



Soroptimist is a global volunteer organization that provides women and girls with access to the education and training they need to achieve economic empowerment.

SOROPTIMIST INTERNATIONAL OF THE AMERICAS, INC.®

## February 2020 Federation Board Meeting Summary

The federation Board met Thursday through Sunday February 6 – 9, 2020 in Philadelphia, PA USA. President Tina opened the meeting with her greeting in Chinese while her interpreter relayed her remarks in English. President Tina reminded the board that while they have been elected from an electoral area, they are a representative of every club member throughout our organization.

Board ratifications were taken (a Pennsylvania legal requirement) before moving to a fiscal year-end review of 2018-2019 (FY18/19). Overall progress against our big goal of Increasing our Collective Impact and progress against our three to five year goals were shared. The FYE18/19 measures of success known as our dashboard measures were reviewed, pointing out where we exceeded goals and where we fell short of the mark. Overall, 81% of our measures of success improved or exceeded plan.

Results of our audited financials were presented by our audit firm; a draft of the tax filing for was also presented. The board approved the audited financial statements for FY18/19. Investment results were also presented. Observations and challenges about our progress were noted and our strategic plan goals were determined to remain in place as we begin planning for FY20/21.

The board turned its attention to the current fiscal year, approving its measures of success and a revised budget. This was followed by discussions and considerations of what we must do to prepare for our 2021-2031 big goal in our next century.

Small group discussion about 2021-2031 next big goal, Dream Big Campaign and Healthy Region Conversations were held. The board approved aligning our Soroptimist Club Grants with our 2021-2031 Big Goal.

Day two began with a conversation about how to address members that misunderstand the use, value and respect of our federations S logo and the use, value and respect of SI's emblem.

After a review of our Soroptimist history, our federation board acknowledged that members, volunteers, board and staff honor and value our history. Our federation board acknowledged Soroptimist is a collection of federations who agree to come together under the name Soroptimist International. As such, each federation has a unique logo they use to identify their work. These federation logos form a family of “brands”, and all federations and clubs are identified through the name Soroptimist International.

Soroptimist International has chosen to focus on “advocacy for human rights and gender equality where our UN representatives contribute women and girl issues.” This focus is different than our federations who are self-governing entities free to make decisions that best serve our common gender equality focus. Each federation has their own identity and strategic direction, and therefore their own programs.

Our federation board concurred the S logo is necessary to distinguish and honor our federation. The use of the S logo does not imply the SI emblem is not valued, respected or may not be worn on personal jewelry. They further clarified when communicating as a federation, the S logo should be used to denote the communication is from our federation. When communications include the advocacy work of Soroptimist International, the SI emblem is appropriate to include.

Membership trend and strategies were considered. Staff was directed to research new membership models guided by prioritized segmentation. An update on Fund Development was given by Fundraising Council Chair LeeAnn. New Gift Acceptance Guidelines were approved.

Our efforts to prepare for our next big goal in our second century was summarized and the board approved our 2021-2031 Big Goal of *Investing in the dreams of half a million women and girls through access to education by 2031*.

The board amended desired qualifications for a SIA Board Director in Board Policy II. A. They added: “Ability to communicate and guide change” and “Financial acumen that provides an understanding of non-profit financial statements and ability to oversee financial policies”. These are effective immediately.

The board agreed to appoint Tana Elizondo and Janet Schempf to serve on the Fundraising Council for 2020-2022. The board also agreed to add two committee chair positions - the Chair, Laws and Resolutions Committee Position Description and the Chair, Fundraising Council Position Description to Board Policy II. Governance Process, Policy Title A. and as well as a title change to Board and Committee Positions Descriptions in Board Policy A. Board Position Descriptions. See attached.

Bylaws amendments were proposed and approved to bring to the convention during the business session.

The items reviewed were:

- Article I: Name, Section 1.01 (Agenda Item 7.F.i.)
- Article II: Objects and Enabling Provisions, Section 2.01 (Agenda Time 7.F.ii.)
- Article II: Objects and Enabling Provisions, Section 2.03 (Agenda Item 7.F.iii.)
- Article V, Club Membership, Section 5.02 (Agenda Item 7.F.iv.)
- Article VI, Officers; Executive Director, Section 6.03 (Agenda item 7.F.v.) as revised at meeting.
- Article VI, Officers; Executive Director, Section 6.09 (Agenda item 7.F.vi.)
- Article VIII, Board of Directors, Section 8.04 Electoral Areas (Agenda item 7.F.vii.)
- Article XII, Amendments, Section 12.06 (Agenda item 7.F.viii.)

The Board also reviewed three resolutions.

- SIA resolution 2010:1 Prostituted Women and Girls from Be It Resolved (Agenda Item 7.F.ix.) Determined this resolution has been subsumed and superseded by SI's Where We Stand statements on "Gender Based Violence", "Human Trafficking" and "Women's Economic Empowerment".
- SIA resolution 2010:2 Vote (Agenda Item (Agenda Item 7.F.x.) Determined this resolution has been accomplished.
- SIA resolution 2010:3 Ethnic Diversification of Soroptimist Membership (Agenda item 7.F.xi.) Determined this resolution has been subsumed and superseded by SIA's Strategic Plan Core Values.

Data privacy was discussed and the board approved updating SIA's Data Privacy Policy. Use of SIA Registered Marks Policies were also reviewed and updated by the board. Financial policies were updated.

Day three began by addressing FY20/21 budgeting parameters and the creation of a Building Reserve Fund to be established immediately with a \$60,000 deposit from our unrestricted reserves. Funds were released from the Building Reserve Fund to pay for the water remediation work at SIAHQ. Board policies concerning comparative bidding thresholds was revised upwards while a new policy was created to specify how funds are to be released from the Building Reserve Fund.

The rest of the day was spent reviewing the health of regions and preparing for region visits.

The final day of the board meeting considered new ideas and new business. A procedure change was approved to update SIA Procedures C. Fees #7 by adding a sentence that reads "Annual dues/fees paid to SIA headquarters are non-refundable" reflecting SIAHQ's long-standing practice. Plans for the 100<sup>th</sup> Anniversary Celebration event October 1-3, 2021 at the Fairmont San Francisco were presented. The registration fee and program details will be published soon. The Executive Director Relationship policy was explained. The meeting concluded with an evaluation of the meeting, board improvements, a self-assessment, a president assessment and a discussion of what the board did well.