Minutes of the GWI Board 2022-25 Meeting held on 23rd February 2023, 5pm Central European Time (CET), zoom

Third Board Meeting

Attendees: President Patrice Wellesley Cole (PWC); VP Advocacy Shaila Rao Mistry (SRM); VP Education, Shirley Gillett(SG); VP Fundraising, Nneka Chiedozie-Udeh (NCU); VP Legal & Governance, Ujwala Shinde(US); VP Marketing, Shruti Sonthalia(SS); VP Membership, Meera Bondre (MB); VP Projects, Mildred Asmah(MA); Treasurer, Sudha Srivastava (Sudha),GWI Executive Director, Stacy Dry Lara (SDL) Geeta Desai (GD)

Meeting called to order at 5pm CET

Conflict of Interest: None

Welcome: PWC welcomed all to the Third Board Meeting.

Agenda Adopted. Agenda was proposed by SRM and seconded by MB.

Adoption the minutes: MB proposed and seconded by SRM for adoption of the minutes of the last Board Meeting held on 24th January *2023.*

Treasurer's Report: Sudha shared her screen to show financial reports approved by FinCom – 2022 4th Quarter Report and 2023 Budget. She mentioned that on 27th Jan.2023 both the documents were presented and discussed at the FINCOM meeting. After discussion in FinCom, motion was moved and passed with three recommendations based on these two reports. FinCom recommended the Board to look into it and accordingly pass it. Sudha drawn the attention of the Board to quarterly report first, membership dues 2023 invoices were sent in December, many of the NFAs paid in advance in December itself and some of them have not paid yet. Sudha explained the Financial Report to the Board and invited questions from the members. SRM posed a question regarding 'how much do we actually get?' She also said that it seems 22 NFAs have not paid the dues, and what action we (GWI) are going to take to collect the dues? In answer, Sudha explained the rules mentioned in GWI Constitution, the dues against NFAs for the year are due from 1st of January and they receive the invoices a month in advance. The rule was further explained that, by the 31st of March NFAs should pay at least 50% of the dues and remaining should be paid by 30th June, and after that the membership expires technically, unless the struggling NFAs intimate to FinCom and agree with a payment plan and timeline. The conference deficit was presented to FinCom, shown in financial report. To cover the deficit FINCOM decided to use general reserve fund raised by the profit at 2019 conference. General reserve fund 10640 Swiss francs taken away for the conference deficit and the remaining General Reserve Fund balance is 40360 Swiss francs.

Sudha emphasized that; there should be some system so that there should be check on NFAs membership. She further informed that Turkey has decided not to pay this year, their amount is more than 11000 Swiss Francs, that will affect budget, and budget is already showing deficit of 16000 Swiss francs. If Turkey is not paying dues in that case it would add to the deficit of the budget. She further mentioned that the membership drive and fund raising is the key. Some of NFAs are also discussing about the worth of their GWI membership.

Sudha explained the budget shared on screen. 15% of management fees from the restricted fund is GWI's as income. Then Sudha moved to Beena Roy project and told that this specific project needs fund raising. Further mentioned Hague Hoffet office has lot of funds i.e. 80000 Swiss francs are lying there, which needs to be utilized by starting some projects. Sudha updated that the previous Board approved 3.5% salary increase for SDL and her health insurance fund is increased from 200 to 300 due to inflation which has been implemented from January 2023. Audit fees will remain same this year. It was informed that there would be an audit in the office. Office rent would be the same. Regarding Web Site Communication Sudha highlighted that it is the outsourced services to South Africa, according to Swiss Law if is more than 10000 francs then it insures 7.7% VAT and that amount is reflected in budget. This cost needs monitoring. More use of web communication is done at the time of conference and it was increased from 20 to 40 hours. SDL added that there should be some additional staff. SS suggested that to avoid costly affair web communication can be outsourced to India where cost can be minimized. SDL remarked that to outsource to India or some other country is not advisable and also West Side and GWI have history of working together. SMR commented on the time difference, and SDL has to work in different time zones which is difficult. Sudha concluded with saying that membership drive and fundraising needs to be accelerated. She also mentioned that GWI doesn't have caution money for more than one year, that's why fundraising and membership drive is very important. If we are below 30,000 no global funders would fund us she remarked. SG informed that GWI has got 29 new members from the gulf. NCU raised the issue that there is a situation of currency depreciation but Sudha reminded that Board cannot take decision but the FinCom. Any constitutional changes can only happen at the GA.
Recommendation forwarded by Sudha those passed by FinCom on 27th January 2023.
Sudha forwarded recommendation one: The motion passed by FinCom is that 4th quarterly report was accepted and recommended to the Board to accept it; this motion was moved by the one of the members in FinCom, Maria Mandoza and seconded by Susan Lane. Board accepted the same which was moved by Sudha and seconded by PWC.

Recommendation second was forwarded by Sudha that Finance Committee agreed to and accepted the 2023 budget, this Motion was moved in FinCom by Susan Lane., and seconded by Karoline Dorsch. In Board it was seconded by SG.

Recommendation third forwarded by Sudha that FinCom agreed that Swiss Franc 10640 is to be taken from the General Reserve Fund to cover the loss of 2022 triennial conference. At FinCom motion was moved by Karoline Dorsch, and seconded by Rosa Maria. At Board MB seconded the motion.

CSW67: SRM and SDL: SRM informed that SDL is working hard on the planning of CSW67. The CSW67 will take place in person and virtually during the first and second week of March. Because of virtual nature of the session, there is no clear idea of who is participating in person and virtually on behalf of GWI. The only known participants are the 20 delegates from the UN Women side. SDL informed about the whole preparation she made for the event. She worked on the parallel event promotions, general emails for the known delegates, website content, Update newsletter CSW67 announcements, and more. She also mentioned that everything for the delegates has been displayed on the website. SDL is planning two breakfast briefings during week 1 and a social dinner for GWI participants also during week 1. SRM added about the two events of GWI, she again emphasized that the total number of registrations is not known. SDL informed that there 14 of the maximum 20 from UN Women delegation, some are attending in person and others virtually. Sudha proposed an idea to prepare a temporary what's app group for the members attending in person, for sharing informal communication in New York. An idea was welcomed by the Board and was accepted by PWC.

Action on Virtual Fundraiser and promotional video: PWC expressed that very good reports have been received by MA, NCU,SS AND SRM and they have identified 6 good projects. MA informed that on 15th Feb. there was a meeting for fundraising and 6 projects were identified. First project, non formal education to reach out marginalized and older women previously who had been denied an educational opportunity. Second, creative remodeling of classrooms to increase the retention of admission. Third, financial literacy for women. Fourth, simplifying math education. Fourth, inter generational exchange membership, exchange between the young and older one, friendship, welfare, technology exchange, skill development, hygiene education, manufacturing of eco friendly sanitary pad which is done in India specially. She further mentioned that, we can focus on some of them for fund raising and renew and rebuilt.

Renew and Rebuilt update: GD mentioned that, 'research was done for implementation of SDG4. Research was done on 50 countries. Taking into consideration the research, it can be decided what is most pertinent from the point of view of fund raising. Our focus is sdg4. There are cross cutting issues under the umbrella of sdg4, how these issues are preventing the effective implementation of sdg4 that also is a marketing job. We can talk to internal as well as external stakeholders. One of the goals of renew and rebuilt is to get money from other sources other than members. Renew and rebuilt is about, one part of the organization is being supported by all other parts of the organization, so everything should be intertwined.' Ss responded that, 'we cannot do generic fund raising, it should be project driven with clear outcomes. We have to identify projects with clear outcomes then go to funders then only clear marketing efforts can be made. Research can be given to the project committee, so that projects can be identified with clear outcomes.' Srm mentioned that 'the members of the Board has research, we cannot forget that we need funding for the organization.' Srm mentioned that GWI is doing good projects. If funding is received for the project that would be utilized in that project and again organization will be in a dry state.

GD responded that, 'we have talked about going to the external funders and getting money for the management of projects, getting money for the non-project related cost are the aligned items in budgets that would be submitted to a funder but there has been a long drawn controversy about raising money from the members, the point is that as the economic situation of the world has been worsened there is small money to be found with global funders for SDG implementation and the money for the organization that is going to manage this, then there is money that can be raised from the members, she also submitted that she was not trying to dissuade the board, but whatever video or anything is prepared that should be offered to funders so that they understand that GWI is sdg4 agency and we can make those partnerships with agencies and we can seek money from global funders.

GD further mentioned that 'MA and projects committee should begin dialogue around this research with UN agencies and sdg4 designated national agencies for all the proposals we will write, we need to have letters of commitment from these agencies , so instead of waiting to the last minute if we can start a dialogue with these agencies, in this way they will know us and can think of us as credible source for implementing and managing projects and the research is very good because it was based on the reporting by UN agencies involved in implementing sdg4 as well as national agencies involved in implementation sdg4 and basically what we looked at what is gaps, these agencies have put forward as gaps that needed to be bridged and they were calling upon as civil society organization like ours to help to bridge the gaps. So we look at the research, we can speak with very knowledgeable way with these agencies'. SDL was asked to provide copy of the research so that members could be familiarized with the gaps. SDL agreed to send it.

MA introduced possible projects as result of a meeting with NCU and SS:
Conceived Projects

1. Provide non-formal education to reach out-of-school, marginalized, overaged girls, youth, and older women previously denied educational opportunities. (From GWI's submission at 52 session of Human Rights Council: recommendation no. 6).

2. Creative remodeling of classrooms to increase students' enrollment, retention, and graduation (Areas with out-of-school girls)

3. Financial Literacy for women

4. Math-we-can: simplified mathematics education to help students with STEM subjects.

5. Intergenerational Exchange: Membership exchange between the young and the sages (elders). Friendship, welfare, technology exchange, skills development, knowledge exchange, leadership debriefing etc.

6. Menstrual Hygiene Education and manufacturing of Re-usable Eco-friendly sanitary pads.

SRM asked NCU to send minutes of the last Fund Raising committee meeting and also date for the next one.
Sudha asked GD, about the commencement of renew and rebuilt project because as a treasurer she was concerned about the finances and she also appealed that everybody should respond GD. She also asked for the list of the participants for train the trainer activity. GD told that 'this activity cannot be started until we look at the backend of that, what GWI office and the Board can actually offer, there are new values prepositions can be used to attract the working women, young women. Train the trainer and actual recruitment doesn't happen in vacuum it needs support from marketing VP, membership VP etc., only one person cannot do it. It has to be institutionalized in GWI and to do that we have to talk about it, put the things in action. We also have to write for proposals and grants.' GD addressed MA, that 'there are proposals which were written before the new board came in, to help the Nigeria for girls and women who have been kidnapped to help with trauma. So far as we believe that we have a strong proposal, as funders have not said no, and we are in final round. It would be best if we could have a retreat to talk together rather than to talk as individuals. Each VP has to work with other VPs and renew and rebuilt is what the GWI or the board members are doing now with renew and rebuilt lense. There are budgets in every triennium, which is budgeted not on membership dues but with the grants and funds. This year at least 25000 Swiss Francs should be raised'. Sudha and SRM remarked that at least one more meeting of all is necessary. SRM suggested that these efforts are to be made as a group. NCU expressed that it's good that we have come to one point of harmony, because of renew and rebuilt, we can renew and rebuilt our membership.
MB informed about UWASIA, that members want NFA to NFA joint program. MB told the members of UWASIA, about Renew and Rebuilt program. Representatives of the NFAs were interested to know how they can increase their membership and also about gender inequality. India-Egypt partnership program was there on sexual harassment, there is again a resolution to take up the program alike.
GD expressed her opinion on the comment of SRM, about fund raising, that 'we are first and foremost is the membership organization so our emphasis should be on membership recruitment and second emphasis should be on project and that is the basically renew and rebuilt emphasis is. Money will follow if we do the work of membership recruitment and retention, if we begin to establish ourselves as the credible women's organization interested in implementation of sdg4'. As an organizational development consultant GD, further suggested that 'above mentioned two things must be foremost in our mind. Money is important, but focusing completely on just that and trying to raise money a part and away from membership recruitment and project is not a good thing to do, so our emphasis must be on membership recruitment. We are a membership organization with very small membership now, somewhere between 6000 to 8000 members.'

SRM responded to GD that fund raising is important but it should be done in a right way, reaching the right group, in right direction. Sudha mentioned that fund raising cannot be done separately but through membership and projects.

Wrap up: PWC declared date of the board next board meeting on, Monday 27th March 5pm.CET and retreat for Renew and Rebuilt is to be held on Thursday 6th April 2023 4.30pm. CET. PWC wished good luck to the team in New York.

Next Board Meeting: Monday 27th March 5pm.CET

Meeting adjourned: 6.45.29pm CET

Minutes drafted by Ujwala Shinde