30 YEAR ANNIVERSARY EDITION

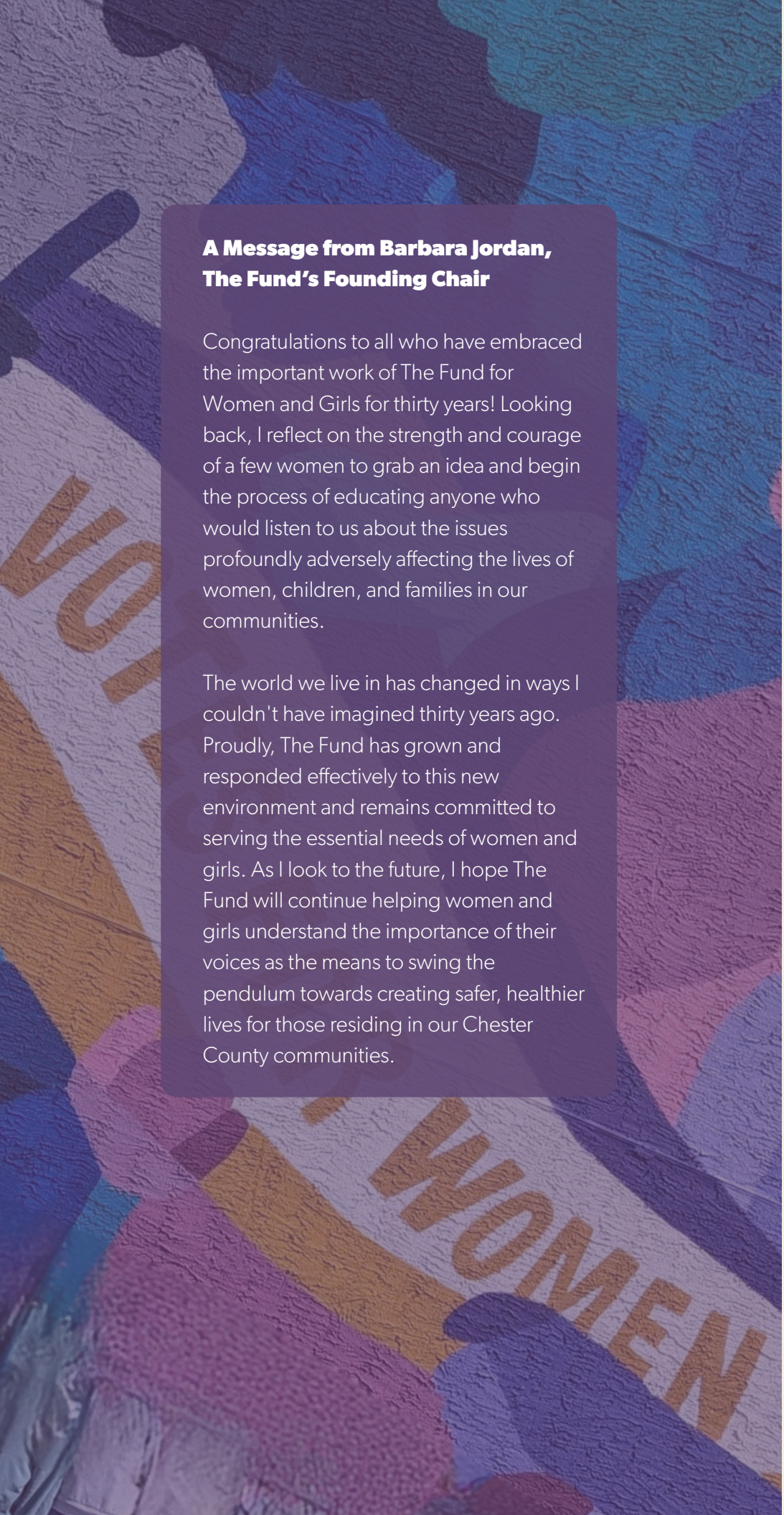
Annual Impact Report

2025–2026

OUR STORY & THE FUTURE WE'RE BUILDING TOGETHER



30 YEARS THE FUND FOR WOMEN & GIRLS



A Message from Barbara Jordan, The Fund's Founding Chair

Congratulations to all who have embraced the important work of The Fund for Women and Girls for thirty years! Looking back, I reflect on the strength and courage of a few women to grab an idea and begin the process of educating anyone who would listen to us about the issues profoundly adversely affecting the lives of women, children, and families in our communities.

The world we live in has changed in ways I couldn't have imagined thirty years ago. Proudly, The Fund has grown and responded effectively to this new environment and remains committed to serving the essential needs of women and girls. As I look to the future, I hope The Fund will continue helping women and girls understand the importance of their voices as the means to swing the pendulum towards creating safer, healthier lives for those residing in our Chester County communities.

THE PEOPLE BEHIND THE MISSION

Board Members

- Sandra Donahue, Chair
- Marilyn Montross Sheils, Vice Chair
- Maxine Cuffe, Treasurer (Dec 2025 - Jun 2026)
- Lacey Layberger, Treasurer (Jul - Nov 2026)
- Bhuvana Sundaresan, Secretary
- Sonal Gandhi, Governance Committee Chair
- Danielle Ruttman, Development Committee Chair
- Michelle Wade, Program Alignment Committee Chair
- Caitlin Hamby (Mar 2026 start)
- Christine Lowthert
- Christina Norland
- Marisol Perez
- Drew Pratt
- Chasity Riddick
- Guillermina Rios
- Elizabeth Curtis Swain
- Barbara Jordan, Honorary Chair

Staff

- Cheryl Brubaker, Executive Director
- Andrea Blue, Director of Development & Engagement
- Blake Emmanuel, Director of Advocacy & Policy
- Whitney Hallman, Communications Manager
- Brandon Szerenyi, Director of Operations

And YOU!

The Fund depends on people like you. Together, we meet urgent needs today while working for lasting systemic change.
When the issues feel overwhelming, The Fund helps you understand what's happening and gives you practical ways to make a difference right here at home.

For 30 years, The Fund has been powered by people who believe change is possible and are willing to help make it happen.

This 30th-year special edition of our annual report holds three parts of that story to celebrate what we have and will continue to accomplish together. Inside, you will find a look back at three decades of impact, a snapshot of the work we did together this past year, and a first look at our strategic plan for 2027 to 2029.

Our History.
30 Years of Impact

Page 03







FY25–26.
This Year, Together

Page 08







Our Future.
2027 to 2029 Strategy

Page 16

None of it happens without the people behind the work. To our donors, volunteers, advocates, sponsors, community partners, board and staff (former and current): We say thank you for giving your time, talent, resources and voices to move this work forward. **This is your story too, and we are so glad you are still writing it with us.**

OUR APPROACH

WHY THIS WORK MATTERS

For 30 years, The Fund for Women and Girls has worked to ensure that people facing gender discrimination have the resources and opportunities to thrive. We believe strong communities are built when the people most affected by an issue have a voice in shaping the solutions.

We Listen, We Invest With Purpose & We Act Together.

We start by listening

For more than 20 years, our Blueprint Reports have documented the experiences of women and girls in Chester County. We pair that data with what we hear directly from our community through focus groups, listening sessions, nonprofit partners and the people they serve. **Together, they show us where inequities persist, who is most affected and where change is needed.**

We turn engagement into action

We make civic engagement practical and accessible by providing clear ways for people to participate—from understanding government and voting, to sharing their experiences with elected officials and advocating for change.
Through our adult civic engagement and NextGen programs, people of all ages build the knowledge, skills, and confidence to use their voices and take action on issues that affect their lives and communities.

We focus our resources

We make intentional choices about where our time, funding and influence can have the greatest impact. Our work is centered on three priorities:
Equity in Education • Health & Safety • Economic Stability

Within these priorities, we focus on changing the systems that create or reinforce inequity; seeking shifts in policy, practice and culture.

We invest in our community

Systemic change takes time, and people need support today. We continue to invest in local nonprofits providing essential services to women and girls throughout Chester County. Our grantmaking and advocacy work together: meeting needs now while addressing the barriers that create those needs.

We work together

No organization creates systemic change alone. We work alongside nonprofits, advocates, young people, volunteers, community leaders, elected officials and other changemakers — bringing people together around shared challenges and practical solutions.

LISTEN. INVEST. ADVOCATE. COLLABORATE. CHANGE



30 YEARS OF IMPACT

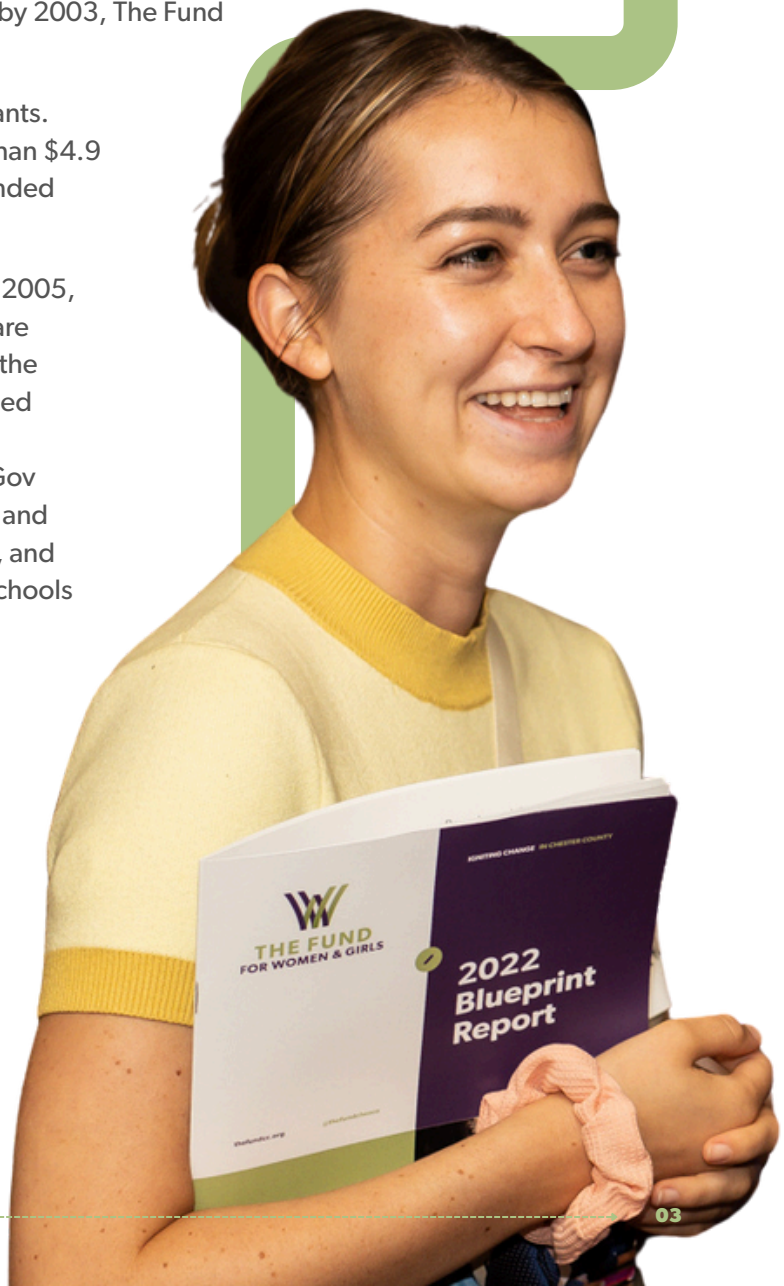
OUR HISTORY

The Fund for Women & Girls was founded in 1996, growing out of the broader women's funding movement of the 1970s–90s, which held that philanthropy needed to center the collective voices of women. Founding leaders Barbara Jordan and Heidi McPherson launched The Fund with a board of committed visionary women. From its inception, the board felt strongly that "girls" belonged in the name and the mission of the organization, with a focus on women and girls learning together to recognize the power of their voices. Initially The Fund was formed under the umbrella of the Chester County Community Foundation; however, by 2003, The Fund incorporated as an independent 501(c)(3).

Grantmaking began in 1997 with two $2,500 grants. Three decades later, The Fund has awarded more than $4.9 million to 102 nonprofits across Chester County, funded through donor-supported endowments.

Youth Civic Engagement has been central since 2005, when the Girls Advisory Board (GAB) launched, a rare model of putting grantmaking decisions directly in the hands of young people. Over 20 years, GAB awarded more than 120 grants totaling over $420,000. That commitment to youth leadership evolved into GirlGov Chester County in 2019, became CivicG+ in 2023, and continues today through Vote16PA, Project Dignity, and the NextGen Advisory Council, reaching youth in schools and community spaces.

Research has driven our work throughout. The first **Blueprint Report**, a comprehensive look at the realities facing women and girls in the Chester county, was published in 2005 and has been updated every five years since (2010, 2016, 2022). After the 2022 edition, The Fund ran focus groups centered on Black and Latina women and girls to surface perspectives local data had been missing. This work that shaped a 2025 Supplemental Focus Group Report on gender and racial equity in education.





OUR HISTORY

Civic Engagement has grown alongside grantmaking and research. Early efforts focused on education and awareness; over time, that shifted toward equipping people to act, through Empower Her Vote, launched on the 100th anniversary of the 19th Amendment, and continuing today through our Gender Equity Action Group, voter education, and advocacy at the state capitol.

In 2023, The Fund formalized its commitment to serving everyone facing gender discrimination, and in May 2025, the Board approved a **Human Rights Statement** affirming those values. Today, a staff team supported by more than 100 community members (board, committees, and volunteers) continues this work through a model that pairs philanthropy with advocacy to drive systems-level change.

More than

$4.9 million

in grants for 102 nonprofits across Chester County

Over

20 years

GAB awarded more than 120 grants totaling over $420,000

972

pages of research aggregated on the status of women & girls in Chester County over 20 years

352

students participated in youth grantmaking & civic engagement programs



30 YEARS: A TIMELINE

1996

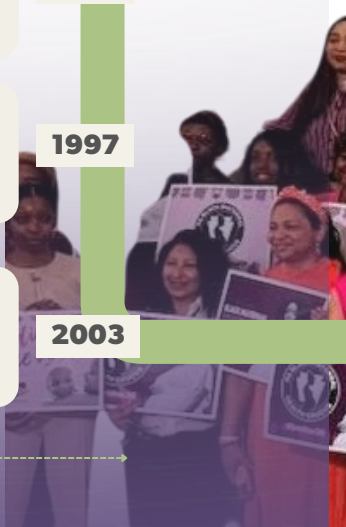
Founded within the Chester County Community Foundation

1997

First two grants awarded $2,500 each

2003

The Fund for Women & Girls incorporates as an independent 501(c)(3) nonprofit



Founding years · Research and youth voice · Civic power and equity

2026 — **30th anniversary**

2025 — **Blueprint Companion Report** on gender and racial equity

2024 — **Gender Equity Advocacy Group** established in community

2022 — **Blueprint Report** 4th Edition

2020 — **19th Amendment centennial mural** launches Empower Her Vote initiative

2019 — **GirlGov Chester County** begins

2016 — **Blueprint Report** 3rd Edition

2012 — **1st Kitchen Table Award** presented to Barbara M. Jordan, founding chair.

2010 — **Blueprint Report** 2nd Edition

2005 — **Girls Advisory Board (GAB)** launches **&** **1st Blueprint Report** published




Improving Lives through Education and Community Collaboration
THE FUND FOR WOMEN AND GIRLS
Igniting Change
In Chester County
1996 - 2026
THANK YOU
Happy Mother's Day!


Change is Possible
Through Collective Action
a shared
Vision
WOMEN'S
RIGHTS
BREAKFAST
Champions of
Change Breakfast
17-18 ANNUAL
REPORT
YOU!
Grants



POLICY ADVOCACY & CIVIC ENGAGEMENT

FY 2026 IMPACT

Young People: Their Voice, Their Vote, Their Future

Our youth programs meet students where they are, bringing opportunities directly to afterschool and community-based sites. We intentionally reach young people who are often left out of leadership opportunities and underrepresented in conversations with school administrators and elected officials—ensuring that those most affected by decisions have a voice in shaping them.

It starts with listening, and it's how we turn a seat at the table into real change.



Project Dignity

Project Dignity grew out of a listening session at The Garage in fall 2025, where students named a problem many face daily. Many school restrooms don't stock menstrual products, so students without one have to leave class to find the nurse's office or go without. Through Project Dignity, students learn to advocate directly to their own school boards for a policy requiring free products in secondary school restrooms.

This year, two student cohorts took on that work. In Avon Grove School District, students presented their case and, on May 28, the school board voted to pass it. A second district passed a policy in July 2026. Two more districts have joined the program in FY27.

2026 Project Dignity Survey
(208 participants)

54%

said,

"I have skipped school or left early due to my period."



Missed class

Did not

FY 26 Accomplishments

Two school districts passed the policy that will address menstrual products in school restrooms.

What is changing because of this work

This means more time learning and better educational outcomes: menstruating students will be able to spend more time in class rather than going to the nurse's office or waiting for a peer to bring them products if they do not have them.



The young people are learning the value of their voice

"Before this program, I'd never even talked to our assistant principal. Now I feel confident speaking up, because of her support, {Blake, The Fund's Director of Advocacy and Policy], and the other students I met along the way."

"I had never really done anything like Project Dignity before. But suddenly, I was sitting in on meetings and then later even speaking directly to adults in my district that were in positions of power [...] After 3 long months of meetings, surveying, data collection, and a profusion of emails, the school district's policy committee is drafting a menstrual policy to protect the dignity of menstruating students in our district: breaking the stigma and protecting our education."

– Mahi, Participant of Project Dignity

Vote16PA

Vote16PA is built on the same belief that young people, especially girls and gender-expansive youth who already face discrimination, deserve a real voice in decisions that shape their education. Vote16PA is a youth-powered initiative of The Fund for Women and Girls that teaches young people how government works and how to advocate for change. Participants are working to lower the voting age in Pennsylvania school board elections to 16.

FY 26 Accomplishments

This year, students helped draft a cosponsorship memo, met with legislators and civic organizations to build support, and saw their bill sponsored by Representatives Pielli and Inglis. They hosted a roundtable with lawmakers and staff, and traveled to Harrisburg, where they were recognized on the House floor and met Speaker McClinton.

It's the start of a culture shift, one student, one policy, one relationship at a time.

Civic Power Influencing Real Policy

Democracy works better when more people show up for it, informed and engaged, on election day and for every policy decisions that shape daily life. This year, we grew that engagement two ways:

Empower Her Vote: This year we expanded our digital resources. We grew our website significantly, making far more information accessible to anyone looking for it, and kept up consistent social media coverage on election information and "beyond the ballot," the ways people can engage in civic life outside of voting. Alongside our newsletters and events, this built a steady, visible presence helping people find their way into civic participation, whether for the first time or the hundredth.

The Family Care Act: Paid family leave means caretakers, people facing medical hardship, and survivors of violence can care for themselves or their families without losing their income, a policy shown elsewhere to improve long-term financial outcomes for women and reduce the gender pay gap.

This 2025-26 legislative session, our advocacy for Pennsylvania's Family Care Act went further than ever before. The bill was voted out of House committee for the first time. That progress came from people showing up. Around 20 people joined us in Harrisburg for the first time this year. Change like this happens when people who had never engaged in policy work before now do and do more of it. That's the quiet, compounding work of civic engagement showing up one new voice at a time, until enough of them are in the room to move a bill forward.



Paid Leave Enagagement

We support more than **90 individuals** to engage in advocacy for family paid leave.

75%
of participants
saw an increase in their comfort levels contacting their elected officials

83%
of participants
engaged others in our work (family, friends, social media)

92%
of participants
were more likely to get civically engaged

"I recently met with Senator Tracy Pennycuick to discuss the Family Care Act and the Small Necessities Leave Act, and I appreciated how open and receptive she was throughout our conversation. As a constituent, it felt good to sit down directly with my local senator and share why these policies matter in real, everyday terms for families and working people. I left the meeting feeling heard and hopeful about continuing the dialogue and bringing visibility to these important issues."

– Navixha Bagga, Executive Leadership Coach/Founder - OYL



"Women are being intentionally divided and distracted from making the structural changes, like getting childcare and passing paid leave, that would actually fix American motherhood once and for all."

– Lawyer, author, activist, and founder of Moms First, Reshma Saujani



FY 2026 IMPACT

INVESTING IN OUR COMMUNITY

For 30 years, The Fund has invested in local nonprofits working every day to support women, girls, and families across Chester County. Our grantmaking helps provide essential services and resources, including healthcare, education, childcare, economic support and more. We draw on our deep knowledge of the community and strong nonprofit partnerships to direct funding where it can make a meaningful difference, particularly for those facing the greatest barriers.

The Power of Collective Giving

Our donors know that supporting The Fund means supporting a network of organizations doing critical work across Chester County. With 30 years of local knowledge and relationships, The Fund identifies trusted nonprofits and directs resources where they can make a meaningful difference.

One gift can reach many organizations — and many people throughout our community.

$221,000
Granted

21
Nonprofits Funded

helping women, girls, and gender-expansive individuals find:

Housing · Safety · Recovery · Healthcare



In FY26, we were proud to support these community partners:

Two Gender Equity Grants

- The Garage for their partnership with Project Dignity
- Coatesville Youth Initiative for their partnership with equitable school funding initiative

Advocacy Project grants

- Chester County Single Mothers Conference
- The Pennsylvania Fund for Immigrant Rights and Equity
- LCH Health & Community Services
- Committee of Seventy to create a "How Chester County Works" guide.

One grant from the Bonnie Iselin Fund

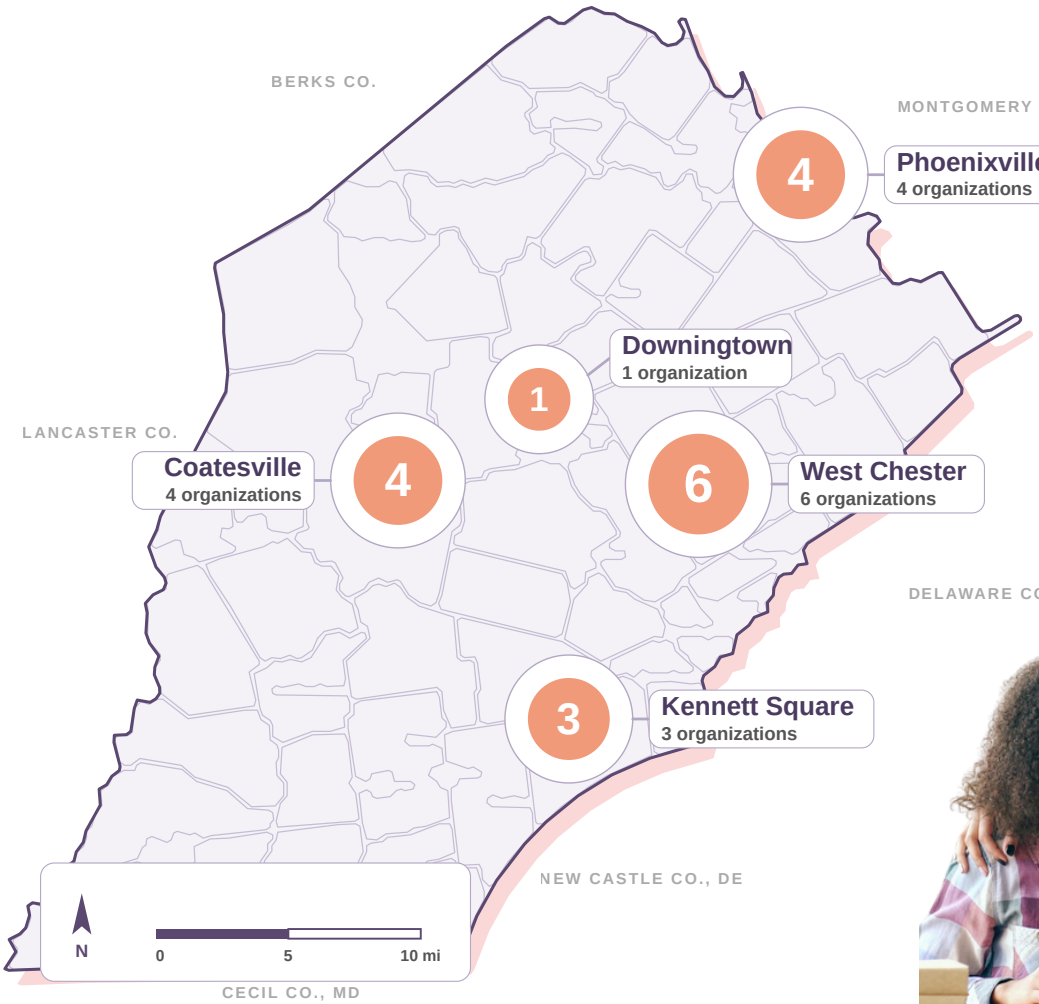
- Planned Parenthood Southeastern Pennsylvania to help fund services in Coatesville and West Chester

14 General Partner Grants provided to the following:

- 4th Trimester MOMMIE
- Alianzas de Phoenixville
- Chester County Opportunities Industrialization Center (OIC)
- The Crime Victim's Center of Chester County, Inc.
- Domestic Violence Center of Chester County
- Friends Association
- Maternal and Child Health Consortium
- Mom's House
- Open Hearth
- Phoenixville Free Clinic
- Project Libertad
- Safe Harbor of Chester County
- Thistle Hills
- YoungMoms

OUR GRANTEES ACROSS CHESTER COUNTY

Our FY26 grants reached organizations rooted in five communities — from Phoenixville in the north to Kennett Square in the south.



While our grantmaking is focused in Chester County, some grants may be issued to organizations based outside the county to provide work that benefits organizations and residents located within.



Dear Fund for Women and Girls,

On behalf of the Coatesville Youth Initiative (CYI) board of directors, team, and the youth we serve, I would like to thank you for the grant, which will continue to support our mission. We truly appreciate your generosity and faith in our work!

We believe that youth-led, transformational change occurs when a community values the needs and voices of its youth and invites them to get involved. We also believe that leveraging our community's talents, expertise, and diversity is key. Your continued support allows us to accomplish these goals.

Thank you for inspiring our youth to see the endless possibilities in their lives. With your support, Coatesville youth will have the confidence and skills they need to become our transformational leaders of tomorrow.

Kind Regards,

David James,
Development Director,
Coatesville Youth Initiative

On behalf of survivors of domestic violence, I am extremely grateful for your continued support and partnership.

- Dr. Dolly Wideman-Scott,
Chief Executive Officer,
Domestic Violence Center of Chester County

When the current administration halted federal Medicaid funding for healthcare services at Planned Parenthood last year, hundreds of thousands of patients faced new barriers to care. Our West Chester and Coatesville centers are now absorbing nearly $300,000 annually in services that are no longer covered. Support from The Fund for Women & Girls helps ensure that our Medicaid patients can continue accessing the essential sexual and reproductive health care they count on.

-Bianca deMattia,
Director of Institutional Fundraising,
Planned Parenthood of SE PA



FINANCIAL OVERVIEW

Funding the Work That Drives Change

None of this work would be possible without the trust, generosity, and continued investment of our donors, partners, and community. Every dollar reflects a choice to believe in what's possible for women, girls, and gender-expansive individuals in Chester County, and we take that responsibility seriously in how we invest it.

FY 2026*

EXPENSES

Grants Awarded	$221,000
Programs	$432,962
Management	$118,567
Development & Engagement	$91,856
Total	**$855,385**

REVENUE

Contributions	$309,534
Investments	$319,474
Other	$14,985
Total	**$634,993**

ASSETS

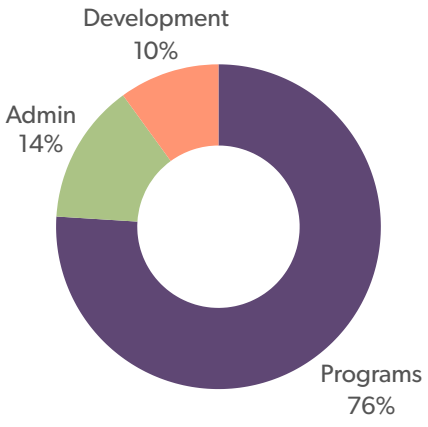
Current	$626,411
Investments	$5,450,618
Other	$40,134
Development	67,620
Total	**$6,117,163**

LIABILITIES

Current	$92,234
Right of Use Lease Obligations	$37,579
Net Assets	$5,986,350
Total Net Assets & Liabilities	**$6,117,163**

*All numbers are unaudited at time of printing.

PERCENTAGE BREAKDOWNS







PRESENTING
2027 - 2029
STRATEGIC PLAN

THE FUTURE WE'RE BUILDING TOGETHER

Our mission is to lead and unite our community through philanthropy and advocacy to ensure that women and girls have resources and opportunities to thrive.

Our vision: Women and girls have equality and security, making our communities stronger and more vibrant for everyone. The Fund is a vital partner and leader, convening individuals and organizations with boldness, connectivity, and creativity around a shared commitment to gender equity and the well-being and self-determination of women and girls.

The next four years are about turning that vision into action. This strategic plan lays out how we'll get there, informed by the data, the stories, and the people we've worked alongside.

Our Guiding Principles To accomplish our mission, we recognize that we must:

1. **Challenge** sexism, racism, classism, able-ism, transphobia, homophobia, xenophobia, and other forms of systemic oppression and individual bias within and outside of ourselves.
2. **Center** our work in what matters most to the people and communities most impacted by the problems we seek to address.
3. **Move** from a historical grantmaking relationship to collaborative, trust-based relationships
4. **Support** women in leadership in all aspects of our work.



Our strategic plan is built on three pillars

Equity in Education, Health and Safety, and Economic Stability. Each pillar represents a distinct area where women, girls, and gender-expansive individuals in Chester County face the greatest barriers, and where focused, intentional investment can shift outcomes. **Together, they form the foundation for the work ahead, three interconnected paths toward the same vision of equality and security for all.**

Equity in Education

- Equitable public school funding
- Fewer barriers to access & participation

Health & Safety

- Reduce violence against women & girls
- Access to qualityhealthcare

Economic Stability

- Fair pay practices
- Financial protections for time off work
- Affordable, accessible child care

Three Pillars One Vision

Core Strategies

Advocacy · Grantmaking · Community engagement
Listening · Communications · Collaboration

> *Hope is essential to any political struggle for radical change when the overall social climate promotes disillusionment and despair.*
>
> ***- bell hooks***



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Annual Impact Report

2025–2026

OUR STORY & THE FUTURE WE'RE BUILDING TOGETHER



GET INVOLVED

The Fund for Women and Girls
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30 YEARS THE FUND FOR WOMEN & GIRLS