

Thank you for
joining us on this
20 year journey.

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This year was all about connecting the dots for greater impact in Montana as we move into our 20th year of advancing economic independence for Montana's women and girls. We traveled more than ever before, hitting the road to gather women's voices and women's wisdom through our rural and tribal community listening tour and research focus groups. Altogether, we held small group discussions in more than 15 Montana communities, from Wolf Point to Eureka.

In 2019, we both celebrated and analyzed our work over the last 20 years, planning for even more impact in 2020 and beyond. We are proud of our legacy to date but know we have so much more work to do with your help.

Thank you for being a champion for Montana women and for the Women's Foundation of Montana. Because we know that together we are unstoppable!

Onward,



Jen Euell, Program Director



ADVOCATE

New Report on Montana
Women in the Workplace

On Equal Pay Day 2019, WFM released our Women in the Workforce Report, in partnership with UM Missoula, which summarizes results from surveys, focus groups, and interviews with diverse women in the Montana workforce over the past 3 years. The report illuminated the prevalence of sexual harassment at work, and the impact it has on women's economic prospects. Read the full report on our website, www.wfmontana.org.

LEAD

New Training Opportunity
Launched

All-IN Montana invited leaders from more than 20 Montana workplaces to come together and learn about the value of diversity and inclusion in creating innovative and successful teams. WFM was pleased to bring Ruchika Tulshyan, author of the Diversity Advantage, to Montana to keynote All-IN Montana with MSU Bozeman and speak at the Athena Pack Women's Leadership Conference.

LISTEN

Listening Sessions and
Focus Groups

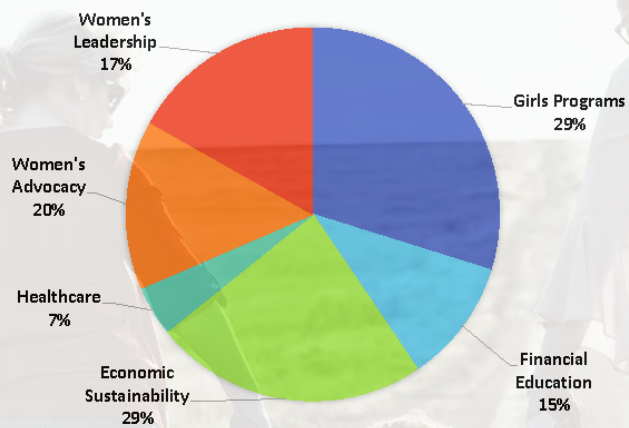
We held listening sessions with 16 groups of Montanans, focusing on rural and tribal communities in 2019. We heard loud and clear that women and girls continue to suffer from lack of economic opportunity and access to basic needs, especially in our most rural areas. But we also heard that many women leaders are emerging and the growth of women-owned businesses is a source of hope.

CONNECT

525 PowerHouse
Members...and Counting!

We created a community of connection and knowledge-sharing through our PowerHouse Montana project. This year we added more than 50 new PowerHouse members to our online platform at www.powerhousemt.org. In total, 10 Montana communities held 43 PowerHouse gatherings, bringing women together to learn and create a network of support, even in our rural communities.

REAL CHANGE, MADE POSSIBLE BY YOU



The grants made in 2019 include:

- Montana Women Vote, Women's Policy Leadership Institute, Helena/Statewide
- Montana Financial Education Coalition, Statewide
- Women Leading Montana, Billings/Statewide
- Exploration Works, Girls STEM Expo, Helena
- Thrive, Girls For A Change Conference, Bozeman/Statewide
- Pursue Your Passions Women's Entrepreneurship Program, UM Missoula
- Missoula Women's Giving Project and Missoula Community Foundation
- The Athena Pack, Bozeman/Statewide
- All-IN Montana, MSU Bozeman/Statewide
- The Big Sky Poll, UM Missoula/Statewide
- Bozeman Business and Professional Women, Bozeman

Over the last 20 years, we have invested more than \$870,000 in organizations serving women and girls across the state and working to create systemic change that advances women's opportunities by:

- Ensuring All Women Have the Tools, Skills and Opportunity to Reach Their Full Economic Potential
- Advancing Montana Women's Power and Influence
- Creating Systemic Cultural Change That Raises the Status of Women in Montana

These grants provided new economic opportunities for thousands of Montana women and girls, new research, and policy change efforts that broke down barriers to women's economic independence and propelled us all toward equity.

Thank You for Investing in Montana's Women and Girls

Advanced Technology Group

Aimee G. Shanight
 Alieda M. Stone
 Amy Sullivan
 Anderson ZurMuehlen & Co.
 Ann Waickman
 Anna Martello
 Arguelles Family
 Barbara Riley
 Ben W. Pankratz
 Beth Brennan
 Blackfoot River Brewing Co., LLC
 Blue Cross Blue Shield of Montana
 Bonnie Sachatello-Sawyer
 Brenna Bahr
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 Jennifer A. Euell
 Jennifer Rahr
 Jennifer Thuen
 Jessica Stewart-Kuntz
 Jo Ann and Bert Eder
 Judith Meadows
 Julia Bryant-Barrantes
 Kacie Tollefson
 Kali Wicks

Kathleen Turner
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 Kimberly Shappee
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 McBride Family Foundation
 Melanie Symons
 Merle Chambers Fund
 Mickey Rosa
 Mighty Mo Brewing Company, Inc.
 Missoula Business Women's Network
 Missoula Community Foundation
 Missoula Federal Credit Union
 Molly Bradford
 Montgomery Distillery
 MSU - Office of Research and Economic Development
 Nancy and Alan Nicholson
 Nancy Owens
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 TSBC, Inc.
 Vanessa Nasset
 Vannoy Trust
 Virginia M. Piatt

Honorariums and Memorials

Cami C. Skinner in Honor of Mary Rutherford
 Donald & Carol Roberts Foundation in Memory of Virginia K. Weston
 Gail J. Carter in Honor of Tammy Lacey
 Rachel Schaffer in Honor of Bernice and Elliot Schaffer
 Robin M. Turner in Honor of Dale Woolhiser
 Sara D. Smith in Honor of Peggy Hinnaland Smith
 Vicki Dawson in Honor of Muriel Dawson
 Cindy Stergar in Honor of Debbie Stergar
 Michael D. Schechtman in Memory of MC Beeby
 Sandra K. Anderson in Memory of Teresa L. Anderson
 Sheila M. Rice in Memory of Ann E. Rice