
ANNUAL REPORT

Our Fiscal Year in Review

1 July 2022 - 30 June 2023

FEWJAPAN

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Executive Summary:

FEW's Vision, Mission, and Social Impact

MISSION

FEW Japan is the go-to place for personal and professional development for English-speaking women in Japan. We offer regular opportunities for our diverse members to connect and build community together.

VISION

FEW Japan is over 42+ years strong in its journey of empowering and connecting a diverse group of women who all call Japan home. We are committed to gender equality, multiculturalism, LGBTQ+ inclusion and community building in service of our members' professional and personal pursuits.

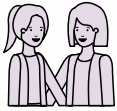
SOCIAL IMPACT

As an umbrella organization for women in the regions through to megacities in Japan, we connect womxn in a safe and brave, multi-stakeholder community advancing gender equality and women's empowerment in alignment with SDG, DEI, and ESG goals.



About FEW Japan

At 42+ years old in 2023, FEW Japan is one of the longest-running womxn’s professional associations in Japan. Our members are a collective of globally-minded, English-speaking women from all regions and represent the following activities.



Corporate



Entrepreneurs



Freelancers



Creatives



Researchers



Academics



Homemakers



Educators



Students

Data Insights



Our Stakeholder Community

FEW Japan is a multi stake-holder women's empowerment community, comprised of Individual Members, Organizational Members and Corporate Members who all invest in a membership fee to support the mission and community building impact of our not-for-profit, legally incorporated association.



FEWsion: Our Digital Community

FEWsion is our members-only Slack channel where our members connect between meetings, share their wins, their asks, recommendations resources, and where we uplift and support one another in our careers, family and creative activities.

Member-Serving Programs: Community-building

• KPIs

- Doubled the individual membership from 120 to 275+
- Served 120+ members in the Peer-to-peer Program
- Curated 6 virtual meetings for 300+ members and guests
- Supported members in hosting 3 in-person lunches in Tokyo and in the regions of Japan
- Welcomed 2 new corporate members to our community
- Launched a new landing page for individuals members

Overview of Core Activities



MEMBERS-ONLY MONTHLY MEETINGS WITH EXPERT SPEAKERS

Learn from inspiring women on a variety of intriguing topics and current events! Recent topics have included digital transformation, readings from authors, how to obtain business funding, sustainability, diversifying tech and more.



PEER TO PEER MENTORING

Our Peer-to-Peer Program of annual mentoring includes three different tracks to choose from for corporates, entrepreneurs, and pivoters figuring out their next steps, so you can pick a track and find your people!



CAREER STRATEGY SEMINAR

Super-charge your energy and motivation through this full-day seminar where you will make friends and gain valuable professional insights and contacts. There is plenty of time for networking over lunch and during workshop activities.



REGIONAL STARS LUNCHES

We aren't just centered in Tokyo! Our community includes kickass women based in regional capitals across Japan. We are hosting regional lunches that rotate around the country. You become the star host, gather your regional network, invite FEW members to connect!



SPECIAL EVENTS

We also hold annual special events including a Shinnenkai where individual members gain exclusive access to network with representatives of our valuable corporate members supporting our mission.

Curated events on the Theme of “Unconventional Journeys”



Kick off: Unconventional Journeys



Business Startup and Survival in Tough Times



Shinnenkai Social - Spotlight on corporate and community members



IWD #Digital Tools - Driving Women's Empowerment



Celebrating Womxn's Nonprofit Board Leadership - The Power of Community



Members Summer Social

Flagship Peer-to-Peer Program

The P2P (Peer-to-Peer) Program is a flagship members only program and a unique opportunity for FEW Members to learn, thrive, and connect with each other. Whether you are growing your business, looking to optimize your experience in a current position, or are interested in creating effective strategies to change your career, or pivot into new projects, P2P will be an asset for you.



P2P Event October 2022



P2P Event December 2022



P2P Event February 2023



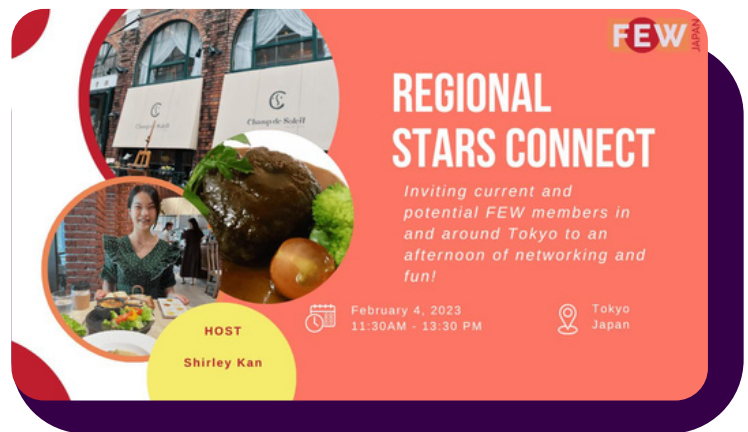
P2P Event April 2023

In-Person Regional Lunches and Member Connection Events

We aren't just centered in Tokyo! Our community includes kickass women based in regional capitals across Japan. We host regional lunches that rotate around the country and support members in accessing regional to national networking profile.



Regional Stars Connect - Fukuoka



Regional Stars Connect - Tokyo

Regional Stars Connect - Tokyo

Membership Growth and Financial Contributions

• Membership-Sponsorship Policy wins

◦ Individual member growth and gains

FEW Membership doubled in the last year with women from not just Tokyo but around Japan -- and the world -- joining the FEW community. Living in Japan can be challenging, especially as an empowered woman. We have create a safe space for modern women to validate their experience, celebrate their skills, and lift each other up as empowered women! We went from 100 women to 270+ women in 2022/2023 year.

◦ Organizational member growth and gains

To better serve our organizational members, FEW corporate memberships team developed monthly check-ins and offered concierge services to increase social media impact for their organizations.

◦ Corporate Sustaining member growth and gains

FEW continued to expand its offerings and added an additional tier of membership to serve smaller businesses.

◦ Board of Directors growth and gains

We continued with 2-person teams and and delivered professional development training and strategic planning retreats for all members of the Board of Directors.

How We Serve Our Members

Learn

- Peer to Peer (P2P)
- Monthly Member Meetings
- Career Strategies Seminar (CSS)
- International Women's Day (IWD)

Connect

- Shinnenkai with Corporate Members
- Regional lunches
- FEWsion slack channel
- Social Media

Inspire

- 2022-23 theme: Unconventional Journeys
- External speakers
- Internal mentorship

Who We Serve

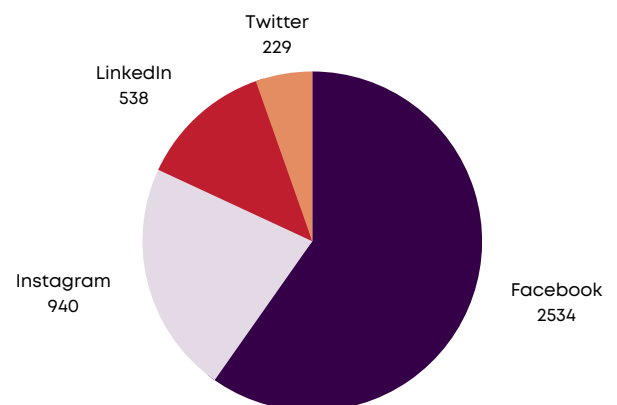
The FEW membership story began 42 years ago with expat women professionals from mainly Western countries who wanted to connect and build their careers/community in Japan, in an English-speaking context. The organization grew, and began to reflect the changing population: expats, bilingual Japanese women, and immigrants from around the world who all call Japan home.

Our Members: A mix of 275+ Japanese and international women across a wide variety of professions and life stages in corporate roles, entrepreneurship, researchers, tech innovators, programmers, educators, homemakers, scientists, and those pivoting into new horizons and opportunities.

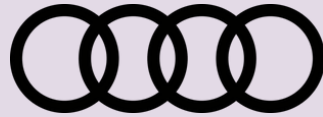
Our Programs: Curated monthly meetings, regional lunches, professional and personal development, all focused on delivering a safe and empowering space for learning, growing and connecting together in English.

Our Board: A diverse Board of Directors serves 2-year terms and commits to facilitating excellent programs for our individual members, serving our organizational members, and building the community.

Digital Outreach



Testimonials



"Diversity & Inclusion is part of our business strategy. We chose FEW Japan in order to promote female empowerment and to enable especially our female employees to live up to their true potential by benefitting from FEW Japan's wide network and activities."

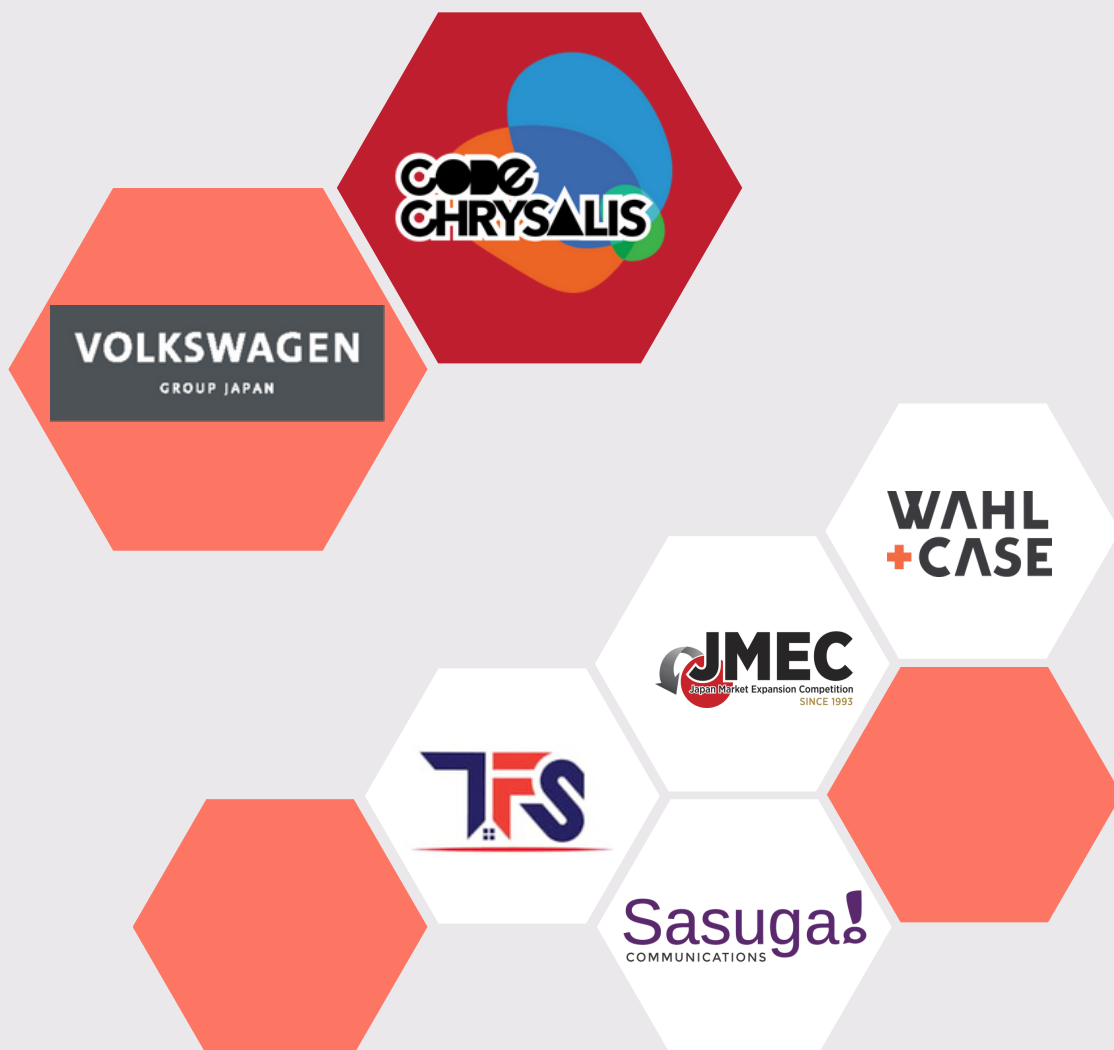


"As an entrepreneur in Japan, it's great to have organisations like FEW Japan championing for diversity and inclusion and providing a platform for women to seek support. At Code Chrysalis, we share similar missions of empowering women and together, I hope our organizations can be a part of the change we wish to see in Japan."

Many thanks to our Corporate Members!

FEW's activities are supported by various businesses, organizations, and networks that share the same vision and want to support FEW Japan and its community.

In addition to the individual members, FEW Japan is supported by Corporate Sustaining Members and Organizational Members.



Thank you from our Board!



Jackie F. Steele, President

Kyoko Nagano, Vice President

Shizuka Suzuki, Finance Director

Tiffany Rossdale, Membership Director

Tracey Northcott, Corporate Membership Director

Jemma Gallagher, Special Events Director

Amy Fujii, Communications co-Director

Terri MacMillan, co-President

Stephanie Bay, co-Vice President

Léa Perceval, Program Director

Christine Brown, Membership co-Director

Tia Haygood, Corporate Membership co-Director

Corinn Wilson, Public Relations co-Director

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