

WOMEN OWNED LAW

**ANNUAL
REPORT
2019**

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ABOUT WOMEN OWNED LAW

Mission

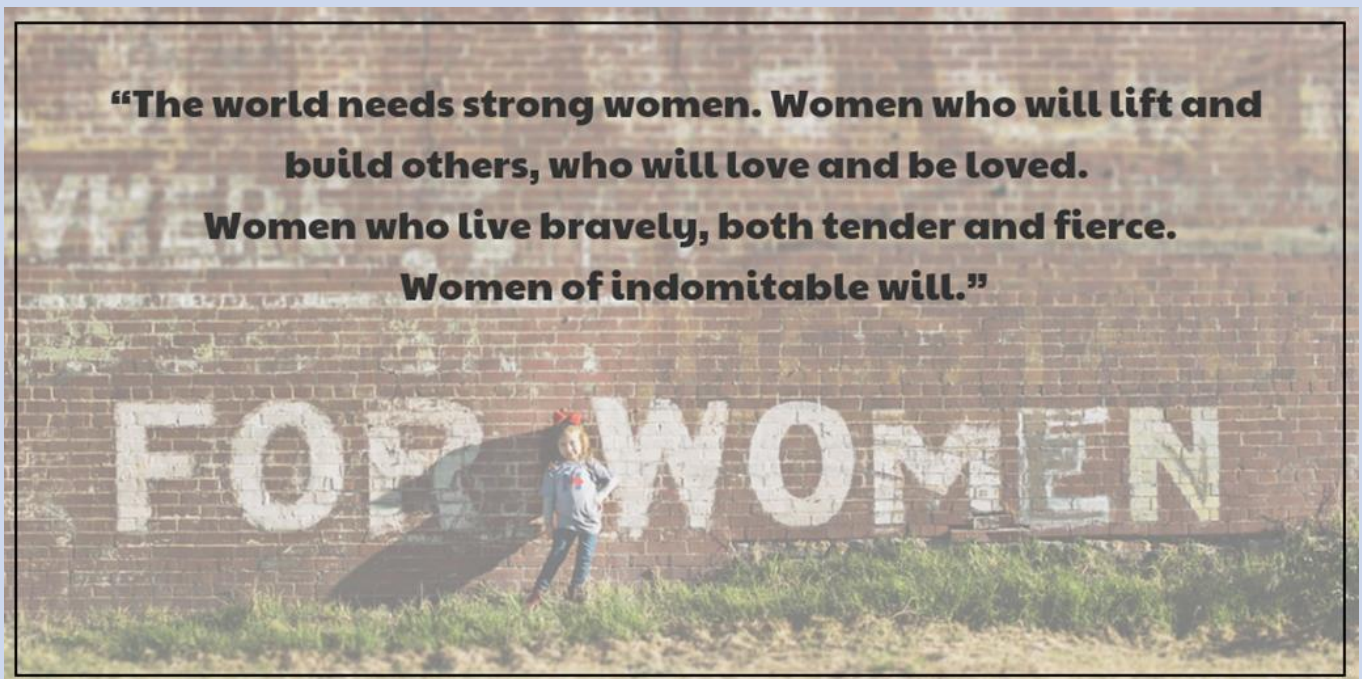
To connect, support and advance women entrepreneurs in the law.

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.



PRESIDENT'S REPORT

By Nicole D. Galli, WOL President



Fellow WOL Members:

Looking back on 2019, it is clear that WOL is growing up! Like in 2018, we spent time in 2019 continuing to build the WOL infrastructure and ensuring our foundation was strong. Our new Member Affairs team developed and is already implementing great new plans to integrate new members and engage existing members. So be on the lookout for new exciting opportunities to connect with WOL and your fellow members! We recruited several other new volunteer leaders, including a Newsletter Editor, Ginny McMichael. We also secured the services of a fantastic Administrative staff person, Caitlyn Eltzholtz, to work with our amazing Director of Operations, Amy Danziger Shapiro. Our four largest regions (Philadelphia, Southern New Jersey, New York City and Washington, D.C.) and our virtual programming team held numerous exciting events, with record attendance, new members and great energy. We welcomed a new Advisory Board Chair, Bobbi Liebenberg, and several new Advisory Board members, including those with three organizations with which we are delighted to collaborate – Michelle Browning Coughlin of Mother's Esquire, Susan Carns Curtiss of Girl Attorney, and Jonathan Lovitz of the National LGBT Chamber of Commerce. And, of course, we planned our Inaugural Symposium for March 11, 2020, which is a sellout and has achieved fantastic sponsor support.

As we embark on this historic year – 2020 – and begin our fourth year in existence, WOL is the strongest it has ever been. I look forward to seeing what this year will bring for WOL! We have already experienced significant membership growth this year and expect that to continue. We are considering expanding geographically into a few new regions, as well as launching new programs to better serve our members. We anticipate building on our relationships with our sponsors and the other corporations and organizations with whom we are fortunate to collaborate. We will continue to add to our dedicated volunteer pool both at the Board level and on our committees. And of course, in the days here leading up to the Symposium, I can sense the excitement that will fill the room on March 11, which will be our largest gathering of members to date! All in all, the state of WOL is strong and our future looks bright! We look forward to another successful year of empowering and serving women entrepreneurs in the law.

Warm regards,

A handwritten signature in cursive script that reads "Nicole D. Galli".

Nicole D. Galli
WOL Founder and President



TREASURER'S REPORT

By Mandy Rosenblum

WOL Treasurer & Chair, Finance Committee

Financial Highlights

- Closely managed finances, including bookkeeping, disbursements, and projections.
- Maintained solid reserves.
- End of year cash balance slightly below projection.
- Through accounting firm, completed and filed Federal Form 990.
- Created and passed a 2020 budget

Financial Analysis and Forecast

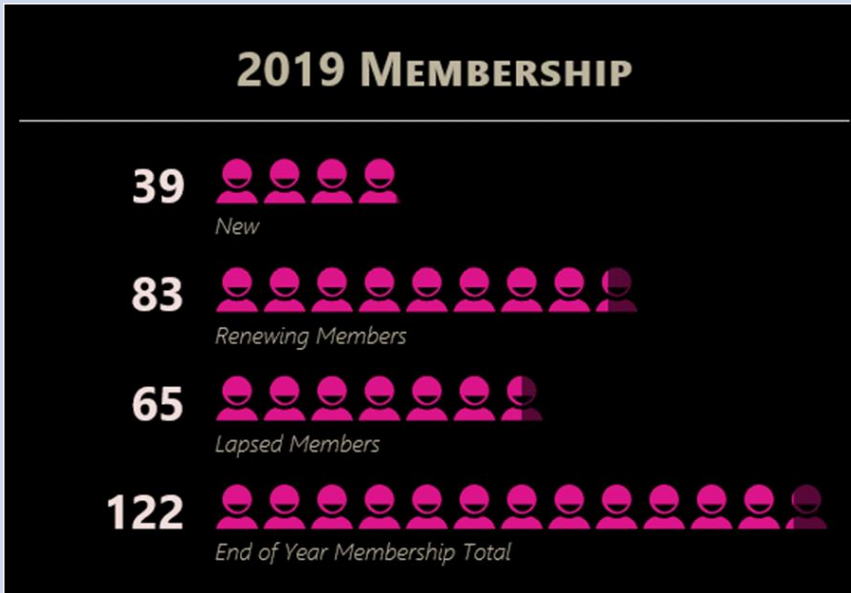
WOL started the 2019 fiscal year with ample cash reserves and aggressive revenue goals. In spite of efforts of our board, staff, volunteers and others, 2019 revenues dropped slightly over the prior year. Nevertheless, by carefully monitoring expenses, WOL ended the 2019 fiscal year just \$1,400 behind our projected cash position. However, we began the 2020 fiscal year with a strong start. Below is a list of our efforts.

- Developed a more modest budget.
- Retained ample cash in the bank.
- Received a revenue boost from symposium sponsorships.
- Began renewed effort to recruit and retain members.

2019 Financial Summary

Financial Summary 2019	
Revenue	
Dues	\$ 38,950.00
Events and Education	\$ 5,310.00
Sponsorships	\$ 0.00
Miscellaneous	\$ 0.00
Total Revenue	\$ 44,260.00
Expenses	
Payroll Related	\$ 30,449.41
Outside Services	\$ 6,796.00
Travel	\$ 605.00
Meetings & Conferences	\$ 3,556.91
Marketing/Communications	\$ 4,208.68
Printing	\$ 0.00
Operating Expenses	\$ 9,172.99
Miscellaneous	\$ 0.00
Total Expenses	\$ 54,788.99
Revenue Over/(Under) Expenses	\$ (10,528.99)

WOL Membership



In our first three years (2016-2019), Women Owned Law expanded rapidly, as we attempted to build a national organization with a presence in numerous regions despite limited infrastructure and staffing. In 2019, we experienced a contraction in our membership due in part to volunteer turnover in those

regions and the fact that many members were located in areas where we did not have a solid local presence. As a result, we decided to focus our efforts on four key regions (New York, Southern New Jersey, Philadelphia and Washington, D.C.) where we had a strong member base and could provide regular and consistent local programming, and on building our virtual programming and networking. So far, this approach has been fruitful. By the fall of 2019, membership renewals stabilized and this year we have already seen a significant growth in our membership and continuing strong renewals. As of 2/29/2020, we have grown our membership by 21% since the end of 2019 and look forward to continued growth this year. In addition, having strengthened our base in the NY-DC corridor, we are now poised to expand in other regions and we are exploring our options for doing so effectively while ensuring that we are able to continue to provide the same high-quality programming, resources and support for all of our members, regardless of location.

New Member Benefit - Newsletter



WOL Connections was rolled out in June 2019. It is a member-only newsletter that covers topics related to the business of law and features WOL members. Each edition includes a member guest column on a relevant business topic, a “tip of the month” on marketing, networking, technology or wellness, WOL-related success stories, and upcoming WOL events. In addition, the newsletter is the new home for our Member Spotlights.

WOL BOARD AND CHAIRS

2019 Officers and Board of Directors

President and Founder

Nicole Galli
Law Offices of N.D. Galli LLC

Vice President & Chair, New York

Nancy Mertzell
Mertzell J. Law PLLC

Secretary

Colleen Vallen
J.A. Montgomery

Treasurer & Chair, Finance

Mandy Rosenblum
Law Office of Mandy C.
Rosenblum LLC

Director

Carolyn Hochstadter Dicker
E. Carolyn Hochstadter Dicker,
LLC

Chair, DC RSC

Andrea Ewart
DevelopTradeLaw
(assumed Chair, Member Affairs in 2019)

Director & Chair, Sponsorship

Jordan Fischer
Xpan Law Group

Director

Alaina Fotiu-Wojtowicz
Brodsky Fotiu – Wojtowicz

Director

Nancy R. Kornegay
Trahan Kornegay Payne

Chair, Virtual Programming

Nancy Lanard
Lanard and Associates, P.C

Director

Lisa D. Love
Love and Long, LLP

Chair, Member Affairs

Manuela Morais
Morais Law

Director

Jessica B. Reddick
Knight Morris Reddick

Director

Keisha Hylton-Rodic
Hylton-Rodic Law PLLC

**Chair,
Nominations/Governance**

Cynthia Funaro Towers
JURISolutions

Renewing Board Candidates 2020



Nicole D. Galli, Esq
Law Office of N.D. Galli LLC
WOL President & Founder



Mandy Rosenblum, Esq
Rosenblum Law
WOL Treasurer & Chair, Finance Committee



Colleen Vallen
J.A. Montgomery Risk Control
WOL Secretary

Outgoing Board Members



Jordan Louise Fischer, Esq.
Xpan Law Group
WOL Director & Chair, Sponsorship & Communications



Nancy R. Kornegay, Esq.
Trahan Kornegay Partners
WOL Director



Jessica Reddick, Esq.
KMR Law Group
WOL Director



Keisha Hylton-Rodic, Ph.D., Esq.
Hylton-Rodic Law
WOL Director

New Board Candidates 2020



Amy Leis, CFP
Juno Wealth Management
Nominated for WOL Director

As the Founder of Juno Wealth Management, Amy Leis, PhD, CFP®, provides financial planning and investment advice to families and business owners. Her specialization is in Sudden Wealth including inheritance, divorce, legal settlements, sales of business, and first-generation wealth. Amy believes strongly in serving the community. To that end she volunteers as the Grants Finance Chair for Impact100 South Jersey, a women's collective giving organization. She is the Scholarship Chair for Moorestown Rotary, the Vice President of the Board for Perkins Center for the Arts, and the Chair of the South Jersey Regional Steering Committee of Women Owned Law. Professionally, she is a member of the Estate and Financial Planning Council of South Jersey. A resident of Moorestown, NJ, in her spare time Amy enjoys golfing and traveling with her husband Kevin and their daughter, Zoe.



Helene Pangalos, Esq.
The Law Office of Helene Pangalos, PC
Nominated for WOL Director

Helene Pangalos has spent over 20 years in the practice of real estate transactional law in New York, with an emphasis in commercial leasing, and commercial acquisitions and sales and residential acquisitions and sales. While at St John's University School of Law, Helene was awarded the American Jurisprudence Award in Constitutional Law and while at NYU, Helene was a four-year University Scholar and was awarded the Founders Award Outstanding Scholar Award upon graduation. Helene currently holds the position of Women Owned Law's (WOL) Vice Chair for the New York Regional Steering Committee and Vice Chair of Recruitment for WOL's Membership Affairs Committee, Recruit.



Helen Oscislawski, Esq.
Attorneys at Oscislawski LLC
Nominated for WOL Director

Helen founded Oscislawski LLC to pursue her vision and desire to create a truly client-centric, modern-day law practice that responds to the changing needs of her predominant healthcare client base. She is known to many as a "go to" attorney for legal guidance on HIPAA, HITECH, state privacy laws, and electronic health information exchange (HIE). Helen has been selected to the 2017 "Top Lawyer" list issued by Who's Who Legal, as well as a 2017 member of "Lawyers of Distinction." Her firm is a Founding Member of Women Owned Law, and Helen serves as an Advisory Board Member. Her firm was also included on the 2019 and 2020 "Best Law Firms" in Health Care Law, Princeton New Jersey list issued by Best Lawyers. Most recently, Helen was selected to the 2020 "Super Lawyers®" list for Health Care Law in New Jersey.

2019 Regional Steering Chairs

States	Chair	Vice Chair(s)	
New York, NY	Nancy J. Mertz Mertz 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	
South New Jersey	Amy Leis Janey Montgomery Scott	Shira Katz Scanlon Martine, Katz, Scanlon & Schimmel, P.A.	Amy Smith Weinberg, Kaplan & Smith
Washington, DC	Andrea Ewart Develop Trade Law	Kristal Morris JURISolutions	



2019 Advisory Board

Chair

Fran Griesing
Griesing Law, LLC

Carolyn Elefant
myshingle.com

Wendy Schwartz
Binder & Schwartz LLP

Sheryl Axelrod
The Axelrod Firm, PC

Deborah Henry
DEH, Consulting | Speaking |
Writing
Executive Consultant, Axiom

Kate Shay
Duane Morris LLP

Christine Azar
Burford Capital

Beth L. Kaufman
Schoeman Updike Kaufman
& Gerber LLP

**Rebecca Rosenberger
Smolen**
Bala Law Group

Kimberly Berger
Her Corner

Jennifer Leonard
University of Pennsylvania
Law School

Laura Solomon
Laura Solomon &
Associates

Amy Sullivan Cahill
Cahill IP

Roberta D. Liebenberg
Fine, Kaplan and Black,
R.P.C. (assumed Chair in 2019)

Debbie Swartz
AccessLex Institute

Julie Chovanes
Chovanes Law

Peggy McCausland
McCausland & McCausland
LLC

Steve Sowers
Legalinc

Stacy Clark
Stacy Clark Marketing LLC

Helen Oscislawski
Attorneys at Oscislawski Law

Geri Swift
Geri Swift Associates

**Michelle Browning
Coughlin**
MothersEsq

Gina F. Rubel
Furia Rubel

Barbara Taylor
JanBara & Associates

Susan Carns Curtiss
Carns Curtiss Law,
PLLC/Girl Attorney LLC

Nancy Saltzman
Law Offices of N.D. Galli LLC

Desiree Younge
E2 Entrepreneurs Inc.

Virginia G. Essandoh
Ballard Spahr, LLP

Aileen Schwartz
Hill International, Inc.

WOL Staff

Director of Operations

Amy Danziger Shapiro, Esq.

Email: ashapiro@womenownedlaw.org

Administrative Assistant

Caitlyn Eltzholtz

Email: administrator@womenownedlaw.org