

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



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...”

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.





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

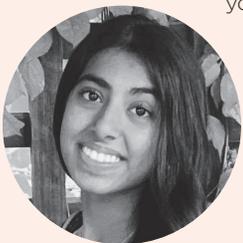
**Senior Marketing Manager,
Charles Schwab**



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





Alissa Henriksen

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
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 KATY BURKE

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 GRAYCE BELVEDERE-YOUNG
 PAM BORTON
 KATY BURKE
 KAT GRITSENKO

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 KATY BURKE
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 AMY-MARIE LEMANSKI
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 CINDY SPREITER
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 REBECCA DUVICK
 BARBARA FORDYCE
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 JENNIFER MANDRY
 JOANNA MCPEEK
 JENNIFER O'CONNOR
 HEATHER POLIVKA
 KIM RAMSDEN
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WAVEMAKER

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 BRITTANY GLENN
 JORGEN LERVICK
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 ROBERTA MONTE | VICE-CHAIR
 KATIE JACOBSON
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YOUNG PROFESSIONALS PROFESSIONAL DEVELOPMENT COMMITTEE

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 LAURA JOHNSON
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EMPOWER GALA COMMITTEE

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 BRANDI WARMBIER | VICE-CHAIR
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 ROBIN BROWN
 KATY BURKE
 TAMMIE FOLLETT
 BRIANA GALBRAITH
 HEATHER LANKA
 MARY PREVOST
 ANNA ROESNER
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 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
Revenue		
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
Total income + Other income	348,907	448,713
Expenses		
Administrative	\$57,114	\$45,892
Programs	\$322,751	\$309,616
Total Expenses	379,865	355,507
Net Revenue	-\$ 30,956	\$ 93,207



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
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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
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ANDREA BOLIN
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KELLIE HAEHNEL
MINDY HANGSLEBEN
KERRY KARRICK
KELLY MEREDITH
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MARY PREVOST
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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 **Pay with Check**
(Make check payable to
TeamWomen)

Card # _____

Exp. ____ / ____ CSV _____

Name _____

Address _____

Phone _____

Email _____

Comments _____

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TEAM WOMEN

Empower
LEADERSHIP ACADEMY