

TEAMWOMEN



2023 Annual Report



We inspire women and girls to rise together.

TeamWomen is a non-profit that helps women and girls connect with their inner confidence and realize a career potential they may not have thought possible. Women join TeamWomen when they are in varying career cycles, and become a part of a deeply supportive community that is there for them through all life phases. As a member of this TeamWomen collective, you gain leadership skills, expand your network, broaden how you view the world, boost confidence and ignite energy so that you can lean into life and become the leader you desire to be. Members learn and get fueled while feeling the pride in helping other women grow and giving back to our community.

Friends-

As we look back on 2023, we feel immense pride in the resilience, unity, and determination displayed by our community throughout the year. We found ourselves amidst a landscape transformed by the challenges of the ongoing pandemic. Yet, despite the obstacles, our community rallied together. Our programs for women and girls were met with an overwhelming response, with each one selling out as our community sought the solace, empowerment, and sense of belonging that TeamWomen provides.

Central to our mission is our unwavering commitment to nurturing leadership among women. Throughout the year, our Power Luncheon series served as a place of inspiration, hosting compelling conversations with distinguished C-suite leaders such as Lisa Brezoniak, Ali Kaplan, Belinda Jensen, Corie Barry, and Kim Insley. Each speaker imparted invaluable insights, empowering our community to embrace their potential with confidence and purpose. Additionally, our Mentor Program provided countless mentees with clarity and direction, while our Empower Leadership Academies fostered a leadership path for youth.

Building upon the foundation of our mission, we embarked on a journey of renewal and reinvigoration in 2023 with our updated strategic plan and positioning statement. We fortified our infrastructure with an all-star team dedicated to supporting our thriving non-profit.

With every year that passes, we hear countless stories of personal and professional growth within our diverse community. Each story is a testament to the resilience and tenacity of women and girls everywhere, and I encourage you to take a moment to read and celebrate these inspiring narratives in this annual report. TeamWomen's impact extends beyond our events, sparking lifelong connections that boost confidence and belief in our potential. It's thrilling to see how we transform and uplift each other.

The future is bright for TeamWomen, and I am honored to continue this journey alongside each and every one of you!



Katy Burke

Executive Director | TeamWomen



Our 2023 Accomplishments

In 2023, we made a strong comeback from the pandemic. We had numerous sold out events as our community was eager to network and continue growing together!

40 Programs Impacting 3,029 Women

TeamWomen delivered 40 programs, impacting 3,029 women, and a few brave men. Many events were hosted in our new rave-worthy shared space with the Twin Cities Film Fest in the West End and a neighboring women owned space The West End Conference Center!

Recognized Influential Women at our Flagship Events

At our 9th Annual WaveMaker Awards, we recognized 22 amazing leaders who are making waves in our community. This was the first year we honored a young leader, Avery Seed, as our Empower Rising Star.

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 empowered nearly 300 youth, primarily girls ages 10-18, through our Empower Leadership Academy.

Community Outreach

At our 2023 Holiday Party, we teamed up with Prism, St. Paul Police Department, the Diaper Bank of Minnesota, and Dignity Grows to support female health, provide kids with backpacks filled with supplies, and to bring holiday cheer to a family in need.

She Reads, She Leads

We launched our new book club that provides a casual opportunity for women to grow and connect. The funds raised through this program contribute to replenishing our scholarship fund, which enhances access to TeamWomen programs, fostering education and empowerment for women leaders.



Every Voice is Valued

Jennifer Mandery, Vice President for Research at the NALP Foundation, and TeamWomen member since 2017, has spearheaded the development of our annual Membership Survey. This critical tool has been our compass for the last several years.

She utilizes her expertise in research and data analysis to transform member feedback into strategic insights, helping us tailor our programs and initiatives effectively. The 2023 survey results have not only highlighted high satisfaction rates and the likelihood of membership renewals but also underscored the significant impact of TeamWomen on personal and professional growth. Moving forward, Jennifer's leadership will continue to guide the evolution of our survey process, ensuring all member voices contribute to our community's ongoing development and success.



Jennifer Mandery
Vice President for Research
at The NALP Foundation

Member Quotes

- “ There is no other organization quite like it. You are working to engage all age groups - you don't discriminate by industry or job title. Everyone is welcome.
- “ TeamWomen has been filling my bucket for more than a decade during many stages of my career.
- “ I always leave the events with new connections and an uplifting feeling. The speakers are interesting and inspiring. It's the best leadership and networking community I've been a part of.
- “ Every event I attend I come away with new ideas, new friendships, and feeling energized.
- “ I've been able to connect with a range of women leaders from a variety of professional career fields.





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 JULIETA PIOX & SARAH COZZI

Mentor & Mentee

"Empowering women has been a fulfilling journey throughout my life and mentoring allows me to share insights and guidance and continue my own personal development.

As a leadership coach and speaker, I know the importance of navigating one's professional life with confidence and clarity. Whether it's assisting in goal setting, honing leadership skills, or overcoming obstacles, my aim is always to empower women like Sarah.

What truly sets this mentorship experience apart is the reciprocal nature of the relationship between mentor and mentee. While I provide guidance and support, I am constantly enriched by the unique perspectives and experiences Sarah brings to the conversation. Her resilience, determination, and unwavering commitment to her goals inspire me to evolve and refine my own approach to coaching and leadership.

Being a mentor has allowed me to truly add value and be significant in the lives of women leaders. It has also taught me the importance of empathy, humility, and continuous learning.

Mentoring has reaffirmed my commitment to empowering women in leadership roles and is a reminder of the profound impact we each have in shaping the future of female leadership.?



Julieta Plox
MENTOR

My desire to make a career shift had been put on hold during COVID so I could keep our household afloat. As the complexities of COVID became more manageable I turned back to my career. A friend suggested I consider TeamWomen's mentoring opportunity and I applied in the spring of 2023.

I recall thinking, 'I'm going to be the ONLY one my [age participating] in this program. They probably won't be able to match me.' Throughout my career I've often found myself not fitting into the 'typical career trajectory box' so I figured this wouldn't be any different and hit send on my application.

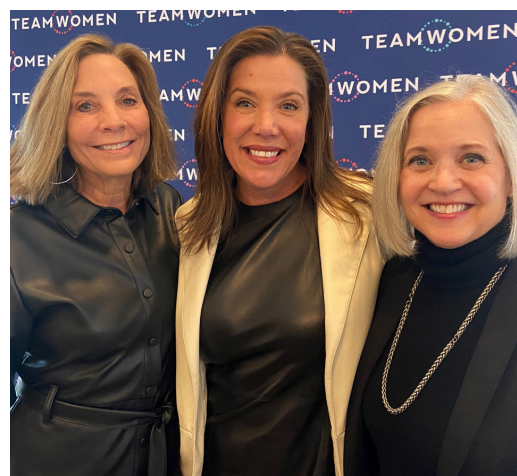
My doubts persisted even after I was assigned to my mentor. I did what I think most of us do before connecting with other professionals—I poked around the internet to see what I could find about Julieta. I found a kind faced entrepreneur with an endless list of board service. My worry flipped and I thought "holy smokes I am out of my league here."

As soon as I met Julieta, she was hugging me. I was steadied by her warmth which I needed more than ever as I had just been laid off and was staring unemployment in the face.

Working with Julieta kept me grounded and focused on refining my goals. She helped me sift through the unceasing brain chatter and holds hope for me when I can't find it myself. In the days between our meetings, her words of encouragement are what ring in my ears. I haven't arrived at 'what's next' yet but with Julieta's mentoring, the journey toward that place has had unexpected joy, ease and growth.



Sarah Cozzi
MENTEE



Making Moves with TeamWomen!

I attended my first TeamWomen Leadership Conference in 2018, six years ago. Blown away by the vibrant energy and camaraderie, I wanted to get more involved, but life had other plans—fertility struggles, a global pandemic, and the arrival of a newborn.

I returned to the TeamWomen Leadership Conference in 2022, and after seven years with my company, I was feeling stagnant in my role. I resolved to make meaningful engagement with TeamWomen my professional development priority. Joining the organization, applying for the Mentor Program, and immersing myself in the community by regularly attending events seemed like the catalyst I needed.

Little did I know that this decision would alter the trajectory of my career in unforeseen ways. TeamWomen emerged as the cornerstone of my professional network, opening doors to new opportunities. Networking became my lifeline, and TeamWomen's various events and supportive community proved invaluable—especially when I found myself unemployed due to corporate restructuring.

During a book club event with TeamWomen, I had a revitalizing, spontaneous conversation with the author, Jaime Taets. It sparked a chain of events: a networking call, a job interview, and ultimately, a job offer. At the same time, I was fortunate to be offered another appealing role. Faced with choosing between two exceptional positions, I was overwhelmed with gratitude. I paid forward the support I received by recommending a fellow TeamWomen member for the position I declined, and she secured the job shortly after!

Because of TeamWomen, my life is truly and forever changed. Now, as the Director of Client Success at Aroris Health, I am immersed in an organization whose values and mission resonate deeply with mine.

The power of networking, the power of showing up, and, quite frankly, the power of women selflessly lifting one another up is something I will never take for granted.



Christen Cook

Director of Client Success | Aroris

IMPACT ON MOBILITY AND COMPENSATION

2023 TeamWomen Member Survey



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



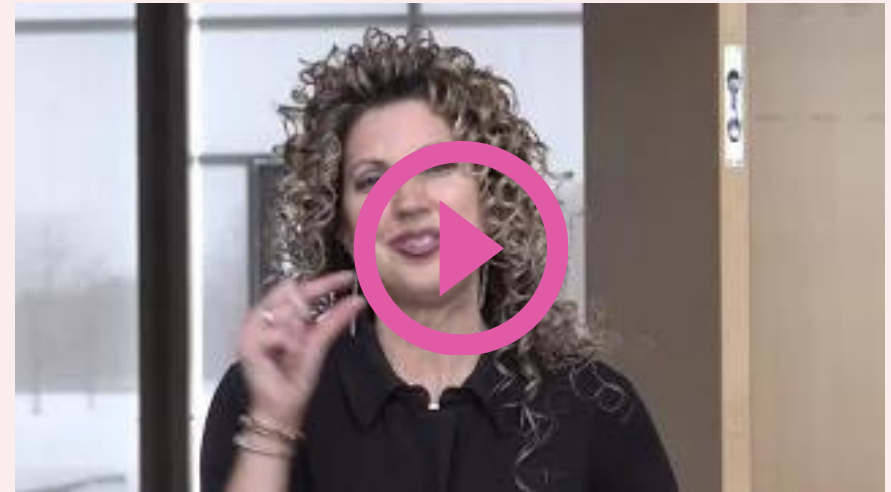
Empower Leadership Academy

We 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's mission of inspiring women and girls to rise together! We're proud and grateful to partner with organizations committed to empowering our next generation of leaders and advancing women in leadership roles!

Empower Rising Star



Avery Seed
Student | Perpich Arts
High School

At our 2023 WaveMaker Awards, Empower Leadership Academy attendee Avery Seed was recognized as our first Empower Rising Star!

Avery showcased a remarkable commitment to self-empowerment that inspired everyone around her!

She was featured in [SUN Post](#) and [Perpich News](#).



Stearns Bank N.A. and TeamWomen

As a female leader in the banking industry, I am passionate about supporting and empowering women to break barriers, overcome challenges, and achieve their goals. I firmly believe that when women support each other, incredible things happen, and our entire Stearns Bank N.A. team is proud to stand alongside TeamWomen in advancing gender equality and creating a more inclusive and equitable world for all.

Like TeamWomen, at Stearns Bank, we believe in the power of diversity and prioritizing the development and advancement of future generations of women in leadership. Currently, our leadership positions are held by 65% women leaders, with executive roles occupied by 53% women. These numbers far exceed the industry standard. This progress was intentional based on our mission to foster empowerment for all, which aligns perfectly with the mission of TeamWomen. We understand that diverse perspectives lead to better outcomes, and by partnering with TeamWomen, we can ensure that more women reach their full potential, not only as individuals but also as powerful change-makers across their organizations and our communities.

In the financial services industry, giving women representation as decision-makers is imperative. Studies show that women-owned businesses receive less than 3% of all venture capital investments and account for less than 15% of all check-writers. Stearns is deeply committed to improving that access and working with TeamWomen to bridge that gap by supporting female leaders and entrepreneurs.

I want to thank TeamWomen for their tireless efforts in championing women's leadership and providing a platform for women to connect, learn, and grow. Together, we can continue to inspire and empower the next generation of female leaders to create a brighter future with more opportunities for success for all.



Kelly Skalicky

CEO & President
Stearns Bank N.A.

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.

- ✦ 450+ total mentors/mentees since 2012
- ✦ 22,774 event attendees and counting!
- ✦ 2,350+ Empower Leadership Academy attendees
- ✦ 35,000+ social media impressions per month
- ✦ 6,500+ email 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.



Partnerships

NAWBO-MN (The National Association of Women Business Owners, Minnesota Chapter) initiated our partnership with TeamWomen in 2017 through a Speed Networking Event. This collaboration has blossomed into an annual event, designed to broaden our networks and foster collaboration among professional women.

Our partnership has created an important alliance that leverages both organizations' strengths to empower women at every stage of their careers. At the core of our collaboration is a shared commitment to fostering leadership development, expanding networking opportunities, and promoting the success of women entrepreneurs, which is especially beneficial given that one-third of TeamWomen members are business owners.

NAWBO-MN is enthusiastic about continuing to strengthen our partnership with TeamWomen, focusing on building a robust support network that empowers professional women!





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 highlights women making waves and pioneering success in their field. Our Empower Gala supports TeamWomen'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. *Listed alphabetically.*

EXECUTIVE COMMITTEE

Katy Burke
Alissa Henriksen
Heidi Humphrey
Julieta Piox
Maria Schwingler

FINANCE COMMITTEE

Katy Burke
Alissa Henriksen
Rachel Polson
Erin Procko
Maria Schwingler
Lin Schurtleff

GOVERNANCE COMMITTEE

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Miki Huntington
Margot McManus
Maria Schwingler
Nicole Wright

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Tammie Follett
Nicole Fredricks Jackson
Heidi Humphrey
Christina Jithin
Roberta Monte
Nicole Nee
Julieta Piox
Barbara Scharf
Mary Steiber Reynhout
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Christy DeLos Rios
Rebecca Duvick
Ashley Gorowsky
Sheila Harris
Alicia Johnston
Gunel Krishnan
Suzy Kuhlmann
Kristin Lockwood
Jennifer Mandery
Cathy Paper
Heather Polivka
Lauren Sigfred
Anaya Twum
Edith Young

MENTORING COMMITTEE

Katy Burke
Kat Gritsenko
Alex Leidholm
Margot McManus
Deanna Pannier
Rachel Polson
Lindsay Schneider
Paige Spaulding
Brandi Warmbier

WAVEMAKER AWARDS COMMITTEE

Amy Adamle
Erin Bakke
Kate Bock
Katy Burke
Jacqueline Coleman
Keiona Cook
Stacey Jensen

COMMUNITY OUTREACH COMMITTEE

Katy Burke
Lesla Fenwick
Sally Flinck
Susan Freiberg
Miki Huntington
Jamin Johnson
Jillian Kalogerson
Erin Koch
Roberta Monte
Chantal Potgieter
April Ranallo
Michaela Wagner

PROFESSIONAL DEVELOPMENT COMMITTEE

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Quinn Driscoll
Tammy Hutter
Stacey Jensen
Laura Johnson
Anna Roesner
Lauren Sigfred
Kate Snowise
Courtney Taylor

EMPOWER GALA COMMITTEE

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Mia Beste
Kristina Bonfe
Kim Brown
Katy Burke
Tammie Follett
Lexi Johnson
Timi Kelly
Kim Keprios
Annie Spizale
Karen Sorbo
Nettie Sparkman
Brandi Warmbier

Our Financials

TeamWomen Statement of Financial Position as of December 31, 2023

Revenue

Contributions, Grants, Donations	\$18,343
Empower Academies	\$9,100
Event Income	\$190,592
Memberships	\$64,615
Mentor Fees	\$2,050
Other Income *Non-recurring revenue	\$8,384
Sponsorships	\$186,000
TOTAL INCOME & OTHER INCOME	\$479,085

Expenses

Administrative	\$76,568
Programs	\$418,093
TOTAL EXPENSES	\$494,661

Net Operating Revenue (\$15,576)



Our Donors

{Listed alphabetically}

Allie Egart | Anna Nielsen | Ashley Hawks | Ava Suzuki-Lambrecht | Barbara Guth | Bonnie Schwalbe | Brandi Warmbier State Farm Agency | Brittany Wehrli | Carmen Muhl | Casey Wolter | Cassandra Erickson | Cindy Timbes | Courtney Applequist | Darin Lynch | Dawn Crawford | Elizabeth Reynolds | Eric Mitchellete | Erin Duffy | Heidi Humphrey | Hiper Hipo | Jana Hoffman | Jen Bullard | Jill Molitor | Jody Aafedt | John Guenther | Joy Schreder | Julieta Piox | Justine Hawkinson | Katherine Muir | Katherine Puhl | Kathleen Hustad | Katie Ladas | Kelli Williams | Kim Keprios | Lisa Jones | Loomis Loomis | Magarita Jules | Margot McManus | Margy Campion | Maria Schwingler | Mary "Bunny" Alexander | Mary McCarthy | Mary Schaeppi | Mary Schoessler | Mary Stieber Reynhout | Maryjane Williams | McGlynn Family Foundation | Melanie Tauring | Mia Beste | Miki Huntington | NBI Inc | Nicole Lovald | Nneka Onuma | Paige Batcha | Pam Bjerke | Rachel Polson | Robert E. Fraser Foundation | Robyn and Ben Murray | Ryla Bouchier | Shannon Foreman | Shelley Carthen Watson | Shelly Sanchez | Stacey Fuentes | Stephanie Rusinkiewicz | Susan Griffith | Tamara Reding | Tracy Fuller | Whitney Emanuel



Thank You to Our 2023 Sponsors & Partners

{Listed alphabetically}



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 2024, 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 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.



TEAMWOMEN

{Listed alphabetically}

BOARD OF DIRECTORS EXECUTIVE COMMITTEE

Katy Burke
Alissa Henriksen
Heidi Humphrey
Julieta Piox
Maria Schwingler

BOARD OF DIRECTORS

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

YOUNG PROFESSIONALS ADVISORY BOARD EXECUTIVE COMMITTEE

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Jacqueline Coleman
Erin Koch
Roberta Monte

YOUNG PROFESSIONALS ADVISORY BOARD

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Tammy Hutter
Stacey Jensen
Erin Koch
Kristin Lockwood
Roberta Monte
Anna Roesner
Lauren Sigfred
Kate Snowise
Nicole Wright

TEAMWOMEN

{Listed alphabetically}

Staff/Team

Katy Burke | Executive Director

Marian Candil Escobar | Empower Program Manager

Katie Ladas | Proprietor, Kayak Consulting

Lin Shurtleff | CEO, Common-Cents Bookkeeping

Barbara Schendel-Kent | Wizzy Wig Web Design

Do Good Events Team

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Lucie Jane Ashe

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Tricia Allenson

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Laura Boyd

Kiara Buford

Angela Gustafson

Nicki Nee

Peyton Owens

Cathy Paper

Julieta Piox

Reelika Schulte

Greg Uleland

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

TEAMWOMEN