



WOMEN OWNED LAW

2023 ANNUAL REPORT

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NANCY J. MERTZEL
WOL PRESIDENT

While 2023 seems distant, it was another great year for Women Owned Law!

Our focus for 2023 was on implementing the ideas developed in our [Strategic Plan](#) to support our two key stakeholder groups: practicing women attorneys and business partners. We refined our program offerings with a focus on fun and resourceful in-person events. We also streamlined our membership categories and refreshed our website. And last, but certainly not least, we revised our [bylaws](#).

Our programming continues to provide valuable content and foster meaningful relationships. We put on a fantastic Symposium at Drexel University's Kline Institute of Trial Advocacy in Philadelphia, including a full day of presentations, a dynamic town-hall session, and extra time for structured and informal networking.

We also hosted an exceptional range of in-person and virtual events throughout the year. Our Philadelphia region hosted a Meet the President event that generated incredible enthusiasm for our new and existing members and organized a tour of the Weitzman National Museum of American Jewish History. Our New York in-person events included a tour of Lincoln Center, a tour of the new Grand Central Madison East Side LIRR terminal followed by networking at the Oyster Bar, and a group visit to the Museum of Broadway. Our DC area group ended the year with a celebratory holiday lunch. We also held many on-line events with lively networking in breakout rooms, webinars and roundtables.

Thank you all for being part of the Women Owned Law community! My inbox is always open if you have any questions about your membership or the organization or would like to get more involved.

Best Regards,

A handwritten signature in cursive script that reads "Nancy J. Mertzel".

Nancy J. Mertzel
President

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OUR MISSION

Women Owned Law empowers women lawyers to achieve success in the business of law. WOL provides connection, knowledge, and access to opportunity to economic and growth opportunities.

ABOUT US

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. The organization hosts regular networking events and educational business workshops, has an active email list, and an exciting annual symposium.

OUR COMMITMENT TO DIVERSITY & 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 members. We believe a diverse and inclusive organization will be stronger and better informed, better reflect the marketplace, and enable us to make a more meaningful, relevant, and lasting contribution to women entrepreneurs in the law. Women Owned Law is a ground-breaking group that serves to connect and advance women legal entrepreneurs.

WOL MEMBERSHIP

TOTAL
MEMBERS

179

TOTAL
RENEWALS

135

TOTAL NEW
MEMBERS

26

2023 MEMBERSHIP
TOTAL VS. 2022

-4

The names and addresses of the current Members may be found in our [directory](#).

PROGRAMMING HIGHLIGHTS FROM 2023

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- Held 4th Annual Symposium on April 18 & 19, 2023. The pre-Symposium dinner was held at Estia with 58 attendees - we enjoyed dinner and drinks while honoring our three WOL award winners. The Symposium was held at Drexel University with 68 attendees in-person. The event attracted new sponsors and featured a new townhall discussion, along with three additional plenaries and additional time for networking throughout the day.
- Held 16 virtual events (6 virtual speaker series and 9 regional events that ranged from round tables, table talks, meet and greets, and virtual networking) and 1 hybrid event.
- Held 10 in-person regional events across Philly, DC and NYC (all events were activity-based including the Museum of Broadway, a Lincoln Center tour, Grand Central Station tour, happy hours, a volunteer event and holiday lunches).



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SARA A. AUSTIN

TREASURER &
CHAIR, FINANCE COMMITTEE

FINANCIAL HIGHLIGHTS

- Continued to closely manage finances
- Completed and filed federal Form 990 (through an accountant)
- Achieved substantial budget surplus again
- Continue to work with bookkeeper on financial data
- Added to reserves

FINANCIAL ANALYSIS AND FORECAST

The 2023 fiscal year was governed by a budget one year removed from our initial transition to more in-person events and beginning of a membership growth mode. We continued to work with Seamless Events as the provider of outside association management services. While keeping an eye on the budget, presenting exemplary programs and events, and increasing sponsorships and revenue, WOL again exceeded its budget expectations. For the second year in a row, WOL ended the year with a cash surplus! WOL has moved its 2023 budget surplus to reserves while retaining sufficient cash in the operating account to enable continual (re)investment in the organization and improvement of the member experience.

INCOME & EXPENSES FOR YEAR ENDED THE 31st OF DECEMBER 2023

INCOME	
Membership Dues	\$ 42,125.00
Interest	\$ 955.00
Events and Education	\$ 27,820.00
Sponsorships	\$ 55,495.00
TOTAL INCOME	\$ 126,395.00
EXPENSES	
Outside Services	\$ 66,600.00
Meetings, Conferences & Travel	\$ 25,195.00
Marketing-Communciations	\$ 3,005.00
Operating Expenses	\$ 12,170.00
TOTAL EXPENSES	\$ 106,970.00
NET REVENUE	\$ 19,425.00

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EXECUTIVE COMMITTEE

- **Nancy J. Mertzel**, Mertzel Law PLLC, *President*
- **Cynthia Funaro Towers**, JURISolutions Legal, *Vice President & Co-Chair, Board Nominations/Governance*
- **Nancy Lanard**, Luther Lanard, P.C., *Vice President, Co-Chair, Nominations/Governance & Chair, Regional Programming*
- **Colleen Vallen**, J.A. Montgomery Risk Control, *Secretary*
- **Sara A. Austin**, Austin Law Firm, LLC, *Treasurer & Chair, Finance Committee*

BOARD OF DIRECTORS

- **Judith Bachman**, The Bachman Law Firm, *Director*
- **Andrea Ewart**, Develop Trade Law, *Director & Chair, DEI & Chair, DC Region*
- **Alaina Fotiu-Wojtowicz**, Brodsky Fotiu-Wojtowicz, PLLC, *Director & Co-Chair, Sponsorship*
- **Laurie Jubelirer**, Jubelirer Law, LLC, *Director & Co-Chair, Awards*
- **Shira Katz Scanlon**, Martine, Katz Scanlon & Schimmel, P.A., *Director & Chair, Symposium*
- **Lisa Love**, Love and Long, LLP, *Director & Co-Chair, Awards*
- **Manuela Morais**, Stevens & Lee, PC, *Director*
- **Bethany Nikitenko**, Feldman Shepherd, Wohlgelernter Tanner Weinstock Dodig LLP, *Director & Chair, Virtual Programming*
- **Helene Pangalos**, The Law Office of Helene Pangalos, PC, *Director*
- **Mandy C. Rosenblum**, Law Office of Mandy C. Rosenblum, LLC, *Director*
- **Jessica Shpall Rosen**, Greenwald Doherty LLP, *Director & Chair, Member Affairs*
- **Ariana J. Tadler**, Tadler Law LLP, *Director & Co-Chair, Sponsorship*
- **Lisa Wade**, Wade Nurse Consultants, *Director*
- **Jennefer Witter**, The Boreland Group, Inc., *Director*

WOL 2024 BOARD

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- **Nancy Lanard**, Luther Lanard, P.C., *Vice President, Co-Chair, Nominations/Governance & Chair, Regional Programming*
- **Judith Bachman**, The Bachman Law Firm, *Secretary*
- **Sara A. Austin**, Austin Law Firm, LLC, *Treasurer & Chair, Finance Committee*

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- **Kristina Bergsten**, The Animal Law Firm, *Director & Co-Chair, Awards*
- **Andrea Ewart**, Develop Trade Law, *Director & Chair, DEI & Chair, DC Region*
- **Alaina Fotiu-Wojtowicz**, Brodsky Fotiu-Wojtowicz, PLLC, *Director & Co-Chair, Sponsorship*
- **Laurie Jubelirer**, Jubelirer Law, LLC, *Director*
- **Shira Katz Scanlon**, Martine, Katz Scanlon & Schimmel, P.A., *Director & Chair, Symposium*
- **Doll Lank**, KLB Benefits Group, *Director*
- **Manuela Morais**, Stevens & Lee, PC, *Director*
- **Bethany Nikitenko**, Feldman Shepherd, Wohlgerlenter Tanner Weinstock Dodig LLP, *Director*
- **Helene Pangalos**, The Law Office of Helene Pangalos, PC, *Director & Chair, NY Region*
- **Mandy C. Rosenblum**, Law Office of Mandy C. Rosenblum, LLC, *Director*
- **Jessica Shpall Rosen**, Greenwald Doherty LLP, *Director & Chair, Member Affairs*
- **Ivy Slater**, *Director & Co-Chair, Awards*
- **Ariana J. Tadler**, Tadler Law LLP, *Director & Co-Chair, Sponsorship*
- **Lisa Wade**, Wade Nurse Consultants, *Director*
- **Jennifer Ward**, *Director & Chair, Philly Region*
- **Jennefer Witter**, The Boreland Group, Inc., *Director*

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Women Owned Law
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