



WOMEN OWNED LAW

**ANNUAL
REPORT
2018**

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www.womenownedlaw.org

CONTENTS

About Women Owned Law _____	3
Mission _____	3
Vision _____	3
Commitment to Diversity and Inclusion _____	3
Presidents Report _____	4
A Year in Review _____	4
Looking Forward _____	4
The WOL Community _____	5
Treasurer’s Report _____	6
Financial Statement _____	6
Financial Highlights _____	6
Financial Analysis and Forecast _____	6
2018 Financial Summary _____	7
WOL Membership _____	8
WOL Board AND CHAIRS _____	9
Renewing Candidate 2019 _____	9
2018 - 2019 Officers and Board of Directors _____	10
WOL Staff _____	10
Regional Steering Committee Chairs _____	11
Regional Representatives _____	11
Advisory Board _____	12
WOL Events and Regions _____	13
Strategic Goals 2018 – 2020 _____	14
Strategic Goal #1 Develop Networks _____	14
Strategic Goal #2 Promote Awareness and Increase Influence _____	14
Strategic Goal #3 Provide Opportunities _____	14
Strategic Goal #4 Create a Sustainable, Adaptable and Effective Organization _____	14
Leadership Survey Results _____	14

ABOUT WOMEN OWNED LAW

Mission

To connect, support and advance women entrepreneurs in the law

Vision

Empowering women entrepreneurs to revolutionize the business of law.

Commitment to Diversity and Inclusion

WOL strongly embraces and values diversity in all its forms and is committed to building a diverse and inclusive organization that meets the needs of all of its members. We believe a diverse and inclusive organization will be stronger and better informed, reflective of the marketplace and will enable us to make a more meaningful, relevant and lasting contribution to women entrepreneurs in the law.



“The experiences and interactions I have had with members of WOL have been incredibly gratifying—both personally and professionally. It is unlike any organization I have been involved with in the past. Members are zealous about helping other members’ practices grow. Unlike other organizations that claim to have great networks, WOL really has been a powerful and meaningful way to interact with other women entrepreneurs. It is a great platform for building relationships that help our businesses grow.”

- **Manuela M. Morais, , Morais Law, Moorestown, NJ**

PRESIDENTS REPORT

By Nicole Galli



Dear WOL Members and Friends:

2018 was a year of introspection and planning for WOL. Our leaders engaged in an in-depth strategic planning process, which included numerous meetings and opportunities to discuss with our members and others what WOL is and should be. These efforts culminated in a fantastic (and ambitious) new strategic plan. I am proud of the resulting new mission, vision and strategic goals.

A Year in Review

In the last year, we also engaged with members to understand what WOL means and the value it brings to them. The single word I have heard the most is “community.” After two years of existence, WOL has established a strong and vibrant community of women owned law and legal services firms and supporters. Based on personal experience and data about our members and our leaders, I can also tell you that the individuals who have benefited the most in terms of new opportunities (referrals, new clients and other professional opportunities) are those who engaged with the organization by volunteering or attending our events. This is common sense but is also supported by science.

Recent studies have looked at the effectiveness of networking for women. One¹ suggests that having a close “inner circle” is the most advantageous for women. Unlike men, women need that “inner circle” in addition to a broad network. One strength of WOL is that we can be and are that “inner circle” for many our members.

Looking Forward

As we head into our third year of existence, we are implementing a number of changes that will strengthen the organization and help us focus better on serving the needs of our members. We have simplified our organizational structure and now have only two main substantive committees:

¹ Uzzi, Brian, (2019, February 25). Research: Men and Women Need Different Kinds of Networks to Succeed. Retrieved from <https://hbr.org/2019/02/research-men-and-women-need-different-kinds-of-networks-to-succeed>

Member Affairs (which is responsible for overseeing our Regional Steering Committees, member recruitment, onboarding, engagement and retention) and Virtual Programming (which will connect and serve our members on-line, and is especially important to those in regions where we do not currently have an active presence). As we revise our structure, in April we will be hosting a Membership Summit for WOL Leaders, to crystalize and refine our plans to better serve our members in 2019 and beyond.

We also have simplified our membership structure and launched our new Partnerships and Strategic Alliance Task Force. The Task Force will look at how we can better engage and collaborate with four groups, in order to of WOL's mission, vision and strategic goals:

1. Corporations and other businesses;
2. Large law firms;
3. Other organizations in the legal and entrepreneurial ecosystems; and
4. Other businesses in the legal community.

We already have a number of key partners in each of these categories, and we plan to build upon those relationships and to form new ones as we move ahead into our third year. I will be leading this initiative along with WOL Vice President Nancy Mertzal, WOL Governance Chair Cindy Towers and WOL Advisory Board Chair Fran Griesing.

The WOL Community

For those of you who are WOL members and supporters – thank you. If you haven't already, please get involved, as we know that is the key to getting the most out of WOL. We have many opportunities for members to be active in WOL, including not only our Committees, on-line activities and in-person events, but also new initiatives like our Newsletter, which will launch later this year. We believe WOL will benefit from the active participation of all of our members, and we are confident that you will benefit as well.

Here's to a wonderful 2019 together!

Warmly,



Nicole D. Galli

WOL Founder and President



TREASURER'S REPORT

By Mandy Rosenblum

Financial Statement

WOL started the 2018 fiscal year with ample cash reserves and very ambitious revenue goals.

The substantial efforts of our board, staff, volunteers and others helped us to exceed our 2017 revenues. While we did not achieve our revenue goals, by carefully watching our expenses, we ended the 2018 fiscal year with a budget surplus in excess of \$7,000 for the year.

We begin the 2018 fiscal year with another aggressive budget, cash in the bank, a solid infrastructure and a strong growth plan.

Financial Highlights

- Closely managed finances, including bookkeeping, disbursements, and projections;
- Maintained positive cash flow;
- Completed and filed Federal Form 990;
- Achieved budget surplus; and
- Created and passed a 2019 budget (attached as separate document)

Financial Analysis and Forecast

With limited history, it remained a challenge to predict how many members would join and what our programming and other revenues might be. While we did not achieve our aggressive revenue goals, by keeping our expenses down, we offset the unrealized revenue. WOL will need to continue to carefully scrutinize its finances in 2019.



"WOL has been an amazing organization for me as I have launched my own firm. The women I have met through WOL continue to champion my own efforts as I develop my practice and provide a great resource as a business owner."

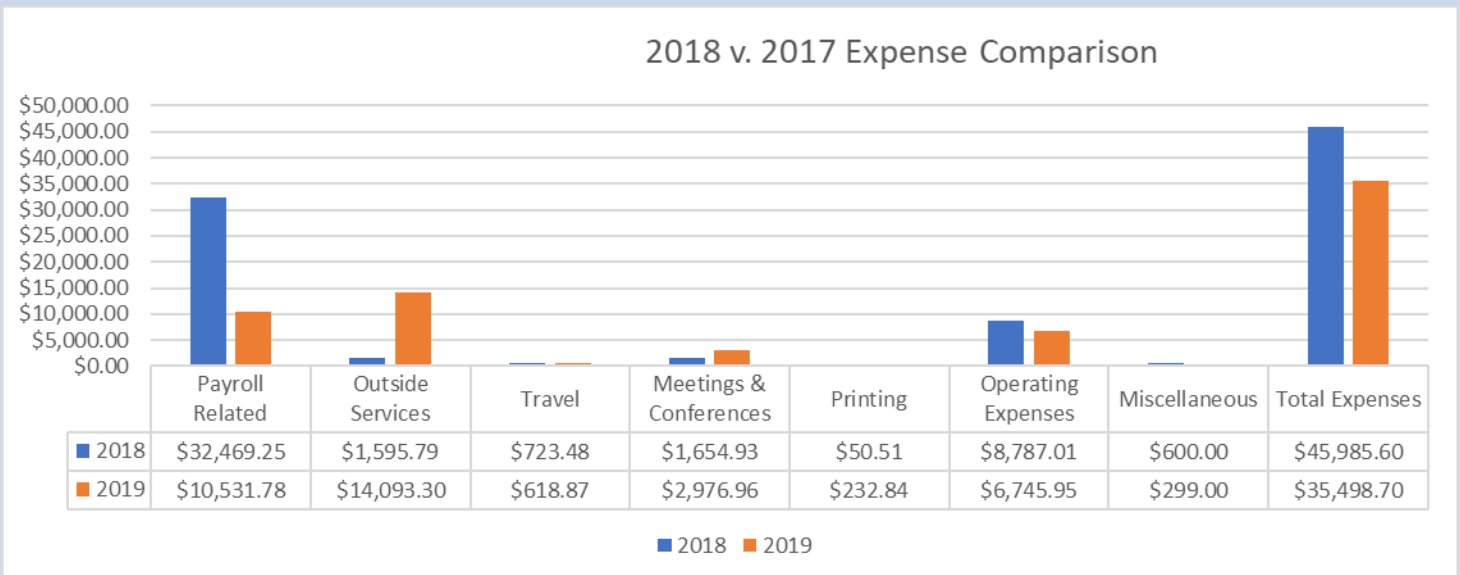
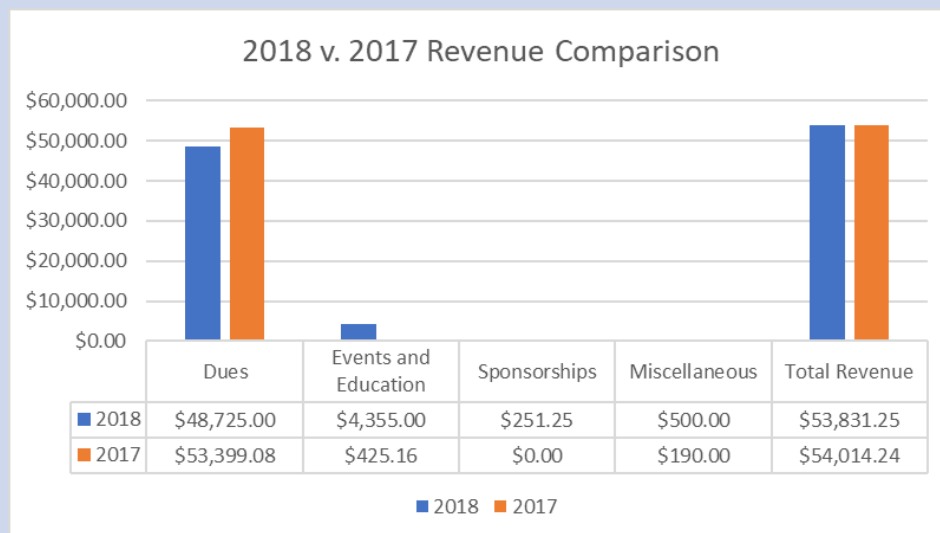
- Jordan Fischer, Founder, X*PAN Law Group, Philadelphia PA

WOMEN
OWNED
LAW

MEMBER

2018 Financial Summary

Financial Summary 2018	
Revenue	
Dues	\$ 48,725.00
Events and Education	\$ 4,355.00
Sponsorships	\$ 251.25
Miscellaneous	\$ 500.00
Total Revenue	\$ 53,831.25
Expenses	
Payroll Related	\$ 32,469.25
Outside Services	\$ 1,595.79
Travel	\$ 723.48
Meetings & Conferences	\$ 1,654.93
Printing	\$ 50.51
Operating Expenses	\$ 8,787.01
Miscellaneous	\$ 600.00
Total Expenses	\$ 45,985.60
Revenue Over/(Under) Expenses	\$ 7,845.65



WOL MEMBERSHIP

WOMEN
OWNED
LAW

2018 MEMBERSHIP

68 
New Members

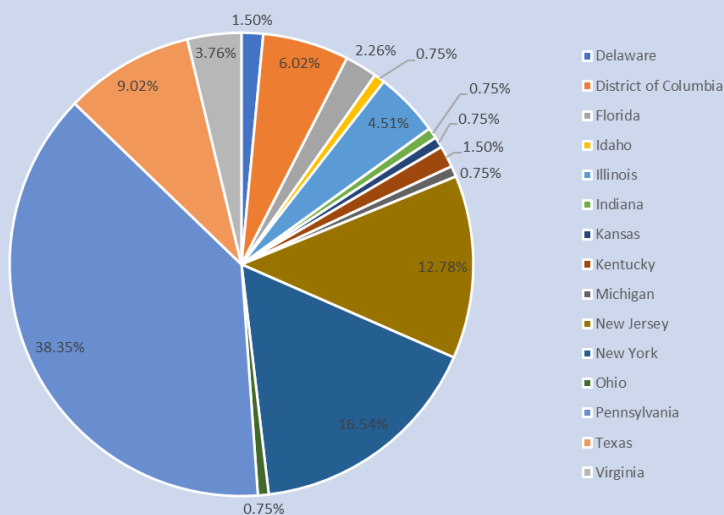
110 
Renewing Members

59 
Lapsed Members

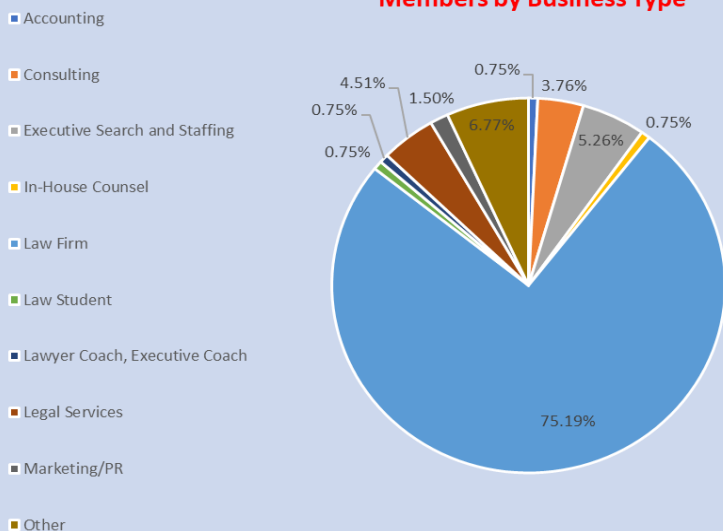
178 
End of Year Membership Total



Members by Region



Members by Business Type



“WOL has connected me with a network of fabulous, diverse and inclusive clients, colleagues and vendors on a national and international level, both enhancing my business growth and empowering me within the ecosystem of minority owned firms”

- Carolyn Hochstadter,
E. Carolyn Hochstadter Dicker, LLC
Philadelphia, PA

WOL BOARD AND CHAIRS

Renewing Candidate 2019



Carolyn Hochstadter Dicker
Founder

E. Carolyn Hochstadter Dicker LLC
Philadelphia, PA

[Firm Biography](#)

Thank you to the following outgoing Women Owned Law Board Members



Carolyn Elefant,
Washington, DC



Heather L. Heft
New York, NY



Emily Kirsch
New York, NY



Constance F. Ramos, PhD.
Oakland, CA



Anne Van Leynseele
Seattle, WA

Thank you to the 2018 Virtual Programming Chair
Jennifer Lynn Robinson, Purposeful Networking

2018 - 2019 Officers and Board of Directors

President and Founder

Nicole Galli
Law Offices of N.D. Galli LLC

Vice President

Nancy Mertzell
Mertzell Law PLLC

Secretary

Colleen Vallen
Citrin Cooperman

Treasurer & Finance Chair

Mandy Rosenblum
Law Office of Mandy C.
Rosenblum LLC

Director (Elect)

Carolyn Hochstadter Dicker
E. Carolyn Hochstadter Dicker,
LLC

Director, Member

Recruitment
Jordan Fischer
Xpan Law Group

Director

Alaina Fotiu-Wojtowicz
Brotsky Fotiu – Wojtowicz

Director

Nancy R. Kornegay
Trahan Kornegay Payne

Chair, Virtual Programming

Nancy Lanard
Lanard and Associates, P.C

Chair, Membership Affairs

Manuela Morais
Law Offices of Manuela Morais

Director

Lisa D. Love
Love and Long, LLP.

Director

Jessica B. Reddick
Knight Morris Reddick

Director

Keisha Hylton-Rodic
Hylton-Rodic Law PLLC

Chair, Nominations/Governance

Cynthia Funaro Towers
JURISolutions

WOL Staff

Director of Operations

Amy Danziger Shapiro
Email: ashapiro@womenownedlaw.org



Regional Steering Committee Chairs

States	Chair	Vice Chair
Washington, DC	Andrea Ewart Develop Trade Law,	Kristal Morris Jurisolutions
South New Jersey	Amy Leis Janey Montgomery Scott	
Chicago, IL	Corinne Heggie The Wochner Law Firm LLC	Jessica Reddick Knight Morris Reddick
New York, NY	Nancy Mertzel Mertzel Law PLLC	Helene Pangalos Law Office of Helene Pangalos PC
Philadelphia, PA	Laurie Jubelirer Jubelirer Law, LLC	Coleen Middleton The Law Offices of Coleen F. Middleton, PLLC
Houston, TX	Nancy Kornegay Trahan Kornegay Payne LLP	Samantha Martinez Martinez Firm, PLLC
Dallas, TX	Jessica Thorne Estes Thorne & Carr PLLC	

Regional Representatives

San Francisco Bay Area, CA - Constance Ramos, Akira IP

Los Angeles, CA – Anne van Leynseele

Miami, FL - Alaina Fotiu-Wojtowicz, Brodsky Fotiu-Wojtowicz, PLLC

Orlando, FL – Mia Mota, The Tech Law Firm, PLLC

Tampa, FL - Paige Greenlee, Greenlee Law PLLC

Chicago, IL – Corinne Heggie, Scharf Banks Marmor LLC

Indianapolis, IN – Paula Finch, Paula Finch Law, LLC

Louisville, KY - Amy Cahill, Cahill IP, PLLC

Troy, MI - Shawtane Williams, Williams & Associates Law Firm PLLC

Albany, NY - Theresa Skaine, Skaine & Associates LLC

Buffalo NY - Rosanna Berardi, Berardi Immigration Law

Cincinnati, OH – Cheryl Borland, Griesing Law, LLC

Pittsburgh, PA - Heather Harmon Kennedy, Harmon Kennedy LLC

Austin, TX - Gentry McLean, Gentry McLean PLLC

Tel Aviv, Israel - Tamar Krongrad, Tadmor & Co./Yuval Levy & Co.

Advisory Board

2018- 2019 Advisory Board

Fran Griesing

Chair, Griesing Law, LLC

Christine Azar

Burford Capital

Amy Sullivan Cahill

Cahill IP

Julie Chovanes

Chovanes Law LLC

Virginia G. Essandoh

Ballard Spahr, LLP

Deborah Henry

DEH, Consulting | Speaking | Writing

Roberta D. Liebenberg

Fine, Kaplan and Black, R.P.C

Peggy McCausland

McCausland & McCausland LLC

Gina F. Rubel

Furia Rubel

Wendy Schwartz

Binder & Schwartz LLP

Kate Shay

Duane Morris LLP

Laura Solomon

Laura Solomon & Associates

Geri Swift

Geri Swift Associates

Desiree Younge

Tory Burch Foundation

Sheryl Axelrod

The Axelrod Firm, PC

Kimberly Berger

Her Corner

Stacy Clark

Stacy Clark Marketing LLC

Kara Dodson

SJL Shannon/Legal Talent Management

Carolyn Elefant

myshingle.com

Beth L. Kaufman

Schoeman Updike Kaufman & Gerber
LLP

Jennifer Leonard

University of Pennsylvania Law School

Helen Oscislawski

Attorneys at Oscislawski Law

Aileen Schwartz

Hill International, Inc.

Debbie Swartz

AccessLex Institute

Rebecca Rosenberger Smolen

Bala Law Group

Steve Sowers

Legalinc

Barbara Taylor

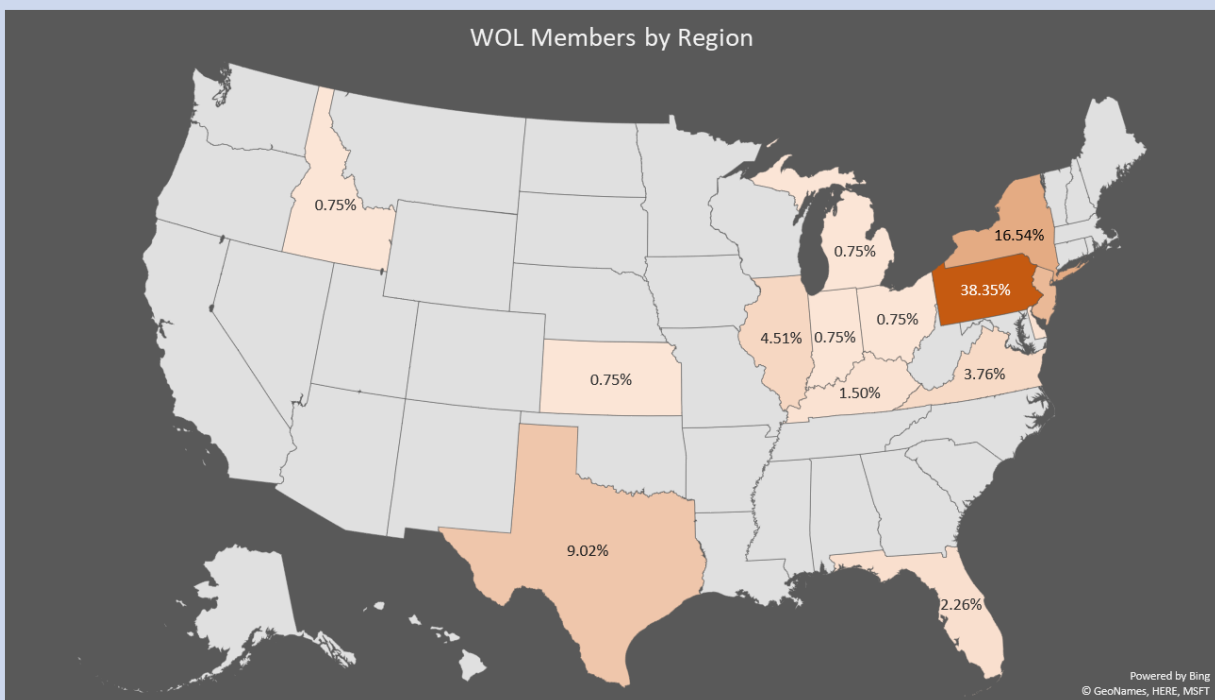
JanBara & Associates

WOL EVENTS AND REGIONS

WOMEN
OWNED
LAW

12
Virtual Speaker
Series
Webinars

48
In-Person
Networking
Events



“As a member of WOL, the first place I looked to find a real estate attorney to review a commercial lease was the WOL database. With a few clicks, I found Christine (Christy) Deutsch, a seasoned real estate attorney and former big law partner who started her own real estate boutique firm a few years ago. From my first phone call through the inking of the deal, Christy provided white glove service at a very reasonable rate. Christy is without a doubt an expert in her field and we could not have been more pleased with her representation. Thanks WOL for giving us access to such a great advocate.”

- Cindy Towers, JURISOLUTIONS LEGAL (JSL), National



STRATEGIC GOALS 2018 – 2020

Strategic Goal #1 Develop Networks

Provide a global forum for women entrepreneurs in the law to connect with each other, current and prospective clients, referral sources, and other strategic partners for the purposes of networking, education, sharing work and developing mutually beneficial relationships.

Strategic Goal #2 Promote Awareness and Increase Influence

Raise the profile and increase the visibility of Women Owned Law, its members and other women owned law and legal services firms to improve client access to the full spectrum of women owned law and legal services firms and to increase access to new business opportunities for such firms. Engage in advocacy that supports the goals of WOL member firms and entrepreneurs.

Strategic Goal #3 Provide Opportunities

Provide opportunities for early stage, growing, and established women owned law and legal services firms to access education, programming and other resources needed to start, build and grow successful business enterprises.

Strategic Goal #4 Create a Sustainable, Adaptable and Effective Organization

Invest in leadership and operational management that provides a stable centralized infrastructure that supports centralized and decentralized activities that evolve with the growth and needs of WOL and its membership.

Leadership Survey Results: On February 18, 2019 a survey was circulated to active WOL leaders inquiring about business referrals and opportunities since they joined Women Owned Law. Here is a quick glimpse of results.

Response Rate	<u>34%</u>
Received Referrals from WOL Members	<u>60%</u>
Made referrals to WOL Members	<u>75%</u>
New Business from WOL member referrals	<u>40%</u>
Received Other Opportunities (i.e. speaking, award...)	<u>50%</u>
Provided Other Opportunities	<u>60%</u>