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

Leadership Message

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 new 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.

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.

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.

None of us will see gender equality in our lifetimes.

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.

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 girls of primary-school age will likely never learn to read and write, compared to about 10 million boys.
- 1 in 4 girls aged 15 to 19 have been subjected to female genital mutilation/cutting (FGM/C) in the 30 countries where the practice is concentrated.
- 15 million girls of primary-school age will likely never learn to read and write, compared to about 10 million boys.
- 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.
- 38.7% of employed women work in agriculture, forestry, and fisheries, but only 13.8% of landholders are women.
- Nearly 300,000 women died from complications related to pregnancy and childbirth in 2017.

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

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.

¹ The Impact of COVID-19 on Women

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."

— KAREN MCCUNE

"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."

— COLLEEN KILL

"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."

— PAT PAYNE

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!

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 2018 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.

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.

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.”

“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.”

DFW’s Membership

Based on survey respondents

64% of members are over 65 years of age
99% nearly 99% identify as women
94% about 94% have a college undergraduate or post-graduate degree
92% 92% identify as white
92% 92% are heterosexual; about 2.5% are LGBTQIA+

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.”

Members are based on survey respondents

Over 74 years old 16%
65 to 74 years old 48%
45 to 64 years old 31%
18 to 44 years old 5%

Member Age

“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.”

“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.”

CA, Castro Valley-1 chapter

CA, Placentia-1 chapter

ND, Fargo-1 chapter
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 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.

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.

Watch our “Women as Agents of Change” panel discussion by clicking here:
2019 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.

- **Maji Safi Group**
  - **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.

- **Her Future Coalition**
  - **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.

- **MindLeaps**
  - **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.

- **Razia’s Ray of Hope**
  - **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.

- **Kakenya’s Dream**
  - **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.

- **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.
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.

**Integrate Health**

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

**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.

**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.

**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.

**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.

**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.

**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**

**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.

**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.”

UNICEF REPRESENTATIVE IN BANGLADESH

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.

Who are the Rohingya?
- A mostly-Muslim ethnic group.
- Lived for centuries in the majority Buddhist Myanmar.
- One of the most persecuted minorities.
- Denied citizenship by the Myanmar government.
- Since August 2017, more than 700,000 Rohingya have fled to Bangladesh to escape unspeakable violence in Myanmar.

UNICEF Youth Summit
DFW sent a youth delegation to the UNICEF Student Summit in Washington, DC. Representing DFW were Réka Blakemore, leader of a DFW high school chapter in Indiana; Delaney Fleming, leader of the DFW chapter at Furman University; Amelia Miles, Furman student and a DFW intern; and Sam Albury, middle school student. The group led a workshop, and several of the students visited Congress and their local representatives.

Impact of 2019 Grants & Partnerships
Through our Featured Grants and our UNICEF Partnership, we directly impacted 23,550 women and girls and indirectly impacted 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 64,314 women and girls and indirectly impact 177,358 family and community members.

UNICEF Partnership
Since 2017, Dining for Women has partnered with UNICEF USA to provide urgent support to refugee women and girls around the world.

In 2019, we embarked on a new, $100,000 project to improve the maternal and newborn health of Rohingya refugees in Cox’s Bazaar, Bangladesh. The project will help strengthen referral systems to improve access to health centers and district hospitals for pregnant Rohingya women and babies. It will also help improve the quality of newborn care and safe delivery practices at 19 primary and three secondary care facilities. In addition, this project will prevent potential disease outbreaks in Cox’s Bazaar by improving cold chain management systems to keep vaccines at the proper temperature throughout their transit.

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**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.

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

**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 grantees in Bhutan.

“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.”

**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.

**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.
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.

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.

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

- InterAction
- United States Global Leadership Coalition

2019 Financial Overview

**2019 REVENUE**

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<thead>
<tr>
<th>Source</th>
<th>Amount</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chapter Revenue</td>
<td>$1,487,136</td>
<td>74%</td>
</tr>
<tr>
<td>Fundraising Campaigns¹</td>
<td>$500,535</td>
<td>25%</td>
</tr>
<tr>
<td>Donated Goods²</td>
<td>$20,000</td>
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<tr>
<td>Foundation/Grant Revenue³</td>
<td>$14,000</td>
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</tr>
<tr>
<td>Events Revenue</td>
<td>$627</td>
<td>&lt;1%</td>
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<tr>
<td><strong>Total Revenue</strong></td>
<td><strong>$2,022,298</strong></td>
<td><strong>100%</strong></td>
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**2019 EXPENSES**

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount</th>
<th>Percentage</th>
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</thead>
<tbody>
<tr>
<td>Direct Expenses⁴</td>
<td>$1,521,706</td>
<td>73%</td>
</tr>
<tr>
<td>Core Mission Support Administrative⁴</td>
<td>$379,388</td>
<td>18%</td>
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<tr>
<td>Core Mission Support Fundraising &amp; Marketing⁵</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>
</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.
⁴ Direct Expenses are those costs directly related to running our four programs: Grants, Partnerships, Member Education and Engagement, and Advocacy. These expenses include the actual payment of our Featured, Sustained, and Partnership Grants as well as the cost of managing all four of our programs.
⁵ 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/materials and services, and donor development.

Additional Financial Information

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

AS OF 12.31.19

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Greenville, SC

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Alexandria, VA

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Woodstock, GA

Caren Senter, Secretary
Greenville, SC

Barb Collins, Co-Founder
Greenville, SC

Susan Stall, Chair
Greenville, SC

Lynn O’Connell, Vice Chair
Alexandria, VA

Kathy Fitts, Treasurer
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Greenville, SC

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Pittsburgh, PA

Sarah Durry
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Washington, DC

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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

AS OF 12.31.19

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Travelers Rest, SC

Melinda Silverstein
Santa Cruz, CA

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Philadelphia, PA

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Grants & Partnerships Oversight Committee

Cheryl Holland
Resource Development Committee

Connie Lewin
Member Education & Engagement Committee

Susan Negrin
Member Education & Engagement Committee

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

Our Staff

AS OF 12.31.19

Education/Grants Team*

Elizabeth Anderson
Jessica Fowler
Megan Pompfrey
Chris Worthy

*Part-time contractors

GA, Augusta-2 chapter

SC, Greenville-1 chapter
Our Volunteer Leaders

Regional Leaders

<table>
<thead>
<tr>
<th>Region</th>
<th>Name</th>
<th>Position</th>
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<tbody>
<tr>
<td>Carolinas</td>
<td>Anna Schoon</td>
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<td>Julia Edelson</td>
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<td></td>
<td>Meredith Stoudenmire</td>
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<td>Tamara Peterson</td>
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<td>Donna Neshek</td>
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<td>Merle Steiner</td>
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<td>Kathy Williams</td>
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<td>Karen McCune</td>
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<tr>
<td></td>
<td>Betty Purkey-Huck</td>
<td>Rocky Mountain</td>
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<td></td>
<td>Mary Romano</td>
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<td>Tammy Frazier</td>
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<td></td>
<td>Peggy Smith</td>
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Mentors

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<tr>
<th>Region</th>
<th>Name</th>
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<tr>
<td>Carolinas</td>
<td>Tricia Malinowski</td>
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<td>South Central</td>
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<tr>
<td>Southwest</td>
<td>Thora Pabst</td>
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</tbody>
</table>

Our volunteer Regional Leaders

[Image of group of women]

[Map of regions: Carolinas, Mid-Atlantic, Northeast, Central, Florida, Northwest, Heartland, South Central, South Southwest, Southeast, Rocky Mountain]
Our volunteer Grant Selection Committee

Grant Selection Committee
Lynn O'Connell, Chair
Jada Anderson
Shereen Arent
Linda Baxter
Brighid Blake
Corinne Blakemore
Lynn Broadbent
Cathy Caldwell
Lindy Cater
Gayle Felbain
Sue Malick
Trudi Sommerfield
Connie Williamson

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Shontel Babb
Cathy Hammoud
Rizwana Khader
Kathy Shearer
Melesa Treize
Leah Victorino
Denise Woods

Education Team
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Deborah Fisk
Vinola Munyon
Marie Narlock
Georgia Reader
Kathy Williams

Advocacy Committee
Leslye Heilig, Chair
Jim Hennigan
Nancy Jacobsen
Chris King

Grantee Reports Team
Ellie Bisese
Amelia Miles
Annie Weaver

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

Founders’ Circle
AS OF 12.31.19
Catalysts ($50,000+)
Tara O’Connor LaRose

Innovators ($10,000+)
Corinne Blakemore
Linda Byars
Anne Capestrain | Tracy Family Foundation
Renee Losh
Susan & Russell Stall

Investors ($5,000+)
William Browne
Polly Dunn
Rhonda Graber
Susan Kepner (IL)
Colleen Kill
Marilyn & Stephen Kohler
Sue Malick
Trudi Sommerfield
Connie Williamson

Advocates ($2,500+)
Jeanette Artini
Maryann Boehmke
Lindy Carter
Francine Fleming
Suzanne Frye
Jane Gennrich
Sandy Lease & David Hugg
Marie Narlock
Lynn O’Connell
Tami Savage
Maryanne Schiller
Sue Scordo
Betsy Teutsch
Lee Tracy
Fran Wolff

Sustainers ($1,000+)
Angie Acakpo-Satchivi
Bobbie Atchison
Lynne Anderson
Shereen Arent
Anne Arjani
Judy Bacon
Gunja Bafna
Deborah Baker (CA)
Nanci Ann Banning
Louise Barnett
Ruth Bates
Wilma Bates
Danielle Beach
Nancy Benardete
Alice Bentley
Sarah Billups
Catriona Binder-Macleod
Whitney Bischoff
Brigid Blake
Dale Boercker
Katie Boland
Claudia Bonilla
Helen Borland | Joseph W. Kiskel Charitable Fund
Francoise Bourdon
Sharon Bower
Annette Bowers
Mary Broude
Arden Brugger
Deb Bryant
Gail Burchard
Vicky Bush-Joseph
Elaine Butterfoss
Althea Callaway
Stacey Cameron
Gail Caukkins
Marie Cecil
Sherry Centanni
Debbie Chance
Adrienne Cohen
Barb & Greg Collins
Anne Conlan
Christel Cuthran
Cathryn Cox
Pat Cox Diem

IL, Wilmette-1 chapter

Our volunteer Grant Selection Committee

Our volunteer Grant Selection Committee
Corporations, Foundations, & Organizations

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

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Donna Neshek
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Patricia Payne
Stephanie Perrett
Anna Pujol
Betty Purkey-Huck
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Virginia Lee Roberts
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Francine Roy
Walta Ruff
Marjorie Safran
Shannon Santee
Susan Santoro
Cynthia Sawtell
Lois Schaper
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Neeti Sharma
Donna Shaver
Kathleen Shearer
Joyce Shields
Ellen Shuck
Melinda Silverstein
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Susan Sogard
Jody Spraker Pozen
Emily Squyer
Steven & Merle Steiner
Bill Stephenson
Jill Stoliker
Nancy Sullivan
Margaret Tabar
Sherry Taylor (CA)
Betsy Teutsch
Susan Thomas (VA)
Linda Twomey
Jackie Verity | Ayco
Charitable Foundation
Laurie & Brad Vroom
Barbara Wagner
Linda Wagner (CO)
Elizabeth Wagner
Sandy Ward
Judith Warner
Wendy Wheeler (MA)
Karen Whitney
Carolyn Wier
Rhonda Williams | Willies
Family Foundation
Jacqueline Wilson

$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
BeaForLife
Charles Schwab
Impact Assets
JetBlue CSR
Pontiki LLC Jupiter
Rockefeller & Co
Vanguard Marketing Corporation
Wave Foundation

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 | Genetech
The Benevity Community Impact Fund | Google Inc
The Benevity Community Impact Fund | UnitedHealth Group
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Varian Medical Systems
YourCause
YourCause | Pacific Gas & Electric
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Cause Marketing Partners
Aid Through Trade
Anchal Project
BeadforLife
Bird + Stone
Betsy Teutsch
Darzah
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Women’s Peace Collection

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Mary Cullen
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Sheila Dunn
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Barbara Gervis | The Estelle Friedman Gervis Charitable Foundation Inc
Linda Hazleton
Florae Helmstetter
Suki Hoagland
Beth Ellen Holimon
Judith Jessen
Alissa Johnson
Madeleine Johnson
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Lisa Keamy

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Karen Abrams
Lynne Adams
Maryellen Alviti
Mary Amdahl
Minoti Amin
Karyn Anderson
Susan Anderson (MT)
Wendy Anderson
Leigh Andrews
Lisa Andrews
Julia Ansberry
Cindy Ariel
Kathleen Attwood
Nancy Ault

Jane Avni
Johanna Balzer
Julianne Bannon
Kathy Barclay
Traci Barr
Claire Barrocas
Kendra Bartley
Mary Barratt
Sally Batz
Mary Beaumont
Cherie Beckstrom
Catherine Bennington Jenrette
Andrea Benson
Wendy Bensussen
Amy Bentley

$500—749
Molly Bentsen
Kathy Benya
Jennifer Berg
Recha Bergstrom
Joni Berinstein
Terri Berish
Leyna Bernstein
Susan Blackmon
Zdenka Biele
Memory Blodgett
Linda Bodine
Hinda Bodinger
Linda Bondurant
Alexis Borucke
Robin Boston
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Cathy Schultz (CA)
MaryAnn Scott
Marcia Selva
Linda Shatz-Levenson
Lena Shealayno’sun
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Marcia Sill
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Lisa Swallow
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Kathy Williams
Judy Winslow
Carol Wood
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Kelly Wyatt
Carol Yetter
Kay Yoder
Marti Zontek

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SET UP monthly giving.

START your own DFW chapter.

JOIN a chapter in your area.

CONNECT with our monthly virtual chapter meetings.

SIGN UP for our monthly e-newsletter.