
Annual Report 2020

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Nicole D. Galli

WOL President

WOL President's Message

Without a doubt, 2020 was an unusual year. As many will recall, WOL started 2020 off strong, with a fantastic Inaugural Symposium on March 11, 2020 in Philadelphia. Even on the eve (literally!) of the pandemic, we had a sellout audience. Between strong attendance and fantastic sponsor support, WOL was well poised to start the year financially and otherwise. Due to our already established virtual programming, we pivoted seamlessly to a 100% virtual presence, which continues to this day, presenting dozens of virtual programs across the organization and in each of our regions. We also launched our newest member benefit, our Mastermind program, which was spearheaded by member Kimberly Rice. A huge thank you to Kimberly and our other two volunteer facilitators, Barbara Taylor and Ivy Slater, for their efforts. With benefits like these, I hope that each of you has found WOL to be of value to you during this most tumultuous year.

Although WOL experienced some economic impact due to the pandemic, I am delighted to report that our membership numbers have held steady at around 180 members (a tremendous feat when so many member organizations are experiencing steep declines in their memberships) and we ended the year fiscally sound. We are also taking steps to continue to strengthen our financial position, as explained by our Treasurer in her report.

We launch our fifth year in existence with our second Symposium, which is fully virtual. Our planning team did a fantastic job bringing in some amazing talent from not only within our membership but from the legal community at large. During the Symposium, we look forward to celebrating our second Annual Awards, as we recognize the 2021 Women Entrepreneurs of the Year and Champion of the Year. Looking at the year ahead, we anticipate continuing our programming virtually indefinitely although we hope to begin to have some in-person local events later this year. We also hope to continue our Mastermind programs and are exploring new benefits for WOL members. We welcome new ideas and suggestions for other ways that we can serve you.

One new initiative that will be launching after the Symposium is strategic planning. As some of you may know, our first strategic plan technically expired in December 2020 (boy did those 3 years go fast!). I am thrilled to announce that our 2021 Strategic Planning effort will be chaired by Vice President Nancy Mertz. I am grateful to her for taking on this role and look forward to being part of the process.

None of what WOL does would be possible without our many volunteers and our fantastic Director of Operations, Amy Shapiro. And we are also grateful for the many sponsors who continue to support WOL. Thank you!!! We could not do this without every one of you. We look forward to continuing to work with all of you to empower and serve women entrepreneurs in the law.

Best,

Nicole

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WOL Membership

TOTAL MEMBERS

175

TOTAL RENEWALS

94

TOTAL NEW MEMBERS

81

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About Women Owned Law

Women Owned Law is a ground-breaking group created to connect and advance women legal entrepreneurs.

WOL supports its members and other women entrepreneurs in the law in their business endeavors at every point in the business life-cycle. We advocate on behalf of women legal entrepreneurs and have been instrumental in raising the profile of women entrepreneurs in the law.



Our Mission

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



Our Vision

Empowering women entrepreneurs to revolutionize the business of law.



Our 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 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.

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Mandy Rosenblum
WOL Treasurer &
Chair, Finance Committee

Financial highlights.

- Closely managed finances;
- Achieved budget surplus despite pandemic-related impact on revenue;
- Maintained solid reserves throughout the year;
- Through accounting firm, completed and filed Federal Form 990;
- Created and passed 2021 budget.

Financial Analysis

We started the 2020 fiscal year in a strong cash position. Revenues derived from our first Symposium exceeded projections, giving WOL its strongest quarterly revenues ever. As the pandemic forced us to shift to remote operations, we experienced unexpected reductions in revenues for the remainder of the year. Nevertheless, funds raised in connection with the Symposium propelled us through the year, helping WOL to meet our budget objectives and end the year with a modest surplus. Considering the devastation the pandemic has caused to so many organizations, WOL fared well in 2020.

Income and expenditure for the year ended 31st December 2020

Membership Dues	33,475
Events and Education	25,035
Advertising	5,300
Sponsorship	15,100
Total Income	78,910
Payroll	34,777
Outside Services	11,163
Travel/Parking	301
Meetings & Conferences	15,713
Marketing Communications	2,499
Operating Expenses	10,069
Total Expenses	74,523
Net Income	4,387

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Board and Advisory Board

WOL 2020 Board

EXECUTIVE COMMITTEE

President/Founder: Nicole D. Galli, Law Offices of N.D. Galli LLC

Vice President/ Chair, New York RSC: Nancy J. Mertz, Mertz Law PLLC

Secretary: Colleen Vallen, J.A. Montgomery Risk Control

Treasurer/Chair, Finance Committee: Mandy C. Rosenblum, Law Office of Mandy C. Rosenblum, LLC

BOARD OF DIRECTORS

Director: Rosanna Berardi, Berardi Immigration Law

Director/Chair, Member Affairs Committee: Andrea Ewart Develop Trade Law

Director: Alaina Fotiu-Wojtowicz, Brodsky Fotiu – Wojtowicz

Director/ Chair, Philadelphia RSC: Laurie Jubelirer, Jubelirer Law, LLC

Director/Chair, Virtual Programming: Nancy Lanard, Lanard and Associates, P.C.

Director: Lisa D. Love, Love and Long, LLP.

Director: Manuela Morais, Stevens & Lee

Director: Helen Oscislawski, Attorneys at Oscislawski LLC

Director/Vice-Chair, New York RSC: Helene Pangalos, The Law Office of Helene Pangalos, PC

Director & Chair, Board Nominations/Governance: Cynthia Funaro Towers, JuriSolutions

WOL 2020 Advisory Board

Chair, Roberta D. Liebenberg, Fine, Kaplan and Black, R.P.C

Sheryl Axelrod, The Axelrod Firm, PC

Christine Azar, Burford Capital

Kimberly Berger, Her Corner

Amy Cahill, Cahill IP, PLLC

Michelle Browning Coughlin, Wyatt, Tarrant and Combs, LLP & MothersEsq

Kara Dodson, Volta

Debbie Epstein Henry, DEH Consulting, Speaking, Writing

Virginia G. Essandoh, Ballard Spahr, LLP

Carolyn Elefant, Law Offices of Carolyn Elefant PLLC & MyShingle.com

Donna Gerson, Drexel University Thomas R. Kline School of Law

Fran Griesing, Griesing Law, LLC

Beth L. Kaufman, Schoeman Updike Kaufman & Gerber LLP

Jennifer Leonard, University of Pennsylvania Law School

Jonathan Lovitz, National LGBT Chamber of Commerce

Peggy McCausland, McCausland & McCausland LLC

Sondra Monroe, Western Alliance Bank

Gina F. Rubel, Furia Rubel

Nancy Saltzman, Logicalis, Inc.

Aileen Schwartz, Hill International

Wendy Schwartz, Binder & Schwartz LLP

Rebecca Smolen, Bala Law Group, LLC

Laura Solomon, Laura Solomon & Associates

Steve Sowers, Legallnc Corporate Services Inc.

Geri Swift, President Emerita, WBEC East

Barbara Taylor, JanBara & Associates

Desiree Younge, E2 Entrepreneurs