



A global volunteer organization that economically empowers women and girls by providing access to education, the single most effective anti-poverty intervention.

SOROPTIMIST INTERNATIONAL OF THE AMERICAS

July 2018 Board of Directors Meetings Summary

SIA held its third board meeting of the year in Yokohama, Japan just a couple days before the 45th Biennial Convention.

The 2017-2018 board welcomed incoming board members as silent observers as part of their onboarding process. Board policy on Governing Style was monitored. Gifts of \$7,358 were collected in lieu of gifts. The Board discussed their last meeting's performance and where improvement may be needed.

Minutes from the last board meeting were approved. Board action taken since the last meeting was ratified, per Pennsylvania law. Board briefings included and overview of our strategic direction, target population and outcome expected. The board was asked to discuss the elements and provide feedback on their strategic direction and how the organization was making progress. The board was in agreement with direction and noted:

1. increasing our collective Impact is working and that having a membership goal was important because the regions know what they are to accomplish
2. having a focus on Dream Programs will help us to no longer be the best kept secret.

The board reviewed and discussed the results of their survey about two most important questions to address in the next 1-3 years. The two most important questions are:

1. How do we encourage clubs and regions to focus on our brand-unifying Dream Programs in support of efforts to increase our collective impact?
2. What must we do to ensure regions support our membership growth plans?

The board reviewed and discussed the results of the board survey on region priorities. They agreed the region priorities are:

1. Region Membership – regions grow members by chartering new clubs
2. Region Programs – regions support the Dream Programs.

The board debriefed their official visits and considered the health of each region. The Board agreed to add a third key criterion, Membership, to the Healthy Region rating system. The membership criterion would match board policy on regions. The other two key criteria, Leadership and Financial, would remain the same.

A fifth section of the Healthy Region brief was approved to address Recognition Guidelines.

The healthy region rating system was modified as follows:

Healthy – Meets all the criteria set forth.

Healthy but Requires Follow-up – Any healthy region criteria or issue found by Official Visitor to be worrisome. Issues could include Program, Philanthropy or other issues that might not fit into a current category.

Healthy but Of Concern – One of the areas in the Guidelines for a Healthy Region shows a decline or a region has between 351 and 400 members. The region is expected to improve using their existing resources.

Healthy but At Risk – One of the areas in the Guidelines for a Healthy Region shows a decline or a region has between 301 and 350 members. Board and staff support shall be provided to the region to help them increase their membership for up to three years.

Unhealthy – any one of the following key criteria is not met:

1. Guidelines Supporting Leadership: The region has a governor and governor-elect
2. Guidelines Supporting Finances: Region is financially solvent. Region should assess how long financial assets/structure of the region can sustain if there is no increase in membership, or decrease in membership.
3. Guidelines Supporting Membership: Region has at least 300 members with a goal of 20 clubs.

On day two, the meeting began with a review of the strategic planning process and acknowledgement of the following point from article https://ssir.org/articles/entry/how_funders_can_support_nonprofits_now: If we are ever to achieve social change at the scale of the problems we are addressing, flexible strategies, adaptive leadership, unrestricted funding, and short-term feedback loops must become our new way of working.

The proposed FY18/19 Strategic Plan, number of innovations planned for FY18/19, FY18/19 dashboard measures and our key revenue generating initiatives: membership, GRT, product sales and fund development were reviewed. Highlights of the plan with budget impact were presented and discussed.

Highlights include:

- Our new membership **Diamond Campaign: Shining Our Way to the 2nd Century**. The campaign takes place over 4 years beginning June 1, 2018 and concluding May 31, 2022.
 - Improving shipping processes internationally, in particular to regions outside of the United States.
 - A proposed fundraising campaign for the 100th anniversary.
 - Planning for the worldwide Soroptimist 100th Anniversary Celebration in San Francisco are underway. A Federation President appointed representative and a SI President appointed representative will sit on an Event Committee while SIA Soroptimists will support the Local Arrangements Committee.
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- Increasing effective leaders within the organization. Initiatives for future leadership development were presented.
- Building the capacity of our Federation through recent upgrades and planning for our next phase of technology improvements to support our Strategic Plan and evolution.

The board reviewed the performance of the Executive Director & CEO.

A review of the FY18/18 calculation of restricted reserves, projected FY18/19 operating budget, projected FY18/19 Functional Profit and Loss and FY18/19 capital budget and depreciation was undertaken.

The Board approved the FY18/19 strategic plan, a centennial campaign, FY18/19 capital budget, FY18/19 operating budget, statement of overall success, FY18/19 dashboard measures.

The Board updated its Board Policy V. Regions as follows:

To ensure common vision and direction, the federation will administer through regions. Regions shall have 300 members with a goal of a minimum of 20 clubs.

Fundraising Council Nominations procedures were reviewed and modified to standardize timing and process form year to year.

A dues and convention waiver was granted to SI Buenos Aires. The Board approved reducing gift annuity costs by dropping our annual registrations in the states of Washington and New Jersey. The Board approved the use of disaster funds to reimburse convention registration for 18 members from Nishi Region. This was due to the disaster hardships they personally faced in July just days before convention.

The board closed with their meeting monitoring and self-assessments.
