



2025 ANNUAL IMPACT REPORT

INTERNATIONAL WOMEN'S FORUM

*Advancing women's leadership
today and tomorrow*



WE LEAD.

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Message from Our Leadership



Dear Friends,

That feeling of momentum, acceleration, and lift — the wind in our face, the tug of the earth that we must resist as we rise, the thrill of new views from new heights — that was the feeling of 2025 for our International Women's Forum. We defied gravity and used our wings to soar.

Together, you all created and enjoyed so many special moments to connect deeply, to share stories, and to exchange ideas that stretch across oceans and time zones, and there is something so impactful in doing that. There is also something so powerful about you and the

women who are part of the IWF global community — women who revere those who blazed trails before us, and champion those who come after; women who are aspiring and inspiring; women who join together in friendship to support each other as we work to transform companies, and cultures, and continents around the world. Women who are collectively making the world a better place by solving the problems of today and anticipating the opportunities of tomorrow.

You'll see some of that collective impact here for the first time in our annual report, highlighting the many ways IWF members around the world Connect with others, Catalyze personal and professional growth for our members and future generations of women leaders, and Celebrate women's leadership — locally and globally — resulting in amazing outcomes for a better world.

You'll also find updates on our member-centric, future-forward, and international focus for IWF and women's leadership, as we doubled down on advancing our mission, vision, and values. Reflected on the pages here, you'll see examples of increased member support and program offerings, including our Program Passport, Meeting the Moment toolkit, a new IWF app and website, and special interest groups — along with examples of strengthened international connections via Forum-to-Forum exchanges, and new expansions in Peru and Korea — designed to better connect and better serve all of you as we work to make a difference within our own spheres of influence and to lift others as we rise.

Defying the strong pull of gravity and soaring in the face of major headwinds around the world required us to respond thoughtfully to rapidly changing global circumstances with strategic focus, discipline, and adaptability, all rooted in our core values, and the results are clear: When IWF members fly, they fly together.

What's ahead for 2026? 10-9-8-7-6-5-4-3-2-1-Liftoff!

A handwritten signature in black ink that reads "Kimberly B. Cooper".

KIMBERLY COOPER JAQUA
IWF Global Board Chair

Advancing Women's Leadership Today & Tomorrow



Dear Members of our Global Community,

It is a great pleasure to share IWF's very first annual impact report. IWF's 8,400 members in 77 Forums in 35 countries are united in our mission to advance women's leadership today and tomorrow, and this report is a wonderful reflection of the power and promise of our incredible community of women leaders. In the following pages, you will see images that reflect that mission in action both globally and locally. We are well on our way to meeting our strategic goals, including expanding our presence to 50 countries and our membership to 10,000 preeminent women leaders.

IWF's impact depends upon leaders leading leaders. We greatly appreciate the efforts of our global board of directors, global committee members, conference chairs and committees, and local Forum presidents and officers who make IWF the wonderful organization it is.

At our global conferences in Seattle and Cape Town, as well as local Forum events, members Connected, Catalyzed women's leadership, and Celebrated remarkable women. Forums in Canada, Dallas, Hong Kong, and Trinidad and Tobago marked significant anniversaries. In a first-of-its-kind survey, members shared what is important in our convenings, informing how we can best serve our growing membership.

IWF's Leadership Fellows Program was enhanced to ensure it continues to be best in class and provides the most relevant and cutting-edge resources for the women who are destined to be the next cohort of leaders across sectors and around the world.

We are grateful for the tremendous support of our members who have joined Elly's Ladder and, through their investments, have made so much of this possible. We are also grateful to Ann Drake for her commitment to the Fellows Program, to the Ford Foundation for its first-ever grant to IWF, and to our members who made major gifts that are helping us expand what is possible for the future of IWF — particularly the estate of Susan Hammer of IWF Oregon and the Kerr Foundation in honor of Lou Kerr, founder of IWF Oklahoma and one of the founders of the Leadership Fellows Program.

Women leaders have much to celebrate and, at the same time, many challenges to face. IWF members must protect progress, redouble efforts after setbacks, and remember that we have the power and influence to make a difference.

A handwritten signature in black ink, reading "Stephanie Mathews O'Keefe".

STEPHANIE MATHEWS O'KEEFE
IWF Global Chief Executive Officer

One final note: IWF's 2025 Audited Financial Statements will not be approved by the Global Board until May 2026, when we will revise this report to include audited financial information.



2025

YEAR IN REVIEW

WE CONNECT.

Our global connections are at the heart of IWF's mission. We connect women leaders at thought-provoking leadership convenings and engaging events globally, locally, and in the virtual world.



Forum Anniversaries

IWF honors the enduring power and vibrant growth of our global community. We celebrate the Forums that reached significant milestones in 2025 and the achievements of the exceptional women leaders who have helped to sustain IWF's growth over more than 50 years.



IWF TRINIDAD AND TOBAGO

IWFTT marked their anniversary with a celebratory dinner.



*Celebrating
Milestones Around
the World*



IWF CANADA

The Pearl Anniversary was celebrated all year long and at the closing gala of the IWF Canada annual conference in Halifax; members wore their pearls.



10 years

IWF TRINIDAD
AND TOBAGO

30 years

IWF CANADA

35 years

IWF DALLAS

35 years

IWF HONG KONG



IWF DALLAS

The celebration brought together founders, presidents, members, and community leaders.



IWF HONG KONG

The anniversary event theme was "Honouring Legacy. Celebrating Leadership. Inspiring Generations."



New Forum Launches

IWF has expanded its global presence to 35 countries across six continents. The 2025 launch celebrations for IWF Korea and IWF Peru were powerful gatherings of leaders who share vision, values, and purpose – and wonderful opportunities to build connections among regional leadership.



*Welcome,
IWF Korea and
IWF Peru*



IWF Korea held its official launch event in June. IWF Global Board Chair Kimberly Cooper Jaqua, past IWF Global Board President Helen Rule, and other global leaders joined Forum presidents from across the Pacific Rim, new members, distinguished guests, and next-generation Korean leaders in Seoul to celebrate the launch.

The new Forum's leadership and members have quickly embraced our mission and values, holding convenings and traveling to regional and global events.



With 60 founding members, **IWF Peru** became the seventh Forum in Latin America. A celebratory launch event was held in March when IWF Global Board Chair Kimberly Cooper Jaqua, past IWF Global Board President Teresa Weintraub, and IWF leaders welcomed IWF Peru to the global community.

The event also marked the first-ever gathering of Forum presidents from across the region.

CONNECTING GLOBAL TO LOCAL AND LOCAL TO GLOBAL

2025 Convenings Around the World

OVERALL EVENTS

1,280

Includes global conferences, leadership gatherings, and local Forum convenings.

OVERALL ATTENDEES

16,377

Total participation in events produced by IWF global and local Forums worldwide.

GLOBAL PROGRAMS

26

Total Global Events

3,714

Total Global Attendees

1,300

Participants in
Global Conferences

Special Interest Groups
Law, Healthcare, Philanthropy,
and Higher Education.

530

Attendees
across 4 events

Including the Cornerstone
Conference in Cape Town and World
Leadership Conference in Seattle.

Online Exclusives

Virtual programs accessible
to members worldwide.

703

Viewers
across 3 events

3 New Member
Orientations

266 Attendees

FORUM LEADER GATHERINGS

In addition to our 4 global meetings, IWF convened local leaders to strengthen governance and strategy.

Presidents'
Council

3 Meetings
197 Attendees

Operational
Chairs

Including: program, membership,
treasurer, and governance chairs.

5 Meetings
577 Attendees

New Presidents'
Orientation

2 Meetings
55 Attendees

CONNECTING WOMEN ACROSS 35 COUNTRIES



LOCAL PROGRAMS

1,254

Total Local Events

12,663

Total Local Attendees

881

In-Person Events

214

Virtual Events

26

Hybrid Events

Forum-to-Forum Events and
Cocktail Cafes

Approximately 44 Forums participated in
a Forum-to-Forum exchange in 2025.

Program
Passport Events

Local events available to all
global members.

133

“

“The ability to connect with women I would not normally meet in person, and to engage with content on topics directly relevant to me and my work — that makes IWF so meaningful.”

GLOBAL CONFERENCES

2025 World Leadership Conference Seattle, Washington, USA

Start Here, Go Anywhere

From Jimi Hendrix to Nirvana to Chihuly, Microsoft to Amazon, Nordstrom to Starbucks, the big ideas that start in Seattle go everywhere and can take you anywhere. As IWF began a new decade of advancing women's leadership, there was no better place to explore global issues including philanthropy, risk, housing, AI and sustainability — through a women's lens.





800
women leaders

29
countries

17
sessions

20
behind-the-scenes

58
dine arounds



“

*“I think we have a responsibility
to be a light ... to help people to see
another way.”*

DR. BERNICE A. KING, CEO OF THE KING
CENTER – IWF GEORGIA



GLOBAL CONFERENCES

2025 Cornerstone Conference Cape Town, South Africa

Ubuntu: I Am Because We Are

Few places in the world embody the spirit of connection and collective humanity quite like Cape Town – a city of resilience, transformation, and vibrant culture. This extraordinary gathering was a powerful celebration of global connection and sisterhood, with conversations spanning the global economy, geopolitics, innovation, and the arts.





500
women leaders

30
countries

11
sessions

23
behind-the-scenes

26
dine arounds



“

“For when one woman learns, she shares, she lifts. When one woman speaks, others find their own voice. When a woman leads, she clears a path to craft solutions to intractable problems.”

CYRIL RAMAPHOSA, PRESIDENT OF THE
REPUBLIC OF SOUTH AFRICA



GLOBAL MEETINGS

Presidents' Council

The IWF Presidents' Council brings together local Forum Presidents virtually and in-person to share best practices, celebrate each other's achievements, and ensure ongoing Forum vitality.



GLOBAL MEETINGS

Special Interest Groups

IWF Special Interest Groups are member-led communities that connect members around shared interests and expertise. They convene at conferences, with session topics determined by the group, featuring group members and subject matter experts.



LOCAL CONVENINGS

Forum Events

Members in Forums around the world gather locally throughout the year to support each other, exchange ideas, and act on our mission.



EVENT SPOTLIGHT: IWF NORTHERN ITALY, IWF FINLAND, AND IWF UK FORUM EXCHANGE

More members experienced the value of IWF – locally, regionally, and globally – this year, with an increase in multi-Forum exchanges.



IWF NEVADA
Statewide gathering at the Robinson Nevada mine tour



IWF BERMUDA
Celebrating Cathy Duffy being recognized for her leadership during Black History Month



IWF TÜRKİYE
New Year Celebration



IWF BAHAMAS

February meeting hosted by member and past Fellow Etoile Pinder

*A Vibrant
Community*



IWF NEW YORK

Tour of the New York Stem Cell Foundation



IWF MISSISSIPPI

Induction brunch at the Capital Club



IWF BARBADOS

Women's Day Welcome Cocktail



IWF JORDAN

Bingo Night



IWF OREGON
Dine Around

*Enriching
Experiences*



IWF FRANCE
Chinese artist exhibition



IWF NORTHERN CALIFORNIA
A local "walk and talk" at the San
Francisco Presidio



IWF KENTUCKY
Women Leading Bourbon Country event



IWF ARIZONA

WOW 2025 Program: A Day in the Life of an Arizona National Guardsman



EVENT SPOTLIGHT: IWF CHILE

Members attended a rehearsal of the philharmonic orchestra at the Santiago municipal theater, conducted by our member Alejandra Urrutia, followed by a discussion with member Carmen Gloria Larenas, general director of the theater.



IWF GHANA

Member gathering



IWF SPAIN

IA Congress

LOCAL CONVENINGS

New Member Events

With an eye to Forum vitality, Forums around the world experienced strategic growth and welcomed new members to enrich our community.



*A Growing
Presence*



LOCAL CONVENINGS

International Women's Day

On International Women's Day and throughout Women's History Month, the IWF global community came together to champion the voices, talents, and power of women.



IWF ISRAEL



IWF GEORGIA



IWF MEXICO



IWF FLORIDA

IWF AUSTRIA

Attended Wortwiege Festival

IWF CANADA

Participated in an International Women's Day March

IWF CHICAGO

Hosted Women at the Top of Their Game

IWF CHILE

Visited the Cerro Calán Observatory

IWF FLORIDA

Attended the Women's Fund's Power of the Purse Luncheon

IWF GEORGIA

Hosted Women, Wealth, and Power and a PowerTalk Mentoring Program

IWF ISRAEL

Hosted an evening of Art, Motherhood, and Empowerment

IWF MEXICO

Participated in an International Women's Day March

IWF NEVADA

Held thought-provoking conversations led by Celena DiLullo

IWF NORTHERN CALIFORNIA

Held an engaging discussion on "Hope, Unity, Community, and Strength"

IWF SOUTH AFRICA

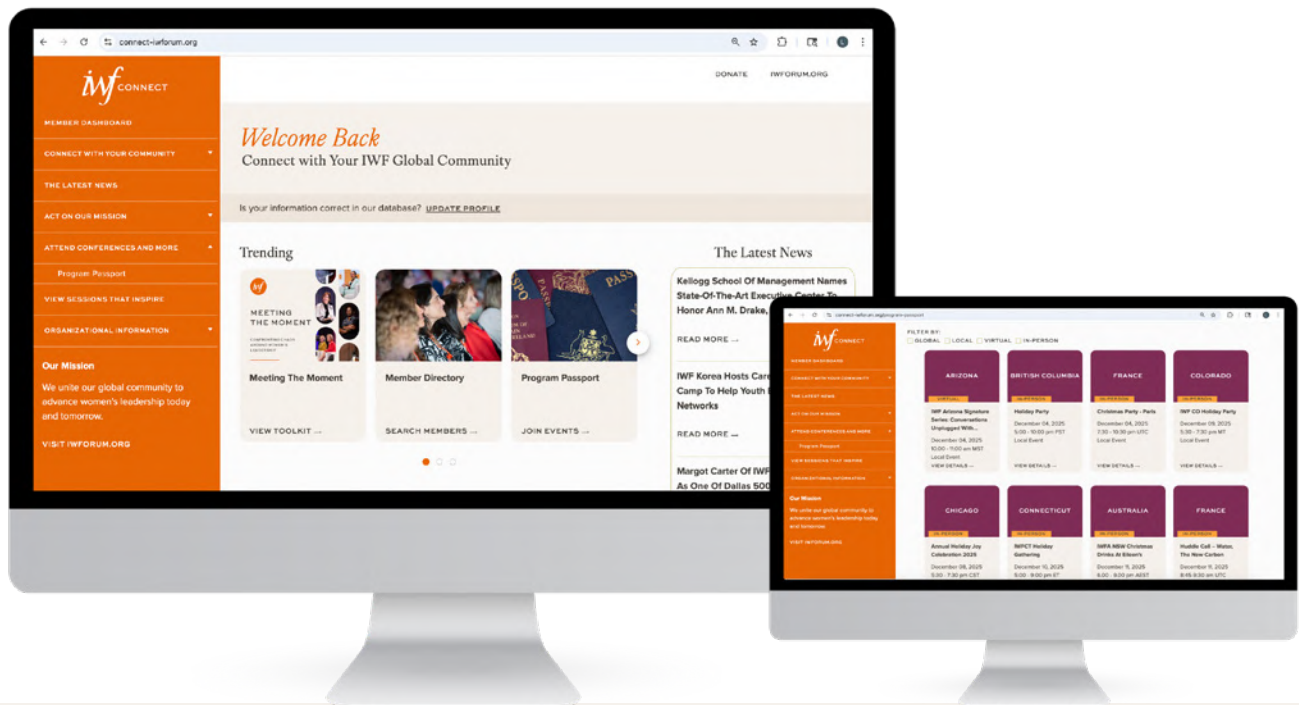
IWFSA's Fasset Program participated in an immersion trip to the United States

IWF TÜRKIYE

Held an event hosted by Selma Altay Rodopman

IWF Digital Experience

In 2025, IWF achieved an important goal: launching the IWF Connect App. With an updated member portal, our expanded digital access and resources provide more seamless – and frequent – connections to IWF at your fingertips.



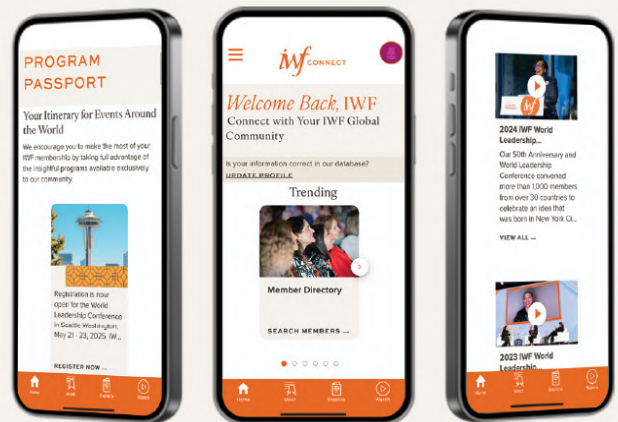
Available for download in Apple and Google app stores.



APPLE

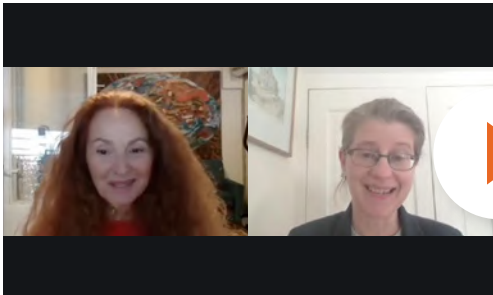


ANDROID



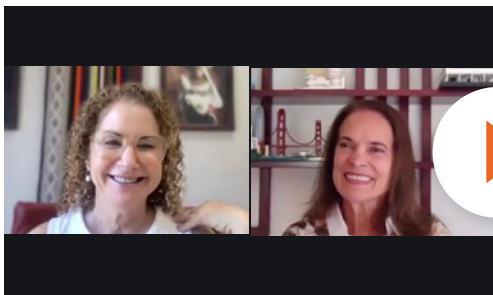
ONLINE EXCLUSIVES

IWF's members tell our story. In 2025, we shared three stories from our Women Who Make a Difference through our Online Exclusives.



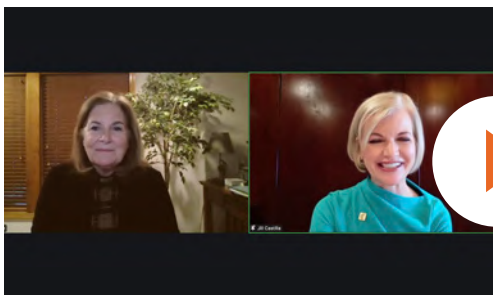
Crossing the Line Between the Possible and Impossible

Renowned artist Anilore Banon (IWF France) in conversation with Dr. Caroline Campbell (IWF Ireland and IWF United Kingdom), Director of the National Gallery of Ireland.



Learning Today, Leading Tomorrow: Catalyzing Future Leaders for a Better World

Barbara Bylenga (IWF Northern California), founder of SHE-CAN, in conversation with Valerie Corradini (IWF Northern California), Senior Institutional Consultant with Graystone.



From Inflation to Innovation: Central Banks, the Economy, and the Future of Financial Policy

Esther George (IWF Kansas), former President and CEO of the Federal Reserve Bank of Kansas City, in conversation with Jill Castilla (IWF Oklahoma), President and CEO of Citizens Bank of Edmond.



Member Survey

In 2025, IWF conducted its first-ever global member survey on program preferences and interests. The results reflect the types of programs of greatest interest as well as key considerations influencing participation. This information is being used to reimagine IWF global program offerings.

Insights reflect **822** respondents (10% of membership).

TOP PROGRAM INTEREST

Interested or very interested.

72%

IWF Culture and
Community Immersion

54%

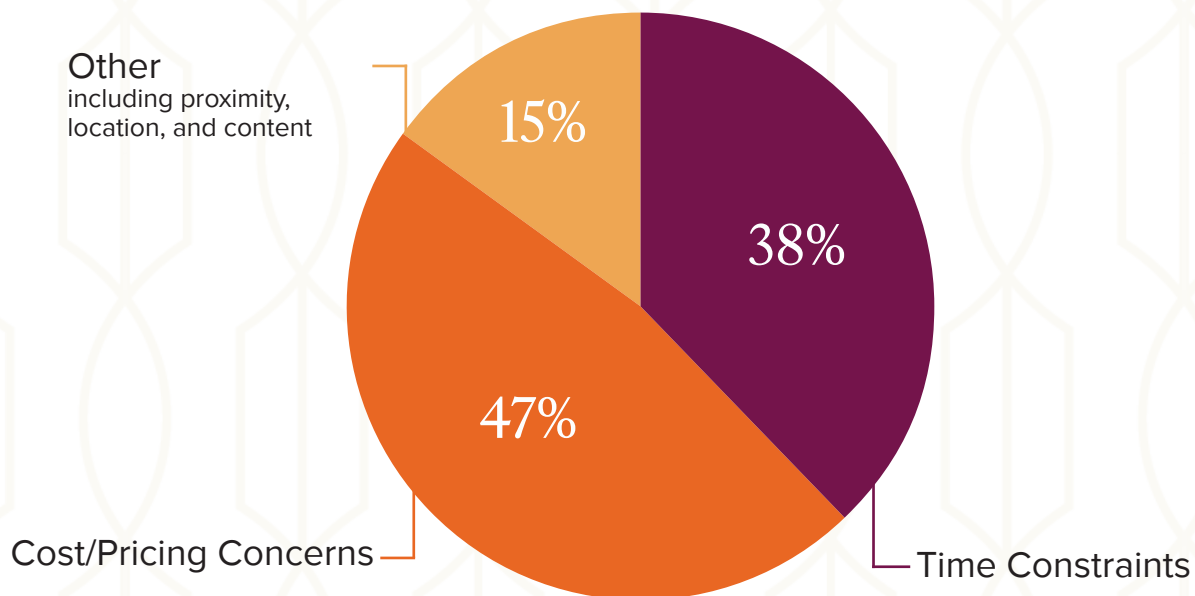
World Leadership
Conference

40%

Rest and Renewal
Retreat

BIGGEST CONSIDERATION

What is the biggest barrier for you when considering an IWF conference and regional events?



WE CATALYZE.

Since IWF's founding in 1974, one thing has remained constant: an unwavering commitment to our mission of advancing women's leadership. That commitment is brought to life through IWF's flagship Leadership Fellows Program as well as local leadership development programs around the world.





*We believe the potential
for women is unlimited and
opportunities should be as well.*

LEADERSHIP FELLOWS PROGRAM

Success by the Numbers

ACROSS THE YEAR

84

Leadership
Fellows

91

Mentors

14

Countries
Represented

SINCE 1994

820+

Total
Leadership
Fellows

750+

Total
Mentors

59

Total
Countries

530+

Corporate leaders
shaping business in
40 countries

110+

Government
leaders serving in
senior public roles
across 12 countries

80+

Nonprofit leaders
advancing social
impact in
14 countries

60+

Academic leaders
guiding institutions
in 14 countries

25+

Entrepreneurs
driving innovation
across 6 nations

CLASS OF 2024-2025

A Milestone Year

The 2024-2025 Leadership Fellows class was the largest cohort ever, with 46 exceptional women from eight countries: Australia, the Bahamas, Canada, India, Mexico, South Africa, the United States, and, for the first time, Armenia and the Commonwealth of the Northern Mariana Islands. This class also includes our first participant who identifies as having a disability.

The class began its journey with the Program's 30th anniversary celebration at the Library of Congress in Washington, D.C. Alumnae and IWF members whose vision and action created and nurtured the program came together to reflect on its important contribution to IWF's mission. After customized instruction at INSEAD and Harvard Business School, the program concluded with a graduation ceremony at the Harvard President's house.

During the graduation celebration, the class announced the establishment of a Leadership Fellows Legacy Fund to support a Fellow in the 2025-2026 class.





“

“The Leadership Fellows Program was an intensive, immersive, and transformative 10-month journey with a group of 46 phenomenal leaders across countries, cultures, and industries. This fellowship has been one of the most rewarding experiences of my life.”

TANEISHA DEAN-HALL, EY
THE BAHAMAS



CLASS OF 2025-2026

A Vision for the Future

In 2025, the Leadership Fellows Program underwent a thorough analysis to ensure the program continues to be cutting-edge, best in class, and designed for the women leaders of today. The result is a program that will better catalyze learning, deepen connection, and grow our global community.

● *Program Orientation in Portland, Oregon*

IWF Oregon graciously hosted orientation, introducing the cohort to IWF and their Fellows journey. A highlight of the week was a visit to Nike Global Headquarters and remarks by IWF member Sarah Mensah, President of the Jordan Brand. Alumna Melody Rose is the Forum's President and IWF Global Board Chair Kimberly Cooper Jaqua is a member of the Forum.





INSEAD

A redesigned INSEAD program focuses on the unique leadership barriers for women. It explores individual and group behavior, the dynamics of influence, and how leadership is shaped within organizations.



The University of Cambridge

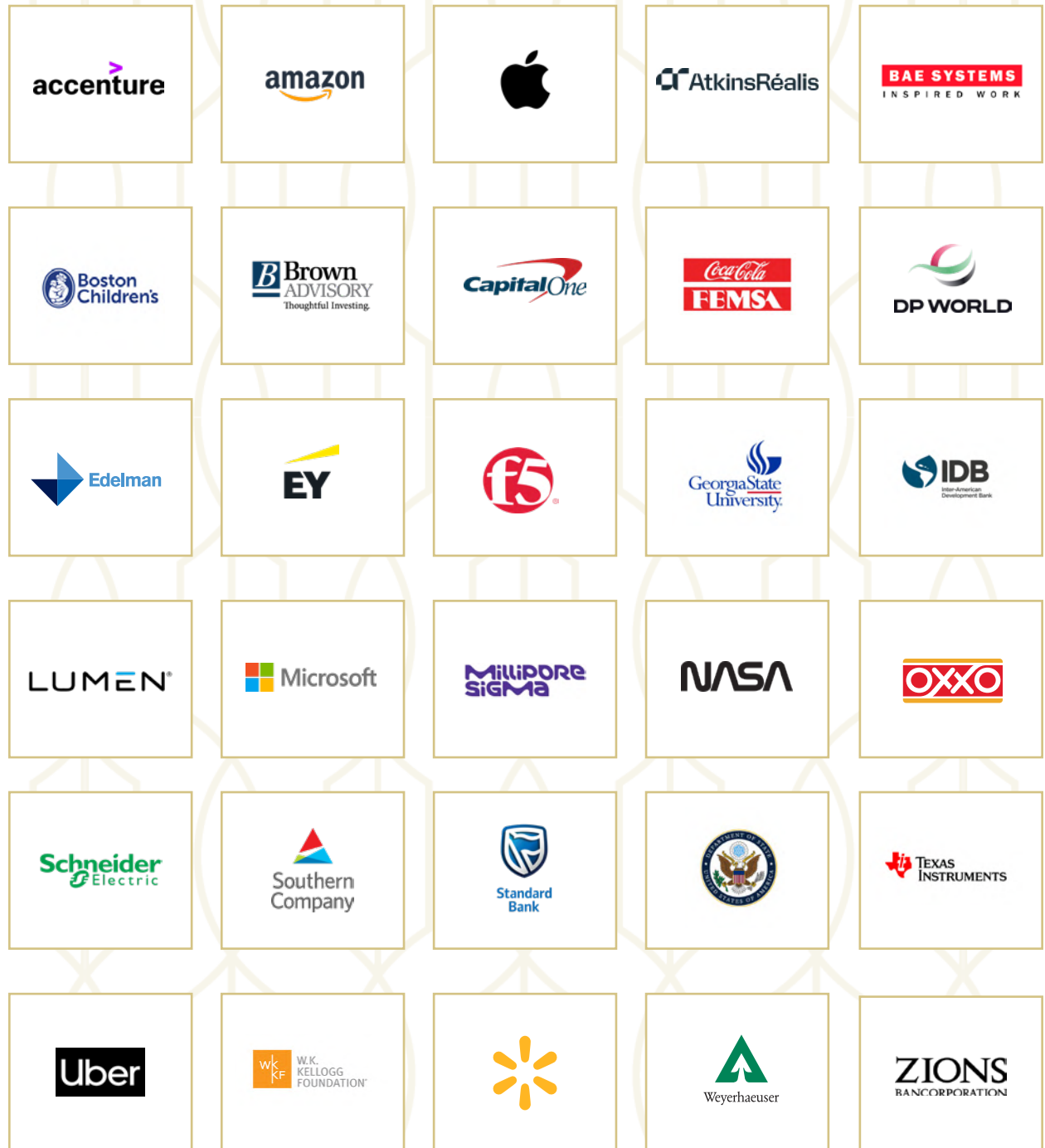
The University of Cambridge has joined INSEAD as our academic partner. The University's interdisciplinary approach emphasizes critical thinking skills and is designed to address future-facing organizational issues.



Graduation in Denver, Colorado

For the first time, the Leadership Fellows and their mentors will join the IWF Global Board of Directors and Forum Presidents for graduation during the Global Leaders' Dinner at the 2026 World Leadership Conference.

Sponsoring Organizations





IWF Mexico celebrating their Leadership Fellows and alumnae.

Forums Supporting Leadership Fellows Recruitment

IWF BAHAMAS
IWF BRITISH COLUMBIA
IWF CANADA
IWF CHICAGO
IWF COLORADO
IWF FLORIDA
IWF GEORGIA
IWF IDAHO

IWF MEXICO
IWF MICHIGAN
IWF NEW JERSEY
IWF NEW YORK
IWF SOUTH AFRICA
IWF SOUTHERN CALIFORNIA
IWF TÜRKIYE
IWF WASHINGTON STATE

Local Leadership Development Programs

Around the world, Forums have created leadership development programs to meet the needs of rising women leaders.

IWF AUSTRALIA

IWF Australia's structured six-session "Emerging Women Leaders" program guides participants on a leadership journey through the personal stories of established leaders within the IWFA network. Over 300 women leaders have completed the EWLP program since its inception in 2019.



IWF JORDAN

IWF Jordan's Leadership Enhancement and Mentoring Program (LEMP) empowers rising women leaders to develop essential leadership skills for success in their chosen careers.



IWF SINGAPORE

The IWF Singapore Education Grant, managed by the Community Foundation of Singapore, supports young women from financially challenged backgrounds. On November 8, 33 recipients received the EduGrant award, and since 2014, 253 grants have been awarded across 13 local institutions.

IWF SOUTH AFRICA

The IWFS Fasset Women's Leadership Program, led by the Finance and Accounting Services Sector Education and Training Authority (FASSET) and IWF South Africa, aims to develop 1,000 women leaders in finance through mentoring and skills training.



IWF SPAIN

IWF Spain collaborates with EY to promote women's leadership through individual mentoring and roundtable discussions on key topics through the Aprende con #EYas program.

WE CELEBRATE.

Honorees recognized through our awards programs — the International Hall of Fame, Women Who Make a Difference, Leading Light, and Ideas Remaking the World — lead change globally and locally and show the world the art of the possible. Our local Forums' signature events showcase both the power of individual honorees and IWF Forums.





International Hall of Fame

Since 1985, the IWF Hall of Fame awards have been the most important annual event for IWF, honoring women taking on the most urgent issues facing the world. Awardees are transformative leaders whose contributions to society are outsized on a global scale. This award is bestowed each year in recognition of their remarkable impact.

2025 IWF Hall of Fame Honoree

DR. PRECIOUS MOLOI-MOTSEPE

Co-Founder and CEO, Motsepe Foundation | IWF South Africa

At the World Leadership Conference in Seattle, Washington, IWF inducted Dr. Precious Moloi-Motsepe into the International Hall of Fame. Dr. Moloi-Motsepe is one of the most influential leaders in Africa. She is a physician, businesswoman, philanthropist, trailblazer, and visionary.

Along with her husband Patrice, she founded the Motsepe Foundation, one of the largest philanthropic entities on the African continent. The initiatives of the Motsepe Foundation are associated with 12 of the 17 UN Sustainable Development Goals including: education, community development, sports, and social cohesion. The Foundation's reach is global, supporting the Milken-Motsepe Innovation Prize with \$6 million to date. Precious founded Africa Fashion International and was recognized by the Business of Fashion for her role in catalyzing inclusion and the growth of African voices in the fashion industry, Credit Suisse named her a Woman of Impact.

Her passion and steadfast commitment to advancing equal opportunity have transformed communities and created pathways for the next generation of women leaders and changemakers.

“

“I believe that we have a duty to recognize and promote our interconnectedness. We call it ‘Ubuntu’ where I come from. This means understanding that the struggle and the triumph of one woman ultimately touch all of us.”



Women Who Make a Difference

Since 1987, this award has celebrated the tremendous accomplishments and contributions that IWF members have made to their communities and the world.

Our honorees embody the values of IWF and have demonstrated innovative, transformational professional leadership over the arc of their careers. They are authorities in their professions nationally or globally, and the impact of their personal leadership is noteworthy, grounded in their communities and connected to the broader world.



KATARINA G. BONDE

Chairman of the Board — Stillfront Group, Mentimeter and Zimpler
Board Director — Mycronic AB and Viaplay AB
IWF Sweden and IWF Northern California

Katarina is a global technology executive, investor, and pioneering winemaker whose cross-industry impact has opened pathways for women from Stockholm to Seattle to Sonoma.



CATALINA ESCOBAR

Founder and President — Juanfe Foundation
IWF Colombia

Catalina is a transformative force whose work has changed countless lives by reducing infant mortality, empowering adolescent mothers, and advancing gender equity.



BEVERLY MORROW

Retired Owner — TLM Management
IWF Arkansas

Beverly is an engineer-turned-entrepreneur and dedicated civic champion who has strengthened women-owned businesses and advanced community health and well-being across Arkansas.



MARY PUGH

Founder and Chief Executive Officer — Pugh Capital Management
IWF Washington State

Mary is a trailblazing financial leader who built a renowned firm while opening doors for youth and underrepresented communities to learn, grow, and lead.



ADRIANA SILVIA SARTOR

CEO — Elettrotec Srl
IWF Italy

Adriana is a visionary entrepreneur who expanded her company globally — pairing innovation and sustainability, while advancing opportunity for women-led enterprises.



Leading Light Award

The Leading Light Award is conveyed on very rare occasions. It celebrates those singular leaders who have made a unique, lasting, and significant contribution to the global organization, leaders whose wise counsel and grace exemplify IWF's values. The award recognizes vision and action that have shaped IWF globally.



TERRY AXELROD

Founder and CEO, Benevon
IWF Washington State

Terry's visionary leadership in creating Elly's Ladder, IWF's giving society, has transformed IWF's financial sustainability. Her innovation and deep commitment to IWF's mission have built a lasting culture of philanthropy and strengthened the organization's global impact.



DEBORAH TRUDEAU

Corporate Director
IWF Canada

Deborah spearheaded IWF's first strategic planning process, uniting the IWF and Leadership Foundation boards and elevating the Leadership Fellows Program. Her steady, transformative leadership was critical in guiding the organization through unprecedented challenges of a global pandemic.



MARTY WIKSTROM

Founder, Atelier Fund
IWF United Kingdom

A past board member of both IWF and its Leadership Foundation, Marty's decades of leadership, mentorship, and generosity have strengthened IWF worldwide. Her creativity and willingness to open doors have elevated IWF and its mission.



Ideas Remaking the World

Ideas Remaking the World showcases compelling concepts, remarkable business propositions, and transformational technologies from IWF's own innovators, instigators and disruptors. These remarkable women are creating solutions that are building a better world and better lives.



FARHANA HASAN

Redefining Global Equity in the AI Economy
IWF Georgia

Farhana Hasan is redefining global equity in AI and research by removing systemic barriers for marginalized women and youth. Through HerWILL, she provides elite digital, AI, and data science training across six countries, advancing economic mobility and empowering participants to develop innovative solutions to real-world challenges while shaping the future of the digital economy. Her work demonstrates that talent is borderless, even when opportunity is not.



CONNIE STACEY

Powering Possibility: Ending Energy Poverty
IWF Canada

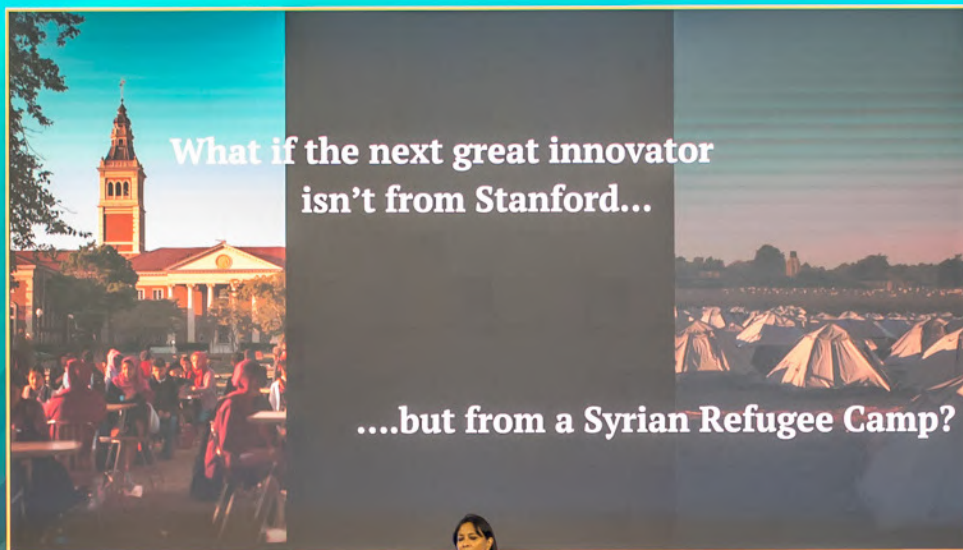
Connie Stacey is tackling global energy poverty with scalable, autonomous battery technology that delivers clean, safe, and accessible power to communities lacking electricity. Her solutions adapt to diverse environments, from rural villages to Arctic conditions, enabling education, economic opportunity, and health improvements. By providing energy where it is most scarce, her work is addressing one of the world's most urgent and overlooked injustices.



CARIKA WELDON

Caribbean DNA for Global Healthcare Solutions
IWF Bermuda

Dr. Carika Weldon is building the Caribbean's first genetic database to improve global health outcomes. By ensuring diverse representation in research, her work enables the development of more effective, inclusive medical treatments. Grounded in community engagement and equity, the program empowers Caribbean populations while contributing vital data to global health, helping medicine to better serve historically underserved groups worldwide.



What if the next great innovator
isn't from Stanford...

....but from a Syrian Refugee Camp?



Forum Signature Events

Around the world Forums celebrate women's leadership and our mission. Through annual events they support mission-centric projects that reflect local priorities.



IWF NEW YORK

The Elly Awards, named for Forum founder Elinor Guggenheimer, is the annual fundraising event for the New York Forum's Education Fund. Since 2011, this event has honored women leaders who set the rules of the game.



*Celebrating
Leadership
Locally*



IWF CHICAGO

IWF Chicago's signature event honors trailblazers who are transforming their industries, communities and the world. The theme of this year's event was Women on Top of Their Game and the keynote was delivered by IWF member Sandra Douglass Morgan, President of the Las Vegas Raiders.

A CULTURE OF PHILANTHROPY





Elly's Ladder is an annual giving society where members make a five-year commitment to an annual donation of either US\$1,000, \$5,000, or \$10,000. Named for IWF's founder, Elinor Guggenheimer, Elly's Ladder allows us to expand our global footprint, transform our digital communications, and better connect the most accomplished women leaders around the world.

Elly's Ladder was created to provide a consistent and predictable unrestricted source of operating support and to fund IWF's strategic objectives over the next five years.



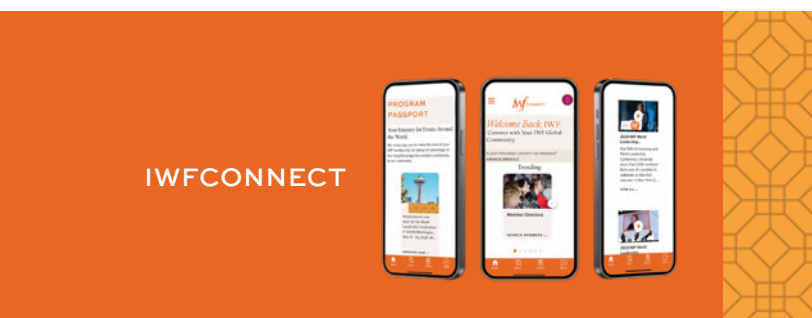
Expand Our Footprint

IWF has an ambitious goal of growing to 10,000 members across 50 countries — and with the successful launches of IWF Peru and Korea, and the global board approval of IWF Brazil, we are well on our way.



Expand Our Leadership Development Initiatives

We are scaling up the Leadership Fellows Program and continuing to increase the number and frequency of opportunities for ongoing leadership development for IWF members.



Expand Our Digital Capacity and Infrastructure

Our mobile app, IWF Connect, was released this year with a redesigned member portal interface. These tools, along with our website, help us better connect our global community.



*Commitment
to Purpose*



Thank You to Our 2025 Donors

AS OF DECEMBER 31

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***The Founders' Challenge** comprises current Elly's Ladder donors who have made a second pledge at the next level of support.

****The IWF Evergreen Circle** recognizes our treasured Elly's Ladder donors who commit to continue giving at the same level into the future, year after year.

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Doris Meister	Pernille Ostberg	Patricia Rodriguez- Christian	Srii Srinivasan	Teresa Weintraub
Marie Meliksetian	Elisabeth Ourliac	Phyllis Rogers	Shirley Stancato	Susan Werth
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Robyn Merrick	Susan Paley	M.T. Rolle	Sandy Stash	Jaleigh White
Cynthia Mickens Ross	Preeti Pande	Anita Romero*	Carolyn Stefanco	Ana White
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Rachel Mueller	Margo Provost*		Van Ton-Quinlivan	

"I joined Elly's Ladder because I believe in investing in the future of women's leadership. By supporting IWF, we're ensuring that the next generation of women has the opportunities, connections, and inspiration to lead boldly."

SANDY STASH — IWF CANADA, GHANA, MONTANA, AND UNITED KINGDOM



Major Gift Spotlights

In 2025, major gifts to IWF set a new record and created a benchmark for the future. We are grateful for the leadership and generosity of our major donors.



SUSAN HAMMER MEMORIAL LECTURE

IWF received a \$400,000 donation from the estate of Susan Hammer (IWF Oregon). The Susan Hammer Memorial Lecture, delivered annually, highlights women leaders who are changing the way we look at civility and peace. Mojanku Gumbi (IWF South Africa), Advocate of the High Court of South Africa and Special Advisor to the UN Secretary-General on Addressing Racism, gave the address in Cape Town.

ANN DRAKE SCHOLARSHIP

Ann Drake (IWF Chicago and Florida), Global Board Director, contributed \$100,000 to fund three Fellows scholarships. This significant gift reflects Ann's longstanding dedication to supporting the future of women's leadership.





LOU KERR LEADERSHIP LECTURE

The Kerr Foundation donated \$150,000 to honor Lou Kerr, the founding leader of IWF Oklahoma and a founding member of the Leadership Foundation Board, which created the Leadership Fellows Program. The Lou Kerr Leadership Lecture will be delivered annually by an inspirational IWF member as part of the Fellows Orientation.

MEETING THE MOMENT TOOLKIT

The Ford Foundation made an investment of \$50,000 to help fund IWF's Meeting the Moment campaign. Meeting the Moment is designed to tell the stories of women whose success has taken tenacity, creativity, resilience, and discipline beyond job requirements and is available online as a resource for all members.



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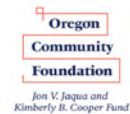
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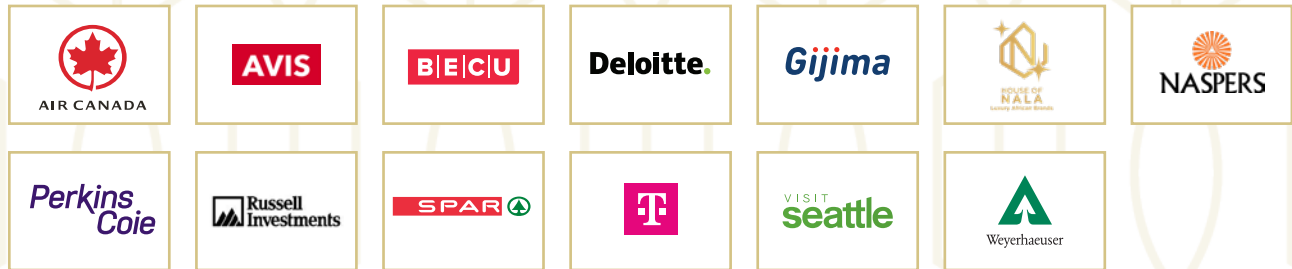
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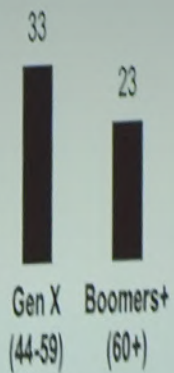
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MEETING THE MOMENT



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Meeting the Moment

Women's leadership is being challenged in many parts of the world today. IWF created a toolkit that includes messaging, the latest facts and figures, and social media graphics to help our global community respond. Meeting the Moment is designed to tell the stories of women whose success has taken tenacity, creativity, resilience, and discipline beyond job requirements.



TO SUPPORT YOUR MESSAGING THE LATEST FACTS AND FIGURES

The UN Women's Gender Snapshot highlights that failing to invest in gender equality costs the global economy trillions of dollars annually, with projections that closing these gaps could add up to \$28 trillion by 2025.

The World Economic Forum's Global Gender Gap Report 2025 estimates that, at the current pace, it will take 123 years to close the global gender gap across economic, educational, health, and political dimensions.

This report also found:

- The global gender gap score in 2025 for all 148 economies included in this edition of the index stands at 60.8% closed.
- No economy has yet achieved full gender parity. Iceland (92.6%) continues to lead the Global Gender Gap index, holding the top position for 16 consecutive years, and remains the only economy to have closed more than 90% of its gender gap since 2022.
- Women's workforce participation globally has risen to 41.2% in 2024, with notable gains in traditionally male-dominated sectors such as infrastructure (+8.9 percentage points).
- Between 2015 and 2024, the share of women in top management rose from 25.7% to 28.1%, but progress has slowed post-2022. In many sectors, top-level gains are outpacing mid-level promotions, risking the sustainability of balanced talent pipelines.

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MESSAGING YOU CAN USE: CONFRONTING CHAOS AROUND WOMEN'S LEADERSHIP

Women's leadership is being challenged in many parts of the world today, and IWF stands ready to meet those challenges. We are calling upon our global community to ensure all women have the power, platform, and opportunity to lead, innovate, and inspire change.

IF NOT NOW, WHEN? IF NOT US, WHO?

- The world needs IWF and organizations like it now more than ever, which is why we are committed to leading with purpose and acting on our mission.
- IWF is a global sisterhood: *international* is our first name. Our 8,400 members from 35 countries are united around a shared vision of exceptional, inclusive leadership.
- We demonstrate our power by lifting each other up and standing strong together.
- Each of us has a role to play in ensuring all women have the opportunity to lead.

9

SOCIAL MEDIA RESOURCES



FACT

**EXCELLENCE
AND DIVERSITY
ARE NOT MUTUALLY
EXCLUSIVE.**



#IWFExceptionalLeaders



FACT

TODAY,
WOMEN MAKE UP ONLY
29%
OF **C-SUITE
POSITIONS.**



SOURCE: MCKINSEY & COMPANY'S ANNUAL WOMEN IN THE WORKPLACE REPORT

#IWFExceptionalLeaders



“
INVESTING IN WOMEN IS
SMART ECONOMICS
AND INVESTING IN **GIRLS,**
CATCHING THEM UPSTREAM, IS
**EVEN SMARTER
ECONOMICS.**

NGOZI OKONJO-IWEALA
IWF HALL OF FAME HONOREE
Economist and International Development
Expert and Director-General of the World
Trade Organization



#IWFExceptionalLeaders

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GLOBAL LEADERSHIP



Global Board of Directors

Representing 22 Forums in 14 countries, the Global Board of Directors brings together diverse leadership and global perspectives to guide IWF's mission and strategic direction.

Reem Abu Hassan's term on the Global Board of Directors concluded in November 2025. Vivian Lau's term began thereafter.



*Kimberly
Cooper Jaqua*
Global Board Chair
Community Investor
and Management
Consultant
IWF Oregon



Elisabeth Ourliac
Vice Chair
Board Member
OPmobility, TSM
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**Chair of Audit,
Finance and Risk
Committee**
Vice President
Sunshine Holdings
IWF Bahamas



Reem Abu Hassan
Attorney and Human
Rights Activist Minister
Former Ministry of
Social Development
IWF Jordan



Kathy Anderson
Technology &
Operations Senior
Executive
IWF Northern California



Terry Axelrod
Founder and CEO
Benevon
IWF Washington State



Adriane Brown
Independent
Board Director and
Managing Director
Flying Fish Partners
IWF Nevada and IWF
Washington State



Irene Charnley
Independent Chair
Gibela Rail
Transport
Consortium
IWF South Africa



***Silvia Dávila
Kreimerman***

President Latin America,
Comex member and
CEO Mexico, Danone
CGF Latin America
Co-Chair
IWF Mexico



Ann Drake

President and Founder
Lincoln Road
Enterprises
IWF Chicago and
IWF Florida



Betsy Fischer Martin

Executive Director
Women & Politics
Institute, American
University
IWF Louisiana and IWF
Washington, D.C.



Pilar Girón

Vice President of
Human Resources and
Digital Transformation,
Inter-American
Development
Bank (IDB)
IWF Spain



Julie Goldstein

Director of Strategic
Planning
Goldstein & Lee, PC
IWF United Kingdom



Ruveni Kelleher

Partner
Johnson Winter &
Slattery Lawyers
IWF Australia



Vivian Lau

Chair & Group CEO
Pacific Air Holdings
Limited
IWF Hong Kong



Doris Meister

Former Chairman
& CEO Wilmington
Trust Company and
Wilmington Trust N.A.
IWF New York



Brenda Pope

CEO and Managing
Director ConsultBP
IWF Barbados



Leslie Quinton

Vice President —
Communications,
Events and Social
Responsibility
Ubisoft Entertainment
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President
Chile Chapter
National Museum of
Women in the Arts
IWF Chile



Prof. Dr. Funda

Sivrikaya Şerifoğlu
Founding President of
TULIP Leadership
Improvement Program
Founding President of
Duzce University
IWF Türkiye

Global Presidents Emerita

IWF Global Board Presidents

Elinor Guggenheimer

1982
IWF New York

Barbara Barrett

1999-2001
IWF Arizona/Montana

Teresa V-F Weintraub

2016-2018
IWF Florida

Gail Schoettler

1983-1985
IWF Colorado

Luz Lajous Vargas

2001-2003
IWF Mexico

Deborah Shannon Trudeau

2018-2020
IWF Canada

Susan Davis

1985-1987
IWF Washington, D.C.

Kim Campbell

2003-2005
IWF Canada/
IWF Southern California

Helen Rule

2020-2022
IWF Australia

Jane Macon

1987-1989
IWF Texas

Gay Cook

2005 - 2007
IWF Colorado

Carolyn Carter

2022-2024
IWF New York

Cynthia Maduro Ryan

1989-1991
IWF Southern California

Esther Silver-Parker

2007-2009
IWF Arkansas/ IWF New York

Rosemary Weiss

1991-1993
IWF Colorado

Allyson Maynard Gibson

2009-2011
IWF Bahamas

Susan Greenwood

1993-1995
IWF New York

Deedee Corradini

2011-2013
IWF Utah

Carol Cox Wait

1995-1997
IWF Washington, D.C.

Ludmila Shvetsova

2013-2014
IWF Russia

Fran A. Streets

1997-1999
IWF Northern California

Sein Chew

2014-2016
IWF Hong Kong



Leadership Foundation Board Presidents

Rosemary Weiss

1993-1995
IWF Colorado

Allyson Maynard Gibson

2003-2005
IWF Bahamas

Reem Abu Hassan

2013-2015
IWF Jordan

Susan Greenwood

1995-1997
IWF New York

Rosalind Gilmore

2005-2007
IWF United Kingdom

Françoise Lyon

2015-2017
IWF Canada

Helen Galland

1997-1999
IWF New York

Carol Cox Wait

2007-2009
IWF Washington, D.C.

Holly Cannon

2017-2019
IWF Washington, D.C.

Fran A. Streets

1999-2001
IWF Northern California

Pamela Garside

2009-2011
IWF United Kingdom

Toni Randolph

2019-2020
IWF Florida

Karyl Innis

2001-2003
IWF Dallas

Kathryn Checchi

2011-2013
IWF Southern California/
IWF Washington, D.C.



Presidents' Council

The Presidents' Council is composed of current Forum Presidents who provide leadership, coordination, and representation across the International Women's Forum network.

Presidents as of year end.

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Jordan
IWF Alabama

Graciela Martini
IWF Argentina

JoAnn Holland
IWF Arizona

Phyllis Rogers
IWF Arkansas

Cathy Doyle
IWF Australia

Iris Brachmaier
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Tameka Forbes
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Tracey Shuffler
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Helen Atkeson
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Lucie Claire Vincent
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Debbie Dennis
IWF Dallas

Genevieve Hill
IWF Delaware

Olga Eljuri de Doumet
IWF Ecuador

Marita Markkula
IWF Finland

Carol Faber
IWF Florida

Joy Randels
IWF Florida Suncoast

Elisabeth Ourliac
IWF France

Blythe Robinson
IWF Georgia

Kerstin Wagner
IWF Germany

Edith Dankwa
IWF Ghana

Diane Chang
IWF Hawaii

Vivian Lau
IWF Hong Kong

Gloria Totoricagüena
IWF Idaho

Fiona Tierney
IWF Ireland

Tzipi Iser Itsiq
IWF Israel

Marina
Romualdi Vaccari
IWF Italy

Dana Morris Dixon
IWF Jamaica

Samar Nassar
IWF Jordan

Pam Gagel
IWF Kansas

Diane Medley
IWF Kentucky

Kumjoo Huh
IWF Korea

Melek el Nimer
IWF Lebanon

Meredith Hathorn
IWF Louisiana

Dawn Hill
IWF Maine

Adrienne Penta
IWF Massachusetts

Alejandra
Latapi Renner
IWF Mexico

Shirley Stancato
IWF Michigan

Beverly Wade Hogan
IWF Mississippi

Lynn Wittels
IWF Missouri

Faye Warren
IWF Montana



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Barbara Jones

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IWF Utah

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IWF Singapore

Caroline Carpenter

IWF Vermont

Enrica Maria Ghia

IWF Northern Italy

Nolitha Fakude

IWF South Africa

Victoria Gottlieb

IWF Washington, D.C.

Kathleen Starkoff

IWF Ohio

Linda LoRe

IWF Southern California

Nicole Grogan

IWF Washington State

Debra Murray

IWF Oklahoma

Krista Walochik

IWF Spain

Jean McKenzie

IWF Wisconsin

Melody Rose

IWF Oregon

Yvonne Magnusson

IWF Sweden

Cynthia Kanai

IWF Palm Beach

Deborah Varallo

IWF Tennessee

Maruquel Pabón de Ramírez

IWF Panama

Jane Macon

IWF Texas

Ines Temple

IWF Peru

Lisa Agard

IWF Trinidad & Tobago

Global Management and Consultants

Responsible for global operations, program oversight, and support of local Forums, including leadership of the Fellows Program, our team draws upon talent in Australia, Canada, South Africa, and the United States.

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Chief Executive Officer

Heath Nash
Chief Operating Officer

Annika Beck
Assistant to the CEO
and Digital
Communications
Coordinator

Nikki Williams Dietrich
Director, Global Meetings
and Events

Laine Funkhouser
Global Head of
Communications

Angela Gaston
Senior Manager,
Governance
and Membership

Kelly Gilbert
Senior Manager,
Global Programs

Holly Harris
Leadership
Programs Manager

Paul Johnson
Senior Advisor

Michael Luecke
Manager, Partnerships and
Philanthropy

Lynne Manrique
Vice President, Leadership
and Educational Programs

Lori Nuth
Website Director

Arielle Charlot Swilley
Programs and
Membership Coordinator

Sabrina Wallach
Vice President, Finance
and Operations

Katya Wildgen
Vice President, Creative
Services and Production

Lauren Williams
Design Director

Rachel Yost
Vice President, Partnerships
and Philanthropy

Mellissa Fung OC
Content Consultant
and Writer

Mike Fynn
Conference
Production Consultant

Bradley Hilton
Conference
Production Consultant

Catherine Jaynes
Leadership Fellows
Program Consultant

Ivor Jones
Stage Manager, Conference

Anosha Khalid
Creative Consultant

Executiveevents
Registration Support



*Advancing women's leadership
today and tomorrow.*



INTERNATIONAL WOMEN'S FORUM



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