

A close-up, high-resolution photograph of a woman's face, focusing on her eyes and forehead. The lighting is soft and natural, highlighting the texture of her skin and the intensity of her gaze. The background is a blurred continuation of her face.

**TEAM WOMEN**

*Empower*  
LEADERSHIP ACADEMY

**TOGETHER,  
WE RISE.  
RESILIENT,  
WE THRIVE.**

**2020 ANNUAL REPORT**



# TEAM WOMEN

**We inspire women and girls to rise together.**

## **Our Values:**

We have a clear sense of purpose, values, and integrity of our organization.

## **We are a Team.**

We value relationships, community, life-long learning, mentoring, and an atmosphere of shared empowerment.

We support all women, providing opportunities both personally and professionally.

We believe in leadership development, from entry level up to the C-suite.

We give back to the community and inspire others to do the same.

## *Friends-*

**When we build each other up, the possibilities are endless.**

This idea, born a decade ago, established our thriving community today where women rising up the leadership ranks not only support each other, but create pathways for others coming up in their careers.

People often ask me where I get my energy from, and I can honestly say that it's fueled by the people I meet every day in my role at TeamWomen. You ALL inspire me. Our community is like no other. It's made up of professionals, organizations, community partners, students, and more who are truly invested in each other's success.

I'm excited to share our first Annual Report! Reflecting on 2020 was an excellent opportunity to pause and realize how much we can do when we work together as a team. In response to COVID-19, we adapted at lightning speed to offer online programs and support for both professionals and kids, many of which were free. We quickly realized the need to be a pillar of inspiration, resilience, and connection for our expanded international audience. In 2020 alone, TeamWomen delivered over 70 leadership development events to 3,000+ professionals. We also welcomed over 200 new members, many taking advantage of our COVID Relief and Hero discounted memberships, and matched 46 mentor/mentee pairs, bringing our total to 330 pairs to date. Through Empower Leadership Academy, we provided interactive, engaging programs focused on mental wellness and resilience strategies for 350 kids through our newly created Empower@Home series. All of this programming was possible due to strong support from YOU — our donors, members, sponsors, and community.

Thank you for your unwavering support of our mission.

**Together, we rise.**

With gratitude,



*Katy Burke*

**Executive Director  
TeamWomen**





## Our 2020 Accomplishments

Despite navigating a global pandemic and social unrest, TeamWomen was able to create a safe, comfortable space and opportunities for our community to connect in a virtual world. The upside of virtual events is the ability to have a global reach. We expect to continue impacting our community by offering hybrid and virtual events from now on.

- **70 events with 3,000+ attendees**

TeamWomen hosted 70 events with attendance totaling over 3,000. Event topics included, but were not limited to, professional development, mental wellness, networking, and diversity and inclusion.

In partnership with Twin Cities Film Fest and Streeter Homes, TeamWomen was able to move into a new office space with more room for events, collaboration, and networking.

- **350 kids from Empower Leadership Academy**

Through our little sister organization, Empower Leadership Academy was able to support and uplift 350+ young girls through our academies and leadership sessions with content focused on confidence, mental wellness, resilience, and leadership.

- **Established a Diversity, Equity & Inclusion Committee**

to provide leadership, vision, and strategy to meet set board-identified benchmarks that will ensure our culture is inclusive and that all voices are represented within our community.

- **Launched Women Leading Worldwide podcast with Global Minnesota**

TeamWomen and Global Minnesota teamed up to offer a NEW podcast featuring influential women leaders from around the world.

- **Worked with two separate University of Minnesota Design U student cohorts**

TeamWomen partnered with student design consultancy Design U to come up with tangible ways to improve and grow TeamWomen in the areas of member acquisition and web development.

- **Expanded our Empower Leadership Academy team**

We added three new members to our ELA team: Jodi Vannett, Grant Writer, Jen Huber, Interim Director of Community Outreach, and Coach Kiara Buford, Behavior Specialist at Roseville Area High School.

- **Continued our partnership with the St. Paul Police Department**

to shop for and deliver Christmas presents to families in need.



*Kiara Buford*

**Empower Leadership Academy Coach**





## Our Stories Are Many

**TeamWomen believes that women belong** in leadership positions, and that women need to help other women become successful. That is why we are committed to reaching women of different ages, experiences, and backgrounds.

We invite these women into the TeamWomen family by offering events in areas such as networking, leadership development, and overall wellness that are relevant to women of all stages of life. Bringing these women together in such open settings allows members to empathize and learn from each other's experiences in a way that they might not otherwise get to in their day-to-day work.

Whether you are a recent college grad, a working mom, or a CEO, TeamWomen is here for your benefit and support.

## Member Quotes

**"I have only been a member for a short time now,** but I already feel empowered as a leader, a working mother, and as a woman in the public finance industry. It is amazing to be associated with all of these other fantastic women to have as a resource and sounding board, and to be able to learn from them as I continue to strengthen my leadership skills and move forward in my career..."

**"TeamWomen members are refreshing for my soul.** Thank you for hosting a wide variety of events that meet so many different needs – from timing to venue and topic. Best women's networking and professional development group there is!"

**"TeamWomen goes above and beyond** to build a supportive tribe of members. Thank you! This membership is amazing. It's a truly diverse, intelligent, able and generous association of professional women..."







# Abby & Heidi

## Mentor Program

### **Mentoring is a personal and professional development**

strategy where one person facilitates the intentional development of another. The TeamWomen Mentor Program is a 12-month, mentee- driven program. Not only does this program help establish accountability for the mentee, but it also provides flexibility for the participants to tailor the monthly topics and discussion to fit their desired outcome.



### **“I joined the TeamWomen mentor program**

because I was at a point in my career where I was ready to challenge myself, but I didn’t quite know what my next steps should be. Heidi was the perfect match as she had worked at the American Cancer Society at the beginning of her career in a similar position I have. She has now transitioned into a new field in the for-profit world, and her knowledge of both the non-profit and for-profit workforce has helped us have strong conversations about what both paths could look like for me. While our focus in the beginning was on finding my next move, the pandemic quickly changed our conversations. Each month, Heidi helped me tackle a new challenge I was facing. She helped me see the benefits of different career moves, accept a new position and successfully negotiate my salary, handle internal changes and restructuring, and she talked openly about the challenges of being a working mom as I am diving into this new phase of life. The flexible structure of the program helped us immensely as we were given resources to utilize, but were also able to personalize our conversations to fit my needs while growing a personal connection — even through the virtual format. I’m grateful for Heidi’s mentorship and know I’ve got her on my team moving forward!”



*Abby Schnorr*

**Development Manager,  
American Cancer Society**

### **“Sharing experiences I wish I would have**

managed differently or better during my career, like talking about compensation with a manager, made me feel good and helped my mentee. As women, we often balance conflicting or competing priorities during our career. By talking through how to navigate inevitable changes, I was able to provide context and a safe space. Things happened for a reason too. Unplanned, I was matched with a mentee who’s honing her talent and building a career at the same organization I did 20 years ago. Can you say serendipity? I would absolutely encourage others to become a mentor. I often ask myself why I waited so long to try it.”



*Heidi Humphrey*

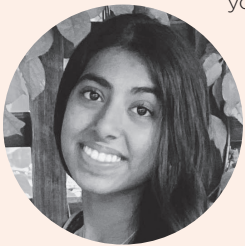
**Senior Marketing Manager,  
Charles Schwab**



# Jasmine & Alena

## Empower

**“Empower Leadership Academy taught me** how to take care of my mental health, and I’d like to share three things that I learned that helped me significantly improve it. 1) Keep in touch with loved ones, especially during these unprecedented times. A simple text or phone call can make a big difference in someone’s day. 2) It’s beneficial to keep your lines of communication open and understand it’s okay to ask for help. It’s also perfectly normal and okay to feel overwhelmed by stress and how you feel. If you feel as though things are getting to be too much and you’re reaching a point where it is unbearable, it is okay to ask for help. I guarantee you, if you reach out to a family member or close friend, they will be more than happy to offer a listening ear. However, if you don’t feel comfortable with it, there are so many resources and services available for help. 3) The last important skill I learned was making time to take a break. Give yourself some “me time.” I cannot stress enough how important this is. Even something as small as a five-minute break is so good for your body and can help clear tension. I thank Empower for teaching me these valuable skills and coping mechanisms as I do not know where my mental health would stand without them.”



*Jasmine Ramlowtan*

High School Senior,  
New York

**“My mother has spent my whole life** trying to form me into a “confident, strong leader” but it wasn’t until I joined Empower Leadership Academy last summer that I understood what she was talking about. The goals for Empower are to inspire, develop, and empower the next generation of female leaders, and the classes focus on developing leadership, confidence, resilience, and wellbeing through a series of very concrete exercises. We didn’t just talk about ideas — we practiced them. One early lesson in confidence was on public speaking. I had to tell a story (over Zoom) about a random object in my room. When it was my turn to talk, I picked up a set of car keys lying on a shelf, and told a funny story about everyone in the family grabbing the wrong keys while on vacation. Just like that, I had completed my first lesson in public speaking and it was not as scary as I thought it would be. Over the summer, my skills improved. I learned to think on my feet, speak under pressure, talk for a certain amount of time, and really listen to the critique by my classmates.

“I strongly believe that if you can learn to master the four pillars of Empower, you can learn to do anything. Empower taught me to be confident in the choices I make and the values I stand for. It taught me that being a leader isn’t just about making group choices and calling it good, but rather about listening to others’ opinions and making sure that they feel heard.

“It is so important that young girls of my generation are educated on how to create change and be leaders. My mother used to tell me ‘bossy girls become leaders.’ As I think about all that I’ve learned, I think it should be ‘confident girls become leaders’ instead.”



*Alana Nugent*

High School Senior,  
Minnesota







## Sponsorship

### Through sponsoring TeamWomen, you are supporting

our mission of inspiring women and girls to rise together while gaining brand visibility and aligning your company's strategic goals with ours.

As a sponsor, your company will receive recognition through our social media channels, email newsletters, events, and so much more.

Here is a closer look at the level of recognition your company will receive in sponsoring TeamWomen:

- 51,600+ website visits
- 35,000+ social media impressions per month
- 8,200 e-newsletter subscribers
- Sponsor events promoted on our partner/chamber sites including TwinWest Chamber of Commerce, Minneapolis Regional Chamber, St. Paul Area Chamber of Commerce, and Twin Cities Society for Human Resource Management.

Photo above: Leadership Drive #7: Gayle Hayhurst of Schwan's Home Delivery | Grey Search + Strategy (grey-search.com) Photo right: Lucas Henriksen, Jatin Setia, Executive Director of Twin Cities Film Fest, Katy Burke, Alissa Henriksen

**Growing up, I often experienced** environments where girls didn't support each other. I encountered a lot of competitiveness, inside and outside of sports, where girls would cut each other down. I was bullied myself, and outside of my family, I didn't know where to turn to build confidence and resilience. I didn't have groups to join or mentors to turn to. This continued into early professional years as I began a career in the cut-throat recruiting industry.

When I joined the MN State Chamber and learned of TeamWomen, I discovered organizations that passionately highlighted and supported women, while creating an environment where we could be vulnerable, share ideas and appreciate our strengths. This was the answer to a question I had for over 20 years.

Empower Leadership Academy brought me back to those times where I didn't have that support and was trying to figure things out on my own. Here was a program that built a community teaching young girls the power of resilience, confidence, positivity and perseverance. That resonated with me at a very deep level.

My husband and I wanted to build on that same passion by highlighting companies and leaders that achieve and celebrate female success, and deliver that in the context of the work our company does. We just needed the right partner, and our involvement with TeamWomen led us to the Twin Cities Film Fest. With them, we developed "Leadership Drive"—an on-the-road interview series where we speak with Minnesota leaders about business, life and what "drives" them to succeed. Since then, we've been privileged to feature several prominent women business leaders, including Kelly Larson, CFO of Summit Brewing, and Bridget Fruit, COO of Shipt—even TeamWomen's Katy Burke! Check out our most recent episode with Gayle Hurst, CHRO of Schwan's Home Delivery.

<https://grey-search.com/leadership-drive-7-gayle-hayhurst-of-schwans-home-delivery/>



*Alissa Henriksen*

**Principal + Owner,  
Grey Search +  
Strategy**







## Programs & Events

**Our ongoing networking events provide the perfect** platform for connecting women across a wide variety of professions. Participants learn from great speakers in first-class venues and master how to network effectively and strategically.

Our well-attended annual Leadership Conference is a full-day event providing strategic networking, leadership skill training, and inspiration.

Our WaveMaker Awards event, hosted by the Young Professionals Advisory Board, recognizes WaveMakers or pioneers in their field in five separate award categories: Community Impact, WaveMaker, Uncharted Territory, Outstanding Mentor, and Lifetime Achievement.





# Committees

**Our committees are made up of** a diverse group of professional women who help drive our membership, plan key events, act as ambassadors for TeamWomen and give their input for the long-term vision of the organization.

## FINANCE COMMITTEE

RACHEL POLSON | CHAIR  
 MARIA SCHWINGLER | VICE-CHAIR  
 KATY BURKE

## GOVERNANCE COMMITTEE

JEN BULLARD | CHAIR  
 KERRY KARRICK | VICE-CHAIR  
 GRAYCE BELVEDERE-YOUNG  
 PAM BORTON  
 KATY BURKE  
 KAT GRITSENKO

## LEADERSHIP CONFERENCE COMMITTEE

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 LAURA BOYD  
 SUSAN BRAUER  
 LISA BREUER  
 RACHEL BREWSTER  
 AMI LEIGH BUNIO  
 KATY BURKE  
 ERIN CAUGHON  
 JENNIFER CHOU  
 KATE DOWLING  
 BRIANA GALBRAITH  
 AMY-MARIE LEMANSKI  
 LISA BETH LENTINI  
 JULIETA PIOX  
 BARBARA SCHARF  
 CINDY SPREITER  
 MARY STEIBER REYNHOUT  
 AVA SUZUKI-LAMBRECHT  
 DANA WOODS  
 DEE YOHN  
 EDITH YOUNG

## MEMBERSHIP COMMITTEE

NICOLE WRIGHT | CHAIR  
 KRISTIN LOCKWOOD | VICE-CHAIR  
 TINA ALTMAN  
 KATY BURKE  
 REBECCA DUVICK  
 BARBARA FORDYCE  
 BRIANA GALBRAITH  
 MARISSA GAUTSCH  
 SHEILA HARRIS  
 KATHRYN HOY  
 STACEY JENSEN  
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 JENNIFER MANDRY  
 JOANNA MCPEEK  
 JENNIFER O'CONNOR  
 HEATHER POLIVKA  
 KIM RAMSDEN  
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## MENTORING COMMITTEE

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 ANDREA BOLIN | VICE-CHAIR  
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 RACHEL POLSON  
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 CECILIA STANTON ADAMS

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## AWARDS COMMITTEE

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 SUSAN BRAUER  
 KATY BURKE  
 ERIN CAUGHON  
 JACQUELINE COLEMAN  
 BRITTANY GLENN  
 JORGEN LERVICK  
 COURTNEY TAYLOR  
 BRANDI WARMBIER

## YOUNG PROFESSIONALS COMMUNITY SERVICE COMMITTEE

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 ROBERTA MONTE | VICE-CHAIR  
 KATIE JACOBSON  
 LAURA JOHNSON

## YOUNG PROFESSIONALS PROFESSIONAL DEVELOPMENT COMMITTEE

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 ANNA ROESNER | VICE-CHAIR  
 KATY BURKE  
 LAURA JOHNSON  
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## EMPOWER GALA COMMITTEE

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 SUSAN BRAUER  
 ROBIN BROWN  
 KATY BURKE  
 TAMMIE FOLLETT  
 BRIANA GALBRAITH  
 HEATHER LANKA  
 MARY PREVOST  
 ANNA ROESNER  
 LORI SEVIOLA

## DIVERSITY & INCLUSION COMMITTEE

KIM RAMSDEN | CHAIR  
 JACQUELINE COLEMAN | VICE-CHAIR  
 ROXANE BATTLE  
 KATE BOCK  
 PAM BORTON  
 JEN BULLARD  
 KATY BURKE  
 KELSEY ERICKSON  
 ROBERTA MONTE  
 KIM RAMSDEN  
 PATTY SAGERT  
 CECILIA STANTON ADAMS  
 ALI STIEGLBAUER  
 NICOLE WRIGHT

# Our Financials



## TeamWomen Statement of Financial Position Comparison As of December 31, 2020

Annual Report	2020	2019
<b>Revenue</b>		
Contributions, Grants, Donations	21,477	37,574
Other Donations		28,123
Scholarships	390	9,590
Empower Academies	16,160	38,266
Memberships	59,625	72,525
Sponsorships	128,501	101,500
Mentor Fees	1,900	2,500
Event Registrations	109,977	138,130
Dividend Income	9,708	18,029
Other Income	1,169	2,476
<b>Total income + Other income</b>	<b>348,907</b>	<b>448,713</b>
<b>Expenses</b>		
Administrative	\$57,114	\$45,892
Programs	\$322,751	\$309,616
<b>Total Expenses</b>	<b>379,865</b>	<b>355,507</b>
<b>Net Revenue</b>	<b>-\$ 30,956</b>	<b>\$ 93,207</b>



# Our Sponsors

## \$20,000+

UBS

## \$10,000+

ALLIANZ LIFE INSURANCE COMPANY  
OF NORTH AMERICA  
BELLISIO FOODS  
GREY SEARCH + STRATEGY  
REDREX.AI

## \$5,000+

BAIRD  
EIDE BAILLY  
LISA HUEY MERRILL LYNCH  
MEDTRONIC  
SALO LLC

## \$2,500+

BAKER TILLY  
BRANDI WARMBIER STATE FARM AGENCY  
LEADERSHIP DELTA  
LOCKTON COMPANIES  
LYNN & GLORIA JOHNSON FAMILY  
FOUNDATION  
MARSH & MCLENNAN AGENCY  
MILLE LACS CORPORATE VENTURES  
MINNEAPOLIS COMMUNITY AND  
TECHNICAL COLLEGE  
TAFT LAW

## \$1,500+

FIDELITY BANK  
HAZELDEN BETTY FORD  
IRISH TITAN, LLC  
LUMEN WORLDWIDE ENDEAVORS  
MARY A. NASH CONSULTING SERVICES  
MEAGHER & GEER, P.L.L.P.  
ON POINT NEXT LEVEL LEADERSHIP  
RASMUSSEN COLLEGE  
STEVE ALBERS REAL ESTATE ADVISORS -  
ERIN KING

## \$1,000+

BELL BANK  
BETTER SMARTER STRONGER  
RYLA BOUCHIER  
CORTALENT  
HOT GARBAGE LLC  
NORTH STAR RESOURCE GROUP  
TRUST POINT, INC

## \$500+

PAM BORTON  
ROBIN BROWN  
EMILY FORRESTER  
LORI SEVIOLA  
SHARE THE MIC MN,  
JASMINE B. STRINGER  
KATHRYN SMITH

## \$50 - \$500

BUNNY ALEXANDER  
JENNIFER ARRIOLA  
ATHLETA  
CARLY BAKER  
ANDREA BOLIN  
KATHRYN BRIMEYER  
INGRID CHRISTENSEN  
TWIN CITIES DUNKERS  
KARLA FOLKERT  
TAMMIE FOLLETT  
BONNIE GOLDSMITH  
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MINDY HANGSLEBEN  
KERRY KARRICK  
KELLY MEREDITH  
MIGHTYCAUSE  
JULIETA PIOX  
MARY PREVOST  
KIM RAMSDEN  
ANNA ROESNER  
LEORA SCHACHTER,  
IN MEMORY OF BEVERLY POPP  
MARIA SCHWINGLER  
HALIE SEAMAN  
JODELL SEAMAN  
MAGARET SEVIOLA  
TRACY SKJVELAND  
COURTNEY TAYLOR  
CINDY TIMBES  
JEAN YSBRAND  
AMY ZAROFF





## What's Next?

### Reflecting on 2020 was an excellent opportunity

to pause and realize how much we can do when we work together as a team. In response to COVID-19, we adapted at lightning speed to offer online programs and support for both professionals and kids, many of which were free. We quickly realized the need to be a pillar of inspiration, resilience, and connection for our expanded international audience. TeamWomen plans to continue reaching this audience through our many opportunities for professional growth and development.

## How Can I Help?

### Join us in inspiring women and girls to rise together

by becoming a member, mentor, or sponsor for TeamWomen! Please support our mission work and join our bench of strong supporters. We encourage you to help us by making a contribution.



TEAMWOMEN

Empower  
LEADERSHIP ACADEMY

"We inspire women  
to rise together."

teamwomenmn.org  
empowerleadershipacademy.org  
952-525-2236

1633 West End Blvd  
Minneapolis, MN 55416

100% of your contributions  
support our programs

## PLEDGE CARD

I would like to  
make a donation.  \$100  \$200  
 \$500  Other \$ \_\_\_\_\_

### Pay with Card

Visa  Mastercard  
 AMEX  Discover

### Pay with Check

(Make check payable to  
TeamWomen)

Card # \_\_\_\_\_

Exp. \_\_\_\_ / \_\_\_\_ CSV \_\_\_\_\_

Name \_\_\_\_\_

Address \_\_\_\_\_

Phone \_\_\_\_\_

Email \_\_\_\_\_

Comments \_\_\_\_\_

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TEAM WOMEN

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