

WOMEN  
OWNED  
LAW

ANNUAL REPORT  
2017

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# ABOUT WOMEN OWNED LAW

## Mission

Women Owned Law is a national networking group for women owned law and legal services firms. Our mission is to provide opportunities for women legal entrepreneurs to come together, support each other and help our businesses prosper.

## Vision

Equity, parity and influence for women entrepreneurs in the 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.

*Women Owned Law is a ground-breaking group created to connect and advance women entrepreneurs in the law.*

WOL provides a forum for networking opportunities; increases visibility and media coverage of women entrepreneurs in the law; helps interested firms grow into larger organizations with significant influence in the legal industry; and provides an “on ramp” for women considering their own legal ventures.

# PRESIDENT'S REPORT

By Nicole Galli

Hello fellow Women Owned Law (WOL) members and supporters! As I reflect upon the first full year of WOL's existence, I am amazed by and proud of all that we have accomplished in one year.

## HIGHLIGHTS FROM THE FIRST YEAR



- Within the first year of operation, over 175 members joined from over 20 states, as well as 1 member from Israel.
- We also have close to 90 sponsors, including 68 [Founders Circle Sponsors](#), 19 [Founding Sponsors](#), as well as 6 [in-kind sponsors](#).
- We have [regional presences](#) in 18 locations, and have hosted events in Philadelphia, Southern New Jersey, D.C., New York City, Chicago, Dallas and Kentucky.
- We launched the monthly [WOL Virtual Speaker Series Webinars](#) on various business-related topics of interest to our members.
- Our marketing and communications efforts included launching our new logo and brand, Members and Sponsor badges and a new [website](#), which includes a membership directory, jobs board, externally facing "[professional directory](#)," and internal communication systems for our members and teams.
- We hired our first employee, Director of Operations, Amy Danziger Shapiro, Esq.
- We commenced our strategic planning process, including a survey, several focus groups, a day-long leadership retreat, and launched the process to draft our strategic plan for the next three years.
- We refined our infrastructure, introducing several new [committees](#) and a Diversity & Inclusion initiative chaired by Advisory Board members Virginia Essandoh and Sheryl Axelrod.
- We have added over ten [member benefits](#) in partnership with our members and sponsors, with more on the way.
- We have initiated several partnerships with like-minded organizations including Jenkins Law Library, the University of Pennsylvania Law School, the Pyramid Club, Ellevate, Her Corner, Tory Burch Foundation, Select Counsel, and others, to bring opportunities and added value to our members.
- We have a number of success stories this year, including new law firms that have launched with the support of WOL and business referred among WOL members.

Well, it's been quite a year!! None of this could be possible without all of your support, and most especially the support of our members, sponsors and all of our amazing and devoted volunteers, including our Board of Directors, who spent countless hours over the last year on all of our initiatives.

## Looking Forward

Looking forward, we are continuing our work to further develop WOL into a robust resource and platform for our members and other women entrepreneurs in the law. Here is a peek at what to expect in 2018.

- On March 1, 2018, we launched a new [membership](#) and [sponsorship](#) structure that better fits the needs of our members and sponsors, as well as the needs of WOL as we move into our second year of existence. Member renewals will begin in March. In recognition of the faith that our members who joined in early 2017 placed in us, we have extended their member year by two months. Thus, the first renewal notice should be received starting March 15, 2018.
- We are hosting our first Annual Meeting of Members in where we will elect several new Directors to the Board and we have added several new members to our Advisory Board. These fantastic new additions not only add value and strength to the WOL leadership but also demonstrate WOL's commitment to diversity and inclusion. We anticipate continuing to add new Board and Advisory Board members in the coming year.
- We will continue to grow our member and sponsor base, especially in new regions, including internationally.
- We will be conducting a member survey to learn more about our members, to hear about their experiences to date with WOL and to get feedback on new benefits and initiatives they would like to see as WOL moves forward.
- We will continue to host events in our local regions - the [events calendar](#) represents a robust first half of 2018, with numerous events planned in Philadelphia, Southern New Jersey, New York City, Buffalo, NY, D.C., Chicago and more expected in other regions. We also anticipate adding to our regional representatives in new regions.
- We will continue our [webinar series](#) - we have webinars planned through May 2018 so checkout our [calendar](#) for details. We are also delighted to announce that Jennifer Lynn Robinson, Esquire, CEO of Purposeful Networking, has agreed to serve as our Virtual Speaker Series Program Chair. Jennifer is already hard at work planning the webinars for the balance of 2018.
- We are continuing our strategic planning process, which will culminate in a formal strategic plan that should be ready to share with members by this summer.
- We expect to launch several new initiatives this year in accordance with our mission, vision and strategic plan, including a WOL Newsletter (which will have the opportunity for member-provided content), the long-awaited WOLStat research project and opportunities to connect with prospective clients and referral partners.

Being a WOL member has proved to be very beneficial and I encourage you to [get involved!](#) Come to our [events](#), volunteer to serve on one of our [committees](#) (local or national) or on our Diversity & Inclusion Task Force, update your [member profile](#) in our directory and use our [directory](#) to connect with and refer work to other WOL members, use our [job board](#), and other [member benefits](#), join the dialogue on our social media, and create communities in the member-



only section of our website. We look forward to your involvement and support in 2018 and I personally look forward to seeing you at a future event!

**Women Owned President, Nicole Galli at  
a WOL Event in Philadelphia, PA  
with member Gail Cummings**





# TREASURER'S REPORT

By Mandy Rosenblum

## Financial Statement

Upon commencement of operations in January 2017, WOL had no members, no financial infrastructure (bank accounts or insurance), no budget and no assets. By building its membership, program offerings and sponsorship opportunities, and with the help of many generous and dedicated volunteers, our revenues for the year exceeded \$50,000. We begin the 2018 fiscal year with a budget that includes clear benchmarks, cash in the bank, a solid infrastructure and the ability to grow.

## Financial Highlights

- Opened and managed all accounts
- Secured insurance
- Managed finances, including bookkeeping, disbursements, and projections
- Maintained positive cash flow and built some reserve.
- Created and passed a 2018 budget (attached as separate document) forecasting income and expenses by committee, and category.

## Financial Analysis and Forecast

Starting a new organization is financially challenging and for WOL this was no exception. We had no history with which to predict how many members would join and how much income we could earn. We were also unable to predict what resources we would need. Also, everything had to be built from scratch, initially with volunteer resources only. Accordingly, in 2017, we carefully scrutinized all of our expenses, and closely monitored our financial status, to ensure that we grew as needed, within our available budget. We were careful to leave a significant reserve at the end of the year, as this will be our first year with membership renewals and we need to ensure the financial stability of the organization.

Given our size and relative early stage, in 2018, WOL will need to continue to carefully and frequently manage its finances, as we continue to grow.

## 2017 Financial Summary

<b>Financial Summary 2017</b>		
<b>Revenue</b>		
Dues	\$	53,399.08
Events and Education	\$	425.16
Miscellaneous	\$	190.00
<b>Total Revenue</b>	<b>\$</b>	<b>54,014.24</b>
<b>Expenses</b>		
Payroll Related	\$	10,531.78
Outside Services	\$	14,093.30
Travel	\$	618.87
Meetings & Conferences	\$	2,976.96
Printing	\$	232.84
Operating Expenses	\$	6,745.95
Member Benefits	\$	299.00
<b>Total Expenses</b>	<b>\$</b>	<b>35,498.70</b>
<b>Revenue Over/(Under) Expenses</b>	<b>\$</b>	<b>18,515.54</b>



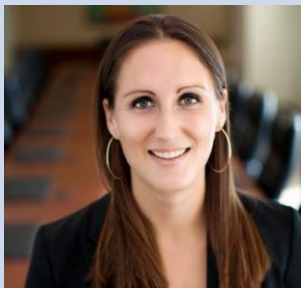


**Women Owned Law Members and Volunteers  
Attending Events in Cities Across the Nation**

# CANDIDATES 2018

## New Women Owned Law Board Candidates

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Alaina Fotiu-Wojtowicz  
Founding Shareholder

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Brodsky Fotiu - Wojtowicz  
Miami, Florida  
[Firm Biography](#)



Nancy R. Kornegay  
Founding Partner

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Trahan Kornegay Payne  
Houston, Texas  
[Firm Biography](#)



Lisa D. Love  
Co-Managing Partner

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Love and Long, LLP  
Philadelphia, PA  
[Firm Biography](#)



Nancy J. Mertz  
Founder

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Mertz Law PLLC  
New York, NY  
[Firm Biography](#)

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# CANDIDATES 2018

## New Women Owned Law Board Candidates

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Constance F. Ramos, PhD  
Founder

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Akira IP  
Oakland, CA  
[Firm Biography](#)

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Jessica B. Reddick  
Founding Partner

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Knight Morris Reddick  
Chicago, IL  
[Firm Biography](#)

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Anne van Leynseele  
Partner

---

7 Point Law  
Seattle, WA  
[Firm Biography](#)

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## Renewing Women Owned Law Board Members

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Keisha Hylton-Rodic  
Founder

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Hylton-Rodic Law  
Washington, DC  
[Firm Biography](#)

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# CANDIDATES 2018

## Renewing Women Owned Law Board Members



**Nancy Lanard**  
Founder

Lanard and Associates  
Plymouth Meeting, PA

[Firm Biography](#)



**Manuela Morais**  
Principal

Law Offices of Manuela Morais  
Moorestown, NJ

[Firm Biography](#)



**Cynthia Towers Funaro**  
Co-Founder/President & CEO

JURISolutions  
Philadelphia, PA

[Firm Biography](#)

## Thank you to the following outgoing Women Owned Law Board Members

Nancy O'Mara Ezold, Ezold Law Firm

Gina Furia Rubel, Furia Rubel Communications, Inc

Virginia Hinrichs McMichael, Appellate Law Group, P.C.

Paula M. Jones, Paula M. Jones Law Offices



# OFFICERS AND DIRECTORS

## Board of Directors 2017-2018

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Nicole Galli

Law Offices of N.D. Galli LLC

Vice President

Gabrielle Sellei

Sellei Law, LLC

Secretary

Colleen Vallen

Citrin Cooperman

Treasurer & Finance Chair

Mandy Rosenblum

Law Office of Mandy C. Rosenblum LLC

Chair, Sponsorship

Nella Bloom

Bloom & Bloom

Chair, Regional Council

Committee

Carolyn Hochstadter Dicker

E. Carolyn Hochstadter Dicker, LLC

Director

Carolyn Elefant

Law Offices of Carolyn Elefant PLLC,  
PowerUp Legal and MyShingle.com

Chair, Communications

Jordan Fischer

Xpan Law Group

Director

Keisha Hylton-Rodic

Hylton-Rodic Law PLLC

Director

Emily Kirsch

Kirsch & Niehaus, pllc

Director

Nancy Lanard

Lanard and Associates, P.C

*Director*

Trish McCausland

McCausland & McCausland LLC

Director

Virginia Hinrichs McMichael

Appellate Law Group, P.C.

Chair, Membership

Manuela Morais

Law Offices of Manuela Morais

Chair, Nominations/Governance

Cynthia Funaro Towers

JURISolutions

Director

Gina Furia Rubel

Furia Rubel Communications, Inc

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## Women Owned Law Staff

Amy Danziger Shapiro, Esq.

Director of Operations

Email: [ashapiro@womenownedlaw.org](mailto:ashapiro@womenownedlaw.org)

## Regional Steering Committees Chairs

States	Chair	Vice Chair
Philadelphia, PA	Beverly Williams Law Offices of Beverly Towns Williams LLC	Laurie Jubelirer Jubelirer Law, LLC
New York, NY	Nancy Mertzal Mertzal Law PLLC	Alice Turinas Turinas & Bird
Washington, DC	Patricia Block Block Law LLC	Catherine Bertram Bertram & Amell, PLLC
Southern New Jersey	Amy Leis Janey Montgomery Scott	Shereen C Chen Gray Chen Gray Law Group LLC
Houston, TX	Nancy Kornegay Trahan Kornegay Payne LLP	Samantha Martinez Martinez Firm, PLLC

## Regional Representatives

**San Francisco Bay Area, CA** - Constance Ramos, Akira IP

**Miami, FL** - Alaina Fotiu-Wojtowicz, Brodsky Fotiu-Wojtowicz, PLLC

**Tampa, FL** - Paige Greenlee, Greenlee Law PLLC

**Chicago, IL** - Corinne Heggie, Scharf Banks Marmor LLC

**Indianapolis, IN** - Paula Finch, Paula Finch Law, LLC

**Louisville, KY** - Amy Cahill, Cahill IP, PLLC

**Troy, MI** - Shawtane Williams, Williams & Associates Law Firm PLLC

**Pittsburgh, PA** - Heather Harmon Kennedy, Harmon Kennedy LLC

**Albany, NY** - Theresa Skaine, Skaine & Associates LLC

**Buffalo NY** - Rosanna Berardi, Berardi Immigration Law

**Dallas (Richardson), TX** - Cheryl Mullin, Mullin Law, PC

**Austin, TX** - Gentry McLean, Gentry McLean PLLC

**Tel Aviv, Israel** - Tamar Krongrad, Tadmor & Co./Yuval Levy & Co.

# ADVISORY BOARD

## 2017- 2018 Advisory Board

### Fran Griesing

Chair, Griesing Law, LLC

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The Axelrod Firm, PC

### Julie Chovanes

Chovanes Law LLC

### Stacy Clark

Stacy Clark Marketing LLC

### Kara Dodson

SJL Shannon - Legal Talent Management

### Virginia G. Essandoh

Ballard Spahr, LLP

### Deborah Henry

DEH, Consulting | Speaking | Writing

### Roberta D. Liebenberg

Fine, Kaplan and Black, R.P.C.

### Peggy McCausland

Chair, McCausland & McCausland LLC

### Aileen Schwartz

Hill International, Inc.

### Wendy Schwartz

Binder & Schwartz LLP

### Kate Shay

Duane Morris LLP

### Rebecca Rosenberger Smolen

Bala Law Group

### Laura Solomon

Laura Solomon & Associates

### Geri Swift.

Women's Business Development Center /  
Women's Business Enterprise Council

## 2018 Incoming Members of the Advisory Board

### Kimberly Berger

President & COO

Philadelphia, PA

Her Corner

### Amy Sullivan Cahill

Cahill IP

Louisville, KY

### Jennifer Leonard

University of Pennsylvania Law School

Philadelphia, PA

### Helen Oscislawski

Attorneys at Oscislawski Law

Princeton, NJ

### Debbie Swartz

AccessLex Institute

Westchester, PA

### Desiree Younge

Tory Burch Foundation

New York, NY

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## Founding Advocate



## Founding Supporter



## Founding Partner



## In Kind Sponsor



## FOUNDERS CIRCLE SPONSORS

### Women Owned Law Thanks You for Your Contribution

Bala Law Group, LLC	Jennifer Horn	Oscislawski LLC
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Rosanna Berardi	Jones Robb, PLLC	Julianne Peck
Catherine Bertram	Kahn & Goldberg, LLP	Planet Depos, LLCC
Block Law, LLC	Kathleen Shay	Post & Schell, P.C.
Nella Bloom	Kirsch & Niehaus, PLLC	Potter & Murdock, PC
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Julie M. Bordo, LLC	Nancy Lanard	Patricia Rogowski
Julie Chovanes	Dorothy Langton	Mandy Rosenblum
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Carolyn Hochstadter Dicker	Roberta Liebenberg	Seller Law, LLC
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Graff and Associates LLC	Elizabeth Mell	STLG Law Firm
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Harmon Kennedy	newsPROs	Kei S. Tolliver
Health Law Consultancy	O'Riordan Bethel Law Firm, LLP	Alice Turinas
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