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WOMEN'S FOUNDATION
OF ALABAMA

**IMPACT
REPORT**

A LETTER FROM OUR BOARD CHAIR



As the 2025 Chair of the Board of Directors, I am proud to share a defining chapter in the life of the Women's Foundation of Alabama, one marked by achievement, resilience, and forward momentum. This year called on us to honor extraordinary leadership, steward a major organizational transition, and continue delivering impact across the state. None of what you will read in this report would be possible without the generosity of our donors, partnerships with community leaders, and dedicated team. Because of you, we did not pause. Our mission to accelerate economic opportunity for women continues to move from vision to reality across Alabama.

In 2025, the Foundation reached the culmination of the Watershed Campaign—surpassing **\$10 million raised to expand women's access to economic opportunity at scale**, anchored by a shared commitment to moving **10,000 women into the workforce and onto pathways of economic mobility**. Watershed strengthened our financial foundation, expanded our reach, and positioned the organization to lead with greater influence and durability for decades to come.

This year also brought a significant leadership transition. We honored the departure of an extraordinary leader whose visionary leadership elevated the Foundation's presence and power across Alabama. At the same time, we welcomed **Kimberly L. Jackson as President and CEO**. In her first few months, Kimberly has centered listening, relationship-building, and setting a clear direction, reinforcing trust, strengthening focus, and preparing the organization for its next era of growth. The Board is confident in her leadership and energized by the path ahead.

Across the state, the Foundation continued to show up where women need us most. This year, we advanced policy solutions supporting working families, **including the passage of Paid Parental Leave and advancement of the Child Care Tax Credit**, broadened pathways through our community college initiative, and invested deeply in community-based organizations driving local change. Demand for our grantmaking remained strong, with **funding requests totaling more than \$1.3 million** and the completion of a landmark workforce collaboration in Birmingham, directing **\$1.5 million into the community** and supporting women pursuing sustainable careers.

As we look ahead, 2026 will mark **30 years of impact** at the Women's Foundation of Alabama. We will honor the trailblazers who built this institution while stepping boldly into a future rooted in deeper engagement, expanded partnerships, and renewed urgency to advance women's economic power across our state.

There is still much work to be done. But together, we are proving what is possible when vision is matched with action. Thank you for standing with us as we continue to build a future where power and possibility are not limited by gender, race, or place.

With gratitude and anticipation,

A handwritten signature in black ink that reads "Elizabeth Goodrich". The signature is fluid and cursive.

ELIZABETH GOODRICH, 2025 CHAIR
Board of Directors



MISSION

Women's Foundation of Alabama is a community-driven foundation impacting the world around us by accelerating economic opportunity for women.

VISION

We envision a society where power and possibility are not limited by gender, race, or place.

VALUES

Insight, Advocacy, Impact, Equity, and Inclusion



NEW CEO SPOTLIGHT

In 2025, the Women's Foundation of Alabama welcomed **Kimberly L. Jackson** as President & CEO, ushering in a new chapter grounded in purpose, momentum, and possibility. In her first six months, Kimberly immersed herself deeply in the work—listening to grantees and partners across the state, strengthening relationships with funders and policymakers, and aligning the Foundation's strategy to meet this moment with both urgency and care. As we look ahead to celebrating **30 years of impact in 2026**, Kimberly's vision honors the legacy that built this Foundation and boldly positions it for the future—one where power and possibility are no longer limited by gender, race, or place.

FINANCIALS AT A GLANCE

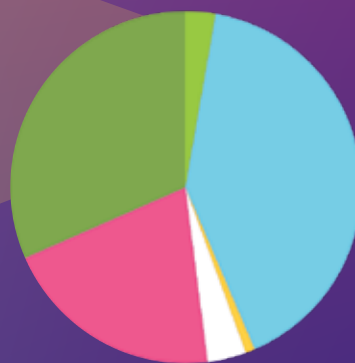
2025 EXPENSES



GRANTMAKING	\$ 2,359,807
RESEARCH	\$34,640
ADVOCACY	\$250,792
DEVELOPMENT	\$144,000
ADMINISTRATIVE	\$1,607,325

EXPENSE TOTAL
\$4,396,564

2025 INCOME



CORPORATE	\$274,374
FOUNDATIONS	\$1,963,000
EVENT INCOME	\$41,224.62
INDIVIDUAL CONTRIBUTIONS	\$170,734.60
CAPITAL CAMPAIGN	\$982,606
GOVERNMENT APPROPRIATION	\$1,521,308.18

INCOME TOTAL
\$4,953,247

CLEARING THE PATH 2025: AUBURN

LAUNCHING A STATEWIDE CONVERSATION

In 2025, the Women's Foundation of Alabama launched a new chapter of Clearing the Path in Auburn, convening business, civic, and community leaders for a focused conversation about women's participation in Alabama's workforce.

Presented by Regions, this first stop in a statewide series set the tone for what's ahead: honest, data-informed dialogue grounded in WFA's research and shaped by local experience.



Participants explored practical, proven strategies—paid leave, affordable child care, and workforce training—that remove barriers for women and strengthen Alabama's economy.

The Auburn convening affirmed a simple truth: when women are supported in the workforce, families, businesses, and communities all thrive.

As Clearing the Path continues across Alabama in 2026, WFA will build on this momentum—bringing research into communities, elevating local voices, and advancing solutions that expand opportunity statewide.

▶ ADVOCACY & EVENTS

EXTERNAL AFFAIRS

In 2025, Alabama took a meaningful step forward for working families with the passage of **Senate Bill 199**, the Alabama Public Employee Paid Parental Leave Act.

Signed by Governor Kay Ivey in April 2025, the new law provides paid parental leave for state employees, including K–12 teachers and community college staff, beginning July 1, 2025—supporting thousands of families across the state.



Paid leave strengthens maternal and infant health, improves employee retention, and promotes economic security—especially for women, who continue to shoulder a disproportionate share of caregiving responsibilities. This policy ensures families do not have to choose between work and care during life's most pivotal moments.

WFA is grateful for the leadership of Governor Kay Ivey, Representative Ginny Shaver, Senator Vivian Figures, and advocacy partners including the Alabama State Employees Association, Alabama Arise, March of Dimes Alabama, American Heart Association, and A Better Balance. This victory reflects the power of collective advocacy and data-driven policy.

Paid leave is not just a benefit—it is an investment in Alabama's workforce, families, and future.

GIVING CIRCLES

Through its giving circles, the Women's Foundation of Alabama demonstrates how collective philanthropy fuels community-led impact across the state.

In 2025, the Society of Clotilda awarded \$6,000 in micro-grants to Mobile nonprofits serving women and families. The Brilliant Black Girl Collective provided \$27,500 in scholarships to 20 young women, expanding access to higher education and leadership opportunities. In North Alabama, the Morgan County Giving Circle granted \$10,000 to TLC Recovery House, supporting women on their path to recovery and stability.

Together, these investments reflect the power of shared generosity to strengthen communities and advance equity for women and girls across Alabama.



CAPITOL HEELS RECEPTION 2025 (6TH ANNUAL)

On April 8, 2025, the Women's Foundation of Alabama welcomed 75 business and legislative leaders to its 6th annual Capitol Heels Reception. Generously sponsored by Fine Geddie and The Jones Group, the evening honored policymakers advancing solutions for women and families across Alabama—from equal pay to paid leave and access to child care.



Held at a pivotal moment in the legislative session, Capitol Heels helped build momentum around the Child Care Tax Credit, aligning partners and reinforcing bipartisan commitment to meaningful policy progress. Remarks from Board Member Judge Brooke Reid, Senator Garlan Gudger, and Representative Ginny Shaver highlighted the shared leadership driving change statewide.

UNLEASHED 2025

Unleashed 2025 welcomed more than 350 community leaders to Haven on October 30 for an inspiring evening celebrating women's leadership and gender equity in Alabama. Olympic champion and equity advocate Allyson Felix delivered the keynote, while Kimberly L. Jackson made her first Unleashed appearance as WFA's new President & CEO, sharing her vision for the organization's next chapter.

Through immersive moments highlighting WFA's grantmaking, research, and policy advocacy, the evening celebrated progress and issued a clear call to action: when women are unleashed, Alabama moves forward.



PHILANTHROPY IN ACTION

INVESTING IN WOMEN. STRENGTHENING ALABAMA.

2-GEN COMMUNITY COLLEGE INITIATIVE

In 2025, WFA's 2-Generation Community College Initiative saw its largest expansion since going statewide in 2021. Nineteen colleges requested more than \$1.3 million in funding—including four new institutions in Auburn, Evergreen, Mobile, and Muscle Shoals—demonstrating unprecedented demand.

Funded programs will support **189 students**, a 30% increase over last year, by removing barriers like childcare and transportation while caregivers pursue high-wage credentials.

At the June 2025 Community College Summit, WFA partnered with The Prosperity Agenda to strengthen Family Centered Coaching implementation—deepening the two-generation model that supports both parents and children.

INVESTMENT: **\$965,000**

IMPACT: **189 CAREGIVERS PURSUING WORKFORCE CREDENTIALS**

A HISTORIC WORKFORCE PARTNERSHIP: GOOD JOBS CHALLENGE INITIATIVE

In 2025, WFA completed its transformative partnership with the Good Jobs Challenge and the City of Birmingham—one of the most significant workforce collaborations in our history.

We supported **447 women** pursuing healthcare credentialing.



314
COMPLETED
TRAINING

129
SECURED EMPLOYMENT

\$20.30
AVG HOURLY STARTING WAGE

WFA moved **\$1.5 million in federal funding** directly into the community—strengthening colleges, nonprofits, and healthcare training providers while building Central Alabama's healthcare workforce pipeline.

"I didn't listen to the doubts. I kept going. Because of this opportunity, I've now started at Lawson State to become a radiology technologist. This journey has shown me how far I can go when I believe in myself." – K.C.

INVESTMENT: **\$609,773**

IMPACT: **174 WOMEN SUPPORTED IN HEALTHCARE TRAINING**

ADVANCING CHILD CARE ENTREPRENEURS

CHILD CARE ACCELERATOR

WFA continued providing technical assistance to past cohort participants—supporting the sustained growth of women-owned child care businesses.

Since launch:

- **208 new child care seats created**
- **515 total potential seats**
- **70 projected new jobs**
- **6 centers opened or licensed**, including two new openings in 2025: *The Learning Garden, Inc.* and *Little Royalties Child Development Center*

By strengthening childcare businesses, WFA is expanding workforce participation for families.



INVESTMENT: \$240,000

COMPETITIVE GRANTMAKING

HIGH-IMPACT INVESTMENTS ACROSS 67 COUNTIES

In 2025, WFA received 102 applications requesting \$5.1 million and awarded \$500,000 to 10 organizations, following 24 site visits across Alabama.

Focus Areas:



WOMEN + WORK (3)

WOMEN + LEADERSHIP (3)

WOMEN + WELLBEING (4)

These grants will directly impact 710 women statewide and support WFA's goal of moving 10,000 women into work and on pathways to economic mobility.

Investments will:

- Help **285 women** secure quality jobs or increase wages.
- Support **50 women** transitioning to stable housing or homeownership.
- Enable **100 women** to build savings and strengthen credit.
- Provide leadership development to **255 healthcare professionals**.
- Assist **20 women entrepreneurs** in launching businesses.



Scan here to read our full list of 2025 grantees and partners across Alabama.



2025 BOARD OF DIRECTORS

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Co-Owner at Thank You Books

LAJUANA TUCKER BRADFORD, *IMMEDIATE PAST CHAIR*
Regions Bank

TIFFANY JOHNSON COLE, *SECRETARY*
Robert Simms Thompson Law, PC

BROOKE COLEMAN
Community Volunteer

PAIGE DANIEL
Highland Associates

CATHY DE LA GARZA
Uniti

YVONNE ESSIX
Alabama Power

ELIZABETH DOTTS FLEMING
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ALESIA JONES
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INSIGHT,
ADVOCACY,
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& INCLUSION



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