



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.®

Summary of SIA Board Meeting – January 27-29, 2021 and February 2, 2021

Board meeting was held virtually, via video conferencing.

ED& CEO Liz presented the Board with a fiscal year-end review for FY19/20. FY19/20 was a year filled with challenges. In March of 2020, the COVID-19 pandemic forced changes that included cancelling/ suspending region conferences, the 2020 biennial convention contract was terminated, Dream It Be It programs were cancelled, clubs were unable to gather and fundraising events were halted.

The second half of FY19/20 was spent leading through the crisis - supporting our federation board of directors in navigating the numerous decisions they faced, while managing a financial crisis as donations dropped dramatically, reinventing how we support our clubs and members in a virtual environment, cancelling face to face meetings through 2021, pivoting the 2020 convention from in person to virtual and planning for FY20/21's new reality in an environment with total disruption and uncertainty. Despite the disruption of the global pandemic, we showed satisfactory progress on each of our strategic plan goals. ED Liz provided a summary of our performance by reviewing the FY19/20 Dashboard Measures.

We accomplished 50% of our measures. This performance is well below our past performance of 81%. However, of the 15 measures that did not meet our targets, 13 of those can be tied directly to the effects of COVID-19 on membership, clubs, contributed income and its overall effect on our revenue.

The board noted SIAHQ has done a remarkable job of transitioning so much of what we do from face-to-face to virtual and agreed we need to stay the course and keep forging ahead with our strategic direction. The board reviewed options for its asset allocation and key decision items for SIA's restricted reserves portfolio. Financial policies were updated.

The FY20/21 budget was reviewed. It was noted SIA has applied for forgiveness of the first round of US Government Payroll Protection loans of \$300,000 and anticipate having the entire amount forgiven. There has been a second round in January, in which we have applied for and received funding of \$150,000.

The board approved its measures of success for FY20/21.

Trends for planning FY21/22 were reviewed and discussed as were the budgeting parameters.

VP Impact & Strategy Lori spoke to the Board about a strategic issue in fundraising – creating a teamwork approach to ensure clubs, regions and the federation have the resources needed to achieve the 2021-2031

Big Goal. This goal cannot be achieved without clubs and individual members supporting the Big Goal with their local work and financial support of SIA.

The board discussed how the organization builds a teamwork approach to our philanthropy across the club, region and federation and ensures each level of the organization has the resources it needs to support our 2021-2031 Big Goal.

Dues waiver requests were addressed.

The board considered and agreed to the schedule of 21/22 board meetings – to move to virtual meetings except for the board meeting associated with 2022 convention.

The board considered the idea of hosting the SI convention in 2027. The board agreed to ask for more information about its responsibilities before it could commit. A team of board members agreed to reach out to SI and review what SIA's responsibilities would be and make a recommendation to the SIA board on how best to proceed.

Procedures were updated, including F.8 Insurance to remove mentions of “Canada” from SIA Procedure F. Procedures Governing Regions number 8. Insurance. Sub-sections (a) and (b) were adjusted to make the appropriate editorial updates as both Canadian regions have secured their own club general and liability coverage in Canada for the full coverage of slips, trips and falls, as well as the sexual molestation and liquor liability coverage.

SIA updated its Board Policy II. C. Position Descriptions of SIA Volunteers for SI and SIA Procedure L. Soroptimist International to expand the pool of applicants for the SIA Appointed Director to the SI Board. Specifically, these changes would permit those individuals who currently serve and will retire from the position on December 31st, or have recently served, as SIA's Appointed Director to seek one addition term. This would permit those individuals, who have gained valuable experience working within SI's governance model, the opportunity to apply, with the thought of providing continuity to the SI Board, and to SIA's Board and members. While expanding the pool and eligibility, the number of years an individual can serve in the SI Board Director post from SIA would be capped at four, either consecutively or cumulatively.

The board reviewed and updated Board Policies III. A., B. C., and D.

The board evaluated its board performance and adjourned its January 27-29, 2021 board meeting.

The board assembled again on February 2, 2021.

This was a board development meeting, to prepare the board for its responsibilities as official visitors at region conferences in 2021. Topics covered included preparing to deliver their official visitor speech, speaking with members during a planned region conference question and answer period and leading the annual healthy region conversation.

The meeting concluded with the board considering the options for a virtual 100th anniversary registration fee for a virtual event September 25 and 26, 2021.