

ANNUAL REPORT

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Women's
Employment

NETWORK

Proud partner of **one.**WOMEN



Changing the lives of women,
their families and the community,
one woman at a time.

Letter from the President



Over three decades of dynamic programming while influencing countless lives is quite an accomplishment for any organization. We attribute our success to the numerous thought leaders, CEOs, volunteers, philanthropists, corporate sponsors, and talented staff who have contributed to WEN throughout the years. The support of the community is paramount to our success in supporting our clients as they navigate significant obstacles to financial self-sufficiency and personal discovery.

Due to our long history in Kansas City, WEN is able to leverage relationships with many partners to positively impact families by connecting women with the resources they need to get ahead, both inside and outside our traditional programming. We are excited as we look ahead and continue to make a difference in Kansas City - one woman at a time.

A handwritten signature in black ink that reads "Sherry Turner".

Sherry Turner
President, Women's Employment Network
Founder, OneKC for Women

Mission

To help women raise their self-esteem and achieve economic independence through sustained employment.

Vision

To advance positive change in the lives of women, their families and the community, one woman at a time.



WEN is a proud partner of the OneKC for Women alliance with the Women's Business Center, Women's Capital Connection, and WE-Lend. By working together as OneKC for Women, these partner organizations are better able to reach a common goal: empowering women to achieve financial independence.

Our History

In 1986, two Kansas City philanthropists and visionaries, Beth K. Smith and Marjorie Powell Allen had a profound idea of how to "help women help themselves" and they worked to form the Women's Employment Network. With the involvement and support of hundreds of volunteers, donors, and dedicated staff, WEN has grown from a single classroom at Pioneer College to a 10,000 square foot facility that serves 600-700 women annually.



Co-founders Beth K. Smith & Marjorie Powell Allen

Over the last three decades, WEN has continued to work toward the mission and vision of its founders and has played an important role in the professional growth of women in Kansas City.

At no cost to the women served, WEN has graduated hundreds of women from its programs while assisting thousands more through support services and community referrals.



WEN's First Graduating Class in 1986

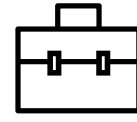
2016-17 Board of Directors

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Signature Programming



The unique structure of WEN's programming is designed to meet the varying needs and skill levels of women in all stages of employment, including those who are unemployed, underemployed, laid off, new to the job market, or seeking to re-enter the workplace. WEN continues to provide opportunities to hone professional skills, expand networks, and receive additional support as they continue with career and employment goals. WEN takes a proactive approach to shaping Kansas City women's careers and financial stability with a personalized, comprehensive program that addresses their talents and challenges on an individual basis.

2,053 Hours in job search lab

185 Self-reported jobs

895 Workshop attendees

139 Clients served per month

435 Employer partners

\$14.38 Average hourly full-time wage reported



Our Clients

Women have become 50% of the nation's workforce, enroll in college more than ever before, and become self-employed at 1.5 times the national average, but continue to remain in poverty.

88% of WEN clients have incomes below the federal poverty level of \$24,600 annually for a household of four. Women who come to WEN face a variety of challenges to securing employment, including homelessness or unstable housing, finding and affording child care, insufficient or non-existent medical or mental health care, limited means of transportation, substance abuse and recovery, and domestic violence.

662

TOTAL WOMEN SERVED

83%

of clients are single or divorced

59%

of clients report a household income of under \$10,000

33%

of clients are the sole provider of income for a household with dependent children

28%

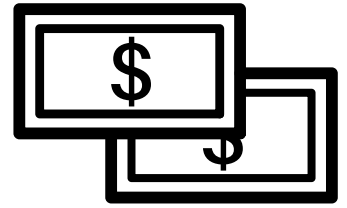
of clients have children in their household

25%

of clients do not have stable housing



Financial Coaching



Using the nationally recognized and highly acclaimed Local Initiatives Support Coalition (LISC) Financial Opportunity (FOC) model, our Financial Coaches work with clients to change their financial behavior in a way that encourages them to make a long-term commitment to increasing monthly net income, credit building, and acquisition of assets. By stabilizing family incomes, we are helping to stabilize our neighborhoods and ultimately affect and benefit the entire community. Financial coaching includes:

- Individualized one-on-one financial coaching, which involves meeting the client where they are and focusing on both short-term and long-term goals as it relates to personal finances.
- Support in developing a personal spending plan, including consistent monitoring, review, and accountability.
- Access to credit building tools, credit counseling, and credit dispute resolution.

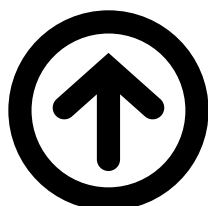
2016-17 Outcomes

203 financial coaching clients

129 clients completed a budget

29 financial coaching sessions each month

42 clients increased their credit score



28% increase in number of financial coaching clients over the 2015-16 fiscal year

Courtney's Journey

When Courtney Banks started the Signature Program at Women's Employment Network (WEN) in February of 2016 she was ready to find a path from her career in retail. She was looking to get a better understanding of the professional workforce, and ultimately, a more stable life for her four-year-old son. She was ready to make a change.

During the first week of WEN Courtney was grateful to be in an environment of supportive women who had different opinions and experiences but were all focused on a path to betterment.



Courtney Banks, 2016 WEN Graduate

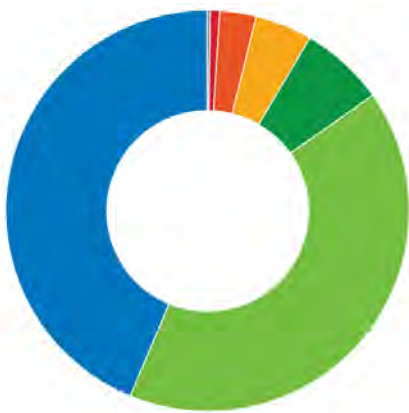
As she progressed through the program in addition to getting help with her resume, interview skills, and personal development workshops, she also realized the benefits to working with WEN's financial coaches. During a goal visualization workshop in which she made a vision board, she expressed her desire to move into an apartment with her son. Unfortunately, due to an unsavory renting experience, Courtney ended up with a judgment on her credit, preventing her from renting a place of her own. During the program, she started to work one-on-one with Financial Coach Brianna Winesberry. As she developed a relationship with Brianna she began to devise and execute a plan to remove the judgment from her credit. Because of her diligence in implementing that plan, Courtney was also a perfect candidate for WEN's special assistance fund; WEN was able to provide some relief from the financial burden of summer childcare costs.

After graduation from the program, Courtney started working for the City of KCMO as a Cashier in May of 2016. She loves the organizational culture, the flexibility, and the benefits she receives there. She was delighted to discover that her current supervisor is also a WEN graduate. Now that she is working steadily she has resolved the judgment and achieved the milestone of getting her own apartment. Today, Courtney actually enjoys paying bills because she CAN and still has money to save after. To others considering WEN, Courtney urges them to carve out time for the five-week Signature Program. She believes it was WEN that gave her the edge to start a new career path. Courtney has received all the materials she needs to make a new vision board for her goals. This time she will include a picture of a graduate. She will continue to work with her financial coach, Brianna, who calls her the "low-key go-getter" because of the humble way she accomplishes big goals. Courtney is interested in pursuing a career in public finance and hopes to start working toward a bachelor's degree in 2018.

2016-17 Financials

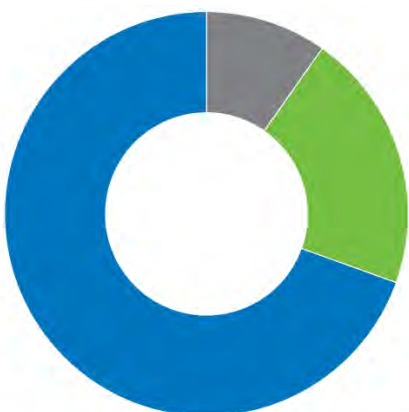
WEN diversifies sources of funding to ensure the future financial stability of the organization. For the last eight years, WEN has balanced its budget and increased cash reserves, resulting in strong financial sustainability for the organization. We have maintained a conservative, balanced budget each year and increased revenue between 3-5%. This has been an intentional effort to ensure market fluctuations that might decrease revenues for some of our funders does not put our organization in jeopardy. The Finance Committee remains diligent in monitoring our cash flow and sources of revenue in concert with our Fund Development Committee and the full Board of Directors.

Revenue



Foundations/Trusts	\$448,942
Special Events	\$420,875
Legacy Circle	\$69,762
Individuals	\$46,572
Contract Services	\$30,024
United Way	\$7,441
Program	\$2,500
TOTAL REVENUE	\$1,026,116

Expenses



Program	\$737,665
Development/Fundraising	\$220,453
Administration	\$103,484
TOTAL EXPENSES	\$1,061,602

**Difference in income and expenses reflect a strong cash position; expenses include intentional program investment where expenditures were approved by WEN's Finance Committee and Board of Directors.*

Record-Breaking Luncheon

Our 2017 Luncheon brought close to 1,100 business and community leaders together to celebrate the strength of women in our community. WEN raised \$381,970 - our highest grossing Luncheon to date. The Luncheon was co-chaired by Lisa Ginter, Chief Executive Officer of CommunityAmerica Credit Union and Angela Hurt, Founder and CEO of Veracity Consulting, Inc. State Street Kansas City was honored with the 2017 Beth K. Smith award due to their outstanding commitment to Women's Employment Network and its mission. From helping WEN develop and launch one of our most successful Special Event fundraising campaigns, Kansas City's Got Talent, to awarding WEN multiple grants through State Street's Strategic Grantmaking program and participating in our Job Fairs, State Street has not wavered in their support.

Our clients shared their inspiring stories and the challenges they have overcome to become stronger individuals, stronger mothers, and stronger employees. It was a powerful testimony not only to the strength and drive of the women we serve but the community of supporters and organizations who help WEN persevere through the decades.



Special opening performance by Millie Edwards Nottingham



Rick Young & Sarah Rask (left) from State Street with Debbie Smith (right) accepting the Beth K. Smith Award



Co-Chairs Lisa Ginter (left) & Angela Hurt (right) with WEN President, Sherry Turner (middle)

KC's Got Talent

On November 17, 2016, WEN's 6th annual corporate talent show, KC's Got Talent, was hosted at Boulevard Brewing Company. Incredible food was generously provided courtesy of Webster House, along with stunning displays of talent from our sponsors.

The event was emceed by Darron Story (pictured below, far right). Our dynamic panel of judges (pictured below, far left) included Millie Edwards Nottingham, known on the local jazz and blues circuit; Katie Van Luchene, a partner in KSquared PR and Communications; Codie Allen of 106.5 The Wolf, and DJ Mike Wickett of 98.9KMBZ.



KC Job Fairs

WEN's KC Job Fairs are held annually in May in October. They are continually successful events for both employers and job seekers. In October 2016, the Job Fair had 39 employers. In May 2017, we welcomed 36 employers and vendors along with 163 job seekers to the Sheraton Crown Center. For the first time, WEN provided free resource tables for Financial Advice, Resume Review, and Interview Tips which were positively received by all attendees.

Karen's Journey

"When I realized I needed to quit my freelance business and get a full time outside job, I was scared. As a "seasoned" worker with health and financial issues, this was particularly challenging."

"I had joined a job club, and while that helped, I just wasn't getting the emotional support I needed. I became more and more depressed, and spiraled downward to the point that I couldn't even apply online for a job I really wanted. Drained of energy and desire, it seemed impossible to me - I was completely overwhelmed."



Karen Kaffenberger, 2016 WEN Graduate

"One Saturday, Janice Blansit, WEN Board Member and Program Director of Adult Education at Johnson County Community College (JCCC), came to talk to my job club as a panelist. While she was speaking about JCCC, she also mentioned WEN. It sounded interesting, so I took a brochure."

"I had no idea when I decided to register for the five-week program how it would change my life. The team of women at WEN helped me to get to the bottom of what was happening in my life and make positive changes so I could get out there again and restart my career. The workshops were fantastic. A few of my favorites were: The Four Temperments, Creating a Professional Image, Credit Reports and Identity Theft, and my very favorite, Thriving in a Team."

"Since attending WEN, I have my hope back - there is light at the end of the tunnel! I no longer feel alone, but loved and supported. The mock interviews, while intimidating at first, made me confident again. By the third one, I felt like a pro. I don't know of any other place that offers this type of feedback and support. All of the counselors worked with me to tailor a realistic plan that fit my goals, lifestyle, and what I wanted to accomplish. The class setting itself was unique in the way it was designed so we could help one another. The acceptance and companionship of my classmates was awesome, and I made several new friends."

"And the best part? As a graduate of WEN, I know that I have their ongoing support as long as I need it. If I need to make a career change five years down the line, I can always come home to WEN. That's the best feeling in the world. Home."

Beth K. Smith and Marjorie Powell Allen Legacy Circle



The Beth K. Smith and Marjorie Powell Allen Legacy Circle is a three-year commitment of \$500 and above. Sustaining gifts from our Legacy Circle members honor the vision of our founders and help maintain WEN's tradition of empowering women and families.

LEGEND - \$3,000

Ann & Kenneth Baum
Elizabeth "Zibbie" Ferrell
Angela Hurt & Hillary Stamper
Teresa Kellett
Catherine J. Kelly
Marta Padula
Anne St. Peter
Debbie Smith
Jeannine Strandjord

FOUNDER - \$1,000

Cathy Baier
Kate Ferrell Banks
Rita Blitt
Laura Brady
Pam Breuckmann
Kay Callison
Mindy Corporon
Michelle & Peter deSilva
Kathy Dodd
Kiersten Firquain
Cheryl Flood
Brenda Hafner & Alexandra Strong
Marilyn & Jim Hebenstreit
Karen M. Herman
Lori Kelleher
Christine Kemper
Nancy Kenner
Cheryl Lockton Williams
Lily Hayes Maxwell
Lori McGroder
Arlene Mockapetris
Sandie S. Mullen
Kelly Murphy
Victoria Rae & Matthew Swindells
Joan Redhair
Victoria Reisler
Cindy Richey
Dr. Michelle Robin
Kelly Scanlon
Deborah Starke
Shannon Swift
Cynthia Weber Scherb
Lynnette Williams

VISIONARY - \$500

Anab Abdulahi
Dana Abraham
Teri Ackerson
Christine & Don Alexander
Terry Anderson & Michael Henry
Julie Anderson Clark & Vince Clark
Jennifer Atterbury
Katherine Baker & Dan Nelson
Carol & Tom Barnett
Sarah Baum
Linda Bemis
Joan & Bert Berkley
Karen Bisset
Janice Blansit
Tonia Bomar
Tracy Bornman
Kathleen Brooke
Erica Brune
Mr. & Mrs. Bob Burnett
Elizabeth Cleveland
Erin & Shannon Cole
Phyllis Collins
Lucy & Fred Coulson
Julie Donelon
Darlene Dunn
Jeanetta Ellis
Alice Ellison
Ann Fay
Hannah Fenley
Sherry Forsee
Theresa Freilich
Karen Fulgham McCoy
Sonia Garapaty
Lisa Gioia
Courtney Goddard
Stephanie Guin
Jen Gulvik
Jenny Haile
Donald J. Hall
Belinda Harrison
Deborah Hays
Shirley Helzberg
Kayden Howard
Theresa Hursh
Kim Jones & Shelly Freeman
Victoria Kandt
Stephanie Kearney
Haylee Kelley
Joan Klosterman
Courtney Kounkel
Cindy Laffey
Julie & Bill Lattimer
Maria Maffry
Megan McCurdy & Meredith Moser
Norma McKelvy
Kate Migneron
Sandy Moll
Barbara Koval Nelson
Julie Nelson Meers
Gayle Packer
Stacey Paine
Cheryl & Ryan Poage
Wendy Powell
Maureen Purcell & Dr. David Husted
Randi Plunkett
Jen Regas
Carolyn Reintjes
Tanya Rodecker Wendt
Kimberly Robinett
Stacey & James Saladin
Carla Sanders
Melissa & Tom Schroeder
Barbara & Larry Schulte
Audrie Seeley
Margo Shepard
Christen Shepherd
S. Sloane Simmons & Harl A. Van Deursen
Rachel Smith & Chris Vickers
Lisa Terry
Deborah Throckmorton
Angela Tower
Sarah Trembley Evans
Sherry Turner
Nan Vail & Keith Bottorff
Martha Warren
Melody Warren
Paul Weber
Nancy Whitworth
Marie Woodbury
Karen Zecy

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Proud partner of  **one for WOMEN**

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