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Nancy J. Mertzel

WOL President

WOL President's Message

It's an honor to serve as the new President of Women Owned Law. This organization is comprised of amazing people who are enthusiastically dedicated to our mission of connecting, supporting and advancing women entrepreneurs in the law. Thank you to Nicole Galli, our fearless founder who served as President for our first five years. We owe a debt of gratitude to Nicole for her vision in forming WOL, steadfast leadership while growing the organization, and commitment to ensuring a solid foundation for WOL's future. Our heartfelt thanks also go out to Amy Shapiro, our talented Director of Operations, for her stewardship, expertise and hard work. Her efforts behind-the-scenes have been essential to our growth and success. I'm proud of WOL and what we accomplished last year. While other organizations shrank last year, WOL increased in membership, a testament to our value proposition. The organization also remained fiscally strong, thanks to reduced expenses.

Over the past year WOL provided dynamic virtual programming every month, including through our Virtual Speaker Series. Thank you to Nancy Lanard, who capably led the committee for four years, and to our new chair, Bethany Nikitenko. Our regional programming was also strong, with more than twenty-five virtual events organized by members from New York, Philadelphia and Washington, D.C. We look forward to transitioning these events to in-person and hybrid programs. Over 115 people attended our second Symposium in 2021, participating virtually in outstanding programming, small group conversations, and one-to-one networking. This year's hybrid Symposium is scheduled for May 11, and will showcase an exceptional group of talented leaders. Many thanks to our Symposium planning team, led by Shira Katz Scanlon and Alaina Fotiu-Wojtowicz.

We also embarked on our third strategic planning process, co-chaired by Cindy Towers and me. So far, we have conducted a member survey and held focus groups with practicing attorneys, corporate representatives, and providers of services to lawyers. Thank you to Ivy Slater and Barbara Taylor for skillfully facilitating these discussions. Stay tuned for additional information as we re-evaluate our mission and vision, set new goals, and develop new opportunities for members.

We expanded our Mastermind program to offer three six-month groups, ably facilitated by Kimberly Rice, Ivy Slater and Barbara Taylor. Our Member Affairs Committee is being reinvigorated under the leadership of Jessica Shpall Rosen, and has already launched a new monthly Member Meet-Up networking program. The committee is also exploring ways to enhance the ability of members to communicate amongst ourselves.

In addition to handing the leadership to a new president, we are simultaneously transitioning our operations to an association management company. We are delighted to be working with talented professionals at Seamless Events and appreciate Amy Shapiro's knowledge and grace in helping us through the transition as she steps down from her previous role with WOL. Our organization is strong, but we have a lot of work ahead to create a sustainable future. If you are interested in becoming more involved, please reach out to me, a committee chair, or one of our fantastic Executive Committee members: Nancy Lanard, Cindy Towers, Mandy Rosenblum and Colleen Vallen. I hope to see you soon at our Symposium in Philadelphia or at another WOL event.

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

Nancy J. Mertzel

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WOL Membership

TOTAL MEMBERS

194

TOTAL RENEWALS

69

TOTAL NEW MEMBERS

51

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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.

Financial Statements

Financial highlights.

- Closely managed finances;
- Secured pandemic employment tax rebate;
- Obtained PPP loan and 100% forgiveness;
- Through accounting firm, completed and filed Federal Form 990
- Achieved substantial budget surplus; and
- Increased reserves.

Financial Analysis

We started the 2021 fiscal year by adopting a modest budget that accounted for the uncertainty we faced as the pandemic continued and addressed the financial challenges that we, like most organizations, faced in 2020. Fortunately, in 2021 we benefited from pandemic-related government assistance, receiving a significant payroll tax rebate and a first round Paycheck Protection Program loan, which was totally forgiven. Our 2021 revenues from membership and symposium sponsorship exceeded our projections, and we reduced our expenses over the prior year. Women Owned Law ended the year with its strongest cash position ever, positioning us to invest in expanding our reach and improving the member experience.

Income and expenditure for the year ended 31st December 2022

INCOME		
	Dues	\$ 43,746.00
	Events and Education	\$ 9,258.00
	Advertising	\$ -
	In Kind Donations	\$ -
	Sponsorship	\$ 28,100.00
TOTAL INCOME		\$ 81,104.00
EXPENSES		
	Payroll	\$ 37,062.03
	FICA/Employer	\$ (4,550.00)
	Outside Services	\$ 4,730.00
	Travel	\$ -
	Parking	\$ -
	Meetings & Conferences	\$ 3,985.63
	Marketing/Communications	\$ -
	Operating Expenses	\$ 10,890.60
TOTAL EXPENSES		\$ 52,118.26
NET INCOME		\$ 28,985.74

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Mandy Rosenblum
WOL Treasurer &
Chair, Finance Committee

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Nicole D. Galli
Founder & Past President

Past President Message

Fellow Members:

It is such a pleasure to look back on 2021, which marked the 5th year of operations of Women Owned Law and the beginning of our first leadership transition. Unlike many organizations who lost members during the pandemic, WOL continued to remain strong, serving the needs of its members and its community, all while planning for its future. As your Founder and first President, it is even more exciting to look forward. We start 2022 with a fantastic leadership team – including our terrific slate of Officers and Board Members led by our wonderful new President Nancy Mertz, and our stellar new operations team, Seamless, who will replace our rock-star Director of Operations, Amy Shapiro, at the end of March. I know that Amy and I are leaving WOL in the best of hands, and I look forward to seeing what the future holds. WOL will always hold a special place in my heart, and I will always treasure my time leading this amazing organization. I once again thank each and every one of you – WOL leaders, staff, volunteers, sponsors, and most of all members – for the opportunity to serve you.

All my best now and always,

Nicole

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Philadelphia, PA 19106
(267) 279-9561

administrator@womenownedlaw.org

Board and Advisory Board

WOL 2021 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 (resigned 9/2021)

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/ Chair, Virtual Programming: Bethany Nikitenko Feldman Shepherd Wohlgelemer Tanner Weinstock Dodig LLP

Director: Manuela Morais, Stevens & Lee

Director: Helen Oscislowski, Attorneys at Oscislowski 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 2021 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