



MEETING MINUTES  
Board of Directors  
PO Box 44722, Phoenix, AZ 85064

DATE: August 21, 2025

TIME: 11:30 AM

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The meeting was conducted on Zoom with options for public participation.  
Some items may be taken out of order.

MEMBERS PRESENT

JoAnn Holland, President  
Adelaida Severson, VP | Program Chair  
Lisa Hartsock, Secretary (via proxy)  
Carey Chambers, Treasurer  
Megan Ackaert  
Lauren Chazal (arrived 11:32 AM)  
Shannon Clancy (via proxy)  
Allison Duffy  
Mary Mitchell (arrived at 11:56 AM)  
Heather Rausch

ASSOCIATION MANAGEMENT PRESENT

Heather May

MEMBERS ABSENT

Hershey Khan

GUEST PRESENT

None

1. President's Call to Order and Roll Call

President JoAnn Holland called the Board of Directors Meeting to Order at 11:30 AM and conducted a roll call. Quorum was present.

2. Items from Guests Present

No guests present.

3. Approval of Minutes from June Board Meeting

President JoAnn Holland called for a motion to approve the minutes from the June 19, 2025 board meeting.

Carey Chambers motioned to approve the minutes from the June 19, 2025 board meeting; seconded by Adelaida Severson.

President JoAnn Holland declared the motion passed unanimously.

4. Treasurer's Report

Treasurer, Carey Chambers, presented the July 2025 financial reports and year-to-date financial reports.

Carey reported the revenue for July primarily came from new member remitting their membership dues as well as one new member joined at the sponsor level, Monsoon Madness registration fees, and interest income.

Carey also reported she attended the IWF Local Treasurers' Meeting and that our Forum remains in compliance with IWF Global guidelines.

#### BOARD QUESTIONS | COMMENTS

The board discussed upcoming membership dues increases. Due to economic factors and IWF Global fee increase of \$25, the Finance Committee will meet in early October to discuss an increase across all membership levels for next year.

The board also discussed changes to dual membership fees when Arizona is designated as the primary forum, requiring an additional \$225 fee to cover global dues that the local Forum pays.

It was reported IWF Arizona dues are lower compared to other similar organizations and would sustain larger increases, if needed.

#### 5. Program Chair's Report

Vice President | Program Chair, Adelaida Severson, reported on recent and upcoming programs.

Recent Program:

- August 20: Monsoon Madness in Tucson

Upcoming Programs:

- August 21: Monsoon Madness in Phoenix
- September 4: Conversations Unplugged
- September 16: IWF Forum to Forum Cocktail Café
- October 8: Dine Around (Greater Phoenix & Greater Tucson areas)
- October 15: Behind the Scenes at the Phoenix Zoo
- December 12: Holiday Luncheon and Annual Members Meeting
- December 18: President's Reception

#### BOARD QUESTIONS | COMMENTS

The board discussed adding a service project potentially at St. Vincent de Paul or organizations serving women, and agreed to research options along with those that may include family members.

Discussion regarding the economic roundtable event timing, pending announcement of the new GPEC CEO. Megan Ackaert reported the CEO selection process is progressing with a top candidate identified, expecting an announcement within weeks and the new CEO to be in position by November.

#### 6. Membership Chair's Report

Membership Chair, Heather Rausch, reported on the New Member Welcome Luncheon held at the Flynn Foundation. Nine new members were welcomed to our Forum: eight new members and one transfer member. Six of the new members attended the luncheon, along with their nominating sponsors & co-sponsors, lifetime directors, board members, membership committee members, along with sponsor, supporter, and patron level members. We welcomed a founding member and three lifetime directors which included a Fellow from IWF's first Fellows class in 1994.

Heather reported the eight new members all represent diverse industries and include our Forum's first members from the cities of Yuma and Cottonwood, as well as the first member who is actively serving in the Armed Services.

#### BOARD QUESTIONS | COMMENTS

The board congratulated Heather and the membership committee for their excellent work.

##### 7. Communications Chair's Report

Communications Chair, Heather Rausch, reported plans to welcome new members with a posting on LinkedIn with photos. The committee will create posts for remaining 2025 events, including the upcoming Cornerstone Conference in Cape Town.

President JoAnn Holland reported positive feedback on the second quarter newsletter, noting a 94% open rate among membership. Founding members appreciated the comprehensive coverage that keeps members informed of the happenings within IWF Global and IWF Arizona.

Our Forum will conduct a third quarter survey. After a brief discussion, President, JoAnn Holland, motioned to approve four questions for the third quarter member survey with regard to reviving a well-received event series from the past that encourages casual 'no host' networking opportunities among members and the questions are:

1. Would you be interested in participating in casual networking opportunities?
2. Which event type do you most prefer for a casual networking opportunity?
3. Which day(s) of the week works best for your schedule for casual networking opportunities?
4. Would you like to share a comment?

Carey Chambers motioned to approve the third quarter survey questions as discussed; seconded by Mary Mitchell.

President JoAnn Holland declared the motion passed unanimously.

#### BOARD QUESTIONS | COMMENTS

The board discussed creating a campaign highlighting membership benefits ahead of dues increases using hashtags like #memberbenefits to showcase exclusive experiences and value. This membership benefits campaign may assist our efforts to justify upcoming dues increases by highlighting unique opportunities available only to members.

##### 8. Mission Advancement Chair's Report

Mission Advancement Chair, Lauren Chazal, reported the decision to delay the IWF Arizona Leadership Fellows Program launch until September 2026. Due to the uncertainties around DEI initiatives and the current economy, along with the lack of corporate financial support as well as the lack of flexible work time program participation.

Postponing the launch of our IWF Arizona Leadership Fellows Program, "Women Opening Doors to Women" to next year will enable us to create 'a buzz' throughout the State of Arizona as well as time to create collateral pieces to share.

#### BOARD QUESTIONS | COMMENTS

The board discussed the broader economic climate affecting leadership development programs nationally, with IWF Global experiencing similar challenges from traditionally supportive organizations including Accenture, Lumen Technology, U.S. Air Force, NASA, U.S. State Department, and the FBI.

Board members shared observations about companies across industries reducing committed resources for diversity programs, creating what IWF Global termed a "dampening effect" on corporate participation.

#### 9. President's Report

President JoAnn Holland reported on the following items:

- The passing of member Andrea Evans, owner of Front Doors Media and The Red Book. Her celebration of life is scheduled for October 1, 2025, with board member attendance encouraged.
- The IWF Global President's Council voted to elect six directors to the IWF board. The top ten nominees receiving the most votes from the president's council are submitted to the nominating committee, which selects six based on skills needed to increase board effectiveness.
- JoAnn attended the IWF DC Annual luncheon held at RIS, as the owner and Chef is a member of IWF DC, and will provide coverage in the third quarter newsletter. She encouraged board members to attend other Forum events when traveling.

#### 10. Old Business

No old business was presented.

#### 11. New Business

The next board meeting will be on September 18, 2025, via Zoom.

#### 12. Adjournment

President JoAnn Holland adjourned the meeting at 12:35 PM.

Submitted by:

  
JoAnn Holland, on behalf of Secretary, Lisa Hartsock

Prepared by Heather May, Association Manager