

SPEAK UP  
SPEAK OUT  
SPARK CHANGE





IMAGINE  
SOMETHING  
BIGGER

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## ORGANIZATION OVERVIEW

### Supporting Girls and Investing in Tomorrow’s Leaders

For 25 years, the Ann Bancroft Foundation (ABF) has invested in girls’\* futures and equipped them with the skills needed to thrive. ABF supports and fosters high levels of achievement and empowerment in early childhood and adolescent girls by leveraging grants, mentorship, and development opportunities to boldly inspire girls to imagine something bigger and instill in them the belief in their ability to succeed. To date, ABF has awarded grants to more than 5,300 Minnesota girls in grades K-12 to fund a wide range of transformational activities and experiences. Grants from ABF tell girls they are valued, that we celebrate their dreams, and we believe in the future they see for themselves.

*\* Includes those who identify as cisgender, transgender, gender non-conforming, and gender non-binary.*

### The Urgency to Positively Impact Girls

Without a doubt, 2020 and 2021 have impacted everyone, and existing gender disparity gaps continue to widen. In Minnesota, data shows that girls (grades K-12), especially from historically excluded communities, have been among those most impacted in health, safety, and education. In addition, data from the CDC shows that adolescent mental health-related ER visits have gone up 31% during COVID-19. Girls accounted for a 50% increase in suspected suicide attempts; boys experienced a 4% increase. Minnesota girls need us now more than ever. Thankfully, we know that self-efficacy is one of the protective psychological barriers known to mediate the effects of traumatic events. We also know that ABF grants allow girls to participate in activities and experiences that increase self-efficacy and equip them with the skills needed to thrive and believe in their ability to be unstoppable. We closed 2021 with a renewed commitment to reaching more girls across all counties in Minnesota to help meet the challenges they face today while equipping them with tools for future success.



# A LETTER FROM THE EXECUTIVE DIRECTOR ETHELIND B. KABA



Hello friends,

I am thrilled to have ended 2021 as the second Executive Director of the Ann Bancroft Foundation. During this time, I met many of you and I hope to meet many more; from our trailblazers to longtime friends, new supporters, and partners. As I reflect on 2021, through our many conversations, one theme resonates with me: **Courage!**

It takes courage to put one foot in front of the other when the path is unclear. It takes courage to dream, and pursue that dream, especially in the face of setbacks and pushbacks. It takes courage to recognize injustice and lift our voices against it. And it takes courage to support and encourage possibilities and joy.

Thanks to this community, we courageously accomplished so much in 2021 and we are grateful.

- We were guided by the leadership of our dedicated board, a committed interim director, resilient staff, and passionate volunteers.
- We exceeded our revenue goals for 2021.
- Activity providers began opening their doors again, and girls began actualizing their dreams again. As a result, we awarded grants to 208 girls, 130 more than in 2020.

As we look to future years, we continue to ponder the state of girls in Minnesota and how we can best champion their potential to imagine bigger. Girls in Minnesota continue to endure too much, especially in the last two years. They have held the disappointment of the pandemic shutting down many activities that fostered empowerment, health, and wellness. We continue to see the effects of the pandemic and other events accelerate rates of anxiety, depression, and suicide attempts in our youth, particularly girls. They hold the fears of gun violence and mass shootings in their communities. In some families and communities, girls are burdened with providing care at home to younger siblings while their caregivers or parents take extra shifts as frontline and essential workers. And with the overturning of *Roe v. Wade*, the message to early childhood and adolescent girls is that they may not have autonomy to make decisions over their own bodies, yet again threatening their empowerment.

These and other reasons are why we are doubling down on our investment in girls, to continue providing safe spaces for them to pursue experiences that build confidence, self-efficacy, coping skills, critical thinking, joy, healing, and big dreaming beyond the current realities.

## **How can we be unstoppable if there appear to be constant barriers and systems threatening progress toward a more gender-equal world?**

We know we cannot do this work alone. We look forward to a strategic plan that clearly articulates our priorities, identifies coalitions and partners, and cements our purpose, promise, and potential to Minnesota girls and our state as a whole.


Thank you for walking beside us with courage. We are grateful for what we are building together, and are excited for the future.

With joy and gratitude,

A handwritten signature in black ink, appearing to read 'Ethelind B. Kaba'.

Ethelind B. Kaba  
Executive Director





# OUR VOICES MATTER

*EVERY GIRL WE EMPOWER  
GAINS HER VOICE*

*EVERY GIRL WE ENCOURAGE  
FINDS HER CONFIDENCE*

*EVERY NEW OPPORTUNITY  
CREATES LEADERS*



# IMPACT STORY

## MAYA, TRAILBLAZER

### Q: HOW DID YOU HEAR ABOUT THE ANN BANCROFT FOUNDATION?

A: I heard about the Ann Bancroft Foundation from my mom, who heard it from our family friend who received a grant.



### Q: WHAT DID YOU APPLY YOUR GRANT TOWARD?

A: I used my grant towards buying a camera. Karlyn and I went to a shop and we spent at least an hour going through the options, and after some brainstorming, we ended up buying a used Canon EOS Rebel T5i since it had a jack port I could connect to my microphone. The whole point of buying this camera was to film interviews of my dad's family and their stories from Vietnam.



### Q: HOW DID YOU CHOOSE YOUR MENTOR?

A: I tend to always choose Karlyn as my mentor for anything really. I've known her my whole life, she's like my aunt. I go over to her house all the time (our dogs are dating, possibly getting married soon). Anyway, Karlyn is always supportive of what I do and I knew she'd be able to help me with her creative writing brain.

### Q: WHAT DID YOU LEARN FROM THE EXPERIENCE? HOW HAVE YOU CHANGED?

A: I've learned a lot to say the least. I learned some skills on interviewing, I learned how much language is a part of a culture and how much I wish I knew Vietnamese. I learned what my family has gone through, I learned that some of my family members could recall memories from decades ago perfectly and talk for hours while some only spoke for half an hour. Although not knowing Vietnamese has felt like it isolated me from some of my family members, and really it has, my interviews have helped connect me to them and also to my culture.



## KARLYN COLEMAN MENTOR

"I was thrilled when Maya reached out. I know her parents from college at UW Madison and I've been a writer and a teacher for years. I love storytelling. I've also been mentored as a writer through the Loft Mentorship program, so I understand how powerful mentorship can be. I worked with Maya from the start of her project. I went with her to buy her camera for videotaping oral histories, was with her as she collected family stories, spent lots of time on my porch with our dogs talking through how the project was going, and even helped her shape the experience into part of her college entrance essay. I am excited to see how this continues to influence her life.

To be able to mentor a young woman while this whole window is opening up for her around family and identity was an honor. I was able to witness Maya blossom — despite frustrations and complexities within the project — and grow in understanding. Family stories are messy and layered, but Maya came through the documentation process with such huge admiration for her father, grandpa and uncles. I could see her curiosity growing. I know the story will continue and will be a driving force for her throughout her life."

### Q: WHAT ARE YOU UP TO NOW/NEXT?

A: I've asked my cousin Lee to help me translate the hours and hours of footage. I hope to take a film class or join an organization at University of Wisconsin-Madison (where I'll be attending this fall) and put all of the footage into one movie.





**IN THEIR WORDS**  
**EXCERPTS FROM GRANT APPLICATIONS**

# ALL IT TAKES IS A VOICE

"I really care about our environment. I am concerned about the consequences of littering on the environment. Improper disposal of industrial and household waste produces greenhouse gases, which increases the temperature of the earth. To help solve this, along with two of my friends, I created a phone app. With this grant, I am planning to create professional marketing materials, meet with potential buyers (travel expenses) and publish my app in the app store."

**Anushka, 16, entrepreneur**

"The activity I plan to participate in with this grant is my high school's 2022 trip to Japan. This is important to me because traveling with groups of people from my school and meeting other people from a different culture makes me see the world on a bigger level when I am in a place that is different from what I am used to. This challenges me to think about opinions and thoughts that differ from my own as it helps me gain an insight into who I am. I hope to discover parts of me that I have hidden away throughout 2021."

**Sun Shine, 17, travel**

"I will be participating on the Elk River High School Speech Travel Team. Speech provides me a platform to use my voice for good. Too often, I've heard degrading statements downplaying teens' ability to spark change like we aren't as strong as adults, we aren't able to change the world—but we can. I've been captivated by how teens, through speech, changed, and made into a better person, and I've had the opportunity to do the same. **All it takes is a voice**, and speech has taught me the power of my words."

**Alyson, 17, speech**

"I would like to participate in the competition hip hop team at my dance studio. I tried out and made the team. My mom is worried that it is too expensive and since it is optional, she isn't sure I am able to participate. I really like hip hop and I have never gotten to do this style before. I would like to be a dance teacher when I grow up and own my own studio. I am on the quiet side and kind of like things I am familiar with, so competition pushes me to do something out of my comfort zone."

**Autumn, 11, dance**

"I would like to learn how to play the accordion because it sounds very fun. And I would like to be really good at it. (My mentor) can come over and listen to the songs that I have learned, and she is going to keep saying 'you can do this! You can do this!'"

**Kira Lou, 6, music**

"My dream is to play college basketball while I'm pursuing my college education. AAU basketball keeps opening my mind to the ever-expanding game, **increasing my curiosity** and desire to learn even more about the game itself... I am constantly developing, and this allows me to not be too hard on myself when I notice some of my areas of improvement. I am blessed enough that my mentor brought the existence of the Ann Bancroft Foundation Grant to our attention. I took time to read more about Ann Bancroft; and it's all just amazing and inspiring. I wish that one day I too can have so much impact on the generations to come."

**Pearla, 16, basketball**

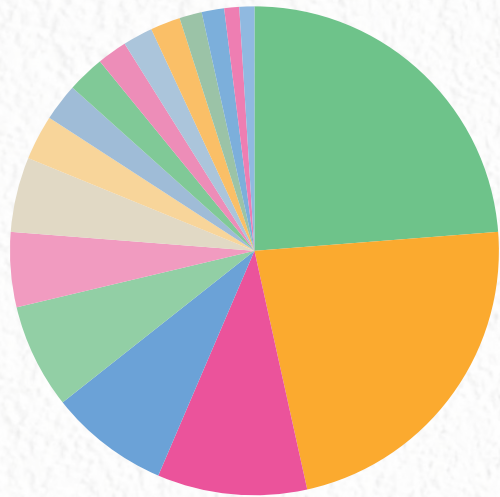
# INCREASING MY CURIOSITY



# GRANT DEMOGRAPHICS

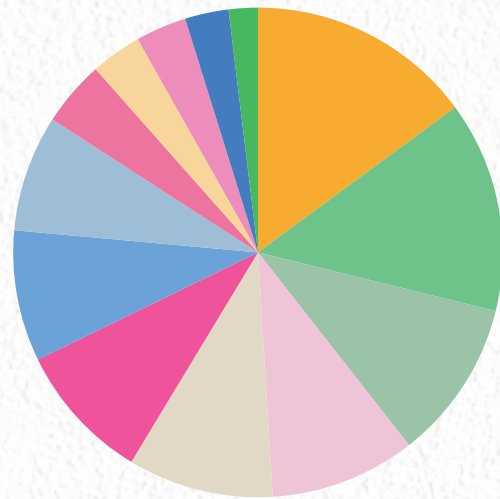
IN 2021, WE AWARDED A TOTAL OF **208 GRANTS**

## GRANTS BY ACTIVITY



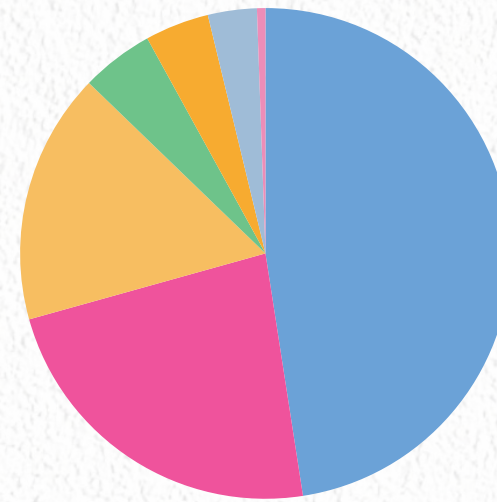
Dance	48
Basketball	46
Arts/Music	20
Travel	16
Other	16
Volleyball	14
Leadership/Education	10
Driver's Education	6
Culture/Language	5
Horse Riding	5
Cross Country/Track	4
Outdoors	4
STEM	4
Cheerleading	3
Figure Skating/Hockey	3
Soccer	2
Charity	2

## GRANTEES BY GRADE AT TIME OF AWARD



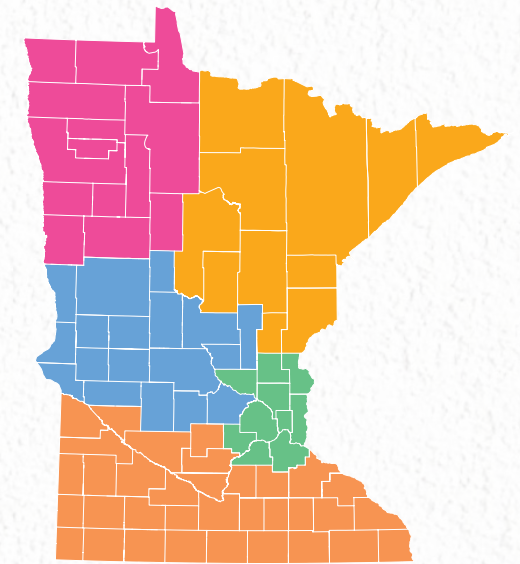
8th Grade	31
10th Grade	29
6th Grade	22
7th Grade	20
12th Grade	20
11th Grade	19
9th Grade	18
5th Grade	16
Kindergarten	9
1st Grade	7
4th Grade	7
2nd Grade	6
3rd Grade	4

## GRANTEES BY ETHNICITY



Caucasian	42.7%
African-American	30.8%
Multi-Ethnic	14.9%
Hispanic	4.3%
Asian-American	3.8%
Other/Choose Not to Share	2.9%
Native American	0.5%

## AWARD DISTRIBUTION MAP



Metro	152
Central	22
Northeast	14
South	12
Northwest	8



# BOARD VOICE CARLEY KNOX

ANN BANCROFT BOARD MEMBER | DEVELOPMENT CHAIR,  
MINNESOTA LYNX PRESIDENT OF BUSINESS OPERATIONS



"My wife and I moved to Minnesota 14 years ago and immediately became ABF donors. The work of ABF completely aligns with our values as a family and our work with the Minnesota Lynx on and off the court. Ann Bancroft is an incredible inspiration and has broken so many barriers throughout her career. It's been an absolute joy doing this type of work with such an amazing leader and friend. The intergenerational impact on Minnesota girls through the mission of the Ann Bancroft Foundation can't be overstated.

Change simply doesn't happen without speaking up. We all need to use our voices to close equity gaps, find allies, and hold others accountable. I've been using my voice to advocate for change from a very young age. In my elementary school, we didn't have a girls' basketball team, so I played on the boys' team in 5th and 6th grade. I also played football in middle school. Other parents were often pulling my parents aside with concern and judgment. So early on, I was aware of the difference and have had to constantly push against barriers like sexism, racism, and homophobia for myself and others. I have dedicated my career, both professionally and in my community leadership, to using sports as a vehicle of change to fight for all marginalized groups and to leave this world better than I found it. Working with ABF is incredibly fulfilling, and I am honored to be a board member.

It's critical that we invest in girls. But it is not just girls' responsibilities to change the world. It takes all of us speaking out against things that are unjust, unfair, or discriminatory. It makes me proud that my seven-year-old son won't know a world where a woman can't do exactly what a man can do."



# WALK ACROSS AMERICA THE MINNESOTA CROSSERS

Sixteen years ago, Erin Dietrich had a dream: to walk across America. She completed that dream in 2021. Walking over 3,500 miles with her husband Chris Rea and her mom Linnea Dietrich. They were supported by Trail Angels and dozens of donors. The Ann Bancroft Foundation was deeply honored to be their chosen nonprofit partner.



"You all rock! Changing the world one step at a time. I am with you in spirit the whole way."

*Janet Sterk*

"Congratulations on this endeavor and thank you for helping to support the Ann Bancroft Foundation!!! In honor of Joan Higinbotham, Erin Dietrich, and my younger self."

*Roya Moltaji*

"We are cheering you on as you walk across America! With support and prayers, Larry & Nancy Eisinger."

*Nancy and Larry Eisinger*

"Minnesota Crossers are AMAZING!!!"

*Missy Wisniak*

"Well done Minnesota Crossers!"

*Judith Abrahamson*

"In memory of Brynna Shea. You guys are amazing and inspiring! Steve and I wish you safety, health, wisdom and love on your journey!"

*Mindy and Steve Peasha*

"Wishing you sunshine, amazing adventures, memorable people and healthy feet!"

*Diane Champions*

"In honor of Joan Zeuhlsdorff"  
*Edith and Keith Olson*

"In honor of Bill Dizon – who wouldn't take any money for driving me to the airport... so instead, I'm making a donation on his behalf."

*Grant Dietrich*

*Meg O'Neill  
Colleen Tralle*

*Katie and Kirk Lowe  
Kathy and Steven Val  
Lisa Tuller*





***BE HEARD***

***YOUR VOICE IS  
POWERFUL***

***YOUR DREAMS  
MATTER***



# BOARD AND STAFF

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*Operations Administrator  
& Executive Assistant*

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*Program Intern (Saint  
Catherine University)*



## A MESSAGE FROM THE BOARD CHAIR JACKIE HARTMAN

Twenty-five years ago, the movies “Men in Black” and “Titanic” topped the nation’s box office charts. “Wannabe”, by the Spice Girls, was a #1 hit on Billboard’s Hot 100. Men were also making 25% more than women for the same type of work.

While those pop-culture icons are now just a distant memory, the gender pay gap continues to be an all too familiar reality for many women. According to the Women’s Foundation’s 2018 report (and confirmed in 2022), Minnesota women will lose close to \$400,000 in lifetime earnings due to gender wage inequality. This gap widens for American Indian, Black, and Latina women. Our founders’ mission “to inspire girls to imagine something bigger” is as relevant today as it was in 1997. That year, Ann Bancroft and a small, dedicated group of volunteers launched the Ann Bancroft Foundation. Over the last 25 years, dedicated staff, board members, and partners have positively impacted thousands of “Trailblazers” across the state of Minnesota. Each one of the more than 5,300 issued grants shows a girl that she matters, that her interests are important, and that she is worthy of investment. As one of our Trailblazers recently wrote, “ABF gave me a chance to accomplish my dream. Thanks to this program, anything is possible.” With this young person’s mindset, and with your ongoing support, we can imagine a day where all Minnesotans are paid equitably!

In 2021, ABF adopted new methods to support our Trailblazers and, despite Covid, we supported many young girls in pursuing their dreams! We also underwent a significant organizational transition with a 100% turnover in our staff, which concerned many, including myself on some days. However, when faced with a tinge of anxiousness, I simply considered ABF’s passionate, talented, and committed Board, Founder, and part-time and interim staff and my calm was quickly restored. Indeed, my comfort was well-founded, as together we kept ABF moving forward, focused on what we do best: supporting girls’ dreams. At the beginning of fall of 2021, Ethelind Kaba accepted the Executive Director role and ensured the year closed successfully with an increase in the number of grants to girls and by exceeding our revenue goals.

Ethelind and her incredible team are now working with ABF’s supporters and advocates to imagine our next 25 years. Our heart-felt intention is for the Ann Bancroft Foundation to continue to work toward equity — well beyond the next 25 years!

*Jackie Hartman*

Jackie Hartman  
Board Chair



# THANK YOU

## TO OUR 2021 DONORS!

Thank you to all of our 2021 Donors. ***The Ann Bancroft Foundation is 100% funded by our incredible community. The work we do to support girls across Minnesota simply would not be possible without all of you.***

### INDIVIDUAL DONORS

Anonymous  
Susan Albrecht  
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*The list above includes donors who contributed \$250 or more in 2021. If there is an error, kindly call 612-338-5752 so we may correct our records. Thank you for your generosity.*

*\*Indicates individuals who have joined the Legacy Society by including the Ann Bancroft Foundation in their estate plans. For information about making a planned gift, please contact Betsy Alzheimer at 612-338-5752.*



# TRIBUTES AND MEMORIALS

## IN HONOR OF

### **The ABF Engine**

"Huge thank you to Chris, Jennifer, Danica and Mary-Genevieve for all you do for ABF and the girls we support"  
*Ann Bancroft*

### **Ethelind Kaba**

*Ann Bancroft*

### **Isabella Wedes**

"Great job at school and not limiting your future"  
*Barb Guth*

### **Debbie Bancroft**

*Kath Sharp*

### **Ann Bancroft**

*Dennis Nelson*

### **Tess Cavanaugh**

*Jane and Joe Cavanaugh*

### **Fay Sullivan**

*Ann Marie and Lowell Helgaxon*

### **Cas DiMenna**

*Donna DiMenna*

### **Katie Crosby Lehmann**

"Happy Birthday!"  
*Sonja Roy*

### **Carrie Fuentes**

*Sapa Carlson*

### **Maddie and George**

"In honor of your one year wedding anniversary – much love to you, Maddie and George!"  
*Jaci and Luke Christenson*

### **The Career of Lucille Renaud**

*Emma Jorstad*

### **Joyce Pfaff**

"Happy Birthday JP!"  
*Carol Enke*

### **Janet and James Suter**

*Sean Suter*

### **Mrs. Haley**

"Thank you so much for being an awesome teacher. You really helped me love reading a lot more."  
*Sonja Griebel*

### **Bonnie Gerheard**

"Merry Christmas, Bonnie! Thank you for all you do."  
*The Griebels*

### **Elizabeth Bell**

"In honor of my mother, a strong advocate for women and girls!"  
*Kerry Bogenreif*

### **Mary Mikesh**

*Robert and Kim Ehrick*

### **Linda Johnson**

"In appreciation of my doctor as she retires"  
*Mary Ann Callahan*

## IN MEMORY OF

### **Josie E. Wiley**

*Anonymous*

### **Lisa Zicherman**

*Sylvia Stanley*

### **Judy Kitzman**

*Sylvia Stanley*

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*Kathleen and Walter Flynn  
Joseph Flynn  
Jamie Scott  
Betsy Walton*

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*Lisa Carlson  
Wendy Haroldson  
Mary and Harry Nienaber*

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*Ken Rothchild Jr.  
Debbie Bancroft  
Dr. Eric Jolly  
Tim and Sandy Penny  
Susan and Victor Vernon*

### **Kari Marie Larson**

*Pamela Nelson*

### **Nadia Armstrong Camillo**

*Stacey Camillo*

### **Bob M. Smith**

*In honor of Lisa Brezonik's birthday on behalf of Amy Langer and John Folkestad*

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Women's Foundation of Minnesota  
Zelle LLP





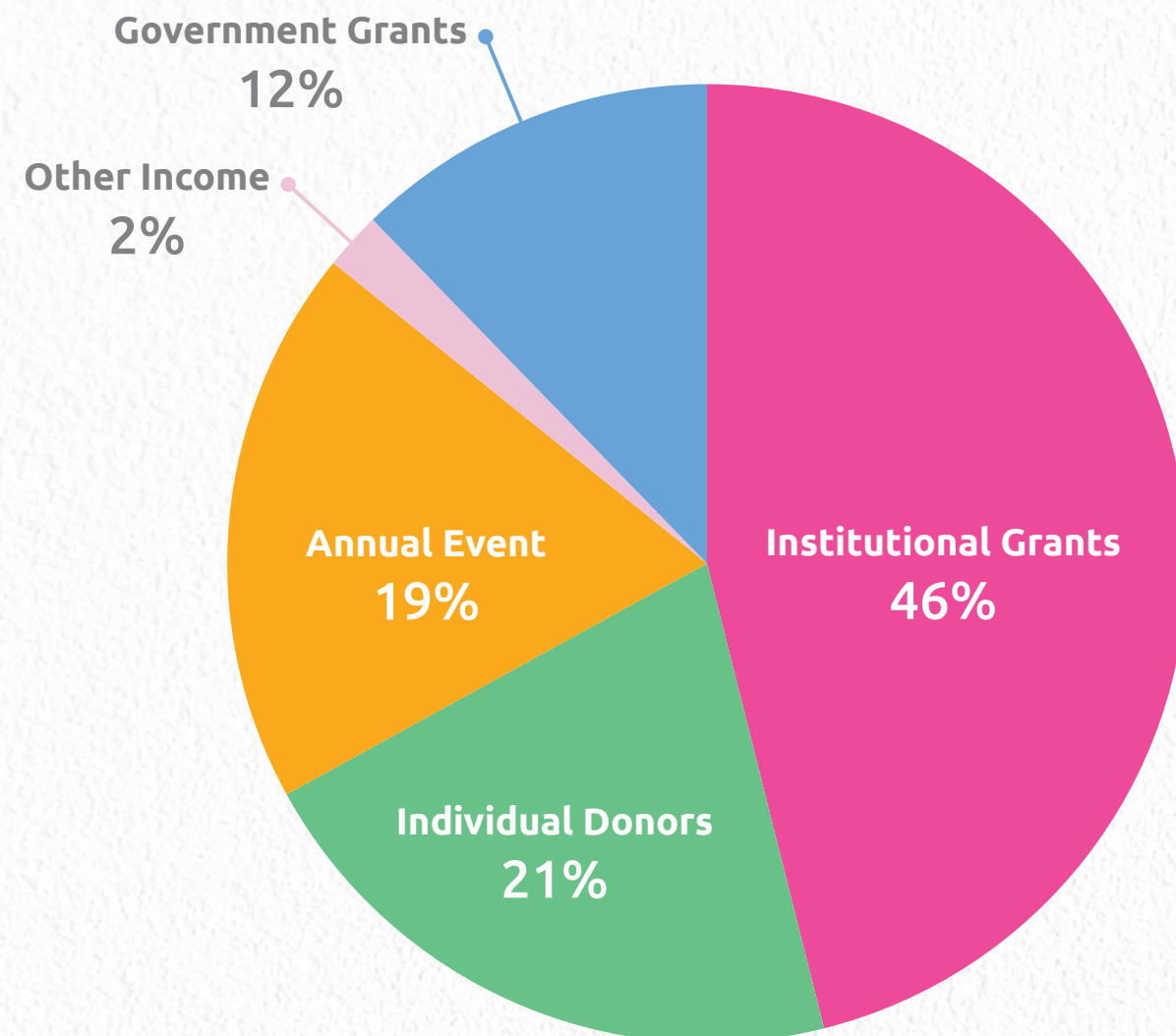
**MY VOICE IS MY  
SUPERPOWER**



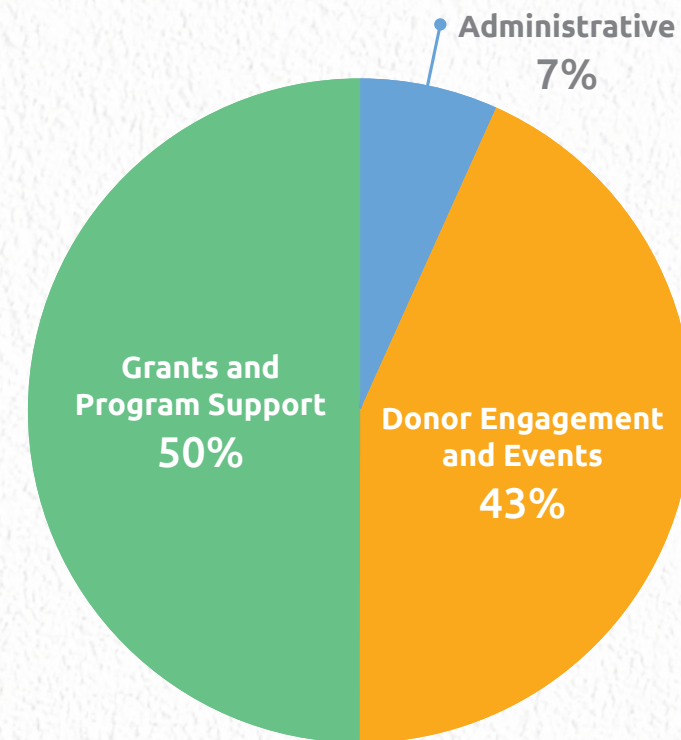
# 2021 FINANCIALS

CONNECTING GIRLS WITH EXPERIENCES THAT EXPAND THEIR WORLDS

## SOURCES OF SUPPORT



## OPERATING EXPENSES



### Statement of Financial Position (Unaudited)

Cash	\$930,530
Other Assets	\$ 39,599
<b>Total Assets</b>	<b>\$970,030</b>

PPP Loan	—
Grants Payable	\$ 42,630
Other Payables	\$ 6,480
<b>Total Liabilities</b>	<b>\$ 49,110</b>

Net Assets With Donor Restrictions	\$304,000
Net Assets Without Donor Restrictions	\$616,920
<b>Total Net Assets</b>	<b>\$920,920</b>
<b>Total Liabilities and Net Assets</b>	<b>\$970,030</b>



# THANK YOU!



## **NOTE OF GRATITUDE FROM FOUNDER ANN BANCROFT**

2021 was an exhilarating year, and one that filled me with tremendous pride and gratitude. It was rewarding to support girls to pursue experiences, opportunities, and space for dreaming after so much isolation the previous year.

Together, with our dedicated, engaged board members, and broad support from each of you, we ended the year on solid ground, despite the challenges of the many transitions underway at ABF.

After two years of gathering virtually, a small group gathered to reconnect in person and welcome Ethelind to the ABF family. Talking with long-term supporters and new friends to ABF, we felt renewed energy and gratitude for what lay ahead for us.

With all of our stakeholders and partnerships that make up our family, we are able to strategically expand our reach, explore opportunities, and look to providing beyond a single grant.

With ALL of you, we look to the future with excitement!

Thank you for investing and engaging in our work which sustains our mission. Together, we are building a stronger path for girls.

A handwritten signature in black ink that reads "Ann Bancroft".

Ann Bancroft  
Founder





***WE ARE READY***

***WE ARE  
LIMITLESS***

***WE WILL DO  
GREAT THINGS***



**CONFIDENCE** **COMPETENCE**  
**CONNECTION** **SELF-ADVOCACY**  
**COURAGE**  
**SELF-EFFICACY** **JOY**  
**INTEGRITY** **INDIVIDUALITY**  
**CREATIVITY** **RISK-TAKING**

**Save the date for our  
2023 Annual Celebration**

**Thursday, April 13, 2023 at The Depot Minneapolis!**

Special thanks to CCF for their generous donation of time, creative talents, concept development and prepress work of this report. Thanks also to Dolan and Graphic Knowledge. ABF is deeply grateful for our incredible reduced rate and pro-bono partners.

**Ann Bancroft**  
FOUNDATION

2356 University Avenue West, #404  
St. Paul, MN 55114

[annbancroftfoundation.org](http://annbancroftfoundation.org)