

ATTACHMENT A

Members of Women's Funding Network



A Fund for Women of the Madison
Community Foundation
Madison, WI

A Woman's Work
Longmont, CO

The African American Women's Fund of
The Twenty-First Century Foundation
New York, NY

African Women's Development Fund
GHANA

The African American Women's Fund of
the 21st Century
New York, NY

American Jewish World Service Women's
Empowerment Fund
New York, NY

Angela Borba Fund for Women
Brazil

The Annie E. Casey Foundation
Baltimore, MD

Appalachian Women's Fund
Boone, NC

Arizona Foundation for Women
Phoenix, AZ

The Asia Foundation, Women's
Advancement Fund
Washington, DC

Astraea Lesbian Foundation for Justice
New York, NY

Atlanta Women's Foundation
Atlanta, GA

Aurora Women and Girl's Foundation,
INC. Wethersfield, CT

Bangladesh Women's Forum
BANGLADESH

Boston Women's Fund
Boston, MA

Bucks County Women's Fund
Doylestown, PA

Bulgarian Fund for Women
BULGARIA

Canadian Women's Foundation
Toronto, ON

Channel Foundation
Seattle, WA

Chester County Fund for Women & Girls
West Chester, PA

Chester Country Fund for Women & Girls
West Chester, PA

Chicago Foundation for Women
Chicago, IL

Chrysalis Foundation
Des Moines, IA

Community Foundation of Central
Illinois Women's Fund
Peoria, IL

Community Foundation of Greater
Chattanooga, INC
Chattanooga, TN

Dafna Israeli Fund
Jerusalem, Israel

Dallas Women's Foundation
Dallas, TX

Delta Research and Education Foundation
Washington, DC

Dobkin Family Foundation
New York, NY

The Eileen Fisher Foundation
Irvington, NY

The Equipoise Fund
Wilson, WY

Faith Partnerships
Raleigh, NC

Fargo-Moorhead Area Foundation
Women's Fund
Fargo, ND

Feminist Majority Foundation
Beverly Hills, CA

Filia. Die Frauenstiftung
GERMANY

Fondo Alquima
CHILE

Fondo Centroamericano de Mujeres
NICARAGUA



Foundation For Women
San Diego, CA

Frontera Women's Foundation
El Paso, TX

The Fund for Women Artists
San Francisco, CA

Fund for Women and Girls, Fairfield
County Community Foundation
Fairfield, CT

Fund for Women and Girls, The Greater
Tacoma Community Foundation
Tacoma, WA

Fund for Women in Asia
New York, NY

Girl's Best Friend Foundation
Chicago, IL

Global Fund for Women
San Francisco, CA

Global Muslim Women's Fund
New York, NY

Grantmakers Without Borders
Boston, MA

Hadassah Foundation
New York, NY

HER Fund
HONG KONG

International Indigenous Women's Forum
New York, NY

International Women's Development
Agency
AUSTRALIA

Iowa Women's Foundation
Iowa City, IA

Jewish Women's Foundation of
Metropolitan Chicago
Chicago, IL

Jewish Women's Fund of Colorado
Denver, CO

Kentucky Foundation for Women
Louisville, KY

Levi Strauss Foundation
San Francisco, CA

Linked Foundation
Montecito, CA

List Family Foundation
UNITED KINGDOM

Long Island Fund for Women and Girls
Bethpage, NY

Maine Women's Fund
Portland, ME

Mama Cash Fund for Women
HOLLAND

Mary's Pence
Staten Island, NY

Michigan Women's Foundation
Livonia, MI

Mongolian Women's Fund
MONGOLIA

Muslim Women's Fund for Social Justice
New York, NY

Nevada Women's Fund
Reno, NV

New Mexico Women's Foundation
Sante Fe, New Mexico

Nirnaya Indian Women's Trust
INDIA

Ms. Foundation For Women, Inc.
New York, NY

The New York Women's Foundation
New York, NY

Nevada Women's Fund
Reno, NV

Nokomis Foundation
Grand Rapids, MI

Oshkosh Area Community Foundation
Women's Fund
Oshkosh, WI

Reconstruction Women's Fund
SERBIA

The Sister Fund
New York, NY

Slovak-Czech Women's Fund
CZECH REPUBLIC/SLOVAK REPUBLIC

Sociedad Mexicana Pro Derechos de la
Mujer, A.C. Semillas
MEXICO

Sojourner Foundation
Detroit, MI

Spark
San Francisco, CA

Tewa
NEPAL

Third Wave Foundation
New York, NY

Three Guineas Fund
San Francisco, CA

Tides Foundation
New York, NY

Ukrainian Women's Fund
UKRAINE

UNIFEM Trust
New York, NY



Urgent Action Fund for Women's Human Rights
Boulder, CO

Urgent Action Fund- Africa
AFRICA

Upstart Foundation
Novato, CA

Valentine Foundation
Haverford, PA

V-Day
Berkeley, CA

Vermont Women's Fund
Middlebury, VT

The Victorian Women's Benevolent Trust
AUSTRALIA

Washington Area Women's Foundation
Washington, DC

Women's Division of the United Methodist General Board
New York, NY

The Women and Girls Foundation of Southwest Pennsylvania
Pittsburgh, PA

Women and Girls Fund of Waukesha County
Waukesha, WI

Women 4 Women Fund of the Community Foundation of Louisville
Louisville, KY

Women for Women of the Community Foundation of Western North Carolina
Asheville, NC

Women of the Evangelical Lutheran Church in America
Chicago, IL

Women of Vision Fund of the Jewish Federation of Greater Philadelphia
Philadelphia, PA

Women's Community Foundation
Cleveland, OH

The Women's Foundation
HONG KONG

Women's Foundation for a Greater Memphis
Memphis, TN

The Women's Foundation of California
San Francisco, CA

Women's Foundation of Colorado
Denver, CO

Women's Foundation of Genesee Valley
Rochester, NY

Women's Fund in Georgia
GEORGIA

Women's Fund of Akron Community Foundation
Akron, OH

Women's Fund of Central Ohio
Columbus, OH

Women's Fund of Global Human Rights
Washington D.C.

Women's Fund of Greater Birmingham
Birmingham, AL

Women's Fund of Herkimer and Oneida Counties
Clinton, NY

Women's Fund of Monterey County
Monterey, CA

Women's Foundation of Greater Kansas City
Mission, KW

Women's Foundation of Minnesota
Minneapolis, MN

Women's Foundation of Montana
Helena, MT

Women's Foundation of Northern Carolina
Winston-Salem, NC

Women's Foundation of Oklahoma
Oklahoma City, OK

Women's Foundation of Southern Arizona
Tucson, AZ

The Women's Fund of Winston-Salem
North Carolina, NC

Women's Fund for Georgia
GEORGIA

Women's Fund for the Fox Valley Region, Inc
Appleton, WI

Women's Fund of the Fargo-Moorhead Area Foundation
Fargo, ND

Women's Fund of Greater Milwaukee, Inc.
Milwaukee, WI

Women's Fund of Herkimer and Oneida Counties
Clinton, NY

Women's Fund of Greater Green Bay
Green Bay, WI

Women's Fund of Hawaii
Honolulu, HI

Women's Fund of Miami - Dade County
Miami, FL

Women's Fund of Monterey County
Monterey, CA

Women's Fund of New Hampshire
Concord, NH

Women's Fund of New Jersey
Union, NJ



Women's Fund of Rhode Island
Providence, RI

Women's Fund of the Community
Foundation of Middle
Tennessee
Nashville, TN

Women's Fund of the Greater Cincinnati
Foundation
Cincinnati, OH

Women's Fund of the La Crosse
Community Foundation
La Crosse, WI

Women's Fund of the Oshkosh Area
Community Foundation, Inc.
Oshkosh, WI

Women's Fund of the Community
Foundation of Central Illinois
Peoria, IL

Women's Fund of the Community
Foundation of Grand Forks, East Grand
Forks and Region
Grand Forks, ND

Women's Fund of the Community
Foundation of Greater Jackson
Jackson, MS

Women's Fund of the Community
Foundation of Southeastern MA, Inc.
New Bedford, MA

Women's Fund of the Fond du Lac Area
Foundation
Fond du Lac, WI

Women's Fund of Western Massachusetts
Easthampton, MA

Women's Funding Alliance
Seattle, WA

Women's Hope Education and Training
Trust,
SOUTH AFRICA

WNY Women's Fund
Buffalo, NY

Women's Program of the Asia Foundation
Washington, DC

Women's Sports Foundation
East Meadow, NY

The Women's Wellness Foundation
Takoma Park, MD

World Young Women's Christian
Association (YWCA)
SWITZERLAND

Wyoming Women's Foundation
Laramie, WY

Women Win
HOLLAND

ATTACHMENT B

Core Values of the Bucks County Women's Fund

Leadership

We inspire and lead collective action for systemic change through strategic grantmaking, public education, and advocacy.

We champion leadership roles for women and girls in all aspects of Bucks County economy and society. We empower women and girls with the knowledge, skills, and experience to lead.

We empower all of our stakeholders, through open communication, to be truly engaged in the success of our overall effort.

We encourage staff initiative and leadership and strive to be a model nonprofit organization, leading by our example in Bucks County.

Impact

We value impact that is focused on systemic, long-term social change; giving priority to investments capable of making lasting and proven changes in and for the lives of women and girls.

We value impact that is achieved through women because we know that when women are fully engaged, families and whole communities benefit significantly.

We value impact that leverages women's and girls' creative, financial, intellectual, and spiritual resources in the change process.

We value impact that builds positive collaboration across organizations and leverages additional resources for women and girls in Bucks County.

Philanthropy

We are committed to realizing a democratic vision of philanthropy through which people of all ages and backgrounds learn about, experience, and become engaged in giving at every level. We call this "participative philanthropy" or "strategic giving together."

Excellence

We strive to fund, inspire, and deliver high quality grants and initiatives grounded in understanding of our mission, dedication to our vision, and a clear sense of the shared values, objectives, and goals to which we are committed.

We aspire to continuously improve our offerings through listening, inquiry, reflection, and examination of acknowledged best practices; and by promoting teamwork and diversity of thought.

Equality

We believe that all women and girls have the right to equality, safety, opportunity and self-determination in every aspect of their lives.

We value full participation of women and girls as a key to strong, equitable, and sustainable communities and societies.

We promote and support women and girls of diverse classes, races, sexual orientations, and other identities and experiences in shaping, leading, and implementing economic and social change.

We advocate on behalf of women and girls who are disadvantaged, voiceless, or deprived of access to services, information, and power.

Integrity

We expect accountability from our grantees and from ourselves. We conscientiously steward the resources entrusted to us, striving for maximum efficiency and impact.

We adhere to high ethical and professional standards in our work and relationships. We are fair and respectful in our interactions.

Sustainability

We carefully cultivate the attributes of financial stability and resilience to withstand the challenges of the future so that we can provide sustained benefits to our community.

ATTACHMENT C

BCWF Survey and Survey Responses

The Bucks County Women’s Fund (BCWF) - Survey of Community Needs

Please fill out this form and hand it in before leaving. Thank you!

This survey is one tool in a community needs assessment that is being conducted by the Bucks County Women’s Fund for the purposes of:

- informing community leaders, political representatives, and service providers about needs and gaps in service in Bucks County; and
- guiding future grantmaking initiatives of the BCWF.

SECTION I: DEMOGRAPHIC INFORMATION

Zip Code: _____ **Geographic Area:** ___ Upper Bucks; ___ Central Bucks; ___ Lower Bucks

Gender: Female / Male (Please circle one)

Age Range: ___ 12-17; ___ 18-27; ___ 28-37; ___ 38-47; ___ 48-64; ___ 65-74; ___ 75+

SECTION II: COMMUNITY NEEDS/CONCERNS

Select (or write in) the two areas of need that you believe should be top priorities for improving the lives of **WOMEN** in Bucks County.

- | | |
|--|--|
| <input type="checkbox"/> Safety | <input type="checkbox"/> Economic Self-sufficiency |
| <input type="checkbox"/> Childcare | <input type="checkbox"/> Healthcare |
| <input type="checkbox"/> Transportation | <input type="checkbox"/> Housing |
| <input type="checkbox"/> Reproductive Rights | <input type="checkbox"/> Legal Protection and Rights |
- _____

Select (or write in) the two areas of need that you believe should be top priorities for improving the lives of **GIRLS** in Bucks County.

- | | |
|--|---|
| <input type="checkbox"/> Leadership Development | <input type="checkbox"/> Mentoring/Positive Role Models |
| <input type="checkbox"/> Financial Literacy | <input type="checkbox"/> Philanthropy |
| <input type="checkbox"/> Self-image/Empowerment | <input type="checkbox"/> Career Development |
| <input type="checkbox"/> Reproductive Health/Education | <input type="checkbox"/> Eating Disorders |
- _____

Select (or write in) the two areas of need that are most relevant to **YOU**/most likely to improve your life.

- | | |
|---|---|
| <input type="checkbox"/> Leadership Development | <input type="checkbox"/> Community Engagement/Friendships |
| <input type="checkbox"/> Money Management | <input type="checkbox"/> Philanthropy |
| <input type="checkbox"/> Healthcare | <input type="checkbox"/> Career Networking/Mentoring |
| <input type="checkbox"/> Nutrition/Exercise | <input type="checkbox"/> Stress/Life Balance |
- _____

What is your greatest personal/family concern?

- | | | | |
|---|---------------------------------|---------------------------------|------------------------------------|
| <input type="checkbox"/> Financial Security | <input type="checkbox"/> Health | <input type="checkbox"/> Safety | <input type="checkbox"/> Happiness |
|---|---------------------------------|---------------------------------|------------------------------------|
- Other - Please specify: _____

OVER

What services/resources currently available in your community are (in your opinion) the most important for women and girls living there? _____

Have you used these services? Yes / No

What factors limit you and others from using these services?

____ Cost ____ Transportation ____ Distance from home ____ Income restrictions

____ Other – Please specify: _____

What factors enable you and others to use these services?

____ Cost ____ Transportation ____ Nearness to home

____ Other – Please specify: _____

What services/resources are NOT currently available in your community even though they are needed?

SECTION III: PERSONAL ACTIVITIES

Are you registered to vote? Yes / No (please circle one)

Do you volunteer your time to improve the lives of women and girls in your community? Yes / No (circle one)

If so, what types of volunteer activities are you engaged in? (Check all that apply.)

____ Children's school activities ____ Church activities ____ Volunteer board service

____ Soup kitchen/other direct service ____ Other – Please specify: _____

What do you get out of your volunteer/service experiences?

____ Sense of belonging ____ Work experience ____ Sense of giving back

____ Nothing ____ Other – Please specify: _____

Have you given money in support of any causes/issues/needs in the past year? Yes / No (please circle one)

If so, what types of organizations have you given to? (Check all that apply.)

____ Church ____ School ____ Social service agency ____ United Way ____ Women's Fund

____ Other – Please specify: _____

Who decided what organization to give to and how much to give? Me / Someone else

If it was not your decision, who decided?

____ Husband ____ Wife ____ Partner ____ Parent

____ Other – Please specify: _____

If you have children, do (did) you talk to them about financial management? Yes / No (please circle one)

If you have children, do (did) you talk to them about volunteering and/or giving? Yes / No (please circle one)

SECTION IV: PERSONAL INFORMATION (OPTIONAL)

Name _____


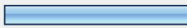
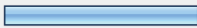
Address _____

City, State Zip _____

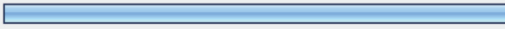

Phone _____ E-mail _____

THANK YOU!

Results Summary: BCWF Community Needs Survey

1. In which part of Bucks County do you live?			
		Response Percent	Response Count
Upper Bucks County		26.2%	72
Central Bucks County		36.0%	99
Lower Bucks County		37.8%	104
		answered question	275
		skipped question	37



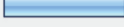
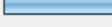
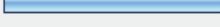

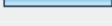
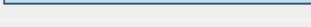
2. What is your zipcode?		
		Response Count
		289
		answered question
		289
		skipped question
		23

3. Gender			
		Response Percent	Response Count
Female		99.2%	240
Male		0.8%	2
		answered question	242
		skipped question	70

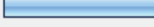

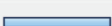


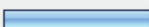


4. Age Range:			Response Percent	Response Count
12-17		5.9%	18	
18-27		7.8%	24	
28-37		7.8%	24	
38-47		17.6%	54	
48-64		34.3%	105	
65-74		19.3%	59	
75+		7.2%	22	
			answered question	306
			skipped question	6

5. Select (or write in) the two areas of need that you believe should be top priorities for improving the lives of WOMEN in Bucks County.			Response Percent	Response Count
Child Care		22.4%	66	
Economic Self-Sufficiency		61.0%	180	
Healthcare		39.7%	117	
Housing		24.7%	73	
Legal Protection and Rights		26.8%	79	
Reproductive Rights		6.1%	18	
Safety		18.6%	55	
Transportation		14.2%	42	
			Other (please specify)	23
			answered question	295
			skipped question	17

6. Select (or write in) the two areas of need that you believe should be top priorities for improving the lives of GIRLS in Bucks County.

		Response Percent	Response Count
Career Development		29.2%	87
Eating Disorders		6.7%	20
Financial Literacy		23.5%	70
Leadership Development		21.5%	64
Mentoring/Positive Role Models		42.6%	127
Philanthropy		2.0%	6
Reproductive Health		21.1%	63
Self Image/Empowerment		60.4%	180
	Other (please specify)		13
	answered question		298
	skipped question		14


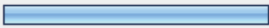

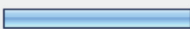
7. Select (or write in) the two areas of need that are most relevant to YOU/most likely to improve your life.

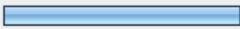

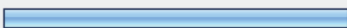
		Response Percent	Response Count
Career Networking/Mentoring		29.9%	82
Community Engagement/Friendships		28.8%	79
Healthcare		20.8%	57
Leadership Development		12.8%	35
Money Management		24.5%	67
Nutrition/Exercise		28.8%	79
Philanthropy		14.6%	40
Stress/Life Balance		38.3%	105
	Other (please specify)		18
	answered question		274
	skipped question		38

8. What is your greatest personal/family concern?			
		Response Percent	Response Count
Financial Security		35.9%	78
Health		36.4%	79
Safety		6.0%	13
Happiness		21.7%	47
		Other (please specify)	78
		answered question	217
		skipped question	95



9. What services/resources currently available in your community are (in your opinion) the most important for women and girls living there?		
		Response Count
		145
		answered question
		145
		skipped question
		167


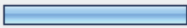
10. Have you used these services?			
		Response Percent	Response Count
Yes		45.3%	68
No		54.7%	82
		answered question	150
		skipped question	162

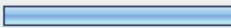
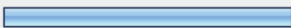
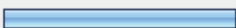

11. What factors limit you and others from using these services?			
		Response Percent	Response Count
Cost		44.3%	35
Transportation		51.9%	41
Distance from home		34.2%	27
Income restrictions		36.7%	29
	Other (please specify)		47
	answered question		79
	skipped question		233

12. What factors enable you and others to use these services?			
		Response Percent	Response Count
Cost		46.3%	37
Transportation		43.8%	35
Nearness to home		67.5%	54
	Other (please specify)		33
	answered question		80
	skipped question		232

13. What services/resources are NOT currently available in your community even though they are needed?		
		Response Count
		74
	answered question	74
	skipped question	238

14. Are you registered to vote?			
		Response Percent	Response Count
Yes		85.7%	227
No		14.3%	38
		answered question	265
		skipped question	47



15. Do you volunteer your time to improve the lives of women and girls in your community?			
		Response Percent	Response Count
Yes		64.3%	142
No		35.7%	79
		answered question	221
		skipped question	91




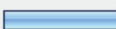
16. If so, what types of volunteer activities are you engaged in? (Check all that apply.)			
		Response Percent	Response Count
Children's School Activities		44.8%	69
Church Activities		56.5%	87
Volunteer Board Service		45.5%	70
Soup kitchen or other direct service		13.6%	21
		Other (please specify)	78
		answered question	154
		skipped question	158

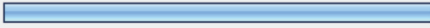

17. What do you get out of your volunteer/service experiences?			
		Response Percent	Response Count
Sense of belonging		42.9%	78
Work experience		14.3%	26
Sense of giving back		91.2%	166
Nothing		3.3%	6
	Other (please specify)		35
	answered question		182
	skipped question		130

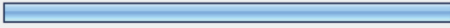

18. Have you given money in support of any causes/issues/needs in the past year?			
		Response Percent	Response Count
Yes		86.1%	186
No		13.9%	30
	answered question		216
	skipped question		96


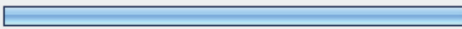

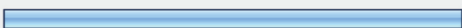
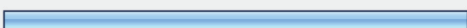



19. If so, what types of organizations have you given to? (Check all that apply.)			
		Response Percent	Response Count
Church		70.3%	142
School		45.0%	91
Hospital		3.0%	6
Social service agency		49.5%	100
United Way		28.2%	57
Women's Fund		15.8%	32
	Other (please specify)		80
	answered question		202
	skipped question		110

20. Who decided what organization to give to and how much to give?			
		Response Percent	Response Count
Me		93.3%	196
Someone else		6.7%	14
answered question			210
skipped question			102

21. If it was not your decision, who decided?			
		Response Percent	Response Count
Husband		66.7%	18
Wife		29.6%	8
Partner		3.7%	1
Parent		22.2%	6
Other (please specify)			19
answered question			27
skipped question			285

22. If you have children, do (did) you talk to them about financial management?			
		Response Percent	Response Count
Yes		84.2%	149
No		15.8%	28
answered question			177
skipped question			135

23. If you have children, do (did) you talk to them about volunteering and/or giving?			Response Percent	Response Count
Yes		87.9%	153	
No		12.1%	21	
			answered question	174
			skipped question	138

24. Please provide your contact information if you would like to receive the results of this survey or future information from the Bucks County Women's Fund.			Response Percent	Response Count
Name:		96.2%	175	
Address:		90.7%	165	
Address 2:		9.3%	17	
City/Town:		90.1%	164	
State:		91.2%	166	
ZIP/Postal Code:		85.2%	155	
Email Address:		64.8%	118	
Phone Number:		75.3%	137	
			answered question	182
			skipped question	130

Summary of Agency Leader and Citizen Comments

Comments and Recommendations of Agency Leaders

211 System: Pennsylvania is looking for money to implement the 211 system. Southeastern Pennsylvania alone will require \$1.2 million/year for 24X7 call service. As coordinator of the statewide network of 211 coverage, PA211 will extend an RFP to potential providers. Potential providers may include existing local and regional service providers. The Governor's office is looking at existing hotlines whose funding may be collapsed into a 211 system. State legislators are also seeking funds. The goal is a statewide networked system. United Way is proposing a call center in Southeastern Pennsylvania and four or more others that are regionally based. Regional providers will have to go online and adhere to standards and qualifications (AIRS accreditation) in order to get the franchise for 211 in their region. *(Bill Schofield, Director, United Way of Bucks County)*

Aging in Place: Bucks County needs services to help people (especially women) age in place in their homes, apartments, or in HUD facilities. Seniors need supportive services where ever they live in order to maintain their safety and independence. For county funded services, such as home health aides, there are income limits and for many of these services there are waiting lists. Subsidized housing for seniors is limited and may need

to be increased as the number of older adults in Bucks County grows. For older adults who need a higher level of care, there are waiting lists for medical assistance beds at nursing homes. There is need for more money to pay for supportive services (case management, etc.) to keep people in their homes while waiting for nursing home beds. *(Audrey J. Tucker, CEO, Family Service Association)*

Child Care: There is concern about working mothers trying to make ends meet who can't afford child care at full cost. The Lower Bucks Family YMCA serves many in this situation at their Fairless Hills and Morrisville Child Care Centers. *(Eric Stark, CEO, Lower Bucks Family YMCA)*. Upper Bucks YMCA needs \$30,000 more than last year for financial assistance for child care. The Title XX program will reimburse YMCA for this, but there is a much longer waiting list these days. YMCA is trying to help in the interim (6-9 months) and is stretched doing so. 30-40% of child care at the Upper Bucks YMCA is subsidized. *(Pat Edwards – Exec. Dir. Upper Bucks YMCA)* To make the best money possible at the low end of the scale, people need to take evening and night jobs and there is no child care in the evening/overnight. The population affected is not organized and not speaking out. Daycare providers find it difficult to staff daycare 24/7. Apple Childcare provides support for daycare for low income families but is limited in what it can do. *(Kelly VanValkenburgh, former social worker in Bucks County, Quakertown resident)* Daycare provided at high school for the children of young parents still in enrolled in high school, is good for teen parents as well as the

community and is important to the United Way's Success By Six plan where the emphasis is on school readiness for all. (Beth Styer, Executive Director, Child Home & Community)

Clearinghouse: In Upper Bucks, people are less aware of existing agencies and the services they provide. Bucks County needs a forum to alert people to what is available. (Steve McComas, Pastor, Chairman of CB Cares) It is difficult to know where to send people who need help. (Barbara Lyons, Legal Aid/Negotiation Services)

Decline in State Funding: Decreasing state funding in 2009 and 2010 will be hard on Not for Profits. County agencies like Children & Youth are experiencing their own cuts from the state and have fewer dollars available for partner agency programs. Not for profits will need to become more entrepreneurial to sustain services at a time of reduced funding. (Audrey J. Tucker, CEO, Family Service Association)

Demographics: Bucks County is becoming a bedroom community, primarily residential, especially in Central Bucks. Nearby health care is in demand. Southeastern Pennsylvania is strongly Catholic. St. Mary Hospital was created to meet the need for health care in the fast growing Newtown area. Upper Bucks hospitals are smaller extensions of other systems. Upper Bucks has been a slower growing part of the county, with lots of housing starts and less expensive housing for modest income families. There are fewer college educated adults in Upper Bucks and greater need for high school and college completion programs. Upper Bucks is less diverse, with fewer immigrants than other parts of the county. It is historically a Lutheran and Mennonite oriented, farming community, compared to the more industrial and densely populated Lower Bucks. (Dr. James Linksz, President, Bucks County Community College) In Bristol, many people are unwilling/unable to go outside of their immediate area for services. Both transportation and lack

of self-esteem are stopping them. Bucks County needs to empower people to see outside of the borough. (Gene Williams, Grundy Foundation, Bristol) There is not much agency presence in Upper Bucks. People have to travel to Doylestown for services. This is resented by Upper Bucks residents. (Pat Edwards, Executive Director, Upper Bucks YMCA)

Domestic Violence: The general public sees building more shelters as a solution to addressing domestic violence in our communities. A Woman's Place is working to keep families, especially women and children, safe in their own homes. Having women and children on the streets looking for safe places to live is not part of their vision. Accomplishing this requires a shift in thinking by the entire community.

Recommendations: 1) Offenders need to be held accountable by the legal system, and just as important, they need to be held accountable by other men in their lives, who know that violence against women is not acceptable. 2) Self-esteem, empowerment and nonviolent ways to solve problems needs to be introduced to children at an early age, so they have the tools they need to identify and expect healthy relationships as they mature. 3) The community needs to be educated on how to support families in trouble, so that good information is available wherever and to whomever they turn. (Donna Byrne, Executive Director, A Woman's Place) Greater awareness of abuse is needed. Women don't ask for help in transitions. They are trying to get out of abusive situations and thinking they can do it on their own. This can sometimes be disastrous. (Betty Graver, Executive Director, Pennridge Chamber of Commerce)

Early Childhood Education: Focus on early childhood education is key to preventing problems in the future. (Beth Styer, Executive Director, Child Home & Community)

Elderly Assistance: Bucks County is an aging county. With demographic changes, the needs of older adults

won't be met. Key issues are elderly isolation (especially rural isolation of older adults in Upper Bucks due to lack of transportation); elderly diversity—diversity/cultural issues of elderly aging in Lower Bucks; vulnerability of older adults, especially women; elderly involvement—lack of meaningful engagement of older women in Bucks County in volunteerism and work that could improve their quality of life; poverty, especially for older women, and the possibility of creating new forms of employment through programs such as “ENCORE” careers for older adults; health, particularly cardiac health in women which is not widely talked of but is an important issue and can be helped with exercise, access to good nutrition (food pantries), and attempting to balance older adults having to choose between paying for heat and food.

Recommendations: Innovative models for aging in place have been successful in other places. These should be considered for Bucks County. These help people stay where they are without being isolated. *(Brian Duke, Executive Director, Area Agency on Aging in Bucks County)*

Emergency Assistance: The demand for emergency aid for food, shelter, and utilities is growing in Bucks County. There are self-sufficiency programs that offer training and case management and welfare programs for families with children but few sources for emergency cash grants for the working poor. *(Audrey J. Tucker, CEO, Family Service Association)*

Empowerment of Women and Girls: We must teach girls and women how to avoid abusive relationships and focus on making healthy decisions. *(Diane Marseglia, County Commissioner, Former Bucks County social worker)*

Equality: Women need to educate themselves about the issues and not let their rights be eroded out of complacency. Sexism, racism, and inequality still exist.

Recommendation: Public information/awareness campaigns should be conducted. Women need to vote and be politically active. *(Peggy Dator, Bucks County*

Women's History Month Award Winner 2007 and Speaker, Day for All Women Conference 2007)

Gender Specific Statistics for Bucks County:

Gender-specific data are needed to understand our county's needs and policies through a gender lens. Numbers can inspire change and motivate action. The Council suggests asking the Pennsylvania Governor's Commission for Women and the Women's Law Project for more information about this. *(Bucks County Commissioners' Advisory Council for Women)* Gender-specific data is not readily accessible. We need to bring it out in order to help our grantees, our fundraising, and widespread issue awareness. *(Melissa Weiler Gerber, Executive Director, WOMEN'S WAY)*

Health Care: Day for all Women participants were surveyed. They identified women's health issues as their number one concern. People seem to be largely unaware of the few clinics and services already available. *(Bucks County Commissioners Advisory Council for Women)* Increasingly women are stuck with an abusive spouse because they do not want to lose their health insurance. Over the past five years, this situation is increasingly prevalent. *(Diane Marseglia, County Commissioner, Former Bucks County Social Worker)* The language barrier in hospitals causes difficulties for foreign language speakers. The language line (availability of a translator on the telephone) is impersonal and slow. *(Katiria Nunez, Latino Leadership Alliance)*

Homelessness: The homeless shelter in Levittown (run by the American Red Cross) is the only one in Bucks County and it is full. Grundy Foundation is helping to take a grass roots look at homelessness in the area. Churches are helping with food, clothing, and shelter for the homeless. *(Gene Williams, Grundy Foundation, Bristol)* A Central Bucks Interfaith Hospitality Network, where homeless people stay in local churches on a rotating schedule, is a potential solution to the shortage of

available shelter. However, an effort to establish such a network was unsuccessful because organizers could not find the necessary 8-15 faith communities willing to open their spaces for the homeless to spend the night. *(Steve McComas, Pastor, Chairman of CB Cares)*

Housing: Much is being built, but is not affordable for low income populations. *(Pat Edwards – Exec. Dir. Upper Bucks YMCA)*

Immigration: Immigrants and refugees in Bucks County are growing in number and are struggling due to language, cultural differences, and unfamiliarity with community resources. *(Audrey J. Tucker, CEO, Family Service Association)* Immigrants in Quakertown are increasing the socioeconomic and racial diversity of the area. *(Kelly VanValkenburgh, former Bucks County social worker, Quakertown resident)* The Upper Bucks County region has an increasingly large Hispanic community and it is getting harder for them to blend with entrenched families. Local people are pushing for regulations to limit immigration. There is a movement to make it harder for immigrants to get housing in Quakertown. There is need for programs and cultural centers to help these people, including English as a Second Language courses and other resources. *(Betty Graver, Pennridge Chamber of Commerce)*

Jobs: There is not a lot of work in the Upper Bucks County area. The Bucks County Workforce Investment Board is initiating more career-to-work activities, including employment training, and becoming more effective. *(Pat Edwards – Executive Director, Upper Bucks YMCA)*

Legal Assistance: Available legal assistance is often not adequate due to a shortage of funding and resources. Even knowledgeable volunteers have difficulty getting a response. Bucks County needs a clearinghouse of legal information. *(Diane Marseglia, County Commissioner,*

Former Bucks County social worker)

Mentoring: Mentoring is needed for people of all ages. Young moms can benefit from linking to experienced moms. Sandwich generation women can benefit from linking to experienced sandwich generation women. Women can provide valuable moral support and dialogue across various ages and stages. These links are important to build a sense of community. *(Steve McComas, Pastor, Chairman of CB Cares)*

Poverty: Schools and residents are giving to the local food pantry in Upper Bucks County. However, it is losing its space. It currently receives 12,000 visits per year. *(Melinda Rizzo, Morning Call reporter, Upper Bucks County)* FISH is meeting physical needs of people in the Pennridge area, including groceries and holiday meals. Their services are growing to meet growing needs. Bucks County would benefit from greater partnerships between service agencies and school districts that see the needs in families from day to day. *(Betty Graver, Executive Director, Pennridge Chamber of Commerce)*

Reproductive Health: Awareness is prevention. Bucks County needs more education for students in middle schools and high schools about pregnancy and sexually transmitted infections to build awareness of the consequences of choosing to become sexually active. *(Beth Styer, Executive Director, Child Home & Community)* There has been a sharp increase in teen pregnancy (ages 16, 17) in the Latino community. The county lacks models of helping that are appropriate for Latino populations. Culturally-specific intervention is needed to reach some of the girls. *(Katiria Nunez, Latino Leadership Alliance)*

School-aged Girls: There are increasing concerns about cutting and eating disorders. Math, science, and technology education for girls is a priority. *(Dr. Francis Barnes, Superintendent, Palisades School District)*

Self-sufficiency: Services are most effective when located where vulnerable populations live and when they take a holistic approach to meeting the needs of families and the community. The YWCA helps in a multitude of ways from courses in English as a Second Language, to health care transportation, to literacy and Pre-Kindergarten programs for children, to computer literacy and job training for adults, to citizenship classes, and driver education. They also provide assistance navigating the systems to access needed services. These model programs, located in low income neighborhoods, are better for the apartment complexes and the residents in the community as a whole. *(Lorna Michelson, Executive Director, YWCA of Bucks County)* Unfortunately, motherhood is a driver of poverty. *(Melissa Weiler Gerber, Executive Director, WOMEN'S WAY)* The majority of students at Bucks County Community College are women. While most are traditional age college students, some are returning to school after having children. There is likely a greater number of women-headed households in Lower Bucks County, including a concentration of women and children living in poverty South of Route 1. The YWCA and Opportunity Council are doing good work to address their needs. Bucks County Community College has programs to help people get into living wage situations, i.e., by filling places in the LPN program. ACT 101, a state supported initiative that is matched by BCCC funds, serves an 85% female population. The Keys Program provides support for people to reenter the workforce. Community Colleges are dynamic, community-focused institutions that relate to their communities. While 70% of Bucks' students plan to transfer to four year colleges, the College also offers career/technical programs for direct job entry (i.e. nursing). The college finds out what is needed and tests out possible programs to address those needs. *(Dr. James Linksz, President, Bucks County Community College)* The federally funded New Choices recareering program for displaced homemakers and single parents worked well in Upper Bucks County. It has been gone for seven years, to

the detriment of Upper Bucks. More statistics about poverty in Bucks County are needed to overcome the perception problem that needs do not exist. Poverty is hidden due to embarrassment. One quarter of the children at Nydig Elementary School receive subsidized lunches. *(Cheryl Tubio, former director, New Choices Program, Upper Bucks County)* The ELECT program provides education leading to employment. Funding from the Department of Welfare and the Department of Education is funneled into school districts that contract with local agencies to provide one-on-one help from a career specialist to help single parents become self-sufficient. Child Home & Community's career specialist meets weekly with young parents in schools to handle issues that impede their graduation. In addition to career help, young parents need more sustainable housing, transportation, and jobs. *(Beth Styer, Executive Director, Child Home & Community)* Single parents need financial help with daycare. There is a trend of increasing numbers of grandparents raising kids because the parents are dead, in jail, or on drugs. There are also increasing divorce rates. Many mothers are raising children on their own and are challenged to find jobs to support themselves. Title XX requires them to be working or going to school. If they lose their job, they can't get Title XX support, resulting in loss of Title XX support and job loss at the same time. *(Pat Edwards – Exec. Dir. Upper Bucks YMCA)* The Bucks County Opportunity Council (BCOC) defines self-sufficiency as: being free of all housing, food, and cash welfare subsidies; employment that pays a livable wage; health insurance for the entire family; safe affordable housing; balanced budget; checking and savings accounts; safe, reliable transportation; reciprocity through community involvement and volunteerism; and relationships with supportive, resourceful individuals and organizations. More than 180 families in Bucks County have exceeded these benchmarks and graduated from the BCOC economic self-sufficiency program. 95% of these graduates are single female heads of household. - *Roger C. Collins, Executive Director, Bucks County Opportunity Council.*

Transportation: The Ways to Work program provides low interest car loans for two years for families with children who have no or poor credit histories. Without transportation these parents can't get to work to support their families. Existing public transportation routes are not sufficient for most people to get to work, daycare and other family obligations without a car. Agencies need to work together to develop more transportation options for those in need. (Audrey J. Tucker, CEO, Family Service Association) Existing transportation is poor in Lower Bucks and worse in Central and Upper Bucks. The cost of living is higher in Bucks County and, with no reliable car, a woman can't meet her family's needs efficiently. (Kelly Van Valkenberg, former Bucks County social worker, Quakertown resident) Public transportation is a problem in Bucks County. People are isolated in Upper and Central Bucks. Transportation is critical to accessing affordable child care and health care. (Steve McComas, Pastor, Chairman of CB Cares). Better transportation is needed for young parents to get their child to a child care center and then to school. There are no buses from the daycare to high school and no high-school-based childcare centers. (Beth Styer, Executive Director, Child Home & Community) There is no public transportation in Upper Bucks County. It is hard to access services in other parts of the county. (Pat Edwards, Exec. Director, Upper Bucks YMCA)

Victim Assistance: Key issues for Bucks County include: 1) child abuse, including the prevention of and the coordinated response to reports of abuse; and 2) sexual assault and domestic violence, crimes which are underreported and have long term and costly consequences on the lives of women and girls in our community. (Barbara Clark, Executive Director, NOVA of Bucks County)

Wellness: The issues of obesity, diabetes, cancer and cardiovascular disease are central to a county-wide wellness approach and awareness effort. BCHIP's

Wellness Partnership, a coalition of more than twenty five organizations, works collaboratively to encourage positive lifestyle changes through education, health promotion and disease prevention programs. A highlight of this group's collaborative work has been the provision of 120,000 free flu shots over the past 14 years to residents most in need. (BCHIP's Bucks County Wellness Partnership)

Comments and Recommendations of Individuals

Libertae Focus Group: Fifteen women from this residential treatment program participated in a focus group. The following issues were raised:

- **Education:** Getting women to graduate from high school without pregnancy/family issues. Need supportive network for pregnant teens to finish school. Need more education to help kids not get pregnant in high school. Recommendation: Have kids with this experience share with other girls. Work on self esteem issues in school so girls won't want to get pregnant.
- **Sex Education:** Families are not talking to kids about sex. Need to do a better job of this in school.
- **Child Care:** Single mothers and low-income families need nighttime day care. When parents are working, children are often unsupervised. Child care is not affordable for single parents or for moms in school. Moms need money for child care in transition, until state support kicks in. They also need help with transportation to get to child care.
- **Parenting:** There is a problem of parents handing kids everything. Children don't know how to achieve for themselves. Children need parental

involvement. This is challenging when moms are working too. They often take lesser jobs to be with their children.

- **Elderly Assistance:** More activities are needed for older adults. Elderly need information on retirement disability support and how to qualify for disability benefits, health benefits, prescriptions, etc. Not only via internet because older adults often don't know computers. Recommendation: older adults should be exempt from school taxes.
- **Welfare Support:** People need transition money to get off welfare. However, abuse of welfare and disability support systems should be stopped.
- **Financial Literacy:** Should be built into high school curriculum. All should understand about credit cards and interest rates.
- **Employment:** People need to be prepared to get jobs. Resume writing, interviewing skills, job fairs for local employers, and career training are needed.
- **Role Models:** Women need more role models outside of family.
- **Housing:** It is difficult to find housing if disabled or on welfare. Not enough low income and subsidized housing available. Need to improve quality of low income housing available.
- **Homelessness:** Homelessness is epidemic in Bucks County. Mental disabilities are prevalent. People are living in the woods because shelters are full. Drugs are abused in shelters. We're all one paycheck away from homelessness.
- **Transportation:** This is critical for accessing daycare and other services.

Endowas (House Parties across Bucks County):

Over 100 people participated in small group discussions

in Lower, Central, and Upper Bucks County. The following issues were raised:

- **Abuse:** People need protection from mental and physical abuse. Need more domestic violence counseling and anger management programs.
- **Balance:** Finding balance is women's biggest issue. Bring in speakers and focus attention on this issue.
- **Bullying:** Bullying among girls is increasingly prevalent in Bucks County. It is happening across socio-economic levels. Putting each other down. Negative relationships with other girls sets girls up for negative relationships with spouses in future.
- **Child Care:** People are having different experiences in different parts of Bucks County. Latch key kids. Lack of awareness of disparity across Bucks, based on economic status. Most daycare service is 7 a.m. to 7 p.m. People need earlier and later availability. We're not paying people enough for daycare jobs. No benefits. Not a living wage. High turnover is result. Child care is an important need in Bucks County. Salaries for teachers/early childhood education/daycare workers are too low.
- **Clearinghouse:** Need a number for women to call to find proper resources in the community. Need more accessible information about services for seniors because seniors are largely unaware of what's available.
- **Community Awareness:** Lack of awareness among women of the needs of their own communities. Need to build awareness.
- **Cutting:** Issues like cutting are occurring in pockets around county. Problem - not very visible.
- **Divorce:** Teens with divorcing parents need a support group and places to turn for help.
- **Elderly Assistance.** Affordability of health care is

their biggest challenge. Keeping seniors active is also a great need.

- Empowerment of Girls: Girls with leadership roles growing up are empowered and won't need as much help in future. Learn to see themselves as equals in relationships too. Need to encourage young people to think and question everything, especially politics. Need to get to girls early, when they have no kids and can focus on their own achievement. It is not about reproductive rights. It's about girls and empowerment, self-image, sexuality. Need empowerment classes for girls in schools.
- Financial Education: Many women with mid-to upper class lifestyle and income have no clue about the economics in their household. Women in transition need financial counseling.
- Health Care is an issue across all economic levels. It is a big issue for women. In 10-20 years, baby boomers will need lots more health care. Resources will be more scarce and more expensive. We also need to deal with insurance for children between school and working age. Families can't get health insurance for these children.
- Homelessness: People are living in their cars in Lambertville and Bristol.
- Isolation of young people: Teens don't know where to turn for help. Kids are home alone without supervision. Lack of people to talk to about their emotional issues. Teens would welcome opportunity to talk on a range of issues: sex, domestic violence, teen pregnancy, HIV, career planning, financial planning, goal setting. Should target high school level for a program like this because these students have more freedom for decision making and can drive themselves.
- Mental Health: Need to remove stigma of counseling. Key to empowering women is convincing them they are worth the effort.

- Poverty: Bucks County has pockets of low income. Many people are "house poor" and living on the edge. An illness or downsizing will put them into a dire situation.
- Reproductive health services and education are needed. Medical exams, birth control, and education provided by Planned Parenthood are essential, especially for girls. Planned Parenthood answers all questions. Regular doctor's office staff has no time to talk. One quarter of teen girls have STDs. Need more education and awareness.
- Self-esteem: Kids need money and clothes to "fit in" in Bucks County. Rich community. Puts pressure on self-esteem. Self-esteem starts at home. Need more parenting skills to help build self-esteem in children.
- Self-sufficiency: It is hard to be an independent woman without education, health insurance, and a spouse. Single parents are particularly struggling due to low income, costly child care, and lack of health insurance. Women working full time need coverage for their kids, a good environment. Even those who are motivated can't do without handouts (though unwanted). Need services to help women who are trying to move from dependent to independent situations. High cost of living, cost of daycare are hardest on low income women.
- Transportation: Working poor can't get to good jobs. Bucks County is never going to get the transportation we need because there is no money to pay for it. Recommendation: establish a service for "rides for women." Help women get car insurance.
- Women in Leadership: PA ranks 47th in the country for women in office. Women need more leadership training and role models in Bucks County.

Wishing Tree Comments Submitted at BCWF Open House (9/07):

GIRLS:

"I wish for mentoring programs for low income teen girls (maybe even started around 11 years old) to show them that there are ways to make good decisions for themselves and that they can reach for the stars!" - *Sue Barrett*

"I wish to reach young girls to empower them in life, relationships, and their own leadership and self-empowerment." - *Dawn Byers*

"I wish that more young women will begin to realize their potential in today's society." - *Maureen Cleary, Villa Joseph Marie High School*



"I wish for (a) Sponsors and speakers for a "self-care fair" for the girls at our high school and (b) Successful female mentors." - *Terri Michel, Villa Joseph Marie High School*

WOMEN:

"I wish for each woman to find an area of life where she can shine. This will give her the confidence to give back to society and be her best." - *Susan Fisher, Uninvest*

"I wish Vita Educational Services would receive funding, as it serves women in Bucks County through literacy programs and decision making skills taught at the Bucks County Prison." - *Marge Nocton-Barr*

"I wish to be a part of an organization that promotes women to believe in themselves, respect themselves, and embrace education to enhance their lives and thrive." - *Peg Remmey, New Britain Borough Council*

"I wish there were programs that reached women (18-65) to educate about saving for retirement" - *Anonymous*

MENTAL HEALTH:

"I wish for mental health services for women that are readily available and affordable-at least via sliding scale" - *Sally Fabian*

ATTACHMENT E

Board of Directors of the BCWF

The Bucks County Women's Fund Board of Directors

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