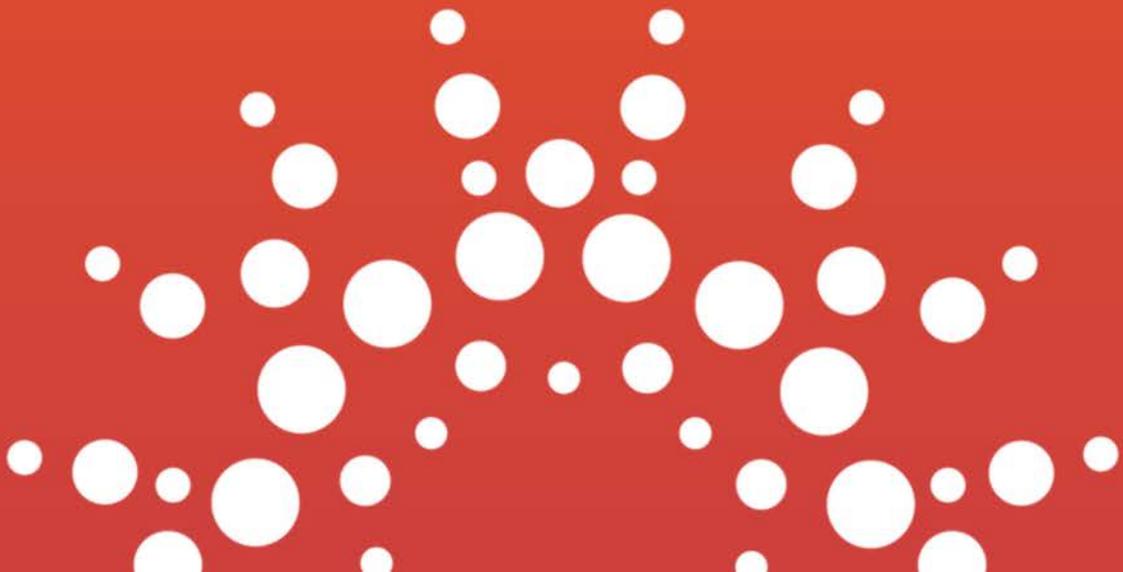




Women's Energy Network[®]
CONNECTED LOCALLY, NETWORKED GLOBALLY

WOMEN'S ENERGY NETWORK
GLOBAL IMPACT REPORT





The Power of Community

What an incredible year it was for Women’s Energy Network! Because of your support, Women’s Energy Network (WEN) served more than 7,000 members in 2025 through our mission of providing networking and educational opportunities that foster the career and leadership development of women working in energy. This report is a celebration of that impact.

Over the past 12 months, we have:

3

New Chapters
Launched

415

Delivered 415 programs and
events across 25 chapters

New
Sectors

Expanded the WEN brand
into new energy sectors

As our organization navigates an ever-evolving landscape, we remain focused on cultivating a thriving membership, strengthening our programming, and deepening the sense of community that makes WEN so impactful.

Since its founding in 1994 in Houston, Texas, WEN has grown from a single chapter into a thriving global organization. Today, WEN Global proudly supports 25 chapters across the Americas! This growth reflects a clear and ongoing need: women in energy benefit from strong, connected communities that support their advancement.

At its core, WEN is about building that community, one that reminds us of what’s possible. Recently, I spoke with a woman who hesitated to apply for a leadership opportunity because she believed a past experience defined her as a poor fit. It was a powerful moment to help her reframe that experience - not as failure, but as growth. In the words of John C. Maxwell, “failing forward” is a crucial tool for achieving success, and the difference between successful and average people is their response to failure. So what happened next? She got the position, and I know she’ll be an incredible inspiration to our community.

That spirit of growth and possibility is exactly what WEN strives to foster. As our founder, Karyl White, has shared, if you don’t see people you can emulate, it’s hard to believe you can achieve those roles yourself. WEN exists to change that - to elevate women into leadership, to challenge expectations, and to ensure the next generation can see themselves reflected in the future of energy.

This report highlights that impact and the many achievements we’ve accomplished together, made possible through your dedication and commitment to the WEN community.



SALLY HALLINGSTAD
2025-2026 WEN GLOBAL BOARD PRESIDENT

About Women's Energy Network



Founded in 1994 by Karyl White, the Women's Energy Network was created to foster the development and advancement of women working across the energy value chain by building a strong professional network.

After years of being the sole woman on energy transactions, Karyl recognized that many women energy professionals were in similar positions but lacked access to one another. Now 31 years later, WEN remains committed to providing high-caliber educational, networking, and leadership opportunities to a diverse global membership.

Today, WEN serves more than 7,000 professionals globally through networking events, conferences, community initiatives, social outings, and mentoring programs - connecting members locally through chapters while maintaining a strong global network.

OUR MISSION

To provide networking opportunities and foster the career and leadership development of women working in energy.

OUR VISION

To be the premier global organization that educates, attracts, retains, and develops professionals working across the energy value chain.

7,581

Membership Total

81

Corporate Memberships

MEMBER TESTIMONIAL

WEN has always been more than a professional organization to me. It's a place that has supported my growth, shaped my career, and introduced me to women I genuinely admire. WEN has offered perspective and encouragement at every stage of my career. It's where I've built lasting relationships, learned new skills, and found meaningful ways to give back.

As I reflected on what matters most, three ideas kept coming back to me:

Connection – creating genuine relationships across roles, companies, and career stages

Growth – learning through open conversation, shared experiences, and continued development

Purpose – contributing time and energy in ways that feel meaningful and connecting to something bigger

My hope is that each of you finds value through your engagement with WEN - whether that's a meaningful connection, a moment of growth, or a renewed sense of purpose.

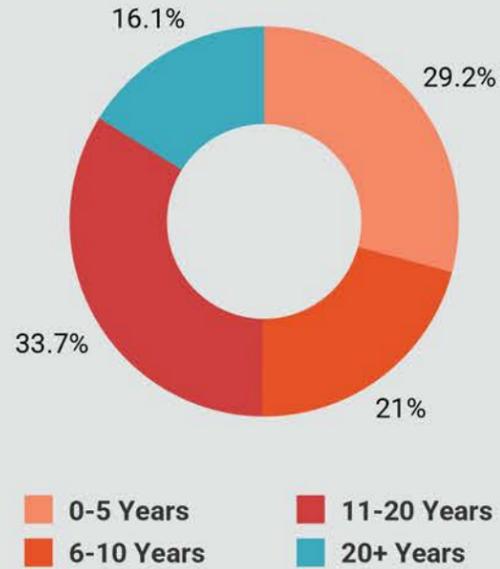


ALLIE WHITE

2025 WEN NORTH TEXAS PRESIDENT ELECT

Women's Energy Network by the Numbers

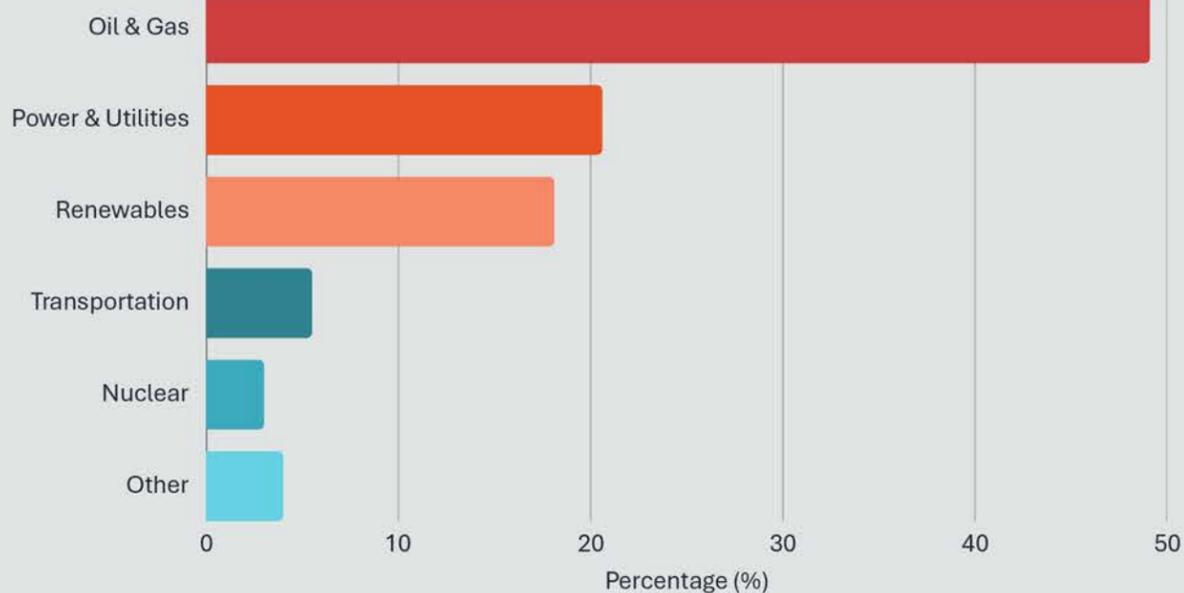
YEARS OF EXPERIENCE



MEMBERSHIPS



INDUSTRY REPRESENTATION



25 | 17 | 47 | 370

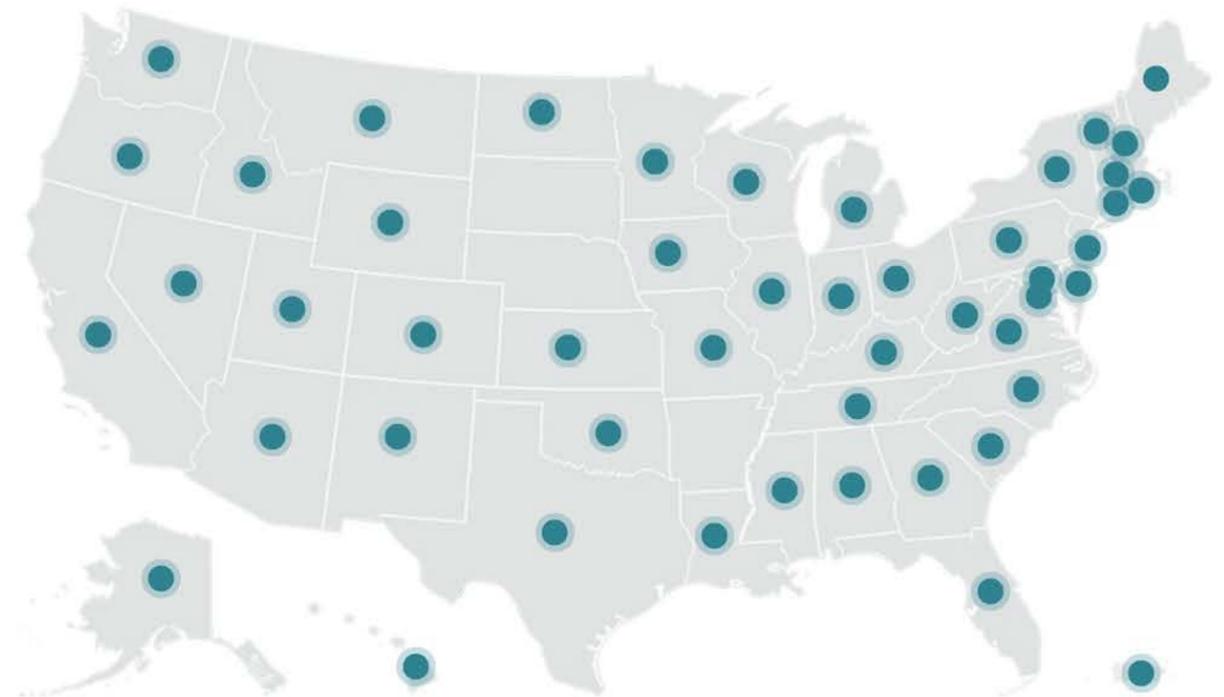
Chapters

Countries

U.S. States
(DC & Puerto Rico)

Volunteer
Board Members

WHERE MEMBERS CAN BE FOUND IN THE U.S.



- | | | | |
|-------------|---------------|----------------|----------------|
| ALABAMA | INDIANA | NEVADA | SOUTH CAROLINA |
| ALASKA | IOWA | NEW HAMPSHIRE | TENNESSEE |
| ARIZONA | KANSAS | NEW JERSEY | TEXAS |
| CALIFORNIA | KENTUCKY | NEW MEXICO | UTAH |
| COLORADO | LOUISIANA | NEW YORK | VERMONT |
| CONNECTICUT | MAINE | NORTH CAROLINA | VIRGINIA |
| DC | MARYLAND | NORTH DAKOTA | WASHINGTON |
| DELAWARE | MASSACHUSETTS | OHIO | WEST VIRGINIA |
| FLORIDA | MICHIGAN | OKLAHOMA | WISCONSIN |
| GEORGIA | MINNESOTA | OREGON | WYOMING |
| HAWAII | MISSISSIPPI | PENNSYLVANIA | |
| IDAHO | MISSOURI | PUERTO RICO | |
| ILLINOIS | MONTANA | RHODE ISLAND | |



- ARGENTINA
- AUSTRALIA
- AUSTRIA
- BRAZIL
- CANADA
- CHINA
- DOMINICAN REPUBLIC
- FRANCE
- INDIA
- JAPAN
- MALAYSIA
- MEXICO
- NETHERLANDS
- TRINIDAD & TOBAGO
- UNITED KINGDOM
- UNITED STATES

Global Footprint

WEN supports a growing network of Chapters across the United States and internationally. These Chapters serve as local hubs for professional development, networking, and community engagement while remaining connected through WEN Global's shared mission and resources.

Global Events & Programming Highlights

415

GLOBAL & CHAPTER EVENTS HOSTED



Men of WEN

The Men of WEN program recognizes and engages allies within the energy industry who are committed to fostering a more inclusive and equitable professional environment. These individuals actively champion the success and advancement of their female colleagues by supporting Women's Energy Network's mission, participating in programming, and advocating for meaningful change within their organizations and the broader industry.

Men of WEN serve as partners to our mission, lending their voices, influence, and leadership to promote opportunity, mentorship, and visibility for women in energy. Through intentional engagement, they strengthen collaboration, broaden perspectives, and contribute to building a more balanced and innovative workforce.



Leadership Transition Meeting

The Leadership Transition Meeting is an annual gathering where Chapter leaders from across the WEN network come together to share ideas, resources, and best practices.

Hosted in a different Chapter city each year, the multi-day event includes programming led by WEN Global as well as networking opportunities that help leaders build relationships and strengthen collaboration across chapters.



"The LTM was an incredible experience! I had the opportunity to connect with so many inspiring women from across the WEN network and learn from leaders who have successfully grown and supported their chapters. I'm leaving feeling energized and empowered to bring what I've learned back to Colorado and continue building a strong, supportive community for our members."



STEFANIE BEDNAR
2025 WEN COLORADO SPONSORSHIP DIRECTOR

The WEN Conference is the organization's flagship global event, bringing together energy professionals from across the industry for networking, education, and leadership development. Held every two years, the conference creates space for members and allies to share insights, explore emerging trends, and build meaningful professional connections.

WEN CONFERENCES

- 2013 INAUGURAL MULTI-CHAPTER CONFERENCE IN HOUSTON, TX
- 2015 "ENGAGE, EDUCATION & EMPOWER" IN NEW ORLEANS, LA
- 2017 "ENERGY RESILIENCE, REFUELING INNOVATION" IN HOUSTON, TX
- 2019 "BE BOLD. BE ENERGIZED. BE YOU." IN DENVER, CO
- 2022 "POWER ON" IN FORT WORTH, TX
- 2024 "ENVISION WHAT'S NEXT" IN ATLANTA, GA

2026 WEN Conference

The 2026 WEN Conference will take place **April 12-14, 2026, in Fort Worth, Texas**, featuring keynote speakers, the WEN Global Annual Business Meeting and Awards Ceremony, a State of the Industry panel, and a variety of educational sessions designed to inspire new ideas and professional growth.

"Attending the WEN Conference is an incredibly valuable experience! Spending several days learning from industry leaders, engaging in thoughtful discussions, and connecting with professionals from across the energy sector is both energizing and inspiring. I left with new ideas, meaningful relationships, and a renewed sense of confidence."



GILLIAN FLICK
2024-2025 WEN GLOBAL PRESIDENT



Global Sponsors

WEN is grateful for the support of our 2025 Global Sponsors. Your partnership helped advance our mission by supporting programming, events, and leadership opportunities that connected and empowered professionals across the energy industry. Thank you for investing in the WEN community.

THANK YOU TO OUR GLOBAL SPONSORS



LEARN MORE

Become a Sponsor

Companies interested in supporting WEN's mission and connecting with energy professionals across our global network are invited to explore sponsorship opportunities.

Chapter Highlights

"WEN is the organization I didn't know I needed."



TAI PRINCE
2025 WEN HOUSTON PRESIDENT





CHAPTER HIGHLIGHT

Boston

What story, event, or moment captures the spirit of your chapter?

This year, WEN Boston shifted focus to better support our community during a challenging period for both our members and the industry. In response to layoffs, the chapter launched a personal branding and media series to help members market and differentiate themselves, welcomed hiring managers and talent acquisition representatives to connect with job seekers, and showcased regional innovation through a series of six talks and tours.

What accomplishments or milestones are you most proud of this year?

In 2025, WEN Boston relaunched the chapter's monthly newsletter and hosted a series of six facility and energy technology tours that were well received by the community. Feedback from members and attendees helped clarify what differentiates WEN Boston and will guide programming in 2026. Connections within the network led to at least one member securing a new role and helped the Board strengthen relationships with companies across the industry.

134

Members

23

Events

2017

Year Established

Annual Headshots & Happy Hour

Most Attended Event

"Being part of the WEN Boston community this past year has been a deeply rewarding experience. 2025 was all about showing up for one another—sharing knowledge, learning and growing together, and helping our members find both inspiration and new career paths."



Desiree Amadeo

Desiree Amadeo • 2025 Chapter President
Commonwealth Fusion Systems, Senior Business Development & Partnership Manager

01.

Leverage WEN's regional and global network to strengthen value for the WEN Boston community.

02.

Grow membership while preserving WEN Boston's close-knit community.

03.

Improve data systems and review processes to support strategic, data-driven decisions.

2026 GOALS



CHAPTER HIGHLIGHT

California

147

Members

11

Events

2021

Year Established

Michael Tertes: Rethinking Imposter Syndrome

Most Attended Event

What story, event, or moment captures the spirit of your chapter?

WEN CA's leadership event, Rethinking Imposter Syndrome, was part of a leadership series led by coach Michael Tertes. The session helped participants better understand what imposter syndrome is and what it is not, while reframing self-doubt into confidence and resilience. The discussion reflected WEN CA's commitment to empowering women to recognize their expertise and step confidently into leadership.

What accomplishments or milestones are you most proud of this year?

WEN CA had 147 members across 29 diverse companies and delivered 11 high-quality events with 425+ registrations across hybrid, in-person, and virtual formats. Programming focused on energy transition and new energy differentiated the chapter and helped attract a strong mix of California members, along with attendees from other WEN chapters who regularly join our virtual events.

2026 GOALS

01.

Grow corporate membership with four membership drives to increase engagement.

02.

Sustain mentoring program participation to support member career development.

03.

Expand marketing and communications through stronger social media engagement.

"As President of WEN California, I am proud that our chapter differentiates itself by driving critical conversations around the energy transition while fostering a community rooted in mentorship and career development. Our success lies in empowering women to lead with confidence, advance their careers, and shape the future of energy through innovation and collaboration."



Debbie Cheng

Debbie Cheng • 2025 Chapter President
Carrier, Global Head of Data



CHAPTER HIGHLIGHT

Carolinas

What story, event, or moment captures the spirit of your chapter?

One moment that truly captures the spirit of WEN Carolinas is the annual Faces of Energy Gala. The room is filled with women and allies from across the energy industry celebrating achievements, raising scholarship funds, and recognizing leadership. Our recent POWER Panel brought that spirit to life, sharing insights on Presence, Ownership, Wisdom, Energy, and Resilience in leadership and career growth.

What accomplishments or milestones are you most proud of this year?

This year, WEN Carolinas launched our first chapter internship program, creating a pathway for students and early-career professionals to gain exposure, mentorship, and connections in the energy industry. We also introduced the Future Faces of Energy Scholarship and focused on intentional programming that strengthens relationships, leadership, and community across the Carolinas.

51

Members

21

Events

2021

Year Established

Wired for Change: Energy, Innovation & the Shifting Policy Landscape

Most Attended Event

2026 GOALS

01.

Grow and engage our community by doubling membership and achieving strong retention.

02.

Expand our impact through scholarships and our internship program.

03.

Increase visibility through geographic expansion, partnerships, and a successful third annual WEN Carolinas Gala.

"I joined WEN two years ago to find connections in a male-dominated industry. Through WEN, I've built meaningful relationships, gained leadership experience on the board, and found a community of inspiring women who support my growth and passion for energy."



Siboney Winter

Siboney Winter • 2025 Program Director
Nautilus Solar, Structuring Analyst



CHAPTER HIGHLIGHT

Chicago

279

Members

22

Events

2015

Year Established

EmPOWERment Forum

Most Attended Event

2026 GOALS

01.

Hosting at least one event that targets students in STEM careers.

02.

Piloting an advisory council as a way to keep past presidents engaged.

03.

Using one event as a membership drive, where members can get in for free if you bring a non-member.

What story, event, or moment captures the spirit of your chapter?

WEN Chicago is celebrating 10 amazing years of connection, growth, and impact. With more than 270 members, our chapter has grown into a vibrant community where professionals across the energy industry come together to learn, share ideas, and support one another. We're proud of the strong network we've built and the collaborative spirit that continues to bring our members together.

Our passionate board works hard to keep things engaging and meaningful by organizing events, panels, and networking opportunities that highlight new ideas and innovations shaping the future of energy. From professional development to social gatherings, we create spaces where members can build lasting friendships, expand their knowledge, and have fun while growing their careers.

What accomplishments or milestones are you most proud of this year?

One of the things we are most proud of this year is offering a wide variety of events across both the city and suburbs, creating opportunities for members to connect in meaningful and engaging ways. To celebrate our 10th anniversary, we hosted a special panel discussion that brought together industry leaders to reflect on how the energy sector has evolved and where it's headed next. In addition to professional programming, we organized unique social events like Meditation and Margaritas, a Pilates mixer, and a festive holiday cookie decorating gathering. Together, these events highlight our commitment to building community, encouraging wellness, and creating spaces where members can connect, learn, and celebrate together.



CHAPTER HIGHLIGHT

Colorado

What story, event, or moment captures the spirit of your chapter?

One event that captured the spirit of the Colorado chapter was our State of the Sectors lunch panel, which brought together the CEOs of the Colorado Mining Association, Colorado Solar & Storage Association, and Colorado Oil & Gas Association, moderated by CU Denver's Energy Program. The discussion highlighted Colorado's diverse energy landscape and created space for thoughtful conversation across sectors.

What accomplishments or milestones are you most proud of this year?

This year, the Colorado chapter saw record attendance and engagement as we fully returned to in-person programming. After rebuilding momentum following COVID, our events are now consistently drawing strong participation from members across the energy industry. Our lunch panels and networking happy hours continue to foster valuable connections and conversations. In total, the chapter hosted eight events, each designed to strengthen our community and support our members.

367

Members

8

Events

2016

Year Established

Annual January Kick-Off

Most Attended Event

The relationships built through this organization are real and lasting, and being part of such a supportive community is something I'm deeply grateful for. I know these connections will continue to impact both my career and my life for years to come.



Waverly McDaniel

Waverly McDaniel • 2025 Chapter President
Suprema Marketing & Design, Founder & Creative Director

01.

Sell out our lunch panels, maintain strong attendance at happy hours, and host a successful members-only event.

02.

Increase overall membership and deepen engagement with corporate sponsors.

03.

Refine board processes and communication to create a more streamlined and effective leadership structure.

2026 GOALS



CHAPTER HIGHLIGHT

Dominican Republic

195

Members

4

Events

2025

Year Established

Chapter Launch

Most Attended Event

What story, event, or moment captures the spirit of your chapter?

Our chapter's spirit is best captured in our very first public moments and how they've evolved. We launched with the Vice President of the Dominican Republic, marking a strong and visible commitment to women's leadership in energy. That same night, we honored three outstanding women for their trajectory and leadership, setting the standard for what our community stands for.

What accomplishments or milestones are you most proud of this year?

One of our most meaningful milestones this year was launching our first event, WENTalks Spark Your Light. The event gathered more than 120 attendees and welcomed new members to our chapter, reflecting growing engagement in our community. We also received excellent feedback, reinforcing the impact of programming and our commitment to strengthening women's leadership in the energy sector.

2026 GOALS

01.

Strengthen and grow our membership base while ensuring sustained engagement and retention.

02.

Continue delivering high-quality events with relevant, high-value content for our community.

03.

Secure strategic sponsorships to allow us to expand our impact and further develop our programs.

"Serving as Vice President of the Women's Energy Network Dominican Republic chapter since July 2025 has been one of the most rewarding experiences of my career. Being part of the leadership team that established WEN-DR as the second international chapter has allowed me to combine my passion for renewable energy with empowering women in our sector."



Rosina Hernandez

Rosina Hernandez • 2025 Chapter President Elect
EGE Haina, Electric Market Director



CHAPTER HIGHLIGHT

Florida

What story, event, or moment captures the spirit of your chapter?

At WEN Florida's first official event, the chapter's spirit was on full display. As a newly established chapter, members came together to connect, build relationships, and lay the foundation for a strong community. The energy and enthusiasm of that gathering reflected the excitement of launching the chapter's inaugural year and set the tone for a collaborative, supportive network.

What accomplishments or milestones are you most proud of this year?

In our first year, we launched the WEN Florida Chapter, hosted impactful professional development events, and built a strong, statewide network. We surpassed 200 members, strengthened engagement through education and networking, and held our first annual business meeting to solidify chapter leadership and future direction.

2026 GOALS

01.

Increase active individual membership to 40 members and add two corporate members.

02.

Establish an annual content calendar for LinkedIn and the chapter website.

03.

Secure 2 - 5 sponsors while building a pipeline of future sponsorship prospects.

230

Members

6

Events

2025

Year Established

Chapter Launch

Most Attended Event

"What has inspired me most this year is the momentum our chapter created from day one. Every event, every volunteer, every new member added another spark. The future of WEN Florida is bright – and we're just getting started."



Madison O'Connor

Madison O'Connor • 2025 Chapter Marketing Director
Siemens Energy, Service Procurement



CHAPTER HIGHLIGHT

Greater Albany

36

Members

5

Events

2017

Year Established

Holiday Party & Annual Meeting

Most Attended Event

2026 GOALS

01.

Grow active membership to 50 engaged members across the chapter.

02.

Actively attend, support, and contribute to local events to grow our chapter's impact.

03.

Connect and collaborate with nearby chapters whenever opportunities arise.

What story, event, or moment captures the spirit of your chapter?

Our Earth Day clean-up event in downtown Albany highlighted our chapter's dedication to both our community and the environment. Members came together to collect hundreds of bags of trash, contributing to a cleaner, healthier city. The event reflected our commitment to service, sustainability, and building a community that takes meaningful action to give back and make a positive impact.

What accomplishments or milestones are you most proud of this year?

Our chapter was proud to host a new and engaging educational event with a tour of the NY CREATES facility in Albany. This experience fostered learning, curiosity, and connections while expanding our reach into the rapidly growing energy and technology sector of chip manufacturing. The event was well-attended, provided meaningful networking opportunities, and reinforced our chapter's commitment to professional growth, innovation, and community engagement.

"As a member of the WEN Greater Albany Chapter, I am proud to be part of a dynamic community where women from across the energy and environmental sectors come together to network, share ideas, and collaborate. The diversity of experiences and perspectives makes every event engaging, inspiring, and truly electric."



Kristen Baker

Kristen Baker • 2025 Chapter President Elect
EDR, Project Manager



CHAPTER HIGHLIGHT

Greater Atlanta

What story, event, or moment captures the spirit of your chapter?

WEN Greater Atlanta has built an annual tradition of hosting Fireside Chats that provide members with intimate discussions with leaders in the energy industry. In past years, we have welcomed public service commissioners, NERC executives, and leaders from top utility companies. These sessions offer insights into career journeys, guidance for aspiring leaders, and reflect the chapter's commitment to fostering professional growth, mentorship, and leadership development.

What accomplishments or milestones are you most proud of this year?

Increasing both the number of scholarship applications and the total awarded to \$15,000 was a major milestone for the chapter. In addition, growing philanthropic participation across several local organizations allowed members to give back meaningfully to the community. Nearly 350 individuals engaged at some level in chapter events, reflecting the dedication of members and board directors and the chapter's commitment to education, service, and broad community impact.

415

Members

22

Events

2012

Year Established

Fueling the Future Scholarship Golf Tournament

Most Attended Event

"Being part of WEN Greater Atlanta has strengthened my confidence, expanded my perspective, and supported my growth as a leader in an industry where women are underrepresented. The mentorship, community, and shared commitment to lifting each other up have been invaluable, providing a space to learn, collaborate, and lead with purpose."



Shaday Word-Daniels

Shaday Word-Daniels • 2025 Chapter Membership Director
Georgia Power Company, Renewables & Resiliency Manager

01.

Maintain momentum in growing the Fueling the Future Scholarship; increasing number of applicants and awards.

02.

Increase member engagement by offering a variety of events for networking, philanthropy and personal/professional development.

03.

Grow chapter membership through membership drives with current corporate members and by targeting new companies across the industry.

2026 GOALS



CHAPTER HIGHLIGHT

Greater NYC

171

Members

17

Events

2016

Year Established

Trends in Data Center Growth and Energy Demands

Most Attended Event

What story, event, or moment captures the spirit of your chapter?

The History of the NYC Electric Grid Bike Tour offered a unique blend of education, community, and hands-on impact, transforming a learning experience into a distinctly New York adventure. Participants explored the evolution of the city's power infrastructure, engaged with local energy experts, and experienced firsthand how historical systems shape modern energy solutions. The event fostered networking, curiosity, and a deeper appreciation for the role of energy in urban life.

What accomplishments or milestones are you most proud of this year?

In 2025, WEN NYC hosted 17 events, a 50% increase from the previous year, engaging energy professionals across a dynamic mix of in-person and virtual programming. The chapter expanded its reach through collaborations with leading organizations such as S&P Global, White & Case, Proximo, Reuters Events, and Aurora Energy Research. These partnerships elevated the quality and visibility of events while creating more opportunities for members to connect, learn, and grow within the region's energy community.

2026 GOALS

01.

Grow membership to expand engagement and strengthen community participation.

02.

Increase corporate sponsorships and collaborate with established organizations.

03.

Deliver high-value events focused on members' interests, needs, and professional growth.



Bilyana Marion

Bilyana Marion
2025 Chapter Programming Co-Chair
A&O Shearman

"Being part of the WEN GNYC community this past year has been a deeply rewarding experience. In 2025, we hosted panels on oil and gas, data centers, and hydrogen. We also hosted social gatherings, networking happy hours, and unique events like parental leave webinars and an electric bike tour. The year strengthened learning, collaboration, and community."



CHAPTER HIGHLIGHT

Greater Oklahoma

What story, event, or moment captures the spirit of your chapter?

Our 2025 Fireside Chat with OG&E's Johnny Whitfield was a standout event, centered on "The Power of the Right Question." Through creativity, curiosity, and thoughtful inquiry, he showed how asking the right questions can inspire change. This session captured the spirit of WEN Greater Oklahoma - an energetic, curious, and collaborative community dedicated to driving impact and innovation.

What accomplishments or milestones are you most proud of this year?

In a challenging environment, WEN Greater Oklahoma came together, championing a community-focused, relationship-driven, team-oriented approach to execute our strategic vision while staying true to our values. By empowering members at every career level, we strengthened and elevated our core pillars of Programming, Leadership Development, and Community Outreach.

2026 GOALS

01.

Expand beyond typical energy companies, adding 2 new membership or sponsorship companies.

02.

Use chapter analytics monthly to benchmark progress and drive year-over-year improvement.

03.

Maintain a strong, future-ready Board of Directors through succession planning and leadership development.

760

Members

25

Events

2015

Year Established

Speaker Series Featuring Claire Shipman

Most Attended Event

"When we empower one another, we create a ripple effect of inspiration and change that extends far beyond ourselves, strengthening our community, fostering collaboration, and encouraging everyone to reach their fullest potential while making a meaningful impact."



Gina Lawson

Gina Lawson • 2025 Chapter President Elect
Accenture



CHAPTER HIGHLIGHT

Greater Philadelphia

30

Members

3

Events

2016

Year Established

Chapter New Year Kickoff

Most Attended Event

2026 GOALS

01.

Grow chapter membership to 70 active members by year-end, fostering engagement, networking, and a stronger community.

02.

Secure 3 event sponsors to support programming and chapter initiatives.

03.

Host more quarterly events, including educational and social gatherings, with sufficient planning and marketing to maximize participation.

What story, event, or moment captures the spirit of your chapter?

A moment that truly captures WEN Philadelphia's spirit was our event at the Philadelphia Rail Park. Like our chapter, the Rail Park is transforming a once-run-down space into a vibrant, engaging, and useful hub for the surrounding community. Both reflect untapped potential, growth, and the impact that thoughtful care, collaboration, and time can have in turning possibility into something meaningful, inspiring, and lasting.

What accomplishments or milestones are you most proud of this year?

WEN Greater Philadelphia is proud of the progress we've made in rebuilding our chapter after several years of stagnation. We are equally proud of the engaging events we've hosted this year, which have strengthened connections, fostered learning, and energized our members. Looking ahead, we are committed to continued growth, deeper engagement, and creating even more opportunities for impact, collaboration, and professional development in 2026.

"Like Eleanor Roosevelt, I've learned that 'it's better to light a candle than curse the darkness'. Even small actions can spark change, inspire others, and create opportunities to grow, collaborate, and make a meaningful impact in our community."



Heidi Wushinske

Heidi Wushinske • 2025 Chapter Secretary
Philadelphia Gas Commission, Senior Hearing Examiner



CHAPTER HIGHLIGHT

Greater Pittsburgh

What story, event, or moment captures the spirit of your chapter?

WEN Greater Pittsburgh embodies empowerment, connection, and forward momentum, uniting women across the energy sector to uplift one another. The 2025 Gala theme, "Defying Gravity," captured this spirit, celebrating boldness, resilience, and upward trajectory. Through collaboration, mentorship, and leadership development, the organization energizes its members and strengthens the region's energy community.

What accomplishments or milestones are you most proud of this year?

Our 2025 Gala and SHALE Insight Happy Hour were tremendous successes, bringing together exceptional attendance, strong sponsor engagement, and vibrant collaboration across the energy community. These gatherings highlighted the power of connection and the shared optimism that fuels our work, demonstrating how our network continues to grow, support one another, and move the region's energy sector forward with confidence and momentum.

410

Members

50

Events

2011

Year Established

11th Annual Gala

Most Attended Event

"Through its mentorship, networking, and development opportunities, I've built invaluable relationships and discovered new pathways for advancement. Being part of WEN has not only strengthened my professional journey but has also inspired me to uplift other women along the way."



Gretchen Addington

Gretchen Addington • 2025 Chapter President Elect
Civil and Environmental Consultants, Inc.

01.

Connection: Build relationships through networking, shared ideas, and collaboration.

02.

Development: Offer resources and opportunities that empower professional growth for members.

03.

Impact: Amplify influence in the energy sector through advocacy, community outreach, and diverse perspectives.

2026 GOALS



CHAPTER HIGHLIGHT

Houston

1,689

Members

44

Events

1994

Year Established

Summer Sendoff Soirée

Most Attended Event

What story, event, or moment captures the spirit of your chapter?

Dazzling Drinks & Shining Stars is an event designed to honor and thank our chapter sponsors, scholarship donors, and outstanding volunteers. The celebration recognizes those who support the chapter's mission, drive progress, and foster professional growth. It highlights the power of community, connection, and collaboration, providing an opportunity to network, celebrate achievements, and inspire continued engagement across our members and supporters.

What accomplishments or milestones are you most proud of this year?

The Houston Chapter hosts highly anticipated signature events, including Dazzling Drinks & Shining Stars, Summer Sendoff Soirée, and Winter Wine Wonderland. These events foster engagement and encourage active participation. Winter Wine Wonderland, our exclusive members-only event, is particularly popular, often reaching full registration within just two weeks, reflecting the chapter's ability to create memorable experiences for its community.

2026 GOALS

01.

Grow individual, corporate, and executive membership to expand engagement and participation.

02.

Build strategic partnerships and host events to strengthen chapter impact and connections.

03.

Enhance the WEN Houston brand to increase visibility, recognition, and member engagement.



Angela Hernandez

Angela Hernandez
2025 Chapter President Elect
ARH Advisory, Founder & Principal

"Serving as the 2026 President of WEN Houston will be an honor. I'm excited to lead and support this vibrant community of energy professionals, fostering innovation, collaboration, and shared success while empowering members and strengthening our chapter's impact."



CHAPTER HIGHLIGHT

Mexico

What story, event, or moment captures the spirit of your chapter?

A story that reflects the chapter’s spirit of inclusive leadership and global impact is the collaboration at the UN Palace of Nations in Geneva during UNECE Resource Management Week. The ICE-SRM Mexico team showcased the cooperation agreement with WEN México, highlighting women’s leadership in sustainable resource management and the chapter’s commitment to gender equity, technical excellence, and global dialogue.

What accomplishments or milestones are you most proud of this year?

Key 2025 milestones include formal collaboration with Yucatán and Jalisco energy agencies to embed gender perspectives in regional energy transitions; recognition by Petróleo y Energía as a top 20 Mexican energy organization; launching WEN Wednesdays webinars; and presenting WEN México at Oxford’s Blavatnik School to a global audience, including IDB Invest and NREGI representatives.

2026 GOALS

01.

Expand alliances with agencies, companies, and global organizations to advance DEI in energy policy.

02.

Strengthen member development and visibility through webinars, talks, and publication partnerships.

03.

Establish WEN México as a national leader in energy transition, shaping forums and policy agendas.

164

Members

10

Events

2017

Year Established

Premios Mujer Solar

Most Attended Event

“Joining WEN was a true turning point for me. The value was immediate—from gaining visibility in publications to connecting with inspiring women across the energy sector. It opened doors for learning, growth, collaboration, and building lasting professional relationships.”



Julia Gonzalez

Julia Gonzalez • 2025 Chapter President Elect Valero



CHAPTER HIGHLIGHT

North Dakota

20

Members

5

Events

2025

Year Established

Garden Soirée

Most Attended Event

2026 GOALS

01.

Grow membership and event attendance to expand the WEN North Dakota network.

02.

Strengthen engagement by welcoming new members and encouraging participation.

03.

Expand the professional network to support connection and industry growth.

What story, event, or moment captures the spirit of your chapter?

At WEN North Dakota’s first social event, what stood out most was how many attendees had spent more than a decade working in the industry. Women in the Bakken have long been building careers and contributing at high levels, yet there have been few spaces dedicated to connection and professional growth. The event highlighted the strength of this community and the importance of creating a network where women in the region can gather, connect, and grow together.

What accomplishments or milestones are you most proud of this year?

In its inaugural year, WEN North Dakota established its first Board of Directors, hosted its first events, and began building a strong foundation for the chapter’s future. These early milestones represent the start of a growing network dedicated to connection, professional development, and support for women across the energy industry in North Dakota and the broader Bakken region.

“I am proud of the momentum and dedication driving WEN North Dakota forward. Our board is highly engaged and committed to building a strong foundation for continued growth and lasting impact.”



Tiffany Steiner

Tiffany Steiner • 2025 Chapter President Steiner & Co



CHAPTER HIGHLIGHT

North Texas

What story, event, or moment captures the spirit of your chapter?

WEN North Texas thrives on connection and the belief that women grow stronger together. Through monthly luncheons in Dallas and Fort Worth, an annual conference, charitable partnerships, and social events such as Paint and Sip, Clay Shoot Clinics, and Walk with WEN fundraisers, the chapter creates meaningful opportunities for women to build relationships and share experience, knowledge, and support across the energy industry.

What accomplishments or milestones are you most proud of this year?

The 2025 North Texas Mentoring Program created a meaningful opportunity for members to connect and focus on personal and professional growth. Through executive coach-led workshops and a culminating speed mentoring event, participants gained practical insights, built confidence, and left inspired. Many shared that the experience helped them reconnect with their purpose and see new possibilities for their careers.

282

Members

30

Events

2009

Year Established

Annual Leadership Conference

Most Attended Event

"WEN North Texas has shaped my own journey, helping me build relationships, gain perspective, and grow professionally and personally. Together, we will continue to inspire, empower, and create opportunities that make a difference—both for ourselves and for those around us."



Allie White

Allie White • 2025 Chapter President Elect
Foundation Energy, Senior Vice President

01.

Continue to establish WEN North Texas as a welcoming place where members can connect across companies, roles, and career stages.

02.

Support professional growth through shared learning, open dialogue, and opportunities that help members build confidence and develop new skills.

03.

Strengthen purpose and impact by encouraging member involvement that contributes to both individual development and the broader energy community.

2026 GOALS



CHAPTER HIGHLIGHT

Ohio

131

Members

12

Events

2018

Year Established

Ohio Oil & Gas Association Happy Hour

Most Attended Event

What story, event, or moment captures the spirit of your chapter?

One of the most memorable moments for WEN Ohio was gathering on the field at the Pro Football Hall of Fame the evening before our Professional Development Summit. With the WEN logo displayed on the stadium jumbotron, the moment reflected women from across the energy value chain coming together with confidence, connection, and purpose. It captured the spirit of WEN Ohio: building community, supporting one another, and creating space for leadership, service, and mentorship to grow.

What accomplishments or milestones are you most proud of this year?

This year, WEN Ohio launched its inaugural Professional Development Summit at the Pro Football Hall of Fame. The event was a major undertaking for the chapter but proved to be a tremendous success. The Summit brought members together for networking, philanthropy, learning, and professional development, reflecting the chapter's commitment to creating meaningful opportunities that support both career growth and community connection.

2026 GOALS

01.

Continue to build upon our already robust programming, including combining efforts where necessary and leveraging partnerships.

02.

Consistent marketing and communication outreach to promote our chapter and reach new members.

03.

Grow membership by increasing total chapter membership by 10%.

"Through professional development, mentorship, and service, WEN helped me become a stronger networker, communicator, and leader. WEN Ohio didn't just support my career, it supported me."



Mandolyn Newell

Mandolyn Newell • 2025 Chapter Secretary
Ohio Natural Energy Institute, Education & Workforce Development



CHAPTER HIGHLIGHT

Permian Basin

What story, event, or moment captures the spirit of your chapter?

At an October meeting, Gina Lewis energized the room with a presentation on the importance of acknowledgment and building a culture of recognition. She highlighted the impact board members had already made and encouraged attendees to champion their own influence. The enthusiasm carried beyond the session, with many members staying afterward to continue the conversation and explore ways to get more involved in the chapter.

What accomplishments or milestones are you most proud of this year?

Momentum accelerated in the second half of the year for the Permian Basin chapter. Every event reached full enrollment, reflecting strong interest and engagement from the community. The chapter also welcomed an encouraging wave of first-time participants, signaling growing awareness and support. This surge in participation strengthened connections among members and reinforced the chapter's role as a hub for engagement in the region.

74

Members

10

Events

2015

Year Established

Bingo Night

Most Attended Event

"Women's Energy Network Permian Basin is an incredible group of women who support one another and also promote each other. If you have been beat up by this industry or you're just getting started, WEN Permian is a safe place to learn and grow."



Anita Corning

Anita Corning • 2025 Chapter Membership Director
Blue Agave Consulting, LLC, Landman



CHAPTER HIGHLIGHT

South Louisiana

87

Members

8

Events

2009

Year Established

Annual Holiday Tea

Most Attended Event

2026 GOALS

01.

Increase member engagement by expanding participation in chapter events, programs, and volunteer opportunities.

02.

Strengthen networking opportunities by hosting consistent events that connect members and foster relationships.

03.

Create a positive community impact through initiatives and partnerships that support local organizations and causes.

What story, event, or moment captures the spirit of your chapter?

WEN South Louisiana hosted a Summer Soiree featuring dinner, drinks, and a silent auction to support the chapter's scholarship fund. In recognition of the 20th anniversary of Hurricane Katrina, the chapter also hosted a panel reflecting on the storm's lasting impact, recovery, and resilience. Together, these events captured the spirit of WEN by bringing members together through education, connection, community engagement, and leadership.

What accomplishments or milestones are you most proud of this year?

For several years, WEN South Louisiana has awarded two scholarships to Louisiana college students pursuing careers in the energy industry. In 2025, the chapter expanded this impact by awarding three scholarships, increasing support for students entering the field. This milestone reflects the chapter's continued commitment to investing in the next generation of energy professionals.

"Professional organizations like WEN matter more now than ever, and WEN South Louisiana is a rocket ship that will take you as far as you're willing to go in your leadership, creativity, and connection."



Laura Springer Brown

Laura Springer Brown • 2025 Global Board Regional Director
Liskow & Lewis, Shareholder



CHAPTER HIGHLIGHT

South Texas

What story, event, or moment captures the spirit of your chapter?

WEN on the Green captures WEN South Texas spirit: big energy, grassroots hustle, and a little “why not?” It’s a full golf tournament scaled down to putt-putt size: same sponsor buzz, same friendly competition, more laughs. We rallied sponsors, raffle donors, and sign-ups one conversation at a time. Now it’s our cornerstone fundraiser and a signature example of outside-the-box thinking.

What accomplishments or milestones are you most proud of this year?

This year, WEN South Texas strengthened its impact by expanding programs and engagement across the chapter. WEN on the Green grew into a cornerstone fundraiser supported by strong grassroots momentum. The State of Energy Forum, featuring an all-female panel of industry leaders, drew record attendance. The chapter also improved internal processes to support continued growth and broader impact across San Antonio and Corpus Christi.

254

Members

13

Events

2013

Year Established

State of Energy Forum

Most Attended Event

“I truly enjoyed attending the WEN South Texas Chapter’s State of the Energy luncheon. The conversation highlighted not only the complexity of our industry but also the strength of leadership and collaboration shaping its future. WEN continues to create meaningful spaces for connection, learning, and inspiration within the energy community.”



Lara Jaeckel

Lara Jaeckel • 2025 Chapter President
CPS Energy

01.

Strengthen sponsor support to expand programming and increase chapter impact.

02.

Expand membership with focused outreach in the Coastal Bend region.

03.

Grow engagement around the San Antonio hub and encourage member referrals.

2026 GOALS



CHAPTER HIGHLIGHT

Susquehanna Valley

74

Members

22

Events

2018

Year Established

Sporting Clay Shoot

Most Attended Event

What story, event, or moment captures the spirit of your chapter?

The Susquehanna Valley chapter’s biannual Adopt-A-Highway cleanup reflects the spirit of the chapter. Members come together to work hard, support their community, and enjoy the time spent together, no matter the task. The event captures the chapter’s commitment to service, teamwork, and giving back, with members proud to roll up their sleeves and contribute in meaningful ways.

What accomplishments or milestones are you most proud of this year?

In 2025, the Susquehanna Valley chapter’s Sporting Clay Shoot raised \$4,000 for its charitable partner. The chapter continues to demonstrate a strong commitment to volunteerism and community support. Event engagement also increased throughout the year, reflecting positive momentum. This success is driven by a dedicated group of experienced leaders who invest time and energy into strengthening the chapter.

2026 GOALS

01.

Implement strategic programming designed to drive membership growth and engagement.

02.

Increase opportunities for industry-focused engagement and professional connections.

03.

Expand social media presence to highlight chapter activities and community impact.

“I am very stingy with my free time and I make time to attend WEN events. I think that says a lot about the quality of the various events as well as the members themselves. It is professional and social at the same time. Above all, the members are so welcoming, and I feel like I can be myself.”



Tracie Witter

Tracie Witter
2025 Chapter Marketing Director
PPL Electric Utilities, Key Account Manager



CHAPTER HIGHLIGHT

Utah

What story, event, or moment captures the spirit of your chapter?

In 2025, WEN Utah launched its mentorship program to strengthen connections and support leadership at every stage of members' careers. The inaugural program included five hosted events that created opportunities for guidance, collaboration, and professional growth. The initiative reflects the chapter's strong commitment to mentoring, leadership development, and building a supportive community across Utah's energy sector.

What accomplishments or milestones are you most proud of this year?

WEN Utah continued to grow its presence across the state's energy community in 2025. The chapter hosted its most successful annual conference to date, launched its new mentorship program, and expanded membership. Together, these milestones strengthened the chapter's visibility and reinforced its role in supporting leadership development, connection, and professional engagement throughout Utah's energy industry.

177

Members

14

Events

2018

Year Established

Power the Future Annual Conference

Most Attended Event

2026 GOALS

01.

Strengthen board transition and leadership development to support long-term chapter growth.

02.

Expand membership through outreach and engagement across Utah's energy community.

03.

Advance mentorship and leadership through programming, events, and community engagement.

"It can be challenging to find mentorship outside of your company - and this type of mentorship can be so valuable for providing a truly unbiased perspective. We hope to continue to provide our members with the opportunity to find this type of mentorship and support for years to come."



Sarah Ridel

Sarah Ridel • 2025 Chapter Mentorship Director
Pattern Energy, Assistant General Counsel



CHAPTER HIGHLIGHT

Washington DC

127

Members

12

Events

2012

Year Established

Power Drives & Connections Golf Clinic

Most Attended Event

2026 GOALS

01.

Strengthen member engagement through intentional programming and networking events.

02.

Deepen community involvement through partnerships and collaborative initiatives.

03.

Expand the professional network to foster connections across the energy sector.

What story, event, or moment captures the spirit of your chapter?

A standout moment was the Supreme Court event, "High Court, High Stakes: Energy and Administrative Law at the Supreme Court," which exemplified the chapter's unique intersection of energy, law, and policy in the nation's capital. The event was member-driven, emerging organically from conversations at another WEN gathering and underscoring the strength of community connection within the chapter.

What accomplishments or milestones are you most proud of this year?

WEN DC demonstrated resilience while navigating a rapidly evolving energy sector and continued to provide a strong professional network for its members. Throughout the year, the chapter delivered a diverse lineup of events designed to engage professionals across many roles, interests, and career stages, reinforcing its commitment to connection, professional development, and meaningful collaboration within the energy community.

"WEN stands out for its incredible opportunities to build and expand a professional network, both in Washington, DC, and nationwide, fostered by a community of accomplished, inclusive, and welcoming members."



Elizabeth Zemruski

Elizabeth Zemruski • 2025 Chapter President Elect
John & Hengerer LLP, Partner



CHAPTER HIGHLIGHT

West Virginia

What story, event or moment captures the spirit of your chapter?

One moment that captures the spirit of WEN West Virginia was a happy hour with Arria Hines, CEO of Allegheny Science & Technology. She asked us to write down personal and professional goals, which were mailed back to us a year later. When they arrived, it was a powerful reminder of how far we had come — and how WEN West Virginia empowers women to grow, lead, and support one another.

What accomplishments or milestones are you most proud of this year?

This year, our chapter is most proud of getting back to our roots—focusing on meaningful programming that truly impacts women in energy. We’ve been intentional about creating events that foster connection, mentorship, and professional growth. Our goal is for every woman who attends to leave feeling empowered, supported, and more connected to a community that is invested in her success.

76

Members

4

Events

2018

Year Established

November
Annual Meeting

Most Attended Event

“Serving on the Board for WEN West Virginia has been an incredibly rewarding experience. WEN is a powerful network of women who genuinely support, inspire, and champion one another across the energy industry. The collaboration, mentorship, and opportunities it creates are invaluable. With the momentum we’re building, there’s so much excitement for 2026, and I can’t wait to see our chapter continue to grow and thrive.”



Stephanie Goff

Stephanie Goff • 2025 Chapter Director at Large
Antero Resources Corporation, Public Affairs Coordinator

2026 GOALS

01.

Continue expanding our membership while building an engaged and supportive community of women across Colorado’s energy industry.

02.

Host impactful events that foster connection, networking, and professional development for our members.

03.

Create programs that help members better understand the evolving energy landscape and provide the knowledge and resources they need to thrive as leaders in the industry.



Global Leadership & Governance

2025-2026

WEN GLOBAL ADVISORY COUNCIL



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2025-2026

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WEN Foundation

Created to further the mission of Women’s Energy Network, the WEN Foundation offers scholarships, grants, educational, philanthropic, and volunteer leadership opportunities to create, grow, and empower diversity in the energy sector.



IMPACT SINCE THE FOUNDATION’S INCEPTION

\$25K+

Upskill Grants

\$30k

In Disaster Relief

\$500k

In Chapter Scholarships



LEARN MORE

Stay Up To Date

The WEN Foundation is currently paused as we evaluate future programs and initiatives.

Please check back for updates.



The Future of WEN

As the energy industry evolves, WEN remains focused on empowering women through connection, leadership development, and industry engagement.

Looking ahead, WEN will expand professional development, strengthen membership and chapter collaboration, and build partnerships across traditional and emerging energy sectors.

KEY PRIORITIES

- 1 Leadership development, mentorship, and professional growth
- 2 Membership growth and stronger collaboration across chapters and regions
- 3 Partnerships that support innovation and evolving energy sectors

The future of WEN is driven by its members. Continued involvement through volunteering, leadership roles, and participation in events will help shape the network’s next chapter and strengthen its impact across the industry.

Become a Member

Join WEN Global to expand your network, access professional development opportunities, and connect with women across the energy sector.



BECOME A MEMBER

Get Involved Locally

Connect with your local chapter to learn about volunteer roles, leadership opportunities, and upcoming events in your region.



GET INVOLVED

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