\$ 50,500
Total Revenue	\$1,392,101
Gross Profit	\$1,392,101
EXPENSES:	
Salaries, Benefits and Taxes	\$489,465
Contract Services	\$75,940
Awards and Grants	\$52,300
Other Expenses	\$137,165
Total Expenses	\$754,870
Operating Income	\$637,230
Other Income	\$152,537
Other Expenses	\$39,577
Net Other Income	\$112,960
Net Income (loss)	\$750,190

*Pending subject to external audit review

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

BALANCE SHEET

For the period ending December 31, 2024
Preliminary Unaudited Financials*

	As of Dec 31, 2024
ASSETS:	
Cash	\$1,508,544
Receivables	\$63,952
Other Current Assets	\$35,077
Fixed Assets	\$57,422
STATEMENT OF PROFIT AND LOSS	Jan – Dec 2024
ENDOWMENT:	\$2,909,526
Total Assets	\$4,656,191
LIABILITIES:	
Accounts payable and accrued expenses	\$49,700
EQUITY:	
Opening Balance Equity	\$1,564,853
Temporary Restricted Net Assets	\$399,743
Unrestricted Net Assets	\$1,811,822
Net Income (profit)	\$750,190
Total Equity	\$ 4,526,609
Total Liabilities & Equity	\$ 4,565,191

In-Kind Donations

Anderson`s Frozen Custard
Balloon Masters
Heather Bellini
Missy Cornish
Crumble Cookie
Suzanne & John D'Amico
Half Baked Cookies

Casi Hall
Michael Helmicki
Highmark Blue Cross
Blue Shield of Western
New York
Douglas Jemal
Lesh EDvantage
Consulting, LLC

Mary Magnan
Sydney Peacock
People Inc. Room 5,
Orchard Park
Anne Saldanha
Sheri Scavone
Ronnye Shamam

SUNY Erie Hospitality
Management
TOPS Markets
University at Buffalo
Athletics
University at Buffalo -
The Royal Pitches



WNY WOMEN'S FOUNDATION

741 Main Street
Buffalo, NY 14203

Gifts in Memory of Gail Johnstone

"In memory of Gail Johnstone — visionary founder, beloved leader, and cherished friend — gifts have been made to honor her life and enduring legacy. These contributions celebrate Gail's profound impact and carry forward her commitment to advancing opportunities for women and girls in Western New York."

Jacqueline Ashby
Rachel Ashcroft
Teresa Bair
Melissa Balbach
Cynthia Bass
Jamie Batt
Stacy Beauford
Jennifer Behm
Rosanna Berardi
Laura Bickert
Sarah Blankenship
Danielle Blount
Donna Brown
Becky Brubaker
Ellen Burkhardt
Debra Cady
Ginine Capozzi
Tegan Caputi
Elise Cassar
Erica Cattoi
Lisa Christoffel
Nancy Cox
Breana Crumpler
Suzanne & John D'Amico
Elka Dintcheva
Emily Duckworth

Amy Early
Andrea Feine
Aly Finkle
Christine Fontaneda
Lenora Foote Beavers
Sue Gardner
Rachel Good
Elizabeth Grady
Susan Graham
Ellen Grant
Holly Hejmowski
Joanne Hernandez
Petrina Hill-Cheatom
Molly Hugar
Carolyn Human
Bruce Johnstone
Anne Joynt
Arlene Kaukus
Stacy Knapper
Liz Kraengel
Linde
Althea Luehrsen
Sally Marks
La-Teesha McElrath
Jean McKeown
Denise Mlynarick

Amy Moritz
Amy Nagy
Kathleen O'Leary
Christina Orsi
Cecelie Owens
Sydney Peacock
Sheri Perdziak
Lia Pinelli
Robynn Rich
Jeanette Robe
Sarah Robitaille
Lisa Bloch Rodwin
Marta Rogers
Cameron Rostron
Maureen Saab
Lauren Schellinger
Emily Sheng
Siobhan Smith
Deanna Springer
Kimberly Stehlar
Amber Storr
Karen von der Bruegge
Alexis Webster
Christine Wiktor
Denise Williams
Ellen Wood

Gail Johnstone



In memory of our founding leader, the Gail Johnstone Fund aims to uplift women through the

Ready, Set, Lead! Program. In the fund's inaugural year, we granted five participants with full and partial scholarships to complete the program. Interested in supporting? Contact Suzanne at suzanne@wnywfdn.org.