



Saturday, April 12, 2025

IWIRC 2024 Network Annual Report

Due April 15, 2025 for January 1, 2024-December 31, 2024 . Networks who fail to submit this form in a timely manner will forfeit their annual rebate checks. Rebates are \$50 per year, per member, paid in two installments of \$25 each.

Name

Morgan Hanna

E-mail

morganhanna22@gmail.com

IWIRC Network

Western Pennsylvania Network

PLEASE FILL IN YOUR 2024 BOARD OF DIRECTORS (A Network Board should consist of no less than three officers and no individual may maintain the same position for more than six years. In addition, no individual may serve on the Board for more than six years, however Networks may waive or modify this requirement.) Network Board Members must sign off on the [Code of Conduct](#) as well.

We encourage Networks to run their Network Roster Report before board elections. Log in to your IWIRC profile, and then [click here](#). Toggle your Network and run the report. This will verify that all board candidates are members in good standing.

2024 NETWORK BOARD OF DIRECTORS

Name	Position	Current Term Expires	Prior Network Board Position
Sarah Wenrich	Co-Chair	09/2025	Co-Chair
Morgan Hanna	Co-Chair	09/2025	Treasurer
Ashley Mulryan	Secretary	09/2025	Secretary
Alexandra Yuill	Treasurer	09/2026	None
Allison Carr	Immediate Past Chair	09/2025	Co-Chair

I confirm that all of our Network Board Members are aware they must have current memberships and must continue to remain current while on the Network Board.

**How many board meetings were held this year?
(Network boards must meet regularly and at least once per year)**

11

**When were the last board elections held?
(Network elections are to be held no less than
bi-annually)**

10/23/2024

**Please note that you have reviewed the
Network's Rules of Operation in 2024.**

Yes

**Please note whether all Network Board
Members have signed the Code of Conduct**

Yes

PLEASE DESCRIBE THE EVENTS YOUR NETWORK HELD IN 2024: Networks must hold at least three events, two of which are to be open to non-members and one which is specifically designed to recruit new members. Networks are to participate in at least one regional event or, if the Network is a regional Network, participate in a program with another Network every four years. A Network shall obtain prior written Board approval for Network "Special Events" as defined in the handbook.

NETWORK EVENTS IN 2024

Date of Event	Title of Event	Virtual or Live?	Type of Event (Educational, Charitable, Networking?)	Co-hosted? (y/n)	Co-host organization	Open to nonmembers? (y/n)	No. in attendance
10/4/2024	Game, Set, Match	Live	Networking	N		Y	10
12/5/2024	IWIRC Annual Toast	Live	Networking	N		Y	40
12/18/2024	IWIRC Holiday Tea	Live	Networking	N		Y	20
4/4/2024	IWIRC Spring Happy Hour	Live	Netwrking	N		N	10
Spring/Summer 2024	IWIRC Golf Academy	Live	Networking	N		N	5
4/30/2024	New Faces, New Cases	Live	Educational	Y	ACBA	Y	40
10/23/2024	IWIRC Annual Meeting	Live	Networking	N		N	10

NETWORK SPONSORS IN 2024

Firm Name	Sponsor Level	Event or Annual Sponsor
Buchanan Ingersoll & Rooney		Events
Duane Morris LLP		Events
Campbell & Levine		Events

Firm Name	Sponsor Level	Event or Annual Sponsor
Raines Feldmen Littrell		Events
Reed Smith LLP		Events
Herron Business Law		Events
Whiteford, Taylor and Preston		Events
Frost Brown Todd		Events
Compass Advisory Partners		Events

How many members does your network currently have

25

How many articles did your Network submit to the IWIRC eNewsletter this year? (Networks are to submit at least one article to the IWIRC eNewsletter each year.)

0

NETWORKS ARE TO PROVIDE AN ACCOUNTING OF INCOME ON AN ANNUAL BASIS. Please provide:

Beginning Balance (as of January 1, 2024)

6,519.74

Ending Balance (as of December 31, 2024)

7,330.89

Net Income for 2024

4,195

Has the Network filed the yearly IRS tax form (U.S. Networks only)?

Yes

Please note other information that would be helpful to the International Board, including challenges faced, suggestions, or comments.

Although our organization did not submit an article to the IWIRC eNewsletter in 2024, we have already sent a submission in 2025. Additionally, we have revamped our network newsletter, which was paused to review and implement the updated IWIRC communication policy.

Add relevant attachments:


ALY Code of Ethics IWIRC_1616.pdf

Date

Saturday, April 12, 2025

Once you click on the "Review" button and review your Annual Report, please finalize your Annual Report by hitting the "Submit" button.

IWIRC 2024 Network Annual Report

IWIRC CODE OF CONDUCT AND ETHICS

IWIRC is the premier networking organization devoted to enhancing the professional status of women in insolvency and restructuring. The promise of IWIRC's brand includes networking and connections between members, high value events, personal and professional development opportunities, and the women-centered perspective of IWIRC. The following Code of Conduct and Ethics ("**Code**") is designed to allow IWIRC to preserve its long tradition of integrity and credibility with its members, the public and within the insolvency community. The Code applies to all members of the IWIRC board of directors (the "**Board**"), members of the advisory council (the "**Advisory Council**"), the Administrative Director and all its employees (permanent full-time, hourly, fixed term contract, permanent part-time, etc.)(the "Contactor").

Violations of the Code and relevant policies can result in disciplinary action up to and including termination or removal from the Board. In some cases, IWIRC may report a violation to the relevant authorities.

The Code is organized into categories, as follows:

Conduct

1. Always act with fairness, honesty, integrity and openness; respect the opinions of other and treat all with equality and dignity without regard to gender, gender identity, gender expression, family status, source of income, race, color, ancestry, place of origin, political beliefs, religion, marital status, disability, age, or sexual orientation.
2. Promote the mission and objectives of IWIRC in all dealings with members, the public, or other insolvency organizations on behalf of IWIRC.
3. Provide a positive and valued experience for those participating in events within and outside IWIRC.

Accountability

1. Act with honesty and integrity and in accordance with any professional standards and/or governing laws and legislation that have application to the responsibilities you perform for or on behalf of IWIRC.
2. Comply with both the letter and the spirit of any training and orientation provided to you by IWIRC in connection with those responsibilities.
3. Adhere to the policies and procedures of IWIRC and support the decisions and directions of the executive committee of the Board ("**Executive**") and its delegated authority.
4. Take responsibility for your actions and decisions. Follow reporting lines to facilitate the effective resolution of problems. Ensure that you do not exceed the authority of your position.

Conflict of Interest

Conflict of interest arises when a person participates in a decision about a matter (including any contract or arrangement of employment, or provision of goods and services) which may benefit or *be seen to* benefit that person because of his/her direct or indirect monetary or financial interests affected by or involved in that matter. IWIRC has developed a comprehensive Conflict of Interest Policy, which is incorporated by reference into this Code.

Confidentiality

1. Respect and maintain the confidentiality of information gained as a member of the Board, Advisory Council, Executive or Contractor, including, but not limited to, all computer software and files, IWIRC financial information, business documents and printouts, and all membership, sponsor and supporter records.
2. Respect and maintain the confidentiality of individual personal information about individuals gained through your role with IWIRC.

Whistleblower

IWIRC wishes to enable and encourage members of the Board and the Advisory Council, Contractor, members and others to raise serious concerns internally so that IWIRC can address and correct inappropriate conduct and actions. It is the responsibility of all Board members, the Executive, Contractor and members to report concerns about violations of IWIRC's Code or suspected violations of law or regulations that govern IWIRC's operations.

It is contrary to the values of IWIRC for anyone to retaliate against any member of the Board or Advisory Council, Executive, Contractor or member who in good faith reports an ethics violation, or a suspected violation of law, such as a complaint of discrimination, or suspected fraud, or suspected violation of any regulation governing the operations of IWIRC. A member of the Board or Advisory Council, Executive, Contractor or member who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including termination.

IWIRC has an open-door policy and suggests that members share their questions, concerns, suggestions or complaints with their Network Chair. If you are not comfortable speaking with your Network Chair or you are not satisfied with their response, you are encouraged to speak with the Vice Chair of IWIRC, the Administrative Director, or a Board member. IWIRC members are required to report complaints or concerns about suspected ethical and legal violations in writing to IWIRC's Vice Chair, who has the responsibility to investigate all reported complaints. The Current Vice Chair of IWIRC will be the Compliance Officer, who is responsible for ensuring that all complaints about unethical or illegal conduct are investigated and resolved. The Compliance Officer will advise the Administrative Director and/or the Board of all complaints and their resolution and will report at least annually to the Finance Director and Vice Finance Director on compliance activity relating to accounting or alleged financial improprieties.

Respectful Conduct

IWIRC recognizes that people are most productive in an atmosphere of mutual trust, support and respect. IWIRC strives to maintain a respectful environment by promoting a common understanding of conduct considered appropriate in a workplace or professional setting. Bullying, harassment (in all its forms) and discrimination are examples of inappropriate conduct and will not be tolerated. If inappropriate conduct is allowed to persist, over time, an unhealthy environment

may be created.

Following are some examples of behaviors that help maintain a respectful environment:

- Being polite, courteous and respectful of others
- Treating others equitably and fairly
- Listening to what others have to say
- Being open-minded to others' ideas, comments and suggestions
- Involving the appropriate people in planning, decision-making and implementing initiatives
- Valuing diversity among members of your work group and those with whom you interact in the workplace
- If you think something you said or did may have offended someone, approaching them and apologizing

The Administrative Director and Compliance Officer will provide internal direction on the order of escalation for concerns relating to inappropriate conduct. Complaints about inappropriate conduct as between employees of the Contractor shall be reported to the Compliance Officer. Complaints about inappropriate conduct involving the Administrative Director shall be reported to the Chair of the Board.

Implementation

Strict observance of the Code is fundamental to the activity and reputation of IWIRC. It is essential that all Board members, Advisory Council members, and Contractors adhere to this Code. They will certify this by signing a Declaration that they have read and will abide by this Code for the duration of their role with IWIRC.

Code of Conduct and Ethics declaration

I, Contractor/Board Member/ Advisory Council Member - please print), have read, understand and agree to abide by the Code of Conduct and Ethics and I understand that such adherence is a condition of Board membership or Advisory Council membership, or my role as a Contractor. I understand that a violation of the Code of Conduct and Ethics may be grounds for termination as a Board member, Advisory Council member or in the case of the Contractor or an employee thereof, immediate dismissal for just cause without notice or pay in lieu of notice, or termination of the Contractor's contract, as the case may be.

Signed this 7th day of April, 2025.


(Board member /Advisory Council member/ Contractor)

Alexandra L. Yuill, Esq.

Approved October 13, 2020 effective as of January 1, 2021

INTERNATIONAL WOMENS INSOLVENCY & RESTRUCTURING CONFEDERATION INC

EIN: 91-2148481 | Pittsburgh, Pennsylvania, United States

Form 990-N (e-Postcard)

Organizations who have filed a 990-N (e-Postcard) annual electronic notice.
Most small organizations that receive less than \$50,000 fall into this category.

Tax Year 2024 Form 990-N (e-Postcard)

Tax Period:

2024 (01/01/2024-12/31/2024)

EIN:

91-2148481

Organization Name (Doing Business as):

INTERNATIONAL WOMENS INSOLVENCY & RESTRUCTURING
CONFEDERATION INC

Mailing Address:

1036 Betty Rae Dr
Pittsburgh, PA 15236
United States

Principal Officer's Name and Address:

Sarah Wenrich
11 Stanwix Street Suite 1100
Pittsburgh, PA 15222
United States

Gross receipts not greater than:














\$50,000

Organization has terminated:

No

Website URL:

iwirc.org

-  **Tax Year 2022 Form 990-N (e-Postcard)**
-  **Tax Year 2021 Form 990-N (e-Postcard)**
-  **Tax Year 2020 Form 990-N (e-Postcard)**
-  **Tax Year 2019 Form 990-N (e-Postcard)**
-  **Tax Year 2018 Form 990-N (e-Postcard)**
-  **Tax Year 2017 Form 990-N (e-Postcard)**
-  **Tax Year 2016 Form 990-N (e-Postcard)**
-  **Tax Year 2015 Form 990-N (e-Postcard)**
-  **Tax Year 2014 Form 990-N (e-Postcard)**
-  **Tax Year 2013 Form 990-N (e-Postcard)**
-  **Tax Year 2011 Form 990-N (e-Postcard)**
-  **Tax Year 2009 Form 990-N (e-Postcard)**
-  **Tax Year 2007 Form 990-N (e-Postcard)**