



EMPOWERING WOMEN AND GIRLS
TO ATTAIN AND MAINTAIN
PERSONAL SELF-SUFFICIENCY
AND ECONOMIC INDEPENDENCE
2010 –2011
ANNUAL REPORT



Letter from the Board President & Executive Director

Dear Friends and Neighbors:

Our mission is *“to empower women and girls to attain and maintain personal self-sufficiency and economic independence”* and is a statement that we wish to embody in all that we do at The Women’s Resource Agency. This mission isn’t just about the programs we offer or the women we serve, it’s a mission that reflects the internal growth we have achieved and strive to continue to build upon.

This year we have reached new levels of success and economic vitality as an organization and this is demonstrated, in part, by receiving two different grants from the Colorado State Department of Labor and Employment to provide service and paid work experience to women with a criminal background. Another example is our growing Reserve Fund, which will have six months of funding by the end of 2013. These are just a couple of examples of the work we are doing internally to ensure that our organization is self-sufficient and financially successful.

In addition to our efforts to grow and develop the Agency, we continue to serve over 1,700 women and girls in our community each year, empowering them to learn critical decision-making skills, gain valuable employment readiness competencies, and increase their self-esteem so that they may become more self-sufficient.

Our Dress for Success Colorado Springs Career Center (Level III) assists women with computer knowledge, workshops on resume writing and interview skills, and individual coaching sessions to develop personal goals that will guide the participants toward economic independence.

The InterCept Programs empower girls to improve educational outcomes, decrease risk-taking behaviors and develop healthy life choices. The school-based program has excelled in meeting the personal needs of girls while developing their leadership potential, while the community based program remains one-of-a kind in our community as an alternative sentencing program.

Each and every one of our donors and community supporters is a valuable partner of the Women’s Resource Agency. We look forward to partnering together to reach our vision of an inclusive Colorado Springs community of girls and women who are successful and personally self-sufficient. Strong, self-reliant women can translate living into thriving.

With our sincerest thanks,

Nadine Hensler, MBA
Board President

Beth Roalstad, MSW
Executive Director



Nadine Hensler



Beth Roalstad

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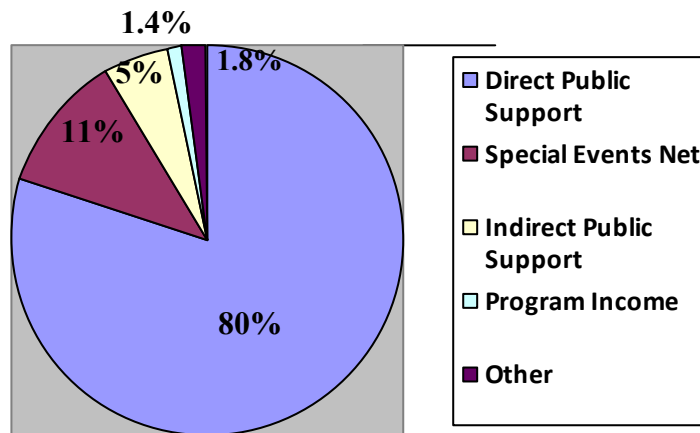
Executive Director: Beth Roalstad

Financial Summary

Fiscal Year 10-11 (July 1, 2010-June 30, 2011)

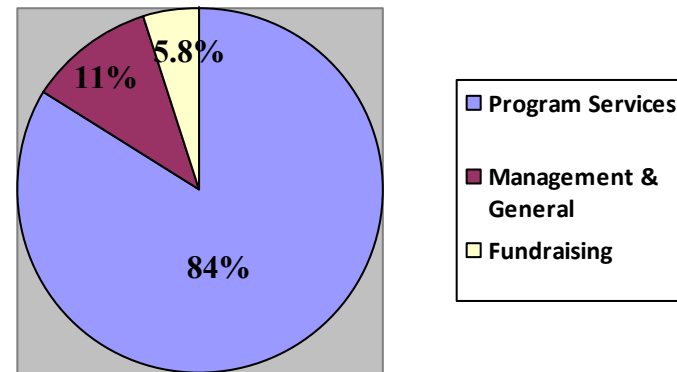
Operating Revenue

Direct Public Support	\$ 413,763	80%
Special Events Net.....	\$ 58,817	11%
Indirect Public Support.....	\$ 27,611	5%
Program Income.....	\$ 7,629	1.4%
Other	\$ 9,404	1.8%
Total.....	\$ 517,224	



Operating Expenses

Program Services.....	\$ 366,587	84%
Management & General.....	\$ 48,307	11%
Fundraising.....	\$ 21,779	5%
Total.....	\$ 436,673	



Assets

Current Assets.....	\$ 184,509
Other Assets.....	\$ 150
Net Assets.....	\$ 184,659

Liabilities

Current Liabilities.....	\$ 11,930
Unrestricted.....	\$ 172,729

Total Net Assets.....\$184,659



WRA's mission is to empower women and girls to attain and maintain personal self-sufficiency and economic independence. WRA seeks to Teach, Empower, and Advocate through our services.

Adult Services

Career Center

Resume Coaching

Individual assistance to write a professional resume and/or cover letter.

Interview Coaching

Bi-weekly workshops covering what to expect, interview styles and skills plus one-on-one mock interviews to practice key concepts.

Going Places Network by Wal-Mart

A six week career readiness workshop series with topics ranging from networking and budgeting to creating a professional image.

Stepping Up

A program designed to help women with criminal convictions gain the skills and confidence to change their lives. It focuses on increasing employability and one-on-one support and guidance. Classes are delivered while women are still incarcerated at the Criminal Justice Center and continue once they are released.

"I felt like my life was over and I didn't have anything to hope for. I am now in college and know my future is bright regardless of what my past looked like." Angela

Spouses Supporting Spouses

Support group for military and active women.

Computer Training

Classes and Certification programs available for Microsoft Office 2007. Increase your computer skills in an individual or class setting. A computer lab is available daily to fill out applications, on-line job searches, or access email free of charge with no session limits.

"I am 43 years old and looking at the computer made me break out in a sweat! Now I have 3 certifications and people come to me for computer help!" -Donna

Job Book

A hand's on resource for current job postings from local employers and a tool for women to craft resumes to meet today's demands.

Suiting Program: Dress for Success Colorado Springs

Interview Suiting

One to two interview appropriate business suits.

Employment Suiting

Five to eight career outfits for newly employed women.

"I had been looking for work for almost 18 months. I came to WRA desperate for help. I leave knowing I have a family of women that support me and my dreams and I start my new job next week!" - Margaret

Personal Development

One-on-One Appointment

Meet with a staff person to develop goals, gain support, and discover other resources in the community.

Stress Reduction Workshops

Workshop topics include yoga, Tai Chi, journaling, nutrition, and more! Each month clients discover new ways to reduce stress.

Professional Women's Group (PWG)

Membership is open to Dress for Success clients who have successfully gained employment. Each meeting consists of networking and a presentation focused on personal and professional development.

Program Statistics (unduplicated)

No. of clients served.....	1,775
No. of total appointments.....	2,289
No. of computer users.....	364
No. of mock interview and resume clients.....	151
No. of suiting's.....	595
No. of classes and workshops.....	312
No. of leadership certificates.....	480
No. of women served while still incarcerated.....	624
No. of PWG members.....	107

32% of clients score a low self-esteem when they begin services at WRA. After services 85% of clients increased their self-esteem to normal (based on the Rosenberg self-esteem survey).

Rosenberg, Morris. 1989. *Society and the Adolescent Self-Image*. Revised edition. Middletown, CT: Wesleyan University Press



Youth Services

InterCept School-based Program

InterCept is a prevention-based leadership program for 8th-12th grade girls in Harrison School District Two. The focus of InterCept is to give girls the skills and self-confidence to make healthy life choices. The middle school program consists of curriculum-based classes on a variety of life topics affecting girls today, including: domestic violence, anger management, and much more. High school students coordinate a community service learning project and attend monthly lunches to further their leadership skills. All girls receive a minimum of two coaching sessions with a facilitator to discuss future goals and community resources.

Program Statistics

No. of InterCept participants.....65

InterCept statistically improved girls resiliency and positive outlook.

At the middle school level **46 classes and 1 camp experience were delivered to 35 students.**

This year an InterCept student in 8th grade reported that she had previously tried to commit suicide **seven times**...until she came to InterCept and **finally** stopped thinking about hurting herself.

At the high school level **32 classes and 9 lunch activities were delivered.**

InterCept high school students raised **over \$700** for the foster care organization **Safe Passage**. Students showed a deep commitment to victims of child abuse by providing Mr. Bigg's passes to children and their families. InterCept girls also made blankets for the children and held a clothing drive at Harrison High School to involve their peers.

InterCept Too

InterCept Too is a gender specific intervention program that empowers young women to overcome obstacles and make healthy life choices. Participants range in age from 13 to 19 and are referred to the program through Teen Court, Probation, Senate Bill 94, and other community agencies and professionals that work with youth-as space permits. The program consists of three components: weekly group sessions, parent meetings, and two individual coaching sessions to help girls with goal-setting and to provide community resources. Group sessions are designed to educate, empower, and foster healthy peer connections. Parent sessions are designed to support the parents, guardians, and family members of InterCept Too participants.



Program Statistics

No. of InterCept Too participants.....36

48 classes with 8 parent sessions were delivered.

Of **28** InterCept Too girls who were interviewed for a program evaluation with the University of Denver, **75% of them reported that InterCept made a positive impact on their lives—these girls reported no further delinquency.**

A parent said, Every young female who is in trouble with law- needs this Intercept program. My daughter has changed her life around 100%"

WRA Participant Stories

One of WRA's outstanding clients this year was **Alice Gomez**. Alice "immediately became involved in many of our classes and active in our PWG," said Aubrey Terry, Director of Programs. Ms. Gomez has completed more than 13 classes. Terry said, "In two months she completed our level I, II, and III leadership certificates and we could have developed a level IV just for her."

WRA has impacted Gomez in big ways. "I feel like I can do something again; they've gotten me to think again," she said. Soon Gomez will not have any family in town, but knowing WRA is here is a lifeline to me."

For Gomez WRA is a safe place to come, different from many other agencies in town. "It's different because it is more sensitive to needs," she



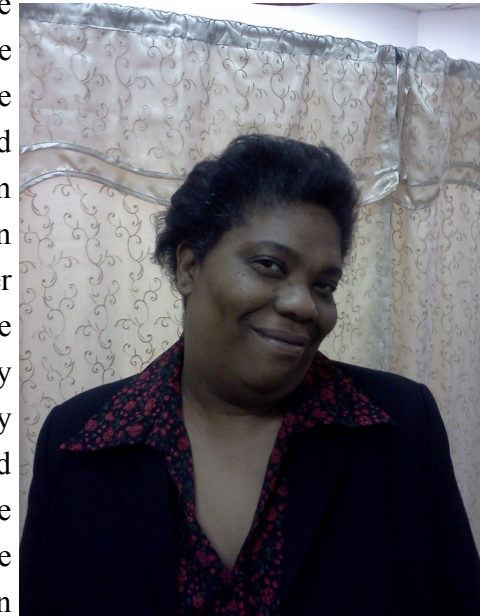
Participant Alice Gomez

said. "They don't see people according to the book. They are sensitive to where people are and are not pushy or judgmental. Clients feel comfortable because they can be themselves. The women there are very encouraging. They are a bridge from where we used to be to where we could be."

Shelia Johnson was an intern with Women's Resource Agency from May-August of 2011. She participated in the Stepping Up program for women who've had a brush with the law. She wrote the following letter about her experience:

"My name is **Shelia Johnson** and I am an Intern at the Women's Resource Agency. I came from a life of drugs, alcohol and criminal activity. I have been to prison 4 times. My life was going nowhere. I was on the brink of death. But the Women at the Women's Resource Agency showed me that I am worth it and that I am somebody. Today I have been clean from drugs for 22 months and sober from alcohol for four years with the help of people who care. I'm very grateful for the opportunity that they have given me to better myself and my life. The Women at the agency are amazing! They taught me how to have confidence in myself and believe in me."

Sincerely,
Shelia Johnson



Participant Shelia Johnson

*Thank You to Our **Volunteers** Fiscal Year 10-11 (July 1, 2010-June 30, 2011)

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WRA Would Also Like To Thank Our
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Rocky Mountain Bank and Trust
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Women's Foundation of Colorado

**Special thanks to all the
volunteers who helped us
with our office move!**

*Thank You to Our **Financial Partners** Fiscal Year 09-10 (July 1, 2009-June 30, 2010)

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****Please contact WRA if any mistakes have been made.**

2011 Major Accomplishments

The first annual, 5K **Power Walk for Dress for Success** was held on Saturday, May 7th at the Citadel Mall in order to recognize and applaud the power of women achieving success! It was a beautiful day and close to 80 walkers, young and old, participated. Special recognition goes out to the Chick-fil-A Cow for his efforts! Together we raised nearly \$2,000 to support our Dress for Success programs. Thanks



to all of our event sponsors -- Shape magazine, the Style Network, WomensHealth.gov, RoadID, PopChips, Cyberchase, The Citadel, El Pomar Foundation, WalMart, Costco, Memorial Health Systems, Mix 1, Master Drive and Sensational Sounds. We'd also like to thank our Health/Wellness vendors and Kids Zone booths. Present at the event were 100% Chiropractic, Cedar Springs, Wanda McCormick Fitness, Chiropractic Works, Women in Crisis, Lil' Kickers, Ronald McDonald Care Mobile, Children's Literacy Center, Home Depot, Cheyenne Mountain Zoo, Lia Sophia and the Colorado Institute of

Massage Therapy. The staff of WRA looks forward to next year's Power Walk!

WRA moves to new location

Women's Resource Agency would like to thank everyone who attended our grand openings in mid-July! It was a pleasure to host 50 guests and allow them to tour our new space. The Colorado Springs Chamber of Commerce was also on hand for a fantastic ribbon cutting. The new space is bigger, with better lighting, and more office space for staff. We will also have a conference room available to hold trainings, workshops, and small events with community partners. Please let us know if you would like to work with us.



Women's Resource Agency Current Staff

Beth Roalstad, Executive Director

Aubrey Terry, Director of Programs

**Sherri Albertson, Community Relations and
Volunteer Service Director**

Brenna Gomez, InterCept Program Manager

Marli Fitzgerald, InterCept Too Program Manager

Stacy Williams, Dress for Success Coordinator

Jennifer Mitchell, Receptionist/Program Assistant

**Women's Resource Agency
2010-2011 Annual Report**

**Helping Women Attain and Maintain
Personal Self-Sufficiency
and Economic Independence**

**750 Citadel Drive East Suite 3128
Colorado Springs, Colorado 80909
719-471-3170**

