



ANNUAL REPORT 2025



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Letter from the CEO

FEMM is looking back with gratitude on a wonderful 2025.

Over the past year, we've dedicated ourselves to teaching, training, advocating for better healthcare for women, and, of course, caring for patients. We saw all this work bear fruit in really encouraging ways in 2025, whether it was students learning about their bodies through teenFEMM and teenMEN or FEMM growing our presence in Africa, Lithuania, and Japan.

Better healthcare for women is gaining momentum—not just in the United States, but across the Atlantic. Step by step, FEMM is changing the standard of healthcare for women, giving them real answers and addressing the underlying cause of their symptoms.

We couldn't do it alone.

We are grateful for our wonderful providers, medical assistants, educators, and advocates... and to you, our FEMM friends and followers who keep cheering us on.

One of the best gifts a woman can receive is to hear these words: "Your health matters, and you don't have to navigate it alone."

Together, let's keep sharing that gift and giving women the chance to enjoy the health they could previously only dream about.



Popular FEMM Booth Reaches Thousands

FEMM was honored to once again attend SEEK –an annual conference for young people, organized by the Fellowship of Catholic University Students, that took place from January 1-5 in Salt Lake City, Utah. Tens of thousands of young people convened at the Convention Center in downtown Salt Lake City, stopping by the popular FEMM booth for quizzes, games and the now signature item: purple foil-wrapped dark chocolate.

Conference participants attended a talk by FEMM CEO, Anna Halpine, and learned that FEMM treats a wide range of hormonal health issues including PCOS, anxiety and depression, ovulatory dysfunction, dysmenorrhea and irregular bleeding. FEMM staff talked to thousands of women who came by the booth, to ask questions about their symptoms and clarify what’s normal and healthy for their age.

Our many conversations at the booth during the day and often late into the evenings, highlighted both the interest and need for education regarding hormones and overall health. When asked if painful periods were normal, most women said yes—and couldn’t believe it when we told them that much of what women have been conditioned to accept as normal is actually an indicator of an underlying hormonal health issue that can be treated by FEMM. College groups who stopped by the booth to take our FEMM quiz were surprised to learn of the impact of sleep in hormone production (for example, the majority of daily testosterone production in men occurs during sleep). From athletes to nursing students to business majors, everyone learned something new about their body and how to better support their mental and physical wellbeing!



Many women who were familiar with the FEMM app, were also interested to learn about FEMM’s telehealth option. They were excited to discover that FEMM takes most forms of insurance and that they can receive care from home or their college dorm room. FEMM accepts most insurance, which means there are no hidden or out-of-pocket expenses. This makes FEMM healthcare accessible to all, regardless of financial situation.

We also fielded questions about the FEMM app. Women especially wanted to know if they could transfer data from another app to FEMM, as many period tracker apps paywall information or push sexual content when users were looking to manage and track their health. Conference attendees learned that it’s easy and free to start using the FEMM app, and that they can also connect with a FEMM healthcare provider through the app. We heard a lot of: “hey, that’s my app!” as students spotted our signature FEMM flag. We were honored to hear their stories about how FEMM has improved their self-knowledge and their health.

As FEMM CEO Anna Halpine put it, “Our time at SEEK showed that people are tired of the status quo in women’s healthcare and that there’s a huge demand for the FEMM model of care. Women deserve better and we’re just so excited to be expanding our education model and telehealth network of providers, to support women, girls and families.”



FEMM address to the United Nations calls for science-driven response to women's health

At the 58th Commission on Population and Development, Rokaia, a FEMM user from Egypt, spoke to the delegates at the United Nations about the need for FEMM around the world. Addressing the UN Commission theme of "Ensuring healthy lives and promoting well-being for all at all ages," she spoke about the need for a science-driven, accessible, and affordable health program that enables women to make informed choices about their healthcare.

Speaking in front of Member States from all over the globe, Rokaia said, "Faulty misconceptions usually dictate that irregular cycles are 'normal' for women, and that these associated pains are simply part of the difficulty of being a woman. These types of conversations ignore women's voices and undermine their wellbeing." She introduced FEMM as a comprehensive reproductive health program grounded in science and respect for human dignity.

Delegates learned that excellence in healthcare requires that we diagnose and treat the underlying health condition affecting women's reproductive health and fertility, and not simply treat the symptoms.

Rokaia highlighted this by speaking about FEMM's approach to infertility.

"By addressing underlying health conditions such as infertility, FEMM improves women's health, including fertility, hormonal health, and long-term well-being," she said.

While delegations and NGOs often use the platform of the United Nations simply to speak, FEMM has listened to women and knows that in order to improve women's health, we need to offer real solutions. This is how FEMM continues to improve healthcare for all, at all ages.

teenFEMM and teenMEN: Stories from the Classroom

School-Wide Implementation Garnerers Praise from Principal

FEMM is celebrating its first school-wide implementation of the teenFEMM and teenMEN programs. Romero Academy in Cincinnati, Ohio, wrapped up its first year of using teenFEMM and teenMEN across 6th–8th grade. John Lane, Principal of Romero Academy and a teenMEN instructor, praised the curriculum for its accessibility and excellent content. He noted that the program does a wonderful job of breaking content into sections that correspond to a 40–60 minute teaching block and providing educators with a script to use in class, ideas for student activities, and plenty of other resources. This takes the burden of lesson planning off teachers' shoulders and frees them up to be more present to their students.

"I felt empowered as an instructor to really take time within these lessons, personally engage with my students around the content," Principal Lane said.

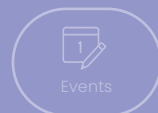


teenFEMM and teenMEN topics are very relevant to what middle school students care about—exercise, nutrition, stress, social media and technology, and how all of those things affected their brain and body.

Lane praised the hands-on activities that accompany each lesson, saying they were a great way to get students engaged and excited about the material. As for the students, they enjoyed the case studies and were inspired to use what they learned to make their own lifestyle changes. Lane recalls one student who realized through the teenMEN lessons and discussions that he was not getting enough sleep each night. As exams neared, he decided to make this a priority, and eventually, he met his goal of getting eight hours of sleep.

As Lane says, "It was great to see the material permeate and integrate within all aspects of the students' lives."

Romero Academy is only the beginning; additional schools in the US are set to implement the curriculum in the next school year.





FEMM Teachers Around the World

FEMM in Lithuania

In October, FEMM teacher Ingrida Jazgevičienė, from Lithuania reached out to share her news:

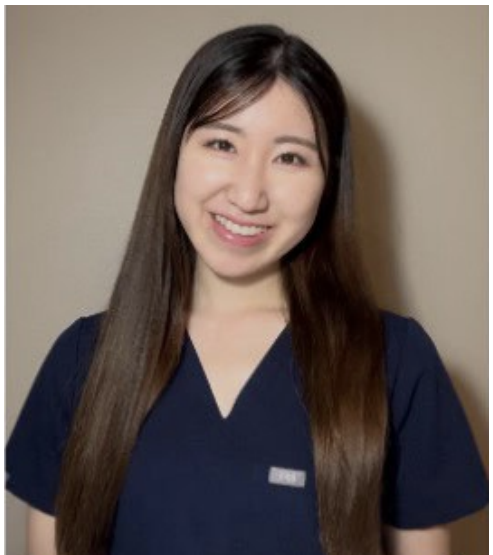
“Twenty three teachers are beginning their FEMM Teacher Training journey, and three medical doctors! The FEMM course officially starts next week, but today we had a lovely informal meet-and-greet. It was such a warm, fun, and inspiring time — I’m so thankful for your trust, encouragement, and everything you’ve shared — your knowledge, dedication, and the beautiful mission you’ve built: that women’s health should be grounded in science, respect for the body and human dignity. It truly feels like a hopeful beginning!”

FEMM in Japan

In 2025, FEMM was thrilled to welcome Shiho Yoshida as part of its education team in Japan. Shiho Yoshida is a 24-year-old from Kanagawa. A certified FEMM teacher, Shiho hopes to increase women’s health awareness and fill the gaps in reproductive health education in Japan.

“Compared to other developed nations, Japan’s reproductive health education is very behind,” Shiho says. “Most women are not aware of how their bodies work during their cycles. Even though it has gotten better in recent years, topics like sex and reproductive health have often been considered ‘taboo’ to talk about.”

Like so many women, Shiho is eager for a new standard of care for women: “I struggled with amenorrhea due to anorexia when I was in middle school. In college, I struggled with the side effects of birth control pills. I have a few family members who struggled with infertility and miscarriages. I was looking for a women’s health program and found FEMM through an online search. FEMM is a natural, yet science-based approach and is exactly what I was looking for!



FEMM Medical Management Masterclass

“This Class Changed My Life”

Over one hundred medical professionals attended the 2025 FEMM Medical Management Masterclass in Columbus, Ohio.

This year, the Masterclass highlighted how FEMM tailors its treatments to particular individuals and their personal experiences, taking into account a variety of circumstances and the unique characteristics of each woman. Dr. Pilar Vigil, Research Director at the Reproductive Health Research Institute, highlighted the connection between the brain and a woman’s hormones.

One provider from Washington State described how she appreciated that the FEMM Masterclass provides in-depth research to explain the clinical protocols, as “some patients are just told that they need hormone replacements.” However, “this is a limiting diagnosis, because you have to study the metabolic factors like diet, insulin levels, body weight, etc. to help each woman determine which area of her health to begin focusing on.”

Another doctor said that the best part of the Masterclass was that “everything Dr. Pilar teaches is presented differently each year, and we learn more and go deeper each time.” As an example, the doctor shared how attendees were learning that women who have an ovulatory cycle have a healthier BMI and improved mood—so the impact of the FEMM slogan, “ovulation as a sign of health,” is presented in new, enlightening ways each year.



FEMM Takes Symptoms Seriously

One FEMM patient who audited the Masterclass spoke about how FEMM has given her a new outlook on her health. She explained that as she has listened to the Masterclass workshops, she was reminded of how she struggled her whole life with hormones and her cycle, and that no doctors took her seriously. Her symptoms were dismissed, especially as a teenager, one of the most critical times in female development. “I was given medication and birth control, which just made me miserable.”

Unfortunately, like so many young women, she didn’t know that she had options. “I gave up the hope of ever being a mother because no matter what doctor’s office I went to, they could never tell me WHY these things were happening.”

She says, “When I found FEMM, I didn’t know all of this reproductive health knowledge...That there were actual doctors and nurses who care... FEMM, to me, became more than just an app; it became a relief.”

Now, this FEMM user seeks to actively continue her education on hormonal health so that she can empower other women like her.

Lifelong Benefits

The Masterclass isn’t a one-and-done event. Attendees take what they learn and incorporate it into their own lives and medical practices. And many find the Masterclass so helpful that they come back year after year.

Dr. Karen Poehailos, a FEMM provider, says, “I’ve taken the Medical Management Masterclass four times. Each time I learn something new, or have concepts strengthened; I always come away as a stronger clinician in this area.”

Julie Baltz, MHS, PA-C, agrees. “I can honestly say that this class changed my life,” she says. “It gave me my love of the body back again. It continues to feed me in a way that no other medical conference or education has.”



Spotlight: Dr. Virginia de la Lastra

We were thrilled to welcome Dr. Virginia de la Lastra to FEMM's 2025 Medical Management Training. Dr. de la Lastra is a physician, microbiologist, and illustrator. At the Masterclass, Dr. de la Lastra spoke about the intricacies and mechanisms of various viruses, bacteria, and parasites. Conference attendees were treated to a series of fun illustrated stickers they could take home and a pop quiz before being joined over Zoom by RHRI and FEMM staff.



Africa Leads the Way

Imagine being able to see not just one FEMM doctor via telehealth, but to have your whole reproductive healthcare from puberty to pregnancy and delivery, perimenopause and menopause... all taken care of by the best of the best FEMM-trained doctors. That's happening in Africa.

At the Weill-Cornell Bugando Medical Center in Mwanza, Tanzania, FEMM is fully integrated in the Obstetrics and Gynecology Department within the hospital. Doctors, nurses, and residents receive training through FEMM and the Reproductive Health Research Institute (RHRI) to continue to grow their knowledge of reproductive endocrinology and better serve their patients.

This year, Bugando Hospital hosted its second annual FEMM Medical Management Training, with over 50 doctors and nurses from Nigeria, Uganda, Kenya, Ethiopia, Malawi, Tanzania, and other sub-Saharan countries, doubling last year's attendance.



Local leaders led workshops and discussions, as well as the patient case days within Bugando Hospital. Dr. Godfrey Kaizelege led the local team, including Dr. Onesmo Lukwaro, Dr. Sandy Ramiya, and Dr. Sr. Juliet Macharia, along with new and impressive leadership from medical residents at Bugando Hospital. Dr. Hugo Soto from the Reproductive Health Research Institute (RHRI) in Chile, led and facilitated workshops and training.

Attendees discussed new scientific research that has come out over the course of the last year. They learned how FEMM tailors its treatments to particular individuals, taking into account a variety of circumstances and the unique characteristics of each woman. There was special emphasis on lifestyle factors that affect female health, especially the role of stress.

Not even a power outage on the second day could stop the learning! After the lights went out, everyone was so determined to keep discussing a case study that they powered on, using flashlights.





Each FEMM Medical Management training leads to exciting growth and better patient care.

Dr. Soto and Dr. Kaizelege continue to collaborate to develop ongoing strong training and clinical immersion approaches that address the medical and educational needs of patients in Africa.

With every passing year, more providers at Bugando Medical Centre have been using FEMM/RHRI treatment protocols to manage patients with reproductive endocrinology issues. Since introducing these guidelines, patient management has significantly improved. At the Bugando OB-GYN Clinic, FEMM is now fully integrated within the OB-GYN clinical care, with a full-time consultation room. Most importantly, medical residents are trained in FEMM from the outset, and graduate with these principles and way of thinking as the foundation of their medical training.

FEMM is deeply grateful for all the dedicated doctors and nurses working to bring better health outcomes to women throughout Tanzania and greater Africa. Our colleagues there are using FEMM/RHRI protocols to change women's lives and revolutionize reproductive healthcare across the continent.

FEMM Board

- Dr. Tim Flanigan, Chair
- Mary Glass
- Suzi Piening
- Ana Paternina
- Dr. Bob Scanlon
- Laurance Alvarado
- Anna Halpine (ex-officio)



2025 FINANCES

Statement Of Activities

SUPPORT AND REVENUE WITHOUT DONOR RESTRICTIONS

	<u>2025</u>	<u>2024</u>
Contributions and grants	\$ 1,761,740	\$ 987,567
FEMM Education Programs	421,199	361,410
Clinic Fees	623,322	378,837
Employee Retention Credit Income	14,390	-
Total support and revenue without donor restrictions	<u>2,820,651</u>	<u>1,727,814</u>

EXPENSES

Program services	1,985,874	1,439,836
Supporting activities:		
General and administrative	122,744	91,251
Fundraising	3,555	3,088

Total expenses

Change in net assets without donor restrictions

Net assets, without donor restrictions, beginning of year	234,487	40,848
Net assets, without donor restrictions, end of year	\$ 942,965	\$ 234,487

The summary financial information is derived from our 2025 audited financial statements.

FEMM is tax-exempt under section 501(c)(3) of the Internal Revenue Code. Donations are tax-deductible to the extent allowed by law.





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