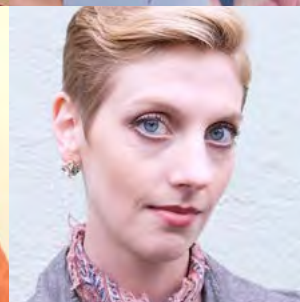
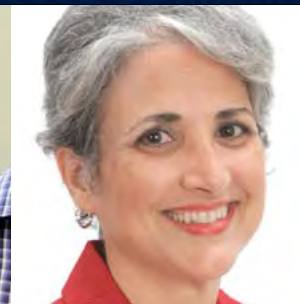


♀ Dining  
for  
Women

# 2019 ANNUAL REPORT





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

A number of initiatives raised DFW's profile within the global gender equality arena, including our collaborative International Women's Day event (see p. 9), and our participation in the UN Commission on the Status of Women and the UNICEF USA Annual Summit. We

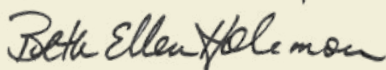
fulfilled a long-held goal to send representatives to Women Deliver, the world's largest conference on gender equality with more than 8,000 advocates from 165 countries (see p. 6).

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

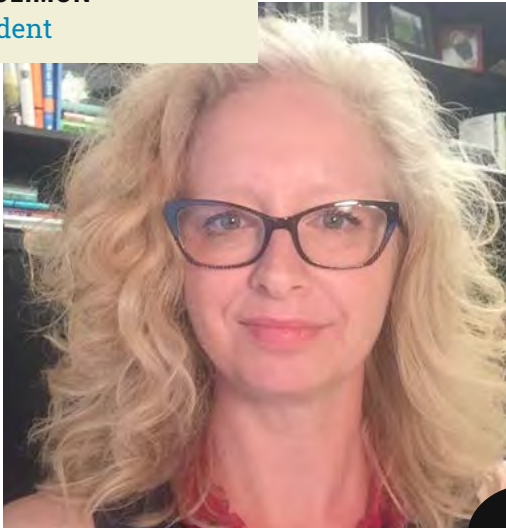
As we planned for the future in 2019, we could not have anticipated how our world would be turned upside down in early 2020 by the COVID-19 pandemic. Throughout 2020, we have watched in horror as the number of cases and deaths rose around the world, and we moved quickly to transition our organization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

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

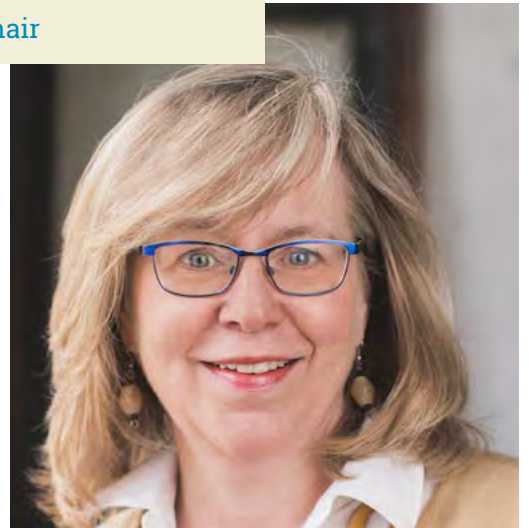
The circumstances of 2020 make DFW's community building and grant making more valuable with each passing day! Many challenges remain, but we are confident that our board, staff, volunteers, and members will continue to rise to the situation and ensure that safety and equality for women and girls are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



**BETH ELLEN HOLIMON**  
CEO and President



**SUSAN STALL**  
2019 Board Chair





# Global Gender Equality: Where Do We Stand?

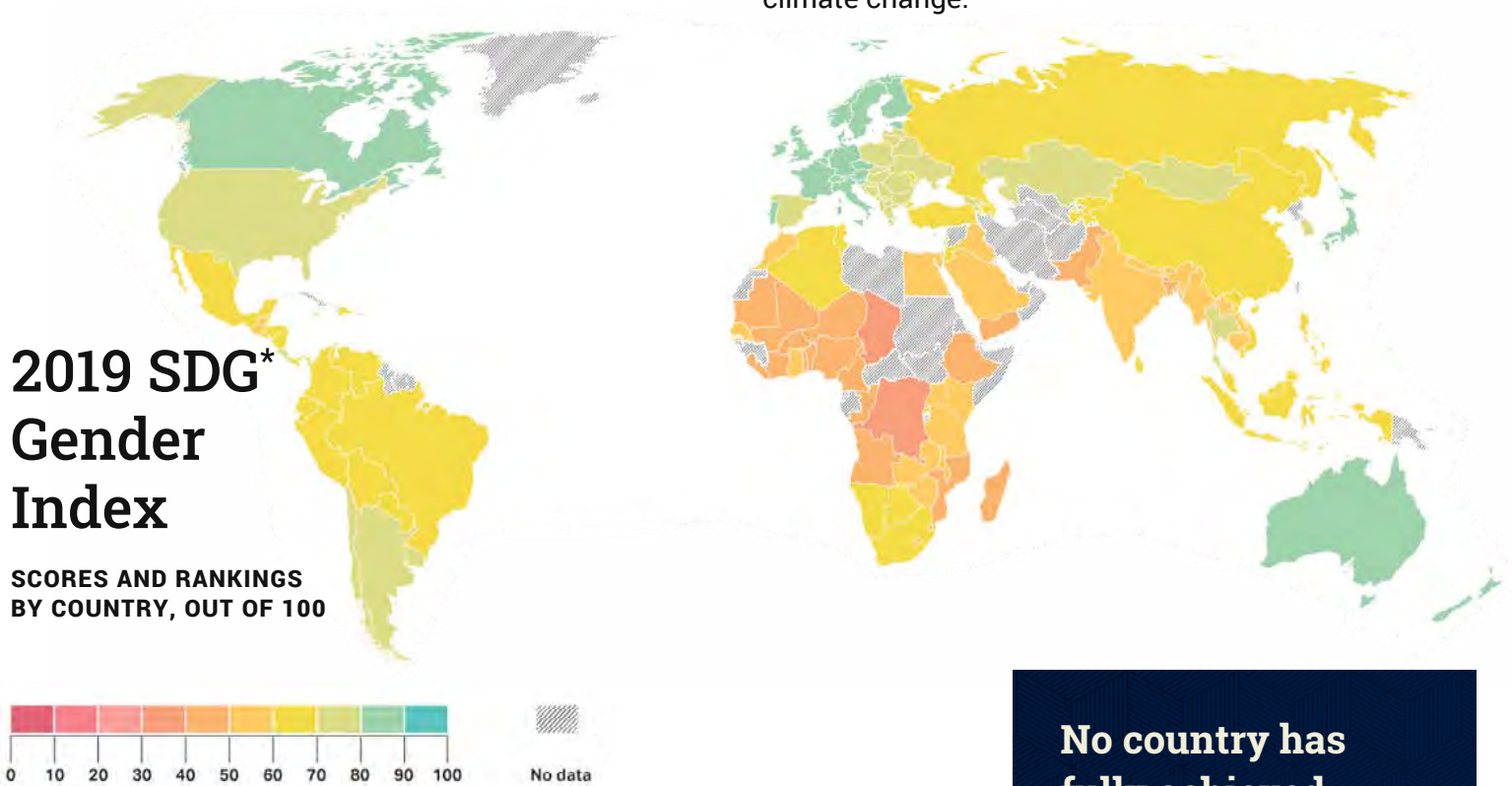
Global gender equality is Dining for Women's guiding star. **We champion gender equality because women's rights are human rights.** We believe that every person deserves the same opportunities to thrive, regardless of gender, race, wealth, or where they happen to be born. When women and girls are treated 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.

## 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.**

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.



\* Sustainable Development Goals

Source: Equal Measures 2030, 2019

**No country has fully achieved gender equality.**

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.**

Yet another 2019 report—[The Gender Snapshot 2019](#)—finds that:



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

### 15M

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

### 1 IN 3

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



38.7% of employed women work in agriculture, forestry, and fisheries, but only 13.8% of landholders are women.

Want to see how different countries scored on the 2019 SDG Gender Index?

SEE THE COMPLETE LIST OF 129 COUNTRIES ON PAGE 12

[VIEW LIST](#)



Unequal power relations in households make women more vulnerable than men to food insecurity.

### 300K

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

### 1 IN 4

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

[Progress on the Sustainable Development Goals: The Gender Snapshot 2019](#) >  
UN Women & the UN Department of Economic and Social Affairs

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!

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."<sup>1</sup>

<sup>1</sup> The Impact of COVID-19 on Women



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

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



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

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



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



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

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

**Dining for Women's work is more important than ever!**

# DFW on the World Stage



## 8,000 Gender Equality Advocates

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

of girls and women. More than 100,000 people also participated virtually.

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

Together, we are powerful.

#WD2



"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



## UN Commission on the Status of Women

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



# What Our Members Say About DFW

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

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



CA, Castro Valley-1 chapter

## 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."

## 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."

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

## Members are proud and confident of the organization's impact.

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

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





CO, Denver-5 chapter

**Members believe that DFW's collective action is powerful.**

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

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

## DFW's Membership

BASED ON SURVEY RESPONDENTS

**64%**

64% of members are over 65 years of age

**99%**

Nearly 99% identify as women.

**94%**

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

**92%**

92% identify as white

**92%**

92% are heterosexual; about 2.5% are LGBTQIA+

## Member Age

OVER 74 YEARS OLD

16%

65 TO 74 YEARS OLD

48%

45 TO 64 YEARS OLD

31%

18 TO 44 YEARS OLD

5%

0%

10%

20%

30%

40%

50%

60%

ND, Fargo-1 chapter



CA, Placentia-1 chapter



# Women as Agents of Change

## 2019 International Women's Day

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

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

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

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



Watch our "Women as Agents of Change" panel discussion by clicking here:

[VIEW DISCUSSION](#)



# New Partnership Launched

**PEACE**  
IS LOUD

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

## WOMEN WAR & PEACE II



Photo credit: MadAngelPhotos/Peggy Baker



Photo credit: MadAngelPhotos/Peggy Baker



Photo credit: Diane M Evans Photography



Photo credit: Diane M Evans Photography

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



# 2019 Grants

## Featured Grants

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



### Venture Strategies for Health and Development

**NIGER** • \$49,999

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



### 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**

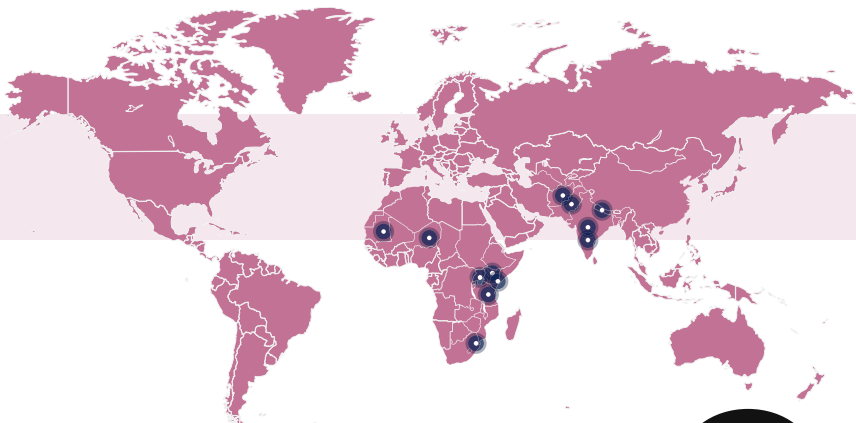
Alleviates poverty by teaching female caregivers (often grandmothers) of orphans and vulnerable children to become financially literate, and by creating the opportunity for them to become micro entrepreneurs so they can support themselves and their families.



### Jacaranda Health

**KENYA • \$47,000**

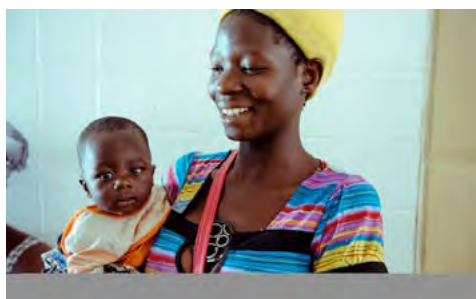
Creates Kenya's first Nurse Mentor Training Center which allows top nurses from Kenya's public hospitals to mentor hundreds of peer nurses and sustainably improve maternal outcomes for mothers and babies.



**Mapping the DFW  
2019 Featured Grants**

# Sustained Grants 2019–2021

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



## 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.



**Bond Street Theatre**  
**AFGHANISTAN,  
MYANMAR, MALAYSIA**

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



**BlinkNow Foundation**  
**NEPAL**

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



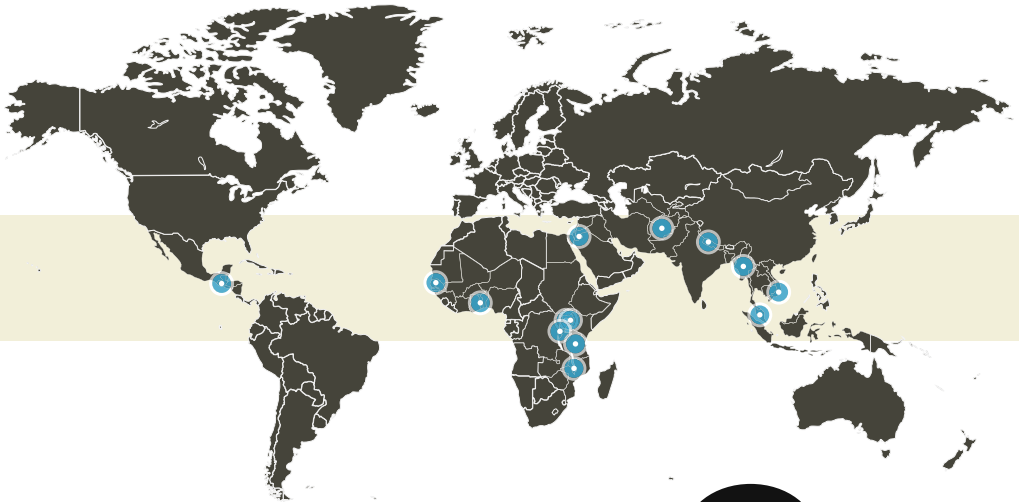
**Collateral Repair Project**  
**JORDAN**

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



**Gardens for Health  
International**  
**RWANDA**

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



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

# 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.



Photo credit: ©UNICEF/UN0203368/Sokol

"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**



Photo credit: ©UNICEF/UN0158177/Sujan

## 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.

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](#).

## 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**.

13,490

**girls** used the confidence, knowledge, and leadership skills they gained during sexual and reproductive health workshops to break down barriers to girls' education in their communities.

6,281

**pregnant women** benefited from a community-wide effort to streamline transportation and access to timely and quality care designed to enhance maternal outcomes.

2,640

**women and girls** at risk for gender-based violence (GBV) in South Sudan benefited from therapeutic services, awareness campaigns, and GBV mitigation efforts.

887

**young, marginalized girls** broke through barriers of culture, seclusion, caste, and gender and found refuge in safe spaces where they were mentored, offered training, and dreamed of brighter futures.

795

**mothers and grandmothers** received vocational training to enhance their economic independence to better care for their vulnerable children and grandchildren.

350

**medical professionals** were trained to be better midwives and nurses to serve their communities in improving maternal child health.

307

**young girls** in hard-to-reach communities overcame barriers of class, gender, and geographical isolation to pursue their dreams of a holistic education with vocational and technical training.

120

**at-risk girls** leaped forward using dance to enhance their cognitive skills, social-emotional learning, and preparation for formal schooling.

# Member Travel Program

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

The trips give members the opportunity to connect face-to-face with the work of our grantees and the women and girls impacted, while also building a special community amongst travelers. In 2019, Dining for Women travelers visited Kenya, Bhutan, and Peru.

## Kenya

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

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

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

KENYA TRAVELER



**elevate<sup>SM</sup> destinations**

**Our Travel Partner**

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



# Bhutan

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

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

BHUTAN TRAVELER



# Peru

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



# Advocacy

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



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

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

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

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



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



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



CO, Cherry Creek-1 chapter

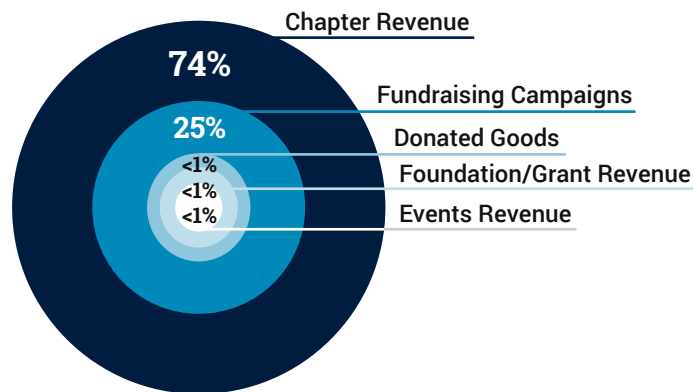


# 2019 Financial Overview

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



## 2019 REVENUE



Chapter Revenue	\$1,487,136	74%
Fundraising Campaigns <sup>1</sup>	\$500,535	25%
Donated Goods <sup>2</sup>	\$20,000	<1%
Foundation/Grant Revenue <sup>3</sup>	\$14,000	<1%
Events Revenue	\$627	<1%
<b>Total Revenue</b>	<b>\$2,022,298</b>	<b>100%</b>

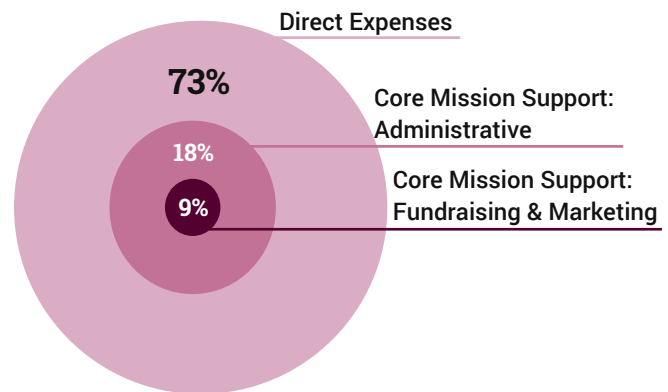
<sup>1</sup> Includes proceeds from annual appeal.

<sup>2</sup> Donation of office furniture.

<sup>3</sup> Additional funds from foundations and corporations (listed on page 28) are included in Chapter Donations and Fundraising Campaigns.

<sup>4</sup> 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.

## 2019 EXPENSES



Direct Expenses <sup>4</sup>	\$1,521,706	73%
Core Mission Support: Administrative <sup>5</sup>	\$379,388	18%
Core Mission Support: Fundraising & Marketing <sup>5</sup>	\$176,468	9%
<b>Total Expenses</b>	<b>\$2,077,562<sup>6</sup></b>	<b>100%</b>

<sup>5</sup> Core Mission Support is critically important to our operations. Examples include rent, insurance, licensing and permits, financial management, staff training and development, information technology, donor/member management systems, fundraising/marketing materials and services, and donor development.

<sup>6</sup> Expenses were \$55,234 more than revenue, but in 2018 revenue exceeded expenses by \$193,000. Cash balances remain healthy.



**ADDITIONAL  
FINANCIAL  
INFORMATION**

**2019 FORM 990** ➤

**2019 AUDIT** ➤

# Dining for Women Board & Staff

AS OF 12.31.19

## Board of Directors

**Barb Collins, Co-Founder**  
Greenville, SC

**Susan Stall, Chair**  
Greenville, SC

**Lynn O'Connell, Vice Chair**  
Alexandria, VA

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**Caren Senter, Secretary**  
Greenville, SC

**Dr. Shaniece Criss**  
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Falls Church, VA

**Cynthia Radford**  
Travelers Rest, SC

**Melinda Silverstein**  
Santa Cruz, CA

**Betsy Teutsch**  
Philadelphia, PA





# Advisory Committee Members

**Corinne Blakemore**  
Grants & Partnerships  
Oversight Committee

**Cheryl Holland**  
Resource Development  
Committee

**Connie Lewin**  
Member Education &  
Engagement Committee

**Susan Negrin**  
Member Education &  
Engagement Committee

GA, Augusta-2  
chapter

## Our Staff

AS OF 12.31.19

**Justine Allen**  
Member Engagement Coordinator

**Lena Dunham**  
Administrative Coordinator

**Wendy Frattolin**  
Communications &  
Membership Director

**Beth Ellen Holimon**  
CEO and President

**Dr. Veena Khandke**  
Director of Grants & Partnerships

**Gina League**  
Director of Administration

**Harriet Ligon**  
Accounting & Data Associate

**Leslie Mason**  
Accounting Specialist

**Amy West Moore**  
Technology Coordinator



SC, Greenville-1  
chapter

## Education/ Grants Team\*

**Elizabeth Anderson**

**Jessica Fowler**

**Megan Pomphrey**

**Chris Worthy**

*\*Part-time contractors*





# Our Volunteer Leaders

AS OF 12.31.19

## Regional Leaders

**Anna Schoon**  
Chair

**Julia Edelson**  
Carolinas

**Meredith Stoudenmire**  
Carolinas

**Tamara Peterson**  
Central

**Rachel Peterson**  
Central

**Jan Richards**  
Florida

**Donna Neshek**  
Heartland

**Annette Hearing**  
Mid-Atlantic

**Merle Steiner**  
Mid-Atlantic

**Susan Prener**  
Northeast

**Kathy Williams**  
Northeast

**Karen McCune**  
Northwest

**Betty Purkey-Huck**  
Rocky Mountain

**Mary Romano**  
Rocky Mountain

**Kasey Henry**  
South Central

**Terri Abraham**  
Southeast

**Linda Schneckenberg**  
Southeast

**Colleen Kill**  
West

**Patricia Payne**  
West

Retired in 2019

**Corinne Blakemore**

**Sybbie Fox**

**Tammy Frazier**

**Peggy Smith**



Our volunteer  
Regional Leaders



# Mentors

● Carolinas  
Tricia Malinowski  
Marnie Walsh

● Central  
Mary Toneff  
Kim Whetstone

● Florida  
Beth Palmer  
Kay Yoder

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

● Midwest  
Sophia DuBrul  
Mary Caroline Mitchell  
Jennifer O'Neil

● Northeast  
Ruth Bates  
Leslye Heilig  
Michele Krieg Bauer  
Barbara Myers  
Barbara Quine-Moran  
Jan Zimble

● Northwest  
Lynn Kellogg  
Jane Newby  
Tami Savage  
Kathy Young

● Rocky Mountain  
Thora Pabst

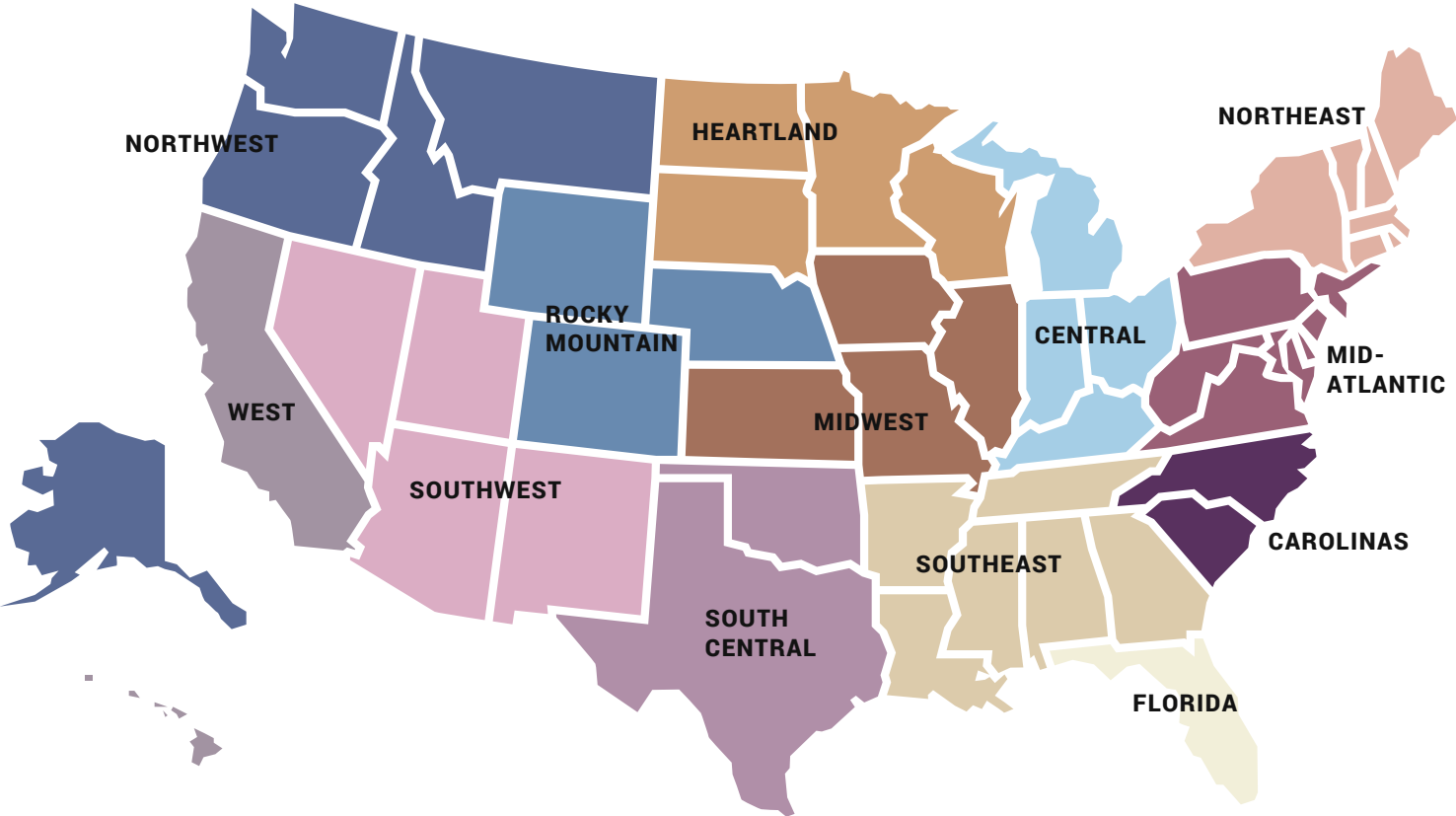
● Southeast  
Linda Bodine  
Jennifer Walters

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

● Heartland

● South Central

● Southwest





# 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



Our volunteer Grant Selection Committee



IL, Wilmette-1  
chapter



## Grant Selection Committee

Lynn O'Connell, *Chair*

Jada Anderson

Shereen Arent

Linda Baxter

Brigid Blake

Corinne Blakemore

Lynn Broadbent

Cathy Caldwell

Lindy Cater

Gayle Felbain

Sue Malick

Julia Manning

Celeste Medina

Jeanne Miller

Clare O'Brien

Elizabeth Scott Osborne

Retired in 2019

Debra Baulduff

## Advocacy Committee

Leslye Heilig, *Chair*

Jim Hennigan

Nancy Jacobsen

Chris King

## Diversity, Equity & Inclusion Committee

Barbara Chatzkel, *Chair*

Shontel Babb

Cathy Hammoud

Rizwana Khader

Kathy Shearer

Melesa Treize

Leah Victorino

Denise Woods

## Education Team

Tracy Barr

Deborah Fisk

Vinola Munyon

Marie Narlock

Georgia Reader

Kathy Williams

## Grantee Reports Team

Ellie Bisese

Amelia Miles

Annie Weaver



# 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+)

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Polly Dunn

Rhonda Graber

Susan Kepner (IL)

Colleen Kill

Marilyn & Stephen Kohler

Sue Malick

Trudi Sommerfield

Connie Williamson

## Advocates (\$2,500+)

Jeannette Artini

Maryann Boehmke

Lindy Cater

Francine Fleming

Suzanne Frye

Jane Gennrich

Sandy Lease & David Hugg

Marie Narlock

Lynn O'Connell

Tami Savage

Maryanne Schiller

Sue Scollo

Betsy Teutsch

Lee Tracy

Fran Wolff

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Bobbie Aitchison

Lynne Anderson

Shereen Arent

Anne Arjani

Judy Bacon

Guniya Bafna

Deborah Baker (CA)

Nanci Ann Banninger

Louise Barnett

Ruth Bates

Wilma Bates

Danielle Beach

Nancy Benardete

Alice Bentley

Sarah Billups

Catriona Binder-Macleod

Whitney Bischoff

Brigid Blake

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Claudia Bonilla

Helen Borland | Joseph W.  
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Francoise Bourdon

Sharon Bower

Annette Bowers

Mary Broude

Arden Brugger

Deb Bryant

Gail Burchard

Vicky Bush-Joseph

Elaine Butterfoss

Althea Callaway

Stacey Cameron

Gail Caulkins

Marie Cecil

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Barb & Greg Collins

Anne Conlan

Christel Cothran

Cathryn Cox

Pat Cox Diem

Bernadette Cronin-Geller

Barbara & Robert Crooke

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Susan Goldby

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Barbara Griswold

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Jennifer Hammer

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Sally Harris

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Janet Hatmaker

Bonnie Hay

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Emma Herman

Carrie Hessler-Radelet

Barbara Hill (CA)

Dragonfly Fund

Barry Hoffner | Hoffner  
Charitable Fund

Cheryl Holland

Gayle Horn

Chenho Huang



Tiki Hubbard  
Debbie Huynh  
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Lynda Johnson  
Karen Jordan  
Natha Katz  
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Linda Kerr-Saville  
Chris King  
Carol Dillon Kissal  
Laurie Kobor  
Christy Lamb  
Pamela Lane  
Joyce Laswell  
Amy Madsen  
Joan Mateker  
Peggy McCaffrey  
Karen McCune  
Colleen McQueen  
Birgit Meyer  
Andrea Michaels  
Lorraine Miller-Wolf  
Mary Caroline Mitchell  
Deborah Monaco  
Anne Moorman  
Cynthia Morrow  
Judy Nardacci  
Susan Negrin  
Donna Neshek

Peggy Newell  
Susan Olson  
Patricia Payne  
Stephanie Perrett  
Anna Pujol  
Betty Purkey-Huck  
Cynthia Radford  
Monica Roberson  
Virginia Lee Roberts  
Karen Rowley  
Francine Roy  
Walta Ruff  
Jackie Saber  
Marjorie Safran  
Shannon Santee  
Susan Santoro  
Cynthia Sawtell  
Lois Schaper  
Jean Schmidt  
Caren Senter  
Neeti Sharma  
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Carolyn Wier  
Rhonda Willies | Willies  
Family Foundation  
Jacqueline Wilson

## Legacy Society

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

Jeannette Artini  
Linda Besant  
Helen Borland  
Cindy Campbell (FL)  
Barb Collins  
Moirá Donoghue  
Sue Fernbach  
Jane Gennrich  
Diane Glaser  
Jane Harvey  
Colleen Kill

Susan Kincaid  
Sylvie Meyers  
Marilyn Murphy  
Susan Negrin  
Lynn O'Connell  
Francine Roy  
Mary-Jane Sackett  
Cynthia Sawtell  
Susan Stall  
Betsy Teutsch  
Linda Wagner (CO)





# Corporations, Foundations, & Organizations



ID, Boise-1  
chapter

## \$10,000+

Journey Charitable Foundation  
Morgan Stanley  
Tracy Family Foundation

## \$5,000+

Trade Fair Marketplace

## \$1,000+

Alternative Gifts of Greater  
Washington  
Amplifier FJC  
Ayco Charitable Foundation  
BeadForLife  
Charles Schwab  
Impact Assets  
JetBlue CSR  
Pontiki LLC Jupiter  
Rockefeller & Co  
Vanguard Marketing Corporation  
Wave Foundation

## \$500+

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

## Up to \$499

Alex and Ani  
Beautykind Foundation  
Blondie's Coffee House  
BNY Mellon  
Body Soul Therapy  
Bunnies Unlimited LLC  
Butler Tillman Express Trucking  
Camelback Safaris  
Fidelity Investments  
First Presbyterian Church  
Shelbyville, KY  
Girl Scouts of Northern California  
Greater Horizons  
Hoen's Greenhouse Inc

Horizons Foundation  
Jenna Bayer Garden Design Inc  
Karisma Boutique  
Lake Oswego United Church  
of Christ  
Macwest Marketing LLC  
Oil & Vinegar Store  
On-Camera Audiences Inc  
Padua Academy  
Purpose Boutique LLC  
Quartz Hill Women's Club  
Saint Giles Presbyterian Church  
Greenville, SC  
Sister ACTS  
Spice of Africa LLC  
St Jude's Episcopal Church Cedar  
City, UT  
Stick's Interior Decoration LLC  
Ten Thousand Villages Akron, OH  
Ten Thousand Villages  
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The Omnology Group



## Matching Gifts

Accenture LLP  
Adobe Systems, Inc.  
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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  
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Gifts Program  
JP Morgan Chase & Co  
Merck Foundation  
Microsoft Matching Gifts Program  
Shell Oil Company Matching Gifts  
The Benevity Community Impact  
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Gifts Program  
The Benevity Community Impact  
Fund | Genentech  
The Benevity Community Impact  
Fund | Google Inc  
The Benevity Community Impact  
Fund | UnitedHealth Group  
The Benevity Community Impact  
Fund | Workday Inc  
Varian Medical Systems  
YourCause  
YourCause | Pacific Gas & Electric  
YourCause | Thermo Fisher  
YourCause | United Airlines

## Cause Marketing Partners

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

## In-Kind Donors

GE Power Systems  
Greenleaf Consulting International  
Microsoft  
Nelson Mullins  
Quality Business Solutions  
Salesforce Foundation  
YellaSoft

RI, Peace Dale-1 chapter



# Donors



CA, Roseville-1 chapter

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Ginger Creevy  
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Mary Weber  
Beth White  
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Cheryl Zaccaro  
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## \$500–749

Marty Abbott  
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Lynne Adams  
Maryellen Alviti  
Mary Amdahl  
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Jane Avni  
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Catherine Bennington Jenrette  
Andra Benson  
Wendy Bensussen  
Amy Bentley

Molly Bentsen  
Kathy Benya  
Jennifer Berg  
Recha Bergstrom  
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Terri Berish  
Leyna Bernstein  
Susan Blackmon  
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Memory Blodgett  
Linda Bodine  
Hinda Bodinger  
Linda Bondurant  
Alexis Borucke  
Robin Boston



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 Ann Brenner  
 Deborah Britt  
 Lynn Broadbent  
 Christina Brockman  
 Shelley Brosnan  
 Mary Brower  
 Ann Brown  
 Joann Brown  
 Ruth Brown  
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 Cheryl Bruckner  
 Nancye Buelow  
 Nancy Bunn  
 Linda Sue Butterwick  
 Trish Buzan  
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 Dee Caplan  
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 Laurie Gentry  
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OH, Hudson-1  
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