

TEAM WOMEN



2022 Annual Report



TEAMWOMEN

We inspire women and girls to rise together.

We inspire women and girls to rise together by providing both professional and personal development opportunities for all. TeamWomen remains committed to empowering future generations of women in leadership. Our team-centered organization highly values relationships, community, lifelong learning, & mentoring. We strive to foster an atmosphere of shared empowerment and believe in leadership development, from entry-level all the way up to the C-suite. We give back to the community and inspire others to do the same. All of our efforts directly align with our purpose, values and unshakable integrity.

Friends-

Our community's resilience, unity, and determination throughout the transformative year of 2022 were nothing short of extraordinary.

2022 was a year of significant transition and adaptation. The rhythm of life shifted; familiar routines returned while others evolved. As some members transitioned back to their office environments, others navigated through the challenges of job loss and career transition. Throughout these periods of uncertainty and change, we at TeamWomen have remained steadfast in our mission – to empower women in leadership and professional excellence. We are profoundly grateful to have been a cornerstone of support, inspiration, and resources for you during these transformative times.

One of the year's highlights was the pure joy of welcoming more people back to our in-person events and seeing more faces, a testament to the strength and resilience of our community. The joy and energy that filled the room during these gatherings was palpable, as we all savored the irreplaceable magic of connection we had longed for.

Our Power Luncheon series made a triumphant return, a heartening sight that filled us all with optimism. Designed for women leaders, Power Luncheons are not just a place to network; it's a hub to exchange ideas, gather inspiration, and form lifelong bonds. Our influential female leaders left us awestruck with their wisdom, experience, and ingenuity. Their stories reminded us of the power of women who choose to lead, illuminating our path and fostering hope for a more equitable future.

In 2022, TeamWomen rose to new heights, drawing strength from the challenges that stood in our path. Our community has grown, both in numbers and in spirit.

The future is bright, and together, we will continue to shine and pave the way for women in leadership. As always, we are stronger together, and the power of TeamWomen lies within each one of you!



Katy Burke

Executive Director
TeamWomen



Our 2022 Accomplishments

It felt so good to see more of our community at in-person events in 2022! This opened the door for us to welcome back programming that went on hiatus during the pandemic.

40 Programs Impacting 2,294 Women

TeamWomen delivered 40 programs, impacting 2,294 women, and a few brave men, through its programs. Many events were hosted in our new rave-worthy shared space with the Twin Cities Film Fest in the West End.

Recognized Influential Women at our Flagship Events

Through our flagship events, we recognized Allison O'Toole as our Leader of the Year, and at our 7th Annual WaveMaker Awards, we recognized 21 amazing leaders who are making waves in our community.

Used Additional Funds to Support our Community

We exceeded our fundraising goal at our Empower Gala! This allowed us to offer scholarships for memberships, events, and Empower Leadership Academies.

Empowered Women with Financial Knowledge

We continued offering our financial education and empowerment series with our partner UBS that provided a safe space for our community to ask those questions that kept them up at night.

Helped Develop Our Next Generation of Leaders

In partnership with leading organizations, we were able to increase our free offerings for Empower Leadership Academies, positively impacting the lives of nearly 300 youth, primarily girls, in grades 5 through 12.

Continued Our Virtual Offerings

We continued to offer events virtually. We held 9 virtual events, and 12 events were hybrid, allowing attendees to choose whether to join us in person or virtually.

Gave Back to Families in Our Community

Once again, we partnered with the St. Paul Police Department to bring holiday cheer to families in need.



Our Stories Are Many

Sharing stories is an integral part of everything we do at TeamWomen.

The TeamWomen family welcomes women of all stages of life to join our events focused on networking, leadership development, and overall wellness. By providing an open environment, members come to empathize and learn in a way they may not otherwise experience in their daily lives. Our events bring together women of all different ages and backgrounds to freely share and learn from each other's unique experiences.

Our number one focus is providing an atmosphere that encourages women to help other women become successful. Whether you're a young girl, a recent graduate, a working mom, or a business executive, TeamWomen is here to benefit and support you.

Member Quotes

“The positive support from TeamWomen is amazing! As a mentee the past three years I have grown, learned and am applying that knowledge to my startup. There is an abundance of opportunities I have benefited from that TeamWomen offers. Such as networking, book club, educational events and more! Thank you!”

“TeamWomen provided a sense of security I don't feel so alone as a woman out there in the world. The lunch was a great example I met someone new and saw someone from my past and just was able to connect with the women at my table.”

“As with most things, the more we put into it the more we get out. Being more involved in committees and regularly attending events has provided opportunity to connect with such a diverse group of inspiring and uplifting leaders! Thank you TeamWomen for providing the platform and framework for leadership, growth, and connection!”

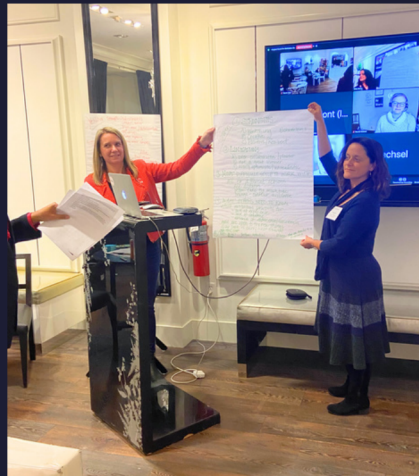




Mentor Program

Mentoring is a one-on-one professional development strategy that allows participants to lean on the experience of a mentor to help them reach their personal and professional goals.

The TeamWomen Mentor Program is a 6 or 12-month, mentee-driven program. Not only does this program design help establish accountability for the mentee, but it provides flexibility for the participants to tailor the monthly topics and discussion to best achieve the desired outcome.



MEET RACHEL HARRIS & JULIE WRIGHT

A 2021 TeamWomen Mentor Program pairing that has created a lasting connection and still meets monthly.

"Joining TeamWomen and the TeamWomen Mentor Program in 2021 presented an ideal opportunity for me to make meaningful, in-person connections after a year of remote work due to COVID-19, and to give back to a community that had given so much to me.

Having been fortunate enough to have remarkable mentors throughout my 30+ year career, I understand the invaluable impact such relationships can have, and I wanted to pay it forward.

Becoming a mentor has profoundly impacted me both personally and professionally. On a personal level, the experience offered a chance to influence someone's life positively. The reward was an enduring friendship with my mentee, where our shared personal and professional stories continually enriched my life. On a professional front, being a mentor has enhanced my ability to guide women in the engineering field. Listening to my mentee's concerns, passions, and aspirations has added invaluable tools to my kit, enabling me to help women in STEM careers pursue their dreams more effectively.

In essence, the Mentor Program hasn't only allowed me to give back, but it has also given me a renewed sense of purpose and a greater understanding of the challenges and ambitions of the next generation of women leaders."



Rachel Harris
MENTOR

"I first heard about the TeamWomen's Mentor Program during a WITI event, where a TeamWomen member introduced me to this empowering opportunity. The program was a driving force behind my decision to join TeamWomen, as it aligned with my goal to broaden my horizons and gain fresh perspectives about my career path outside of my immediate industry.

My experience with my mentor, Rachel, far exceeded my expectations. She has been instrumental in both my personal and professional growth, motivating me with her selfless desire to aid others, much like how her mentors supported her. Her insight enabled me to recognize patterns in my behavior and understand the dynamics of my interactions with colleagues differently.

Together, we devised actionable plans, tracked my progress, and recalibrated strategies when necessary. I am profoundly grateful for Rachel's guidance, which facilitated a much-needed change in my career. Beyond the professional realm, our mentor-mentee relationship has blossomed into a deep friendship. We continue to make time to see each other regularly, a testament to the enduring bonds formed through the TeamWomen's Mentor Program."



Julie Wright
MENTEE



The TeamWomen Community is Making Moves!

"I learned about TeamWomen in 2017 from a fellow colleague. I was the Chair for an internal Women in STEM employee resource group at our organization, and we purchased a table for our members to attend the annual leadership conference. From that day forward, I was hooked! I knew that TeamWomen was the support and leadership development organization I needed both professionally and personally.

Being a TeamWomen member is important to me for so many reasons, but my top three would be: the connections and friendships I have made, the professional development/networking events I've attended over the past six years, and the ability to serve our TeamWomen members via our committees and as a Board Member, which have been beyond rewarding.

As a member of TeamWomen, I've had multiple direct impacts on both my career and personal life. I recently made a career change and leaned into the vast network of professional and successful women for guidance and support. TeamWomen is my tribe, and I am so grateful for everything this amazing organization offers to help women rise together.

If I were to give people or organizations advice for getting involved/participating with TeamWomen, I would say: If you are looking for an organization that provides leadership development, mentoring, youth empowerment, networking, and support to women of ALL ages, then don't wait - TeamWomen is here for you. The rewards from becoming a member, the confidence building, and multiple resources available will be returned to you in dividends year over year! I'm living proof of this."



Edith Young

Board of Directors | TeamWomen
IT Product Delivery Manager | CHS, Inc.

IMPACT ON MOBILITY AND COMPENSATION

2022 TeamWomen Member Survey



TeamWomen is a launching pad for women across various industries and professions.



Empower Leadership Academy

The Empower mission is to inspire, develop and empower our next generation of female leaders.

We strive to create a world where women helping other women succeed is encouraged. Our work begins with offering programs to young girls focused on leadership development, resiliency, mentoring, and youth empowerment.

#EMPOWERYOUTH

Hear From One Of Our Partners



Timitra Kelly shares how Medtronic's Womens Network mission aligns with TeamWomen and Empower Leadership Academy's mission of inspiring women and girls to rise together! We're proud and grateful to partner with organizations committed to advancing women in leadership roles!

Learn More About Empower





Sponsorship

We thank our dedicated sponsors for their support of our mission to inspire women and girls to rise together. As a sponsor of TeamWomen, companies boost their brand visibility while aligning their strategic goals with ours to reach a larger audience.

TeamWomen sponsors regularly receive recognition through our social media channels, email newsletters, events, and so much more.

Here's a closer look at the impact we've made together through our sponsor partnerships.

- ✳ 198 mentor pairs | 396 total pairs since 2012
- ✳ 40,300+ website visits
- ✳ 30,000+ social media impressions per month
- ✳ 6,600 e-newsletter subscribers

Sponsor events are 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.

Three Point Solutions and TeamWomen

As a young woman stepping into the business world, the array of opportunities and rapidly evolving markets can be daunting. There were times I found myself questioning: Will I genuinely enjoy this job? Can I realize my full potential here? How long will it take to achieve my personal and professional goals?

I was fortunate to start my journey with Three Point Solutions, a staffing and recruiting company that not only harnesses my personal strengths but also encourages me to broaden my perspectives. We pride ourselves on crafting databases tailored to each client, regardless of their size or industry, to ensure we find the perfect match for every open position. Our commitment goes beyond just serving our clients - we prioritize diversity and the relationships we foster with our candidates. In fact, 55% of our current placements are female, underscoring our dedication to advancing women in business.

As an SBA certified HUBZone company, Three Point Solutions also supports small businesses in economically distressed communities by providing them with contracting assistance.

This mission aligns seamlessly with another significant influence on my professional growth - TeamWomen. Introduced to me early in my career, I eagerly engaged with all the opportunities TeamWomen offered, from membership and sponsorship to mentorship and committee involvement. I regularly attended events that left me energized and even more passionate about my work. The mentorship program, in particular, has been instrumental as I navigate the business world. Each meeting is an opportunity for me to seek advice on business or personal matters, and I always leave with valuable insights that propel me forward.

Together, Three Point Solutions and TeamWomen have shaped me into a confident businesswoman, regardless of my youth and relative newness to the industry.



Elliana Burris

Sales Executive and Social Media Manager
Three Point Solutions Inc.



Partnerships

The Twin Cities Film Fest (TCFF) initiated its partnership with Team Women in 2018, the year when the TCFF Opening Night Film, "GREEN BOOK," went on to win Best Picture at the Oscars the following year. Jatin Setia, the Founder and Executive Director of TCFF, met Katy Burke, the Executive Director of Team Women. He immediately recognized the potential synergy between their organizations and foresaw a fruitful future together.

TCFF's HER Series, which showcases films by, for, and about women, perfectly aligns with Team Women's mission. The powerful narratives in these films reflect the talent and resilience of the incredible women who constitute the Team Women network. As a result of this partnership, both organizations have gained more followers and supporters. More importantly, they have successfully amplified women's voices and journeys to a broader audience.

The vision for their collaboration is expansive. Leveraging TCFF's resources and Team Women's strong community reach, the two organizations continue to highlight women's stories while offering a platform for networking, collaboration, and innovation. This partnership has been tremendously successful, and TCFF is excited about what they can achieve together in the future.





Programs & Events

Connecting women across industries and professions, our numerous networking events are the perfect platform to build relationships with other women in the community. Events hosted by great speakers in first-class venues allow attendees to master networking effectively and strategically.

Our annual Leadership Conference is a full-day event attended by hundreds of women from various professions focused on leadership development, strategic networking and inspiration. Our WaveMaker Awards event, hosted by the Young Professionals Advisory Board highlights women making waves and pioneering success in their field. Our Empower Gala supports TeamWomen and Empower Leadership Academy's pursuit of inspiring women and girls to rise together through leadership development, mentoring, and youth empowerment.

Committees

TeamWomen would not be where it is today without our committees supporting the success and mission of our organization. Each committee brings together a diverse group of professional women to act as ambassadors of TeamWomen. Together, the committees work to drive memberships, coordinate event planning, as well as provide valuable input for the long-term vision of TeamWomen.

EXECUTIVE COMMITTEE

Rachel Polson
Cecilia Stanton Adams
Heidi Humphrey
Katy Burke
Maria Schwingler

FINANCE COMMITTEE

Maria Schwingler
Erin Procko
Katy Burke
Rachel Polson
Lin Shurtleff

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Margot McManus
Katy Burke
Rachel Polson

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Katy Burke
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Tammie Follett
Jeannette Grace
Amy-Marie Lemanski
Julieta Piox
Barbara Scharf
Cindy Spreiter
Mary Steiber Reynhout
Dee Yohn
Edith Young
Helen Strom
Nicole Fredricks Jackson
Sheri Grone
Kate Wade

MEMBERSHIP COMMITTEE

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Jennifer Botnen
Katy Burke
Rebecca Duvick
Marissa Gautsch
Sheila Harris
Margot McManus
Carrie Luedtke
Jennifer Mandery
Joanna Mcpeek
Jennifer O'Connor
Heather Polivka
Suzy Kuhlmann
Anaya Twum
Cathy Paper
Mitzi Hobot
Kristin Lockwood

MENTORING COMMITTEE

Brandi Warmbier
Alicia Johnston
Kat Gritsenko
Lindsay Schneider
Rachel Polson
Beth Ann Nylander
Jennifer Bertram
Katy Burke

WAVEMAKER AWARDS COMMITTEE

Kate Bock
Stacey Jensen
Amy-Marie Lemanski
Katy Burke
Erin Bakke
Brittany Glenn
Erin King
Wendy Placko
Courtney Taylor
Jacqueline Coleman
Amy Adamle
Nicole Wright

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Angie Boner
Katy Burke
Lesia Fenwick
Dayna Pearson
Sally Flinck
April Ranallo

PROFESSIONAL DEVELOPMENT COMMITTEE

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Tammy Hutter
Katy Burke
Stacey Jensen
Laura Johnson
Kate Snowise
Jacqueline Coleman
Natalia Nevin
Joanna Frankiewicz
Quinn Driscoll
Lauren Sigfred

EMPOWER GALA COMMITTEE

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Katy Burke
Tammie Follett
Kim Keprios
Bonnie Speer
Kim Brown
Annie Spizale
Mia Beste
Timi Kelly
Cami Zimmer
Nettie Sparkman
Alissa Henriksen
Karen Sorbo
Madison Koch

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Kate Bock
Jen Bullard
Katy Burke
Roberta Monte
Julieta Piox
Patty Sagert
Cecilia Stanton Adams
Ali Stieglbauer
Angie von Ruden-Doll
Pauline Alfors
Nettie Sparkman
Liz Reynolds
Abby Swenson
Milissa Silva
Val Borgen
Katie Trevena
Yodahe Gamada
Anastasia Galka
Jasmine Stringer
Elaiza Shepherd

Our Financials

TeamWomen Statement of Financial Position as of December 31, 2022

Revenue

Contributions, Grants, Donations	\$27,117
Empower Academies	\$15,290
Event Income	\$159,561
Memberships	\$59,400
Mentor Fees	\$2,050
Other Income *Non-recurring revenue	\$1,121
Sponsorships	\$144,105
TOTAL INCOME & OTHER INCOME	\$408,646

Expenses

Administrative	\$67,889
Programs	\$363,731
TOTAL EXPENSES	\$431,620

Net Operating Revenue (\$22,974)



Our Sponsors & Donors

\$30,000+

UBS Financial Services Inc.

\$15,000+

Grey Search + Strategy
McGlynn Family Foundation

\$10,000+

Bellisio Foods
Main Street COVID Relief Grant

\$5,000+

Barnes & Thornburg LLP/Mark
Stignani & Elena Condos
Bridgewater Bank
Salo LLC
Sportsdigita
Versique Search & Consulting
Vivacity Tech PBC
Eide Bailly LLP
Baird
Medtronic

\$2,500+

Cambria
Foxtrot Marketing Group
Leadership Delta
Old National Bank
Taft/
Three Point Solutions
Trust Point, Inc.
Candlelight Floral & Gifts
Irish Titan
North Star Resource Group
Erin Koch - Avenues and Acres Home Team
Mille Lacs Corporate Ventures
Baker Tilly US LLP

\$1,500+

Thomson Reuters
Bell Bank
KIP Search Recruiting
Two Men & A Truck

\$1,000+

Forethought Planning
Joy Schreder
Results Foundation
Ryla Bouchier
Harmony Business Advisors
Boyum & Barendsheer PLLP
Meagher & Geer, PLLP
Minnesota Twins Baseball Club
All in One Accounting
Bonnie Speer McGrath
Caribou Coffee
CGI
Dispute Resolution Center
Federal Reserve Bank of Minneapolis
McGough Construction
Robert Half
Safenet Consulting
Scott Antl

\$500+

Bank of America
Ben Bina
Diana Brass
Mary "Bunny" Alexander
Megan Dahlen
Susan Stiles
Mary Poul

What's Next?

TeamWomen is looking to the future and focused on increasing our impact. We pride ourselves on being an international resource for women all over the world looking to strengthen their confidence, networking and leadership skills, and overall wellness. As we move into 2023, we are focused on enhancing member value by diversifying our event offerings and continuing to provide multiple opportunities for women and girls to grow and connect. We want to remain a trusted source for women navigating their career and overall life by honing in on their personal and professional growth.

How Can I Help?

Inspire women and girls to rise together by becoming a member, mentor, or sponsor for TeamWomen!

If you have already taken the leap to join the TeamWomen family, we encourage you to broaden your horizons by becoming a sponsor, committee member, or program leader.

Invite a coworker, friend, or family member to one of our events!

By bringing a companion to one of our personal or professional development events, you are promoting the TeamWomen attitude by helping other women become successful. Almost all TeamWomen events are open to all women with members receiving exclusive discounts.

Attend our recurring member events.

There's no better way to build relationships with fellow TeamWomen members than by attending our regular Energy Breakfasts, Happy Hours, and Wine & Book club events. These are unique opportunities for connection and informal networking. Supporters like you will continue to help us expand our outreach as we provide leadership development and mentoring opportunities to women and young girls.

Make a donation.



TEAM WOMEN

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Heidi Humphrey
Rachel Polson
Maria Schwingler

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Laura Boyd
Jasmine Brett Stringer
Katy Burke
Alissa Henriksen
Heidi Humphrey
Miki Huntington
Alicia Johnston
Margot McManus
Cathy Paper
Julieta Piox
Rachel Polson
Erin Procko
Lindsay Schneider
Maria Schwingler
Cecilia Stanton Adams
Brandi Warmbier
Edith Young

TEAM/STAFF

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Amy-Marie Lemanski
Barbara Schendel
Lin Shurtleff
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Limelight Marketing Systems
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Erin Koch
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Anna Roesner
Lauren Sigfred
Kate Snowise
Courtney Taylor
Nicole Wright

EMPOWER LEADERSHIP ACADEMY COACHES

Erin Bakke
Laura Boyd
Kiara Buford
Peyton Owens
Julieta Piox
Anna Roesner
Kate Snowise

*Thank you to everyone
who helped us make an
impact in the lives of
women and girls!*

