

136th Annual Meeting
of the
Woman's Educational Society of
Colorado College
April 9, 2025
Colorado Springs Fine Arts Center

Today

Opening Remarks

Brief Introductions

Senior Presentations

WES Annual Report

Vote on Amended and Restated
Articles of Incorporation

Vote on Slate of Officers for 25-26

Opening Remarks

Brief Introductions



Senior Presentations



Senior Presentations

Class of 2025

Camila Espinosa-Short

Denver, Colorado

Meena Kim

Centennial, Colorado

Aiko Reidy

Denver, Colorado

Alana Ermeus

Jackson, New Jersey

WES Board of Managers 24-25

OFFICERS:

President: Tess Powers

Vice President: Victoria Webb

Treasurer: Connie Rickard

Secretary: Kelley Riggs

BOARD MEMBERS:

Lisa Bonwell (former President)

Judy De Groot (former President)

Tomi-Ann Roberts

Dana Rocha

Lisa Schwartz

WES Board of Managers 24-25

Committee Chairs

Scholarship: Judy De Groot

Finance Committee: Connie Rickard

Membership: Kelley Riggs

Programming: Victoria Webb

WES Scholars 2024-2025 - Seniors

Class of 2025

Alana Ermeus	Jackson, New Jersey
Camila Espinosa-Short	Denver, Colorado
Meena Kim	Centennial, Colorado
Aiko Reidy	Denver, Colorado

WES Scholars 2024-2025 - Juniors

Class of 2026

Francis Curtis

Louisville, Kentucky

Elise Evans

Woodinville, Washington

Jack Hills

Seattle, Washington

Taylor Jenkins

Honolulu, Hawaii

Rebecca Walters

Commerce City, Colorado

WES Scholars 2024-2025 - Sophomores

Class of 2027

Quintin Falk

Lees Summit, Missouri

Emily Haws

Davis, California

Ethan Kirschner

Lakewood, Colorado

Alec Smail

Woodstock, Vermont

WES Scholars 2024-2025 – First-Years

Class of 2028

Griffin Eagle	Sandy Spring, Maryland
Carter Hagenauer	Cincinnati, Ohio
Kenia Hansen Guzman	Fort Morgan, Colorado
Julia Levin	Minneapolis, Minnesota
Alina Miranda	Lafayette, Colorado
Alisa Tran	San Jose, California

WES Annual Report

April 9, 2025

Annual Report Overview

Key Take-Aways

Program Highlights in 24-25

Financial Overview

Key Changes

Looking Ahead

Key Take-Aways ~ Financials

- WES Scholarship endowment is very strong & secure
- WES Special Purpose funding is stable
- WES programmatic & operational funding has been struggling

Key Take-Aways ~ People

- WES's community and leadership is deeply committed
- The number of WES members has been decreasing
- The size and capacity of WES's volunteer Board of Managers has been decreasing
- WES's passionate and inspiring Scholars are why we are here

Key Take-Aways ~ A Renewed Focus

- We have made historic changes to how WES operates its scholarship application process
- The new process gives all of us an opportunity to lean into WES's longtime goal of working toward equity
- We pared down on activities and programming partly for financial reasons, partly to focus on these major changes

Key Take-Aways ~ Strengthening WES

The changes we made are raising WES's visibility and impact on campus, which I believe can in time:

- Make a WES Scholarship even more valuable
- Make the WES community even stronger
- Help us attract more board members
- Help us attract more funding for our programming and scholarships



Program Highlights

Program Highlights

June 15, 2024	Board of Managers full-day Strategic Planning Session
September 26, 2024	Scholar Picnic at the home of former Board Member
November 20, 2024	Informational Session for WES Members at Stewart House
April 8, 2025	Women in the WES Southwest Studies Lecture
April 9, 2025	Annual Meeting and Luncheon at Fine Arts Center
May 6, 2025	Honors Convocation - Marianne Stoller Award to be presented



Financial Overview

WES Scholarship Endowment

- Current Endowment: \$8.2 million as of Dec. 31, 2024
- Spending Rate: from 5% eight years ago to 4.5% recently
- Current Payout: this year approx. \$314,600
- Amount Paid to Students: this year ~approx. \$233,200

Spending on Scholarships

Revenue

- Endowment Payout: ~\$314,700

Spending

- Scholars: 20 Scholars on Campus
- Current Annual Award: Each Scholar receiving \$11,061 this year
- Spending ~\$288,000 on Scholarships, Rising Scholar, Management Fees, Reserve.

Difference of ~\$26,100

- Provides a cushion so we can always cover scholarships

**Exciting
News to
Share**

The Board has voted to
increase your scholarship
from 12.75% to 13.25%
(\$11,955 in 25-26)

Spending on Special Purpose Grants

Revenue

- Quackenbush Endowment Payout: ~\$5000

Spending in 24-25 ~ This year we made four awards to

- Emily Haws – Performance Away course in India
- Francis Curtis – Topics in Italian Culture
- Ethan Kirschner – Turkish German Cinema
- Aiko Reidy – Presentation at Asian American Studies Conference

Spending on Programming/Operations – 24-25

Revenue (Budget)

- Membership dues: \$5,600
- Donations: \$1,000
- Operating Fund, Interest, Ann. Meeting: \$4,680 Subtotal of \$11,280

Spending (Budget)

- Programming: ~\$2,500 (Nov. Info meeting and Annual Meeting)
- Operating Costs: ~\$3,500 (Insurance, Board recruiting, misc.)
- Scholar-focused costs: \$3,000 (Picnic, Marianne Stoller Award, Senior Gifts)

Subtotal of \$11,000

Difference of \$280

Spending on Programming/Operations – 24-25

Revenue (Budget)	(Actuals)
• Membership dues: \$5,600	\$4,800 to date
• Donations: \$1,000	\$500 to date
• Operating Fund, Interest, Ann. Meeting: \$4,680	\$3,800 to date
Subtotal of \$11,280	\$9,100 to date
Spending (Budget)	
• Programming: ~\$2,500 (Nov. mtg and Annual Mtg)	\$2,100 to date
• Operating Costs: ~\$3,500 (Insur., recruiting, misc.)	\$2,500 to date
• Scholar-focused costs: \$3,000 (Picnic, etc.)	\$2,400 to date
Subtotal of \$11,000	\$7,000 to date
Difference of \$280	Difference of \$2,000



Strategic Decisions for 2024-2025

Simplify our Operations

Change our Scholarship Process

Simplify Our Operations

Membership Decision

One of the most significant decisions we made was to no longer be a membership organization.

- Funding through a membership model is not sustainable
- We wanted the efforts of our volunteer board to remain focused on our scholarships and scholars.

Changing our structure as a membership organization requires making changes to our Constitution.

Membership Decision

To be clear, we do not have to be a membership organization in order to remain in close communication with our WES community, people who dearly love WES, people who have been longtime members of the organization, many of whom were once on the WES Board of Managers.

Spending on Programming/Operating – Hypothetical Future with Fewer Members

Revenue

- Membership dues: \$2,000 (40 members x \$50)
- Donations: \$1,000
- Operating Fund, Interest, Ann. Meeting: \$4,680 ~\$7,680

Spending

- Programming: ~\$2,500 (Fall Tea and Annual Meeting)
- Operating Costs: ~\$3,500 (Insurance, Board recruiting, misc.)
- Scholar-focused costs: \$3,000 (Picnic, Marianne Stoller Award, Senior Gifts)

Total of ~\$11,000

Difference of **-\$3,320**

Spending on Programming/Operating – Planned Future ~ Request for Donations

Revenue

- Membership dues: \$0
- Donations as opposed to “Membership Dues”: \$6,000
- Operating Fund, Interest, Ann. Meeting: \$4,680 Subtotal \$10,680

Spending

- Programming: ~\$2,500 (Fall Tea and Annual Meeting)
- Operating Costs: ~\$3,500 (Insurance, misc.)
- Scholar-focused costs: \$3,000 (Picnic, Marianne Stoller Award, Senior Gifts)

Total of ~\$11,000

Difference of -\$320

Changes to the Scholarship Process

Two Goals with New Scholarship Process

- Make a difference in making CC more accessible by getting news of WES Scholarship to potential Scholars earlier in the college application process
- In light of increasing costs of higher education, be able to offer larger award

Changes We Made to the Scholarship Process

- Invited Applications for WES Scholarship early in the year
- Required an essay specific to WES
- Invited everyone who was accepted to CC through Early Action process ~ but people applying Regular Action also eligible
- Application opened December 15
- Deadline of January 15th

Work of the Board Behind the Scenes

Fall

- Articulated our Timeless Values
- Developed an Essay Prompt
- Launched the Scholarship Page in early November

Spring

- Developed a scoring rubric based on our Timeless Values
- Developed interview questions and process

WES's Timeless Values

- Problem-solving resourcefully in order to create opportunities for others
- Elevating others by amplifying the voices of the underrepresented
- Collaboration by sharing strength and connection in one's social community
- History by honoring one's role in history, especially the history of women, girls and gender-minorities
- Sense of Place by understanding one's position and local impact

New Essay Required

Essay Prompt

Please draw on your own experiences and involvements to articulate how you might contribute to furthering Mary G Slocum's vision for gender equity, as expressed by WES's Timeless Values, during your Colorado College experience.

Posting of the Opportunity

Publicly Integrated with Other
Prestigious Merit Scholarships

Colorado College offers three different levels of four-year scholarships to incoming first-year students:

Leadership Scholarship	+
Trustee Scholarship	+
Presidential Scholarship	+

[show all](#) / [hide all](#)

/// ADDITIONAL APPLICATIONS ///

The Barnes Scholarships	+
El Pomar Scholarship	+
WES Scholarship	+
Athletic Scholarships	+

The Results?

Increase in WES's Visibility

- ❖ 86 prospective CC students learned about WES, our history, and our Timeless Values and submitted applications
- ❖ 86 prospective CC students spent time thinking about the importance of equity and how they might contribute
- ❖ Of 76 students who didn't become a finalist, 18 have deposited at CC to date
- ❖ 8 members of our Admissions Office learned a LOT about WES and our values
- ❖ 1 WES Winner has deposited so far

**BIG
THANK
YOU**

Thank You to the WES Board

- ❖ Every member engaged in this process and was critical to our success
- ❖ Stayed true to their values during some challenging conversations



Looking Ahead to 25-26

Finetuning Scholarship Process

Board Recruitment

Discussing Programs & Initiatives



End of Annual Report



VOTE
on
Changes to the Constitution

Timeline of this Proposal

June 2024: Board determined to move away from being a membership-based

November 2024: Presented to ~12 members at Informational Meeting

December 2024: Slides of Nov. meeting emailed to all members

January-February 2025: Work on language revisions*

March 2025: Changes shared with Members via Email

Sent on March 7th: **New Proposed Language for “Articles of Incorporation”**

Sent on March 9th: Original “Constitution” and Version with tracked changes

**Shout-out to Connie for her incredible work on this!*

Summary of Changes

- Change of title from Constitution to Articles of Incorporation
- Removal of Article III noting we are a membership organization
- Removal of mention of specific committees (eg “Nominating Committee”)
- Renaming Board of Managers to Board of Directors
- Adding a “Principal Office and Address”
- Adding an Article on “Duration” – that WES will exist in perpetuity
- Purpose: “to bring women **members** of the community and The Colorado College together; to give assistance to the students of The Colorado College and from time to time undertake programs and projects of WES’s choosing that will benefit The Colorado College, particularly the women of the college.”

Vote on the Proposed Articles of Incorporation

VOTE
on
Slate of WES Board of Managers 25-26

OFFICERS:

President: Tess Powers

Vice President & Secretary: Victoria Webb

Treasurer: Connie Rickard

Questions and Discussion

WES Web Pages

WES Home Page: <https://www.coloradocollege.edu/other/wes/>

Scholarship Page: <https://www.coloradocollege.edu/admission/financialaid/scholarships.html>

Timeless Values: <https://www.coloradocollege.edu/other/wes/who-we-are/timeless-values.html>

Thank you

WES Board of Managers

Tess Powers, President

tpowers@coloradocollege.edu

The End

Supplemental Slides on the Posting of the New WES Scholarship

Posting of the Opportunity

ADDITIONAL APPLICATIONS

The Barnes Scholarships	+
El Pomar Scholarship	+
WES Scholarship	–

The Woman's Educational Society (WES) is a non-profit organization that funds scholarships and grants to eligible Colorado College students, regardless of sex or gender, and has offered educational programs to scholars, members, and the community for over 100 years.

WES began more than one hundred years ago when Mary Slocum, wife of the College's president at the time, established the society in April of 1889. More than one hundred women attended the first meeting of WES held in Cutler Hall. Thirty-seven of the attendees formally established WES, setting the goal of giving "physical, intellectual and spiritual aid to students in any department of the college." In recognition of her important legacy, Mary Slocum was inducted into the [Colorado Women's Hall of Fame](#) in 2022.

Since its beginning, WES has provided scholarships to Colorado College students, and that focus continues today.

Posting of the Opportunity

The WES Scholarship

Beginning with the class entering in fall 2025, WES Scholarships will be awarded to two to five first-year students each year. The scholarship remains in effect for four years as long as the student makes satisfactory progress at CC. In honor of the 37 women who established WES in 1889, the scholarship covers up to 37% of the cost of tuition for those whose tuition is not fully covered by Colorado College's own need-based aid. For those whose tuition is fully covered by Colorado College's need-based aid, the scholarship is a \$5,000 annual award. Students who qualify for need-based aid may receive additional need-based financial aid to cover housing, the meal plan, and the student activity fee.

Posting of the Opportunity

Who Should Apply?

- Talented and passionate students whose values align with the Woman's Educational Society. (Read more about [WES's Timeless Values](#).)
- Applicants must be United States citizens to be considered.
- Students who are [eligible for need-based aid](#) are encouraged to apply.

Posting of the Opportunity

Evaluation Criteria

WES Scholarships are awarded based on an assessment of factors including:

- expression of a candidate's commitment to equity issues
- expression of commitment to one or more of [WES's Timeless Values](#)

A candidate's application to Colorado College, transcripts, and test scores (if applicable, [please review our test-optional policy](#)) will also be included in the scholarship review process. As part of their application, applicants to the WES Scholarship will provide permission for the WES Board to review their admission application to Colorado College.

Students selected as WES Finalists will participate in virtual interviews with representatives from the WES Board of Managers in late February or early March.

Posting of the Opportunity

How to Apply

1. If you haven't already started the application process to Colorado College, either complete our [Preliminary Application](#) or submit your application for admission through the Common Application, QuestBridge Application, or Coalition Application.
2. Submit the [WES application by the scholarship deadline of January 15](#). To access the scholarship application, you will need your CC login credentials, sent to you upon submission of your preliminary application or your admission application. **To be complete, your application must include a 500-700 word essay responding to the following prompt:**

Please draw on your own experiences and involvements to articulate how you might contribute to furthering Mary G Slocum's vision for gender equity, as expressed by [WES's Timeless Values](#), during your Colorado College experience.

The WES application will be open from mid-December to January 15.

WES Scholarship winners will be notified in March.