

*lead. connect. impact.*

# ANNUAL REPORT 2024-25



# from our BOARD CHAIR



This year at Women's Impact Fund has been a powerful reminder of what happens when women come together to lead, learn, and create lasting change.

At the heart of our work is connection—connections that spark ideas, build partnerships, and strengthen our community. That spirit has been front and center throughout the year, whether through our focus on women's leadership, the importance of rest and self-care as leaders, or extending new opportunities for engagement to our nonprofit partners.

We surpassed an exciting milestone – more than \$8.5 million in giving to our nonprofit community. This Annual Report highlights our newest nonprofit partners and Spark Award recipients, who remind us of the power and impact of collective giving.

This was also a year of transition. With gratitude and admiration, we celebrated the many years of service of

both Fielding Williams and Patricia Massey Hoke as they begin their next chapters. At the same time, we welcomed new leadership and fresh energy. Janet LaBar joined us as our Executive Director, bringing passion, vision, and deep experience to the role. We also added two talented team members: Shannan Younger as Membership & Operations Manager and Meaghan Dunham Arena as Communications & Engagement Coordinator.

None of this would be possible without you—our extraordinary members, staff, partners, and friends. Together, we are committed to bold solutions and to growing our collective impact. Thank you for being part of this journey.

The next chapter of Women's Impact Fund will be just as bold, inspiring, and impactful as the last—and I couldn't be more grateful to write it with you.

With gratitude,

*Katie Susong*

Katie Susong  
2024-2026 Board Chair



Janet LaBar & Katie Susong



Patricia Massey Hoke & Fielding Williams



Meaghan Dunham Arena,  
Patricia Massey Hoke & Shannan Younger

# YEAR IN REVIEW



## *Kickoff-Event.*

WIF launched the program year with an exciting kickoff event at Innovation Barn. The program year began with a focus on connection and impact.



## *Social Hour for Social Issues.*

An evening of heart and insight, this October event featured a cardiologist exploring the mind-heart connection, alongside local leaders reflecting on mental health and rest.



## *Lunch + Learning.*

WIF used the lunch hour to nourish both the body and brain. Luminaries from several fields shared their unique viewpoints on pressing issues, including affordable housing and Medicaid.



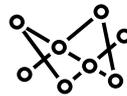
## *Galen Socials.*

This year, two members opened their homes for a new format of gathering and discussion. One Salon Social focused on voting and the other on the importance of local media.



## *Women LEAD and Women + Wisdom*

Harnessing the power of women, these events featured local female leaders sharing insights, inspiration and practical tips while also stressing the importance of paving the way for others.



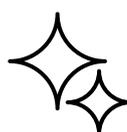
## *Member Socials.*

Connections were made and relationships deepened at several member socials. Breweries, Penguin Drive-In, and Thousand Hills Coffee were a few of the fun gathering spots.



## *Annual Meeting.*

300 gathered for the Annual Meeting in April which featured the announcement of Impact and Opportunity grants, naming of Spark recipients, and celebration of the work of our Nonprofit Partners. WIF members also approved the slate of officeholders.



## *Grants + Spark Awards.*

WIF awarded more than \$400,000 in grants and awards this year, raising our total given since we were founded to more than \$8.5 million!



# NONPROFIT PARTNERS

Grantmaking at Women's Impact Fund has continually evolved in response to the needs of our community. In 2025, we awarded two grants in each of our five program areas. Each Impact Grant totaled \$61,350, providing funding for transformative projects, while Opportunity Grants were \$8,000 each to boost promising initiatives.

## 2025 IMPACT GRANT RECIPIENTS

*Arts*



### **Arts+**

The mission of Arts+ is to unleash creativity, transform lives, and build community through outstanding and accessible arts education by providing classes, workshops, summer camps, and more.

*Education*



### **Wayfinders**

Wayfinders' mission is to ignite underserved students' potential by expanding their confidence, connections, and horizons through summer camp experiences and year-round enrichment programs.

*Environment*



### **Carolina Raptor Center**

Carolina Raptor Center's mission is to ignite a passion for raptors and a responsibility for our shared natural world through programs including raptor rehabilitation and conservation, advocacy and education.

*Health*



### **Despierta**

Despierta's mission is to transform the lives of Latina youth and women through mental health and educational programs, empowering them to develop their talents and become leaders within their communities.

*Human Services*



### **The Relatives**

The Relatives' mission is to keep kids safe, families together, and to prepare vulnerable youth and young adults to be healthy, productive, engaged community members by providing them a continuum of care.



### *Stories of Impact*

Read the [Stories of Impact](#) on our website to learn how our Nonprofit Partners are making a difference and creating a stronger Charlotte- Mecklenburg County.

Each story is a powerful reminder that behind every grant are real lives changed.

# NONPROFIT PARTNERS

## 2025 OPPORTUNITY GRANT RECIPIENTS

*Arts*



### Independent Picture House

The Independent Picture House's mission is to educate, engage, and enable individuals through the powerful medium of film with programming that includes the Charlotte Film Festival and Indie on Wheels.

*Education*



### Right Moves for Youth

Right Moves for Youth's mission is to help students in grades 6–12 make the most of their education, build meaningful connections, and take advantage of opportunities to set themselves up for future success through weekly small-group counseling sessions.

*Environment*



### North Carolina Wildlife Federation

NC Wildlife Federation's mission is to protect, conserve, and restore NC wildlife and habitat for all through habitat restoration, wildlife conservation, education and community engagement.

*Health*



### Shelter Health Services

Shelter Health Services' mission is to remove health issues as barriers to self-sufficiency for homeless women, and as impediments to development for homeless children, by providing free healthcare and health information.

*Human Services*



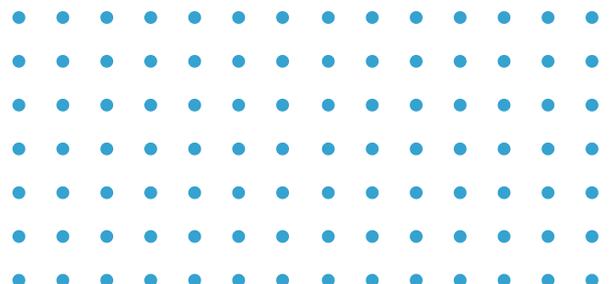
### Hope Haven

Hope Haven is a therapeutic community whose mission is to provide a foundation of recovery for individuals and families impacted by substance use disorder so they can build healthy, independent lives.

### *Strengthening Our Circle*

Each Opportunity and Impact Grant recipient organization also received a one-year membership in Women's Impact Fund for an employee, volunteer, or board member. Spark recipients also receive a one-year membership.

This practice began in 2024 and was continued this year because it brings important perspectives to our organization, connects changemakers, and results in shared social capital.



# SPARK AWARD RECIPIENTS



**J'Tanya Adams**  
*Historic West End Partnership*



**Stefanía Arteaga**  
*Carolina Migrant Network*



**Karen Calder**  
*Classroom Central*



**Charli Conklin**  
*Stiletto Boss University*



**Sil Ganzó**  
*OurBRIDGE for KIDS*



**Jessica Gibson**  
*Just Do It Movement*



**Juliana Lozano**  
*Despierta*



**LaShawn Robertson**  
*Carolina Youth Coalition*



**Elliott Royal**  
*W Boulevard Neighborhood*



**Alyssa Sharpe**  
*Digi-Bridge*

## *Igniting the Spark*

To celebrate inspiring women leaders dedicated to making transformational change in Charlotte-Mecklenburg County, Women's Impact Fund recognizes those who are driving meaningful, community-based work.

Spark Awards provide \$5,000 in unrestricted funds to each women leader for rest and renewal. This spark is intended to promote a culture of collective care, address burnout, and encourage more investment in those dedicated to making change.

These leaders may include, but are not limited to, employees and volunteers working with nonprofit organizations, leaders of grassroots movements, community organizers, activists and more.

In addition to the cash award, recipients also receive a one-year WIF membership to provide additional opportunities for connection, leadership, and growth.

## **How can recipients use their financial awards?**

Spark Award recipients have full discretion to use the funds in any way they choose to cultivate their individual care, renewal, growth, and healing.

## **Why does rest and renewal matter?**

Research by the Society of Human Resources (SHRM) indicates that attrition from nonprofits is about 19% versus normal workforce turnover of approximately 12%.

It is in our collective best interest to invest in women dedicating themselves to driving community-centered change.

Leaders working at the forefront of community change often dedicate significantly more time and energy to their work than average employees. They are typically fueled by a passion for the mission of their organizations and/or causes and often sacrifice their own well-being in pursuit of that mission, resulting in an endless cycle of burnout and recovery.



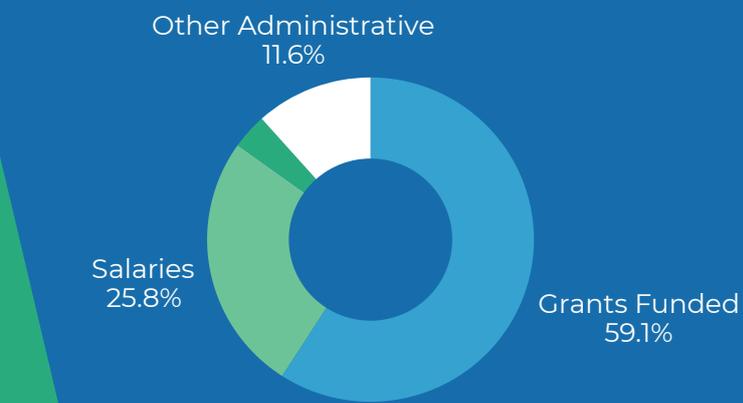
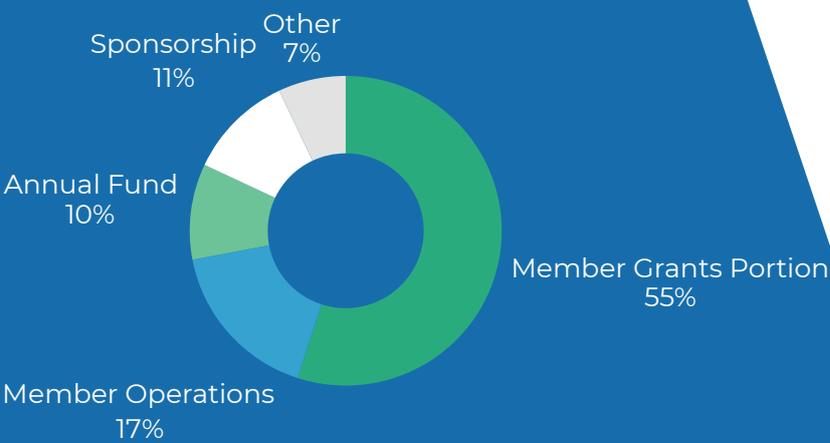
# YEAR IN REVIEW BY THE NUMBERS

## 2024-25 REVENUE

Member Grants Portion	\$397,118
Member Operations Portion	\$125,103
Annual Fund	\$75,002
Sponsorship	\$79,922
Other	\$50,678

## 2024-25 EXPENSES

Grants Funded	\$406,000
Salaries	\$176,974
Committee Expenses	\$24,027
Other Administrative	\$79,922



# 2024-25 MEMBERSHIP

Shannon Acks  
J'Tanya Adams  
Susan Adams\*  
Susie Adams  
Roselyn Ahua\*

Ann Allen\*  
Natalie Allen

**Judy Allison\***

Heather Anderson  
Adelle Anthony-Williams  
Maximiliana Arco

*Haley Arellano\**  
Stefania Arteaga  
Katie-Rose Austin

Sarah Avinger\*  
Addison Ayer

**Julie Babb\***

**Mary Lou Babb\***

**Dianne Bailey\***

Lisa Bailey-Samuels

Juliann Bannon

*Karen Barton*

Sara Baysinger

Tammie Beatty\*

Tanja Bechtler

Tanja Bechtler

Suzan Becker\*

Mary Behler

Cynthia Beiler

Sarah Belk

Makayla Binter

Charis Blackmon

Bonnie Blair\*

Kristin Blinson

**Rosalie Blumenthal\***

Wendi Boddy\*

Krista Bowen

Wendy Bradford

Paula Bradham

**Robin Branstrom**

Jean Brinkmann\*

Margot Brinley\*

Elizabeth Brock

Beth Brodie

Jessica Bronzert

Kelly Brooks

Whitney Brooks

Lindsay Broyhill

*Tonya Bruce\**

Janeen Bryant

*Katherine Bunn\**

Nicole Burgess

Kristina Burke

Angie Bush\*

Karen Calder

Holly Calvasina\*

Elizabeth Campbell

Madelyn Caple\*

Carola Cárdenas

Loretta Carty

Alli Celebron-Brown\*

Courtney Channell

Jada Charley

Courtenay Clark

Sabrina Clark

Nan Clarke

Courtne Coble

Amanda Colgate

Kathryn Collins\*

Mary Condon

Charli Conklin

**Jane Conlan**

Elizabeth Conway

Laine Coplin

Christine Cospere

*Michelle Cottrell\**

Chantal Coutu

Deborah Covington

Leslie Cramer

Shelly Crawford

Sloan Crawford

Lisa Crotty\*

Katie Crumpler

Lynn Cuddy

Hilary Dack

Debbie Darden

Meredith Dasher

Alicia Davis

Christine Davis

Lonnie Davis

Tawanna Denmark

Kerri DeRuyter

Alesia DiCosola

Sophia Dietsch

**Miriam Dixon\***

Caitlin Donley\*

Sharon DOnofrio

Betty Doster

Candes Dotson

Sharon Dowell

Olivia Droney\*

Joelle Dugue

Megan Dunbar

Donna Dunlap

Rachel Dupree

Sidney Echevarria

Gigi Egge

Christy Elberson

Erica Ellis\*

Allison Elrod

**Anne Essaye\***

**Martha Eubank\***

*Tamika Eubanks Spurlock\**

Gloria Ann Evans

Lisa Farley\*

Whitney Feld

Christiane Felts\*

Arlene Ferebee

Mary Filer

Louisa Fisher

Lea Fitzpatrick

Elizabeth Fleming

Jordan Fletcher

**Jill Flynn**

Beverley Francis Gibson\*

Jessica Freely\*

**Toni Freeman\***

Ashley Friello

Cathia Friou\*

Patricia Funderburg

Victoria Gabbard\*

**Amy Gach**

Angela Galindo

*Mary Gullivan\**

Sydnor Gammon

Sil Ganzó

Christine Gardiner

Kelly Gardner

Nicole Gardner\*

Liz Gaskill McGeachy

Vikki Gaskin-Butler

Debra George

Hadia Ghandour

Jessica Gibson

Griffin Glaze

Jane Glenn

Gail Goforth

*Blanca L. Gonzalez\**

Connie Gonzalez

Tere González García

Tammy Goodman\*

Paula Goolkasian\*

Alisa Govan

Devonya Govan-Hunt

**Laura Grace\***

Suzanne Grace

Amy Greene

Maudelyn Greene

Tracey Greene-Washington

Aimee Greeter\*

Lauren Gregg

Carol Gress\*

Stacy Griffin

Kellie Grutko

Karen Gunther\*

Laurie Guy\*

Lise Hain

Caylin Haldeman

Jennifer Hall

*Nicole Hall\**

Michelle Hamilton

Merissa Hannah

Beth Hansen

Martha Harbison\*

Jessica Hardin

Mary Harry

Kyla Harvey

Vida Harvey

Christina Haskins

**Cammi Hauptfuhrer**

Sarah Hayden

**Kathryn Heath\***

Rebecca Henderson

Hannah Kay Herdlinger

Jessie Hermann

Rosalie Herring\*

Meggie Herrlinger

Mary Herron

Heather-Camille Hewett

Kimberly Higgins

Suzy Hile

Travis Hinman

Victoria Hoeman

**Sara Holderness**

Mariama Holman

Lauren Holohan

Barbara Holt\*

Audrey Hood

Christen Hoover

Maddy Hopsicker

Pearlynn Houck\*

Melissa Hovey

Amanda Howard\*

Tamesha Hughes Frazier

Liana Humphrey\*

Carol Hunley

Linda Hunley

Catherine Hunter

*Amy Hutch*

Danielle Hutcheson

**Fran Hyde**

Margaret Hynes

Lily Iatridis

Kerry Irwin

**Kathy Izard\***

Denada Jackson

Nina Jackson

*Amy Jacobs*

Abigail James

Allyson James

Elizabeth James

Katherine James

Melissa James

Mollie James

Sandra James\*

*Nikki Jarrell\**

Jennifer Johnson

Lea Johnson

**Leslie Johnson**

Lou Ann Johnson

Rachel Johnson

Sharisse Johnson

Jackie Jones

Tiffany Jones-Boyd

Kenya Joseph

Lauren Joseph

Kate Jostworth

Michele Juliana

Kari Kalgren

Srujana Kanchibhotla

Kelly Katterhagen\*

Alison Keane\*

Karen Keatley

Michelle Keaton-Barrow

*Kristin Keen*

Savannah Keith Gress

Laraine Kelley

Mitchell Kelling

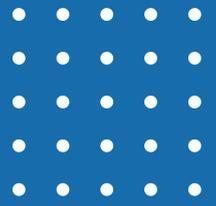
# 2024-25 MEMBERSHIP

Marie Kelly  
Virginia Kelly  
Joy Kenefick\*  
Emily Kennedy\*  
Mary Scott Kennedy  
Constance Kersch  
Stratford Kiger  
Kimberly Kirk\*  
Kathryn Kissam\*  
Karen Knoble\*  
Kalie Koivisto  
Dedria Kolb  
Ashley Korizis  
Andrea Kovacs  
Ragaa Kunda  
Katherine Lamberth  
Adrienne-Elaine Lamptey  
Claire Lechtenberg  
Jessica Lefkowitz  
**Donna Lerner**  
Rebecca Levell  
**Julie Lerner Levine\***  
Alyssa Levine  
Jia Lin-Bothe  
Deb Little\*  
Hannah Little  
Jane Llewellyn\*  
April Lombardi  
Mary Long\*  
Sarah Long  
Erika Lopez  
*Joan Lorden\**  
Amy Lovett\*  
Juliana Lozano  
Carolyn Lugo-Allred\*  
**Elaine Lyerly**  
Mary Lytch  
Heather Macky  
Alina MacNichol  
Elizabeth Love Maddrey\*  
Claire Magee Ferguson\*  
Meenu Mahajan  
*Deborah Majewski\**  
Jill Malino  
Liz Mallas Law\*  
Julie Maloney  
Joy Marshall  
Tina Marshall  
Heather Mackey  
Alina Z. MacNichol  
Linda Hanna Martin\*  
Kerri Mast  
Varsha Mathur  
Jennifer Mattox  
**Dee Dee Maxwell**  
Kendra May  
Leah Maybry  
Anna McClelland  
**Jane McColl**  
Julianne McCollum  
April McDonald  
Tracy McGinnis

Jan McGuire  
Layne McGuire  
**Susan McKeithen\***  
Cindy McMillin\*  
Deb McWilliams  
*Carolyn Meade*  
Susan Medina\*  
Christina Mehlretter  
April Mellion  
Tanya Mendis  
Nadia Meredith\*  
Jenny Merlo\*  
Carla Miller  
*Lisa Miller\**  
Sally Miller  
Alyssa Mills  
Kim Miner  
Valerie Mittl  
*Arrington Mixon\**  
*Talia Moody\**  
Jennifer Moore  
*Katherine Mooring\**  
Rebecca Morris  
Alicia Morris Rudd\*  
Beth Morrison  
Paula Moss  
Emily Muller  
Kitt Murphy  
Elizabeth Murry  
Jane Myers  
Theresa Nardi  
**Anna Nelson**  
Trina Nicastro  
*Sonja Nichols\**  
**Patricia Norman**  
*Kathleen O'Bannon\**  
Alison O'Connor\*  
Megan O'Hara  
Sarah Orlousky  
Jessica Otto  
Amy Owen\*  
*Susan Patterson\**  
Markita Payne  
Kelly Perez  
Kim Perkins  
Anne Perper\*  
Kimberly Perry\*  
Laura Philipson  
**Deborah Phillips**  
Kirsten Pittman  
Zoe Playe  
Shana Plott  
Ruth Polomsky  
Foli Pontillo  
Anne Poole  
Barbara Pooley\*  
Elisabeth Pordes  
Jennifer Powel\*  
Sara Pressly  
Valerie Preston  
Kaitlin Price  
Eileen Pronobis

Beth Quartapella  
**Elizabeth Quinn**  
Patricia Radford  
Haley Rafferty  
*Ellen Rankin\**  
Betty Rash  
Azanique Rawl  
Ana Rey  
Sarah Richardson  
Chastity Richey  
**Kathy Ridge**  
Lila Riley  
*Lakisha Rios*  
Rochelle Rivas  
Charlotte Roberts\*  
**Linda Roberts**  
LaShawn Robertson  
Meg Robertson\*  
**Sally Robinson**  
Mary Anne Rogers  
Isabel Romero  
Judy Rose  
Jennifer Rosen  
Karen Rosenfield  
*Erika Ross\**  
Amanda Roth  
Elliott Royal  
Caroline Ryon  
**Sarah Salton**  
Claire Samuels  
Rachel Sasser\*  
Iesha Saunders  
Angela Scholl\*  
Eve Schreck  
Michele Schuermann  
**Laurie Schwartz\***  
Sarah Schweppe  
Katherine Screen  
Octavia Seawell  
Alyssa Sharpe  
Molly Shaw\*  
**Ruth Shaw**  
Marcie Shealy\*  
Julie Sheffer\*  
Cara Shields  
**Sarah Shifflet\***  
Kathryn Shoemaker\*  
**Mattye Silverman**  
**Jeanette Sims\***  
Tricia Sistrunk  
Emily Skidmore\*  
Kelsea Skinner  
Iris Smalls-Hubbard  
Andrea Smith  
*Andrea K. Smith\**  
**Laura Smith\***  
Laura Snead  
Kathryn Solomon  
Jennie Staples  
A'Dream Starkey\*  
Andrea Steiner  
Kandy Steiner

Stephanie Stenglein\*  
Elizabeth Stinson\*  
Rebekah Stivers  
Mary Stokes  
Anna Grace Stolz  
Tawnya Stommel  
Ashley Sullivan  
Holly Sullivan  
*Katie Susong\**  
Ann Tabor\*  
**Claire Kinnett Tate\***  
Katie Taulbee  
Allison Taylor  
Nancy Teaff\*  
Elizabeth Teagarden  
Ann Temple\*  
Kristy Teskey  
*Connie Thomas\**  
Brienne Tinder  
Cathy Tisdale  
Kristin Tokic  
Tracey Tozier  
Amber Tracewell  
Laura Truesdale  
Audrey Truman  
Catherine Turgeon  
Olivia Turnbull  
Robin Tynes-Miller  
Margaret Ullrich  
Kelsey Van Dyke  
Tanya Varanelli  
Carla Variglotti  
Theresa Viera  
Elisa Wadsworth  
Allison Wallace  
Jen Wallin  
Julia Walthall-Eisman  
Ariel Ward  
Mary Ware\*  
Elizabeth Warren  
Diana Warth  
Hope Watts  
Kathryn Watts Burlingame  
Sara Page Waugh  
Katie Weeks\*  
Katie Weir  
Kailey Welsh  
Clare Wesley  
*April Whitlock\**  
Leslie Wickham  
Allison Williams  
Laurie Williams  
Jocelyn Wilson  
Karen Wiltgen  
**Edith Wyatt**  
Grace Wynn  
Beth Wytiaz  
Hanna Yesuf  
Kathryn Young  
Lisa Zelina  
Nancy Zimmerman



*strengthening communities  
by maximizing women's  
leadership through  
collective giving,  
education, and engagement*



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