



michigan council of women
in technology foundation

2012 ANNUAL REPORT



OUR VISION

***Make Michigan
the #1 state
for women in
technology***

OUR MISSION

***Inspire and
grow women in
technology***

A LETTER FROM OUR PRESIDENT

Michigan's information technology industry is growing with each passing day, and MCWT is here to engage and advance the IT workforce. Diversity fuels innovation, and we are on a mission to inspire and grow women in technology.

I am pleased to share that our volunteers, partner companies, and leaders are helping us achieve our objectives. With every year, we create more connections, provide new professional development opportunities, and expand the reach of our philanthropic programs.

In this report, we outline how we have progressed in the last year. We are proud to have accomplished the following goals in 2012:

- Build a mid-Michigan presence
- Strengthen our popular mentoring program
- Extend membership learning programs virtually and online
- Offer one additional Camp Infinity program
- Extend the website design competition
- Increase the number of MCWT partners

Our organization serves a spectrum of women in IT—from tech-savvy youth to experienced leaders giving back to the growing IT industry. To make Michigan the No. 1 state for women in technology, we need to take this holistic lifecycle approach.

Throughout these pages, we've highlighted the perspectives of those we impact: high school girls participating in our GET-IT clubs, participants of our technology summer camps, teachers of students competing in our website design contest, companies sponsoring our programs, and members taking advantage of increased mentoring and networking opportunities. These are the stories that tell us we are on the right path, and that we are doing our part to strengthen Michigan's IT community.

We are fortunate to have an outstanding support network. Our volunteers and partners remain the driving force of our organization and the reason for our continued success.

Sincerely,



Maru Flores
President, MCWT



ABOUT MCWT AND ITS FOUNDATION

MCWT was founded in 2000 primarily as a career-oriented group for women in technology fields. We created a 501(c)3 nonprofit foundation in late 2002 because MCWT members recognized the need to assist and encourage girls and young women to consider IT careers. We've been growing ever since. Our leadership and support comes from volunteers in the IT field, members of MCWT, and the employees of our partners. Together, we have positively impacted thousands of girls and women.

"What a great way to bring women together across the state to share ideas in this ever-changing technology environment. The rich opportunities to network and meet other women facing similar changes in the workplace are boundless. MCWT's passion for advancing women in technology carries throughout our own organization as we continue to promote technology as a career for women."

- Mamatha Chamarthi
VP & CIO, Business
Technology Solutions
Consumers Energy

OUR IMPACT: THE MCWT LIFECYCLE

MCWT provides leadership, mentoring, community outreach, professional development, and networking to girls and women within Michigan's technology community. We are dedicated to encouraging workplace diversity, innovation and competitiveness.

Middle and High School: We provide support at all stages of a woman's education and career to motivate and support her as she chooses, enters, and remains in an IT career. We encourage and foster a love for technology; from late elementary and middle school when girls are first exposed to robotics and website design, to high school where young women begin to compete in statewide robotics competitions and our website design competition. We remain committed to supporting girls and young women early on to encourage them to stick with STEM educational pursuits and eventual careers in IT, with the hope of keeping their talents within Michigan.



College: MCWT supports college women who join our university chapters, enabling like-minded students to interact in a more comfortable setting with their professors and local IT businesswomen. They begin to network and participate in on-campus events designed to teach IT beyond the classroom. MCWT has also established a college internship program to facilitate hiring college women at our partner companies. These summer internships often lead to permanent jobs upon graduation.



Professionals: Once a young woman graduates from college, MCWT hopes she will find a permanent job in Michigan supporting the local economy. She will remain an MCWT member and begin to network with women of all ages, and at all stages of their careers. Our mentoring program is a great way to learn from other members. Our monthly ConnectNet forums, eLearning programs, and other special events foster continued growth, learning and networking.



Experienced Leaders: As a woman becomes more experienced, we hope she becomes more active in our organization, and gives back through participation in our foundation and council programs. Women at the top of their careers are ideal mentors and inspirers for all women in the MCWT family. These women begin to also give back to their children and grandchildren, thus beginning the MCWT lifecycle once again.



2012 SUCCESSES

Mid-Michigan: MCWT kicked off its expansion into mid-Michigan by hosting several events in the Lansing area. A core team of Southeast Michigan members and a few new members from the mid-Michigan area developed a roadmap for our expansion. Now, the leadership team for mid-Michigan includes more than 30 women passionate about bringing the benefits of our organization further into the state. Plans are underway to host several more networking and awareness sessions as well as a special fundraiser to bring MCWT programming to mid-Michigan girls and young women in 2013 and 2014.

“Mamatha Chamarthi put me on the strategy team, and I started to recruit some new people for the team. During recruiting I found that many ladies did not want to participate since it is inconvenient to drive so far away when they have families, school, and a career. So I put myself in full gear and worked hard with Mamatha to bring a mid-Michigan chapter to get more active members. While working on the mid-Michigan chapter, I spoke to Michigan Works about my passion to help others. With God’s help, I beat all odds in life and now I am giving back by teaching! In honor of MCWT, Michigan Works is going to offer an IT internship to the women that go through my advanced classes.”

- Donnette Pinkerton
Consumers Energy

Camp Expansion: We held a second Camp Infinity summer technology camp in July 2012, thanks to a grant from the GM Foundation and a donation by Systems Technology Group. This camp was held at the University of Detroit Mercy campus and hosted approximately 45 girls ages 10-13 from the Detroit area.

“On the last day of Camp Infinity, every girl is excited to show off the website she built herself, or the robot she programmed to compete. They are proud of their accomplishments and how much they have learned in their weeklong immersion in technology. But they have learned more than programming: every girl comes away with a new sense of possibility. She learns that technology careers can be exciting, challenging and rewarding for women.”

- Ann Bieneman
Parent of Camp Infinity student
West Bloomfield



Attendees at the mid-Michigan networking event.

Website Design Competition: We added beginner and advanced categories to encourage more participation in our website design competition. More than \$3,500 in prize money was won by 13 teams and individuals attending high school in Michigan. Nearly 100 young women competed, and 35 attended the Finals in December.

“I want to thank all of you for your efforts... my advanced students are currently not in any website design classes, and because of your contest they came into our lab every day after school for about 90 minutes. In effect, it was like they were enrolled in an extra class.”

- John Smith, Teacher
Warren Fitzgerald High School

ConnectNet eLearning: As a result of member feedback for more convenient online learning in a broad set of technical subjects, MCWT launched its ConnectNet eLearning initiative. Included are monthly lunchtime webinars, access to Lynda.com’s video-based training site offering various technical and business courses, and the ability to participate in robust MCWT group discussions on LinkedIn. These offerings are free for members, and complement our popular ConnectNet forums.



"I have benefited from incredible personal and professional growth as a member of the mentorship program in 2011 and an ongoing volunteer in 2012 and 2013. The collaboration and sincere desire to help women of all ages expand in Michigan's technology sector is profound and seen in every aspect of MCWT's purpose. It is an organization that supports the community and seeks out new opportunities by staying on the edge of this fast-evolving industry of change. MCWT has certainly been my catalyst for growth and is still expanding exponentially to this day."

- Sheryl Armstrong, Business Analyst, Compuware Corporation

"The MCWT mentoring program provided an excellent platform to get exposed to diverse perspectives and experiences. I was very fortunate to be teamed up with Joe LaFeir, who was my cheerleader, guide and mentor in the truest sense. He helped me gain a broader perspective on my profession and offered great advice on career planning. He was an independent voice outside of my direct sphere of activity that I could bounce ideas off of. All in all, I found the program very successful and would highly recommend this to anyone who wants to take charge of their career."

- Rajani Sinha, Manager - IT Plant Supply Systems, Chrysler



HISTORICAL PERSPECTIVES ON MENTORING



"Joining MCWT's mentoring program has been the most rewarding experience for me personally and professionally. I was in the 2009-10 program partnered with Paul Warburton. At that time I was laid off from work and was looking for a new job. Paul was a tower of strength providing support and advice at a difficult time. He encouraged and motivated me to pursue my career with clarity, courage and confidence. I found a new job and started working again. I continue to meet with Paul on a regular basis seeking his guidance and advice. I have learned so much, thanks to the MCWT mentoring program."

- Srimala Pai, 2010 Mentee

"My mentee experience reminds us why MCWT is so important to women at all stages of their career. Srimala was released from her employer when I met her. Advised by others to consider dropping out of the IT sector, Srimala turned to MCWT and signed up for the mentoring program. Over the following year, we met monthly to create a plan to rebuild her confidence and find a new role. I am thrilled for my mentee and because of the MCWT mentoring program, a really talented individual has not been lost to the IT sector."

- Paul Warburton
Global Account Director and VP of Automotive, FUJITSU



REVAMPED MENTORING PROGRAM

MCWT partnered with the executive mentoring nonprofit We Build Character to strengthen our popular mentoring program, which resulted in 40 mentor/mentee pairs representing 16 different companies. We Build Character's principals, Tracy Ann Palmer and Donna Ventimiglia, are MCWT leadership alums who provided this ELEVATE program to MCWT at no cost. Participants are encouraged to attend virtual and in-person professional development sessions and attend conferences to network.



MEETING FINANCIAL GOALS WITH NOTABLE EVENTS AND COMMUNITY SUPPORT

Our Foundation and our members collectively donated more than \$120,000 directly to support technology-savvy girls and young women in 2012. Our two major fundraising events continued to be the backbone of financial support for our Foundation programming and operations:

- Our sold-out 2012 Golf Classic raised more than \$70,000 in net proceeds.
- Our sold-out 2012 Signature Gala raised nearly \$250,000 in net proceeds.

We also secured new funding sources in 2012:

- The MGM Grand Hotel sponsored a Facebook contest for area summer camps; our Camp Infinity received \$2,000.
- The Eileen Fisher store at the Somerset Collection, Troy, sponsored our GET-IT program on Sept. 22. GET-IT girls from University High School (Ferndale) met staff and guests, and talked about MCWT and its benefits. More than \$8,000 was donated from this one-day event.
- MCWT received \$14,000 in personal donations from guests at our annual Signature Gala, demonstrating broad support for our mission and vision.



“Through the course of the competition we learned HTML and CSS coding in Notepad++ and photo-editing skills using Photo Shop Elements 9. Toward the end of the contest, my partner and I made it into the top 12 and presented our website to a highly ranked panel of judges. After the presentation, we were awarded second place. This contest finalized my decision to attend MSU and major in computer engineering and art.”

- Chloe Jennings
Student,
Lake Shore
High School



SPOTLIGHT ON: WEBSITE DESIGN COMPETITION FOR HIGH SCHOOL GIRLS

First Competition: 2006

Program Purpose: To encourage young women to learn about website design best practices

Volunteers: 61

Volunteer Hours: 330

Target audience: High school girls, their parents and teachers

The 2012 Website Design Competition was themed, “Survival: Lost in Michigan’s Upper Peninsula.” Our contestants imagined they were on their first solo hot air balloon flight when it crashed and they become trapped in a forest in Michigan’s Upper Peninsula. With only a few items in their basket, these girls described how they would survive for three days before being rescued. All contestants included subpages describing three critical survival issues to be overcome and how they succeeded by utilizing objects from the basket. Advanced contestants also included an additional page to describe their rescue from the wilderness. All websites included one page of background information on themselves and their source material.

The following company volunteers served as our first-round judges: Biznet, Chrysler, Davenport University, Ford Motor Company, General Motors, Google, Meemic Insurance Company, Mercedes Benz Financial Services, Michigan State University, Microsoft, MRM Worldwide and OnStar.

Our finals judges spent a day with our finalists learning about how they would survive in the UP. Thanks to Janet MacQueen, Blue Care Network; Linda Monteith, Comerica Bank; Mark Parker, Daimler Americas; Gloria Schneider, Compuware; Rebecca Bray, Epitec; and Linda Mitchell, Microsoft for volunteering their time.



*Honorable Mention Winner
Dasha Jones*

OUR 2012 WEBSITE COMPETITION WINNERS:

Jackie Kwapisz <i>1st Place, Beginner</i>	Sophia Li <i>1st Place, Advanced</i>
Shreya Potukutchi <i>2nd Place, Beginner</i>	Jordan Kolodziejski <i>2nd Place, Advanced</i>
Betsy Purakal <i>2nd Place, Beginner</i>	Chloe Jennings <i>2nd Place, Advanced</i>
Mahmuda Ahmed <i>3rd Place, Beginner</i>	Lauren Rinkus <i>3rd Place, Advanced</i>
Sarah McCarthy <i>Honorable Mention, Beginner</i>	Taylor Hampton <i>3rd Place, Advanced</i>
Dominika Majda, <i>Honorable Mention, Beginner</i>	Eva Smith <i>Honorable Mention, Advanced</i>
Dasha Jones <i>Honorable Mention, Beginner</i>	Rebekkah Garbe <i>Honorable Mention, Advanced</i>
Rachel Xiang <i>Foundation Award, Advanced</i>	Nafisa Newaz <i>Honorable Mention, Advanced</i>
Annie Fu <i>Foundation Award, Advanced</i>	

IN HER WORDS: CAMP INFINITY DIRECTOR AND GET-IT GIRL COACH, JULIE PATTERSON

“In the past 40 years, we have made great strides in providing girls with opportunities in athletics. We must work to ensure that the same strides are made in providing girls with opportunities in technology.

Growing up, I was a basketball player, played on teams year-round, and attended basketball camps in the summer. I even managed to get a job in my city’s recreation basketball program. I did other things too, of course, but basketball was a big part of my identity.

Thanks to the MCWT Foundation’s programs, for many local girls today, technology is their basketball. I realized this when one of my GET-IT Girls brought me her senior picture. In the same way I took my senior picture holding a basketball and wearing my varsity jacket, she took a picture holding her robotics medals and sitting with her trophies. It was a ‘wow’ moment for me that would not have been possible without the MCWT Foundation’s GET-IT program.

For my students, GET-IT gives them a chance to explore their interest in technology while having fun with like-minded peers. It provides them a chance to make technology their basketball.

I see this happen at MCWT’s Camp Infinity summer technology camp. When the girls come through the doors of Camp Infinity each year, they are really excited to spend a week of summer working with technology. They are thrilled to find a place where they can explore their interests and learn how to do cool new things.”



Camp Infinity at Lawrence Technological University and University of Detroit Mercy brought together 78 students from the 4th through 7th grade for one week of classes on robotics, video game programming and website design. They worked in teams to learn not only about the internet, computer science and engineering, but also develop teamwork and leadership skills that will serve them well in both their educational and employment aspirations. Camp Infinity is free to all who attend.

"Many thanks to MCWT for the girls' technology camp opportunity! My daughter, Hanna Rau, loved her week at Lawrence Tech. The camp opened up a whole new world for Hanna - she now feels very confident about tackling programming and robotics, and is looking forward to pursuing both. Hanna and I are both extremely appreciative of all of the instruction, speakers and hands-on practice. You and your team made technology fun, and possibly helped shape a future IT/engineer!"

- Jean MacLeod & Hanna Rau, Troy

Robotics grants are provided for girls-only, middle- and high-school teams to compete at RoboFest each spring. In 2012, MCWT sponsored four all-girls robotics teams at \$500 each. Teams use these grant funds for LEGO robots, team shirts, Robofest admission and judging fees, or transportation costs to competitions.

"We know the students enjoy robotics because when we start back to school in September, they start asking, 'When will Robotics start back up?'"

- Branti Holland
Burton International
Academy, Detroit

GET-IT Clubs (Girls Exploring Together - Information Technology) are high school after-school technology programs that provide a support network and structured activities for young women interested in computing careers. In 2012, MCWT Foundation sponsored this program at three area high schools with 60 girls participating. GET-IT girls are better prepared for college because they have honed teamwork, problem-solving, and organization skills. It fosters leadership skills via the collaborative nature of the robotics competition. The girls also act as ambassadors of the program at school functions and train younger girls in programming.

"The MCWT Foundation has provided me with a strong support system, a hands-on opportunity, and the essential tools that will allow me to make a better future for myself in the tech field. Women play an important role in the world of technology. We are more than just young ladies who are good at math and science, we are innovators, leaders, risk takers. We are the future of a proud foundation of successful women. The GET-IT Girls of University High School would like to give a personal thanks to the MCWT Foundation and all the sponsors that make this life-changing opportunity possible."

- Alexis Thompson
High school senior
Ferndale, Michigan

5 schools
3 laptops
Camp Infinity
37 participants
41 for
Website Design
95 completed
GET-IT:
Robotics
4 teams,

ION OUTREACH

arships;
tops
nfinity:
nts for UDM
r LTU
ign Contest:
petitors
60 girls
s Grants:
28 girls

Website Design Competition

for high school girls inspires graphic development and teaches HTML and technology principles. In 2012, 81 teams (many from schools new to the program) signed up and among them, 56 uploaded submissions. MCWT awarded \$3,525 in cash prizes to 13 teams who also received important exposure to, and recognition from, IT powerhouse organizations: our MCWT partners. More than 60 people attended the final presentation day, including the competitors' teachers, parents, school administrators, MCWT members and judges.

"A local business called Health Decisions was looking for high school students to intern part-time during the school year and work with databases and IT. I applied, and they just told me that they wanted me to begin interning next Monday! They specifically pointed out how my MCWT Comerica Internship from last summer really helped me stand out from the other applicants and I really wanted to thank you! Honestly, if it weren't for GET-IT and the website design contest, I would've missed out on so much! I'm practically jumping with joy!"

- Rachel Xiang
GET-IT Girl, Canton High School, 2012 summer intern, Comerica

College scholarships and laptops

provided eight women opportunity to pursue educational goals and become leaders in Michigan's technology industry. Now in its eighth year, the competition received 136 applications.

"Through the generosity and support of MCWT, I have been using my scholarship toward National Board Certification expenses. National Board Certification is an advanced teaching certification; I have chosen to create a portfolio that includes technology-related lessons, videotaped activities, and reflection. With the remaining funds, I plan on continuing to take computer classes to enhance my class curriculum. MCWT has made me a better teacher, not only by supporting me financially, but by giving me a growing network of professionals who are leaders in their prospective fields."

- Tasha Candela
Teacher, Lake Shore High School, 2011 scholarship recipient and Website Design Competition teacher

MCWT Foundation University Programs

consist of internship and job opportunities from MCWT partners, and promotion of our scholarships and member programs such as ConnectNet, eLearning and mentoring.

"When I first joined MCWT, I was beginning my junior year in college, and was faced with deciding what my next steps should be to ensure my career would get off to a great start. MCWT provided a network of female professionals willing to guide me. As president of MCWT's first student chapter, I had the opportunity to extend the network of women in technology to other students on campus. Our network helped nurture a sense of community among ladies pursuing engineering degrees and provided a common support system to address issues women face while pursuing a technology career. I was also able to capitalize on MCWT's internship program."

- Janel Gumbs
U-M Dearborn
Class of 2012
Currently employed at Ford Motor Company

2012 SCHOLARSHIP AND LAPTOP RECIPIENTS

This is our eighth year awarding scholarships to young women graduating from high school, undergraduates, and graduate students, to support their pursuit of technology educations and eventual careers in IT.



Angela Chen **MCWT President's Undergraduate Scholarship**

A 2011 graduate of North Farmington High School, Angela lives in Farmington Hills and attends the University of Michigan, Dearborn and has a 3.83 GPA. She is taking courses to complete a software engineering degree.

In her own words: *"During my studies in high school, I realized my curiosity piqued in computer programming. Every time I program, I take on each problem as an opportunity to expand my reasoning and problem-solving skills. Nothing is more enjoyable than successfully cracking a puzzle and see the final result. I take pride in all the programs I've written since it is a product of my own hard work."*

From her teacher: "Some of my students are successful in my classes because they seem to have a gift for programming. They grasp new ideas and are quickly able to apply them. Other students are successful because of their dedication and hard work. The really exceptional students are those who have both characteristics. Angela is such a student."



Nicole Lawrence **MCWT Founder's High School Scholarship**

Nicole is a 2012 graduate of Lakeview High School in Battle Creek who earned a 4.0 GPA and participated in more than 12 clubs and teams. She will be attending Western Michigan University this fall to begin her studies in computer science.

In her own words: *"If there is anything here today that will be the force of tomorrow, it will be the power and evolution of information technology."*

From her teacher: "The thing that stands out the most for me when I deal with Nicole is her natural raw talent. Nicole has driven herself to be extraordinarily successful at everything that she starts. She has had a perfect 4.0 all the way from 6th grade to this current year. Her dedication has driven her to never miss a day of school since she started her freshman year at Lakeview High School."



Jade McCord **GET-IT Girl 4-Year College Scholarship**

A recent graduate of University High School in Ferndale, Jade lives in Detroit, and has been a long time member of the school's MCWT GET-IT club. Jade also was a member of the robotics and innovative vehicle design teams, DECA, played basketball and was a mentor to 4th grade students. She will be attending Indiana Technical Institute this fall and will study computer engineering.

In her own words: "My life mission is to get my bachelor's and eventually master's in computer engineering. Your scholarship will help me to achieve my life mission and possibly more."

From her teacher: "Jade McCord is the top performer I've had in the GET-IT program's seven years of its existence. Her problem solving capabilities, understanding of the nuances and rework required in technology, willingness to remain committed to a task until it is complete, and her technical ability make her the perfect GET-IT Girl and a shoo-in to excel in the technology field."



Benita Robinson **Laptop Grant**

Benita lives in Detroit and is a junior at the University of Michigan's Dearborn campus. As a non-traditional student, she has chosen to major in computer and information science, and sociology.

In her own words: "Upon graduation, I plan to open a nonprofit that will assist in the digital divide between affluent and low income households. Programs in the facility will teach youth how to use computers efficiently to answer questions of everyday life and enhance academic skills. Giving back to my community, especially to the people who will one day lead us, is not a charity or an option, it is a duty!"

From her teacher: "I love Benita's quiet confidence and determination. She definitely has the ability and aptitude necessary for her chosen majors and I think her goal to one day share her knowledge, talents, and resource with underprivileged youth is both admirable and attainable. She is incredibly reliable, focused and determined."



Kecia Wadell MCWT Research Grant

Kecia lives and works in Sterling Heights. She has been a teacher for over 18 years and currently teaches special education in an area public high school. Active in MCWT, Kecia assists our new eLearning programming as our survey lead. She is pursuing her PhD in instructional technology at Wayne State University.

In her own words: "A variety of Web-based technology tools have helped me individualize instruction, monitor progress, support weaknesses, enhance strengths and motivate work production. I plan to continue to encourage learners to consider the relevance and impact of information and communication technologies. I will continue my involvement in organizations that share this mission like MCWT."

From her teacher: "Kecia is one of the most driven and motivated students I have had the pleasure of working with in my academic career. She is not only a professional, a researcher, and a student; she is also a mother of three daughters and a role model to each of them."



Charnise Whetstone Laptop Grant

Charnise is a 2012 graduate of Crockett Technical High School in Detroit with a 3.5 GPA. She is also member of the National Honor Society and a tutor at Trinity Community Development Center. She plans to attend college in Michigan to study graphic design and technology in the fall.

In her own words: "A laptop would help me achieve my educational and career goals because I am unable to purchase the type of laptop, software or printer that is necessary to create and produce quality products. With the grant, I will be able to work at my own pace and not just during library or school time. I will prove to be an exceptional student and a productive citizen in the community. I will also prove to be an asset to your foundation and a candidate that you will be proud to have represent MCWT."

From her teacher: "I can't tell you enough about how Charnise will benefit from you awarding her this scholarship. Awarding Charnise Whetstone this scholarship will not be a handout, instead it will be a hand up to a well deserving student."



Elizabeth Wohlford Laptop Grant

Elizabeth is a 2012 graduate of Dow High School in Midland with a 4.1 GPA. She plans to pursue a degree in health technology at Michigan Technological University so that she can use technology in the medical field.

In her own words: "I take pride in the accomplishments that I have achieved from my ability to pick up programming so quickly and integrate its handiness into activities that I love. I am encouraged by its empowering abilities to break glass ceilings. The programming class that I took in high school had a male to female ratio of 21:5. Being one of the better students and having gentlemen ask me questions in a math related course boosted my self-confidence level unlike any other experience I have ever had. I feel there is a bias against women who value and can achieve great things using their knowledge of technology. I am on a mission to crush that glass ceiling under my feet, rising above gender biases."

From her teacher: "Elizabeth is an innovator. She uses divergent thinking and applies her tech savvy mind to tasks in a way that produces results that would have taken me five times longer to figure out. She will make your foundation proud as a recipient of this grant."



Bonnie Yu MCWT Graduate Scholarship

Already a student at the Ann Arbor campus of the University of Michigan, Bonnie plans to graduate in 2013 with her master's degree in information science. Her coursework has included Social Network Analysis, Database Application Design, and Recommender Systems. She also volunteers her time to provide feedback and build exercise modules for the Khan Academy, an organization that creates educational videos and practice materials for learners worldwide.

In her own words: "My coursework will provide me with the knowledge to build web products and features that will scale to solve the needs of millions of people."

From her teacher: "Bonnie is a mentor to undergraduate students to enable them to feel more comfortable on campus and be successful in their studies. Bonnie dreams of using her technical knowledge to do something of social value. I have no hesitation to recommend her for this scholarship opportunity."

"I think very highly of MCWT and its people. That's why I've always enjoyed volunteering my time and resources for the opportunity to meet and network with great women in this industry."

- Hong Dinh
Shaw Electric
MCWT member and
volunteer

"Out of all the organizations I belong to and volunteer for, this is one of the best. The ladies of MCWT are wonderful. I really enjoy what I do for this organization and will be there every year to help where ever I can."

- Bridgette Frazier, HP
MCWT member and
volunteer

VOLUNTEERING REMAINS AT OUR CORE

Because of our dedicated volunteers, MCWT continues to advance its mission—inspiring and growing women in IT. These men and women successfully host member events, including monthly ConnectNet Forums and eLearning sessions, our annual executive breakfast, scholarship recognition event, Golf Classic and Signature Gala. Countless volunteer hours also support our Foundation programming. More than 150 people volunteered at Camp Infinity, as judges of our website design competition, on the university committee and with scholarship process. Our volunteer roster totals more than 280 individuals who've contributed to our success in 2012! Thank you!



PARTNER SUPPORT

We received approximately \$48,000 in grants, sponsorships and special donations in 2012 to support our Foundation programs. This achievement means that more young women than ever can realize their dream to attend college with an MCWT Foundation scholarship, attend a summer IT camp, compete in website design contests, receive robotics grants or participate in mentoring programs.

In 2012, MCWT received contributions of more than \$575,000. MCWT extends its gratitude to the 10 new partners who joined the ranks of MCWT supporters. In total, MCWT received support from 52 corporate, in-kind and community partners, helping us to again make a difference in the lives and aspirations of girls and women at all levels of the lifecycle.

DIAMOND SPONSORS

(at least \$25,000)

Cisco
Compuware
Systems Technology Group
(STG)

EMERALD

(at least \$15,000)

Accenture
ANXeBusiness
AT&T
Covisint
Epitec, Inc.
Fujitsu
Oracle
PwC
World Wide Technology

PLATINUM

(at least \$10,000)

Altair
Blue Care Network
Consumers Energy
Fast Switch, Ltd.
Ford Motor Co.
General Motors
KLA Labs
NetApp
Plantronics
Stefanini

GOLD

(at least \$5,000)

Acro
Capgemini
Chrysler
Cognizant
Comerica Bank
Eileen Fisher
HP
IBM
Information Builders
Jive
Lawrence Tech University
Microsoft
NSK Green Construction
OpTech
Ricoh
Society of Information
Managers
Symantec
Tata Consultancy Services
TechSmith
TriZetto
University of Detroit Mercy
VisionIT

BRONZE

(at least \$3,000)

B. L. airCraft
CDW
Delphi
Mercedes Benz Financial
Services
Michigan Millers Insurance
MRM Worldwide
Polk
Suntel Services
Valassis

COMMUNITY PARTNERS

Airfoil
Crain's Detroit Business
Great Lakes IT Report
Midwest Technology
Leaders
Internet Advisor
Michigan Tech News
X-Ology Magazine

New partners in 2012: 10

"STG is proud to be a co-sponsor for Camp Infinity. I wanted to extend my appreciation and congratulations for the difference that MCWT is making!"

- Anup Popat, CEO, STG

"Once again with the generosity of our corporate partners, more girls will have the opportunity to further their interest in IT. MCWT strives to make Michigan the No. 1 state for women in technology, and to do this, we must continue to nurture our next generation of technology leaders."

- Charlotte Decker,
VP & CTO of Auto Club
Group, VP of MCWT
program development and
scholarships

"On behalf of ourselves and our daughter Chelsea Perry who was able to attend Camp Infinity 2012, we would like to thank you so kindly for your efforts and those of your organizations. Chelsea was overjoyed by the presentations of your corporate sponsors and their representatives. Thank you HP, Ford, SIM, and Google. They were such a hit."

- Carolyn Perry

MCWT STAFF

Janette Phillips
Executive Director

Lori Brauer
Council and Foundation Operations

Barb Kalbfleisch
Foundation Programming

MCWT VOLUNTEER LEADERSHIP

Our board of directors and advisory board members are successful men and women in Michigan's technology community committed to furthering the mission of MCWT and its Foundation.

The board of directors is responsible for determining MCWT's vision and strategy and leading the standing committees to execute. The board also develops and creates the Foundation programs and council initiatives that will further MCWT's stated mission, vision, goals and objectives. The advisory board, providing guidance and participation in events and programs, is made up of leaders from our corporate partners.

BOARD OF DIRECTORS (as of December 2012)

FOUNDATION BOARD

Maru Flores, President
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Cindy Warner, *PwC*

FINANCIAL STATEMENTS

As certified and reported to the IRS by Derderian, Kann, Seyferth & Salucci, PC, independent certified public accountants.

Current Assets 2012

Cash and cash equivalents	\$646,943
Contributions receivable	\$27,500
<i>(no allowance for doubtful accounts deemed necessary)</i>	

Loan receivable, related organization

Prepaid expenses \$0

Total assets \$674,443

Liabilities and Net Assets

Accounts payable \$25,455

Net assets

Unrestricted \$648,988

Total liabilities and net assets \$674,443

SUPPORT:

Contributions and grants \$48,836

Fundraisers \$477,804

Dividend income \$1,106

Donated goods and services \$49,476

Total Support \$577,222

EXPENSES:

Program services:

Annual university scholarship program \$61,643

Annual summer technology camp \$66,878

Mentoring and professional skills symposiums (GET-IT) \$62,396

Management and general \$73,036

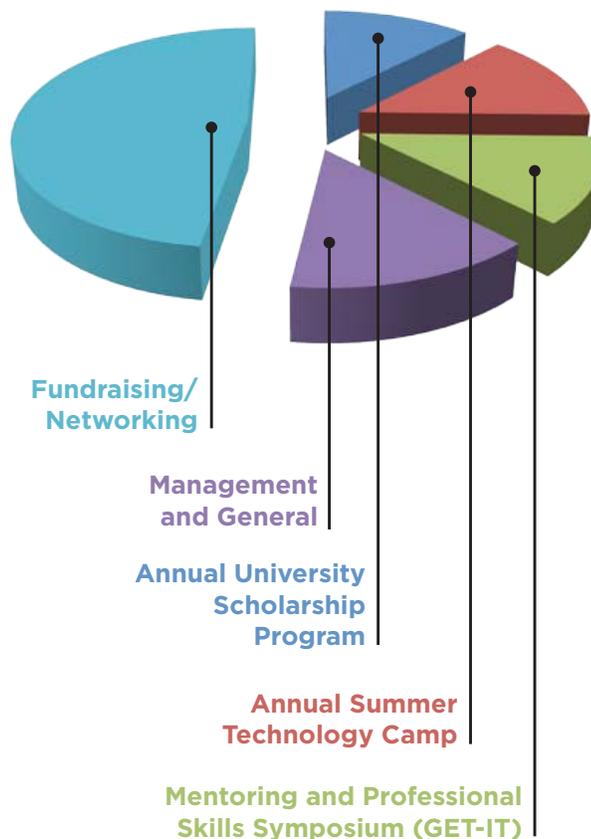
Fundraising/networking \$242,076

Total expenses \$506,029

Increase in unrestricted net assets \$96,193

Net assets, beginning of year \$577,795

Net assets, end of year \$648,988



“For years, MCWT has been a strong and supportive network I rely on to remain connected to women in technology in Michigan. They supported my robotics initiatives in high school, and helped enable me to study at the school of my dreams, MIT, with a generous scholarship. I consider MCWT a vital part of the tech community in Michigan, and it is a model for organizations nationwide wishing to form similar alliances.”

– Beth Hadley
MCWT scholarship recipient,
MIT,
Computer Science

OUR PATH FORWARD: MCWT’S STRATEGIC OBJECTIVES

The following objectives will ensure continued success to our members, partners and Foundation beneficiaries. We plan to increase value for our members throughout the lifecycle by:

- Fostering continual learning and networking
- Driving a robust volunteer program
- Growing through focused and formal processes
- Strengthening our relationship with the State of Michigan
- Ensuring long-term financial stability
- Optimizing operational excellence
- Increasing recognition of our partners and members in the community

Looking forward, in 2013, the board of directors is focusing on four strategic areas to strengthen MCWT.

FINANCIAL

MCWT is developing a financial model to ensure long term financial sustainability of the organization to ensure continued funding of our camps, competitions, clubs, field trips and scholarships well into the future.

OPERATIONAL

In 2013, MCWT is taking steps to improve its operational database to better recognize volunteer contributions, committee activities and to track the progress of the girls and young women we sponsor.

ORGANIZATIONAL

We are assessing how to best leverage the council and Foundation legal entities to enable stronger support for the education, mentoring and empowerment of all women in Michigan, throughout the lifecycle.

CONSTITUENCIES

There are many influencers that can help advance our vision to be the No. 1 state for women in technology. MCWT is focusing on how to reach the parents, teachers and counselors who influence the decisions of girls in middle and high school. We want to support these influencers of the girls and young women who will decide to pursue technology educations and careers.

MCWT has been reaching out to other like-minded organizations to further our reach and broaden our ability to support women in technology. We are investigating how we can enable other nonprofits or corporate partners to replicate the programs we have successfully developed.

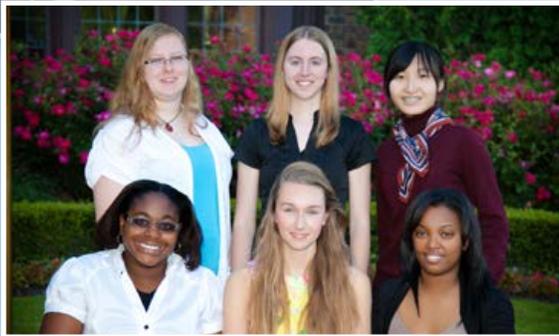
Finally, MCWT is committed to strongly support women in-transition. In 2013, we will create In-Transition Workshops to support women who have been out of the workforce for long periods of time to reengage and reenergize to find that perfect job in IT.

We continue to look forward to what the future holds. Thank you for your support in our mission to make Michigan the No. 1 state for women in technology.



A handwritten signature in black ink that reads "Janette Phillips". The signature is fluid and cursive, with a large loop at the beginning of the first name.

Janette Phillips
Executive Director



MCWT proudly supports women in technology at all stages in their lives and careers.

Help us in our goal to make Michigan the #1 state for women in technology.

Join or partner with MCWT.

www.mcwt.org



WANT TO HELP?

Please visit www.mcwt.org to learn more about MCWT, its Foundation, and how together we can help Michigan become the No. 1 state for women in IT. Please join our organization and decide how you can contribute. No matter where you are on the MCWT lifecycle, we'll be there for you.

