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Annual Report

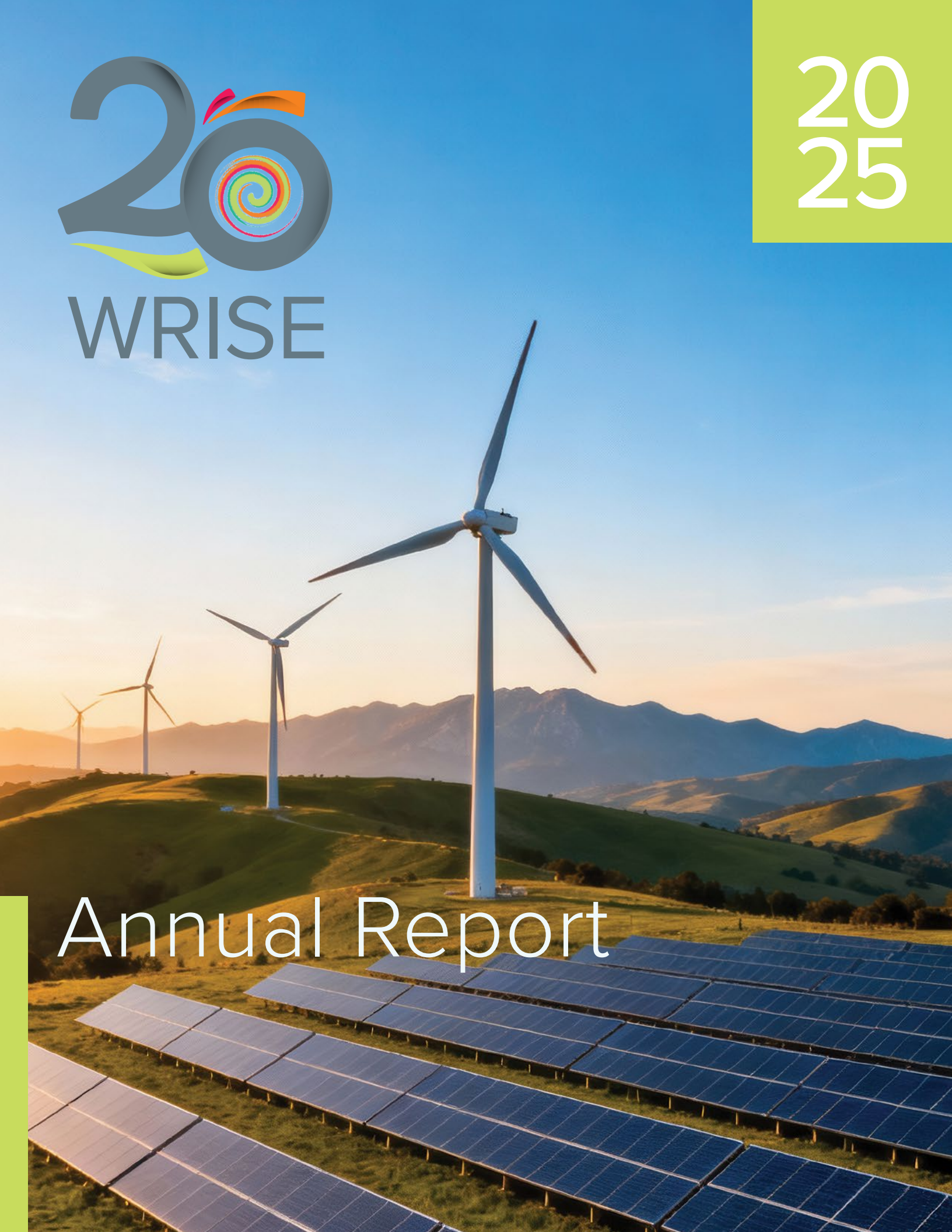


Table of Contents

Letter from the WRISE Board President: 2025 - 2026	<u>2</u>
Letter from the Executive Director	<u>3</u>
20 Years of Impact	<u>6</u>
WRISE at 20	<u>6</u>
WRISE in 2025	<u>8</u>
2025 by the Numbers (Impact Statistics)	<u>8</u>
Membership	<u>10</u>
Chapters	<u>11</u>
Board of Directors and Team	<u>12</u>
Thank You to Our Sponsors	<u>14</u>
2025 Programs	<u>15</u>
WRISE Leadership Forum	<u>15</u>
WRISE Executive Programming	<u>18</u>
Events and Receptions	<u>19</u>
Webinars	<u>20</u>
Speakers Bureau	<u>21</u>
Mentorship	<u>22</u>
Fellowships	<u>23</u>
Financial Snapshot	<u>24</u>
Thank you, Volunteers!	<u>25</u>

Letter from the WRISE Board President 2025 - 2026

Dear WRISE Community,

Twenty years ago, three women—Lisa Daniels, Trudy Forsyth, and Mia Devine—sparked a movement that transformed the face of clean energy leadership. From that groundbreaking vision, Women of Wind Energy (WoWE) was born and later guided by Kristen Graf, its first Executive Director. That spark evolved into an empowered movement—now known as Women of Renewable Industries and Sustainable Energy (WRISE)—the gold standard for equity, excellence, and leadership in our industry.

When women strike the match and organize, industries move—and WRISE is the living proof. More than 2,650 members, 48 chapters, and an ecosystem of 15,000+ allies now advance clean energy Equity across every sector—from wind, solar, and storage to policy, finance, law, and technology. Our collective joy is the tempo that keeps this movement alive.

Our membership is more diverse and equitable than ever—reflecting the richness of disciplines, intersections, and lived experiences across race, ethnicity, national origin, gender identity, and career stage. We are a network where emerging professionals, seasoned executives, and allies of every gender stand side by side, learn together, and rise as one.

In 2025—amid industry headwinds and policy shifts—WRISE rose higher. We strengthened governance, expanded mentorship, advanced executive programming, and deepened our connection with, support of, and partnership with the heartbeat of WRISE—our national chapters. Our 20th Anniversary Gala was not a finish line but a recommitment to our values of Community, Equity, Courage, and Authenticity.

I am honored to serve alongside an extraordinary Board of Directors—my WRISE BOD Sistars—whose brilliance, courage, and sisterhood embody this mission. Together with our visionary Executive Director, Doseke Akporiaye,



and our exceptional HQ Team and operational partners, we are turning purpose into performance and impact into enduring systems.

Together, we are not just marking twenty years of progress—we are sustaining a movement that is empowered, unapologetic, and unrelenting.

I challenge every member of the WRISE Community and our allies to deepen your connection and amplify your collective impact: engage locally with your chapter, build a community to elevate and empower each other, and lead nationally by propelling us beyond twenty years into a future defined by equity and excellence.

To our members and partners—thank you. To our chapters and volunteers—you are the heartbeat of WRISE. To our Board, Executive Director, and HQ Team—you are the architects of our collective impact. Together, we are not just marking twenty years of progress—we are sustaining a movement that is empowered, unapologetic, and unrelenting.

We are WRISE—and we will keep rising, higher and brighter than ever.

Onward, Upward, and United,
Constance V. A. Thompson, CCDP/AP
President, WRISE Board of Directors



Letter from the Executive Director

Dear WRISE Community,

I want to begin by expressing my heartfelt thanks to each of you for your individual and collective support, time, and contributions that made this past year both memorable and extraordinary. **2025 was a year of milestone achievements and meaningful reflection** for our organization. At the start of the year, we celebrated our **20th anniversary**—a true celebration of you: our founders, Board members, staff, volunteers, partners, and the broader community who continue to bring our mission to life every single day. Our **WRISE 20th Anniversary Gala** and **Founders Luncheon** were unforgettable moments that filled New York City with energy, optimism, and pride—a powerful reflection of how far we’ve come together as a community and as an industry. And while the year brought significant challenges for our sector, it also underscored the strength, resilience, and collective purpose that define who we are. Together, we achieved remarkable things while navigating one of the most complex periods our industry has faced.



A Year of Growth and Connection

Our flagship **WRISE Leadership Forum** reached new heights, bringing together leaders from across the clean energy sector for a revitalized and elevated program that featured expanded personal and professional development workshops, new E Suite – emerging and executive tracks, a refined and strengthened executive summit, and certain **firsts—a male allyship panel, first ever elevated major event in Atlanta, and our Dress to Impress Reception** in furtherance of our 20th anniversary—marking an exciting step into the Southeast. With close to 800 attendees, this year’s Leadership Forum conference was a resounding success—filled with positive energy, connection, and contagious optimism. Despite the challenges we face as an industry, the WRISE community came together to demonstrate that we are truly **Bold & Limitless**, no matter the circumstances.



We also surpassed **200 fellows** across our **Wind and Solar Fellowship Programs**—a powerful milestone that underscores the long-term impact of our investment in the next generation of clean energy leaders. Many of our alumni, now recognized industry leaders, returned this year as **Volunteers, Leadership Forum Co-Chairs, and members of the WRISE Board of Directors**, coming full circle in their leadership journeys.

This year also marked the **re-launch of the WRISE Peer-Mentorship Program**, giving women across the industry a structured and supportive space to grow, share, and connect. Our network continues to expand with the **launch of our WRISE St. Louis and Atlanta Chapters**, reflecting our ongoing commitment to strengthening local communities of practice nationwide.

As we round out the year, I'm also excited to announce the release of a Salary and Sentiment Report, produced in partnership with root/edge. Over the summer, WRISE and root/edge conducted a survey of sustainable energy professionals with attention to women in the industry.

The initial results are sobering but important. At a high level, the findings show that:

- There's still a pay gap between men and women in the industry from 8% to 18%, depending on your level of experience. And the disparity is highest at the Manager level.
- 77% of respondents do not have a professional development plan in place while 46% of respondents think having a professional development plan is “very” or “extremely” important.
- And Only about 1 in 5 women report having a formal professional development plan, compared to 1 in 3 men.

I recognize that these numbers may be difficult to absorb. You may find them disappointing, though perhaps not surprising. And if you see your own experience reflected in these figures, know that you are not alone. They have been hard for us as well, particularly as I reflect on two decades of our WRISE's journey and the distance we still must travel. Yet I hope that, rather than discouragement, this data sparks resolve: a measure of stubbornness, a renewed sense of motivation, and a strong determination to keep pushing forward.

Navigating a Challenging Landscape

While 2025 was a year of achievement, it was also a year of change and challenge. Many of our members faced layoffs and uncertainty as the clean energy industry experienced headwinds that tested even the most resilient professionals. **Professional Grief** became a painful reality for our community and the industry at large. These realities have sharpened our focus and strengthened our resolve to meet the evolving needs of our community through responsive and community-focused pop-up programming such as dedicated webinars and convenings of those facing layoffs to match them with potential employees.



Looking Ahead: A Three-Year Strategic Vision

This fall, our Board approved a new **three-year strategic plan** that reaffirms our commitment to our mission and to you—our members. In 2026 and beyond, we will:

- **Strengthen our core programs** including Fellowships, Mentorship, Leadership Forum, and Executive Programming.
- **Expand and deepen our community engagement** through a more customer-centric approach that responds directly to the needs and priorities of our members and volunteers.
- **Leverage data and partnerships** to drive thought leadership, shape best practices, and amplify our collective voice across the sector.



In practice, this means continuing to grow our mentorship and fellowship cohorts, bringing our **flagship conference to Chicago** - our largest and most dynamic chapter - launching **national affinity networks**, and expanding data-driven insights, through partnerships, to strengthen our collective impact.

A Community That Endures

Through every challenge, one truth remains: **our strength lies in our community**. Together, we are creating pathways, building confidence, and shaping a clean energy future that is more inclusive, equitable, and resilient. Through it all, our mission remains unwavering: **to champion the advancement of all women in clean energy and beyond**.

As we step into 2026, we do so with gratitude, optimism, and a steadfast belief in the power of connection, collaboration, and leadership. My hope is that each of you will continue to find a home, a network, and a sense of purpose in this community.

With deepest gratitude and in solidarity,

Doseke Akporiaye
Executive Director
WRISE

A handwritten signature in black ink that reads "Doseke". The signature is stylized and written in a cursive-like font.

20 Years of Impact



WRISE at 20

2025 marks WRISE’s 20th anniversary. What started as a conversation between the three founders has grown into a network across the US and Canada—united in working to change the face of renewable energy.

In 2005, Lisa Daniels, Trudy Forsyth, and Mia Devine hatched the idea for an organization for women in the wind industry. That May, they held the first annual luncheon at **WINDPOWER** in Denver, attended by 120 guests. The organization announced the Rudd Mayer Memorial Fellowship, honoring a pioneering woman of wind, and introduced six inaugural Fellows.

That summer, the organization found a home with the nonprofit organization Windustry and settled on the name **“Women of Wind Energy,”** lovingly referred to as WoWE.

With growing momentum, WoWE launched inaugural chapters—first in Portland, OR, then Seattle, WA—and small local gatherings began popping up regularly.

By summer 2008, WoWE began offering online mentoring and had welcomed 27 Rudd Mayer Memorial Fellows. The group had also celebrated three women as Women of Year and awarded the first Rising Star award. They continued their annual luncheon at the AWEA Windpower conference.



In 2009, WoWE incorporated as an independent nonprofit and opened an office in Brooklyn, NY. By November, the organization welcomed their first Executive Director, Kristen Graf.

Over the next several years, the organization expanded, launching the Leadership Forum, co-located with AWEA's Fall Symposium in 2010. WoWE undertook a study of the wind industry's gender demographics and commenced a webinar series, which continues to this day. The team expanded, adding staff members and enhanced programming around mentorship, networking, and professional development. Chapters continued to grow in major cities across the US, including Boston, New York, Chicago, Houston, and San Francisco.

In May of 2017, to fully embrace the mission of supporting a robust renewable energy economy and to reflect expanding renewable energy, WoWE officially rebranded as **Women of Renewable Industries and Sustainable Energy (WRISE)**.

Under the new name WRISE, the organization continued to grow, adding Solar Power Fellowships and an RE+ Women in Clean Energy Reception in 2017. In 2019, WRISE expanded the Leadership Forum to a standalone event, with the first three-day conference in Denver.

After the second standalone Leadership Forum in Austin in February 2020, the organization continued to provide virtual programming through the pandemic. The Leadership Forum returned to in-person in 2023 and has since grown to 700+ attendees, selling out each year.

Today, WRISE celebrates its **20th anniversary** with a growing staff of seven, plus valued consultants who serve thousands of members and countless more volunteers and participants working in solar, wind, battery storage, and all corners of renewable energy. With 48 chapters across the US and Canada, WRISE has become a true network for women and allies across North America.

WRISE milestones

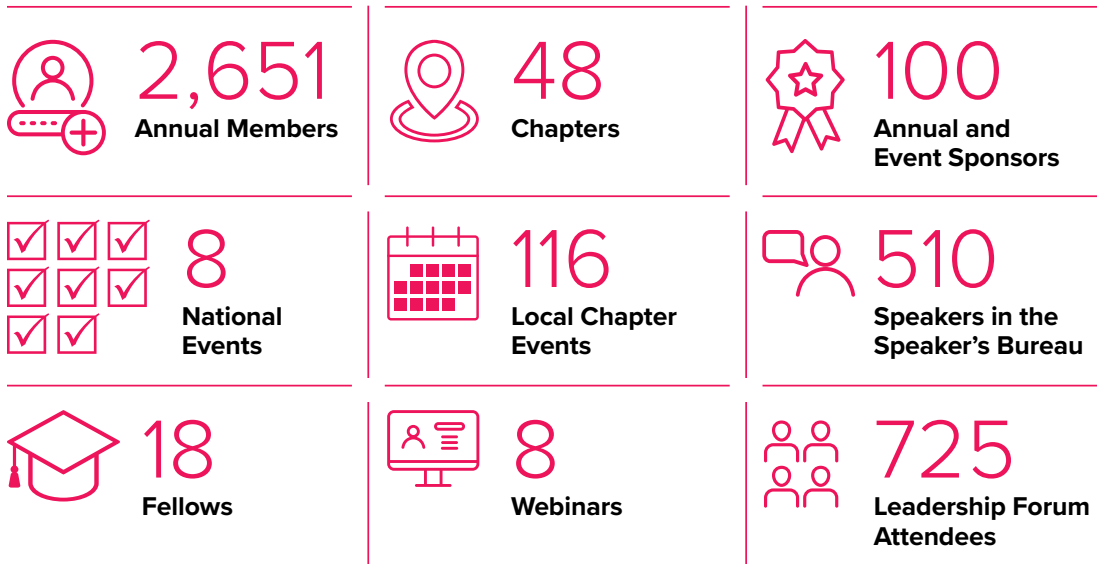
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- 2005:**
 - First formed
 - First luncheon
 - 2009:** Incorporated as a nonprofit
 - 2010:** First Leadership Forum
 - 2017:** Rebrand to WRISE
 - 2019:** First standalone Leadership Forum
 - 2024:** Biggest Leadership Forum
 - 2025:** 20th anniversary

WRISE in 2025



2025 by the Numbers (Impact Statistics)

2025 was a major year of growth for WRISE and our mission to advance ALL women across the renewable and sustainable energy industries. Our impact stats are more than just numbers. Each represents the passion and energy the WRISE community puts towards realizing our vision of a transformed energy ecosystem where all people and the planet thrive.



Volunteer Spotlight: WRISE Charlottesville Leadership Team

Ally Kranz, Mary McCall, Maria Navarro, and Madeleine Ray

The WRISE Charlottesville team truly exemplifies the energy we strive to cultivate as an organization. They lead with a commitment to building camaraderie and solidarity in our industry, while supporting their local community’s personal and professional development. When the WRISE community asked for a deeper presence throughout Virginia, the chapter leadership team stepped up to begin event planning in Richmond, and now alternate event series between Charlottesville and Richmond. They are quick to share resources they’ve made with the wider WRISE chapter leader network—including those related to their flagship event, the Charlottesville Leadership Summit—strengthening the WRISE mission by collaborating and supporting our entire network of volunteers. Additionally, the WRISE Charlottesville team engages local clean energy companies and establishes lasting partnerships that garner support in event planning, hosting, and fundraising. We are incredibly grateful for their contribution to the WRISE mission and their intentionality in building a strong and welcoming WRISE community.



Membership

With nearly **2,700 annual members** across 50 U.S. states (plus Washington, DC and Puerto Rico) and five countries, our membership community is a solid, formidable force representing diverse backgrounds, experience levels, and sectors in the industry.

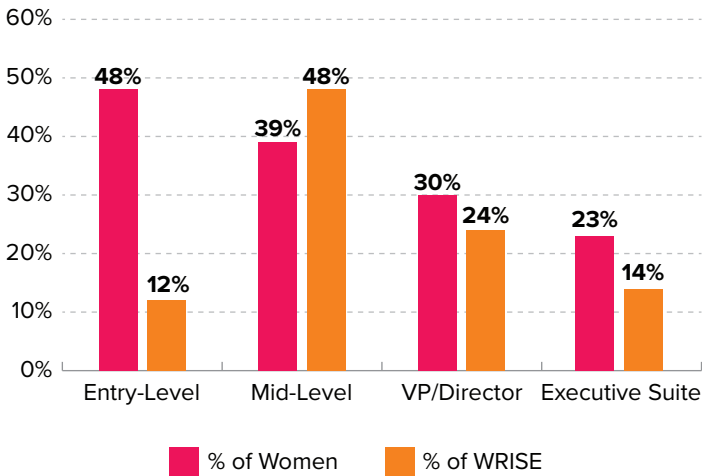
Our Leadership Circle is the WRISE membership network designed for folks in Executive or Leadership positions in the industry. We'd like to thank our Leadership Circle members for their support of WRISE and their contributions to advancing our shared mission through their leadership:

The top job titles represented in our membership base are:

- Analyst
- Asset Manager
- Associate
- Business Development Manager / Representative / Specialist
- Chief Executive Officer
- Civil Engineer
- Consultant
- Development Manager
- Director
- General Counsel / Attorney
- Manager
- Partner
- President
- Project Developer
- Project Engineer
- Project Manager

- Lori Arndt
- Maryssa Barron
- Kelly Beck
- Katy Briggs
- Mit Buchanan
- Danielle Burns
- Rain Byars
- Valentina Cabrera
- Betty Chan-Massey
- Liz Conroy
- Irina Cortez
- Ellen Crivella
- Becky Diffen
- Maria Dlagnekova
- Abha Doshi
- Michelle Dueitt
- Lucie Dupas
- Melissa Elkinton
- Asha Gandhi
- Liz Greenman
- Kari Groth Swan
- Danielle Hughes
- Brandy Johnson
- Safiyyah Khan
- Trieste Lockwood
- Sarah Lovegreen
- Daria Mark
- Robin Main
- Anne McBroom
- Katherine Mogg
- Rachel Moore
- Amy Norstedt
- Heather O'Neill
- Danita Park
- E. Merrick Parrot
- Karla Pascarella
- O'Kelley Pearson
- Charity Pennock
- Sloane Perras
- Janani Ramkumar
- PS Reilly
- Patty Rollin
- Jiyon Scudder
- Shawna Seldon
- McGregor
- Cheri Smith
- Anne Smith
- Chris Steves
- Kristin Swenson
- Nidhi Thakar
- Constance Thompson
- Katherine Trudell
- Irina Tsveklova
- Tina Ullman
- Katica Viskovic
- Lisa Ward
- Whitney Wilson
- Jing Yu

National Averages of Career Stages in the United States & WRISE



National data taken from Krivkovich et al., 2018.
 WRISE data taken from the WRISE Member Survey, 2024.



Chapters

With 48 chapters across the United States and Canada, there is a WRISE chapter engaging the local community in nearly every major renewable energy hub in North America. This year, we launched a new WRISE Chapter in the Greater St. Louis Area.

Our Top Chapters by Membership are:

1. Illinois - Chicago
2. Colorado - Boulder/Denver
3. Texas - Austin
4. California - San Francisco
5. Texas - Houston
6. Oregon - Portland

Our chapters have hosted 116 events in 2025 as of September 15th with 4,870 attendees. Some event highlights include the Charlottesville Leadership Summit taking place every September. This year’s Summit featured a keynote by the WRISE Board President, Constance Thompson, two sessions of facilitation, active listening, and community engagement, networking workshops, and a WRISE 101 session. Another annual chapter event highlight is the Chicago WRISE and Wine event. This is WRISE Chicago’s flagship event that features networking over a carefully curated wine selection and deeply impactful fundraising for the WRISE mission.



From left to right: Melissa Elkinton, Lauren Haller, Noemi Gallardo, Laura Otto (WRISE Consultant), Megan Mascheri, Ferrugia Sonthonax, Lauren Friedman, Doseke Akporiaye, Alyssa Ingelido, Cindi Eck, Constance Thompson, Shanaya Byrd, Zoe Berkery, Becky Diffen, Asha Gandhi, Johnelle Brown

Board of Directors and Team

Board of Directors

Constance Thompson

WRISE Board President

Transformational Equity Champion

Becky Diffen

WRISE Board Treasurer

Partner

Norton Rose Fulbright

Katy Briggs

WRISE Board Member

Principal Consultant, Clean Energy Manufacturing

DNV

Julia Bovey

WRISE Board Member

Director of External Affairs, Offshore Wind

Eversource Energy

Commissioner

Noemi Gallardo

WRISE Board Member

CEC Commissioner

California Energy Commission

Asha Gandhi

WRISE Board Member

Senior VP, Finance & Capital Markets

energyRe

Lauren Haller

WRISE Board Member

Senior Director & Senior Legal Counsel – Operations
Pattern Energy

Melissa Elkinton

WRISE Board Member

Vice President of Development and a Managing Member
Belltown Power

Johnelle Brown

WRISE Board Member

Operations Chief of Staff and Vice President of Operations
American Clean Power Association (ACP)

Zoe Berkery

WRISE Board Member

Chief Operating Officer
CleanCapital

WRISE Team

Doseke Akporiaye

Executive Director

Shanaya Byrd

Manager, Administrative

Cindi Eck

Director, Fundraising & Development

Lauren Friedman

Senior Manager, Programs and Events

Alyssa Ingelido

Manager, Chapters and Membership

Megan Mascheri

Executive Assistant

Ferrugia Sonthonax

Director of Operations

Volunteer Spotlight: WRISE Chicago’s Annual WRISE & Wine event

Erin Baker, Emma Brown, Betsy Burman, Theresa Carroll, Melissa Duyar, Christine Fernandez Owen, Abigail Hartzell, Suzi Horn, Veronica Hume, Lauren La Marche, Summer Lanier, Kimika Padilla, and Cathie Van Wert

Held annually on International Women’s Day, the WRISE Chicago chapter hosted their eleventh annual WRISE & Wine fundraising event to benefit the WRISE mission. The Chicago chapter brings together friends, sponsors, and colleagues to build connections and network over a hand-selected list of sustainably-produced wines by women winemakers. This year’s event featured speakers from the WRISE Chicago chapter team, the WRISE National team, and the biggest event sponsors. The event brought in over 30 sponsors and hosted 300+ attendees.



Thank You to Our Sponsors

Champion

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- RWE
- SOLV Energy

Leader

- California Energy Commission
- Onyx Renewables
- Orsted
- US Bank

Collaborator

- Adapture Renewables
- Advantage Capital
- Apex Clean Energy
- Array Technologies
- Aspen Power
- Avangrid
- AYPAs
- Baywa r.e.
- Clearway
- Cordelio Power
- CRC-IB
- Cubico
- EDF
- EDPR
- energyRe
- Generate Capital
- Goldwind
- GridStor
- Grid United
- Hydrostor
- Invenergy
- Key Capture
- Leeward Energy
- LevelTen
- Lighsource bp
- Longroad
- Madison Energy Infrastructure
- Morgan Lewis
- Mortensen
- National Grid Ventures
- National Renewable Solutions
- NorthStar Clean Energy
- Nova Clean Energy
- Ocean Winds
- OneEnergy Renewables
- Onward Energy
- Origis Energy
- Pattern Energy
- Pine Gate Renewables
- Pivot Energy
- Plus Power
- Repsol
- RES Americas
- SB Energy
- Scout Clean Energy
- Soltage
- Spearmint
- Stoel Rives
- SunRun
- TerraForm Power
- Vestas

Partner Organizations

- ACORE
 - American Clean Power Association
 - American Solar Energy Society
 - ASME
 - GRID Alternatives
 - Interstate Renewable Energy Council
 - Kayo Conference Series
 - KidWind Project
 - RE+
 - REpowering Schools
 - RE-volv
 - Smart Electric Power Alliance
 - Solar Energy Industries Association
 - Vote Solar
-

2025 Programs

WRISE Leadership Forum: Bold & Limitless



After doubling in size from 2023 - 2024, the 2025 Leadership Forum continued the momentum. 2025 brought WRISE to Atlanta, GA where the WRISE community displayed a lasting commitment to championing women in leadership, even in the face of a challenging year for the industry. The 2025 Leadership Forum welcomed 725 attendees from all over the US and Canada. It included

WRISE's trademark mix of professional development and industry-specific content, allowing women to shine as speakers, grow together, and even show off some moves on the dance floor at our reception at the Georgia Aquarium! The 2025 theme, **Bold & Limitless**, manifested an unstoppable energy and enthusiasm felt in every conference room.

Keynote Speakers

Sheri Givens, President & Chief Executive Officer, Smart Electric Power Alliance (SEPA)



Dr. Diana Hernandez, Associate Professor,
Columbia University; Author of *Powerless:
The People's Struggle for Energy*



Lakshmi Rengarajan, Creator of
How to Date Humans



Join us at the **2026 WRISE Leadership Forum** in Chicago, IL
September 29th - October 1st. Registration is open at
<https://www.wriseleadershipforum.org/>.

Volunteer Spotlight: Leadership Forum Co-Chairs

Recognizing the need for our processes and structure to grow with the event, WRISE introduced a formal application process for our 2025 Leadership Forum Co-Chairs. Co-Chairs oversee and support all aspects of the Leadership Forum making suggestions for content, helping advertise and lead both sessions and planning committees for the event, and fostering connections to the broader renewable energy community. Under the leadership of our returning senior Co-Chair, April Christensen, the application process brought us two stellar new Co-Chairs, Lucille Olszewski and Wanda Lee Florestine, who brought their unique perspectives forged over years of industry experience and WRISE membership to this year's event.



Sampling of Sessions

- ✓ **Power Moves:** Negotiating Your Value and Advancing Your Career
- ✓ **Power Hungry:** Data Centers, Demand Growth, and the Renewable Response
- ✓ **Turning Challenges Into COD:** Tales of Resilient Project Developers
- ✓ **Allyship:** a Conversation with Male Leaders
- ✓ **Intergenerational Wisdom:** Forging a Lasting Industry
- ✓ **From Doing to Leading:** Becoming an Effective Manager
- ✓ **Strategies for Combating Misinformation through Stakeholder Engagement**

Testimonials

“I always leave the forum with fresh thoughts, a strategic mindset, and a renewed commitment to uplifting my team and my peers.”

– **Whitney Wilson**, Senior Vice President of Operational Excellence and Engineering at TerraForm Power

“Every time I went to a WRISE Leadership Forum, I felt valued, heard, and empowered.”

– **Raheleh Folkerts**, Head of External Communications, Global Corporate at Lightsource BP



WRISE Executive Programming

Building on the success of the 2024 Executive Summit pilot at the Leadership Forum, WRISE delivered a second Executive Summit at the 2025 Leadership Forum. Programming included a four-hour Executive session with 50 C-Suite Leaders. An Executive Reception followed that brought 150 VP and above Leadership Forum attendees for an evening of connection and community building.

The Executive Session included presentations from experts on compensation negotiation for executives, how to effectively use coaching as a leader, and discussion on how to weather challenging times for your organization.

The 2025 Leadership Forum also expanded executive programming by introducing the “E-Suite” Track for breakout sessions. Referring to executives and emerging executive leaders, these expanded breakout sessions allowed more attendees to participate in executive-focused content and ensured that the full Leadership Forum included relevant sessions for senior leadership attending the event.

E-Suite Track breakouts included Unfiltered: The Rise, Risk, and Real Talk of Executive Women and Empowering the Future: Customer-Centric Growth and Executive Leadership for Profitability.

Events and Receptions

In addition to the 116 events WRISE chapters hosted in 2025, WRISE national held eight major events attended by thousands of industry professionals.

2025 National Events:

- WRISE Networking Reception at Infocast Solar + Wind, March 18, 2025
- WRISE Cocktail Reception at SolarPlaza Asset Management North America, April 23, 2025
- WRISE and ACP EmpowerHER Networking Reception, May 21, 2025
- WRISE Breakfast at the ACORE Finance Forum, June 5, 2025
- WRISE 20th Anniversary Gala, June 26, 2025
- Celebrating Women in Renewable Energy Reception (in partnership with RE+), September 9, 2025
- Clean Energy Job Fair (in partnership with GRID Alternatives), September 10, 2025
- 2025 Leadership Forum, October 14 - 16th, 2025

Event Spotlight: The 20th Anniversary Gala

In celebration of our 20th anniversary, WRISE hosted a gala at Gotham Hall in New York City on June 26th. A radiant night of legacy, leadership, and love for this movement, the event brought together and honored the original founding steering committee of WoWE, the WRISE board past and present, and the original staff members who carried the organization through years of transition and growth. It was a memorable evening of appreciation for not just a milestone, but a moment of recommitment—honoring our founders, celebrating our future, and sustaining the next twenty years of equity, excellence, and empowered leadership.



Gala Sponsors:



Webinars

Webinars have been a long-standing part of WRISE programming. Prior to 2025, the organization committed to a minimum of one webinar per quarter, on the topics of professional development, renewable energy finance, technology, and policy. In 2025, WRISE doubled its goal, hosting eight webinars. Two webinars were responses to the unique climate for the industry in 2025: Navigating the Changing DEI Landscape, What’s Next? and Facing Layoffs and Career Uncertainty.

The eight webinars were:


1. Navigating the Changing DEI Landscape - A WRISE and Renewables Forward Webinar - February 2, 2025
2. Green Flags & Glass Cliffs: Finding Success and Avoiding Pitfalls in Your Path to Leadership - March 27, 2025
3. What’s Next? Facing Layoffs and Uncertainty in Your Career - May 15, 2025
4. Speak Up, Stand Out: Finding and Using Your Voice at Work - July 24, 2025
5. Unpacking the Latest Federal Policy: Key Provisions and Their Implications - August 14, 2025
6. Tariffs, Taxes, and US Renewable Energy Project Finance - August 28, 2025
7. Unlocking Long-Duration Energy Storage Technologies - September 9, 2025
8. Grounded in Change: Rebuilding Hope and Momentum for 2026 - December 11, 2025

Eight webinars in 2025, average webinar attendance



215
People

Most attended webinar:
Navigating the changing DEI landscape



305 attended presented in partnership with Renewables Forward

Speakers Bureau

The WRISE Speaker’s Bureau is a public, searchable database of qualified speakers, willing to publicly speak, present, and engage on renewable energy topics. It promotes systemically-excluded voices across the renewable energy industry by making a list of skilled speakers from all backgrounds, experience levels, and locations easily accessible to those organizing speaking engagements. Since launching, the Speaker’s Bureau now has 510 speakers signed up. The vast majority of speakers’ experience levels are either intermediate (45%) or advanced (51%).

Top areas of expertise for speakers on the Speakers Bureau are:

- Battery Energy Storage Systems
- Business Development
- Corporate Social Responsibility
- Diversity, Equity, Inclusion
- Environmental Justice/Equity
- Marketing and Communications
- Policy/Advocacy
- Project Development
- Project Management
- Workforce Development

“ Being featured on the WRISE Speaker’s Bureau led to a speaking opportunity that broadened my professional network in ways I hadn’t expected. As a mid-level professional aiming to build my career, this visibility was crucial: it enabled me to share my knowledge with new audiences, forge meaningful connections, and highlight the importance of amplifying underrepresented voices in the clean energy industry. These experiences helped me advance into senior leadership roles and emphasized WRISE’s dedication to representation within our field. ”



– **Yejide Olutosin**, Director, Accelerate, American Council on Renewable Energy (ACORE)

Volunteer Spotlight: Amanda Bybee

Amanda has been a champion of the WRISE Speakers Bureau and leader of the Speakers Bureau Committee since its inception. The Speakers Bureau Committee addresses the underlying lack of representation on the stage through the development of a tool (the Bureau) to increase access to diverse speakers, through educational events that increase speakers’ confidence, and through holding conference organizers accountable for their performance and commitment to diversity onstage.



Mentorship

In 2025, WRISE relaunched a core programming element: mentorship. Mentorship has long been a part of WRISE's offerings to members, dating back to the early days of WoWE. Historically, WRISE has offered both traditional, one-on-one mentoring and peer mentor groups of four to eight members who meet and work through a curriculum over six months.

After a three-year pause in the post-pandemic era, the WRISE Mentorship Committee was reinvigorated at the beginning of 2025. Working quickly, the committee took a phased approach to relaunching mentorship offerings, beginning with peer mentorship in phase one. After revamping the curriculum, peer mentor sign ups went live on March 17th. 245 WRISE members were sorted into 37 groups that met from April through September. While some groups struggled to meet regularly over the six month period, the majority worked through the full curriculum and had overall positive feedback on the curriculum and value of the program; feedback surveys yielded a positive net promoter score with the majority of respondents rating the program a ten out of ten. WRISE hopes to continue iterating on mentorship offerings in 2026 and beyond.

“ My peer mentorship experience through WRISE has been incredibly supportive and empowering. It provided space for genuine conversations about navigating the renewable energy industry as a woman and for sharing strategies that build both confidence and leadership skills. I appreciated the structure of the program, but even more so, the authenticity and encouragement within the community. It reminded me that mentorship is as much about listening and uplifting as it is about sharing expertise. ”

“ As someone who works remotely, this was a great way for me to feel like a part of something and to interact with likeminded women. ”





Fellowships

The longest standing programming at WRISE, Fellowships are one of the most impactful ways our organization champions the advancement of the next generation. Since 2005, WRISE has welcomed 214 fellows between the two programs: the Rudd Mayer Wind Fellows, and the Rising Solar Fellows. After 20 years of investing in the future leaders of the industry, WRISE fellow alumni can be found at many of the industry's top companies and have even come back to invest in the WRISE community, including on the WRISE Board of Directors and Leadership Forum planning committees.

Wind Fellows: Rudd Mayer Fellows and Wind at Our Backs Scholars

In 2025 we welcomed ten Wind Power Fellows, including eight Ruddy Mayer fellows who attended the ACP CLEANPOWER conference with the WRISE team and two Wind at Our Backs Scholars who received contributions towards their training as wind technicians.

Wind Power Fellows:

- Jamiya Barnett
- Leslie Cano Ochoa Huerta

- Tara Greig
- Emily Jones
- Avery Kelly
- Flavia Martini Andrade da Silva
- Toriana (Tori) Richards
- Alex Urbina

Rising Solar Fellows

In partnership with GRID Alternatives, WRISE welcomed eight Rising Solar Fellows who accompanied the WRISE and GRID teams to RE+.

Solar Power Fellows:

- Barana Jean
- Alexa Williamson
- Leila Paulino
- Scarleth Vasoncelos
- Daphne Condon
- Morgan Byerley
- Ashlynn Wright
- Diana Tapia Ramon

Financial snapshot

This year, WRISE reached unprecedented scale and financial endurance. Through disciplined governance and strategic partnerships, WRISE has strengthened its financial resilience, ensuring that this movement's foundation remains strong, stable, and future-focused.

WRISE 2024 Financials

Revenue

Revenue from Direct Contributions	\$1,668,330.06
Revenue From Grants	\$18,825.00
Earned Revenue	\$187,522.38
Revenue from Other Sources	\$85,644.89
Total Revenue	\$1,960,322.33

Expenses

Salaries & Related Expenses	\$774,954.86
Scholarships/Fellowships	\$57,341.41
Conference and Program Events	\$564,398.29
Nonpersonnel Expenses	\$76,814.43
Total Expenses	\$1,473,508.99

Net Assets

2024	\$1,369,114.65
2023	\$1,042,137.35

Thank you Volunteers!

Volunteers make WRISE's work possible. From chapter leaders, to our Leadership Forum co-chairs and committee members, to those who serve as mentors and Floor Buddies to our fellows - WRISE had over 300 individuals volunteer their time in support of our mission this year. Your energy, time, and thoughtfulness drives our work and we thank you!

Mentorship Committee:

- Mackenzie Meinhold, 2025 Committee Leader
- Ali Trunzo
- Anais Immas
- Aparna Warade
- Arshiya Chime
- Charity Pennock
- Eileen Mendoza
- Janice Poehlman
- Jasmine Badiie Konrad
- Jennifer Guro
- K Leyde
- Kat Kelly
- Lina Quarshie
- Mary McMahon
- Natasha Anderson
- Regina McCormack
- Regina McCormack
- Regine Parks
- Remy Pangle
- Tayebah Tajalli Bakhsh
- Toni White

Speaker's Bureau Committee:

- Amanda Bybee, 2025 Committee Leader
- Alyssa Grant Schott
- Audrey McCormack
- Danielle Fidel
- Diona Flores
- Katherine Lillydahl
- Kristine Sinclair
- Nadia Sanchez

Webinar Committee:

- Aimee Tuck
- Beth Davis
- Danielle Peoples
- Emily Delaney
- Jennifer Guro
- Josette Souza
- Keegan Stein
- Kristin Dugas
- Laura Otto
- Lucille Olszewski

- Rhonda Ovenden
- Sierra Jackovics

Leadership Forum Planning Committee:

- April Christensen, Co-Chair
- Lucille Olszewski, Co-Chair
- Wanda Lee Florestine, Co-Chair

Community Engagement Subcommittee:

- Cameron Benton, Committee Leader
- Lee Gladdon, Committee Leader
- Alyssa Grant Schott
- Anna Jepsen
- Anne McBroom
- Ariza Nanji
- Arshiya Chime
- Clara Gerlach
- Ebony Seymour
- Erin Mitchell
- Janaki Comeaux
- Joseline Tooker
- Josephine Thomas
- Kaitlyn Phan
- Kara Lucyk
- Kate Peters
- Kayce Borders
- Natalie Byle
- Nolitha Tshetu
- Rocio Ferron
- Safania Romas
- Shaunmei Lim
- Sydney Notman
- Sydney Collins
- Tara Brown-Selders
- Theresa Renee

Content Subcommittee:

- Hema Gupta, Committee Leader

- Madeleine Ray, Committee Leader
- Abba Dasser
- Aimee Tuck
- Alicia Oller
- Ana Namaki
- Anna Fash
- Blair Uremovic
- Chaula Desai
- Christy Searl
- Colleen Campbell
- Diane Benedetti
- Diane Benedetti
- Emmaline Lutz
- Esther Kamau
- Evelyn Chavez
- Hannah Alford
- Jeannette Fletter
- Jessica Rivas
- Jocelyn Mitchell
- Josette Souza
- Karissa Kostka
- Karla Pascarella
- Kat Missig
- Kate Ferranti
- Kate Johnson
- Kelly Moran
- Kimberly Kuriata
- Kiran Anand Rekha
- Malvika Agarwal
- Mary Palmer
- Maureen Ochola
- Meg Nyberg
- Melissa Elkinton
- Nadia Sanchez
- Natalie Gerber
- Niki Tsaprazi
- Remy Pangle
- Rhonda Ovenden
- Rona Hope-Murray
- Sarah Bohan
- Sierra Jackovics
- Sofiya Minsariya
- Tonya Klimas

Professional Development:

- Mikkela Blanton, Committee Leader

- Noelle Paige, Committee Leader
- Alexis Kelley
- Amy Lord
- Anne-Marie Griger
- Audrey McCormack
- Chimziebere Chuku
- Christina Lewis
- Ella Sheppard
- Erin Sweet
- Genevieve Trigg
- Heather Holland
- Isadora Muszkat
- Janani Ramkumar
- Jazmin Felix
- Kaitlyn Iyer
- Karen Carlson
- Kate Bohanan
- Lauryn Gayles
- Lucy Handy
- Mackenzie Tocco
- Michelle Dueitt
- Michelle Dueitt
- Mindy Prefling
- Patty Rollin
- Sadie Kitchen
- Safania Romas
- Theresa Renee
- Tiffany Severs
- Tiffany Vu
- Wanchay Itmis

Tours and Dine Aounds:

- Victoria Kelly, Committee Leader
- Alex Urbina
- Dhriti Rana
- Janet Vickers
- Jessica Celi
- Kate Williams
- Melissa Lucky
- Muri Hall
- Rachel Petry
- Samantha McCoy
- Taylor D'Amico



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Thank you to Aimee Tuck from Corbae
Creative for input on this report