



WOMEN
OWNED
LAW

2022 ANNUAL REPORT

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WOL PRESIDENT'S MESSAGE

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NANCY J. MERTZEL
WOL PRESIDENT

What a year it's been! This past year we successfully transitioned our leadership and management, enhanced our financial stability, completed our Strategic Planning Process and clarified our mission. Our new mission, adopted by the Board, is to empower women lawyers to achieve success in the business of law. And we are now poised to focus our efforts on just that.

We also developed a new programming model with a focus on fun, engaging events, both in person and virtual. To facilitate member engagement, we launched a Slack group where members can share successes and celebrations, post events of interest, and engage informally outside of our events. We are also improving our governance and infrastructure and updating our bylaws.

Our Strategic Planning Process identified three key stakeholder groups: Practicing Women Attorneys, Business Partners and Corporations & Sponsors. We will be refining our offerings and programming to meet the needs of each of these important constituent groups.

Our key areas of focus for 2024 include member engagement, membership growth, diversity equity and inclusion, and corporate outreach and sponsorship. Stay tuned for more news on these initiatives.

Thank you for continuing to be part of this dynamic organization! Please feel free to reach out to me directly if you have questions or would like to get more involved.

Best regards,

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

Nancy J. Mertz
President

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Women Owned Law is a ground-breaking group created to connect and empower women lawyers.

WOL supports women in the law through education, advocacy and networking related to the business of practicing law.

OUR MISSION

Women Owned Law empowers women lawyers to achieve success in 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 lawyers.

WOL MEMBERSHIP

TOTAL
MEMBERS

183

TOTAL
RENEWALS

53

TOTAL NEW
MEMBERS

17

2023 MEMBERSHIP
TOTAL VS. 2022

+10

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

GENERAL HIGHLIGHTS FROM 2022

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2022-23 ACCOMPLISHMENTS

- Successfully transitioned leadership and management
- Improved financial position
- Increased focus on DEI through monthly column
- Enhanced member engagement and communication with Slack channel and Virtual Bulletin Board
- Developed new programming model
- Completed Strategic Planning Process



PROGRAMMING HIGHLIGHTS FROM 2022

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- Held 3rd Annual Symposium on May 11, 2022 at Drexel University with over 85 in-person or virtual attendees. Attracted new sponsors and substantially increased sponsorship revenue.
- Held monthly online Virtual Speaker Series presentations and twenty-eight regional programs, with most available virtually.
- Held nine in-person events, including several at destination locations followed by cocktails and networking.
- Held four virtual networking events.



Defining Thought-Leadership



Jennefer Witter, CEO/Founder
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MANDY ROSENBLUM

TREASURER & CHAIR,
FINANCE COMMITTEE

FINANCIAL HIGHLIGHTS

- Closely managed finances;
- Through accounting firm, completed and filed Federal Form 990
- Achieved substantial budget surplus;
- Hired bookkeeper;
- Provided for reserves.

FINANCIAL ANALYSIS AND FORECAST

We started the 2022 fiscal year by adopting a modest budget that accounted for the continued uncertainty we faced as we transitioned to offering more in person events. Our biggest investment was in hiring Seamless Events to provide outside association management services. In spite of this, by carefully watching our spending and with our revenues from events, membership and sponsorship, WOL exceeded its 2022 budget expectations. WOL ended the year with more cash than ever in its history. WOL placed its 2022 budget surplus in reserves while maintaining sufficient cash to further invest in the organization and improving the member experience.

Income and expenditure for the year ended 31st December 2022

INCOME		
	Dues	\$ 50,724.00
	Events and Education	\$ 26,310.00
	Sponsorships	\$ 38,876.00
TOTAL INCOME		\$ 115,910.00
EXPENSES		
	Payroll/related	\$ 13,977.83
	Outside services	\$ 45,423.72
	Meetings & Conferences	\$ 15,573.22
	Marketing-Communications	\$ 3,614.60
	Operating Expenses	\$ 12,690.20
TOTAL EXPENSES		\$ 91,279.57
NET REVENUE		\$ 24,630.43

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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*
- Colleen Vallen, J.A. Montgomery Risk Control, *Secretary*
- Mandy C. Rosenblum, Law Office of Mandy C. Rosenblum, LLC, *Treasurer & Chair, Finance Committee*

BOARD OF DIRECTORS

- Sara Austin, Austin Law Firm, LLC, *Director*
- 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 & Chair Sponsorship*
- Laurie Jubelirer, Jubelirer Law, LLC, *Director & Chair, Awards*
- Lisa D. Love, Love and Long, LLP, *Director & Chair, Awards*
- Manuela Morais, Stevens & Lee, PC, *Director*
- Bethany Nikitenko, Feldman Shepherd, Wohlgelernter Tanner Weinstock Dodig LLP, *Director & Chair, Virtual Programming*
- Helen Oscislowski, Oscislowski LLC, *Director*
- Helene Pangalos, The Law Office of Helene Pangalos, PC, *Director*
- Shira Katz Scanlon, Martine, Katz Scanlon & Schimmel, P.A., *Director & Chair Symposium*
- Jessica Shpall Rosen, Greenwald Doherty LLP, *Director & Chair Member Affairs*
- Ariana J. Tadler, Tadler Law LLP, *Director & Chair Sponsorship*
- Lisa Wade, Wade Nurse Consultants, *Director*

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- Lisa D. Love, Love and Long, LLP, *Director & Chair, Awards*
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- Bethany Nikitenko, Feldman Shepherd, Wohlgelernter Tanner Weinstock Dodig LLP, *Director & Chair, Virtual Programming*
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- Mandy C. Rosenblum, Law Office of Mandy C. Rosenblum, LLC, *Director*
- Shira Katz Scanlon, Martine, Katz Scanlon & Schimmel, P.A., *Director & Chair Symposium*
- Jessica Shpall Rosen, Greenwald Doherty LLP, *Director & Chair Member Affairs*
- Ariana J. Tadler, Tadler Law LLP, *Director & Chair Sponsorship*
- Lisa Wade, Wade Nurse Consultants, *Director*
- Jennefer Witter, The Boreland Group, Inc., *Director*

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