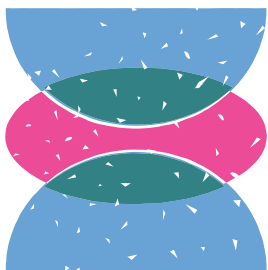


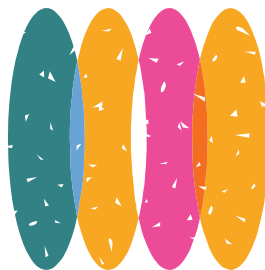
# BRAVE JOURNEYS BOLD FUTURES

## MY BIG, BOLD DREAM IS TO...



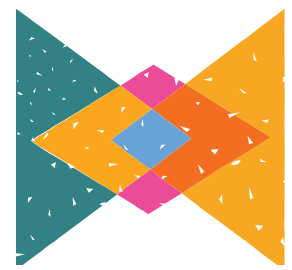
**PUBLISH  
A BOOK  
BEFORE I  
TURN 20.**

Elena, 12, Lake Co.



**CREATE  
MY OWN  
HOUSEHOLD  
BRAND.**

Cloie, 18, Lyon Co.



**WORK FOR  
NASA AS AN  
AEROSPACE  
ENGINEER.**

Estelle, 11, Blue Earth Co.

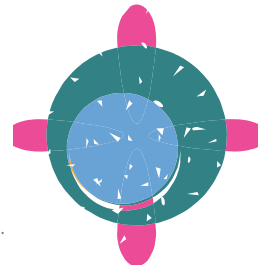
**BE A COUNTRY  
SINGER WHO  
PLAYS GUITAR  
TOO.**

Divinity, 10, Dakota Co.



**RUN  
MY  
OWN  
BUSINESS!**

Julie, 17, Ramsey Co.



**IMPACT  
S.T.E.M. AND  
FASHION  
POSITIVELY.**

Corrine, 11, Ramsey Co.



**OWN A  
RANCH  
WITH MANY  
HORSES.**

Kiara, 10, St. Louis Co.



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# ORGANIZATIONAL OVERVIEW



## Vision

The Ann Bancroft Foundation envisions a world in which all who identify as a girl have a chance to live their dream and reach their full potential.



## Mission

The Ann Bancroft Foundation supports girls to live their dreams and imagine something bigger through grants, mentorship and ongoing development opportunities.



## Theory of Change

The Ann Bancroft Foundation believes investing in girls by increasing access to transformative experiences builds competence, confidence, connection, character and caring (the 5 C's of positive youth development), and disrupts the impacts of gender inequities by:

- Helping girls build skills to navigate the challenges they face today, and
- Laying the foundation for future successes that strengthen our communities.

The Ann Bancroft Foundation centers and amplifies the voices of girls, listens to the dreams they see for themselves, and surrounds them with a supportive network that encourages their confidence to do more.

## Key Change Pathways

Grantmaking, mentorship, and ongoing development opportunities.	Amplifying and celebrating stories of impact and inspiration.	Leading with a culture of listening, learning, and adapting.
---	---	--

To learn more about our work, visit [AnnBancroftFoundation.org](http://AnnBancroftFoundation.org).

## DEAR FRIENDS,

2023 has been a year of remarkable momentum and growth for the Ann Bancroft Foundation. Reflecting on our collective impact, I'm reminded of the incredible courage and resilience of the girl-identifying youth we serve—and how, as a Foundation, we must continue to be just as bold in our actions.

One of my most memorable highlights of 2023 was interviewing the finalists for our inaugural Trailblazer Fellowship. This additional grant program, designed to support prior grantees in high school, awarded \$2,500 each to eight extraordinary young women: Ameyir, Anushka, Isabelle, Kate, Keena, Margaret, Oluwabukunmi, and Sierra. Each of them embodies the boldness, creativity, and bravery that we aim to nurture in every girl-identifying youth who walks through our metaphorical or physical door.

As the girls interviewed, it was clear just how courageous and diverse their dreams are. Some knew exactly what they wanted to be, while others expressed uncertainty. One young woman candidly shared the pressure she felt—how everyone expects her to have her future figured out, yet she didn't know where to start. Another poignantly asked, "How can I imagine a future when I'm not even sure what the world will look like?"

From those who aspire to travel far from home to those who dream of staying close to their roots, from aspiring philosophers to future business leaders, each finalist brought a unique vision of her bold future. One student, who was the quietest in our group meetings, truly came alive during a breakfast just the two of us shared. She told animated stories of family and school life, and we laughed about her detailed plans for homecoming outfits. "You're not shy at all!" I exclaimed, to which she grinned and replied, "Oh no, not at all." Another inspiring moment came when Anushka, one of our Trailblazers, shared how her grant allowed her to attend a STEM program. The experience not only ignited her passion for engineering, but connected her with a mentor who continues to guide her.

These bold, honest, and authentic moments remind us why we commit to this work. Together, we encourage girls to bravely dream, and we must do the same as a Foundation.

## A YEAR OF BOLD STEPS & BRAVE JOURNEYS

2023 was a year of significant growth. We expanded our grantmaking, receiving 424 applications and granting to 288 girl-identifying youth across Minnesota, bringing the total number of grantees in our history to more than 6,000. These grants empower girls to pursue their passions in fields as diverse as athletics, the arts, STEM, and leadership. We've seen firsthand how access to resources and encouragement can turn dreams into bold, action steps.

We also introduced our 2023-2026 strategic plan, which outlines how we will further expand our impact. We increased our traditional seed grants to \$1,000, giving girls more support to dream bigger and push further. Our alumni engagement efforts are stronger than ever, with many former grantees returning to give back—whether by reviewing applications, sharing insights, or supporting the network that helped them on their journeys.

As a fully donor-supported organization, we are deeply grateful to the 532 supporters who made our bold initiatives possible in 2023. Their generosity ensures our programs continue to reach more girl-identifying youth across Minnesota, allowing both our Foundation and the girls we serve to dream bigger.

## LOOKING FORWARD WITH BOLD VISION

As we look ahead, our vision for the future is ambitious and bold. In 2024, we hosted our first-ever Girlhood Summit, bringing together girl-identifying youth, alumnae, and supporters to share their stories, learn from each other, and create more opportunities for future generations. We will also launch platforms, giving our young leaders a direct voice in shaping our future.

And there is much work ahead. Our commitment to underserved and underrepresented communities remains strong, and we will strategically adopt initiatives that direct resources and opportunities to those who need them most. As we expand our programming, we stay rooted in the values that have guided us from the start—listening, learning, and acting with boldness to ensure that every girl can pursue her dreams and strengthen her self-efficacy. Also recognizing that barriers and systemic inequities often prevent girls from realizing their fullest potential, we will spend time reflecting, alongside our community, on our role in advocating for a world where every girl is free to live, learn, dream and lead. The questions we ask are just as important, even if we don't yet have all the answers.

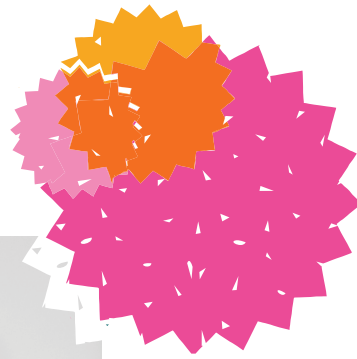


I am filled with pride for all we've accomplished together and energized by the possibilities that lie ahead. This work is a collective effort, and none of it would be possible without your continued support. Together, with our growing community of donors and supporters, we are building a future where every girl is encouraged to dream boldly and given the tools to make those dreams a reality. I can't wait to see where we go from here.

With gratitude,

Ethelind B. Kaba, Executive Director

# IMPACT STORY



2023 Trailblazer Fellow, **Anushka Kollengode's** commitment to environmental sustainability began at a young age and has grown into a passion for creating tangible solutions to address global issues. As a resident of Rochester, Minnesota, Anushka has made a significant impact through her innovative work, including the development of an app designed to reduce littering in her community. Inspired by her concern for the environment, Anushka co-created a mobile application, Green 3, which helps users locate the nearest trash and recycling bins to ensure proper disposal of waste. With the help of a grant from the Ann Bancroft Foundation, she is working to expand the reach of this app, meeting with potential partners like the Olmsted County Recycling Center and environmental organizations such as the Sierra Club.



**ANUSHKA  
ROCHESTER, 12TH GRADE**

Anushka's efforts have earned her widespread recognition, including the prestigious Girl Scout Gold Award. This project not only reflects her deep concern for environmental issues, but also her commitment to leadership and community engagement. Anushka's bold dream is for Green 3 to be adopted by local agencies and eventually gain worldwide recognition, helping to reduce litter and raise awareness about the consequences of improper waste disposal.

Through this initiative, Anushka has learned valuable skills such as marketing, business development, and the technical intricacies of

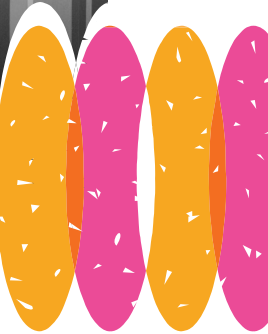


publishing an app in the Apple and Google Play stores. Her determination and vision have been recognized by organizations like U.S. Bank and media outlets such as the *Rochester Post Bulletin*.

Anushka is currently a second-year student at the University of Minnesota Rochester, where she is pursuing a degree in Health Science with a focus on Neurology and Computer Science. She continues to balance her academic pursuits with her environmental advocacy, and as part of the University of Minnesota's Invest in Success Scholars program, she is dedicated to growing as a leader in her field.

Outside of academics, Anushka enjoys outdoor activities such as biking and swimming and spends her weekends volunteering for The Landing, a homeless outreach organization, showcasing her enduring commitment to her community.

Anushka's long-term goal is to continue creating innovative solutions for environmental challenges, using her skills and leadership to inspire others and make a positive impact on the world. Her journey as a Trailblazer Fellow and her accomplishments thus far are only the beginning of her promising future.



## IN ANUSHKA'S WORDS:

**Thinking beyond your dream you'd like to be funded, if you could spend your time focused on one issue currently impacting your school or community, what issue would it be and why?**

I am saddened by the lack of awareness on environmental issues and how it impacts the future generations in Minnesota. I am passionate about keeping our environment safe and preserved for the future generations. There are many things, several of them minor changes that will have immense impact on reducing global warming emissions.

Communities play a key role in making these changes happen. When I visited Portland, Oregon last year, stores did not give out plastic bags or have single use plastics. Public transportation was more frequent and predictable, encouraging people to use cars less.

In the Midwest we prefer convenience over protection of our environment. We buy items designed for single use like plates and cutleries for parties and gatherings. Some households even use them so that it is convenient to use and throw away. Nobody is educating them or preventing them from throwing these in the landfills.

This lack of awareness and rules regarding the safe keeping of our environment is one of the biggest issues to be tackled in the Midwest especially in Minnesota. We could start small by banning all plastic bags in grocery stores and people should bring their own bags for groceries. Then impose fines for littering and excessive garbage. Those are some small steps we can start with.

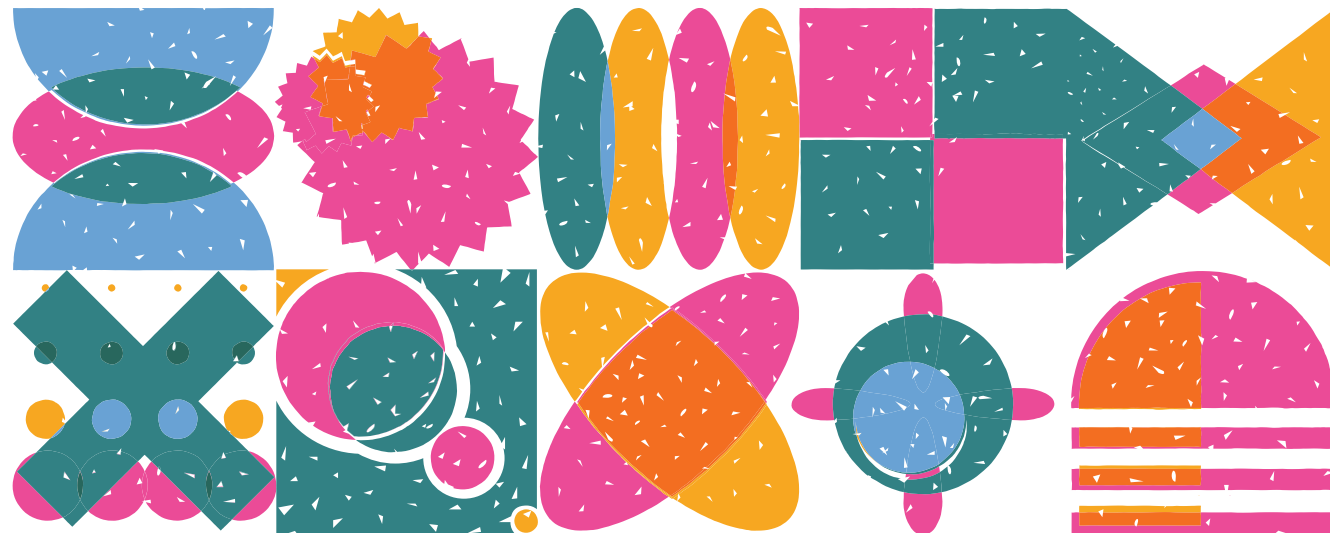


**Describe something about yourself that you are proud of and why that matters to you.**

I am proud of fighting the stereotypes. I love technology and am not afraid to develop skills where girls are usually not encouraged. The accomplishment I am very proud of, is helping my friend (who is on the autism spectrum), using technology. She becomes anxious with closed captions, high volume and bright screens. I helped to set her laptop in such a way that it reduced her anxiety. Using Alexa, I also created reminders for various classes and soft music to play during lunch break and recess. It gave me immense joy when she was named

the student of the quarter. It matters a lot to me for helping differently abled kids since I know firsthand about the difficulty of being different since I am a deaf and hard of hearing student.

**Advice for anyone:** Follow your passions and dreams. Do your part, however small it may seem as it does make a difference, even if it's just for one person.



## TRAILBLAZER FELLOWS IN THEIR OWN WORDS

**If you could spend your time focused on one issue currently impacting your school or community, what issue would it be and why?**



**Ameyir (Minneapolis, 11th grade):**

One issue that is currently impacting my community that I would like to focus on is gun violence. Gun violence is a massive problem in North Minneapolis. Not only is gun violence a problem itself for taking people's sons and daughters, nieces, and nephews. Gun violence took my classmate, a friend of mine who was supposed to walk across the graduation stage with the Class of 2024. He is

no longer with us due to the gun violence in North Minneapolis. If I had the power to change gun violence, I would. Not just gun violence in Minneapolis - gun violence everywhere. No individual should have to worry about their safety while they are outside in the world doing simple things based on their environment.



**Isabelle (Lanesboro, 12th grade):**

At age three, my mother allowed me to begin violin lessons with the Suzuki Method. Shinichi Suzuki observed that children become fluent in their mother tongue long before learning how to read words. Likewise, he reasoned, children could develop proficiency in technique and ear training long before learning how to read music. Mr. Suzuki prescribed a delightful practice regimen of listening (for

ear training), technique exercises (to develop good posture and form), and simple rhythmic songs (for musical development). The most important aspect of his philosophy, however, is the learning triangle: teacher, student, and parent. All three are equally necessary for a successful, nurturing musical education built on a foundation of love ("Character first, ability second," Suzuki insisted). Parents attend every lesson, learning the exercises and songs so they can help the child practice at home, as well as receiving creative ideas and guidance for developing a joyful and encouraging practice environment.

Traditional music instruction is in the shape of a straight line: teacher and student. I want to introduce the triangle method in my violin studio and actively engage the student's parent(s) in the process. I want to inspire them with the Suzuki Method and involve them in their children's musical journey so that it can become a rewarding, bonding, enriching experience for all.



### **Kate (St. Michael, 11th grade):**

In my community, I would like to tackle overconsumption because of its impact on our environment. In mine and the neighboring town, there are three energy drink shops. Hundreds of students at my school buy drinks from these stores every day. I would like to introduce legislation or convince the owners to give a discount of maybe \$0.50 to customers who bring in a reusable cup and straw. This would profoundly decrease my

community's use of plastic. Even if the government or owners don't do anything about this issue, I can and do encourage myself and others to use reusable straws instead of plastic ones. Another thing I am passionate about is the overconsumption of clothing, which I am currently working on. I have started a Slow Fashion Club at my school to combat fast fashion, which is an increasingly shorter trend cycle leading to the overconsumption of clothing. My club crochets (and hopefully soon knits) garments for ourselves and others to involve ourselves in the clothing industry, and have more control over the origins of our clothing. We also have a direct, positive impact on our county because members can donate their garments to local shelters.



### **Keena (St. Paul, 11th grade):**

My area of focus would be promoting empathy and understanding. I believe many of today's problems stem from distrust or hatred of groups seen as "other," such as people with different backgrounds, religions, races, sexualities, or gender expressions than one's own. These issues could be lessened or fixed with more empathy and understanding of our commonalities.

In fact, theatre is my favorite art medium and dream because it allows me to tackle these very issues. When watching a play or a musical, people step into another world for a few hours. This immersive experience allows people to gain a better understanding of others and the world we all live in once they emerge from the production because they have seen life from another angle. The empathy that theatre fosters is irreplaceable.

Theatre also creates a sense of community among people who may not initially have much in common, such as audiences, actors, and stage crews, which often leads to more understanding. With so much polarization in our society, it is important to strengthen groups that build community, like theaters and the Ann Bancroft Foundation. Sharing experiences and working together to achieve common goals are key to promoting empathy.



### **Margaret (St. Paul, 10th grade):**

I would focus on making my community and schools a more inclusive environment for people with disabilities. It seems to me, that we can do a better job of embracing and celebrating people's differences. I have witnessed firsthand the emotional toll bullying has had on my siblings with Autism. Too often, it seems that people who are different are expected to adapt to the world around them. There is not enough effort made by society to adapt to those who are neurodiverse.



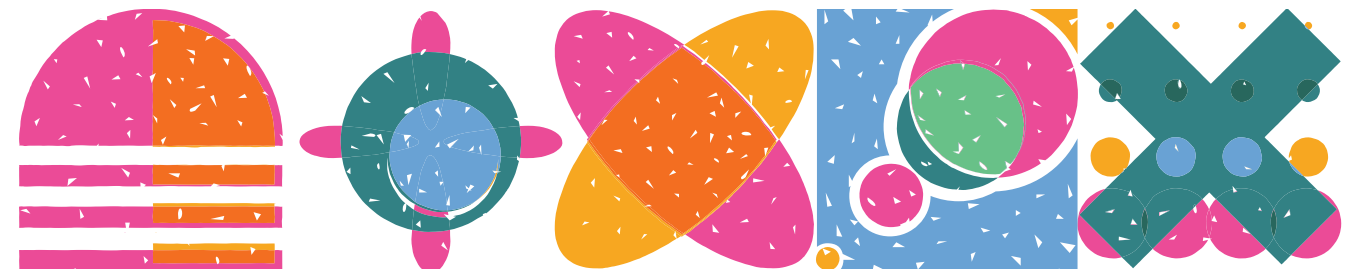
### **Oluwabukunmi (Rosemount, 11th grade):**

I would focus on the issue of mental health in both the lives of high school and college students, especially BIPOC students, because, as a PSEO student, I understand the effects the pressure and stress of school can have on a person's mental health. I see school as a place where people can thrive. However, I hate seeing my peers crying over a bad grade or depressed because a class is too hard. I want my school to be a place where students can fail without feeling defeated.



### **Sierra (Roseville, 12th grade):**

If I could spend my time focused on one issue currently impacting my school and community, it would be mental illnesses and mental health issues that people have been dealing with recently, especially after the COVID-19 pandemic. So many people have been struggling with their mental health as a result of the isolation during the pandemic. I've seen first hand the detrimental effect this has on a person and their support system. I would want resources to be made available to these people who are struggling, without any judgment or stigma surrounding getting help.



# 2023 IMPACT SURVEY

Figures represent survey respondents.

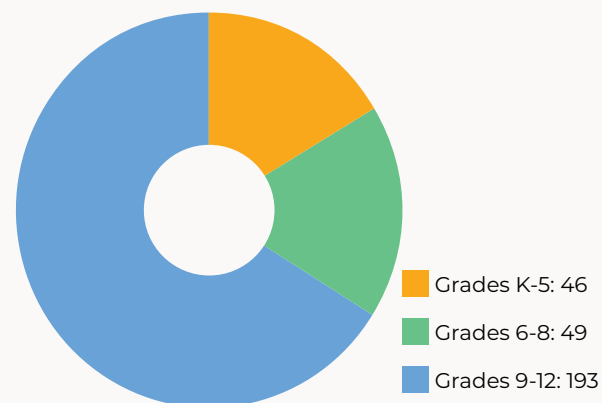
## KEY FINDINGS

- 92%** said that their funded activity helped them learn more about themselves.
- 98%** said that their funded activity changed their life for the better.
- 90%** said that their funded activity helped them do something different than they would normally do.
- +28%** Before completing their activity, 65% said they are proud when they try something new, even if it's hard or if they fail. After finishing their grant activity, 93% said they are proud when they try something new.
- 99%** said they have an adult (who is not in their family) that they trust after completing their grant activity.
- 76%** said that they could not have participated or don't know if they could have participated in their activity without the grant.
- +16%** Before completing their activity, 79% said they were confident in themselves. After completing their grant activity, 95% feel confident in themselves.

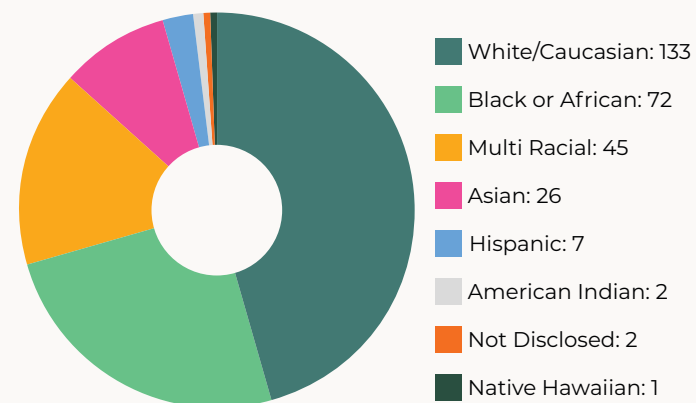


## DEMOGRAPHICS

AGE GROUP



RACE



### Confidence

"This activity made me proud that I could run a successful small business run by me, my sister, and my family. It helped me to see that you can do anything you put your mind to. It is inspiring to see that 3 years ago I was living in the city and only had a dream. Now I live on a farm and live my dream."

Grantee, 9th Grade

### Character

"I learned so much about myself, this activity helped me learn to put my thoughts in order. Learning how to be more proud of myself and my work when I finish it. It helped me realize my work is more valued than I had previously thought."

Grantee, 9th Grade

### Competence

"I was really excited and used the grant to get the iPad and start the online classes. Some days it was easy and I made a lot of artwork. Other days I struggled. But I did like the experience because it's helping me and I wouldn't have been able to do it without the grant."

Grantee, 7th Grade

### Connection

"The most challenging part of the trip was being away from my family. I'm very close with my family and I rely on them for a lot of support. But through the trip, I learned that my friends could also be my family and I found a new family within my trip."

Grantee, 10th Grade

### Caring

"I learned so much about myself. I was able to reach out to my mentor for help. They didn't judge me, but instead told me my options and told me they believed in me."

Grantee, 11th Grade

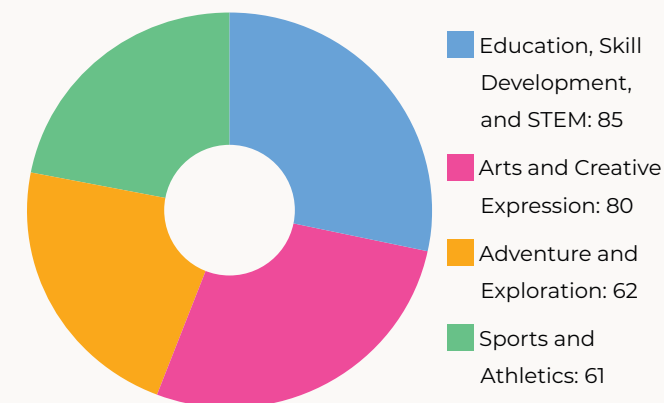
"It showed me that I could try something new that I didn't know I could do. I would have never thought at my age that I could get a grant based on my ideas. That was really a great experience for me."

Grantee, 7th Grade

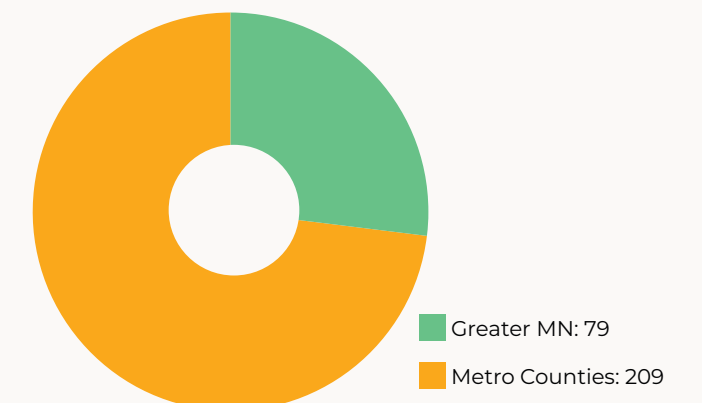
"I went on an HBCU Tour. Doing that I met so many Black girls with the same aspirations as me, similar hobbies and even some similar weird interests. I couldn't be happier about going on the trip. The girls I went with helped me break out of my shell and they lifted me up the whole time."

Grantee, 12th Grade

ACTIVITY



LOCATION



## VOLUNTEER SPOTLIGHT: JULIE COHEN



Julie Cohen (she/her) is the Development Director at the Loft Literary Center. She also enthusiastically serves on the board of directors for the Shannon Leadership Institute and is involved with several nonprofit committees, including the Ann Bancroft Foundation and Headwaters Foundation for Justice. Julie is a lover of words, cherishes being Aunt Juju to eight niblings, and has what her husband calls a “TV addiction”.

Julie has been instrumental in this effort as the Volunteer Experience Lead for the annual celebration. This event not only celebrates the achievements of grantees, but also serves as our

largest fundraiser, accounting for 33% of our revenue in 2023. She deftly guides our volunteers who play an essential role behind the scenes, ensuring everything runs smoothly. Julie elaborated on why she regularly dedicates her time, talents, and sense of humor to the Ann Bancroft Foundation:

**How did you first get involved with the Ann Bancroft Foundation, and what inspired you to volunteer?**

Jamie Millard, who co-chaired the annual celebration for two years, asked me to volunteer. Jamie is a dear friend, a mom of three young girls, and knows how much I adore my nieces. Jamie’s three strong-willed, creative, and loving girls, and my two brave, smart, and sassy nieces inspired me to volunteer with the Ann Bancroft Foundation.

**What has been your most rewarding experience managing volunteers at the annual celebration?**

Meeting all the wonderful humans who share a passion for supporting the dreams of young girls! It’s always a beautiful thing to witness people showing up for other people in that way.

**Can you share a memorable moment or interaction that stands out from your time volunteering?**

Watching my 10-year-old niece, Svea, naturally stepping up as a leader at the gala. She jumped right in as an ambassador of ABF, greeting guests as they arrived and even helping troubleshoot tech. There’s nothing she won’t or can’t do (except clean her room when asked, but she’s working on it).

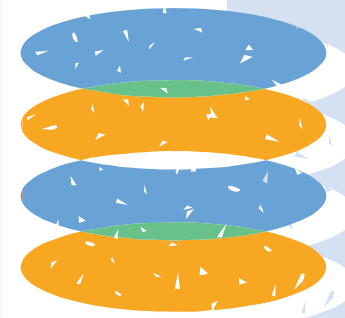
**What motivates you to continue supporting the Foundation year after year?**

I strongly believe in the mission of ABF. I want my nieces and young girls everywhere to never lose sight of their dreams and to always believe that they can do whatever they set their minds to. I want that spark in them to burn bright well into adulthood and to never be extinguished.

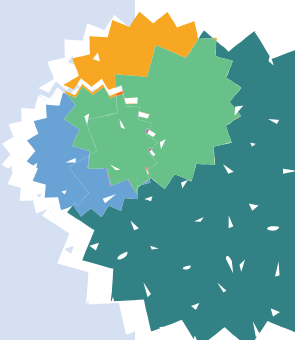
**What is one lesson you’d give your younger self?** Don’t ever make yourself smaller for anyone else. Be bold. Be brave. Be loud. Wear that “sassy” label with pride!

# FINANCIALS

Net Assets 12/31/2022	\$1,143,888
Change in Net Assets Unrestricted	\$7,499
Change in Net Assets with Restrictions	\$(3,238)
<b>Net Assets 12/31/2023</b>	<b>\$1,148,149</b>



<b>Operating Revenues</b> \$880,699	<b>Operating Expenses</b> \$876,438	<b>Operating Income</b> \$4,261
vs.	vs.	vs.
2022 \$907,023	2022 \$684,053	2022 \$222,970
<b>Total Assets</b> \$1,289,979	<b>Total Liabilities</b> \$141,830	<b>Net Assets</b> \$1,148,149
vs.	vs.	vs.
2022 \$1,259,804	2022 \$115,916	2022 \$1,143,888



### 2023 ANNUAL CELEBRATION COMMITTEE

Amy Watters	Jenn Schaal	Luciano Patino	Robert Radtke
Anna White Lovely	Julie Cohen	Pahoua Yang Hoffman	Susan Diamond
Caroline Correia	Kate Metzger	Pamela Roemer	
Jamie Millard	Leila Keita		



## BOARD OF DIRECTORS



**Ann Bancroft**  
Founder & Director Emerita  
*Bancroft Arnesen Explore*



**Jackie Hartman**  
Board Chair  
*The Nature Conservancy*



**Dr. Amy Bergstrom**  
Vice Chair  
*College of St. Scholastica*



**Lee Vue**  
Secretary  
*Seiche*



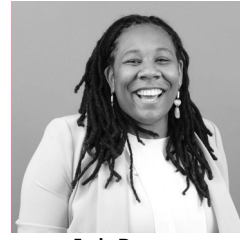
**Sara Kilian**  
Treasurer  
*Perforce Software*



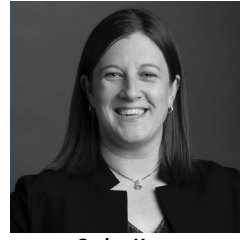
**LaCora Bradford Kesti**  
*Women's Foundation of Minnesota*



**Dr. Gigi Chawla**  
*Children's Minnesota*



**Jade Denson**  
*Target*



**Carley Knox**  
*Minnesota Lynx*



**Kelly McNamara**  
*Mortenson*



**Veda Pai-Panandiker**  
*Cargill*



**Andy Steiner-Manning**  
*Freelance Journalist*



**Sarah Strehl**  
*ECMC*



**Jan Malcolm**  
Director Emerita  
*MN Dept. of Health (Ret.)*



**Sharon Olson**  
Director Emerita  
*Olson Wealth Group*

## STAFF



**Ethelind B. Kaba**  
Executive Director



**Amy Eppen**  
Director of Development



**Grace Schreder**  
Operations Administrator & Executive Assistant



**Lauren Skar**  
Program Coordinator



**Amal Yasin**  
Program Intern

## NON-BOARD COMMITTEE MEMBERS

### FINANCE COMMITTEE

Angie Boelter, Danbury Finance & Accounting  
Jason Seifert, Jeremiah Program  
Kari Henry, RSM US LLP

### PROGRAM COMMITTEE

Jill Miller, Jeremiah Program

### DEVELOPMENT COMMITTEE

Angela Gust, Kimberly-Clark  
Jeri Meola, EGL ACE Research  
Mary Jones, Goodwill-Easter Seals Minnesota  
Sarah Stout-Miller, Guthrie Theater

*We extend heartfelt thanks to our 2023 grant reviewers for their time and dedication!*

### 2023-2024 Retired Board Members

Laura Fingerson, Amy Watters

## BOARD MEMBER PROFILE: SHARON OLSON



Sharon Olson has been a dedicated member of our board for many years, and currently serves as Director Emerita. Sharon's commitment has touched every corner of the Foundation, from finance and development to program leadership. Even today, she continues to support the organization's growth, helping expand staff benefits, including retirement, and guiding strategic investments.

We asked Sharon to reflect on her journey and share her insights on why she remains so engaged with the ABF.

I grew up on the outskirts of a small farm community of 300 people. Outside of going to school and helping on the farm, there were not many opportunities available for me. Being a good student, I often felt isolated and like an outsider.

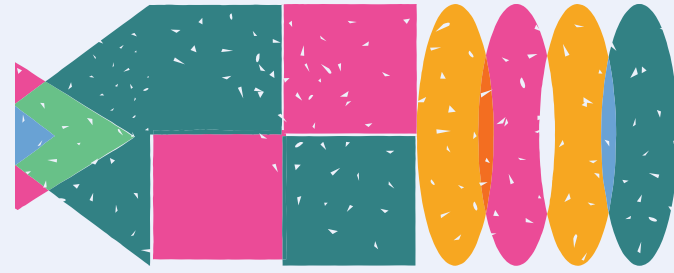
In the fall when I was in third grade, our teacher announced that we were going to have an election for class president. Even though I was a very shy young girl, something in me sparked at this opportunity, and having a goal in mind helped me to overcome my fears! Looking back, I recall spending a great deal of time creating flyers, writing and giving speeches for my classmates, and campaigning to my small elementary school class; my hard work paid off, and on "election" day, I was elected as my class president.

The satisfaction and joy I felt in this achievement is something I will never forget. Having been chosen by my classmates as a leader, I began to understand that taking the risk made me feel much better about myself and gave me courage to take other risks. A few years later, when I was in sixth grade, the local American Legion chose me to attend an event in the Twin Cities for girls and leadership at the Minnesota State Capitol. They provided a small grant, and with additional funds I raised through my paper route, babysitting, and waitressing, I found a way to attend, but without the small grant from the American Legion, it would not have been possible for my family to afford to send me. The ABF grant would have made this opportunity possible for me. At an early age, these experiences opened a window for me into who I could be, and without that support around leadership as a young person, I would not be the person I am today.

My hope is to be an inspiration for others that are trying to reach their goals and dream, and continue to encourage and help where I can.

# DONORS

In 2023, 532 kind-hearted donors ensured the continued growth and long-term sustainability of the Ann Bancroft Foundation.



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PLEASE NOTE: The list of individual donors includes those who contributed \$200 or more in 2023. We make every effort to ensure the accuracy of these lists. If there is an error, kindly contact Amy Eppen at [amy@annbancroftfoundation.org](mailto:amy@annbancroftfoundation.org) or 612-361-8191 so we may correct our records.

## 2023 PowHER Partners

Thank you to our 2023 PowHER Partners who generously provided gifts totaling over \$62,000. Your gifts bring bold, ambitious dreams to life!



**Alene G. Sussman**, *Executive Director of the Minnesota Jewish Community Foundation & Senior Director of Minneapolis Jewish Federation Charitable Gift Planning*

"Although much progress has been made, gender inequality still exists and there remains so much opportunity for girls to have a chance to live their dream and reach their full potential. ABF provides that chance for the trajectory of a girl's life to be shifted upwards."



**Andy Steiner-Manning**, *Writer, author, & editor*

"Sometimes good things come out of even the toughest situations. I once lost a job, but found an amazing career opportunity."



**Dr. Artika Tyner**, *Speaker, author, & educator*

"Lean into those things that may seem a little too difficult, may seem complicated, because that's where the learning can happen. And for the future ABF grantees, I'm going to bring in a quote here from the former president of Liberia, Ellen Sirleaf Johnson. She gave us this notion that if our dreams are not big enough to scare us, they're not big enough. So I want you to dream big."



**Irene Quarshie**, *Senior Vice President of Global Supply Chain & Logistics for Target Corporation*

"Even with my professional success, I sometimes find myself low on confidence and courage. It's been important for me to have a great support system—friends, family, colleagues—to lean on, vent with, and problem solve. Who you surround yourself with is so important!"



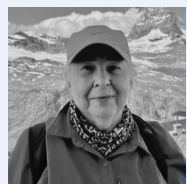
**Janet Stellflug**, *Partner at Ropers Majeski*

"There will always be people who, because of their own ignorance, view women as lesser or weaker. What matters is how you view yourself. Tune out all that noise!!!"



**Reham Habib**, *Vice President of Brand Partnerships & Business Development at Target*

"The best thing you can do is to believe in yourself, determine what you want to do and pursue your own dreams for your life versus doing things that other people may want for you."



**Sue J. Albrecht**, *Retired*

"My partner Nancy loved to teach and loved to focus on girls. She believed deeply that ABF was a form of teaching and inspiring girls especially to follow their dreams. And so do I!"

Additional thanks to **Mairi Doerr** for supporting this campaign!

## DEAR ESTEEMED ANN BANCROFT FOUNDATION COMMUNITY,

Reflecting on the past year, we are filled with immense gratitude for the incredible community that joins together to support and inspire grantees of the Ann Bancroft Foundation. Thanks to you, our vision of ensuring every girl-identifying youth lives their potential, grows stronger.

We are excited about the pivotal initiatives that will shape our future, like our inaugural Girlhood Summit. The summit brought together youth, alumnae, mentors, and supporters from across the state to share their stories and insights. The nature of our work continues to evolve, but the critical role of knowledge-sharing and mentorship remains foundational to centering girls as they pursue their dreams. The collective power of our alumnae and the relevance of our programs are vital to creating the long-term change we seek. With your partnership, we continue to invest in these areas and ensure girls across Minnesota—and beyond—have the resources and support they need.

We are currently evaluating our mentorship model to deepen its impact on our girls and their mentors alike. Our strategic framework focuses on expanding mentorship opportunities and offering greater connections of support. We are committed to ensuring that every girl is encouraged to dream big and has immediate access to the critical resources and relationships that usher those dreams towards reality.

As we approach our 28th year, we will also focus our efforts on organizational sustainability. With you as an enduring partner, our work will impact future generations and enable girls to thrive. Our focus on financial stability and building capacity will anchor our programs, allowing us to expand our grantmaking, mentorship, and development opportunities. We are excited to create a foundation that stands the test of time, helping the next generation of leaders build competence, confidence, and community.

Thank you for being an essential part of this journey. Your commitment to our mission makes our work possible, and for that, we extend our heartfelt thanks.



**Ann Bancroft**  
Founder



**Jackie Hartman**  
Board Chair

# YOUR SUPPORT IS VITAL!

At the Ann Bancroft Foundation, we are 100% funded by the generosity of individual supporters like you. Your contributions directly help girl-identifying youth pursue their dreams and build brighter futures. Together, we are creating lasting change, one bold step at a time.

## WAYS TO GIVE:

- Visit: [annbancroftfoundation.org/support/contribute](https://annbancroftfoundation.org/support/contribute)
- Check with your employer about matching gifts to double your impact!
- Mail personal checks, made payable to the Ann Bancroft Foundation, to:
  - » Ann Bancroft Foundation,  
2356 University Ave. W., #404  
St. Paul, MN 55114-1892
- Join the Legacy Society by including the Ann Bancroft Foundation in your will, trust, or estate plan. Contact Amy Eppen, Development Director, at [AmyE@annbancroftfoundation.org](mailto:AmyE@annbancroftfoundation.org) or 612-361-8191 for more information.



Ann Bancroft  
FOUNDATION

## SAVE THE DATE FOR OUR 2025 ANNUAL EVENT!

April 24, 2025 5:00 - 9:00 PM at The Depot - 225 3rd Ave. S., Minneapolis, MN

To learn more about our work, visit [AnnBancroftFoundation.org](https://AnnBancroftFoundation.org)

Dear Ann Bancroft Foundation Members,

Thank you so much for awarding me a \$500 scholarship last fall through the Ann Bancroft Foundation Grant Program. Because of this grant, I was able to attend a soccer tournament in Arizona with my team (Keliix Intra 160 girls) where we placed 3rd. There were college scouts and I was able to bond with my team and experience a new place. I am so grateful to the Ann Bancroft Foundation and other similar organizations who offer grants to girls like me who would otherwise not get to partake in travel and events like this.

Sincerely,

Isabelle Luhmann  
2022-2023 Ann Bancroft Foundation  
Grant awardee.

The island gave me friends and people who thought the same as I did. In the long-term, that is invaluable and I am forever grateful to everyone who managed to make that happen.

Thank you for this incredible opportunity. Spending time on this island has been amazing. I have met so many great people and learned lots of new things. I have made lifelong friends and made memories that will last a lifetime.

♥ Sierra Geatz

Thank you for this amazing opportunity - Francesca Price

Ann Bancroft Foundation,  
Thank you so much for your generous support for our Washburn leaders. Not only did you provide the funds for multiple students to attend the Model UN conference, you've also transformed our on-time male dominated club into an inclusive place (with a slight female majority & far more students of color). They're also now amongst the most confident & knowledgeable in the school. Thank you JASON JIRSA

forever grateful to everyone who managed to make it

The island allowed me to meet new people, share my writing and explore new writing techniques.

Dear Ann Bancroft foundation,  
thank you for the opportunity to interview for the trail blazer award. Just this experience alone has been wonderful, I am so grateful for the \$800 you awarded me to follow my dreams! ABF is doing great thing for girls and im so happy to be apart of it

-Katie Chura

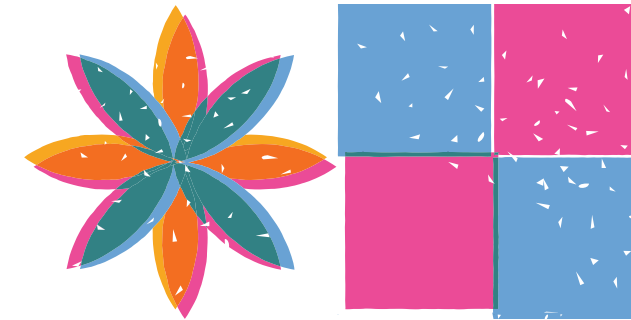
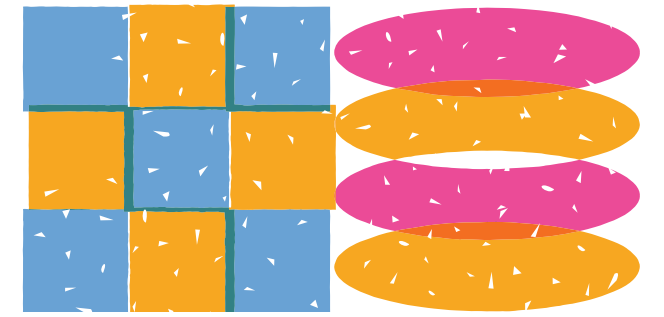
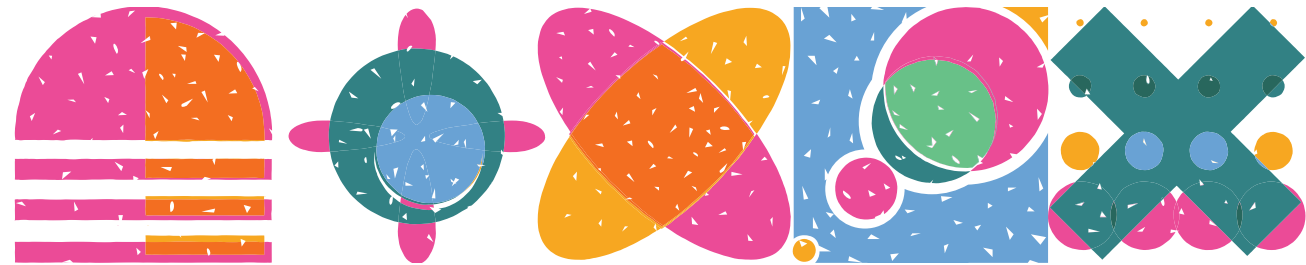
Thank you for this AMAZING chance that allowed me to step closer to my dreams! I got to work on my writing skills, make new friends, read my stories in front of people, share my stories and thoughts, and I got to meet some cool authors! This is a time I will never forget!

Thank you. :)

★ Anya Kauppinen ★



# THANK YOU FOR A FANTASTIC 2024 GIRLHOOD SUMMIT!



# Ann Bancroft

FOUNDATION

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