



Impact Report

*Creating an Arizona where women
and girls of all identities thrive.*

2024



Transitions & New Beginnings

Intro from WFSA's Chief Executive Officer, Katia Jones

It is my honor to introduce WFSA's 2024 Impact Report, a testament to the resilience, dedication, and collaboration that defines our work. Since our founding in 1991, the Women's Foundation for the State of Arizona (WFSA) has continuously evolved to meet the changing needs of our community.

Grounded in our core pillars of Grantmaking, Innovative Programs, Research, and Advocacy, we remain steadfast in our mission to create an Arizona where women and girls can thrive.

The past year brought transformative growth. In 2023, WFSA faced leadership transitions and challenges that tested our resolve.

Guided by Interim CEO Sarah Gonzalez and our committed board, we turned these moments into opportunities to reaffirm our purpose and values. In 2024, we restored financial stability, fulfilled our obligations, and recommitted to transparency and accountability.

This impact report reflects our progress and highlights key milestones. These include a full redesign of our grantmaking to emphasize trust-based philanthropy, the evolution of our Unidas youth leadership program, and launching our "Daring Generations" event series, which celebrates exceptional women and strengthens connections across Arizona.

I am deeply inspired by the leadership of our Board of Trustees, under the direction of our new Chair, Cheryl House, CFRE. Their expertise and passion, paired with the trust of our community, ensures that WFSA continues to advance equity for women and girls.

Thank you for being part of our journey. Together, we are building an Arizona where all women and girls can thrive.

For the Girls into 2025 and beyond,



Katia A. Jones



Table of Contents

- pg 3** *Transitions and New Beginnings*
- pg 4** *Advocacy and Policy*
- pg 5** *Trust Based Grantmaking*
- pg 6** *Introducing FORGE*
- pg 7** *Events Redefined: Daring Generations*
- pg 7** *Offboarding Pathways for Single Moms*
- pg 8** *WFSA in Community*
- pg 9** *Thank You*
- pg 10** *Financials*
- pg 11** *Contact*

Advocacy & Policy

Pushing policy at the time it's needed most

We're proud to share the significant strides we've made this year in advocacy and policy work, championing gender equity across the state. Through strategic collaborations and bold initiatives, we've deepened our impact in key areas including reproductive rights, childcare accessibility, and voter engagement.

Our coalition meetings in Phoenix and Tucson brought together advocates and leaders to address critical issues like reproductive healthcare access and the importance of voting. Featuring esteemed speakers from the *Arizona League of Women Voters* and *Affirm – Sexual and Reproductive Health for All*, these gatherings laid the groundwork for WFSA's 2025 legislative priorities.

WFSA actively partnered with the Governor's Office and reproductive health organizations, driving dialogue on policy improvements. We were among the first to provide input on key initiatives like *Home / Reproductive Health*.

To empower voters, we released WFSA's inaugural voter guide, clarifying propositions that impact women, girls, and gender-expansive individuals. Additionally, our presentations at the State Capitol elevated the importance of implementing WFSA's Self-Sufficiency Standard.

These accomplishments reflect our steadfast commitment to creating a more equitable Arizona, paving the way for lasting systemic change.

The Gender Equity Network



Receive advocacy alerts and more:

Womengiving.org/GEN



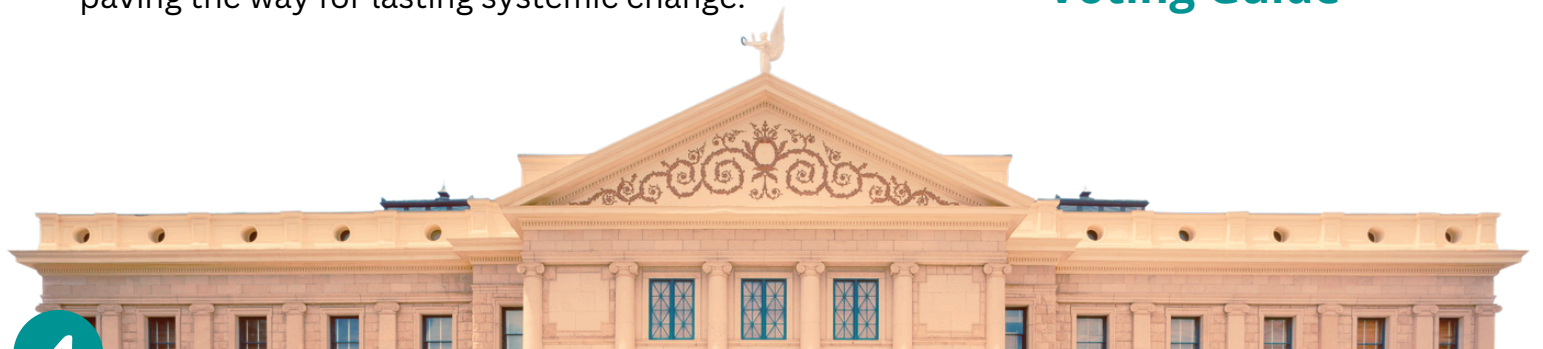
2K Engaged Advocates

2 Gender Equity Network Meetings

Day at the Capitol

Virtual Summit

Arizona Proposition Voting Guide



Trust-Based Grantmaking

Finishing up our first 3-year cycle Grants



WFSA is working to set a higher standard for community-embedded philanthropy in Arizona. We believe that to change the philanthropic sector, we must critically examine not just what we fund, but how we fund, and openly engage in dialogue with our partners about our practices.

In 2021, WFSA began evolving into a trust-based funder, including providing unrestricted core funding, eliminating formal reporting requirements, and implementing a more relational and supportive approach with community partners. 2024 marked the third and final year of the Annual Fund and Women and Girls of Color Fund. Each of these funds supported four organizations that make unique and transformative contributions to improve the lives of women and girls in Arizona, and we are proud to highlight and uplift some key successes from our partners this year:

Multiple WFSA grantee partners collaborated to organize a statewide campaign to ensure the fundamental right to abortion for all Arizonans. Thanks to their efforts, in 2024, voters approved this historic addition to the Arizona Constitution and created access to reproductive healthcare for future generations.

Phoenix Legal Action Network worked alongside a coalition to **organize a robust legal challenge to stop harmful legislation** designed to target and further marginalize immigrant communities.

Black Lives Matter Phoenix Metro won and **regranted \$75,000 to eight local organizations** working together to build a city-wide climate resiliency plan.

Innovation 4 Justice expanded their groundbreaking **Domestic Violence Legal Advocates (DVLAs) program** which certifies trauma-informed lay legal advocates at DV service providers to deliver limited-scope legal help.

Introducing: FORGE

Fund for Racial & Gender Equity

FORGE is an innovative funding initiative developed by leaders from WFSA's Women and Girls of Color Fund in collaboration with the Women's Foundation for the State of Arizona (WFSA). Designed to empower and resource organizations that are often excluded from institutional philanthropy in Arizona, FORGE awards eight unrestricted, one-year grants of \$65,000 each to support their ongoing work.

The program's design emphasizes accessibility, transparency, and equity. WFSA invited current grantee partners to design the fund, ensuring accessibility for smaller, BIWOC-led organizations who are making critical community impact with less capacity and often minimal support from local grantmakers.

Learn more and join the email list for updates at womensgiving.org/FORGE

FORGE's approach centers on three core outcomes:

- 1. Access and Outreach:** Ensuring grants reach organizations outside mainstream nonprofit spaces, particularly smaller, BIWOC-led initiatives.
- 2. Sector Shifting:** Redefining power dynamics by positioning grantees and grantmakers as true partners.
- 3. Trust and Value:** Building trust and respect for grantees, fostering pride and confidence in an equitable funding process.

By prioritizing local organizations with budgets under \$1 million and a focus on systems change, FORGE sets a new standard for equitable grantmaking, strengthening Arizona's communities while uplifting the leadership of organizations serving their own communities.

FORGE

**FUND FOR RACIAL AND
GENDER EQUITY**



Events Redefined: *Daring Generations*

Our inaugural Daring Generations events in Phoenix and Tucson were a resounding success, celebrating extraordinary women making a tangible difference in their communities. Sold-out attendance and enthusiastic support underscored the importance of recognizing women's contributions across all stages of life.

The events honored ten outstanding women and numerous finalists, showcasing their leadership, resilience, and dedication to driving change and community development. Highlights included a generous \$10,000 matching gift from *Tucson Electric Power*, which helped make these inspiring celebrations possible.

Congratulations to our honorees: Shelley Jackson, Sharifa Rowe, Ashley La Russa, Kischea Talbert, Stephanie Noriega, Berta Carbajal, Susan Claassen, Raquel Consuelo Gutierrez, Syrena Arevalo, and Darlene Peralta. Together, we celebrated their achievements and reinforced our commitment to fostering a thriving community for women across Arizona. We look forward to continuing this tradition of honoring exceptional women in the years to come!

Pathways for Single Moms *Offboarding to Dress for Success Phoenix*

The Pathways for Single Moms pilot program successfully provides single mothers across Arizona with academic counseling, tuition coverage, living stipends and other financial assistance, and career development resources, creating pathways to sustainable employment and economic self-sufficiency. The program reached 98 zip codes, from urban centers like Tucson and Phoenix to rural and border communities, impacting 2,700 lives.

WFSA is proud to have launched and refined this impactful program, made possible through collaboration with partners like Dress for Success Phoenix, YWCA of Southern Arizona, and several community colleges across the state.

In fall 2024, WFSA transitioned the program to Dress for Success Phoenix, ensuring its continued operation and expansion across Arizona. We are excited to see our partners carry this vital initiative forward, empowering even more women and families statewide.

WFSA in Community

At WFSA, we are dedicated to fostering empowerment and equity by sponsoring events and providing mini grants to various partners throughout Arizona.

One of our notable partnerships is with the Native American Women's Conference, where our support amplifies Indigenous women's voices and issues. In rural communities, we back the Gary Hardt Women's Payson Rodeo and the Rural Women's Health Symposium, focusing on women's health and well-being in underserved areas.

Our commitment to mental health and postpartum support is demonstrated through our collaboration with Postpartum Support International Arizona Chapter. We empower women economically by sponsoring the Dress for Success Runway for Success Fashion Show, which helps women achieve financial independence.

We also extend our reach to the LGBTQ+ business community through the LGBT Tucson Chamber of Commerce's Cirque du So Gayla event, and uplift women's stories through Prescott Woman Magazine. Our dedication to education and professional growth is evident in our partnerships with Scholarships A-Z, Tucson Metro Chamber Business Expo and the Flagstaff Women's Soccer League.

Through these diverse initiatives, we exemplify our mission to create a more equitable and supportive environment for women across Arizona. Our efforts impact numerous lives and communities, making a meaningful difference every day.



Thank you to our supporters

With your support, we're able to envision an Arizona where patriarchy is identified and dismantled.

We're challenging embedded systems through policy work, trust-based and lived-experience-led grantmaking, and community-led initiatives.

Together, we're amplifying voices, and co-building an Arizona where everyone—across all genders and identities—can live with dignity, freedom, and opportunity. **Become a WFSA donor today!**

Follow us on social media and join our email list to stay in the loop on all things WFSA.



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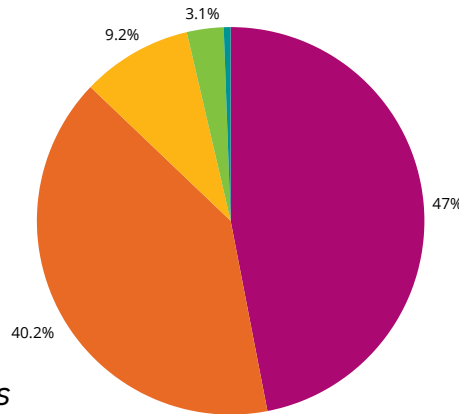


Financials

Women’s Foundation for the State of Arizona Revenue and Expenses percentages by category for the fiscal year July 1, 2023 - June 30, 2024.

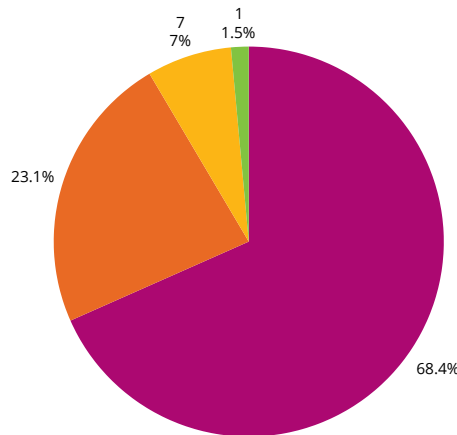
Revenue:

- Foundation and Trust Grants*
\$1,699,836 | 46.96%
- Government Grants and Awards*
\$1,454,492 | 40.18%
- Investment Revenues*
\$334,134 | 9.23%
- Individual Donor Support*
\$111,082 | 3.07%
- Fiscal Sponsor Management Fees*
\$20,453 | 0.57%



Expenses:

- Community Impact*
\$4,246,331 | 68.37%
- Personnel*
\$1,437,460 | 23.14%
- General Administration*
\$436,972 | 7.04%
- Fundraising*
\$90,498 | 1.46%



**Data from FY24 Draft Audited Financials provided by Jennifer Phillips, CPA.*





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