Board of Officers Minutes
22 January 2024, 5:00pm CET, Zoom

Attendees: President, Patrice Wellesley-Cole (PWC); VP Advocacy, Shaila Rao Mistry (SRM); VP Education, Shirley Gillett (SG); VP Membership, Meera Bondre (MB); VP Projects, Mildred Asmah (MA); Treasurer, Sudha Srivastava (SS), GWI Executive Director, Stacy Dry Lara (SDL)

Meeting called to order: 17:03

Conflict of Interest: None

Adoption of Agenda: Adopted with request was made to discuss CSW68 discussion later in the meeting since some board are not attending and can be excused from the discussion.

Adoption of Minutes of 14 December 2023 GWI Board meeting
Adopted with removal of in-camera for publication.

Financial Report
SS updated on NFA Dues status. Declining membership was noted as well as alleviation and concessional rate requests; SS reiterated actions for membership development. issue raised for action by MB that all board must work to help and increase membership. SS reminded that at the General Assembly 2022, the new dues system was accepted by vote. It was decided that all NFAs that are on concessional rates or on dues alleviations would go to the standard rate starting 2024. A gradual increase could be granted following consultation with FinCom and Board. FinCom considered payment plan negotiation for a stepwise increase for four NFAs that were on concessional rate as per the following recommendations:

FinCom Recommendation 13: The Nigerian NFA was on dues alleviations in 2023 and paid 4 CHF per capita instead of the standard 11 CHF, since the association had great difficulties paying the full dues. Consequently, FinCom suggests to the Board that in 2024, Nigeria should pay 7 CHF dues per capita. It is expected that in the following year, the full rate of 11 CHF per capita will be paid.

Chemin de Balexert 7-9, CH-1291 Châtelaine, Switzerland www.graduatewomen.org T: (+41 22) 731 23 80

FinCom Recommendation 14: The Indian NFA has asked for a gradual increase of the original dues of 4 CHF to the final 11 CHF since the rise from 4 to 11 CHF is rather steep. Consequently, FinCom suggests to the Board that in 2024, India should pay the concessional rates of 7 CHF dues per capita. It is expected that in the following year, the full rate of 11 CHF per capita will be paid.

FinCom Recommendation 15: The Nepalese NFA has asked for a gradual increase of the original dues of 4 CHF to the final 7.5 CHF. Consequently, FinCom suggests to the Board that in 2024, Nepal should pay the concessional dues rate of 6 CHF per capita. It is expected that in the following year, the full rate of 7.5 CHF per capita will be paid.

FinCom Recommendation 16: The Bangladesh NFA has asked for a gradual increase of the concessional dues of 4 CHF to the standard 11 CHF. Consequently, FinCom suggests to the Board that in 2024, Bangladesh should pay the concessional dues rate of 7 CHF per capita. It is expected that in the following year, the full rate of 11 CHF per capita will be paid.

All 4 FinCom recommendations were approved by the Board.

SS mentioned that the Budget 2024 and 4th Quarter Financial Report of 2023 in being finalized and will be presented to the Board after FinCom meeting. SS mentioned that the GWI Financial Audit is due in February**.** Regarding 2024 budget, SS pointed to the 2023 budget, indicated 23,000 Swiss francs projected income under 'Grants - projects to localize SDGs in NFA countries'. This figure was reviewed by the board for the 2024 budget and after discussion it was decided that 10,000 Swiss francs was an achievable amount with all board members committed to the fundraising goal of a minimum of 10,000 Swiss francs with no specified time frame to raise the funds. This is fundraising specifically for SDG 4 projects and in addition to general fundraising; all agree that the intent is to raise much more above the 10,000 Swiss francs. It was noted that 23,000 Swiss francs had already been adopted in the triennial budget for 2023. **Motion: Board agrees to raise a minimum of 10,000 Swiss francs in 2023. Adopted unanimously.**

Chemin de Balexert 7-9, CH-1291 Châtelaine, Switzerland www.graduatewomen.org T: (+41 22) 731 23 80

It was further noted that legacies cannot be included for this budget item. Discussion transitioned to the use of the funds already granted by the Dr Mehta MOU; it was noted that as part of the adopted Organizational Development adopted by the GA in 2022 and the MOU that GWI would seek multiple smaller donors as well as targeted sponsors. This was the goal of the 500+Challenge fundraiser adopted by the board in early 2023; it was further noted that the 500+Challenge needed additional commitment and promotion. It was noted that fundraising must continue even though the VP Fundraising position is vacant, and to be filled soon. It is hopeful that there will be a good VP Fundraising applicant; deadline to receive applications noted as 31 January. It was noted that everyone needs to appreciate each other's efforts to fundraise. SRM continues to converse with her potential donor. SG added the point that we need to specify monies/fundraising for the office functioning not just for projects. All agree that they must have a board retreat to continue the financial discussion after the VP Fundraising is in place.

SS reminded that GWI still operates under an austerity budget and that without legacy donation received GWI will report a deficit in 2024; fundraising and membership development is critical. SS also conveyed FinCom message that what are the Board plans for revenues in 2024. PWC will write.

SS reported about the donations received. A round of thanks was given to New Zealand for their donation of 159 Swiss francs to Hegg Hoffet Fund and an additional 3186 Swiss francs the Daphne Purvis Fellowship, both are restricted funds; thanks also was given to the Swiss NFA for its 500 Swiss franc donation to the Girls Education for Brighter Futures program.

Regarding advocacy, SRM reported that the Advocacy Influencers Group (AIG) program is moving along very well; she will try to hold the next meeting in person during CSW, depending on what influencers are in New York. She is engaging with influencers tier by tier; engaging regional leaders first then next level. She requested potential AIG leaders from all boards from all regions; she is trying to reach regional leaders for the Africa region and needs help to contact. Asked for speaker recommendations for her CSW68 parallel event on bias in financial infrastructure; seeking speakers from every GWI region in specific professionals/occupations that can speak to gender bias in financial institutions and the trickle down of inequalities.

Chemin de Balexert 7-9, CH-1291 Châtelaine, Switzerland www.graduatewomen.org T: (+41 22) 731 23 80

CSW68: SDL referred to the summary 2023 handbook she produced for the board as a guide for planning; she noted that, since she is not a lead organizer for any parallel events, she is not receiving any confirmations; she asked that SG, SRM and SS to check their emails for parallel event confirmations. It was confirmed that there will be two breakfast briefings (11 and 14 March) and one social dinner on 13 March. The breakfast briefing will be held at the same place at 2023 at the Millenium and most likely the dinner will be held at Ali Baba where GWI has successfully held a social dinner before; cost will be $50-60 per person for the dinner and breakfast is separate checks. A group photo will be organized at the first breakfast briefing.

It was decided that the CSW68 Informational Session will be held on 22 February at 8pm CET.

SDL confirmed that the summary of CSW delegate candidates was sent to the board in December and asked for all to affirm or reject the candidates. It was reaffirmed that all GWI delegate NFAs must be current with dues. Candidates from NFAs who not fully paid will receive notice of acceptance along with a letter to explain the constitutional requirement so dues payment and payment plans.

SG mentioned the opportunity for GWI to host an in person booth at CSW68 and could be an excellent opportunity for face to face in New York; all agree the booth is a good idea but that the $500 is expensive; SG thinking about sponsoring this herself. She will report back.

There was a discussion about whether SDL should attend CSW68; most agreed that she should attend but that GWI resources must be considered.

Regarding membership:
MB reported that the MemCom will meet 31 January and that they have sent pre-meeting questions to the board for response. Questions deal with the Organizational Development, and other aspects of the board's strategic plan. PWC and SDL have confirmed attendance; all board encouraged to do so as pre-meeting questions submitted by MemCom pertain to all board.

The newest Membership Marketplace NFA to NFA project between India and Canada will hold their second meeting on 30 January; all board invited to attend.

Chemin de Balexert 7-9, CH-1291 Châtelaine, Switzerland www.graduatewomen.org T: (+41 22) 731 23 80

A meeting with current GWI independent members (IM) was discussed. SDL explained that 2024 renewal letters and reminders have been sent to all 47 IMs from 2023, three have been renewed. There are nine carryover IMs from 2023, meaning they paid IM membership late in November 2023, and one new IM. A meeting with IMs will be planned after CSW68.

There was a discussion about the 500 Swiss francs that can be allocated to each region per triennial for a regional meeting. MB requested such for the upcoming IFUWA meeting. SS asked for a formal request in writing.

Young Member Network:
In response to the UN CSW68 Youth and Adolescents Recommendation call, SS worked with YMN and conducted a round of consultations, complied and submitted a GWI YMN recommendation report based on the consultation. 15 GWI YMs contributed to the report. CSW68 parallel event confirmation has been received. Continuing with 'Growing Together' theme, held the next installment of YMN monthly Conversation session, spotlighted two young members from Spain.

Regarding VP Education update, SG explained about her archive records experience in Netherlands; she visited the archives and deeply enjoyed the experience. SDL explained that many GWI archives are held at the Atria Center for Gender Archives in Netherlands; their plan is to digitize as many women's archives as possible. SG is waiting for confirmation about the EduCom CSW68 parallel event.

Regarding VP Projects update, MA confirmed that the Earthshot application has been sent and we are hopeful of a positive result to be revealed later this year; still success to have been nominated. BRPID project applications are out with a deadline for 31 January. She indicated that the board needs to review the Hegg Hoffet application summaries sent to them; one has a critical deadline. All agree to provide to provide feedback about Hegg Hoffet applicants by 29 January; SDL to let Hegg Hoffet Convenor know that the board will be give feedback by then.

The GWI 105 anniversary celebration was discussed; a task force headed by SG will be formed and program planning will commence; SG to schedule a meeting about the 105 Celebration before the CSW; brick wall fundraising idea was discussed; a brick wall with a brick having the name of the donor project will be started; PWC committed $500 as the first brick in the wall.

Chemin de Balexert 7-9, CH-1291 Châtelaine, Switzerland www.graduatewomen.org T: (+41 22) 731 23 80

A Board retreat to address all issues discussed and strategic plan will be held after the CSW68; will be held virtually; maybe two half days that offer sufficient time to address elephants in the room; need clear agenda of what they want to solve at the retreat; it was noted that the board must go forward and stop referring back to previous board initiatives; plan for GWI future.

Regarding the 2025 General Assembly, SDL explained the NFA bid process and that the board decides what NFA is to host the GA and conference based on budget, member interest and NFA eligibility; she expressed that it is imperative to form a Local Arrangement Committee to handle all local arrangements such as location, entertainment, food, and beverage; the GA and conference planning is immense for in person or online. She confirmed that the bid package will need to be tailored based on whether the GA and conference will be in person only, virtual or hybrid and the urgency to start planning; all agreed. Given GWI austerity budget it was considered that the board can decide on the location that is best for GWI financially; agreement with the NFA is a requirement. Major holidays must be considered when setting the dates. Date for the 2025 GA and conference will be set at the next board meeting.

AOB office business:
MB confirmed that PWC will make remarks at the 1-2 March IFUWA conference and with a photo of all board and SDL shown. SDL reported that the 2023 Year at a Glance was released and well-received; she thanked the board members who participated in the GWI Discussion Network discussion on Green Education; responses received representative of many GWI NFAs; lastly she reported about her participation in the World Economic Forum in Davos, Switzerland where she represented GWI at her own expense and sought out many new networking channels outside of the regular.

Meeting adjourned at 7:48pm CET

Next meeting 19 February 2024, 6pm CET, Zoom
Minutes prepared by Stacy Dry Lara, GWI Executive Director