

IMPACT REPORT



TEMPO
50

2025-
2026

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



THE TEMPO TEAM Top Row (left to right): Jen Dirks, Julie Granger, Kelsie Arreguin, Bottom Row (left to right): Turkessa McCoy, Diavian Lyons, Zoe Arreguin

Welcome to our 2025–2026 Impact Report, a powerful reflection on a milestone year for TEMPO as we conclude our 50th Anniversary celebration and look ahead to what’s next.

This year also marks the final chapter of our 2023–2026 Strategic Plan. Throughout this report, you’ll see the progress we’ve made toward our goals—progress driven by intention, strengthened by community, and grounded in our shared commitment to advancing women’s leadership.

Our 50th Anniversary year has been nothing short of extraordinary. It offered a meaningful opportunity to honor our legacy while celebrating the vibrant, evolving community that defines TEMPO today. From reconnecting with Legacy Members and uncovering stories from our earliest days, to revisiting archives that capture decades of impact, to gathering in celebration at our anniversary events and very first TEMPO gala—this year has been a testament to the enduring power of our network. We’ve also seen the continued growth and impact of the TEMPO Foundation, reinforcing our investment in the next generation of women leaders.

As we close this chapter, we do so with deep gratitude—for the members, partners, and supporters who have shaped the past 50 years and who continue to propel us forward.

Jen Dirks

President & CEO

Ana Simpson

TEMPO Board Chair



On behalf of Jen Dirks and Ana Simpson, thank you for being part of this journey. Your belief in our mission fuels the momentum behind everything we do.

As you explore this report, we invite you to reflect on how far we’ve come—and to imagine the future we will continue building together.

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 our core pillars of Connection, Leadership, Mentorship, and Advocacy.

Today, TEMPO is the largest professional women's group in Wisconsin, composed of more than 850 executive and Emerging Women Leaders representing diverse industries, backgrounds and organizations throughout greater Milwaukee and Southeastern Wisconsin. TEMPO provides members with opportunities to build meaningful relationships, engage with issues shaping our business community, and amplify the voices and contributions of women whose leadership is vital to our region's future. TEMPO serves its membership and the community through programming, educational professional development, networking opportunities, 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

OUR VALUE

Her Story

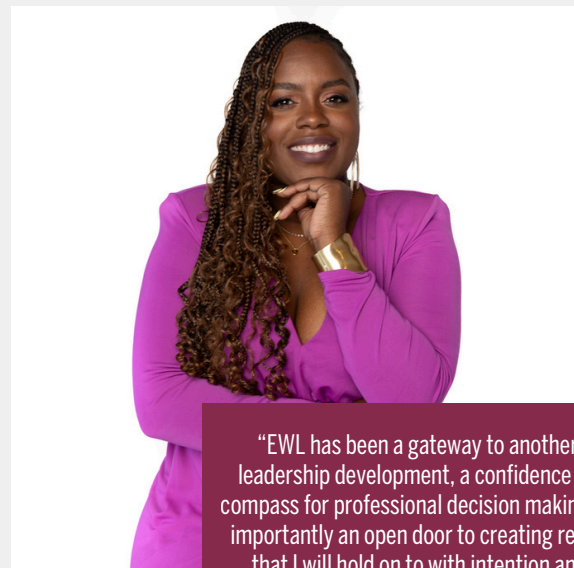
MEMBER BENEFITS

- Monthly Programming & Professional Development Opportunities
- Premier Signature Events
- Mentor Circles
- 1-to-1 Mentoring
- Networking Opportunities
- Women's Affinity Alliance Support for Company ERGs
- Committee Service Opportunities
- Board Leadership Opportunities
- Monthly Coffee Connections
- Access to a Cross-Market Network of 850+ Executive Women and Emerging Women Leaders
- TEMPO + EWL Directory Access



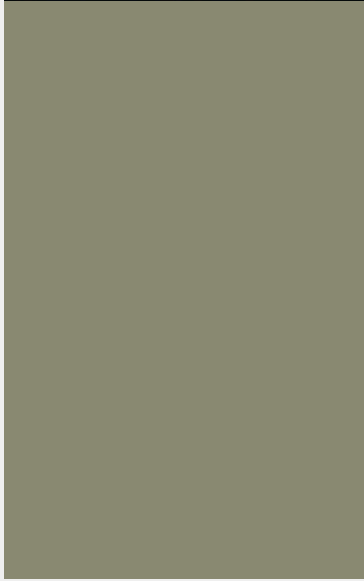
"I've been part of TEMPO since the early days, and I've watched it grow into a force that shapes careers and elevates women across Milwaukee. The mission has stayed strong because generations of members have carried it forward. Continuing my membership is my way of investing in what comes next."

Mary Ellen Starck



"EWL has been a gateway to another level of leadership development, a confidence booster, a compass for professional decision making, and most importantly an open door to creating relationships that I will hold on to with intention and care! "

Betty Hill



568
TOTAL MEMBERS

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



EMERGING
WOMEN LEADERS
MEMBER PROFILE



PROFESSIONAL EXPERIENCE
8+ years of professional experience; 5-8 years away from meeting the TEMPO profile .



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.



2023-2026

STRATEGIC PLAN



Programming

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



Equity

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.

OUR FOCUS AREAS



Engagement

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.



Expanded Impact

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.

THE MEMBER EXPERIENCE

In the wake of the pandemic, 2023 marked a pivotal reset for TEMPO. With a new strategic plan in place, we focused on rebuilding connection, investing in our members, and creating meaningful pathways for leadership and growth.



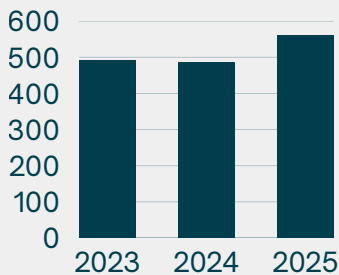
FINANCIALLY STRONG ORGANIZATION



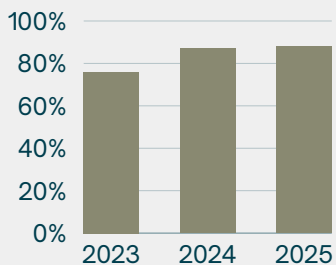
ENGAGEMENT

At TEMPO, the numbers tell a powerful story about engagement, commitment, and impact. As part of our Strategic Plan, we introduced our member personas. This helped members clearly see where they fit within the organization and how to engage in ways that feel most meaningful to them, reinforcing that there truly is a place for everyone at TEMPO. More than 40% of members are actively participating in formal mentoring, whether through Mentor Circles or the 1:1 Mentoring Program, demonstrating a deep investment in supporting one another's growth. This year alone, 25 Mentor Circles have brought together 179 participants, while 64 dedicated mentors are guiding and championing Emerging Women Leaders, the future generation of TEMPO members. That culture of connection and value is reflected in TEMPO's 86% member retention rate in 2025, matching a record high set in 2023 and significantly outperforming the roughly 70% national average for membership organizations.

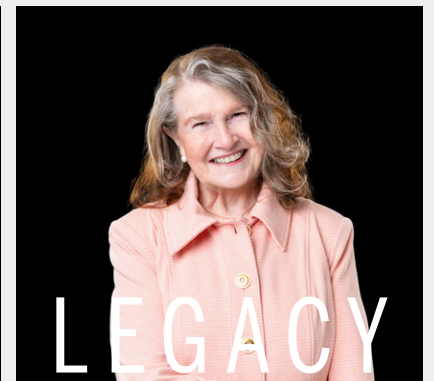
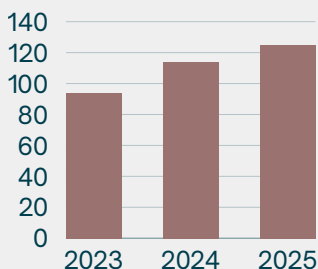
MEMBERSHIP



ENGAGEMENT



NEW MEMBERS

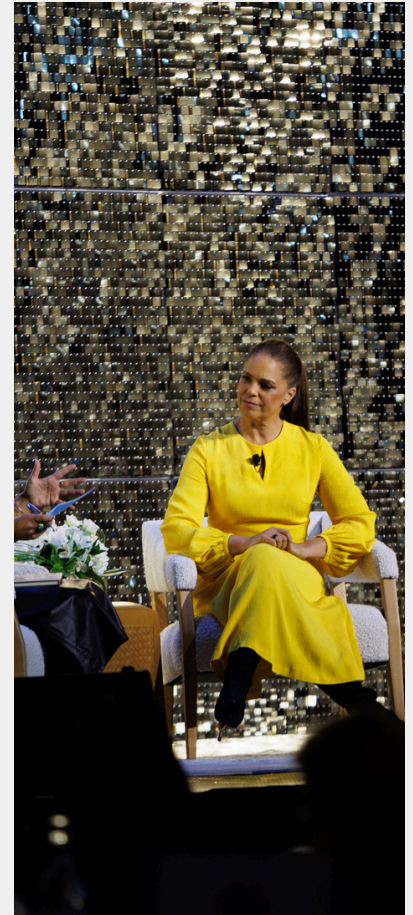
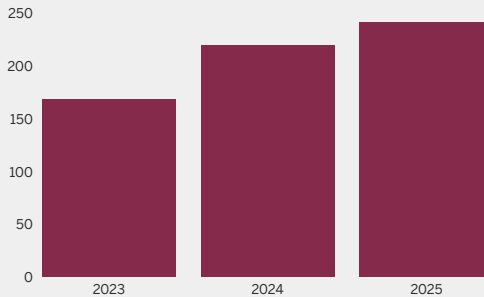


PROGRAMMING

TEMPO has experienced meaningful growth and momentum, reflected in both expanded programming and deeper member connection and participation.

TEMPO’s programming achieved new milestones by hosting groundbreaking speakers and notable firsts for both the organization and Southeastern Wisconsin. Highlights included Robin DiAngelo, author of *White Fragility*, five of the seven Wisconsin Supreme Court Justices, and Dr. Kim Sajet, Donna and Donald Baumgartner Director of the Milwaukee Art Museum, who brought critical conversations and national perspectives to our community. Signature Events further raised TEMPO’s profile by featuring nationally recognized leaders such as Drybar Founder Alli Webb and broadcast journalist Soledad O’Brien, providing impactful and relevant experiences for members.

Program meeting attendance increased 43% since 2023, reaching an average of 241 attendees.

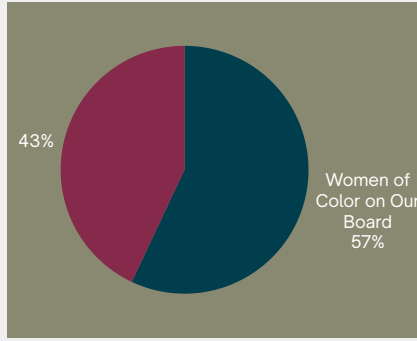


“The September 2025 Program Meeting with the Supreme Court Justices was the best Program Meeting I’ve ever attended, and I’ve been a TEMPO member for nearly a decade.”

New Venue Partnerships

The Bartolotta Restaurants
EST. 1993





EQUITY

Equity remains a critical focus in TEMPO’s continued growth. Between 2023 and 2026, the percentage of new members who are women of color increased significantly - from 20% to 32% - reflecting meaningful progress in expanding access and outreach. Today, women of color make up 18% of TEMPO’s total membership. While this marks forward momentum, it also highlights an ongoing opportunity. We know our organization, and our broader community, is stronger, more innovative, and more impactful when diverse perspectives are represented. TEMPO remains committed to building a more inclusive membership that reflects the full spectrum of women leaders in our region.



In addition to membership growth, TEMPO has continued to elevate diverse voices through our award-winning documentary, Direct Positive. This is a powerful storytelling initiative designed to spark meaningful dialogue in workplaces and across the community. Through 26 screenings hosted with employee resource groups and organizations across the country, these stories have created space for honest conversations about the lived experiences of women at work and how organizations can better support them.



WOMEN’S AFFINITY ALLIANCE

HISTORY
The Women’s Affinity Alliance (WAA) was founded in 2011 by TEMPO members from Deloitte and MillerCoors who were leading their company’s employee resource groups (ERG). Krista Brookman and Tami Garrison saw the opportunity to create an initiative that brings women’s ERG leaders and stakeholders together to network, share best practices, and keep up-to-date on trends in women’s affinity programs. With support and input from a focus group of TEMPO members, the Women’s Affinity Alliance was born!

MISSION
To connect ERG leaders and stakeholders and provide them with networking and access to best practices to bring back to their organizations and grow their female talent.

SUPPORTING SPONSOR



CORPORATE SPONSORS



EXPANDED IMPACT

One of the most meaningful accomplishments this year was the success of our Why I Give campaign. With 100% participation from both our TEMPO Board and TEMPO Foundation Board, we achieved our goal of committing \$50,000 over the next 10 years to support professional development opportunities and undergraduate scholarships for women across Wisconsin. This campaign is a powerful reflection of what’s possible when our community comes together—demonstrating the strength of our collective impact and shared commitment to investing in women’s growth and future.

Why I Give

“My investment in the TEMPO Foundation is rooted in a fundamental belief that women leaders are the drivers of meaningful, transformative change. Supporting TEMPO means a commitment to seeing women reach their fullest potential. ‘To whom much is given, much is required.’”

-TAMMY BELTON-DAVIS



In September 2025, TEMPO introduced a collaboration between its Emerging Women Leaders (EWL) community and Marquette University's Business School made possible through the generous support of the TEMPO Foundation. The Emerging Women's leadership program - Elevate - is divided into four comprehensive areas to ensure a holistic approach to leadership development, combining theoretical foundations with practical, hands-on skills. This dual approach ensures that participants not only understand key leadership concepts but also know how to apply them in real-world scenarios. By focusing on these areas, the program aims to prepare women leaders to confidently step into senior leadership roles, drive organizational success, and foster inclusive and effective leadership.

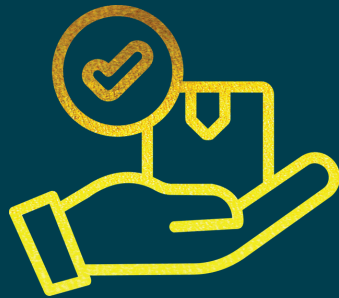
60
ELEVATE
Graduates!

“THE COMMUNITY OF WOMEN THAT WERE IN THIS ROOM WAS SOMETHING THAT I WASN'T PREPARED FOR AND AM HONORED TO HAVE SHARED IN THESE 10 WEEKS.”

-Zoe Lord Frame
ELEVATE GRADUATE

STRATEGIC PLAN 2026-2029

DELIVERING VALUE



Deliver unique, high caliber member experience that accelerates leadership growth.

DEEPENING ENGAGEMENT



Cultivate deep, multi-level member engagement to maximize TEMPO & EWL network and connection.

ELEVATING VOICE



Establish TEMPO as a leading, credible voice on issues affecting women in the workplace.

AMPLIFYING IMPACT



Expand and measure TEMPO's impact on women's leadership, strengthening our community and economy.

Diversity is in the eye of the beholder

There are so many white males among Allen-Bradley Co.'s managers, says Jodie Glore, that at any one time our secretaries are all the staff all like.

Glore meeting tion form to help pr women re

Glore for com work fo

asked him wh percentage of sal and emp were wome o critie

ow many be presiden

re women.

ed to

ft e

ufac

irecto

TEMPO



Businesswomen of Tempo Keep Up With Change

The group will meet on the first and third Thursdays of each month to discuss current events and professional women's issues. The group is open to all women who are interested in networking and professional development.

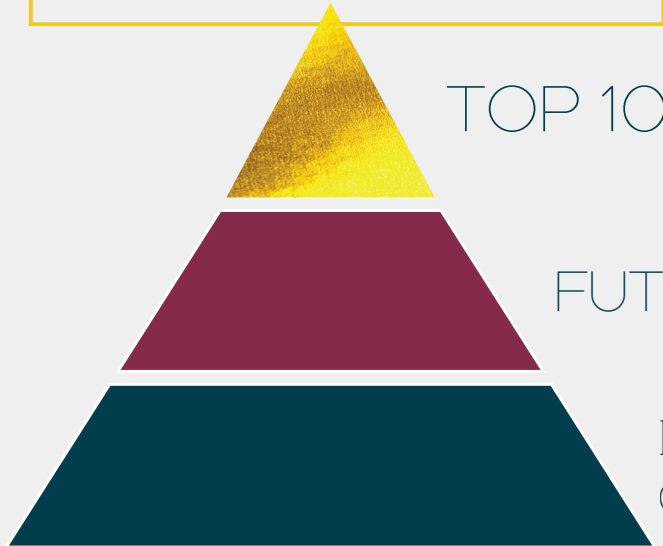
Area Organizations Officers

Officers for the organization include: President, Vice President, Secretary, Treasurer, and Past President.



TEMPO'S 50TH ANNIVERSARY

\$500,000 GOAL ACHIEVED!



50 YEARS OF Impact

"Stay involved with TEMPO. Show up. Learn. Network. Lead. Contribute. Get Support. Give Support. It's life changing to be able to do that when you are working with an organization that truly is the best of the best."

Mary Alice Tierney

Episode 5: Stepping Over Stereotypes, Listening Like a Leader, and Lessons from a 1978 TEMPO Trailblazer



50 ANNIVERSARY GALA
Saturday, October 18, 2025

600+ ATTENDEES
\$300,000 RAISED



THANK YOU SPONSORS

TOP 10 SPONSORS



FUTURE 50 SPONSORS



BOARD OF DIRECTORS

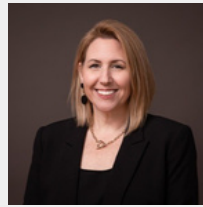
OFFICERS



Board Chair
Ana Simpson
Girl Scouts WI Southeast



Past Board Chair
Heather Turner
EUA



Treasurer
Tracie Parent
Kahler Slater



Secretary
Kathie Campbell
Clarios

DIRECTORS



Collaboration
DeVona Wright Cottrell
GMR Marketing



Communications
Angela Pittman Taylor
Baird



Diversity, Equity & Inclusion
Beth Ridley
Ridley Consulting



Emerging Women Leaders
Aliya Pitts
Broad Lake Partners



Governance
Mary Robyn Peotter
Consultant



Membership
Kelly Turnquist
Girl Scouts WI Southeast

DIRECTORS-AT-LARGE



Dina Abercrombie
Northwestern Mutual



Tammy Belton-Davis
Athena Communications



Aliah Berman
Omnicom Advertising



Kareeda Chones-Agaum
Milwaukee Bucks



Erickajoy Daniels
You Do I Help



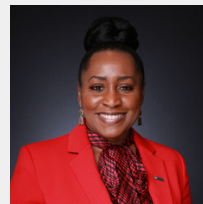
Rebecca Ehlers
Milwaukee Public Museum



Victoria Haas
Affinity Accounting



Linda Hogan



Nina Johnson
US Bank



Sarah Maio

TEMPO FOUNDATION BOARD OF DIRECTORS OFFICERS



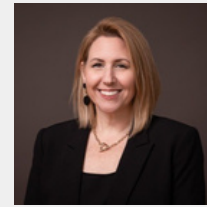
Board Chair
Brook Mayborne
Mayborne Executive HR



Board Chair Elect
Sadhna Morato-Lindvall
Froedtert Health



Past Board Chair
Felisa Parris
FelisaJoy LLC

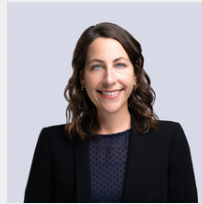


Treasurer
Tracie Parent
Kahler Slater

DIRECTORS



Fund Development
Chantel Forbes
PowHER Network

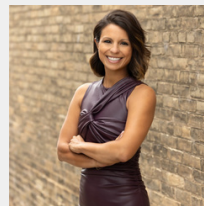


Grants
Michelle Burmeister
Siebert Lutheran
Foundation

DIRECTORS-AT-LARGE



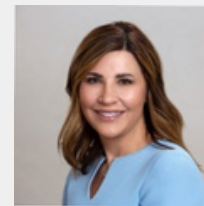
Brenda Campbell
Secure Futures



Alicia Kiser
M3 Insurance



Mary Ellen Krueger
Aspiriant



Ann Miletta
Allspring Global Investments



Brooke Napiwocki
Lido Advisors



Joanne Szymasek
Summit Construction



Kimberly Thekan
Godfrey & Kahn

THANK YOU TO OUR SPONSORS!

2025-26 CORPORATE SPONSOR



TEMPO PROGRAM SPONSORS



EWL PROGRAM SPONSORS



PROFESSIONAL DEVELOPMENT SPONSORS



2025-2026 PRINT PARTNER



2025-2026 VENUE PARTNERS



275 W. WISCONSIN AVE
SUITE 260
MILWAUKEE, WI 53203