

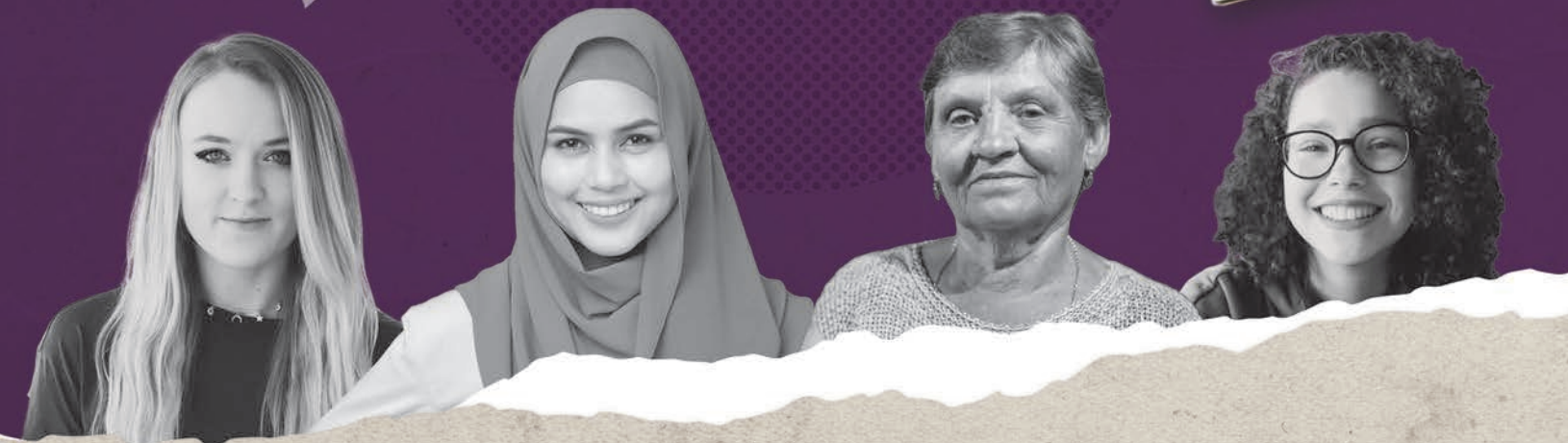


Iowa Women's Foundation

FALL 2022 NEWSLETTER



25 Years
OF CHAMPIONING IOWA'S
WOMEN AND GIRLS
THROUGH GRANTMAKING



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A Letter From THE PRESIDENT AND CEO



When IWF was founded, there was—and still is—no other organization in the state dedicated solely to improving the economic success of women and girls. As I prepare to retire at the end of 2022, I want to express my profound appreciation and gratitude for the people I have had the good fortune to work with. To our staff, volunteers, and the dozens of women and men who serve on our many committees: thank you.

The progress we have made over the last ten years has been incredible, and I am thankful and humbled to have led this organization with all of you by my side.

IF I HAD TO RANK MY TOP 10 PROUDEST ACCOMPLISHMENTS OF THIS TENURE, THEY WOULD BE:

10 Expansion of staff
from 1.5 people to a team of 5 full-time employees

9 Upgrading to technology-based systems
for accounting, donor management, and grant administration

8 Increasing visibility, presence, and statewide understanding
of IWF's work across the state as a result of consistent branding, social media presence, informative presentations, and stakeholder collaborations

7 Valuable mentorship connections
that were made between IWF and the Women in Business chapters at the University of Iowa and the University of Northern Iowa

6 Growth in recognition and impact
as a statewide organization with the Building Community Child Care Solutions Collaborative

5 Becoming a top resource for the media and elected officials
at the local, state, and national levels regarding the child care crisis

4 Diversifying and stabilizing revenue strategies
and growing financial resources from \$143,536 in 2012 to \$951,773 in 2022—an increase of 563%

3 Establishment of the \$3 million Legacy Fund
the largest and only long-term fund of its kind in the state dedicated to improving the lives of ALL Iowa's women and girls



2 Building relationships with community partners
to implement IWF's advocacy program to educate policymakers and other civic leaders regarding issues that impact women's economic security, as well as proposing functional solutions.

1 Expansion of grantmaking
to include Core and Emergency Grants and the Child Care Solutions Fund (CCSF). This went up from \$13,250 in 2012 to \$370,000 in 2022—a 2,692% increase.

IWF has awarded funding to:

298
PROGRAMS

163
ORGANIZATIONS

REACHING
WOMEN AND
GIRLS IN ALL

99
IOWA COUNTIES

With my retirement fast approaching, I take with me memories and friendships I will cherish forever. I pledge my ongoing support to Deann Cook, the next President and CEO of IWF. I look forward to her vision and leadership as IWF continues to grow and expand its work and impact. Thank you for your trust in me and ongoing support for my role as President and CEO these past 10 years. It has been my absolute pleasure to serve you all!

Gratefully,

Dawn Oliver Wiand

DAWN OLIVER WIAND

INTRODUCING DEANN COOK

IWF's Next President and CEO



Beginning January 1, 2023, Deann Cook will become the new President and CEO of the Iowa Women's Foundation. Deann has served as President and CEO of United Ways of Iowa since 2013, and she has been a nonprofit professional in Cedar Rapids and Des Moines for over 20 years.

In her role with United Ways of Iowa, the statewide association for Iowa's 25 United Way agencies, her work focused on public policy, training, networking, and managing statewide projects including the ALICE Report and Iowa Reading Corps. Deann brings a wealth of knowledge, experience, and connections from across the state—as well as experience with IWF's Building Community Child Care Solutions as a partnering agency.

When asked about this new chapter, Deann said, "This new role allows me to move from educating Iowans about barriers to shattering them in collaboration with IWF board, staff, and donors who are passionate about this work."

IWF's Board and Search Committee Chair Jen Neumann said, "The next chapter of success for the Iowa Women's Foundation begins with Deann. Her expertise in advocacy and governance, coupled with her drive to improve the lives of Iowa's women and girls, will build on the solid foundation and leadership that has been in place. We look forward to supporting her work and to keep shattering the barriers that get in the way of success and economic self-sufficiency."

HELEN DAILEY RETIRES

as Vice President of Finance



IWF has been fortunate to have Helen Dailey's financial acumen for the past twelve years. Helen began as a volunteer in 2010, and after retiring as Director of Facilities and Operations with the University of Iowa Foundation she became a paid IWF staff member.

"Helen can handle a host of matters simultaneously—and handle them well. She has been an invaluable asset to the Iowa Women's Foundation," said CEO Dawn Oliver Wiand.

While reflecting on Dawn's first years with IWF, Helen said, "We had big goals and a small budget. We depended on each other to work hard, feel invested in the mission of IWF, and get the job done. And to that end, we succeeded. It has been a great privilege to work with a staff committed to this effort."

Helen's retirement was official on October 31, 2022. On behalf of the board and staff, we express heartfelt gratitude for Helen's time, expertise, and unwavering support. More than this, we are grateful for her leadership and friendship. Her presence will be missed, and we hope this is not the end of her involvement at IWF. Enjoy retirement, Helen!



Stepping into Helen's VERY big shoes will be Hannah Rickert. After graduating from the University of Iowa with a degree in Psychology, a concentration in Gender, Women, and Sexuality Studies, and a certificate in Nonprofit Leadership and Philanthropy, Hannah joined IWF this past summer as an intern. Her leadership, charisma, intelligence, and grace—in addition to her dedication to the mission of IWF—led to her hire as IWF's Finance and Operations Manager.

Welcome, Hannah!

LEGACY FUND REACHES 82% OF \$3 MILLION GOAL

The Legacy Fund, designed to provide long-term funding for IWF's grantmaking and other programs, launched its public phase on August 27, 2022 at an event at the University of Iowa IMU. The day was significant not only because of the public announcement of the Fund, but because it was the 28th anniversary of the day IWF's 27 Founders met at the IMU and voted unanimously to start this organization we today call Iowa Women's Foundation.

Long-time Board member and Legacy Fund Chair Liz Swanson and CEO Dawn Oliver Wiand have been steering the campaign since its beginning. This will be the only fund of its kind in the state of Iowa dedicated exclusively to the economic well-being and success of women and girls. It is currently at 82% of its \$3 million goal, and according to Dawn, "My final goal as CEO is to complete the Legacy Fund campaign." Chair Liz Swanson adds, "If you are so inclined to support the work Dawn has accomplished, please make a gift to the Legacy Fund in her honor."

If you have not yet made a commitment to Legacy Fund, please consider doing so. Cash and deferred gifts are both welcome, and if you have questions about how to give, please reach out to Dawn at dawn@iawf.org or 319-774-3814. You can also find more information at www.iawf.org/legacy-campaign.

2022 LUNCHEON SURPASSES MATCH GOAL

The 2022 Annual Luncheon was held at the Hyatt Regency Coralville Hotel & Conference Center on September 29. More than 600 attended to celebrate the legacy of Dr. Christine Grant, 50 years of Title IX, and 25 years of IWF grantmaking.

The keynote speaker was Dr. Amy Wilson, Managing Director of Inclusion for the NCAA and Dr. Grant's last Ph.D. charge. Also featured was Iowa Women's Basketball Coach Lisa Bluder, who was hired by Dr. Grant.

At a VIP coffee event that morning, guests were treated to a panel discussion about any and all things related to women in sports. Panelists included Dr. Wilson, Coach Bluder, Iowa Field Hockey Coach Lisa Cellucci, and former Iowa Women's Golf Coach Diane Thomason.

James Investment Group/Lois and Jeremy James were again the match sponsor for this event. Their match this year was \$25,000 toward all gifts made or committed on the day of the Luncheon. Not only did our amazing IWF community meet that match, but they surpassed it—contributing \$69,000! Included among those donors are 72 individuals who made a first-time gift to IWF.

Our heartfelt thanks to long-time IWF supporters Lois and Jeremy James, and most especially to every one of you who stepped up to the challenge and made that gift or commitment on September 29. This is how change happens for women and girls in our state, and your gifts are definitely making positive change happen.

BUILDING COMMUNITY CHILD CARE SOLUTIONS (BCCCS)

BCCCS is a broad network including child care experts, business leaders, and other community stakeholders who have potential for gain or loss depending on the success of IWF’s child care-focused initiatives. The overriding philosophy behind BCCCS is that each individual community is in the best position to both determine what their specific child care needs are, what resources already exist, and/or what infrastructure needs to be built so that its local economy and residents can thrive without the pressure of inadequate child care opportunities interfering.

BCCCS is divided into three primary areas: Advocacy, Action, and Funding. Following you will find a brief synopsis of each, but if you would like more detailed information, please reach out to the staff member noted at the end of each summary.

ADVOCACY

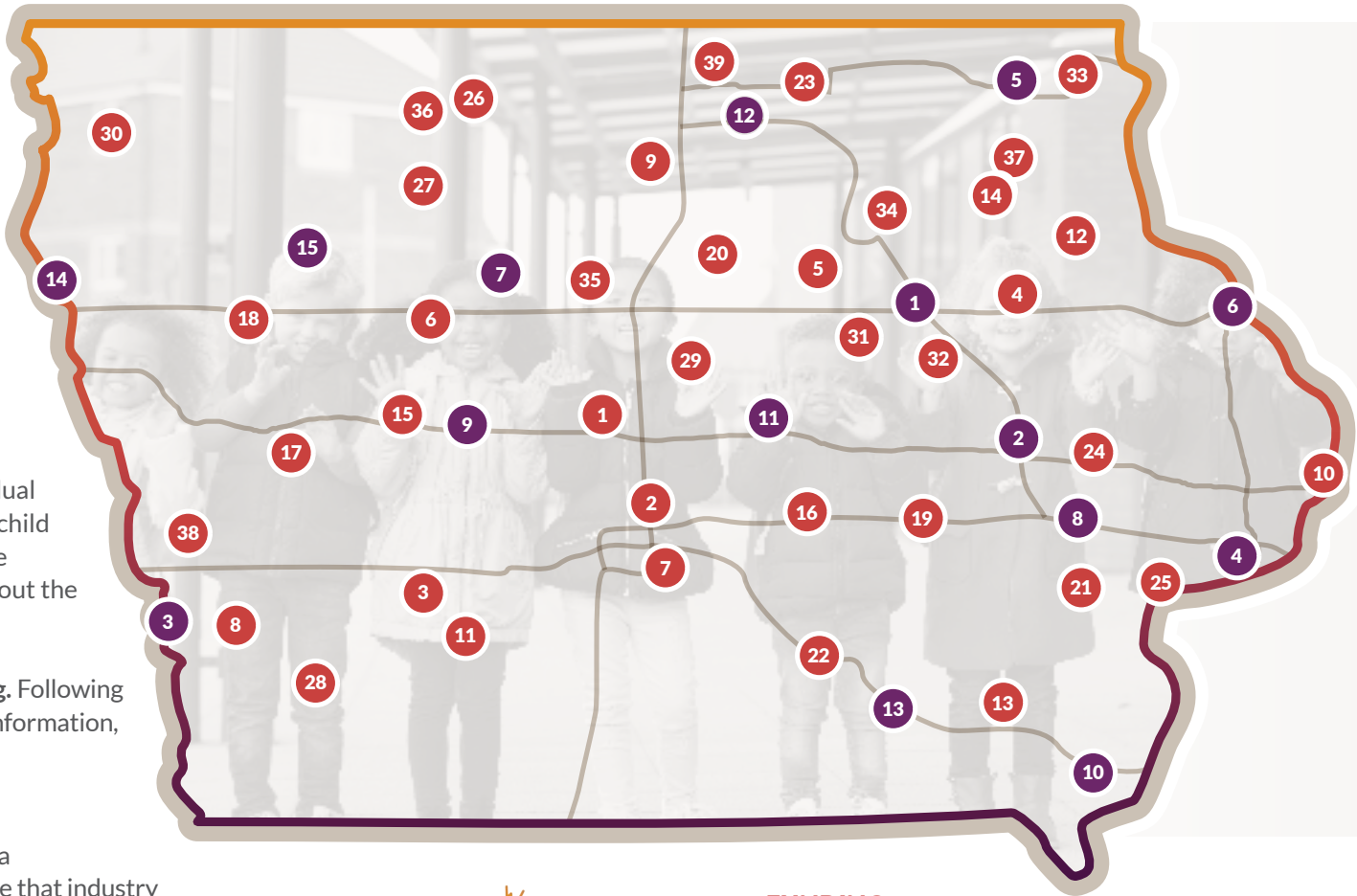
The Iowa Child Care Coalition (ICCC) comprises child care experts in Iowa representing thirteen statewide agencies, and is focused on how to ensure that industry standards are upheld and that legislation supports and encourages the highest quality of care and accessibility, all while ensuring it is affordable for working Iowans and operates with a stable workforce. To this end, IWF staff along with other ICCC members have been traveling the state, meeting with legislators and other stakeholders to inform them of the dire statistics behind this child care crisis, and working to ensure that any child care-related legislation proposed in the 2023 session has quality and safety at its core.

The 2022 legislative session produced new policies based on recommendations from the Governor’s Child Care Task Force. Not all suggestions forwarded were unanimous recommendations from the task force, and those recommendations that were put into action were done so using one-time federal relief funding. This is a good start, but now is the time to think bigger, bolder, longer-term, and beyond federal COVID relief dollars. It is time to ask what we can do at the state level to support businesses and the workforce going forward.

The four priorities of the policy agenda set forth by the Iowa Child Care Coalition are: investing in the child care workforce; support for child care businesses; quality child care for families; child care solutions for businesses. If you would like to read the policy agenda in detail, please find it online at iawf.org/advocacy. IWF President and CEO Dawn Oliver Wiand served as a member of the Governor’s Child Care Task Force. For more information on advocacy, contact ann@iawf.org.

ACTION

In May 2022, IWF hired an Employment Engagement Director, Sheri Penney. Sheri is already working directly with over 100 businesses throughout the state to identify what solutions will best fit the unique child care needs of their employees. This work is being done cooperatively with the Iowa Business and Child Care Coalition (IBCCC) and the Iowa Economic Development Authority. IWF CEO Dawn Oliver Wiand is simultaneously working with over 50 individual communities statewide to identify what solutions will best fit their unique child care needs, and then helping them put their solutions into action. For more information on Sheri’s work, please turn to page 8 for her *Employment Engagement Director’s Report*.



ORIGINAL TOUR COMMUNITY

- | | | |
|----------------------|----------------|------------------|
| 1. Black Hawk County | 6. Dubuque | 11. Marshalltown |
| 2. Cedar Rapids | 7. Fort Dodge | 12. Mason City |
| 3. Council Bluffs | 8. Iowa City | 13. Ottumwa |
| 4. Davenport | 9. Jefferson | 14. Sioux City |
| 5. Decorah | 10. Lee County | 15. Storm Lake |

ADDITIONAL NETWORK COMMUNITIES

- | | | |
|-------------------------|----------------------|------------------|
| 1. Ames | 16. Grinnell | 31. Tama County |
| 2. Ankeny | 17. IKM-Manning | 32. Vinton |
| 3. Atlantic | 18. Ida County | 33. Waukon |
| 4. Buchanan County | 19. Iowa County | 34. Waverly |
| 5. Butler/Grundy County | 20. Iowa Falls | 35. Webster City |
| 6. Calhoun County | 21. Lone Tree | 36. West Bend |
| 7. Carlisle | 22. Mahaska County | 37. West Union |
| 8. Carson | 23. Mitchell County | 38. Woodbine |
| 9. Clarion | 24. Mt. Vernon | 39. Worth County |
| 10. Clinton | 25. Muscatine | |
| 11. Creston | 26. Palo Alto County | |
| 12. Edgewood | 27. Pocahontas | |
| 13. Fairfield | 28. Red Oak | |
| 14. Fayette | 29. Roland | |
| 15. Glidden | 30. Sioux Center | |



FUNDING

Expanding the number of quality, affordable child care slots in Iowa can only make so much progress without supplemental funding. The Child Care Solutions Fund (CCSF), different from Core Grants, was established in 2017 to address the fact that child care was most often identified as the number one barrier to economic self-sufficiency for women across the state. The first grant of \$10,000 was given to Linking Families and Communities (Fort Dodge) for architectural drawings. Those original drawings, done by Levi Architecture, have been shared gratis with numerous other organizations since that time. Over the past five years, IWF has received CCSF requests totaling \$2,961,831 and has awarded \$360,000 across the state to increase the number of quality, affordable child care slots. And over these past five years, the number of child care spaces has increased by 7,753! You can see a full list of CCSF recipients for 2023 on page 11.

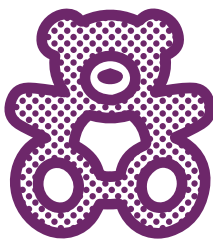
IWF is thrilled at the growth in underwriting that CCSF has experienced this past year—in just one year the funding available for regranting has grown from \$40,000 to 210,000! None of this would be possible without the foresight and generosity of our funders. Please join us in expressing our appreciation for their support of this work. BCCCS is made possible by the following corporations and foundations:



For more information on CCSF, contact ann@iawf.org.

EMPLOYMENT ENGAGEMENT DIRECTOR REPORT

Iowa employers lose an estimated \$781 million per year due to absences and turnover related to child care issues. One solution is to increase employer investment in child care for its employees, and this is what IWF and its many partners across the state have been pursuing through the Building Community Child Care Solutions (BCCCS) Collaborative.



Business leaders and companies understand that child care is a workforce issue. Since May, over 100 businesses, communities, and child care centers have reached out asking for help. These business leaders understand that to attract and retain quality workers, they need to offer some sort of child care benefit. The bad news is they do not know how to do this, it has simply not been an operational function for them before. IWF has tools and resources to enable public/private partnerships around the state and is currently working in over 50 communities to help eliminate this economic barrier to child care.

Partnerships so far include:

- ➔ Child care centers sponsored by school districts
- ➔ On site centers built by companies
- ➔ Business consortiums designed to serve a collective need
- ➔ Child care stipends for employees
- ➔ Slots purchased at a local child care center and reserved for a business's employees

The range of options is nearly endless, and each community has come together to try and identify what is best for its unique employee needs. This is at the heart of BCCCS: the individual communities and their businesses know what their needs and resources are, and they are the people who must decide how to address the child care crisis in a way that serves their specific workforce.

IWF is meeting with these communities and businesses to form a plan for their unique child care needs. Our process starts with a meeting to better understand the community. Next, businesses that are ready to invest in child care survey their employees to identify their specific needs. Once the needs are identified, we discuss how they can meet them through the various public/private partnerships mentioned above. Lastly, long-term sustainability is addressed.



SHERI PENNEY

Throughout the process, we are connecting them to their local Chambers, economic development leaders, Child Care Resource & Referral agencies, and many more. We share the BCCCS toolkit and sample contracts to ensure that no community begins the process without resources. We also connect project leaders with other businesses that have implemented child care plans.

IWF is excited to continue this work with business leaders across the state. Please reach out to sher@iawf.org with questions or to set up a meeting.

GET INVOLVED AND IMPROVE LIFE FOR IOWA WOMEN AND GIRLS

Are you an IWF advocate who has yet to get involved or is interested in making an even bigger difference on behalf of IWF's mission to improve the lives of women and girls across Iowa? Here are some ways you can do it:

- 1 Become a Circle of Giving member or increase your annual commitment. Make your gift online or with the return envelope included with this newsletter.
- 2 Volunteer as a committee member. The range of opportunities is as broad as the range of skills our supporters have to offer. Details at iawf.org/volunteer.
- 3 Sponsor a tribute in the 2023 Ovation book. Learn more on page 12.
- 4 Volunteer or donate to the grant recipient organizations that resonate with your priorities. Learn more on pages 10-11.
- 5 Become involved with the BCCCS group in your home community. View the map on page 7.
- 6 Serve on a Community Review Panel next summer. Contact ann@iawf.org.
- 7 Share the impact of IWF with friends and colleagues across the state.

Circles of Giving is IWF's annual campaign. We ask for a three-year commitment so that we can better project income in advance. Half of all Circle gifts go directly to grantmaking, so you can see your gifts make an immediate difference in breaking down the barriers women and girls face every day on their road to economic self-sufficiency. Every gift and every hour of your time donated elevates the impact of the work we do. Thank you!



Celebrating 25 Years of GRANTMAKING

2022 marks the 25th anniversary of Iowa Women’s Foundation grantmaking. From the beginning, IWF founders were adamant that grantmaking was the most effective way to expand opportunities for women and girls across Iowa. Fundraising, specifically for projects benefitting women and girls, was gaining traction in the 1990s. IWF Founders recognized the impact funding would have, and to this day grantmaking remains at the heart of the work of the Foundation.

That first year (1997), IWF was able to award a total of \$10,025. In 2022, IWF will award a total of \$370,000, a 3,591% increase from where it all started 25 years ago!

Core Grants

This year, one organization addressing each of the six barriers was awarded \$25,000 through Core Grants:

EMPLOYMENT

Iowa’s Jobs for Americas Graduates (iJAG) (statewide)
Engaging Girls in Career Exploration of the Trades



CHILD CARE

Hawkeye Community College Foundation (Waterloo)
Hawkeye Responsive Child Care



HOUSING

Iowa City Sober Living (ICSL)
Start Up Costs Year 01 Operating Expenses



EDUCATION/TRAINING

Girls Inc. of Sioux City
Toolbox: Giving Girls Tools for Life



TRANSPORTATION

Oakridge Neighborhood (Des Moines)
Wheels of Hope



MENTORING

NewBo City Market (Cedar Rapids)
Entrepreneurship Equity for Women



Emergency Grants

The following organizations have received funds of up to \$1,000 for unscheduled or other unpredicted expenditures that were necessary to continue doing business. Organizations receiving Emergency Grants must be addressing one of the six Core Grants barriers through their programming.

Altrusa International of Iowa City
Hancock County Learning Center Inc. (Britt)
House of Hope Legacy Littles (Waterloo)
Ignite Pathways (Woodbine)

Kids in the Village (Elk Horn)
Prelude Behavioral Services (Fort Dodge)
Willkie House (Des Moines)
YWCA of Fort Dodge

Child Care Solutions Fund

The grantmaking arm of IWF’s Building Community Child Care Solutions (BCCCS) Collaborative is the Child Care Solutions Fund (CCSF), and it awards grants to programs designed to increase the number of quality, affordable child care slots in Iowa. In 2022, CCSF distributed \$40,000 to 6 agencies. Grants made for 2023 will support facility renovation and new construction, training and certifications, scholarships, and wage improvement—all critical to increasing the number of quality, affordable child care slots in Iowa. We are excited to announce that a total of \$210,000 will be distributed to the following agencies in 2023:

4 C’s Community Coordinated Child Care (Iowa City)

Catherine McAuley Center (Cedar Rapids)
City of Roland (Roland)
Council Bluffs Schools Foundation (Council Bluffs)
Community United Child Care Centers, Inc. (Cedar Falls)
Discoveries Learning Center (Denver)
Hawkeye Community College Foundation (Waterloo)
Lutheran Services of Iowa (Sioux City)
MICA House Corporation (Council Bluffs)

Noble Initiative Foundation (Griswold)

Shooting Star Childcare (Elkhart)
Sprouts Early Learning Academy (Carlisle)
Sumner Daycare and Learning Center, Inc. (Sumner)
To The Rescue (Cedar Rapids)
Waverly Child Care & Preschool (Waverly)
Waypoint (Cedar Rapids)
Wildcat ABC Child Care (Carlisle)
Williamsburg Community Child Care Center (Williamsburg)

This tremendous growth in the Fund is because of the growing community of generous BCCCS sponsors, and you can see them listed on page 7 under *Funding*.

Thank you to the community review panelists and facilitators, and Grants Committee members for their dedication of time and deliberation, and to IWF’s donors and sponsors for their generous gifts. ALL these resources are necessary to ensure that the barrier’s which still exist to women’s economic self-sufficiency are being addressed and broken down.

Upcoming Deadlines

- ➔ Core Grants application window opens in February, **deadline April 28** for 2024 funding.
- ➔ CCSF application window opens in June, LOI **deadline July 31** for 2024 funding.
- ➔ Emergency Grants are reviewed on a rolling basis **beginning January 1** until funding is depleted.

📍 For more information on grant recipient organizations, or grants programs and application materials, please visit www.iawf.org or contact ann@iawf.org.





IOWA WOMEN'S FOUNDATION

2201 East Grantview Drive
Suite 200
Coralville, Iowa 52241



OVATION: A Tribute to Iowa Women and Girls is IWF's signature publication. This collection of personal stories and tributes chronicles the ways women and girls make a difference for their families, friends, colleagues, and communities. **OVATION** is an ever-evolving history of the women of Iowa.

2023 will mark the 10th anniversary of **OVATION**. Over the past 9 years, more than 1,000 Iowa women have been recognized with a tribute and entered into the historical record that this publication has become. **OVATION** is also a critical income source and enables the Foundation to educate, research, advocate, make grants, and collaborate as it fulfills its mission to improve the lives of Iowa's women and girls. To date, **OVATION** has provided over \$700,000 in grantmaking and programming funds. *Do you have an impactful woman in your life? Honor her this year!*

Reserve your page today by downloading and completing the Commitment Form at iawf.org/ovation or contact lori@iawf.org. Deadline for submitting a completed tribute for the 2023 book is March 31, 2023.

INTERESTED IN SUPPORTING THE IOWA WOMEN'S FOUNDATION?

Want to do more? Looking for volunteer opportunities?
Reach out at (319) 774-3814 or info@iawf.org.



info@iawf.org



iawf.org



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(319) 774-3813



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