

TEMPO

2024

2025

IMPACT REPORT

2024-2025 CORPORATE SPONSOR





# STRONG VOICES RISING

A single voice hitting the right note can shatter glass.

Many voices build on that timbre and strength. They resonate. They create a vibration that can shake foundations. Change expectations. Many voices ring through, and ring true.

TEMPO is a group of women who have spoken up, risen above and defied conventions to succeed. And we are committed to helping others do the same. We are each bold, strong, smart, and uniquely powerful.

Together we are unstoppable.

## TOGETHER OUR VOICES RISE AND THE WORLD RISES WITH US.



Welcome to our 2024-2025 Impact Report—a testament to the power of our collective action and unwavering commitment. As we stand on the cusp of our 50th Anniversary, this report will reveal celebration of progress, resilience, and the transformative potential of community.

Within this report, you'll journey through our remarkable year—exploring our story, our programs, our community impact, and the strategic milestones we've achieved. Each program, each initiative, each connection represents a step towards meaningful change. As we head into the final fiscal year of our 2023-2026 Strategic Plan, we invite you to join us in reflecting on the achievements we've unlocked thus far, which are nothing short of extraordinary.

This milestone year is a tribute to every member, partner, and supporter who believes that the 'World Moves When Women Rise'. As you read our story, we invite you to feel the energy, the passion, and the potential that drives our mission. Help us continue this powerful movement towards a more equitable, empowered future.

*Jen Dirks*

President & CEO  
TEMPO

*Heather Turner*

TEMPO Board Chair 2023-2025  
EUA

# OUR STORY

In 1975, most women, regardless of talent, competence or position were kept outside of the city's power structure. On February 6, 1975, a handful of enterprising women set out to change the landscape for women. They gathered to participate in the first TEMPO Business and Professional Women's Club of Milwaukee, Wisconsin which has grown and evolved into what is known today as TEMPO. The hope of the founding members was to create a society where women hold an equal place in leadership, policy, and decision making. The organization has remained true to its foundational mission and continues to evolve as the business landscape in Milwaukee changes, in alignment with the core pillars of Connection, Leadership, Mentorship, and Advocacy.

Today, TEMPO is the largest professional women's group in Wisconsin, composed of more than 800 executive and Emerging Women Leaders representing diverse industries, functions and companies from throughout the Milwaukee area and Southeastern Wisconsin. The purpose of TEMPO is to provide members with opportunities to network with leaders and future leaders, to enhance members' awareness of issues and trends having an impact on Milwaukee, and to promote the active contribution of TEMPO whose presence is essential to the future success of the Milwaukee business community. TEMPO serves its membership and the community through educational programming, networking opportunities, relationship building, and mentoring, with the goal of empowering women to achieve and sustain leadership roles.

## MISSION

TO FURTHER THE IMPACT OF  
WOMEN LEADERS

## VISION

A SOCIETY WHERE WOMEN HOLD  
AN EQUAL PLACE IN LEADERSHIP,  
POLICY AND DECISION-MAKING



# TEMPO

## MEMBER PROFILE



PROFESSIONAL EXPERIENCE  
10+ years professional experience



ADDITIONAL EXPERIENCE  
5+ years of senior/executive-level or high managerial experience



LEADERSHIP  
Her organization/company's top executive or engages/has direct working involvement with top executives



COMMUNITY INVOLVEMENT  
Leadership in professional and/or civic organizations



ENDORSEMENT  
Invite or strong nomination from current TEMPO member

# OUR OFFERINGS

## Programming



### PROGRAM MEETINGS

PRESENTING SPONSORS:  MOLSON COORS  us bank



TEMPO's Program Meetings continue to stand out as one of the most valuable benefits of membership. These sessions feature high-caliber speakers, cover a variety of different topics and are provided to members and their guests throughout the year. Speakers are often community leaders making change and sparking conversations in the Milwaukee business community. Our program meetings not only facilitate lasting connections among members and attendees but they also empower them with actionable ideas and inspiration to continue building, growing, and shaping our vibrant community.

### PROFESSIONAL DEVELOPMENT SESSIONS

PRESENTING SPONSOR:  **fiserv.** SUPPORTING SPONSOR:  RSM



TEMPO's Professional Development Series sessions are designed for those interested in professional growth and enrichment. Held quarterly, these interactive workshops focus on techniques and tools to lead and affect change. This year's sessions covered the impact of transitioning through menopause as a leader, AI in the workplace, creating unshakable confidence, and training your teams to communicate effectively.

# OUR OFFERINGS

# WOMEN'S

## AFFINITY ALLIANCE



TEMPO's Women's Affinity Alliance (WAA) was founded in 2011 to create an initiative that brings women's Employee Resource Group leaders and stakeholders together to network, share best practices, and keep up-to-date on trends in women's affinity programs.

The vision of WAA is to be the go-to resource for individuals and organizations looking for information and connections to advance their women-focused employee resource groups and female talent.

Each year our Women's Affinity Alliance hosts quarterly events in partnership with our Corporate Sponsor and various Corporate Partners. This year's programming covered topics of launching success and expanding ERG's within your organization, TEMPO's Direct Positive screening discussions on the importance of women leaders, ERG best practices, and the transformative power of mentoring.

2024-25 CORPORATE SPONSOR



2024-25 CORPORATE PARTNERS



# OUR OFFERINGS

## Signature Events



Attendees and sponsors return to the Leadership Event year after year to gain insights from a nationally renowned speaker, for networking opportunities with Milwaukee's movers and shakers, and a premier professional development experience for themselves, their teams and their clients. Each year, a high-caliber speaker provides insights into current business challenges and opportunities around the theme of leadership.

This year's event welcomed award-winning documentarian, journalist, speaker, author and philanthropist, Soledad O'Brien, founder of Soledad O'Brien Productions to an audience of more than 1,000 attendees. Soledad shared sentiments on the importance of writing your own story, while navigating obstacles and remaining true to yourself in a moderated conversation with Jessica Jallings Gomez.

# 19TH ANNUAL LEADERSHIP EVENT

PRESENTING SPONSOR: **BAIRD**



# OUR OFFERINGS

## Signature Events



In 1990, TEMPO established the Mentor Awards event to recognize individuals and organizations in the community dedicated to the mentoring of others. Mentor Award recipients are nominated by individuals within the Milwaukee community. Nominations are then judged on three criteria: mentoring of others, business leadership and community leadership.

This year's annual Mentor Awards event celebrated "35 years of Mentoring Moments" with three remarkable leaders in our community: Danielle Bly, Alderwoman Milele Coggs and our inaugural Legacy Award recipient Margaret Henningsen with a crowd of nearly 500 attendees.

More than \$22,000 in donations were raised on-site in support of the TEMPO Foundation's year-round mission of advancing emerging and experienced women leaders through undergraduate scholarships and professional development grants.

## 35TH ANNUAL MENTOR AWARDS

PRESENTING SPONSOR:



# OUR OFFERINGS

## Signature Events



## HOLIDAY PARTY

TEMPO's Annual Holiday Party is a chance for members to come together in celebration of the passing year and look ahead to all that is yet to come. In an evening of networking and holiday cheer, the holiday party features a raffle benefitting the TEMPO Foundation. This year's event raised more than \$10,000 in raffle donations!



PRESENTING SPONSOR: **us bank**

## GOLF OUTING

Each summer, TEMPO hosts a day on the course for some fun for(e) all! Golfers play in foursomes during the day and non-golfers join us afterwards for a summer social. This event creates a perfect environment to maximise the membership experience through networking and connection.

# OUR OFFERINGS

## Mentoring



## MENTOR CIRCLES

Cited as one of the most valuable membership benefits, a TEMPO or EWL Mentor Circle provides a safe, confidential environment in which members can make connections to other women executives in order to elevate their skills and grow personally and professionally. Nearly 400 TEMPO members and Emerging Women Leaders are actively participating in the Mentor Circles program.



## 1-TO-1 MENTORING

The 1-to-1 Mentoring Program is a signature initiative for TEMPO and is a key benefit for both TEMPO and EWL members. To-date, more than 300 matches have been made between TEMPO members as mentors and Emerging Women Leaders as mentees. The program brings greater definition to TEMPO's focus on mentoring while fostering valuable connections across TEMPO & EWL.

# OUR OFFERINGS

## Networking



## COFFEE CONNECTIONS

Born at the onset of the pandemic, when our members were missing the small interactions and new connections happening at in-person events, our monthly Coffee Connections have remained a regular member offering and top-choice engagement opportunity across both TEMPO and EWL. Members are invited to sign up each month to be randomly matched with a fellow member for a new one-on-one connection to be made.



## SOCIALS

One of TEMPO's core pillars is connection and a majority of our members noted "building connection" as one of their top reasons for joining TEMPO. Social opportunities throughout the year allow our members to gather, free from any structured agendas, feeling empowered to share their genuine thoughts without pretenses or expectations and enjoy meaningful conversations, expand their networks, and build lasting connections.

# OUR IMPACT

## TEMPO | FOUNDATION



The TEMPO Foundation, the charitable arm of TEMPO, advances emerging and experienced women leaders by providing undergraduate scholarships and professional development grants to women across the state of Wisconsin. Since 1990, the TEMPO Foundation, has awarded more than \$525,000 in undergraduate scholarships, to female college students in Wisconsin and since 2018, has awarded more than \$100,000 in Professional Development Grants to nearly 30 local women. Over the years, the TEMPO Foundation has received generous support from our members, corporate donors and people in the community who care about advancing women leaders.

This year alone, the TEMPO Foundation raised more than \$55,000 in donations from our members, corporate sponsors, and community partners and supporters. We thank all of our generous donors for their continued support in advancing the TEMPO Foundation mission!



# EMERGING WOMEN LEADERS 10



# EMERGING WOMEN LEADERS MEMBER PROFILE



## PROFESSIONAL EXPERIENCE

8+ years of professional experience; 5-8 years away from meeting the TEMPO profile . Up-to-date resume required.



## LEADERSHIP

Displays leadership within her company/organization; showcases her impact and influence within company walls. Involvement is above and beyond required job responsibilities.



## COMMUNITY INVOLVEMENT

Demonstrates ongoing commitment to the community through involvement and leadership in professional, nonprofit and/or civic organizations.



## ENDORSEMENT

Strong nomination from a current TEMPO or EWL member who is familiar with the program. In addition, a letter of support from the nominee's supervisor; company leader, or community advocate is required.



## CANDIDATE STATEMENT

Strong written statement answering the following:

What makes you a good candidate/what will you contribute to EWL?

What do you expect to gain from your EWL membership?

List 2-3 goals in your career you hope to accomplish over the next 5-8 years.



# OUR FUTURE

## EMERGING WOMEN LEADERS



## EWL RISE

TEMPO's Emerging Women Leaders' Signature Event RISE is a day-long immersive experience filled with professional development, networking and inspiration tailored specifically to mid-career level women and future TEMPO members. This event features a keynote speaker, interactive workshops, panel discussion, as well as our EWL Impact Awards.



## EWL PROGRAM MEETINGS

Emerging Women Leaders are the future of TEMPO—bold, ambitious, and ready to lead. Our EWL Programs are crafted specifically for this next generation of changemakers. Each session features inspiring speakers, relevant topics, and real conversations that speak to the unique experiences of early- and mid-career women.



# OUR FUTURE EMERGING WOMEN LEADERS



## EWL ELEVATE

Our commitment to developing the next generation of women leaders took center stage with the launch of the Emerging Women Leaders' ELEVATE program. In collaboration with Marquette University, the Institute for Women's Leadership, Northwestern Mutual, and the TEMPO Foundation, this initiative equips our new executive leaders within EWL with the skills and insights needed for success—preparing them to take their place within TEMPO and beyond.



## EWL SOCIALS

These socials are more than just get-togethers; they're opportunities for Emerging Women Leaders to build real, lasting connections in an authentic, agenda-free environment. It's a chance to show up fully – without expectations, without pretense – and engage in meaningful conversations that fuel personal and professional growth.

# OUR STRATEGY

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## Programming

Objective: Maximize member value through high-caliber programming and professional development opportunities. Customize opportunities for each member persona.

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Objective: Maximize member value by providing unique, intentional, meaningful engagement opportunities. Meet our members 'where they are' both professionally and personally. Elevate targeted opportunities for member engagement.

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## Engagement



# OUR STRATEGY

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Objective: Foster an environment of equity, inclusion and belonging where all members' differences and perspectives are supported and valued. Advocate for equity for women in the workplace.

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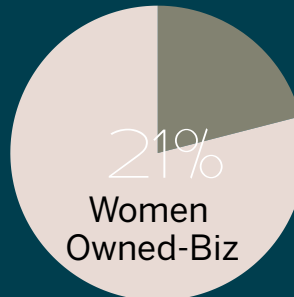
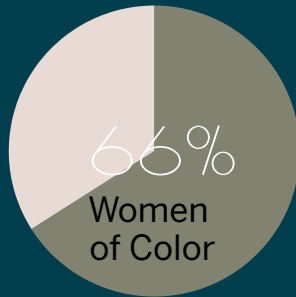
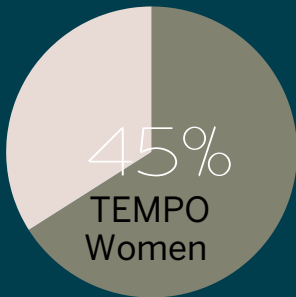
Objective: Expand and explore our impact by developing strategies and opportunities that showcase our WHY. Invest in opportunities to further connect with our community; promote our brand; elevate collaboration and advance women leaders.



# Programming

## OUR ACCOMPLISHMENTS

At the heart of our programming strategy was the intentionality behind selecting topics and speakers – ensuring that each event resonated with members of varied backgrounds, perspectives, and professional paths. This year, our lineup featured a dynamic mix of voices, including 45% TEMPO members, 66% women of color, 21% women-owned business owners, and 20% representatives from nonprofits. This diversity not only highlighted the breadth of talent within our network but also enriched our conversations with a wide array of insights and experiences. We also placed a deliberate focus on bridging the gap between registration and attendance. This approach proved successful, as members attended events at higher rates than ever before, demonstrating the relevance and quality of our offerings. The enthusiasm for our offerings was particularly evident when four of our PD sessions sold out, prompting us to plan for larger venues in the coming year to meet the growing demand.



TEMPO  
PROGRAM MEETINGS

Average  
Attendance 157

PROFESSIONAL  
DEVELOPMENT

Average  
Attendance 87

EWL  
PROGRAM MEETINGS

Average  
Attendance 86



# Engagement

## OUR ACCOMPLISHMENTS

Over the past year, TEMPO has remained committed to cultivating meaningful and intentional engagement opportunities that resonate with our diverse membership. One of our most significant accomplishments has been sustaining a strong and engaged community, demonstrated by an impressive retention rate of 84% among TEMPO members and 72% among Emerging Women Leaders (EWL). This steadfast commitment to our organization reflects the value members find in our programming, connections, and shared purpose. We also celebrated the transition of 16 Rise to TEMPO members from EWL, proudly supporting the next generation of leaders as they take their place within TEMPO. This growth reflects our dedication to fostering leadership continuity and empowering emerging voices within our community. We also established our TEMPO personas to support our members as they navigate through the organization and maximize their member experience.

As we close the year, we are proud to stand stronger than ever with a vibrant community of 808 TEMPO members and Emerging Women Leaders.

86%  
MEMBER  
Engagement



THE  
MENTOR



THE  
LEARNER



THE NEW  
TO TEMPO

THE  
LEGACY



THE  
BUILDER



THE  
CONNECTOR

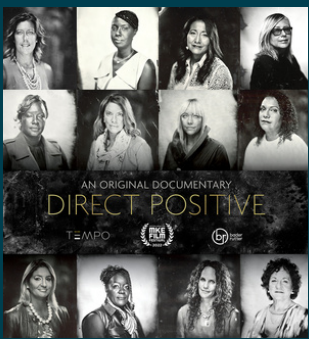




# OUR ACCOMPLISHMENTS

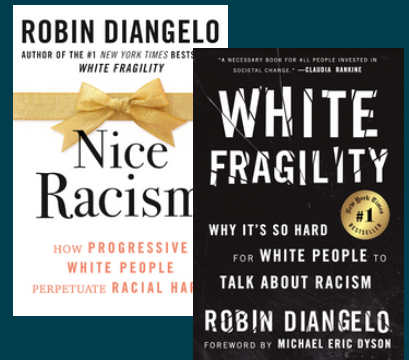
In 2024-25, TEMPO had the opportunity to bring our award-winning documentary, *Direct Positive*, to broader audiences through 12 private screenings, providing a powerful platform for sharing our members' stories, igniting meaningful dialogue about the unique challenges and triumphs of women in the workplace. In a groundbreaking step toward deepening our support for underrepresented voices, we launched our first-ever Mentor Circle dedicated to our Black and African American members, fostering mentorship, connection, and empowerment within this vital community. Further reflecting our commitment to diversity, we proudly welcomed more than a hundred new members, with nearly one in five identifying as women of color. Our dedication to thought leadership and transformative conversations was exemplified in June, when we hosted nationally acclaimed author Robin DiAngelo as the featured speaker at our Program Meeting. Her insights challenged and inspired us to continue confronting difficult truths with honesty and courage.

At a time when many corporate DEI commitments are wavering, TEMPO remains resolute—taking bold, purposeful action to ensure that equity remains at the heart of our mission and that all members feel seen, supported, and empowered.



45% TEMPO & EWL Committee Leaders represent diversity.

53% TEMPO Board Members represent diversity.



# Expanded Impact

## OUR ACCOMPLISHMENTS

Over the past year, TEMPO has taken bold strides to expand our impact, driven by a commitment to advancing women leaders and forging deeper connections within our community. With more than \$55,000 raised for the TEMPO Foundation, we saw remarkable success of our fundraising endeavors. This milestone reflects not only the generosity of our community but also the unwavering belief in our mission.

Through these intentional and impactful efforts, TEMPO has not only solidified its foundation but also broadened its reach, affirming our dedication to empowering women leaders and championing their success at every stage of their journey.

\$525,000

Awarded in Undergraduate Scholarships



\$100,000

Granted in Professional Development Grants



\$56,000 IN DONATIONS



Tempo's first CEO ready to promote the brand: Jennifer Dirks



Jennifer Dirks: "We need to be sure Tempo maintains who we are, that there's a differentiator."

JOURNAL SENTINEL

# BUSINESS



Even small jobs count on resume, Lloyd says  
Page 4

SECTION D

## A whack at the glass ceiling



### A Look at Internet

MARCH 2

Its been around for almost 20 years, yet, it's the most powerful new tool we have today. Join us on March 2nd for a look into . . . the Internet.  
(continued on page 3)

# THE NEW WORLD



# MOVES



### CHARTER MEMBERS

Page 1 of 2 pages

The TEMPO Business and Professional Women's Club  
of Madison, Wisconsin  
(City or Town) (State)

of THE NATIONAL FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN'S CLUBS, INC.  
of the United States of America

We hereby subscribe our names  
Date: Feb. 6, 1975

Name	Name
Patricia A. Kersch	Jean Skender
Donna M. Dolan	Jane S. Swad
Mary E. Frymark	Hope H. Anderson
Suzanne S. Shedy	Judith C. Moly
Loise R. Lurie	Judith A. Ho
Margie Matten	
Elise M. Alcorn	
Charlene Ryker	
Becky Apple	
Anne Oberbe	
Sally C.	
Paula Kovac	



### Our history... 1975 - 1993

In 1978, TEMPO saw its first dues increase. Yearly membership rose from \$30 to \$50.

On May, 5, 1977, TEMPO hosted its College Day under President Butenhoff. The speaker that was Catherine Clark, the chair of the board of Brownberry



JUSTICE JANINE P. GESKE  
WISCONSIN SUPREME COURT

TEMPO's fiscal year 1976-1977,



# Diversity is in the eye of the beholder



# TEMPO

Alverno College • Milwaukee, Wisconsin



Volume 16, Issue 1 September, 1992

## Alverno links students with TEMPO mentors



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## Women with power remain business minority

By Peg Masterson

one of only a handful of women who wield executive power in the business community, chose the voting route.

corporate woman — bright, energetic, intelligent. However, she and others like her are definitely outnumbered.

•Lella Fraser, senior vice president of the Marine Bank and a director of Forward Wisconsin Inc.

# OUR FUTURE TEMPO50

It's hard to believe – 2025 marks the 50th Anniversary of TEMPO! In 1975, the professional landscape for women executives in Milwaukee looked much different than it does today. TEMPO was launched at just the right time, not only as an organization and community for female professionals, but as a movement to advance the visibility and voice for women in our community. We are proud of our foundational roots in the practice and promotion of women in leadership, mentoring and connection.

As we look ahead to the next ten years, the path forward for corporate America is simple: keep going. Over the past decade, women have remained ambitious and committed to their jobs. Now, we need companies to stay ambitious and committed to the important work they have started. For fifty years, TEMPO has stood firm in its mission to advance women leaders. 2025 provides a unique moment to reflect on our journey and reinforce our commitment to advancing women's leadership.

It's not just about celebrating history – it's about writing the next chapter together to build a strong and successful future for all!

## HONORING OUR PAST, CELEBRATING OUR FUTURE

### *50th Anniversary Highlights!*

- 50 years of furthering the impact of women leaders by connecting professionals from diverse backgrounds, industries and thought.
- 50 years of a vision and a society where women hold an equal place in leadership, policy and decision-making.
- 50 years of elevating the future generation of female leaders with the rise of our Emerging Women Leaders community.
- 50 years of advocating and serving as the voice of women in Milwaukee on equity opportunities, issues and challenges in the workplace.
- 50 years of serving the community through educational programming, networking opportunities, relationship building, and mentoring, with the goal of empowering members to achieve and sustain leadership roles.

# OUR FUTURE

## Our Timeline

OCT 14, 2024  
KICKOFF

FEB 27, 2025  
MENTOR AWARDS  
35TH YEAR

APRIL 24, 2025  
ANNUAL MEETING

OCT 18, 2025  
50TH GALA  
BAIRD CENTER

DEC 11, 2025  
EWL 10TH YEAR  
PFISTER HOTEL

APRIL 16, 2026  
ANNUAL MEETING  
ITALIAN COMMUNITY CENTER

## Our Strategy



OUR GIVING  
CAMPAIGN



OUR STORY  
CAMPAIGN



OUR LEGACY  
CAMPAIGN



OUR FUTURE  
CAMPAIGN

## Our Giving Campaign

**\$500,000 GOAL**

**TOP 10**

FUTURE 50 CLUB

INDIVIDUAL  
CONTRIBUTORS

# TEMPO BOARD OF DIRECTORS

## Officers



Board Chair  
Heather Turner  
EUA



Board Chair Elect  
Ana Simpson  
Girl Scouts WI Southeast



Treasurer  
Victoria Haas  
Affinity Accounting



Secretary  
Kathie Campbell  
Clarios

## Directors



Collaboration  
DeVona Wright Cottrell  
GMR Marketing



Communications  
Linda Hogan  
Bader Rutter



Diversity, Equity & Inclusion  
Beth Ridley  
Ridley Consulting



Emerging Women Leaders  
Aliah Berman  
TBWA



Governance  
Mary Robyn Peotter  
Consultant



Membership  
Lori Richards  
Mueller Communications

# TEMPO

## BOARD OF DIRECTORS

### *Directors - at-Large*



Tammy Belton-Davis  
Athena Communications



Kelly D'Amato  
Girl Scouts WI Southeast



Erickajoy Daniels  
You Do I Help



Rebecca Ehlers  
Milwaukee Public Museum



Julie Granger  
Junior Achievement of WI



Nina Johnson  
US Bank



Aliya Pitts  
Consultant



Tracie Parent  
Kahler Slater



Angela Pittman Taylor  
Baird

# TEMPO | FOUNDATION BOARD OF DIRECTORS

## OFFICERS



Board Chair  
Felisa Parris  
My Adoration Inc.



Board Chair Elect  
Brook Mayborne  
YMCA of Metropolitan  
Milwaukee



Past Chair  
Ann Miletta  
Allspring Global  
Investments



Treasurer  
Victoria Haas  
Affinity Accounting

## DIRECTORS



Fund Development  
Bridgette Frommell  
Lutheran Home & Harwood Place



Board Secretary &  
Professional Development Grants  
Sadhna Morato-Lindvall  
Froedtert Health

## DIRECTORS-AT-LARGE



Brenda Campbell  
Secure Futures



Mary Ellen Krueger  
Aspiriant



Jody Lowe  
The Lowe Group



Brooke Napiwocki  
Lido Advisors



Chauntel McKenzie  
PowHER Network



Joanne Szymaszek  
Summit Construction



Kimberly Thekan  
Godfrey & Kahn

# THANK YOU SPONSORS

2024-25 CORPORATE SPONSOR



DIVERSITY, EQUITY & INCLUSION PRESENTING SPONSOR



2024-2025 TEMPO PROGRAM SPONSORS



2024-2025 PROFESSIONAL DEVELOPMENT  
PRESENTING SPONSOR



2024-2025 PROFESSIONAL DEVELOPMENT  
SUPPORTING SPONSOR



2024-25 EMERGING WOMEN LEADERS  
CORPORATE SPONSOR



*In addition, we thank the many sponsors and partners of our events!*

# Thank You!



KELSIE ARREGUIN | TURKESSA MCCOY | JEN DIRKS | DIAVIAN LYONS | ZOE ARREGUIN  
THE WORLD MOVES WHEN WOMEN RISE



TEMPOMILWAUKEE.ORG @TEMPOMILWAUKEE

TEMPO |



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