“WHAT BEGAN AS A MOMENT YEARS AGO HAS TURNED INTO A MOVEMENT OF WOMEN INSPIRING AND SUPPORTING ONE ANOTHER TO GROW AND STRETCH IN WAYS THAT HELP MAKE US BETTER – AS INDIVIDUALS AND AS A REGION.”

– Leslie Gill, President, Rung for Women
Dear Rung community,

When you hear the word “movement,” what does it inspire in you? Does it make you think of action or growth? Does it give you a sense of progression or evolution? Do you think of locking arms with others in meaningful work for the greater good?

When I consider the word, it makes me think of the more than 300 women who have walked through our doors over the past 18 months because they believed there was something better out there, not only for themselves and for their families. I think of Rung donors and stakeholders who have supported us as we’ve evolved (and continue to evolve) from a resale boutique to a career accelerator for women who are ready to earn more and build wealth. And, I think of one of our first cohort members, Aramide, who took the leap with us in March of 2021 and who is now earning $20,000 more a year than she was at her previous job. Aramide knew that she wanted more and when she became a Rung member, she her tenacity and drive allowed her to master the program. She already had the tools—we helped her enhance them.

What began as a moment years ago has turned into a movement of women inspiring and supporting one another to grow and stretch in ways that help make us better – as individuals and as a region. Rung was a bold experiment our founder Ali Hogan realized with her vision—to build space, program and community for women who are ready to work toward the career and the life that they want.

I have been very fortunate to work with Ali as her co-pilot. We are both mothers and dreamers who see the big picture. Our deep trust and respect for each other, and open and honest dialogue, have allowed us to innovate and grow Ali’s vision together – a vision that we are now seeing come to fruition in real-time in the lives of the women we serve.

One of Rung’s most photographed areas of our campus is the “Invite Joy” wall on our building’s second floor. It’s one of our core values, and it has been a driver for both Ali and me from the very start. At Rung, we invite joy by intentionally cultivating and recognizing moments of celebration. In this first annual report, I hope you will join us in celebrating this moment and milestone for Rung. We are grateful to you for helping us to get here. And we are looking forward to continuing to build this movement for women with you in the years to come.

Warmly,

Leslie Gill | President, Rung for Women
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Katie | Rung Member
Compliance Associate
@ Worth Clark Realty
We celebrated incredible milestones since we opened our doors in the midst of a pandemic. Our members, staff, volunteers and supporters demonstrated their commitment to our mission during challenging times.

Together, we launched a movement to disrupt the status quo for women!

**2020**

**August**
Grand Opening of Rung for Women Campus

**2021**

**March**
First cohort of 100 women

**July**
US Secretary of Labor Marty Walsh hosted a roundtable discussion on empowering women to enter into non-traditional careers

**August**
First “Women in Geospatial” class

**October**
Second cohort began

**2022**

**January**
Won $250K federal STEM Challenge Grant for “Women in Geospatial” program

**March**
Third Cohort began & Founder, Ali Hogan, received Missouri Woman of Achievement Award from Lt. Gov. Mike Kehoe

**May**
Received a “What’s Right With the Region” award from Focus St. Louis

**August**
President Leslie Gill named “Most Influential Business Woman” by the St. Louis Business Journal

**September**
$1M federal grant awarded for new “Women in Advanced Manufacturing Program” as part of a $25M Build Back Better Challenge Grant led by Greater St. Louis, Inc.
Something happened during the past two years. Many women decided that they no longer want to settle when it comes to their careers. The media called it The Great Resignation, but we know what it really is—it’s the Great Reinvention.

A movement of women who understand that they can uplevel themselves and truly reach their fullest potential.

At Rung, we help women build confidence. We inspire women to explore and pursue career pathways they may not have realized were available to them. Through coaching, community, and career navigation, Rung members take action toward a better future for themselves and their families.

Our values:

Mission: Inspiring all women to climb the economic opportunity ladder.
Vision: Women are leading equitable and abundant lives.

“KEEP PUSHIN’, KEEP PUSHIN’ – YOU CAN DO ANYTHING YOU SET YOUR MIND TO I AM PROOF.”

DaMisha | Rung Member
3D Geospatial Production Technician @ Maxar
Our values:

- Innovate
- Collaborate
- Invite Joy
- Promote Self-Determination
- Uphold Equity

Taylor | Rung Member
@ REI while pursuing Occupational Therapy
COACHING | Individual and group coaching focused on different themes. With support of coaches, members clarify their aspirations, develop a vision, set and work toward personal goals, and build community.

HEALTH + WELLNESS | Comprehensive services to strengthen physical and mental health, including wellness assessments; individual therapy; yoga, fitness and gardening classes; cooking demonstrations; and on-site medical care.

CAREER DEVELOPMENT | Career Navigators assist members in establishing goals, connecting to training programs, updating resumes, and practicing interview skills. Members receive 10 weeks of Professional Power Skills training.

FINANCIAL EDUCATION | Members understand the building blocks to generate wealth and increase their assets, with classes such as Understanding Credit and Building A Spending Plan along with one-on-one coaching.

BARRIER REDUCTION SERVICES | Dedicated barrier-elimination services including access to healthy grab-and-go meals, onsite childcare, emergency transportation support, and laptops to check out.
A Rung member is tired to living paycheck to paycheck. She is “functionally stable,” meaning she is housed and able to get by in the day-to-day, but an unexpected expense or minor emergency could send her spiraling into a financial crisis. She is motivated and ready to change careers so that she can earn more money – even begin to build generational wealth – but isn’t certain where to start.

For Cohorts 1-3, Rung’s membership was comprised of the following demographics:

Average Age: 38
Average Starting Income: $27,964.83
Ethnicity:
• 57.94% Black/African American
• 37.76% White
• 2.58% Asian
• 1.72% Other Race
Identify as Hispanic: 6.87% Yes | 93.13% No

“You WILL learn about yourself, as long as don’t give in to self-doubt. You are not alone – you have a team of dedicated staff, fellow peers and former cohort members like me cheering you on.”

Sara | Rung Member
GIS Analyst @ T-Kartor
Rung was created to fill an existing gap in services for women in St. Louis. Here is what makes our program unique for women:

**COLLABORATIVE SPIRIT** | We leverage the experience, expertise, and skills of trusted service providers to achieve our shared goal of creating a more accessible pathway to personal and professional success for women.

**COACHING APPROACH** | We do not do traditional case management. Instead, we use a strengths-based approach that gives women the autonomy to grow, develop, and achieve their goals. We do with rather than for.

**RETENTION + ADVANCEMENT** | Unlike traditional workforce development programs, we believe supports should be in place to help women stay employed and grow in their career, not just get employed.

**WOMEN WE SERVE** | There is an abundance of organizations that provide immediate relief to help women in crisis. There are fewer options for women who are out of crisis but still need support. We work with women who are underemployed, economically vulnerable, but want to go from surviving to thriving.

**LEARNING ORGANIZATION** | The type of jobs in demand and the nature of work are continuing to change at an accelerated pace. We are a learning organization that leverages data to inform innovation and develop services that are relevant and valuable to all our stakeholders.

"I feel like I can do anything now. I’ve been more focused and disciplined when it comes to asking for what I want."

Sydney | Rung Member
Project Manager @ SGS & Co
Collaborators

Resident Collaborators have a staff member assigned to Rung to provide services embedded in our model. With several organizations operating under one roof, we offer women a one-stop shop for opportunity. In 2022, our resident collaborators include:

Family Care Health Center | Primary Care Services
Prosperity Connection | Financial education and coaching
Provident Behavioral Health | Individual therapy services
Dragonfly Fitness | Nutrition coaching, personal and group training
Urban Harvest STL | Gardening education, food for grab-and-go meals
The Collective STL | Culturally inclusive yoga and mindfulness
Over the past 18 months, **303 bold, motivated women** have started the Rung program. Of these members, we are proud to share that:

<table>
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<tr>
<th><strong>75</strong></th>
<th><strong>109</strong></th>
<th><strong>175</strong></th>
<th><strong>146</strong></th>
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<tr>
<td>have received a promotion or started a new job</td>
<td>have achieved a salary increase</td>
<td>completed 10 or more coaching sessions</td>
<td>are currently active and persisting in the program</td>
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In honor of Equal Pay Day, we partnered with local women-owned store Golden Gems to release our Girls Just Wanna Get Paid t-shirt to raise awareness and expand an intersectional conversation about the gender pay gap.
"I'M WORKING TOWARDS A CAREER, NOT A JOB. TO ME, A CAREER IS USING MY EXPERIENCE, SKILLS AND VALUES TO EARN A THRIVING WAGE FOR MYSELF. A JOB IS JUST WORK."

Kelsey | Rung Member
US Market Manager @ Eggers Hop Growers
Rung is committed to thoughtful stewardship of our resources. It is our goal to live our mission in the way we do business and we prioritize spending with women and minority owned businesses. The following statement reflects our financials between January 1, 2021 - December 31, 2021:

**REVENUES & SUPPORT**

Contributions and grants
- Foundations: $171,500
- Individuals: $5,099,722
- Corporations: $51,340
- Other: $50,476
- Employee Retention Credit grant: $527,686

Other
- Rental income: $9,465
- Net investment loss: ($17,424)
- Miscellaneous income: $17,133

Total revenues and other support: $5,909,898

**EXPENSES**

Program services: $3,919,584

Supporting services
- Management and general: $680,554
- Fundraising: $700,730
- Miscellaneous: $1,381,284

Total expenses: $5,300,686
Rung is deeply grateful for the leadership and support of our Board. Their passion for our mission and for empowering women is an inspiration!

Ali Hogan, President | Founder, Rung for Women
Jim Mann, Vice President | Trustee, Crawford Taylor Foundation
Donna Erbs, Secretary | Chief Marketing Officer, Anders CPA + Advisors

Allison Jordan | Physician, Ralph H. Johnson VA Medical Center
Samantha Menezes | Director, Daughtery Business Solutions
Jeannette Pai-Espinosa | President, National Crittenton
Jake Reby | Attorney, Lewis Rice
Lorri Ripplemeyer | Partner, Anders CPA + Advisors
Amy Soper | Founder, The B/C Fund
Sharita Wilson | Professor of Communications, Pepperdine University
Stephanie Williams | General Counsel, Head of Legal Operations North America, IKEA
“I THINK WE NEED TO START REFERRING TO WORKFORCE DEVELOPMENT AS HUMANFORCE DEVELOPMENT. THEN, WE SHOULD FOCUS ON SERVING THE WHOLE HUMAN AND ADMIT THAT ECONOMIES ARE THE PRODUCT OF COLLECTIONS OF HUMANS. SO, TO BUILD STRONG ECONOMIES, WE NEED TO CULTIVATE DYNAMIC, INCLUSIVE, AND RESILIENT HUMANS. INNOVATIVE PROGRAMS LIKE RUNG FOR WOMEN ARE MAKING STRIDES IN THIS SPACE.”

– Dr. Mardy Leathers, Director, Office of Workforce Development, State of Missouri
We are continuously humbled by your intentional generosity and filled with gratitude to welcome **50 new donors in 2020** and **200 new donors in 2021**!

The following reflects gifts received between Jan. 1, 2020 - Dec. 31, 2020:

### CEILING-BREAKER | $100,000+
- Ali Hogan
- US Bank

### INNER-CIRCLE | $25,000 - $49,999
- JoAnn Kindle
- Gayla & Randall Narike

### MENTOR | $5,000 - $9,999
- Becky & Jack Hood
- Laura & Dave Nestor
- Pam Nicholson

### LEADER: $1,000 - $4,999
- Ameren Corporation
- Aschinger Electric Co.
- PACE Properties
- Carolyn Kindle
- Anita O’Connell
- Jacob Reby
- Simmons Bank

### CONNECTOR | $500 - $999
- Jodie Cunningham
- Donald Schlapprizzi
- Patrick Smith
- Rose Willey

### CONNECTOR: $100 - $499
- Peggy Callahan
- Martha Campbell
- Campbell Security & Service Group LLC
- Cocktail Catering Company LLC
- Donna Erbs
- Peggy Guest & Frank Hamsher
- Allison Johnson
- Personal Touches by Jeanetta
- Thomas Pickel
- Nadine Poindexter
- Lisa Richter
- Lorri Rippelmeyer
- Stefan Sigurdson
- Slalom
- Erin Sweeney
- Mandy Watkins
- Jessica Whitchurch
- Kelly Young
- Mallarie Zimmer

The following reflects gifts received between Jan. 1, 2021 - Dec. 31, 2021:

### CEILING-BREAKER | $100,000+
- Ali Hogan
- Don & Nancy Ross

### INNER-CIRCLE | $25,000 - $49,999
- Linda & Steve Finerty
- Carolyn Kindle
- JoAnn Kindle
- Sue McCollum
- Gayla & Randall Narike

### PIONEER | $10,000 - $24,999
- Joseph Church
- Ohana Foundation

### MENTOR | $5,000 - $9,999
- Albrecht Family Foundation
- Robert Brinkmann
- Chrissy Broughton
- Enterprise Holdings Foundation
- Alison Ferring

Please inform us of any unintended spellings or omissions and accept our sincere apologies.
Becky & Jack Hood
Insperity Services
Moneta Group
Pam Nicholson
Regions Bank
Donald Schlapprizzi
St. Louis Community Foundation
The Saint Louis Brewery
Schlafly Beer
Ann Wroth

LEADER | $1,000 - $4,999
Anders CPAs + Advisors
Bonnie Barczykowski
Marie-Helene Bernard
BJC Healthcare
Marion Black
Bruton Stroube Studios
Richard Dames
John Drew
Sandra Hancock
Andrea Huseman
Insperity Services
Kimberley Johnson
Allison Jordan
Janet Schoedinger & James Mann
Samantha Mendez
Jeannette Pai-Espinosa
Jacob Reby
Series Six
Nicola & Scott Stern
Diane Sullivan

CONNECTOR | $100 - $499
Joani Alsop
Robert Barrale
Maggie Barton
Brett Benyo
Nancy Billingham
Adrian Bracy
Stasia Breckenridge
Maggie & Will Brockmeyer
Heather Brown
Alison Casler
Studer Cathy
Cornelia Greene Chapter of
the Daughters of the American
Revolution
Edie Covington
Jan & Robert Craig
Patricia Crawford
Jeanne Dalba
Nichole Dawsey
Renee Denlow
Christine Desloge
Colette Dixon
Angelia Donovan
Kelly Dunn
Erie Joy Companies
Alison Ferring
Suzanne Fischer
Rebecca Gale
Judy Glik
Mary Catherine Gordon
Madeline Hammel
Maureen Hanson
Jeanette Hawkins
Claire Hay
Cathie & Scott Hernandez
Therese Hill
Lesley Hoffarth
Insperity Services
Tyoka Jackson
Alice Jensen
Jennifer Jonagan
Joyce Kampwerth
Sarah Kate
David Kennedy
Justin King
Michael Lange
Jacquelynne Lewer
Alexis Lewis
Joan Lewis
Louise Losos
Elizabeth Louis
Regina & Edmund Lowe
Anne Lybarger
Geralyn Madigan
Rachel Malone
Angie Maniscalco
Ken McClure
Dianne McClure
Dotti & Earl McDowell, Jr.
Nina McVey
Katie Meyer
Martha Mitchell
Nancy Mueller
Tina Muir
Carol Nadler
Kathy Osborn
Kathy & Paul Paese
Mary Peters
Thomas Pickel
Jennifer Poindexter
Jada Reese
Patricia Rich
Lisa Roper
Ashley Schnepf
Bill Siedhoff
Nancy Smith
Joshua Sprick
Nicole Springer
Gina Stone
Kylee Swendig
Chris Tabourne
Corey Tate
Lisa & John Thee
Leslie Tolliver
Janet Verbarg
Amanda Watkins
Lisa Weingarth
Gina Whitney
John Williams
Paul Witwer

CONNECTOR | UP TO $99
Marietta Adams-Hunt
Emma Adkisson
Vicki Allen Crump
Julie Anderson
Lillian Anthony
Villie Appoo
Denise Bahlinger
Julie Bennett
Nancy Berrier
Meredith Boone
Ankhe Bradley
Allison Bruns
Elizabeth Bryan
Robert Callanan
Winston Calvert
Corby Campbell
Caitlin Carrow
Nancy Carter
Mary Ellen Cerone
Caitlin Chaney
Lisa Clancy
Francis Clisham
Harold Coleman
Taylor Conley
Madeline Connolly
Kristen Coots
Tracy Crisp
Sarah Davidson
Alice Davis-Wiley
Rachel Deffenbaugh
Karen DeStefani
Ashley Dodge
Julie Donnelly
Michael Donovan
Melissa Duson
Sandra Echelmeyer
Susan Edelstein
Wendy Edelstein
Donna Ellebracht
Laura & Jeffrey Enge
Stephanie Enger-Moreland
Sarah Erwin
Sarah Feagans
Sarah Fisher
Virginia Fister
Braden Fugal
John Foughty
Sarah Gaston
Jacalyn & John Gibbons
Eric Goedereis
Bridgett Gordon Billingsley
Precious Grimes
Rebecca Grosser
Shiron Hagens
Taylor Hanson
Sarah Hanson
Monica Harrell
Shannon Heffernan
Sara Henderson
Sharon Hickman
Meghan Higdon
Kristen Hirtzer
Jon Holley
Cynthia Holman
Ashley Hoolihan
Phyllis Jaudes
Monica Jefferson
Colleen Jones
Linda Jones
Rochelle Jones
Mary Kaiser
Joyce Kampwerth
Kesha Kent
Jane Kersch
Nan Kleinlein
Margaret Klonsky
Darlene Knisley
Keri Koehler
Kelly Kraemer
Christopher Kramer
Sara Lamkey
Robin Le Van
Lisa Legleiter
Sarah Lehman
Ann Lehrer
Christopher Ley
Jeannie Liautaud
Linda Lockwood
Beth Louis
Kimberly Madden
Faith Maddy
Angie Magasano
Angela Maniscalco
Rose Marinucci
Jan Marra
Kevin Matthews
Chris Maurer
Jessica & Alex Maurer
Melinda McAliney
Lizzie McCarthy
Kelsey McClure
Ryan McClure
Kristen McGuire
Jillian Monshausen
Kelley Moody
Emily Mueller
Rodney Mueller
Elyse Murrell
Kate Neff
Suzanne Nicholson
Nicole Nidea
Anne Niehoff
Megan Nolan
Carry Northrup
Stephanie Null
Amy Nupen
Kathryn Obermeier
Chriissy Ortman
Bryna Parker
Richard Payton
Gwen Pennington
Mary Perez
Katelyn Profancik
Rebecca Punsie
Sharon Quinn
Samara Reiter-Mitchell
Gail Reynoso
Collin Robinson
Carolyn Rogers
Sarah Rybicki
Kate Saunders
Jan Scott
Andrea Shea
Sarah Shelton
Scott Sickinger
Sherry Sissac
Sarah Smith
Nancy Spargo
Crosby Spiess
Sharon Stockmann
Eleanor Taborn
Latrice Tate
The Benevity Community Impact Fund
Cassandra Tobin
Doris Truetken
Seanna Tucker
Denise Ukena
April Wagner
Gina Wake
Carl Walker
Holly Ward
Brandies Wheeler
Leslie White
Patti White
Kevin Wilhelm
Tangela Williams
Stephanie Wood
Myia Wood
Kelly Young
Elania Zachos
Patricia Zahn
Mallarie Zimmer
Alexis Zotos