

Honoring Resilience

ANNUAL REPORT **FISCAL YEAR 2021**



Vision

Every woman has a clear path to achieve her full potential.

Mission

Guided by the belief that every woman is worthy, WWIN empowers women in Washington State to achieve economic stability through higher education and living wage careers.

For nearly 30 years, WWIN has provided women in Washington with opportunities, inspiration, support, and advocacy as they work toward their goals. When a woman sees what's possible, she aims high. With the right support, she reaches her full potential. And when she succeeds, her community thrives. It starts with one woman.



A Letter from Lori & Michelle

LORI CUMMINGS, BOARD PRESIDENT FY2021 | MICHELLE NITZ, WWIN EXECUTIVE DIRECTOR

Fiscal year 2021 challenged our resilience in every dimension of our lives, our mission, and our work. Many of the heaviest burdens of the COVID-19 pandemic continued to fall on women, especially mothers – many of whom were forced to leave the workforce due to the pressures of childcare and the loss of jobs in retail, food service, hospitality, and other critical parts of our economy. Many of WWIN's Star Scholars faced layoffs as well as increased family responsibilities – all while working hard to continue their higher education.

Our Star Scholars have spent their lifetimes dealing in resilience – and their strength and courage were on full display through this tumultuous year. They adapted to remote learning and persevered in their education, and we were proud to support them with Resiliency Fund grants as well as scholarship and career support. We supported 180 Star Scholars last year, among whom 48 have now graduated and 122 have been renewed for this upcoming year. It is our responsibility to match our Star Scholars' resilience with our own and show up for these women as they have shown up for themselves and their loved ones.

Last year was also a time of reflection and reaffirmation of our core values and the actions we take to live them. As our nation reckoned with social and racial injustice, WWIN made a purposeful stand for the gender and racial equity that is so central to our mission. As an organization that recognizes the strength that comes from our diversity and celebrates all our Scholars – including the 51% who are women of color – we took steps to further instill our commitment to diversity, equity, and inclusion in our business practices, including strengthening our recruitment and retention efforts to ensure our Board and staff truly represent our community.

The WWIN community – Board, staff, volunteers, and supporters alike – showed incredible tenacity and devotion to our mission throughout the year. The vast majority of our philanthropic partners stood steadfastly with the women of WWIN amid our rapid shift to virtual events and fundraising. We are proud to say that we have not only sustained our life-changing work through consistent fundraising last year, but also that we welcomed many new supporters who are committed to changing the world for women.

We are more grateful than ever for the strength, grace, and fierce belief in women's potential that we have seen within our community this year. Our mission has a powerful cascading impact – with each woman we support, we help change the future for her family, her community, and our society.

Thank you for being a part of our journey this past year and for supporting the women of WWIN.



“WWIN has impacted my life beyond belief. I have learned financial responsibility, how to navigate the career field, and how to overcome difficult situations. Most of all, WWIN has taught me how to believe in myself. I have received so much encouragement and positivity and I’ve gained so much confidence to love who I am. I can use my past to push my future, and encourage other women to do the same. WWIN has opened up so many doors for me to be better equipped to enter into jobs. WWIN also has given me resources and advice that will stick with me through years.”

Taylor
WWIN Alumna



WWIN Grant Programs

WWIN empowers women in Washington State to achieve economic stability through higher education and living wage careers. We believe that economic stability is the foundation a woman needs to achieve her full potential. Since 1992, WWIN has supported women in Washington State by awarding over 7,000 grants. Our current programs include the WWIN Star Scholarship, Resiliency Fund, Career Launch coaching grant, and Activate You Women's Empowerment workshops.

WWIN STAR SCHOLARSHIP & RESILIENCY FUND

WWIN supported 180 Star Scholars during the 2020-21 academic year with **232 grants totaling \$937,532**. Scholars receive funding toward the total cost of attendance for their undergraduate degree program at an approved college or university in Washington State. Last year's Scholars attended 35 different colleges and universities, and **96% have now graduated or are on track to graduate**.

The Resiliency Fund program enables WWIN to support our Scholars with financial assistance for unexpected expenses that may impact a Scholar's ability to complete her education. WWIN awarded **27 Resiliency Fund grants** in FY21, totaling \$18,874.

CAREER LAUNCH

The Career Launch program empowers graduating Star Scholars to take the next step after completing their degree by working one-on-one with a certified coach to build vital job search skills and take action towards launching a living wage career. WWIN awarded **nine Career Launch grants** in FY21, totaling \$16,200. Five of last year's participants have already secured a job, including two in their chosen career field. Career Launch program participants reported feeling more confident and prepared to enter their chosen career fields, having up-to-date resumes and LinkedIn profiles, and having improved their job search and interviewing skills.

Among FY21 Star Scholars

57% were the first in their family to attend college

55% are women of color

30% are mothers, and **63%** of those women are single mothers

Their average age is **26**, with an age range of **18 to 56** years old

45% are the sole or primary provider for their household

The average annual household income of a selected applicant was just **\$35,305** for an average family size of **3**

ACTIVATE YOU WOMEN'S EMPOWERMENT WORKSHOPS

Last year, we reimagined our annual Activate You Women's Empowerment Conference as a virtual workshop series. In FY21, we offered **seven online workshops** to help all women in the WWIN community develop critical skills for any stage of their lives or careers. Workshop topics included personal branding, salary negotiation, powerful communication and story-telling, self-care, silencing the inner critic, and more. **More than 200 women participated** in these workshops. These free, virtual workshops were open to all and the recordings are available on our website, making this important content accessible to even more women.



“From the bottom of my heart, thank you. The road would have been much harder without you. My son and I are eternally grateful.”

Sarah
WWIN Alumna

FY21 Financial Summary

OPERATING SUPPORT & REVENUE

Contributions and grants	619,672
Stimulus support	66,292
Special events, net	575,956
In-kind contributions	38,331
Conference income	2,061
Investment return, net of fees	1,099,264
Total Operating Support & Revenue	2,401,576

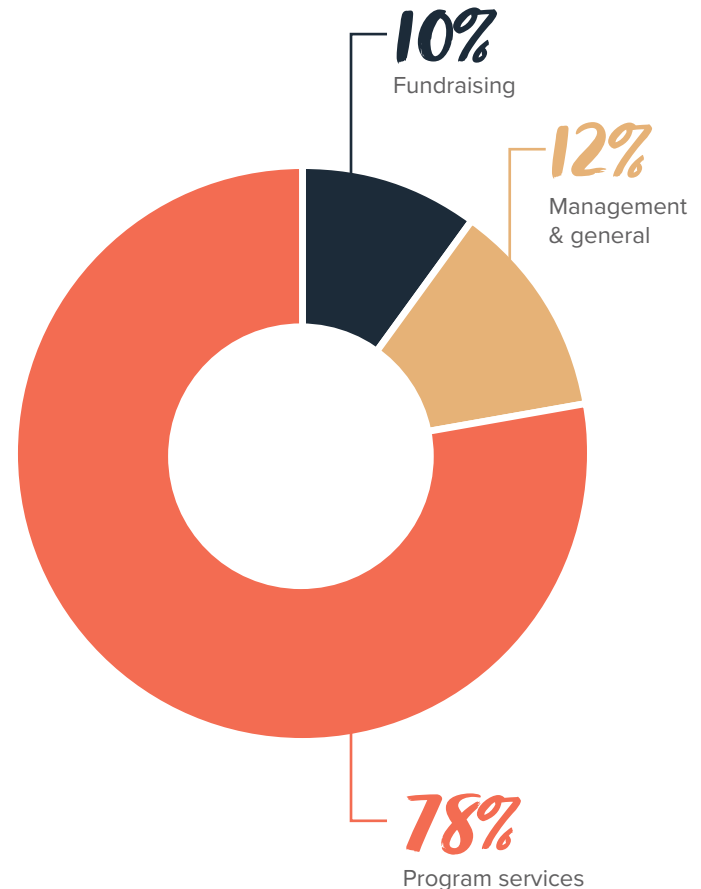
OPERATING EXPENSES

Program services	1,346,111
Management & general	211,476
Fundraising	179,026
Total Operating Expenses	1,736,613

Change in Net Assets 664,963

NET ASSETS

Beginning of the year	5,095,242
End of the year	5,760,205



“The WWIN scholarship has impacted me in so many ways. The financial support has been critical, but I believe what has impacted me the most this year is the words of encouragement, inspiration, and strength. This past academic year has been nothing short of a challenge. There have been many times when I felt defeated. Although I am not quick to give up, I felt like I had been pushed to the max, and I was genuinely tired – mentally, emotionally, and physically.

Though this journey is strenuous at times, the one thing that keeps me going is the uplifting and encouraging words. It never fails to remind me that I am more than capable.”

Kaylah
WWIN Star Scholar



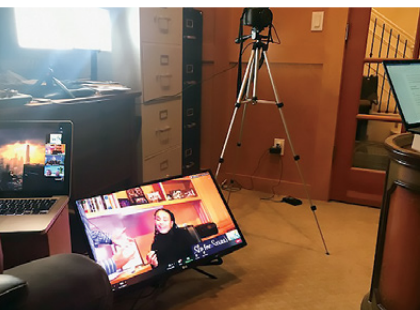
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Celebrating Star Scholars with our First Virtual *Sip for Stars!*

The WWIN community gathered virtually and in homes this year for *Sip for Stars!*, a vital fundraising event dedicated to raising scholarship funds for Star Scholars. Wine Captains hosted small, parties online or in their homes with friends and family, enjoying wine and refreshments from our partner Januik Winery in Woodinville, WA.

Together, **we raised more than \$325,000** to support our Star Scholars. We are delighted to share that we met our goal. 100% of the funds raised through *Sip for Stars!* contributed directly to scholarship support for women. We are grateful to each person who went above and beyond to support our Star Scholars and make last year's Sip a success.

Thank you, Star Scholar Sponsors!

It is more than making a donation; it is changing a life! Ask any of our Star Scholar Sponsors who have funded a deserving woman's education.

Kate Allison

Teri Burnett

Audrey Ford

Gerry and Jim Godfrey

Judy Jacobson

Kathleen Kemper and Gary Smith

Lori Klamo

Lucy Lange

Amber and Florin Marcu

Microsoft Advertising

Kathleen and Dudley Miller

Laurie Nichols and Robert Williams

Parametric

Jen Sapel

Elizabeth Sholander

Nickie and Nick Smith

Vicki and Michael Soule

Laura and Henry Weeks

Carol and Adrien Zeumault

Inspiring Women

Celebrating Resilience in our March Campaign

Throughout the month of March, our *Inspiring Women* campaign brought forward the voices of WWIN Star Scholars as they spoke about their experiences overcoming adversity. Each woman's story is unique, yet all reflect extraordinary courage, determination, and hope.

We heard from **Jen**, who left school during her pregnancy and was uncertain how she would ever return – but with WWIN's help, she returned to college and became a nurse and role model to her daughter. **Rasha**, an Iraqi immigrant, shared her story of coming to America and finding her path to becoming a pilot with support from WWIN. **Ayana** told us of her dream to become an environmental justice advocate as she cares for her younger brother and works to overcome systemic challenges as one of only a few women of color at her university. **Elizabeth** spoke about achieving her lifelong dream of becoming a journalist despite the sudden loss of her mother while she was in college – and how support and encouragement from WWIN

Ayana



Jen



Rasha

Elizabeth



helped her heal and honor her mother's memory. For each of these women, the WWIN Star Scholarship provided vital funding for their higher education as well as a community of encouragement and inspiration from other women.

Through the *Inspiring Women* March campaign, **we raised more than \$210,000** to support women like Jen, Rasha, Ayana, and Elizabeth. We extend special thanks to our Champions for leading the way and our deep gratitude to everyone who took part in Inspiring Women this past year. You have truly made a difference.

Thank you loyal supporters!



\$100,000 +

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\$50,000 - \$99,999

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Thank you loyal supporters!

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WWIN strives to provide a complete list of our donors who have given \$1,000 or more in FY21 - If we missed your name, we apologize and ask that you notify us of this oversight. We are equally grateful each year, for the hundreds of individual, families, foundations, companies, and organizations not listed that have also generously donated to WWIN to improve the lives of women in Washington.

Thank you to our sponsors

A heartfelt thank you to our sponsors. Because of their generosity, 100% of all donations raised during WWIN events goes directly to a WWIN woman.

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Parker, Smith and Feek

Kitsap Bank

Fulcrum Capital

WaFd Bank

"Thank you so much for your support and believing in me. I will never forget the generosity and kindness I was shown and want to give back now that I am financially stable."

Jen

WWIN Alumna



Thank you for all you have done for the women of WWIN in FY21.
Your support changes lives – and we hope you'll continue to join us
in empowering more women in Washington in FY22 and beyond.

Here are a few ways you can make a difference:

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MAKE A GIFT

SPONSOR A STAR SCHOLAR

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WWIN.org

