I am Dining for Women, Hear me ROAR*

I am a mother, father, grandmother, grandfather, wife, husband, partner, spouse, aunt, uncle, daughter, son, BFF

I am a she, he, and they

I am from the global north, I am from the global south, I am straight, I am queer, with skin colors in every hue

I am employed, unemployed, underemployed, retired, volunteer, student, scholar

I am a farmer and livestock owner, an educator, a professional, a small business entrepreneur

I am a landowner, landless, I am a nomad

I am a community health worker, a doctor, a nurse, a pharmacist

I am on the frontlines, a firefighter, an EMT, the law, and a service provider

I need water, food security, and a roof over my head

I need family and community

I want equal opportunity, I want fairness, I want equal access

I want an education, I want healthcare, I want a future

I want music, dance, and opportunities to create

I want Mother Earth to sing with joy, with her abundant flora and fauna

I want justice, I want equality, I want peace

I want good governance, responsibility, and accountability

I will give of my time, my compassion, and my resources

I will give of my talent and hard work

I will speak, I will speak up

I will communicate, discuss, and share

I will join the other chorus of voices

I will never stop trying

I am willing to go where others have not gone before

I am Dining for Women, Hear me ROAR

*Inspired by the 1971 song "I Am Woman" by Helen Reddy

By Dr. Veena Khandke
DFW Director of Grants & Partnerships

Member since 2011
SC, Greenville-1 chapter
In recent years, Dining for Women (DFW) has put in place programs and systems that would allow us to grow our membership in order to expand our impact on global gender equality. 2019 was the year that these efforts bore fruit.

Thanks to the work of our volunteer leaders and staff, we welcomed many new DFW chapters across the U.S. We ended 2019 just shy of 500 chapters, but quickly surpassed this historic milestone early in 2020.

With increased funds resulting from new chapters and more monthly recurring donors, we expanded our Sustained Grants from nine to 12 and increased grant size from $60,000 to $75,000. **Our Sustained Grants allow us to really partner with our grantees, creating deeper connections and greater impact.**

We are continually enhancing our member education and opportunities with news ways for our members to engage with our mission and each other. In 2019, we expanded the educational resources on our Sustained Grants; our travel program flourished with members visiting grantees in Kenya, Bhutan, and Peru (see p. 17); and our Advocacy Committee explored a partnership with **RESULTS**, a non-profit organization with 40 years of experience advocating to end poverty around the world (see p. 19).

A number of initiatives raised DFW’s profile within the global gender equality arena, including our collaborative International Women’s Day event (see p. 9), and our participation in the UN Commission on the Status of Women and the UNICEF USA Annual Summit. We fulfilled a long-held goal to send representatives to Women Deliver, the world’s largest conference on gender equality with more than 8,000 advocates from 165 countries (see p. 6).

**All of this has positioned us well for the next chapter of DFW.** 2019 was a year of consultation, collaboration, and planning as our board developed a new, multi-year strategic plan based on input we received from members, donors, volunteer leaders, grantees, and others.

As we planned for the future in 2019, we could not have anticipated how our world would be turned upside down in early 2020 by the COVID-19 pandemic. Throughout 2020, we have watched in horror as the number of cases and deaths rose around the world, and we moved quickly to transition our organization to this new environment – moving to virtual chapter meetings and giving our grantees flexibility to address their most urgent needs.

**In any crisis, women and girls are impacted the most.** COVID-19 is jeopardizing the limited progress made by women and girls globally and may reverse many gains in gender equality (see p. 5).

The circumstances of 2020 make DFW’s community building and grant making more valuable with each passing day! Many challenges remain, but we are confident that our board, staff, volunteers, and members will continue to rise to the situation and ensure that safety and equality for women and girls are treated as the vital concern that they are.
Global Gender Equality: Where Do We Stand?

Global gender equality is Dining for Women’s guiding star. **We champion gender equality because women’s rights are human rights.** We believe that every person deserves the same opportunities to thrive, regardless of gender, race, wealth, or where they happen to be born. When women and girls are treated equally, the world is healthier, safer, more peaceful, inclusive, and economically just for everyone.

Yet, all over the world, inequality, oppression, and exploitation continue to hold women back. And we know that oppression of women and girls is bound with other types of injustice based on race, class, and ethnicity. Across the global south, millions of Black and Brown women live in extreme poverty and without access to personal freedoms or opportunities to reach their full potential. Research released in 2019 highlighted these challenges, as outlined below.

This is a sobering statement. It was also one of the headlines in late 2019 when the World Economic Forum released its latest Global Gender Gap Report. According to the report, it will take 99.5 years — more than a lifetime — for women and men to reach parity across health, education, work, and politics.

The 2019 SDG Gender Index, released by Equal Measures 2030, finds that nearly 40% of the world’s women and girls — 1.4 billion — live in countries “failing on gender equality.” Another 1.4 billion live in countries that “barely pass.” Even the countries that scored the highest have “more to do,” especially in areas such as gender-based violence, gender pay gaps, and climate change.

No country has fully achieved gender equality.

![2019 SDG Gender Index](image)

**2019 SDG Gender Index**

SCORING AND RANKINGS BY COUNTRY, OUT OF 100

* Sustainable Development Goals

Source: Equal Measures 2030, 2019
Yet another 2019 report—The Gender Snapshot 2019—finds that:

More women than men live in extreme poverty, especially during their peak childbearing years.

### 15M
15 million girls of primary-school age will likely never learn to read and write, compared to about 10 million boys.

### 1 IN 3
1 in 3 girls aged 15 to 19 have been subjected to female genital mutilation/cutting (FGM/C) in the 30 countries where the practice is concentrated.

### 300K
Nearly 300,000 women died from complications related to pregnancy and childbirth in 2017.

### 1 IN 4
Worldwide, only 1 in 4 parliamentary seats are held by women.

According to the report, gender inequality is compounded by other factors. Girls and women around the world, especially millions of Black and Brown women, experience additional disadvantages on the basis of race, ethnicity, religion, age, income, geographic location, sexual orientation and gender identity, and disability.

This report further states that “While some indicators of gender equality are showing progress, such as the significant decline in the prevalence of FGM and early marriage, the numbers overall continue to be alarming.”

Despite the fact that a gender equal world is healthier, wealthier, more prosperous, and more peaceful, we still have a long way to go!

Want to see how different countries scored on the 2019 SDG Gender Index? SEE THE COMPLETE LIST OF 129 COUNTRIES ON PAGE 12

Progress on the Sustainable Development Goals: The Gender Snapshot 2019
UN Women & the UN Department of Economic and Social Affairs

That is why global gender equality is DFW’s guiding star.
The Impact of COVID-19

It’s been called the “perfect storm” of risk factors for women, and the “shadow pandemic.” With the spread of the COVID-19 pandemic in early 2020, even the limited progress made towards gender equality is now at risk of being rolled back.

“Across every sphere, from health to the economy, security to social protection, the impacts of COVID-19 are exacerbated for women and girls simply by virtue of their sex.”

1 The Impact of COVID-19 on Women

Women are the first to feel the impact of food insecurity.

Women are more likely to be employed in informal activities, such as market selling, which are disrupted in a crisis, leading to loss of income and increased poverty.

Women and girls have increased caregiving responsibilities which exposes them to greater health risks.

Women and girls are at an increased risk of gender-based violence and will have less access to services and support.

Women’s access to safe family planning services is likely to worsen, with global contraceptive supply shortages.

Even after the pandemic has been contained, women and girls will be impacted for years to come.

Now, more than ever, women and girls need our support.

Dining for Women’s work is more important than ever!
DFW on the World Stage

8,000 Gender Equality Advocates

The Women Deliver 2019 Conference was one step on the march towards a more gender equal world, and Dining for Women was proud to be a part of it. More than 8,000 people – including heads of states, ministers, parliamentarians, academics, advocates, activists and journalists – attended from over 165 countries, making this the largest conference on gender equality and the health, rights and well-being of girls and women. More than 100,000 people also participated virtually.

DFW co-founder Barb Collins, staff members Wendy Frattolin and Justine Allen, and volunteer Regional Leaders Karen McCune (Northwest Region), Pat Payne (West Region), and Colleen Kill (West Region) attended on behalf of DFW.

Together, we are powerful.

“I came away proud of the grassroots, community-based work we are doing at Dining for Women and more committed than ever to our mission and vision.”

“This conference brought home to me how each of us needs to use her individual power to effect change for women and girls in our community, within our country, and around the world.”

“When women’s organizations find common ground in the fight for gender equality and join hands, the community of women becomes more powerful and effective as change-makers.”

— KAREN MCCUNE — COLLEEN KILL — PAT PAYNE

UN Commission on the Status of Women

DFW was once again well-represented at the UN Commission on the Status of Women (CSW63) – the world’s principal intergovernmental body dedicated to the promotion of gender equality and the empowerment of women. We co-hosted a panel discussion with UNICEF USA and several DFW grantees, and participated in another panel sponsored by UNICEF USA and Zonta International.
What Our Members Say About DFW

Dining for Women has a strong culture of collaboration, and we value the input of all our members and donors. In 2019, we conducted a membership survey to gather information that will be valuable to us in implementing our next strategic plan. Findings will help us develop programming and initiatives in line with our members’ interests and needs, and will provide important demographic information on our membership. Increasing diversity in our membership is important to DFW and will be a key focus area moving forward. Our 2019 member survey will provide us with a baseline for measuring our progress over time.

Thank you to the 2,518 members who completed the survey—a response rate of more than 20%. The following are some of the key findings.

DFW provides an easy, approachable way to make a difference in the world.

For the amount of impact and satisfaction members get, DFW’s low barrier to entry (i.e. no minimum donation required) is especially valued.

“Members enjoy the community they gain in their chapters. Connectedness keeps them involved.”

81% of members rank “personal connections with my chapter” as an “important” or “extremely important” factor in deciding to join or get more involved in DFW. Nearly 80% of members said that DFW “made me feel part of a community of caring people.”

“Members are proud and confident of the organization’s impact.”

96% of members are “satisfied” or “very satisfied” that DFW’s grantees are professionally screened and vetted and provide a high level of impact.

“I appreciate the incredible amount of due diligence that goes into selecting quality grantees. It’s not just some organization in the US going into Ghana telling them what to do. It’s all local-led.”

“I think the biggest opportunity is that it’s a really easy, fun way to do good. It’s an enjoyable thing and then you feel like you’ve had this huge impact. I think that’s a huge opportunity to highlight that it is fun and easy to make this tremendous impact in people’s lives.”

“What I value most is the community of women who are interested in helping others and learning about and impacting the global community in a positive way. I would say it’s the thing that keeps me coming back.”

CA, Castro Valley-1 chapter
Members believe that DFW’s collective action is powerful.

More than 98% of respondents said that “harnessing our collective power to create a better and more just world” was “extremely important” or “important” to their involvement in DFW.

“I think one thing that makes it really special is...being a part of something bigger than yourself. I think Dining for Women provides a lot that I think is just hard to find.”

DFW’s Membership

64% of members are over 65 years of age

99% nearly 99% identify as women.

94% about 94% have a college undergrad or post-graduate degree

92% 92% identify as white

92% 92% are heterosexual; about 2.5% are LGBTQIA+

Member Age

<table>
<thead>
<tr>
<th>Age Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>OVER 74 YEARS OLD</td>
<td>16%</td>
</tr>
<tr>
<td>65 TO 74 YEARS OLD</td>
<td>48%</td>
</tr>
<tr>
<td>45 TO 64 YEARS OLD</td>
<td>31%</td>
</tr>
<tr>
<td>18 TO 44 YEARS OLD</td>
<td>5%</td>
</tr>
</tbody>
</table>

Based on survey respondents:

- 64% are women.
- 92% identify as white.
- 92% are heterosexual; about 2.5% are LGBTQIA+.
- Nearly 99% identify as women.
- 94% have a college undergrad or post-graduate degree.

ND, Fargo-1 chapter

CO, Denver-5 chapter

CA, Placentia-1 chapter
Women as Agents of Change

2019 International Women's Day

Women around the world are creating change in political, economic, social, and cultural arenas today. This was the inspiration for our 2019 International Women's Day (IWD) event, entitled “Women as Agents of Change”.

Dining for Women partnered with Peace is Loud, The Association of Junior Leagues International, and Georgia Public Broadcasting (GPB) for a panel discussion and film screening.

Our three panelists were excellent examples of women creating change: Abigail Disney, filmmaker, philanthropist, activist, and co-creator of the PBS series Women, War & Peace; Razia Jan, award-winning humanitarian and founder of DFW grantee Razia’s Ray of Hope in Afghanistan; and Elvia Raquec, Program Director for Women’s Justice Initiative, a DFW grantee that is fueling social change in Guatemala.

The panel discussion was broadcast live to hundreds of DFW chapters and Junior Leagues across the country, as well as Peace is Loud and GPB supporters. Some DFW chapters also held their own local events to commemorate IWD.

Watch our “Women as Agents of Change” panel discussion by clicking here:
New Partnership Launched

Attendees at our Atlanta IWD event were treated to a screening of *A Journey Of A Thousand Miles: Peacekeepers*, one of the films that is part of the documentary series, *Women, War & Peace II*. We also launched a new collaborative partnership with Peace is Loud that allows for ongoing education and discussion about women as agents of change, especially in the area of peacebuilding. This partnership provides DFW chapters with the opportunity to hold public, educational screenings of the documentary series *Women, War & Peace II*, produced by Abigail Disney. *Women, War & Peace II* demonstrates how some of the biggest international stories of recent memory are shaped by women. An all-female cast of directors present four never-before-told stories about women who risked their lives for peace, changing history in the process.

*Women War & Peace II*

The Rancho Cordova, Davis, and Placerville, CA hosted a special event in partnership with local organizations.
2019 Grants

Featured Grants

Dining for Women awards 12 Featured Grants per year that range in amounts from $35,000 to $50,000. These projects are featured in educational materials and at monthly chapter meetings across the country.

Venture Strategies for Health and Development

**NIGER • $49,999**
Creates safe space clubs to improve education outcomes, delay marriage and childbearing, and transform the lives of vulnerable, isolated adolescent girls in rural Niger.

**TANZANIA • $49,995**
Keeps adolescent girls in school and encourages leadership and self-esteem, while also reducing the cultural stigma around menstrual hygiene and providing sustainable menstrual cups.

**INDIA • $49,200**
Expands and supports three Red Light Area Resource Centers in Calcutta, where survivors of human trafficking and gender-based violence gain access to job training, employment, counseling, and informal education.

**MAURITANIA • $47,840**
Draws girls off the streets and away from risks such as prostitution by offering dance workshops, remedial education, psychosocial counseling, and nutritional support.

**AFGHANISTAN • $41,040**
Trains midwives in order to increase women’s access to maternal, prenatal, and neonatal healthcare services, resulting in better maternal and infant health outcomes.

**KENYA • $45,000**
Empowers young Maasai girls, who are at risk for female genital mutilation/cutting (FGM/C) and early marriage, to stay in school and learn about sexual and reproductive health, child rights, and life and leadership skills.

**MindLeaps**

**Maji Safi Group**

**Her Future Coalition**

**Razia’s Ray of Hope**

**Kakenya’s Dream**
Iqra Fund

PAKISTAN • $42,398
Establishes a girls’ middle school program in Pakistan’s isolated Basha Valley by funding teachers, providing uniforms, books and supplies for the girls, and engaging the mothers in leadership workshops.

Brick by Brick Partners

UGANDA • $50,000
Provides free transportation for laboring women to access health facilities and emergency obstetric care, thus reducing major obstetric complications and leading to better health outcomes for mothers and babies.

Edu-GIRLS

INDIA • $37,650
Provides access to computers and critical information technology skills for girls so they are prepared for today’s technology-driven job market.

Street Child US

NEPAL • $49,180
Helps adolescent girls in remote areas to achieve functional literacy and numeracy, make sustainable transitions into meaningful employment, and develop confidence and awareness of their rights in order to reduce prejudice and sexual violence.

Young Heroes Foundation

SWAZILAND • $45,000
Alleviates poverty by teaching female caregivers (often grandmothers) of orphans and vulnerable children to become financially literate, and by creating the opportunity for them to become micro entrepreneurs so they can support themselves and their families.

Jacaranda Health

KENYA • $47,000
Creates Kenya’s first Nurse Mentor Training Center which allows top nurses from Kenya’s public hospitals to mentor hundreds of peer nurses and sustainably improve maternal outcomes for mothers and babies.

Mapping the DFW
2019 Featured Grants
**Sustained Grants 2019–2021**

Through our Sustained Grants, DFW makes a larger, longer-term commitment to a previous Featured Grantee, resulting in a deeper impact for both the organization and the women and girls we support. In 2019, we increased the number of Sustained Grantees we funded from nine to 12, and also increased each grant from $60,000 to $75,000 over three years.

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**Integrate Health**

**TOGO**

Recruits, trains, and equips female Community Health Workers to provide reproductive, maternal, newborn, and child health services, resulting in fewer deaths.

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**Catalyst Foundation**

**VIETNAM**

Empowers women with dignity and health and provides families with daily access to safe water, proper sanitation, hygiene, and quality medical care.

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**African People and Wildlife**

**TANZANIA**

Maintains “Living Walls” to ensure human and livestock security so women can pursue environmentally sustainable business opportunities, such as beekeeping, to better their families’ livelihoods.

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**Women’s Microfinance Initiative**

**UGANDA**

Expands financial access for rural women by funding permanent revolving loans and developing the necessary infrastructure for women entrepreneurs to succeed.

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**Grandmother Project**

**SENEGAL**

Expands and strengthens a grandmother-inclusive, intergenerational program to promote girls’ education and decrease child marriage, female genital mutilation/cutting (FGM/C), and teenage pregnancy.

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**Ripple Africa**

**MALAWI**

Provides low-tech, fuel-efficient cook stoves to families in order to protect the environment, save lives, improve economic wellbeing, and empower women.
Community Cloud
Forest Conservation
GUATEMALA

Equips local Q’eqchi’ Mayan women with the education and skills they need to lead their families and communities in sustainable development, while caring for and restoring the ecological integrity of their environment.

Healthright International Inc.
UGANDA

Expands mental health services to perinatal women in post-conflict settings, including South Sudanese refugee women in Uganda.

Bond Street Theatre
AFGHANISTAN,
MYANMAR, MALAYSIA

Gives women and girls in crisis areas the tools and training to speak out for equal rights through theatre, leadership and advocacy training, and informational performances in their communities.

BlinkNow Foundation
NEPAL

Funds the Kopila Valley Women’s Center which empowers women, increasing not only their earning potential but also their belief in their own worth.

Collateral Repair Project
JORDAN

Fosters peace and reconciliation by educating and empowering refugee women and girls through targeted training, educational, leadership, and advocacy opportunities.

Gardens for Health International
RWANDA

Prevents chronic malnutrition in pregnant women and children by using extensive nutrition education, excellent monitoring mechanisms, home visits, and assistance in growing nutritious food.

Mapping the DFW
2019–2021 Sustained Grants
Around 60 babies a day are taking their first breath in appalling conditions, away from home, to mothers who have survived displacement, violence, trauma and, at times, rape. This is far from the best start in life.

Our partnership contributes to improving the health care and long-term well-being of approximately 72,500 pregnant and lactating women who have arrived at the refugee camps, and more than 700,000 children needing humanitarian assistance.

As part of our partnership with UNICEF USA, DFW has previously funded projects for Syrian refugee women in Jordan and for internally displaced women in South Sudan.
Impact of 2019 Grants & Partnerships

Through our Featured Grants and our UNICEF Partnership, we directly impacted \textbf{23,550 women and girls} and indirectly impacted \textbf{425,333 family and community members.}

Multi-Year Impact of our 2019-2021 Sustained Grants

Over the three-year period of these grants, we will directly impact \textbf{64,314 women and girls} and indirectly impact \textbf{177,358 family and community members.}

- \textbf{13,490 girls} used the confidence, knowledge, and leadership skills they gained during sexual and reproductive health workshops to break down barriers to girls’ education in their communities.
- \textbf{6,281 pregnant women} benefited from a community-wide effort to streamline transportation and access to timely and quality care designed to enhance maternal outcomes.
- \textbf{2,640 women and girls} at risk for gender-based violence (GBV) in South Sudan benefited from therapeutic services, awareness campaigns, and GBV mitigation efforts.
- \textbf{887 young, marginalized girls} broke through barriers of culture, seclusion, caste, and gender and found refuge in safe spaces where they were mentored, offered training, and dreamed of brighter futures.
- \textbf{795 mothers and grandmothers} received vocational training to enhance their economic independence to better care for their vulnerable children and grandchildren.
- \textbf{350 medical professionals} were trained to be better midwives and nurses to serve their communities in improving maternal child health.
- \textbf{307 young girls} in hard-to-reach communities overcame barriers of class, gender, and geographical isolation to pursue their dreams of a holistic education with vocational and technical training.
- \textbf{120 at-risk girls} leaped forward using dance to enhance their cognitive skills, social-emotional learning, and preparation for formal schooling.
Member Travel Program

As part of Dining for Women's commitment to learning, we offer several trips each year in order to deepen members' understanding of the issues facing women and girls globally.

Kenya

Our DFW travelers forged powerful connections with the inspiring work of several of our Kenyan grantees: Shining Hope for Communities (SHOFCO), RefuSHE, Kenya Self-Help Project, and Wiser International. They left this adventure with a deeper understanding and appreciation of this fabulously intricate and enchanting country and the women and girls who inhabit it. Their journey was topped off with two days on safari, enjoying the endless plains and wildlife of the Mara.

Many of our Kenya travelers stayed connected with the grantees they visited. Several became local “aunts” for SHOFCO students who are attending boarding school in the U.S. Others provided much-needed improvements and supplies for a classroom used by Kenya Self-Help.

“More than anything, I felt the warm welcome of the Kenyan people, with a smile that came from the heart and was seen in the eyes.”

KENYA TRAVELER

Elevate Destinations specializes in designing and implementing travel programs for nonprofit organizations while empowering and respecting the local destinations. They are a leader in the field of sustainable travel, and their trips include the most responsible travel guidelines available, including proactive conservation, lodging with a purpose, carbon offsetting, and prevention of human trafficking and human rights abuses.
Bhutan

Our Bhutan program was so popular with DFW travelers that we filled two separate trips! Each journey offered a holistic view of the cultural and traditional evolution of women’s roles at home and in public spaces. Travelers explored how these roles have changed due to modernization and democracy in relation to the country’s guiding philosophy of Gross National Happiness (GNH). They experienced the beauty of Bhutan and saw firsthand the work being done at multiple READ Bhutan centers – DFW’s first grantee in Bhutan.

“Sometimes, the sounds (even the barking), the smells and generosity of the Bhutanese people will be imprinted on my mind forever.”

BHUTAN TRAVELER

Peru

From Inca ruins high in the Andes Mountains to the beautiful lush fields of the Sacred Valley, Peru’s ancient stories drew our DFW travelers into this intoxicating destination. Sixteen travelers explored and learned about the ancient history of the Inca and how the past translates into modern-day life for rural women and girls in this incredibly beautiful and diverse country. Highlights included participating in service projects with DFW grantees Chicuchas Wasi School for Girls and Sacred Valley Health, as well as visiting iconic Machu Picchu.
Advocacy

Grassroots advocacy is an effective way to influence U.S. policies and funding on issues that affect millions of women and girls around the world. Through our Advocacy Program, members are empowered to deepen their engagement and multiply their impact on gender equality issues.

In 2019, in order to be the most effective and efficient with Dining for Women’s resources, our Advocacy Committee explored the possibility of partnering with other organizations who have expertise in grassroots advocacy and the issues that DFW cares about. The committee began discussions with RESULTS, a non-profit, non-partisan advocacy organization focusing on ending poverty. RESULTS is a movement of passionate, committed, everyday people, just like DFW! They have been advocating effectively for 40 years, and are leading the way in developing positive, bi-lateral relationships to effect change.

Our Advocacy Committee held a series of workshops for members in Greenville, SC, Philadelphia, PA, and San Francisco, CA. The workshops provided an overview of RESULTS, hands-on training in effective advocacy, and a facilitated discussion about how the RESULTS approach could be utilized within DFW. Based on the outcome of our response and member response to the workshops, DFW entered into a strategic partnership with RESULTS in early 2020.

With this partnership, we have established a national DFW Advocacy Chapter With RESULTS that is open to all DFW members across the country. RESULTS offers training, support, and inspiration to help DFW members become skilled advocates, and provides background information and action steps that will impact millions of women and girls.

DFW is also a member of and participates in the advocacy actions of the following:

**InterAction** is the largest alliance of international nongovernmental organizations (NGOs) and partners in the U.S. focused on the world’s poor and most vulnerable.

**United States Global Leadership Coalition (USGLC)** is a broad-based, non-partisan network of business, military, faith, and political leaders who support strategic investments in global development and diplomacy in order to build a better, safer world.

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CO, Cherry Creek-1 chapter
2019 Financial Overview

Dining for Women is committed to the highest standards of financial management and transparency.

### 2019 Revenue

<table>
<thead>
<tr>
<th>Revenue Source</th>
<th>Amount</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Chapter Revenue</td>
<td>$1,487,136</td>
<td>74%</td>
</tr>
<tr>
<td>Fundraising Campaigns</td>
<td>$500,535</td>
<td>25%</td>
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<tr>
<td>Donated Goods</td>
<td>$20,000</td>
<td>&lt;1%</td>
</tr>
<tr>
<td>Foundation/Grant Revenue</td>
<td>$14,000</td>
<td>&lt;1%</td>
</tr>
<tr>
<td>Events Revenue</td>
<td>$627</td>
<td>&lt;1%</td>
</tr>
<tr>
<td><strong>Total Revenue</strong></td>
<td><strong>$2,022,298</strong></td>
<td><strong>100%</strong></td>
</tr>
</tbody>
</table>

1. Includes proceeds from annual appeal.
2. Donation of office furniture.
3. Additional funds from foundations and corporations (listed on page 28) are included in Chapter Donations and Fundraising Campaigns.

### 2019 Expenses

<table>
<thead>
<tr>
<th>Expense Type</th>
<th>Amount</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Direct Expenses</td>
<td>$1,521,706</td>
<td>73%</td>
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<tr>
<td>Core Mission Support: Administrative</td>
<td>$379,388</td>
<td>18%</td>
</tr>
<tr>
<td>Core Mission Support: Fundraising &amp; Marketing</td>
<td>$176,468</td>
<td>9%</td>
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<tr>
<td><strong>Total Expenses</strong></td>
<td><strong>$2,077,562</strong></td>
<td><strong>100%</strong></td>
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1. Core Mission Support is critically important to our operations. Examples include rent, insurance, licensing and permits, financial management, staff training and development, information technology, donor/member management systems, fundraising/marketing materials and services, and donor development.
2. Expenses were $55,234 more than revenue, but in 2018 revenue exceeded expenses by $193,000. Cash balances remain healthy.
Dining for Women Board & Staff

AS OF 12.31.19

Board of Directors

Barb Collins, Co-Founder
Greenville, SC

Susan Stall, Chair
Greenville, SC

Lynn O’Connell, Vice Chair
Alexandria, VA

Kathy Fitts, Treasurer
Woodstock, GA

Caren Senter, Secretary
Greenville, SC

Dr. Shaniece Criss
Greenville, SC

Jo DeBolt
Pittsburgh, PA

Sarah Durry
Atlanta, GA

Carol Dillon Kissal
Washington, DC

Renee Losh
Scottsdale, AZ

Tara O’Connor LaRose
Plainwell, MI

Carrie Hessler-Radelet
Falls Church, VA

Cynthia Radford
Travelers Rest, SC

Melinda Silverstein
Santa Cruz, CA

Betsy Teutsch
Philadelphia, PA
Advisory Committee Members

Corinne Blakemore
Grants & Partnerships Oversight Committee

Cheryl Holland
Resource Development Committee

Connie Lewin
Member Education & Engagement Committee

Susan Negrin
Member Education & Engagement Committee

Our Staff
AS OF 12.31.19

Justine Allen
Member Engagement Coordinator

Lena Dunham
Administrative Coordinator

Wendy Frattolin
Communications & Membership Director

Beth Ellen Holimon
CEO and President

Dr. Veena Khandke
Director of Grants & Partnerships

Gina League
Director of Administration

Harriet Ligon
Accounting & Data Associate

Leslie Mason
Accounting Specialist

Amy West Moore
Technology Coordinator

Education/Grants Team*

Elizabeth Anderson
Jessica Fowler
Megan Pumphrey
Chris Worthy

*Part-time contractors

GA, Augusta-2 chapter

SC, Greenville-1 chapter
## Our Volunteer Leaders

**Regional Leaders**

<table>
<thead>
<tr>
<th>Name</th>
<th>Region</th>
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<tr>
<td>Anna Schoon</td>
<td>Chair</td>
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<td>Julia Edelson</td>
<td>Carolinas</td>
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<td>Meredith Stoudenmire</td>
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<td>Tamara Peterson</td>
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<td>Rachel Peterson</td>
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<td>Jan Richards</td>
<td>Florida</td>
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<td>Donna Neshek</td>
<td>Heartland</td>
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<td>Annette Hearing</td>
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<td>Merle Steiner</td>
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<td>Karen McCune</td>
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Retired in 2019

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Mentors

**Carolinias**
Tricia Malinowski
Marnie Walsh

**Central**
Mary Toneff
Kim Whetstone

**Florida**
Beth Palmer
Kay Yoder

**Mid-Atlantic**
Shereen Arent
Dianne Blais
Elaine Butterfoss
Judy Christensen
Sylvia Gentry
Rosemary McGee
Sylvia Meyers
Laurie Stroope
Betsy Teutsch

**Northeast**
Ruth Bates
Leslye Heilig
Michele Krieg Bauer
Barbara Myers
Barbara Quine-Moran
Jan Zimbler

**Northwest**
Lynn Kellogg
Jane Newby
Tami Savage
Kathy Young

**Heartland**
Thora Pabst

**Southeast**
Linda Bodine
Jennifer Walters

**South Central**

**Southwest**

**West**
Laura Burnett
Diane Glaser
Julie Kassan
Jenna Rodeawald
Ingrid Rosten
Cynthia Sawtell

**Rocky Mountain**

**Midwest**
Sophia DuBrul
Mary Caroline Mitchell
Jennifer O’Neil

**Heartland**

**South Central**

**Southwest**

**Rocky Mountain**

**Midwest**
Sophia DuBrul
Mary Caroline Mitchell
Jennifer O’Neil

**Heartland**

**South Central**

**Southwest**

**Rocky Mountain**

**Midwest**
Sophia DuBrul
Mary Caroline Mitchell
Jennifer O’Neil

**Heartland**

**South Central**

**Southwest**

**Rocky Mountain**
Panel of Experts

Dr. Angela Eikenberry
David C. Scott Diamond Alumni
Professor of Public Affairs
School of Public Administration,
University of Nebraska at Omaha
Author of Giving Circles: Philanthropy,
Voluntary Association, Democracy
Ambassador Steven E. Steiner (Ret.)
Affiliate and Former Gender Advisor,
United States Institute of Peace

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Jada Anderson
Shereen Arent
Linda Baxter
Brighid Blake
Corinne Blakemore
Lynn Broadbent
Cathy Caldwell
Lindy Cater
Gayle Felbain
Sue Malick
Julia Manning
Celeste Medina
Jeanne Miller
Clare O’Brien
Elizabeth Scott Osborne
Retired in 2019
Debra Baulduff

Advocacy Committee

Leslye Heilig, Chair
Jim Hennigan
Nancy Jacobsen
Chris King

Diversity, Equity & Inclusion Committee

Barbara Chatzkel, Chair
Shontel Babb
Cathy Hammoud
Rizwana Khader
Kathy Shearer
Melesa Treize
Leah Victorino
Denise Woods

Education Team

Tracy Barr
Deborah Fiske
Vinola Munyon
Marie Narlock
Georgia Reader
Kathy Williams

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Ellie Bisese
Amelia Miles
Annie Weaver
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AS OF 12.31.19

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Tara O’Connor LaRose

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Linda Byars
Anne Capestran | Tracy Family Foundation
Renee Losh
Susan & Russell Stall

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Polly Dunn
Rhonda Graber
Susan Kepner (IL)
Colleen Kill
Marilyn & Stephen Kohler
Sue Malick
Trudi Sommerfield
Connie Williamson

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Maryann Boehmke
Lindy Cater
Francine Fleming
Suzanne Frye
Jane Gennrich
Sandy Lease & David Hugg
Marie Narlock
Lynn O’Connell
Tami Savage
Maryanne Schiller
Sue Scollo
Betsy Teutsch
Lee Tracy
Fran Wolff

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Bobbie Aitchison
Lynee Anderson
Shereen Arent
Anne Arjani
Judy Bacon
Guniya Bafna
Deborah Baker (CA)
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Louise Barnett
Ruth Bates
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Helen Borland | Joseph W. Kiskel Charitable Fund
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Annette Bowers
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Deb Bryant
Gail Burchard
Vicky Bush-Joseph
Elaine Butterfoss
Althea Callaway
Stacey Cameron
Gail Caulkins
Marie Cecil
Sherry Centanni
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Adrienne Cohen
Barb & Greg Collins
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Christel Cothran
Cathryn Cox
Pat Cox Diem

Bernadette Cronin-Geller
Barbara & Robert Crooke
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Jo DeBolt
Deborah Defilippo
Harriet Dichter
Linda Dougall
Betsy Dunklin & Charles Cole
Cindy Dyballa | The Nadel Family Charitable Fund
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Fadya El Rayess
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Sandra Gren
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Dionis Griffin
Barbara Griswold
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Jane & Fred Harvey
Janet Hatmaker
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Jean Helwig
Emma Herman
Carrie Hessler-Radelet
Barbara Hill (CA)
Dragonfly Fund
Barry Hoffner | Hoffner Charitable Fund
Cheryl Holland
Gayle Horn
Chenho Huang
Legacy Society

The following donors have included a legacy gift to DFW in their wills.

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Helen Borland
Cindy Campbell (FL)
Barb Collins
Moira Donoghue
Sue Fernbach
Jane Gennrich
Diane Glaser
Jane Harvey
Colleen Kill
Susan Kincaid

Sylvie Meyers
Marilyn Murphy
Susan Negrin
Lynn O’Connell
Francine Roy
Mary-Jane Sackett
Cynthia Sawtell
Susan Stall
Betsy Teutsch
Linda Wagner (CO)
## Corporations, Foundations, & Organizations

### $10,000+
- Journey Charitable Foundation
- Morgan Stanley
- Tracy Family Foundation

### $5,000+
- Trade Fair Marketplace

### $1,000+
- Alternative Gifts of Greater Washington
- Amplifier FJC
- Ayco Charitable Foundation
- BeadForLife
- Charles Schwab
- Impact Assets
- JetBlue CSR
- Pontiki LLC Jupiter
- Rockefeller & Co
- Vanguard Marketing Corporation
- Wave Foundation

### $500+
- Maadili Collective
- McCormack Plastic Surgery
- Merrill Lynch
- Raymond James Global Account
- Renaissance Charitable Foundation
- West Grove Religious Society of Friends

### Up to $499
- Alex and Ani
- Beautykind Foundation
- Blondie’s Coffee House
- BNY Mellon
- Body Soul Therapy
- Bunnies Unlimited LLC
- Butler Tillman Express Trucking
- Camelback Safaris
- Fidelity Investments
- First Presbyterian Church
  - Shelbyville, KY
- Girl Scouts of Northern California
- Greater Horizons
- Hoen’s Greenhouse Inc
- Horizons Foundation
- Jenna Bayer Garden Design Inc
- Karisma Boutique
- Lake Oswego United Church of Christ
- Macwest Marketing LLC
- Oil & Vinegar Store
- On-Camera Audiences Inc
- Padua Academy
- Purpose Boutique LLC
- Quartz Hill Women’s Club
- Saint Giles Presbyterian Church
  - Greenville, SC
- Sister ACTS
- Spice of Africa LLC
- St Jude’s Episcopal Church Cedar City, UT
- Stick’s Interior Decoration LLC
- Ten Thousand Villages Akron, OH
- Ten Thousand Villages
  - Greensboro, NC
- The Omnology Group
Matching Gifts

Accenture LLP
Adobe Systems, Inc.
America’s Charities
Ameriprise Financial
Amgen Foundation
B D Associate Matching Gifts Program
Benevity Inc
Boeing Company Gift Match
Booz Allen Hamilton
c/o Cybergrants
Causecast Regeneron
Charles Schwab Foundation
Cybergrants on Behalf of Lawrence Livermore National Laboratory
GE Foundation
JLL Community Connections
Johnson & Johnson Matching Gifts Program
JP Morgan Chase & Co
Merck Foundation
Microsoft Matching Gifts Program
Shell Oil Company Matching Gifts
The Benevity Community Impact Fund | Apple Matching Gifts Program
The Benevity Community Impact Fund | Genentech
The Benevity Community Impact Fund | Google Inc
The Benevity Community Impact Fund | UnitedHealth Group
The Benevity Community Impact Fund | Workday Inc
Varian Medical Systems
YourCause
YourCause | Pacific Gas & Electric
YourCause | Thermo Fisher
YourCause | United Airlines

Cause Marketing Partners

Aid Through Trade
Anchal Project
BeadforLife
Bird + Stone
Betsy Teutsch
Darzah
Friendship Bridge
Haiti Projects
Huaywasi
TisBest Philanthropy
Women’s Peace Collection

In-Kind Donors

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Microsoft
Nelson Mullins
Quality Business Solutions
Salesforce Foundation
YellaSoft
$750–999
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Sylvia Betts
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Julia Brugliera
Cathy Caldwell
Lorraine Cino
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Ginger Creevy
Michelle Crow
Mary Cullen
Eileen Donnelly
Dianne Dryer
Sheila Dunn
Linda Frederick
Barbara Gervis | The Estelle Friedman Gervis Charitable Foundation Inc
Linda Hazelton
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Judi Jessen
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Madeleine Johnson
Judith Kampfner
Lisa Keamy
Renee LeClair
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Margie Lehrman
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Nancy Lofaro
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Diana Ryan
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Christine Sederstrom
Frann Shore
Susan Tom
Carolyn Van Helden
Cathryn Wasson
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Beth White
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Helene Zelaya

$500–749
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Karen Abrams
Lynne Adams
Maryellen Alviti
Mary Amdahl
Minoti Amin
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Susan Anderson (MT)
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Leigh Andrews
Linda Andrews
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Cindy Ariel
Kathleen Attwood
Nancy Ault
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Kathy Barclay
Traci Barr
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Kendra Bartley
Marilyn Battiste
Sally Batz
Mary Beaumont
Cherie Beckstrom
Catherine Bennington Jenrette
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Wendy Bensussen
Amy Bentley
Molly Bentsen
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Terri Berish
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Zdenka Bleile
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Lauren Kaufman
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Aleta Kerrick
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Heike Kilian
Cathy Kim
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Victoria LaFortune
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Diana Pearce
Renita Pearce
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Karen Pesch
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Tamara Peterson
Connie Philpot
Heather Plastaras
Paula Porter
Susan Prener
Jo Prostko
Tracy Quinn
Jean Raga
Ann Rawsky
Claire Reade
Heather Ribbs
Jan Richards
Betsy Riddell
Tracy Ritter
Jennifer Roberts
Kim Roberts
Margaret Roberts
Ann Robinson (CA)
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Laura Rose
Barbara Rosen
Jennifer Rudolph
Debra Ruehman
Mary-Jane Sackett
Wendy Jo Sandweiss
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Cathy Schultz (CA)
MaryAnn Scott
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Linda Shatz-Levenson
Lena Shealayno’sun
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Bruce Anne Shook
Marcia Sill
Diane Sisko
Rosemary Smith
Kristin Spear
Theresa Spear
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Susan Stamerjohn
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Meredith Stoudemire
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Kay Yoder
Marti Zontek

MA, Burlington-1 chapter
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JOIN a chapter in your area.

CONNECT with our monthly virtual chapter meetings.

SIGN UP for our monthly e-newsletter.