



**THE FUND
FOR WOMEN & GIRLS**

IGNITING CHANGE IN CHESTER COUNTY

**The 7th Annual
Champions of Change
Breakfast**

Igniting Change for Women in the Workplace

Wednesday, October 25, 2023
The Farmhouse at People's Light

HONORING

SUSAN FIORENTINO, J.D.

Gladys Black Woman of Distinction



COUNTRYSIDE CONSULTING

Corporate Champion of Change

CHESTER COUNTY OIC

WSFS Nonprofit Workforce Development Award



EVENT SPONSORS

PRESENTING

WSFS | CARES
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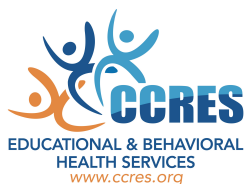
GOLD

Judi and Tim Bell

SILVER

Anonymous

BRONZE



FRIEND

Alice Bierer



ALLY

Pam Bryer



**Debbie
Gawrylowicz**

**Cate and Tom
Sennett**

WELCOME

Greetings, Friends,

It is an honor to welcome you as we celebrate our **7th Annual Champions of Change Breakfast**, recognizing those who are committed to women's economic advancement and equity in the workplace.

The Fund's esteemed 2023 honorees, nominated by members of their community, are Susan Fiorentino, J.D., Countryside Consulting, Inc., and Chester County OIC for the commitment to equity in the workplace.

Thank you for joining us today. Together, we amplify the voices of women and girls and celebrate those who lead the way to build a brighter future for all. Your presence inspires us, and we hope that you are inspired to continue to work with us and ignite change in the community!

Most sincerely,



Sonal Gandhi
Champions of Change
Committee Chair



Kim Andrews
Executive Director

CHAMPIONS OF CHANGE PROGRAM AGENDA

Welcome

Kim Andrews, Executive Director

Corporate Champion of Change Award

Introduction

Sonal Gandhi, Champions of Change Committee Chair

Award Acceptance

Louise Schorn Smith, Founder and President of Countryside Consulting

WSFS Nonprofit Workforce Development Award

Introduction

Shari Kruzinski, WSFS Bank

Award Acceptance

Joyce Chester, President & CEO of Chester County OIC

Gladys Black Woman of Distinction Award

Introduction of Award

Sheriff Fredda Maddox, Esq.

Introduction of Awardee

Jacquelyn Hickey Rothera, Nominator

Award Acceptance

Susan Fiorentino, J.D., West Chester University

Closing Remarks

Kim Andrews, Executive Director

THANK YOU TO OUR BOARD & CHAMPIONS COMMITTEE!

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Executive Director

2023 Champions of Change Committee

Sonal Gandhi, Chair

Sheena Cao

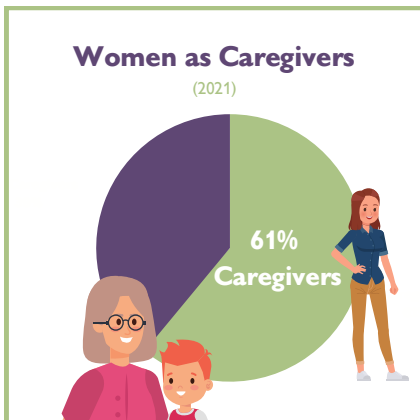
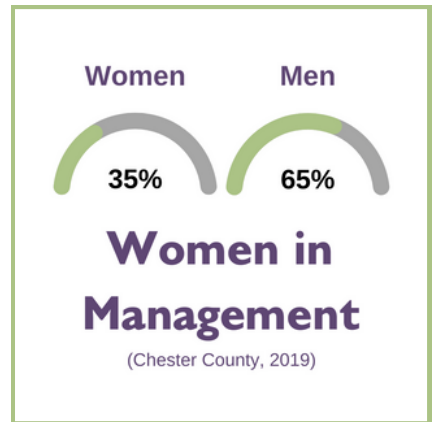
Laura Manion

Guillermina Rios

WHY DO WE UPLIFT CHANGEMAKERS?

To highlight innovators and trailblazers who are igniting change for women in the workplace.

While women have made many advancements in the workplace, The Fund's **Fourth Edition Blueprint Report** highlights continuing disparities women in Chester County face when it comes to employment and earnings.



Scan to read more in
The Fund's **Fourth Edition
Blueprint Report**

COUNTRYSIDE CONSULTING

Corporate Champion of Change



Countryside Consulting, Inc. provides accounting services to nonprofit organizations in Southeast Pennsylvania with an eye on measurable results. The firm is celebrating 25 years of delivering these valuable services in our community while creating policies and practices that allow women to thrive in their workplace. CCI's team of highly respected, experienced accounting professionals provide client specific solutions in their roles as part time bookkeepers, accountants, controllers, and chief financial officers.

With flexible work hours and remote work as standard, Countryside Consulting, led by founder and president Louise Schorn Smith, intentionally recruits women returning to the work force from The Mom Project. She is committed to helping women remain active in the workforce by designing and supporting a better workplace.

CCI received the 2022 Corporate Partner Award from Maternal and Child Health Consortium of Chester County for its dedicated service to MCHC, its mission, and the children & families of Chester County. This year, The Fund is honored to recognize Countryside's work to advance professional women with our 2023 Corporate Champion of Change Award.

“Founder and President, Louise leads by example and most importantly, she does it through her passion and devotion to Chester County foundations and the community as a whole. Her advocacy is contagious, and she has been a top role model for many women and girls in Chester County.”

- Kristin Schorn, nominator and niece

CHESTER COUNTY OIC

WSFS Nonprofit Workforce
Development Awardee



Chester County OIC provides a pathway to economic freedom for the women it serves. Its innovative programming allows participants to receive employment training to become a certified nursing assistant, to operate a forklift, to achieve success in the customer service sector, and more.

In Chester County, the median earning for women was \$59,598 in 2021, far below the amount necessary to meet basic needs. A single woman with one infant needs to earn over \$62,000 to be financially self-sufficient.

Chester County lags in women in management roles, too. Women hold only 35% of management positions in Chester County compared to over 40% in the rest of Pennsylvania and the country. CCOIC trains women for good paying jobs and helps place them, creating stronger and more economically secure families.

However, CCOIC recognizes that training and education alone are not enough. Most of the 200 women it serves each year have been impacted by poverty, justice involvement, or domestic violence. CCOIC provides supportive services like childcare, access to workforce clothing, driver's education, expungement services, and professional coaching to break down barriers to financial independence.

"The best social service program in the world is a job."

- Joyce Chester, President & CEO, Chester County OIC

THE WSFS NONPROFIT WORKFORCE DEVELOPMENT AWARD

The Fund is proud to include the new **WSFS Nonprofit Workforce Development Award** presentation at our 7th Annual Champions of Change Breakfast.

Inspired by Fund board member Cheryl Miles's suggestion last year to recognize a Chester County nonprofit supporter of women in the workplace, this award highlights the job training, professional development, educational support, and employment placement that nonprofits provide to the women here.

WSFS Bank, with its long practice of supporting both women in the workplace and local nonprofits, stepped up to sponsor this award through the WSFS CARES Foundation. Along with this award, The Fund is proud to provide a \$1,000 grant for the selected nonprofit.

The inaugural awardee, Chester County OIC, provides a pathway to economic freedom for the women it serves and provides supportive services like job placement, training, childcare, access to workforce clothing, driver's education, expungement services, and professional coaching to break down barriers to financial independence.

SUSAN FIORENTINO, J.D.

Gladys Black *Woman of Distinction*



Susan Roberts Fiorentino is Professor of Management at West Chester University, where she teaches courses in employment and labor law to students in the Master of Human Resource Management Program. She received her J.D. magna cum laude from Villanova University School of Law and holds a master's degree in political science from Villanova University.

Susan's research is around employment and labor law, with particular focus on legal issues relevant to women in the workplace, including pay equity and sexual harassment. She is the lead author of articles published in several national law journals and is currently the principal investigator on an external grant to develop a workplace sexual harassment training program for young adults. One of Susan's articles was published in the journal *Advancing Women in Leadership*. "Gender Pay Inequality: An Examination of the Lilly Ledbetter Fair Pay Act Six Years Later".

Susan has been an active volunteer in the West Chester community, serving on the Chester County Women's Commission, where she provided legal guidance on the #ChescoKnows survey on sexual harassment for the County.

"We proudly recognize how Sue has dedicated her career to the safety and education of women, girls, students, employees, and families. Her work as a lawyer, professor, researcher, speaker, and volunteer exemplifies her commitment to the advancement of women in professional and leadership roles."

- Jacquelyn Hickey Rothera, nominator

IN MEMORY OF GLADYS BLACK



The Gladys Black *Woman of Distinction* Award is named in memory of our late friend and committed Board member Gladys Black. Gladys led by example as a business leader in her field and an engaged and faithful supporter of her church, alma mater, and a number of local organizations and non-profits.


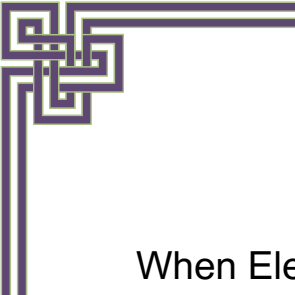
A resident of Phoenixville, Gladys was a trustee of Allegheny College and in 2015 received the Alumni Medal, the college's oldest and most prestigious alumni award. In addition, Gladys was a major supporter of The Pennsylvania Ballet, People's Light and Theater, Philabundance, Episcopal Community Services and Orion Communities. She served as membership volunteer at the Philadelphia Museum of Art and was a supporter and member of St. David's Episcopal Church.

In 1997, after the death of her husband, Joseph Black, she became Acting President of The Valley Forge Group comprised of Valley Forge Technical Communications in Exton and Detroit, Valley Forge Technical Information Services in Munich, Cologne and London, and Sun Technicom in Detroit.

As a business leader and supporter of women and girls in Chester County, Gladys left a lasting impact on our community. Her strength and extraordinary drive to give embodies the spirit of The Fund — we will never forget the impact she left on us and all those fortunate to have known her.

We're right
around
the corner.
And always
in yours.

The WSFS CARES Foundation strives every day to bring the WSFS mission of *We Stand For Service*® to life. We're committed to doing what's right and helping the communities where we live, work and play. That's why we're honored to support **The Fund for Women and Girls' 7th Annual Champions of Change Breakfast.**



When Eleanor Roosevelt said,
“***Do something that scares you every day***,” she wasn’t talking about watching the latest slasher film on Netflix. Eleanor meant stepping outside your comfort zone; this year’s awardees exemplify this. Congrats!!!



Judi and Tim Bell



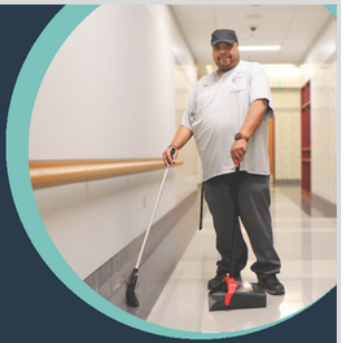
West Chester University applauds
The Fund for Women and Girls
and is proud to honor
Professor of Management Susan Fiorentino, J.D.
for her decades of service
to the many women and girls
of Chester County.





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“Louise's dedication to promoting women in business is truly inspiring, and her work has made a significant impact on the lives of many women.

She is a role model for women in business and a true champion of that endeavor.”

Joe Schorn



SALUTING CHAMPIONS OF CHANGE

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We're proud to support
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Champions of Change Breakfast



CELEBRATING



**Congratulations 2023
Champions of Change!**

**Susan Fiorentino, J.D.
Countryside Consulting
& Chester County OIC**

-Pam Bryer



We wish to extend our heartfelt
congratulations to the 2023
Champions of Change!

**Susan Fiorentino, J.D.
Countryside Consulting, Inc.
& Chester County OIC**

**-The Board of Directors & Staff of
The Fund for Women and Girls**



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ENGAGE WITH THE FUND FOR WOMEN AND GIRLS!

SAVE THE DATE

19th Annual Making a Difference Luncheon
Friday, May 3, 2024

Our **19th Annual Making a Difference Luncheon** will recognize the power of local impact, honor contributions of our grantee partners and inspiring women in our community, and lean into a bold future for women and girls. Stay tuned for event details!

COMING UP in 2024 and beyond

Our FY24-FY28 Strategic Plan Launch
Empower Her Vote: Voter Engagement Initiative
Gender and Racial Equity Special Report
Expanded Youth Programming across Chester County

OUR MISSION

The Fund for Women and Girls leads and unites the community through philanthropy and advocacy to ensure that women and girls have the resources and opportunities to thrive.

ENGAGE WITH US

Visit thefundcc.org to sign up for email updates!

Be sure to connect with us on social media to stay involved!



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The Fund for Women and Girls

We're right
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