



WOMEN
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LAW

2024-2025 ANNUAL REPORT

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NANCY J. MERTZEL
WOL PRESIDENT

It's my pleasure to report on some of our accomplishments during 2024 and into 2025:

- **Supreme Court Admission** – This past Spring, I had the pleasure of moving admission to the US Supreme Court for a group of WOL members. We had a lovely time in DC and plan to do this again.
- **CLE Accreditation** – For the first time, WOL offered CLE accreditation at our Symposium. Through a partnership with the ABA, we plan to provide CLE for select programs.
- **Sold-Out Symposium** – Our sold-out sixth annual Symposium was an incredible success, featuring a conversation with New Jersey Associate Justice Rachel Wainer Apter, practical tips on scaling law firms, and two days of developing friendships and networks.
- **Women Owned Law Firm Boot Camp** – We launched our first Boot Camp, a dynamic virtual program to equip women lawyers with proven strategies to launch and lead thriving practices. Our first program was a success with numerous co-sponsors, and we look forward to hosting it again on **October 8, 2025**.
- **New Boston Region** - Our Boston region kicked off in 2025 and already has a dedicated Steering Committee planning events.
- **Dynamic In Person Events** - Our **New York, Philadelphia** and **DC** regions have continued providing fun in-person events for our members. There were too many to list here, so please see Highlights.
- **Marketing Committee** – Our newly created Marketing Committee has strengthened our social media presence, enhanced our brand awareness, and amplified the WOL message across platforms.
- **Expanded Sponsorship** – Our growing Sponsorship program has been incredibly successful. Our Sponsors now benefit from year-round visibility in addition to Symposium participation, providing our members with valuable service offerings and critical support to the association.

Going forward, keep an eye out for the resumption of our interactive monthly Virtual New Member Meet Ups, giving new members the opportunity to learn all things Women Owned Law and discover how to maximize their membership from the start.

On a personal note, serving as President of Women Owned Law is incredibly rewarding. It gives me the opportunity to work with brilliant, accomplished lawyers, to learn from them, and to call them my friends. Thank you to the members of the Executive Committee, Board, committee chairs and members for being an essential part of the Women Owned Law community. Your engagement fuels our mission and helps us create even more opportunities for women attorneys and business partners to thrive. My inbox is always open for your ideas, questions, or interest in getting more involved.

Warmly,

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

Nancy J. Mertzel
President, Women Owned Law

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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 opportunities to economic and growth opportunities

OUR MISSION

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 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 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

155

TOTAL
RENEWALS

67

TOTAL NEW
MEMBERS

69

2025 MEMBERSHIP
VS. 2024

+23

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

PROGRAMMING HIGHLIGHTS FROM 2024 & 2025

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- **2024 Symposium:** Our 5th Annual Symposium was a success, held on April 16th and 17th, 2024. The pre-symposium dinner took place at a new venue, Maggiano's, where 54 attendees celebrated our three award winners. The main Symposium, held at Drexel University Kline Institute of Trial Advocacy, drew 68 attendees. This event featured a brand new pre-symposium networking walking tour of Philadelphia and a new agenda designed to maximize networking opportunities for all participants.
- **2025 Symposium:** We are excited to announce our 6th Annual Symposium, held on April 8th and 9th, 2025, was completely sold out! The pre-symposium dinner was once again held at Maggiano's, where 69 attendees gathered to honor our two award winners. The Symposium at Drexel University had 76 attendees in person. The event attracted new sponsors and featured a new keynote session with Justice Rachel Wainer Apter, along with three additional plenaries and more time for networking throughout the day.



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- **2024 Events (June–December):** In the latter half of 2024, we expanded our offerings with four virtual events, including new networking sessions exclusively for attorneys and events open to all members. We also brought our community together with eleven regional in-person events in Philly, D.C., and NYC, exploring unique venues like Reading Terminal Market, The High Line, and Chang Chang.
- **2025 Events (January–June):** The first half of 2025 was a period of significant growth. We hosted eleven virtual events, like our inaugural Bootcamp and B2B committee meetings, as well as offered CLE credits for the first time at our speaker series events. Our nine in-person regional events spanned our new Boston region, along with the Philly Tri-State, DMV (DE, MD, and VA), and New York Metro area. These activity-based gatherings, included a UN art tour, yoga and mindfulness sessions, walking tours, and happy hours, fostering deeper connections. A highlight was our in-person trip to the U.S. Supreme Court, an experience we plan to make an annual tradition.



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TREASURER'S REPORT BY

SARA AUSTIN

TREASURER & CHAIR,
FINANCE COMMITTEE

FINANCIAL HIGHLIGHTS

- Continued to closely manage finances, including achieving substantial budget surplus again and adding to reserves;
- Monitored placement of funds to achieve highest ROI while maintaining sufficient liquidity;
- Completed and filed federal Form 990 (through an accountant); and
- Continued to work with bookkeeper on financial data including projections.

FINANCIAL ANALYSIS AND FORECAST

The 2024 fiscal year allowed us a historical look at increased in-person events and continued membership growth mode. We continued to work with Seamless Events as the provider of outside association management services. WOL again presented outstanding programs and events in multiple regions and, with increased sponsorships and revenue, again ended the year with a cash surplus! WOL moved some of its cash holdings into a high-yield CD for increased ROI on reserves while retaining sufficient operating liquidity for necessary (re)investment in the organization and member experience.

Revenue and Expenses (rounded) for fiscal year end December 31, 2024

INCOME		
	Memberships/Dues	\$ 40,595
	Interest	\$ 2,910
	Events and Education	\$ 26,810
	Sponsorships	\$ 55,210
TOTAL INCOME		\$ 126,025
EXPENSES		
	Outside services	\$ 73,485
	Meetings, Conferences & Travel	\$ 24,060
	Marketing-Communications	\$ 190
	Operating Expenses	\$ 12,300
TOTAL EXPENSES		\$ 110,010
NET REVENUE		\$ 16,015

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EXECUTIVE COMMITTEE

- Nancy J. Mertz, Mertz 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, Board Nominations/Governance
- Judith Bachman, The Bachman Law Firm, Secretary
- Sara Austin, Austin Law Firm, LLC, Treasurer & Chair, Finance Committee

BOARD OF DIRECTORS

- 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, Wohlgerer 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, Slater Success, Director & Co-Chair, Awards
- Ariana J. Tadler, Tadler Law LLP, Director & Co-Chair Sponsorship
- Lisa Wade, Wade Nurse Consultants, Director
- Jennifer Ward, Ward Law, LLC, Director & Chair, Philly Region
- Jennefer Witter, The Boreland Group, Inc., Director

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- Shira Katz Scanlon, Martine, Katz Scanlon & Schimmel, P.A., Co-Vice President
- Ariana J. Tadler, Tadler Law LLP, Co-Vice President & Co-Chair Sponsorship
- Alaina Fotiu-Wojtowicz, Brodsky Fotiu-Wojtowicz, PLLC, Secretary & Co-Chair Sponsorship
- Sara Austin, Austin Law Firm, LLC, Treasurer & Co-Chair, Board Nominations and Governance Committee

BOARD OF DIRECTORS

- Erin Andersen, Your Brand Networker, Director
- Cynthia Funaro Towers, Jurisolutions, Director, Partnership and Strategic Alliance Task Force
- Kerrie R. Heslin, Nukk-Freeman & Cerra, P.C., Director & Co-Chair, Marketing
- Nancy Lanard, Luther Lanard, P.C., Director
- Doll Lank, KLB Benefits Group, Director & Co-Chair of Board Nominations and Governance, Chair of DMV (DC, MD, VA) Region
- Bethany Nikitenko, Feldman Shepard Wohlgelernter Tanner Weinstock Dodig LLP, Director
- Helene Pangalos, The Law Office of Helene Pangalos, PC, Director, Chair of NY Metro Region
- Sue Pellegrino, Everest Discovery LLC, Director & Co-Chair of Marketing Committee, Chair of Member Affairs Committee
- Mandy C. Rosenblum, Law Office of Mandy C. Rosenblum, LLC, Director
- Ivy Slater, Slater Success, Director & Chair of Awards Committee
- L'Asia Scarlett-Jones, Esq., ASJ Law Office, Director
- Jennifer Ward, Ward Law, LLC, Director & Chair of Philly Tri-State Region
- Paige Zandri, Artese Zandri PLLC, Chair, Symposium; Co-Chair, DEI Committee; Co-chair, Virtual Programming

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Women Owned Law
P.O. Box 1155, Havertown, PA 19083
(267) 279-9561
administrator@womenownedlaw.org

