



International Inner Wheel

INTERNATIONAL GOVERNING BODY MEETING

OCTOBER 2022

Minutes





Minutes of International Governing Body Meeting

5th October – 7th October 2022

ATTENDEES

Zenaida Farcon	President	ZF
Trish Douglas	VP	TD
Sarita Lunani	Treasurer	SL
Ebe Martines	Past President	EM
Sissel Michelsen	Constitution Chairman	SM

Prabha Raghunandan	Editor	In Attendance
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BOARD

Beatrix von Fassong	BvF	Cinzia Tomatis	CT
Dot Anderson-Lee	DAL	Elizabeth Tooke	ET
Gillette Broadway	GB	Ingelög Wyndhamn	IW
Kaija Keijola	KK	Liv Elin Lewin	LL
Marie-Françoise Pignard	MP	Marlies Arnoldus	MA
Shanta Jayalath	SJ	Uche Agbim	UA
Zhivka Stoyanova	ZS		

IN ATTENDANCE

Alan Phillips	Administrator	AP
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Welcome Opening Address

ZF – As International Inner Wheel President, I have the pleasure to warmly welcome all the members of the International Governing Body composed of the Executive Committee in the persons of VP Trish, IPP Ebe, Treasurer Sarita, and CC Sissel and all the 13 BDs Beatrix, Cinzia, Dot, Elizabeth, Gillette, Ingelög, Kaija, Liv, Marlies, Marie-Francoise, Shanta, Uche, Zhivka. I also welcome with us our IIW Editor and Media Manager, Prabha.

I hope your flight was pleasant and that you are very excited, energised, and ready to participate in the two and a half days board meeting. And as I switch on the light of this candle, I ask for our God almighty to grant us wisdom and enlightenment to have an open mind as we discuss the various IIW business and concerns. I then ask everyone to bow down their heads and feel the presence of our God. Almighty God, we ask you to be with us today. May we have a fruitful discussion and may we all enjoy good health and make us all safe during our stay here in Manchester. Amen.

May I remind everyone not to share the discussions we will be having until the official minutes of the meeting have been sent and posted on the website.

ZF then ignited the Candle of Friendship.

House Keeping

ZF – said that there had been apologies for their absence received from Fe Victoria de Guia, Kirsten Moller, and Zena Coles; stated that the meeting would be minuted and that there must be no discussion of the substance of this meeting until the minutes are published. This includes publishing on any social media at all.

Approval of minutes of last year's meeting – proposed KK; seconded ZS.

Any Correspondence

There was none to be discussed.



EXECUTIVE REPORTS

PRESIDENT REPORT

June 2022

I am pleased to have presided over the in-person 1st Executive Committee (EC) Meeting at the International Inner Wheel (IIW) Headquarters last 29 June 2022. All five members of the EC were present, plus our administrator Alan Phillips. Also, in attendance but online only was IIW Editor Prabha.

July 2022

On 2 July, I was the Inducting Officer and Keynote Speaker of the Inner Wheel Clubs of the Philippines (IWCP), including its affiliate organisations, the IWCP Foundation, and the Council of Past National Presidents (PNPs). I made sure I was present on this momentous occasion to induct their leaders because, in the history of IWCP, it is their second time to have a Filipina IIW President, and I want to be the one to induct them personally. To my surprise, there was a short honouring ceremony where I was presented with an Award of Distinction by the National Board of Trustees of IWCP and the Global Achievement Award by the Council of PNPs. It was indeed a proud moment for me.

The first time ever IIW Virtual Changeover was successfully held last 13 July 2022, with more than 1,000 attendees on Zoom, Facebook, and YouTube. To date, views on YT already reached more than 6,600 views after having the event streamed 2.5 months ago. Many IW members worldwide appreciated the opportunity of watching the event because it was their first time witnessing the turnover ceremonies of the top leaders of IIW. They hope to be able to see future events like this using virtual platforms. For financial record purposes, I would like to report that all expenses connected with this event were personally sponsored by yours truly.

I am thankful to all the members of the EC for participating in the programme and to all Board Directors (BDs) who gamely joined the dance presentation.

August 2022

I presided four Zoom Meetings with the EC, BDs, National Representatives (NRs)/ Presidents, and Non-Districted Clubs/ District without NRs. Topics discussed were the following:

1. **Presidential Goals and Targets for 2022-23** – I requested that these be cascaded to the National, District, and Club levels to align all our actions this IW year.
2. **Duties and Responsibilities of the BDs and the NRs** – This is to remind the officers concerned about the expected roles they are to play during their year of service.

3. **Newly Designed Website** – Webmaster Yeok San Cheng did a walkthrough on how to navigate the website and emphasised its new features.
4. **Publishing Protocol Guidelines** – IIW Editor Prabha Raghunandan stressed the need to publish articles on projects and activities and guided them on how to submit the materials. She also gave tips on what to post and how to take photos and videos and encouraged participants to be active on social media.
5. **Remittance of Capitation Fees** – Treasurer Sarita Lunani appealed for the timely remittance of the capitation fees. She mentioned that only clubs in good standing as of 31 December 2022 will be allowed to vote.

My first IW country visit was in Dhaka, Bangladesh, where I was the Chief Guest at the South Asia Rally (SAR) held on 26-27 August 2022. In attendance were seven hundred delegates from India, Malaysia, Nepal, Philippines, and of course, the host country, Bangladesh. The Convenor of this very successful event was Past Board Director Dilruba Ahmed, who conceptualised the very engaging programme of activities of the SAR. The highlights of which were as follows:

1. The kick-off activity was the press conference, where I shared and explained the Presidential Theme 'Work Wonders'.
2. Memorial service for the dear departed IW members in the region to remember them as our true friends who had well-spent and meaningful lives through their service to IW.
3. The presence of the Minister of Home Affairs of the Republic of Bangladesh at the SAR showed strong IW and Government linkage, and this is important because the government is our partner-in-service.
4. The Work Wonders and Strong Women, Stronger World Awards is an innovation that will inspire women leaders who are compassionate in their fields to serve the community continuously.
5. The Talk Shows which discussed various IW matters were very informative. The ideas expressed by the panellists from the different countries were, in a way, sharing the best practices of IW.

September 2022

It was a privilege to have attended the European Rally held in Berlin, Germany, last 9-11 September 2022. There were 567 delegates from 21 European countries, and present with me at the Rally were VP Trish Douglas, Constitution Chair Sissel Michelsen, and Board Directors Cinzia Tomatis, Kirsten Moller, Liv Elin Broberg, and Marlies Arnoldus-Luiten.



I could feel the excitement and happiness of the IW ladies upon reconnecting with their friends from other countries after more than two pandemic years. It was a relaxing atmosphere as they updated on personal and IW Matters. The organisers have arranged to serve sumptuous food and drinks during Welcome Dinner, Gala Night, and Farewell Lunch.

I was fortunate to have visited a sustaining project of IWC Berlin-Tiergarten for 26 years, the Soup Kitchen in Berlin. The Franciscan Monks are the ones managing this humanitarian project, and I was able to learn the history of the soup kitchen and how they have been feeding the hungry, making them warm and hygienic.

The highlight of the Rally was the Symposium, where there were six speakers, and I was one of them. I had the chance to share the Six Presidential Goals to create Sustaining, Long-lasting, and Service Oriented Wonders. I appreciated that the organisers arranged a tour for me to see the historical places in Berlin and nearby towns. Current and Past Club and District leaders took time off from their busy schedules to drive and accompany us during the tour. Some even opened their lovely homes to welcome us.

It was a very memorable European Rally, and congratulations to the Organising Committee led by Overall Coordinator Edda Biermann.

Since I was already in Berlin, I then scheduled a visit to Switzerland and met the leaders and members of IW District 199. I was warmly welcomed at the airport by NR Marlis Chanton and some members of IWC Zurich. The programme of activities for my 3½ day official visit prepared by NR Marlis was very comprehensive. I appreciate so much that members who came from different parts of the country travelled by car and train to be able to meet and welcome me. I also admire the dedication and commitment of the IW leaders I met because most have been in IW for more than ten years, some are charter members, and their clubs are more than 20 or 30 years old.

District Chairman Isabel Caduff, a young and vibrant leader, organised a special District Meeting attended by Past International and District leaders and Club Presidents. NR Marlis and I were guests in that meeting. It was an opportune time for me to share the Presidential Goals and Targets with them, and I encouraged them to align their actions with International and continue their best practices in conducting their meetings and service to their communities. I was very impressed with the application they are using, and it is available on the mobile devices of all registered members who were each given access codes. In that app, one can see all the district and club's office bearers, including its projects and activities.

I am also grateful to the IW Swiss members for arranging visits to places of interest in Bern, Visp, and Nyon, like castles,

churches, clock towers, Federal Palace, and many more. And, for the welcome dinners hosted by different clubs.

The farewell activity with District 199 was the Luncheon meeting hosted by the IWC of Nyon, where a Filipina friend, nn Hegi, was a Past President. She was instrumental in inviting me to visit IW Switzerland. I also met several other visiting club presidents who came to join us for lunch and even some Rotarians from the Rotary Club of Nyon.

As I expected, the first quarter of the IW year was busy but very fruitful. I want to thank the Executive Committee, the Board Directors, Editor/MM, Administrator and Webmaster for all their support to IIW and me. The mission of Working Wonders continues...

VP REPORT

TD - I am absolutely delighted to meet you all in person, I am sure over the next few days we will get to know each other a lot more as we enjoy the friendship and fellowship.

May I take this opportunity in wishing Kirsten all the best.

I was given the very nice opportunity by President Zeny to contact all 16 BDs in late July/early August with their allocation of NDCs who are around the world. I have to say when I looked at the list starting with Korca in Albania and Keflavik in Iceland with some 78 clubs in 38 countries it took me a few minutes to absorb the challenge!

My first email to the BDs was an introduction newsletter telling them who I was, also a little write-up of my time as a BD and the way that I worked with my allocated clubs, also pointing out they could have disappointment along the way as not everyone responds – very disappointing. The next step was to allocate each BD their NDC, also the Districts without NRs. The spreadsheet was put together along with many cups of tea, finally, I thought it's done! But, having sent the emails out I soon found that I had completely made a mess of my allocation of D136 Iceland. We have 6 clubs in D136 BUT I thought we had 9 and allocated two BDs instead of one, my apologies were sent to Shanta as she unfortunately has missed out on getting more clubs.

The next task for the BDs is to collate a report for the end of NOVEMBER about the projects and charitable work undertaken by the Inner Wheel Clubs worldwide, of course, I do understand that this is only possible if the BDs are receiving communication from their clubs. This information I will then pass onto the UN Representatives. Thereafter a report to be submitted again in FEBRUARY 2023 and MAY 2023. May I take this opportunity to thank the BDs for their support to me over the past 4 months.

As your VP, I liaise with the IIW UN Representatives, we have two in New York, Martine and Michelle, three in Vienna, Ceja, Veronique, and Ulrike and one in Vienna, Evie. To date I have



only had emails and correspondence from Ceja, and Michelle. Also, Ceja sent me her report on two virtual NGO meetings which took place in September. The first meeting on The Status of Women, the second on Sustainable Development.

President Zeny asked me to form a COVID-19 Committee for 2022-23. This, I duly did. The Committee is: Dot, Shanta, Beatrix, Cinzia and Kirsten. I have left Kirsten on the Committee and the group will include her in their deliberations as they move forward. The Committee will meet here in Manchester to discuss the way forward, I will be at this meeting but thereafter will take no part in their decisions, I am just there to give a helping hand if needed.

To my knowledge I have answered all the queries from the BDs and thank them again for their support. Also answered all emails from President Zeny and the Executive. And Alan also, his patience with the many phone calls I've made!

I wish to thank President Zeny, Sissel, Sarita, Ebe and Alan for their 'ongoing' support. I have had a massive 'learning curve' from the Queen of Technology herself, President Zeny. A huge thank you to Sissel as my knowledge of the dreaded Constitution, not my thing at all, has improved, thankfully!

To Yeok San for sharpening my computer skills and her patience when I have needed help.

To Prabha, our Media Manager who, when asked has put all the photographs on our webpage re the Floods in Pakistan and updates the news section on our webpage.

ZF – thanked TD for her work with both the IGB and her work with the UN.

PAST PRESIDENT REPORT

The 4th Executive Meeting held on June 27-28, 2022, in Altrincham was the last I presided over in my capacity as IIW International President. The day after, June 29th the 1st Executive Committee Meeting 2022-23 marked the beginning of IIW President Zeny's year of service.

As I often say, time passes fast and in Altrincham, in the building of the old Town Hall, we are attending the International Governing Body Meeting on October 5-6-7, which follows on from the 2nd Executive Meeting.

Since the beginning of the current IW Year, we, Wonder Women – as IIW Editor/MM Prabha called us – have kept working and meeting on Zoom:

- To be informed about the Website updating by Webmaster Yeok San Cheng through various Meetings destined to EC, BDs, NRs, District Chairmen, ND Clubs,
- To update some D&R documents
- To discuss about new Charters

- To welcome IIW Vice-President Trish Douglas, 13 newly elected Board Directors and three BDs who served in this role last IW Year.
- To examine the correspondence received and discuss about various subjects.

A lot of work has been done thanks to Meetings on Zoom and we have begun to use our new e-mail addresses as suggested by our Webmaster Yeok San Cheng.

In my role as IIW International Past President, I am entitled to coordinate extension and to this end I submitted to EC Members 4 draft letters to be sent to BDs, NGB Presidents, National Representatives and District Chairmen, which were subsequently forwarded by IIW Administrator.

Several District Chairmen acknowledged receipt and I hope to receive good news about extension.

IIW Administrator Alan informed us that at the end of my presidential year 2021-22:

- IIW Members were 111,159
- Clubs 4,123 in 100 countries

The percentage of 20% of new Members and of 5 additional Clubs in each District was set by our President Zeny in her Theme "Work Wonders" and I hope this result will be attained at the end of the current IW Year.

Up to now the following new Charters have been sent and/or requested:

- NDC of Chornomorsk Black Sea in Ukraine – 13 Members
- NDC of Elite Absheron in Azerbaijan – 10 Members
- IWC of Bombay Queen's Tiara – District 314 India – 51 Members
- NDC – Savinja and Saleska Region – Slovenia – 12 Members
- IWC of Assisi Bastia Umbra – District 209 Italy – 13 Members
- IWC of Meppel – The Netherlands D58 – 13 Members
- IWC of Agartala D324 India – 13 Members
- IWC of Imphal – D324 India – 14 Member
- IWC of Minto Park Majestic D329 India – 25 Members
- IWC of Parwanoo Pragab D 308 India – 17 Members
- IWC of Shindkheda – D306 India – 15 Members
- IWC of Bijapur We Care – D317 – 20 Members
- IWC of Bilagi – D317 – 15 Members
- IWC of Rabkavi – D317 – 20 Members
- IWC of Khanapur – D317 – 18 Members
- IWC of Kshitij Ranchi – D325 – 11 Members
- IWC of Aurangabad Central – D313 – 27 Members
- IWC of Delhi Rising Stars D301 – 28 Members
- IWC of Jalandhar Royal – 307 – 24 Members
- IWC of Jammu Kesaria – D307 – 25 Members
- IWC of Jammu Sampark – 20 Members –
- IWC of Bareilly Vishal Pride and Power – D311 – 22 Members
- IWC of Bhimavaran Blossoms – D302 India – 19 Members



- IWC of Mandeville Garden – D329 India – 18 Members
- NDC of Monterrey–Mexico – 11 Members

Several expressions of interest to join have been received by IIW Admin from India using the ad hoc form published on IIW Website and sent to Districts to contact these ladies who will probably join IW or form new Clubs.

The last IGB Meeting “in person” took place during the Presidency of Phyllis Charter, in the same seat as today, and I am pleased to declare that I am happy to have the chance to meet all the Board Directors in Altrincham for a three-day interchange of ideas, discussions, taking decisions, making and developing acquaintances.

TREASURER REPORT

Financial Statement for 2021-2022

Undoubtedly, finance is one of the most important aspects of an organisation to move forward and grow. An organisation without finance is like a garden without flowers.

I consider it an honour, as the International Treasurer to present the financial report of International Inner Wheel for the year 2021-22. At the outset, I would like to review the draft Financial Statements of International Inner Wheel for the year 1st July 2021 to 30th June 2022. They have been audited by Royce Peeling Green Limited whose reports can be found on pages 8 & 9 and approved by the Executive Committee at its meeting on 3 October 2022.

At the outset, I would like to express our gratitude to our Auditor Mr Ian Wynn and his team at Royce Peeling Green for his professional services and to the Accountant Mr John Moss for his accounting assistance and completion of the Financial Statement. I would also like to express my gratitude to Bookkeeper and the present Admin Mr Alan Phillips for his constant support and for his coordination with the IIW Treasurer in the maintenance of the accounts and to the present Assistant to the Admin, Elaine Hathaway for her continued cooperation at the IIW Headquarters.

It has been one year and three months to be precise since I have taken over as IIW Treasurer and each day I am learning something new and enjoying my work as Treasurer. I would like to thank IIW President Zenaida Farcon for her support especially for authorising the payments during her busy schedules. A big thank you to the IIW EC members and BDs for their support and cooperation during the last three months of this Inner Wheel year.

All the entries against the receipts have been checked by the Auditors Royce Peeling Green.

The figures of 21-22 can be compared with the figures of 20-21.

The Income and Expenditure summary has been presented on Page 1.

Income:

There has been an increase in the Income received, as the membership has increased after the prevailing pandemic situation and there has also been a steep increase in the amount deposit interest received while compared to 2020-21.

Expenditure has been more than in 2020-21 because the previous year was almost a zero year. Hence there was an increase in the Publication, Accommodation and Administration costs. A detailed sheet giving expenditure is provided in the next page.

After taxation on deposit interest, the **surplus** for the year 21-22 is **£179,090**. The surplus was less in comparison with the surplus in 2020-2021 which was **£206,601.00**. The reason being that 20-21 was almost a zero year with less expenditure.

Publication Costs – The total expenditure under publication is much more than last year. This was because of the increase in the printing of the Governing Body Minutes, Convention Minutes, C&H Books, Directories, Newsletters and Mailshots.

Accommodation – This category of expenditure was much more than that of the previous year. The ‘Rentals’ i.e., the ‘Service Charges’ for ground rent for the office and car park were almost the same in both the years. ‘Rates’ – the municipal tax levied by the local authorities in the UK and payable annually are high compared to 2020-21. The cost of ‘Insurance’ has increased slightly. There has been a steep increase in ‘Light & Heat’ and ‘Repairs’ whereas there has been no change in the expenditure for the ‘Depreciation of Property’.

Administration – There has been a considerable increase in the expenditure in this category. Some headings have shown an increase when compared to 2020-21.

Salaries & Insurance – The amount spent for Salaries was well within the allotted amount.

Badges & Regalia – The amount spent was within the allotted budget.

UN Representation – Like in 2020-21, the expenditure was almost the same. The travel of the Vice-President was restricted to the UN.

Executive visit to the office and committee meetings – The Expenditure for the Executive Meetings increased as there was a physical meeting in June.

Extension – This has been divided into two categories which are, Visits to Non-Districted clubs and visit of Immediate Past IIW President to new countries to create new clubs and



amounts were budgeted for each. The amount spent for extension was well within the allotted budget as travel was restricted.

IIW President's Expenses – The amount spent in this category was a little higher than the previous year. But this year also the President's travels were restricted due to the pandemic.

Postage, Telephone & Fax – There has been an increase in this category than the previous year, but it is well within the budgeted amount.

Printing & Stationery – The amount spent was well within the sanctioned budget.

Ballot & Nomination Papers – The amount spent in was well within the sanctioned budget.

Electronic Ballot – E-balloting was introduced in 2021-22. Hence a budget was allotted for this. It was within the sanctioned budget.

Leasing & Maintenance of Office Furniture – The amount spent was almost the same and within the sanctioned amount.

Computer Expenses – Expenditure under this category was well within the budget and less than the previous year.

IIW Website and Database – IIW has appointed RMS, a PR company to take care of the IIW Website and all related work. The amount spent was within the sanctioned budget.

Audit and Accountancy:

Divided into three categories

- Audit and Accountancy work
- Counting of Ballots was nil as E-balloting was introduced. Hence the heading 'counting of ballots' has been deleted.
- Bookkeeping and related advice.

All the expenses in this category were the same as the previous year and within the budget.

Legal & Professional Fee – No amount was spent this year in comparison to 2020-21.

Indemnity Insurance – This was well within the sanctioned budget.

Promotion Material – There was a slight increase under this heading. But it is well within the budget.

Bank Charges – There was an increase in the bank charges in comparison to the previous year.

The surplus for the year ending 30th June 2022 after taxation is **£179,090.00**. The surplus was less than in 2020-21.

Advance payment towards 2024 Convention was £45,000.00.

There was a slight decrease in the value of the Norwegian Kroner.

Page 2 of the Financial Statement shows the Detailed Income and Expenditure.

Page 3 of the Financial Statement shows the details of the Balance sheet as of 30th June 2022. It shows with the details of the Fixed and Current Assets, Creditors and Reserves, (Items numbered 2 to 8).

The **Tangible Assets** have shown a decrease due to the depreciation of the IIW Office. Current assets are the Bank Deposits, Bank Balances, and Stocks. Debtors are the payments done in 2021-22 about expenditure for 2020-21.

Creditors are the income received in advance for the Directory, the corporation tax, the accruals (payments of 2020-21 done in 2021-22) and the bank balances.

Total Assets less Current Liabilities show us an amount of **£1,806,077.00**

The **Reserves** as on June 30th, 2022, is **£2,034,880.00** and split in three categories.

- The Office Equipment Replacement Fund: **£8,447.00**
- The Convention Business Meeting Fund: **£70,436.00**
- General Reserve: **£1,955,997.00**

Page – 4, 5, 6, 7 show the notes to the Financial Statement for the year ended 30th June 2022.

Note 1 confirms the Accounting Policies.

Note 2 shows the value of the Tangible Fixed Assets, the value as of 30th June 2022 of the Office Premises, Office Furniture and Equipment's after the usual depreciation.

Note 3 Debtors: The prepayments or office rent and services, insurance, equipment leasing and prepaid postage.

Note 4 Gives the Bank Balances at HSBC and NatWest Banks.

Note 5 Creditors: Income in advance for the 22-23 Directories sales and accruals are the payments made after the year end, mainly newsletter cost and audit fees.

COVID Fund Donations received: **£58,614.00**

IIW Relief Fund – £19,980.00

Note 6 shows the Office Equipment and Replacement Fund which remains unchanged and totals **£8,447.00**



Note 7 shows the Convention Business Meeting Fund.

Note 8 shows the General Reserve is **£1,955,997.00** compared with **£1,823,049.00** in the previous year, added with the comprehensive income for the year 2021-2022 is **£112,948.00**, the total as on 30th June 2022 is **£2,034,880.00**.

I am delighted to end my report by confirming that the finances of International Inner Wheel are robust, and the future of our Organisation is secure.

The adoption of the Financial Statement was proposed by ET, seconded by SJ.

MA – question re: ballot; asked what is the reserve that IIW should be ‘putting’ away, to ensure that IIW stays healthy and what is the percentage; related what the experience is from Netherlands.

GB – asked where the donated funds are held; ZF answered and added that the balances were as at the end of June 2022; GB continued asking what would happen with the money for Ukraine and; ZF outlined the planned disbursement through IW countries nearby, but there need to be safeguards in place, as this is the IW members donated money. There will be a Memorandum of Agreement (MoA) put in place between IIW and the countries involved, through which the funds will be channelled. Explained that the Financial Statement was presented by RPG yesterday, IIW’s accountants.

BUDGET FOR 2023-2024

For preparing this budget, I had to do a lot of logical reasoning as the last two years were almost zero years. I tried my best to give a decent, yet conservative proposed budget for 2023-2024 and I am agreeable to any changes by the Executive Committee and Governing Body members.

Before I present the Budget for 2023-2024, I would like to inform you that an email was sent in July 2022 to all National Treasurers, National Representatives, District Treasurers, and Treasurers of Non-Districted Clubs giving instructions for payment of Capitation dues.

This year the receipt of Capitation dues has been extremely slow till September 28, 2021. Dues have been received till date from:

- GB&I (D1, D3, D4, D5, D7, D11, D12, D14, D15, D16, D17, D18, D21, D23, D25, D26, D127, D129), Netherlands (NGB), Denmark (NGB), Pakistan (D327, D342, D344), Turkey D244, India (NGB), Malaysia D330, Italy (NGB).
- Non-Districted Clubs – Campoamor, Vigo (Spain), Chornomorsk Black Sea (Ukraine), Kampala (Uganda), Vilnius (Lithuania), Ljubljana, Maribor & Savinja & Saleska Region (Slovenia), Lublin (Poland), Lusaka (Zambia),

Zgharta Zawie, Tripoli El Mina, Kesrouan, Beirut, Batroun (Lebanon), Carbet French (West Indies) Riga (Latvia), Bijeljina (Bosnia & Herzegovina) Baku (Azerbaijan). A new country has been added this year.

Nineteen Non-Districted Clubs have paid their dues during the first three months. Out of these, all three ND clubs of Slovenia have paid their dues. BD Elizabeth Tooke oversees the Slovenia Clubs. Five clubs/eight have paid their dues from Lebanon. BD Marie-Francoise oversees the Lebanon Clubs.

Delightful News: New Clubs started in the last three months (July-September 2022) are: 25 to date compared to 62 in the previous year.

The receipt of all payments received up to September 28, 2022 has been acknowledged.

BUDGET PRESENTATION FOR 2023-2024:

Now I present the proposed budget for the year 2023-2024 using a Powerpoint presentation. For every heading in the budget, a slide has been prepared depicting the Actuals of 2020-2021 and 2021-2022 and the Budget of 2022-2023, followed by the proposed budget of 2023-2024. For clarity purposes, each year is denoted by a different colour. This will make the budget interesting and easy to understand for everyone to compare the actuals with the budgeted amount. Finance is important and it must be transparent for everyone to understand.

The tables show the Budget and Actual of 2020-21 and 2021-22 and the budget figures of 2022-23 and 2023-2024.

PROPOSED BUDGET 2023-2024

1. PUBLICATION COSTS:

Governing Body Minutes:

Budgeted for the year 2023-24@ £3,000.00 based on facts as under:

Actuals 2020-21: £2,916.00	Budget 2022-23: £6,000.00
Actuals 2021-22: £4,597.00	Budget 2023-24: £3,000.00

Remarks: The printing of the Financial Statement and the Minutes of the Governing Body are being covered under this category as both are part of the GBM. Since we have decided to go paperless this year, the amount allotted is reduced @ £3,000.00



Convention Minutes/ Agenda/Booklets/ Proposal booklets/Voting Books:

Budgeted for the year 2023-24 @ £15,000.00 based on facts as under:

Actuals 2020-21: £3,656.00	Budget 2022-23: Zero
Actuals 2021-22: £2,765.00	Budget 2023-24: £15,000.00

Remarks: Budget has been increased to £15,000.00 as it is a Convention year.

Printing Constitution & Handbooks:

Budgeted for the year 2023-24 @ £2,500.00 based on facts as under:

Actuals 2020-21: £1,800.00	Budget 2022-23: £2,500.00
Actuals 2021-22: £2,351.00	Budget 2023-24: £2,500.00

Remarks: Since the cost is spread over three years, its budget is unchanged @ £2,500.00

Newsletters and Mailshots including Postage:

Budgeted for the year 2023-24 @ £30,000.00 based on facts as under:

Actuals 2020-21: £21,604	Budget 2022-23: £65,000.00
Actuals 2021-22: £29,608	Budget 2023-24: £30,000.00

Remarks: This budget is decreased @ £30,000.00, as the IIW President and EC have decided to go paperless this year. The nomination booklets, IIW president's greetings, financial report, Minutes of the IGB Meeting will be sent to all Presidents by email. Last year the mail shots were not received by many countries. Hence it was decided to go paperless this year.

IIW Directories & Postage:

Budgeted for the year 2023-24 @ £10,000.00 based on facts as under:

Actuals 2020-21: £Zero	Budget 2022-23: £10,000.00
Actuals 2021-22: £9,255.00	Budget 2023-24: £10,000.00

Remarks: The cost of printing and mailing the Directories is covered in this allotted amount. The amount budgeted for 2023-2024 is unchanged @ £10,000.00, because an income will be received from the sale of the Directories.

TOTAL PUBLICATION COSTS:

Actuals 2020-21: £29,976.00	Budget 2022-23: £83,500.00
Actuals 2021-22: £48,576.00	Budget 2023-24: £60,500.00

2. ACCOMMODATION:

Service Charges:

These are the service charges and ground rent for the office and the car park. There are no "rental" costs except the ground rents.

Budgeted for the year 2023-24 @ £9,000.00 based on facts as under:

Actuals 2020-21: £7,697.00 (deficit Budget -1697.00)	Budgeted @ 6000.00
Actuals 2021-22: £7,954.00	Budget 2023-24: £9,000.00

Remarks: The heading has been changed from 'Rentals' to 'Service Charges' for better understanding. Based on the figures of 2021-22, the expenditure in the 'Service charges is increased @ £9,000.00. The actuals of 2021-22 was quite high so the budget had to be increased.

Rates:

Rates are the municipal tax levied by the local authorities in the UK and payable annually.

Budgeted for the year 2023-24 @ £500.00 based on facts as under:

Actuals 2020-21: £188.00	Budget 2022-23: £250.00
Actuals 2021-22: £354.00	Budget 2023-24: £500.00

Remarks: The amounts allotted for 'Rates 'has increased to @ £500.00. This is due to the high rates in 2021-22.

Insurance:

Budgeted for the year 2023-24 @ £8,000.00 based on facts as under:

Actuals 2020-21: £6,248.00	Budget 2022-23: £7,000.00
Actuals 2021-22: £6,466.00	Budget 2023-24: £8,000.00

Remarks: The budget for 'Insurance ' has increased @ £8,000.00 keeping in account the actual Insurance rates of 2021-22. This is for the purpose of cushioning in case the Insurance rates go up.

Electricity – Heating & Lighting:

Budgeted for the year 2023-24 @ £1,500.00 based on facts as under:

Actuals 2020-21: £1,256.00	Budget 2022-23: £1,500.00
Actuals 2021-22: £439.00	Budget 2023-24: £1,500.00

Remarks: Electricity – remains unchanged @ £1,500.00 as it is within the budgeted amount in the previous years.



Repairs:

Budgeted for the year 2023-24 @ £2,000.00 based on facts as under:

Actuals 2020-21: £146.00	Budget 2022-23: £1,000.00
Actuals 2021-22: £10,732.00	Budget 2023-24: £2,000.00

Remarks: The heading, 'Repairs & Service Charges' has now been changed to 'Repairs' – is increased @ £2000.00 in case we have any repairs during the year.

Depreciation of Property:

Budgeted for the year 2023-24 @ £6,000.00 based on facts as under:

Actuals 2020-21: £5,943.00	Budget 2022-23: £6,000.00
Actuals 2021-22: £5,943.00	Budget 2023-24: £6,000.00

Remarks: Glancing at the actuals of the previous years, Depreciation of Property – remains unchanged @ £6,000.00

Cleaning:

Budgeted for the year 2023-24 @ £300.00 based on facts as under:

Actuals 2020-21: Zero	Budget 2022-23: £300.00
Actuals 2021-22: Zero	Budget 2023-24: £300.00

Remarks: The funds allotted remains @ £300.00 because for the past five years the actuals for cleaning were zero.

TOTAL ACCOMMODATION COSTS:

Actuals 2020-21: £21,478.00	Budget 2022-23: £22,050.00
Actuals 2021-22: £31,888.00	Budget 2023-24: £27,300.00

3. ADMINISTRATION:

Salaries & National Insurance:

Budgeted for the year 2023-24 @ £90,000.00 based on facts as under:

Actuals 2020-21: £77,424.00	Budget 2022-23: £85,000.00
Actuals 2021-22: £77,408.00	Budget 2023-24: £90,000.00

Remarks: There is an increase in the budget from £85,000.00 to £90,000.00. There have been salary increases, as these have not been raised since the last five years.

Badges and Regalia:

Budgeted for the year 2023-24 @ £1,000.00 based on facts as under:

Actuals 2020-21: £1,038.00 (Deficit Budget –38.00)
Actuals 2021-22: £615 Budget 2023-24: £1,000.00

Remarks: The budget remains the same @ £1,000.00. The money allotted will be used to purchase IIW EC, Past EC members badges. MG the Districts of the Awardees will pay awardees badges.

UN Representative & Committees' fees and Vice-President's visit:

Budgeted for the year 2023-24 @ £3,000.00 based on facts as under:

Actuals 2020-21: £437.00	Budget 2022-23: £3,000.00
Actuals 2021-22: £438.00	Budget 2023-24: £3,000.00

Remarks: The amount budgeted remains unchanged @ £3,000.00. This amount can be utilised by the Vice-President for her travels to the UN.

Executive Meetings @ HQ:

Budgeted for the year 2023-24 @ £25,000.00 based on facts as under:

Actuals 2020-21: Zero	Budget 2022-23: £25,000.00
Actuals 2021-22: £6,720.00	Budget 2023-24: £25,000.00

Remarks: The cost of travel of the Executive members has been within the budget sanctioned, therefore the amount budgeted remains the same at £25,000.00.

Governing Body meetings:

Budgeted for the year 2023-24 @ £35,000.00 based on facts as under:

Actuals 2020-21: Zero	Budget 2022-23: £30,000.00
Actuals 2021-22: Zero	Budget 2023-24: £35,000.00

Remarks: The amount budgeted has been increased to £35,000.00 because the cost of air tickets, hotel charges, meeting Hall rent etc. has gone up drastically after the pandemic.



IIW President's Expenses:

Budgeted for the year 2023-24 @ £26,000.00 based on facts as under:

Actuals 2020-21: £1,244.00	Budget 2022-23: £26,000.00
Actuals 2021-22: £1,640.00	Budget 2023-24: £26,000.00

Remarks: The budget for the IIW President's expenses has been increased by £1,000.00 totaling to £26,000 for 2022-2023 and 2023-2024. This is inclusive of President's theme lapel pins and banners. Both these heads have been merged because in the last three years though budgeted at £500.00, the actuals for President's lapel pins and banners were zero.

IIW EC Virtual Changeover Meeting:

Budgeted for the year 2023-24 @ £1,000.00 based on facts as under:

Actuals 2020-21: Not Budgeted	Budget 2022-23: Not Budgeted
Actuals 2021-22: Not Budgeted	Budget 2023-24: £1,000.00

Remarks: This heading of IIW EC Virtual Changeover Meeting has been included in this year's budget because the EC felt that a virtual changeover can be seen by members across the globe.

Extension – IPP visit to Non-Districted Clubs:

Budgeted for the year 2023-24 @ £2,000.00 based on facts as under:

Actuals 2020-21: Zero	Budget 2022-23: £2,000.00
Actuals 2021-22: £962.00	Budget 2023-24: £2,000.00

Remarks: The amount for the travel of the IPP visits to Non-Districted Clubs is unchanged @ £2000.00.

Extension – IPP to Create New Clubs:

Budgeted for the year 2023-24 @ £3,000.00 based on facts as under:

Actuals 2020-21: Zero	Budget 2022-23: £3,000.00
Actuals 2021-22: Zero	Budget 2023-24: £3,000.00

Remarks: The amount for IPP to create new clubs is increased from £2,000.00 to £3,000.00 in 2022-23 and the same will be followed this year.

Postage and Telephone:

Budgeted for the year 2023-24 @ £2,500.00 based on facts as under:

Actuals 2020-21: £1,860.00	Budget 2022-23: £2,500.00
Actuals 2021-22: £2,295.00	Budget 2023-24: £2,500.00

Remarks: The amount budgeted remains unchanged @ £2,500.00

Printing and Stationery:

Budgeted for the year 2023-24 @ £2,000.00 based on facts as under:

Actuals 2020-21: £2,009.00 (Deficit –9.00)	
Actuals 2021-22: £42.00	Budget 2023-24: £2,000.00

Remarks: Budget is decreased to £2,000.00 in 2023-24. The actuals in 2021-22 under this category has been very low and within the sanctioned budget.

Nomination & E-Balloting:

The three heads Nomination, Ballot Printing and Ballot Counting have been merged under one heading – E-Balloting:

Budgeted for the year 2023-24 @ £3,000.00 based on facts under:

Before merging the two heads:

Actuals 2020-21: £2,880.00	Budget 2022-23: £5,000.00
Actuals 2021-22: £2,436.00	Budget 2023-24: £5,000.00

Remarks: Since the charges for E-balloting in 2021-22 was £2,436.00. The amount budgeted is £3,000.00.

The heading – Ballot Counting – will now be deleted because there will be no expenditure of counting the ballots.

Leasing & Maintenance:

Budgeted for the year 2023-24 @ £4,000.00 based on facts as under:

Actuals 2020-21: £2,705.00	Budget 2022-23: £4,000.00
Actuals 2021-22: £2,771.00	Budget 2023-24: £4,000.00

Remarks: The amount allotted remains the same @ £4,000.00 as it is necessary to renew and update the office equipment.



Computer Expense:

Budgeted for the year 2023-24 @ £4,000.00 based on facts as under:

Actuals 2020-21: £3,982.00	Budget 2022-23: £4,000.00
Actuals 2021-22: £3,176.00	Budget 2023-24: £4,000.00

Remarks: The amount remains unchanged @ £4,000.00.

Depreciation of Office Equipment:

Budgeted for the year 2023-24 @ £1,000.00 based on facts as under:

Actuals 2020-21: Zero	Budget 2022-23: £1,000.00
Actuals 2021-22: Zero	Budget 2023-24: £1,000.00

Remarks: Budgeted @ £1,000.00 though the actuals were zero in 20-21 and 21-22, just in case any new equipment is purchased during the year.

IIW Website & Database:

Budgeted for the year 2023-24 @ £18,000.00 based on facts as under:

Actuals 2020-21: £19,800.00	Budget 2022-23: £21,000.00
Actuals 2021-22: £20,160.00	Budget 2023-24: £18,000.00

Remarks: A new company namely 'Desktop Systems' has been appointed by IIW for the IIW Website & Database on a monthly payment. Yeok San Cheng is our new Webmaster. The budget has been reduced as the charges of the 'Desktop Systems' is less than RMS (our previous company). So, the budget has been reduced.

Audit & Accountancy:

Budgeted for the year 2023-24 @ £8,000.00 based on facts as under:

Actuals 2020-21: £7,200.00	Budget 2022-23: £8,000.00
Actuals 2021-22: £7,300.00	Budget 2023-24: £8,000.00

Remarks: The budget has been unchanged @ £8,000.00 as it was within the sanctioned budget.

Bookkeeping & Other Advice:

Budgeted for the year 2023-24 @ £350.00 based on facts as under:

Actuals 2020-21: £309.00	Budget 2022-23: Zero
Actuals 2021-22: £309.00	Budget 2023-24: £350.00

Remarks: There was no budget last year for bookkeeping as it is now done in house by Administrator Alan. But since

we incurred expenses in 21-22, there has been a rise in the budget.

Legal & Professional Fees:

Budgeted for the year 2023-24 @ £3,000.00 based on facts as under:

Actuals 2020-21: £121.00	Budget 2022-23: £3,000.00
Actuals 2021-22: Zero	Budget 2023-24: £3,000.00

Remarks: Unchanged @ £3,000.00

Indemnity Insurance:

Budgeted for the year 2023-24 @ £1,500.00 based on facts as under:

Actuals 2020-21: £537.00	Budget 2022-23: £1,500.00
Actuals 2021-22: £558.00	Budget 2023-24: £1,500.00

Remarks: Unchanged @ £1,500.00

Promotional Material:

Budgeted for the year 2023-24 @ £3,000.00 based on facts as under:

Actuals 2020-21: £600.00	Budget 2022-23: £2,000.00
Actuals 2021-22: £707.00	Budget 2023-24: £3,000.00

Remarks: The budget has been increased @ £3,000.00, though the Actuals are very low. This has been increased for IIW to produce new promotional material, if required, as we have the Centenary Convention in 2024.

Bank Charges:

Budgeted for the year 2023-24 @ £1,500.00 based on facts as under:

Actuals 2020-21: £644.00	Budget 2022-23: £1,500.00
Actuals 2021-22: £869.00	Budget 2023-24: £1,500.00

Remarks: The amount budgeted was reduced in 2021- 2022 from £3,000.00 to £1,500.00 because the NatWest Bankline online payments service is very reasonable. In 2023-24 the same amount £1,500.00 is budgeted.

Miscellaneous/General Expense:

Budgeted for the year 2023-24 @ £750.00 based on facts as under:

Actuals 2020-21: £21.00	Budget 2022-23: £750.00
Actuals 2021-22: £405.00	Budget 2023-24: £750.00



Remarks: The amount budgeted was decreased from £1,000.00 to £750.00 in 2022-23 and remains unchanged because it covers small expenses occurring at the Office and small unforeseen general expenses.

Total Administration Costs:

Actuals 2020-21: £122,704.00	Budget 2022-23: £231,350.00
Actuals 2021-22: £131,887.00	Budget 2023-24: £241,600.00

Total Estimated Expenditure:

Actuals 2020-21: £174,158.00	Budget 2022-23: £336,900.00
Actuals 2021-22: £212,351.00	Budget 2023-24: £329,400.00

Remarks: The above description of the Budget is for the Expected Expenditure.

4. INCOME

Capitation Fees:

Budgeted for the year 2023-24 @ £385,000.00 based on facts as under:

Actuals 2020-21: £374,830.00	Budget 2022-23: £385,000.00
Actuals 2021-22: £382,732.00	Budget 2023-24: £385,000.00

Remarks: An Estimated Income from Capitation dues collected from 110,000 members at £3.50 per member should give us £385,000.00 though the growth was less in 2021-22. But let us be positive and expect many more members to join. I would like to add that the Capitation Fees cannot be calculated exactly since the dues are collected in as Full year dues and Half year dues. Half year dues are collected from members joining after December 31st and new clubs inaugurated after the 31st of December. We should all strive to increase the membership worldwide. EACH ONE – JOIN ONE should be our tagline.

Sale of Directories:

Budgeted for the year 2023-24 @ £6,000.00 based on facts as under:

Actuals 2020-21: £4,967.00	Budget 2022-23: £9,000.00
Actuals 2021-22: £4,553.00	Budget 2023-24: £6,000.00

Remarks: The budget has been decreased @ £6,000.00 as the sales have gone down in 21-22 as many members now use online Directory.

Sale of Constitution & Handbooks:

Budgeted for the year 2023-24 @ £2,000.00 based on facts as under:

Actuals: 2020-21: Zero	Budget: 2022-23: £1,000.00
Actuals: 2021-22: £1,923.00	Budget 2023-24: £2,000.00

Remarks: The budget is increased from £1,000.00 to £2,000.00 as we had a good sale in the previous year.

Interest net from Corporation Tax:

Budgeted for the year 2023-24 @ £5,000.00 based on facts as under:

Actuals 2020-21: £962.00	Budget 2022-23: £5,000.00
Actuals 2021-22: £2,233.00	Budget 2023-24: £5,000.00

Remarks: Remains unchanged @ £5,000.00.

TOTAL INCOME:

Actuals 2020-21: £380,759.00	Budget 2022-23: £400,000.00
Actuals 2021-22: £391,441.00	Budget 2023-24: £398,000.00

ESTIMATED SURPLUS/DEFICIT:

Actual Surplus: 2020-21 – £206,601.00
Actual Surplus: 2021-22 – £179,090.00
Estimated Surplus: 2022-23 – £63,100.00
Estimated Surplus: 2023-24 – £68,600.00

Madam President, I conclude the presentation of the Proposed Budget for the year 2023-2024 and ask for its adoption.

Proposed: DAL
Seconded: LL

Thank you very much for your attention.

President Zenaida and I will sign the accounts as soon as possible (if approved).

Every year, the Auditors must be approved and appointed for the next year. At the Executive Committee meeting held on the 3rd October 2022, a resolution was adopted, which reads as:

RESOLUTION TO APPOINT THE AUDITORS FOR THE YEAR 2023-2024. The Executive has approved and appointed ROYCE PEELING GREEN LIMITED as the Auditors for the Accounts of INTERNATIONAL INNER WHEEL for the year 2023-2024.



Hence, "It has been resolved to appoint ROYCE PEELING GREEN LIMITED (RPG) of Stockport as the Auditors for the accounts of International Inner Wheel for the year 2023-2024".

Proposed: UA
Seconded: GB

Concluding remarks:

Thank you to my colleagues in the EC

- President Zenaida – You are an inspiration to me because of your persistent, positive attitude.
- Vice-President Trish – Your motivation and encouraging words makes it easy to work with you.
- Immediate Past President Ebe – I admire your patience and comments.
- CC Chairman Sissel – Your positive attitude and hard work are what makes you my role model.
- Administrator Alan – I thank you for all the time and energy you put into helping me learn new skills. Your patience has helped me grow tremendously. I appreciate it.
- Elaine – Thank you for your support and cooperation from behind the screens.

I gain inspiration from Helen Keller, and I quote, 'Alone we can do so little; together we can do so much.' I deeply appreciate the presence and efforts of the vibrant Board Directors – Beatrix, Cinzia, Dot, Elizabeth, Fe De, Gill, Irmgard, Kaija, Kirsten, Liv, Marlies – Françoise, Marlies, Shantha, Uche, Zena and last but not the least Zhivka, for showing your solidarity. Being alert by asking questions, participating in the fruitful discussions, giving suggestions and ready to give full cooperation in motivating Non-Districted Clubs to send their annual fees on time. Your queries were incredible. I was so impressed. Thank you, for getting to know me and making my presentation such a pleasant experience. I hope we can continue working together like a good team.

- I wish Media Manager Prabha, a successful tenure ahead.

MA asked about hedging currencies to protect IIW's assets, ZF added that IIW holds in €, £ and NOK.

ZF – thanked SL for the comprehensive nature of her report and making a complex subject easy to understand.

CONSTITUTION REPORT

SM – This Inner Wheel year started with slower pace than the previous did. The final Ex. Meeting of last year and the first of this year made things easier as we were able to meet up face-to-face. For this meeting we'll also meet up with 15 of our BDs. We'll miss Kirsten and wish her a speedy recovery!

At the outset of this year the main topics in Altrincham were the new website and our new work platform. With Yeok San's

help I'm getting there – slowly. I feel I have more control of questions and answers now than before as they are all connected within the same system – grateful for that!

Then we attacked the D&Rs for NRs and later BDs. Thanks to Zeny we got a flying start as she already knew how to communicate in the new system. I call it an attack as especially the BDs D&R gave us a directly negative impression. It seemed as if a BD had done something wrong, this fault was added without checking if it had been added before, and of course it had. The updated text is hopefully more friendly now, but this needs to be a 'living' document. The NRs D&R also needed a face-lift, and we all did that without extra costs. There are still more of this kind to be brought under our scrutinising eyes this year. This is time-consuming work as we must be to the point.

At present it's proposal time for Manchester 2024. As I'm writing this only two (2) proposals have arrived. I know a lot is on the bedding as a group in Europe has prepared a good bunch of them. What they haven't prepared is how to fit them into the existing Constitution. This has been difficult for some who has been given this task without being involved. Personal involvement and interest surely secure this important work. As I haven't been given this original text, it has become difficult to give the correct answers right away.

A few weeks ago, a letter was sent out to BDs and NRs concerning publications of possible proposals on the net, which is certainly not done.

It is also nomination time presently. Most of you know that Alan and I work very closely with the incoming nominations. Two years ago, many nominations were not accepted by the IIW EC. If we wait to the final days of opening them, then the nominees are not able to correct anything – and they are out immediately. We saved many nominations last year as well as now. To fill in forms in your own language can be difficult enough, because you don't always know exactly what is asked for, and therefore it is even worse when English is not your first language. We still have a few days or so to wait for the final ones to arrive. Perhaps these forms need a face-lift, too. A few years ago, Liz Thomas, then IIW Treasurer made a check list to be used to simplify and help the nominees to get these things right. It is still available.

Some districts have not been in the know on what to do concerning nominations for international functions. During COVID nothing was normal, no proper handovers and subsequently things haven't been done according to the book. Some have lost their nominations because the districts haven't sent them in before deadline. The D&R for district officers I updated earlier this year. I must give an example here. In a country with many districts there may be more than one wanting to become a BD. Three candidates appeared on the scene, but within the same country the same rules are to be followed. This didn't happen. One



nomination was received too late for the district, how late we don't know, but it wasn't accepted by the District Executive Committee. The second district nominated one whose name came up during the meeting without having been on the agenda. That procedure wasn't accepted by us. If we had accepted it, the first one had to be accepted, too, as she had her nomination sent in before the meeting! The third nomination followed the rules and has later been accepted as her forms were filled in the way they should. Four weeks ahead of a meeting to send in, two weeks ahead of the meeting to let the clubs discuss the nomination. These are the rules. For instance, a Zoom meeting can take place with a shorter time span, but then the nomination is written on the agenda and can be discussed before zooming. Covid has taught us to become more flexible.

Two more important matters remain to be discussed.

Firstly, the two districts in Cyprus and my hope for them to cooperate. Only Cyprus is a recognised country by the UN and the international society. The northern part is not. They have a district each. It was not possible to deny the Clubs in the northern part to have a district with all their clubs last year – as friendship is our first objective. This is an unsolved problem not to be postponed any longer.

Secondly, our dear Constitution must be given a brush -up, or perhaps it needs a revolution? I'll wait and see how revolutionary my fellow members of our IGB are! I called the 2012 Convention in Istanbul the Tulip Revolution – we can do it again quietly, with style, warmth and an open mind! See you soon!

MA – asked whether nominations had been received and SM confirmed that they had been.

Appointment of Trustees

Our Constitution states that the IGB shall have the power to appoint or dismiss Trustees.

As CC it is my duty to lead us through this procedure. On p. 21 in our C&H 2021, you'll find out what they must work with. Simply put, IIW needs someone to have responsibility for our property, investments and assets. These two Trustees are not among our elected officers or staff. Therefore, this function doesn't prevent them from having elected positions in their countries on Club, District or National body level.

The tradition has been to appoint two IIWPs, one from GB&I and one from the rest of the world, though our C&H states that they should be former BDs or BMs – of which both will have been originally. Having performed the task of an IIWP they have certainly added more to their knowledge about the economic structure of our organisation.

For more years than we can remember, our Trustees have been Brenda Taylor, GB&I and Carole Buchanan-Smith, IW

Australia. I have already informed Carole B-S that we will be appointing a new one to replace her. Brenda Taylor's health is not at its best, and apparently, she can't do any of this kind of work if an emergency should take place. We are grateful for the work both our Trustees have contributed to IIW, the use of their time and engagement for us all. A written appreciation will be sent to them from HQ.

To replace those two, we have decided to appoint IIWPP Phyllis Charter, IWC Newent & District, GB&I and IIWPP Carole Young, IWC Matamata (former member of IWC Opotiki) IW NZ for a period of three years, starting now. It is of importance that our Trustees know British law. Both have answered positively to become appointed.

Proposed by SM, seconded by GB.

Appointment of Lawyers

Again, it is time for appointment of lawyers. Luckily, we haven't needed any help in that direction this year – which saves us a lot of money.

The services and advice given to IIW from this firm before, seem to be adequate and therefore I ask for a reappointment of the firm S.A.S. Daniels.

Proposed by SM, seconded by LL

BOARD DIRECTORS AND NON-DISTRICTED CLUBS

BOARD DIRECTOR	ND CLUBS
Beatrix von Fassong	Guyana (x2); Jamaica (x2); Japan; Malawi.
Cinzia Tomatis	Martinique (x2); Mauritius (x2).
Dot Anderson-Lee	Kenya (x2); Latvia (x2); Lithuania (x4).
Elizabeth Tooke	Slovenia (x3); Taiwan; Trinidad and Tobago.
Fe Victoria de Guia	USA (x4).
Gillette Broadaway	Scone, Australia; Canada; Hungary (x4).
Ingellog Wyndhamn	Iceland (x5).
Kaija Keijola	Alasia (D222) (x10)
Kirsten Moller	USA (x5).
Liv Elin Lewin	Ukraine (x5).
Marie-Françoise Pignard	Lebanon (x8).
Marlies Arnoldus - Luiten	Uganda (x3).
Shanta Jayalath	Iceland (x2); Lusaka, Zambia.
Uche Agbim	West Indies; Zimbabwe.
Zena Coles	Spain(x3); Portugal (x2); Poland.
Zhivka Stoyanova	Albania (x2); Bosnia Herzegovina (x2); Serbia (x2).



There was an open discussion regarding ND clubs and sharing of information, contacts and methods of contact. There have been varying levels of success in reaching out to the ND clubs and their responsiveness.

INTERNATIONAL MEDIA MANAGER

It is my pleasure and privilege to be working as IIW Editor Media manager. I am very glad I have this opportunity to be present here, meet all of you and get inputs and feedback face to face. I will do the job that I have got to the very best of my ability. I thank President Zeny for her valuable inputs which have helped in planning the year.

As I have heard and seen in all my years of membership, communication is of greatest importance. I am determined to keep all communication on all sides open, so vision from the leader reaches the members and their work on the path of friendship and service is showcased for the world to see. There is a lot we can do to highlight our organisation more effectively and this requires cooperation and understanding from every member.

I had spent several months, before assuming office viewing our social media sites and how much are we showing there. I firmly believe in Continuity and consistency in what we do, Change will always be to improve not merely to do something different. We will also need to show we are adaptable and compatible to the technological advances of our times.

July 5th, I sent my **first letter** to National Representatives as per the data base received till then. The letter to Board Directors went through IIW Vice-President Trish and through them to the Non-Districted Clubs. I got some replies and acknowledgements but not enough, but as I have been learning since morning it is an uphill Task and I appreciate what I have got

The **Facebook** page was handed over to me at the beginning of the Inner Wheel year. The website was undergoing change then. It took a little longer to get the **Instagram** page to be handled by me. The admin changes, configurations take longer than we think, but this ensures protection of the sites too. **Twitter** was faster, I thank Alan for all the support in getting this.

I'm grateful to the IIW Executive Committee for having consented to my idea for a **Special Installation Bulletin**. The 4-page spread with valuable inputs from all of them with lots of pictures was made within few days. The prompt feedback from the EC made it easy for me to get it ready promptly. It was released after the virtual changeover. I immediately mailed it as per the communication channels. It was posted on Facebook too. I am happy to say it was shared 112 times.

I had done the promotional for the IIW Virtual Changeover with Facebook posts and email. The **YouTube** streaming got 1,000 plus views in a day and now is at 6.7 K views. Last 2 months page likes have increased by 105% as per Facebook Algorithm and we have reached 23K people up by 31%.

The introduction of IIW President with pictures was shared 147 times; the EC video was shared 84 times. The one of the Board Directors 93 times.

Photos of good projects of countries sent by National representatives or National Editors are posted on the Facebook page regularly. I have tried to draw our international community's attention to the devastation in Pakistan by the floods.

I post whatever is sent directly to me to post. I would be happy to post more, unfortunately not enough come in, in my opinion. I have been observing we have posts from our members quite regularly as visitor posts. Some posts do seem irrelevant, but I guess it will stop in due course.

The Website is now quite different, and we do not have a way of posting directly on website, so our social media posts are of utmost importance. They are seen live on our website. I have had several queries on why articles are not going on website directly. I would appreciate guidance on how I should be explaining this again in a better way.

The website work is an ongoing process which will need all to give their inputs and your decisions will help in making it what our members want. There is a constant query for the page which had the links to the websites of other countries. I know work is underway and we will get updated information.

An interview of President Zeny was published in global online magazine **Womenshine**; I am a freelance contributor to the magazine and this interview by me was greatly liked by all outside Inner Wheel too.

In 2021-22 Editor Yeok San started E-bulletins I have planned to have every Second month. I sent reminder letters in the beginning of August to all. The September issue was sent out on September 5th carrying the projects and events of Several countries. 13 Countries service projects; events of India, Philippines and South Asia rally were covered besides the vision and message of IIW President and inputs of International Peace Day.

IIW President's Peace Day message and video was sent to all. This message on Facebook had 115 shares. A letter to NRS asking for 'I love IW' in different languages was asked. I am happy that responses have been coming in. A letter with some questions for the video was sent to Board Directors

The next bulletin will be released in first week of November. I hope I get lot of articles on International Peace Day



observance by our clubs for that. The Web magazine will be coming out in the first week of December. This magazine will have more pages and carry introductions, messages articles contributed by all of you present here. I am already doing my interviewing part which will be turned into a video for YouTube and edited to come into the Web Magazine.

The website. All members are used to the old website, and so am I but as Yeok San our Webmaster as explained repeatedly, the new website is a corporate concept, less cluttered with few categories. Ours supports our objectives and we will continue to build on these.

Social media TODAY is important because it allows one to reach, nurture, and engage with your target audience — no matter their location. If we can use social media to connect with members and outsiders we can generate greater awareness, about ourselves, thereby helping membership improve, getting donors too and attention from global media. I request each one of you to carry this message back that clubs must send photos, write ups videos so we can post on our social media pages. Whenever they post on Facebook personal page they should #International Inner Wheel. The media posts if this is used it will help in posting on Twitter too.

I hope I will get the opportunity to use all social media tools to improve our communication to the global Inner Wheel community and the one beyond Inner Wheel too. Millions of people use the social network in seconds and in few minutes infinite photos and videos are shared. In this era of social networking, we need to step up our efforts to use it correctly, effectively, and efficiently.

ZF – pointed out that it was decided that the Editor should attend IGB, to increase their awareness and enable them to create content for social media.

GROUP DISCUSSION

ZF – explained that the EC would be doing a site visit to the Convention venue on Friday and there would need to be topics for the break-out sessions/seminars. This would be one of the topics for the groups to discuss and to originate two ideas.

TD – explained who the COVID Group were and what the objectives were for them to achieve, and CT had agreed to be the coordinator.

SM – provided background to the HAS in Haiti and to some of the background to international donations, pointed out there had been funds misappropriated in Haiti after previous disasters and how this must be guarded against with the IW members donations.

GROUP PRESENTATION

GROUP A

Beatrix von Fassong; Dot Anderson-Lee; Elizabeth Tooke; Cinzia Tomatis.

Annual Presidential Themes

After discussion and debate with the group, the conclusions were:

- Yes, we believe that the themes are useful and inspirational as they give the Club Presidents focus for the year ahead.
- For example, the current theme of “Work Wonders” allows all different cultures to have the same vision whilst giving a guideline for Club Presidents to focus on.

IW Countries Will Be Grouped into Four Zones and IIW Presidents Will Be by Rotation?

Europe, Africa, India + Asia RoW, with India needing to be a zone in its own right.

Positives:

- Less nominations from one particular area

Negatives:

- Not bringing everyone together can be seen as a negative – division in the ranks
- There is no more democracy for IIW President as you would have less chance of being nominated
- India is a huge zone in itself and so the zone numbers would be very lopsided if they are to be in one zone

Questions / Clarifications

- Based on possible zones, Europe would have 9 countries to choose from, Africa 1, India 1 and “The Rest of the World” 3.
- Is there to be a zone co-ordinator for each zone? If so, this is costly as it creates a new structure of people and are these people to be elected? Or is a Board Director going to be given the job of looking after a particular zone?
- The northern hemisphere has the most countries with NGBs. So if the zone called “Rest of the World”'s turn comes around there may be no nominations.

Summary

The Regional Zoning or Presidential rotation was not viewed as a viable option.

There would be circa:

- Europe Zone with 34,500 members
- Asia with 53,000 members
- USA, NZ & Australia with 4,600 members
- Rest of the World 15,400 members



ZF – presented very interesting and thought-provoking ideas; SM – different themes for different years, is, in her opinion, a good idea, but thinks that the Theme needs to be made available to IW earlier in the year. DAL asked when the theme is decided, ZF explained the timeline and process; SM pointed out that with e-voting, this would change the workloads. EM – if the new theme is released too early, clubs may start working on the new theme, as opposed to that of the incumbent president. DAL suggested that it could just be released to the DCs to enable them to prepare stationary, etc. TD said that she is open to suggestions for her theme, if there is a topic that is especially pressing.

ZF – read comments (see below in italics) that had been submitted by KM:

To have a new theme every year can be confusing for the clubs. It is tied to the President's year and does not promote a continuous development of our organisation.

Regional Zoning of IIW

Of course, we have different culture, religion and so on in the world, but we are all women, with the same feelings and for me International Understanding is the most important issue for Inner Wheel. I also think that it is very important for attracting younger women in the Western part of the world. But I don't know if it is important for the members in the Asian part of the world.

It could be a good idea to make it possible with more cooperation in the 4 zones. And it could be fairer with rotation of the President office.

But we must not forget to Brand us as an important International organisation.

MA – there may be benefits from Zones, as they may enable more cooperation, as the zones would have similar issues to address. TD related the experience from GB&I and that the links and communications between clubs and IIW needs to be improved, which may help with member retention.

ZF – in Philippines they used to have themes, but no longer, which enables better alignment with the president's theme; it must be made very clear, if the theme is released early, that it must not be used in any social media.

GROUP B

Gillette Broadaway, Ingelog Wyndhamn, Kaija Keijola, (Zena Coles).

Leadership Training

The conclusions of the group were as follows:

- Leadership training is vital to a healthy organisation and that this should start with new members.
- While each club and district may operate slightly different–there are basic rules that apply to all members that need to be understood.
- Training should be meaningful and purposeful.
- There would be different levels of training needed:
 - o New Member Training.
 - o Club and District Training,
 - o National and International Training
- Methods of delivery of training could be:
 - o In person or train the trainer.
 - o Zoom or via similar platforms.
 - o Reading material or other collateral.
- The various Components of training were thought to be
 - o Country By-Laws & Handbook
 - o Calendar of Important dates
 - o IIW Constitution & Handbook
 - o IIW Organisational Chart

The workshops could be half day, full, or via meal. GB pointed out in IWUSA there is a flowchart, showing the levels and the communications flows.

IIW Foundation

After discussions and consulting with IIW, there were the following question that could not addressed without further information:

- There were many questions about the Banking Laws and non-profit or charity accounts in the UK.
- Would the Foundation set up as a non-profit charity with its own By-Laws or should it operate under/through IIW?

It was thought that the least expensive way to set this up would be to:

- a) Set up a bank account under the name of IIW entitled Catastrophic Disaster Relief.
- b) Purpose to have funds readily available for immediate use (via a recognised and agreed approval process).
- c) Establish Disaster Relief Committee made up of 5 IGB members.
- d) Committee Members would meet via Zoom and make a recommendation to IGB.
- e) Disbursement of funds to an organisation would need to be fully vetted before funds are released.

GB – Experience from the IWUSA foundation, there are many additional expenses, but does not know the legal background in the UK. Asked what the source of the funding would be, related the IWUSA experience, also money transfer ideas.

MA– suggested that there would need to be some continuity and that the oversight committee of the fund should not change every year.



SL – it should be voluntary contributions, not mandatory donations. TD – thought that it would need charitable status and mentioned that RI created their foundation in 1970s; ZF – in Philippines, it was also founded in the 1970s, where there is a level of donation, where there is a badge, as recognition of the level of donation, which encourages members to donate; the Foundation matches any funds that are donated by IWP for causes; suggested the Foundation for IIW should be explored, not only for disasters, but for projects that have a positive impact on communities. ZF proposed that IIW takes legal advice on costs/issues, from SAS Daniels.

SM – suggested that the terms used need to be very clear if it is to be effective and communicated to the IW world; does not think that the recognition via badges would not work in northern Europe.

GB – provided more information for the IGB on IWUSA Foundation and said that there was a similar badge/ recognition mechanism, along with benefactors.

ZF – mentioned Running Wheel; BvF said it is a friendship body to exchange information; TD – asked what sort of information and why were NRs being invited; BvF – stated that it was not just NRs, it was for all levels and that it was like a forum. CT had not heard of it and BvF said that it was now only for German speaking countries and TD asked if it was only for German speaking, why were NRs being invited. BvF said that Running Wheel is not performing any training, it is just for exchanging information. The consensus was that most of the IGB had no knowledge of Running Wheel.

SM – pointed out that the NR is the link between IIW and the countries, this is their responsibility in their D&R, and that there should not be communications sent to NRs, NGBs, Clubs that have not come through IIW. Also pointed out that IW is not political.

ZF – if any training needs to be done, or information exchange, it should be via IIW and that if NRs were to attend, they would be doing so in a personal capacity.

GROUP C

Liv Elin, Marie-Francois Pignard, Marlies Arnoldus, (Kirsten Moller)

Flagship project for IIW

- a project linked to a good cause
- supports image IIW, branding (signboard)
- needs to appeal to young people
- in line with the 'overall theme'
- clubs need to feel local connection around the world
- hands on and fundraising & creating awareness
- positive vibes of the change we can achieve
- several years so it can be embraced by the clubs
- specific for IW
- link to UN (would be nice – complete picture of IIW)

Projects ideas:

Clean planet for better future. We all live in same world; – Connect Zoom; – Trees; Analphabetism; – problem close to every club help locally.

These should be projects with achievable objectives; that can potentially energise the clubs; need to be identifiable as an IW projects; possibly linked to UN, to enable the benefits of branding to be achieved.

How to Attract New Members, especially Next Generation Members

- Branding IIW, image of IIW is not same worldwide
- Flagship project can help as it puts emphasis on service
- We should show being proud of and happy to be IW members
- Professional promoting and communication might help
- We are strong women, started from women power (not wife's of)
- Emphasise global organisation
- Friends/contacts all over the world
- Approach depends on region
- Northern Europe different challenges than Asia
- Young is a relative term, awareness of value different generations
- Realise that the world has changed; less members for live more 'swarm thinking'
- Exchange approaches of finding and keeping members within regions

IW branding is key, and it is different around the world. Professional communications may be needed to connect with younger potential members more effectively. Communications between all members should be more open. Not only getting new members but reducing churn as well. More flexibility in memberships, as younger people may be interested in particular projects.

ZF – thought it interesting that Group C had connected the two projects, Flagship could attract new members.

ET – thought that the longer term for projects was a good idea; TD – wondered whether the President should just have the International Project, not their own theme, which ET pointed out that this would save money on reprinting. TD – mentioned proposal 17 from Istanbul, that the whole Club needed to agree to a new member joining and it was widely agreed that this does not take place. UA – related her experience of what happens in Nigeria. DAL said that the whole club had been made to agree with her joining her club, but this does not happen now.



GROUP D

Uche Agbim, Zhivka Stoyanova, Shanta Jayalath, (Fe Victoria de Guia).

Formation of Youth Club (12-17 years old)

(These would be Girls only.)

1. What is the aim?
2. Will they have a charter form?
3. Will they have a capitation fee to pay?
4. Can they be allowed to meet and take decisions on activities without supervision?
5. They are minors and they must be guided and supervised.
6. It will be restrictive i.e. Will be difficult to bring them together to operate as a club because they are from different schools.
7. There will be serious turnover because of growth.
8. To foster international understanding exchange programmes could be considered, for example Rotary International exchange. But will be not suitable for under 16 years old.

Our conclusion is rather than form any youth clubs we can get them involved in our social projects that are meant for talented, disadvantaged children and youths. This will help generate interest in charity activities.

Making Clubs Vibrant

- The most important thing is to make a SWOT analysis – Strength, Weaknesses, Opportunity, Threats of the Club. The year will be planning according to a result of this analyse.
- Vibrant Club depend on good planning the year from the President and EC of Club.
- Members are discouraged when they have this notion that Inner Wheel is an elitist club.
- Diffuse that notion.
- Should thematic meetings be held with interesting lectures or training ones.
- Should find suitable places for meetings.
- Joint visits to cultural events.
- Emphasis on the friendship aspect and arrange social outing while the charity and fund raising is carefully arranged and managed.
- When members feel that they are not contributing much financially they shy away and drop out within a short time feeling that they don't belong.
- Encourage meet and share – food drinks etc. It is usually exciting, and members look forward to the meeting as they make more lasting friends.
- This can be done at inductions.
- Look out for members in need, financially emotionally and physically.

- Invite speakers to talk on topics of interest to women and current issue that affect women.
- Encourage members to also prepare and talk on various issues that affect the women and family e.g. How to deal with mothers and sister in-laws, domestic staff and how to deal with difficult family members; How to save on housekeeping expenses, etc.
- Avoid gossips.
- Do not take personal matters discussed outside so as not to lose confidence and credibility.
- Encourage a continuity project – picking such a project will be joint decision so that it can be passed on to successive executives.
- Projects must be involving the participation of every member.
- Look out for members and help when in need.
- Be each other's keepers, share in their joys and in their sorrows.
- The members should be rising on District level.
- The recruiting new members should be quality not quantitative– to be done carefully, not hurry! Every prospective member must have a real idea of our organisation and its principles of unreserved and selfless service. Cases of differing expectations always end in early exit from the organisation. One unsuitable member can do great harm to the club.
- TEAMWORK is most important.

BvF – some clubs are not prepared for younger members, with meeting times during the day, when younger women may be working. DAL – pointed out that if there is only one younger member, they may have little in common with the other members, who may be 30 years older. ZS – as was stated in presentation, there may need to be flexibility in meeting times.

GB – supports the idea of 'youth groups' and although this may not lead to increased membership, it is the opportunity to provide a positive influence on their lives. ZF – stated that Cap Fees may not be payable by younger members; SM – many youth organisations are losing members and in Norway, going into schools would be strictly forbidden; the age range may be a problem as a 17-year-old may have little in common with 12-year-old.

TD – said that she could see that youth groups could be viable in certain parts of the world; SL related her experience, where they weren't asked for money, but small donations e.g., of rice, lentils, potatoes, and worked with a home for the elderly.

EM – said that it is different now and it is harder to get younger people to join clubs, but there could be lessons to learn from RI re: youth clubs, as they have had them for many years. ZF – said that in poor countries, the public schools would welcome any help that organisations like IW could provide.



PROPOSALS FOR 2024

(Sissel Michelsen shares her thoughts below to start an exchange of views.)

The structure of International Inner Wheel is complicated, so complicated that we must have a Constitution Chairman to sort out the mess when we as members have complicated life in clubs, districts, and national governing bodies – simply by just being human beings! To my knowledge – and experience – no human being is perfect, and I'm not an exception. But we strive to be, sometimes some of us succeed in getting close to it – other times we fail.

Those of our members who continue to be just club members, enjoy their local friendship – and that's enough for them, they continue to be perfectly satisfied – that is if they haven't had club members wanting to be queens all the time. If so, they leave their clubs silently, the problem is never discussed openly, this "me first attitude" may go on for years and the club disbands. Sometimes clubs with more than 40 members do exactly that.

We have our three objectives that should show us the way forward. I became a member of IW because our third objective. Unfortunately, some of our members haven't discovered IW outside their clubs, they have lost out on friendship across district borders, across country borders – in fact true friendship and engagement that has enriched my life, and many of yours as well – have once again resulted in this present international governing body – us – being together trying to do a good job for Inner Wheel. Our motives for being here we only know ourselves! To do a good job for IW is not to hide what negative things women can do towards another, but also share the good practices of female cooperation as well as being open on the rivalry going on when trying to get promoted.

This our friendship we started to enjoy on WhatsApp first, some of us have met before at rallies and conventions, and now we have started our team work together. We have reached the highest positions in IIW, we may have won over other candidates that may have difficulties in forgetting their loss. This is one of the side effects reaching the highest level of our hierarchy. I'll return to our hierarchy later.

When we have a soft spot for the international aspect, we have befriended many IW Members across the globe. Some of them may have possessed the same positions as we are having now. But we must remember, they are not part of our team, and when they keep asking questions about things, we know are confidential, we must be persistent in keeping that promise. Our Members must wait for the Minutes, we can't give any preferences to friends. I know you know all this but having been a teacher for more than forty years, I know that repetition is the Mother of Learning. We may experience that some of our members even ask us about who voted yes or no in a certain case. Be aware of this, especially when it comes

from members of your own country! I can't say it often enough, we are women with integrity, not corrupt politicians! We must balance on a very thin line. You remember from our gym classes – we had to find a point on which our eyes were to rest, so that we could cross safely to the other side. Service can be such a point, we are here to serve our members, they are not to serve us.

This little speech has turned out to be more serious than I had planned – and sorry, there is more to come! Then back to the hierarchy. When we look at clubs/members at the base/bottom and move up to the Summit where we find the IIW President, there are certainly many steps to climb. This staircase has always been at the rear of our Members' book in Norway – and I can't help it – it reminds me of the feudal system that was ended through revolutions, both political and agricultural in many countries, years ago.

Approximately in the middle we find the Districts. From the problems that land on my plate, our districts are mostly involved – be it filling the positions within the District Executive Committee, or those who are left out from it, or the criticism towards those who have become elected. I'm sorry to say that it is not friendship that reigns between or inside districts in more countries than one. And I'm also sorry to say that it makes me sick when the same people causing trouble, talk the loudest about friendship!

Districts have disbanded also because of membership decline, or because it is difficult to fill the positions. The F.A.M.A.T. countries have had a new approach to districts, and I've been more than impressed with their work which they are finalising these days. I clearly see that the old Inner Wheel countries are at risk here. How many times can you recycle a District Chairman?

When we became districted in Inner Wheel, I think it mostly had to do with communication, to make the clubs feel that they were linked somewhere through letters and meetings. In those days the postal service was excellent. The postman came at ten and two every day to us, I remember. Today this is a hindrance, but all members are only one computer button away from HQ or from the NR. Are we too organised in Inner Wheel? Do we need all those steps? Do we need all those members involved in Executive Committees, when we think about it, there's always some kind of election going on. When should we use our time to enjoy our membership and not having to find a suitable candidate for this and that? As it is now, I must give advice built on our present constitution. But I live in a country where we are proud of our egalitarian society, and it hurts me when knowing that our organisation has a sort of A and B membership. Not all members can climb to the top of our pyramid.

We've had one revolution in Inner Wheel, the Tulip Revolution in Istanbul in 2012 where Proposal 17 gave access to women without Rotary and Inner Wheel connection. It



came too late for some of the old IW countries, unfortunately. So perhaps we need a more glorious one?

My revolutionary question to you, Friends, can we manage without districts, all clubs under one umbrella? Can we have two approaches to this – where big IW-countries keep their districts and smaller ones can have the same rights to opt for the positions within our IWW EC? If so, we must ask for a genuine process for all IW countries. A Convention is not a process, but a meeting place for “yeses” and “noes” to multiple and not very supporting proposals – and that won’t do the trick! So far, we have only been mending the existing and to do that is not to move forward and create something new.

We must ask for a **Committee to prepare the transformation, to involve members on all levels, to reduce our hierarchy** in all countries and start working together – one big aim at a time. Then we will be flourishing!

Thank you for listening!

Gill Broadaway, Ingelog Wyndhamn and Zena Coles agreed to be on the Committee to evaluate proposals.

MA – related that can be difficulties with people becoming involved at the District level, so, wondered about the value of having districts. CT – said that the problem is not at district or national level, but there must be open minds and more flexibility, and this is where the work needs to be done. EM suggested that maybe NGBs could be abolished, and powers given to districts and maybe a new structure could be found for the organisation. SM – said that there could be a committee to investigate this, with the view of creating a proposal to convention; there would need to be less officers if there weren’t districts.

TD – related her experience within GB&I, the cooperation is good between districts in Scotland and within GB&I there are 29 districts. There was an open discussion regarding the Cap Fees being paid in different countries and the proportions of which are allocated to National, International and what is left for the clubs.

MA – suggested that the district level is sometimes seen to be too controlling and not being as stimulating, which is what is needed to enable IW to move forward. TD – summarised that if the IGB were polled, there would be different experiences and views regarding the District level. IW – agreed with TD and said that it worked in a similar way in Sweden, with information being filtered down from the National level and there are group discussions, etc.

ET – suggested that the C&H needs to be simplified and remove National by-laws and the districts enable people to learn before reaching the National level. Everybody has representation under the current system, but the layers in IW have financial costs.

GB – Said that the by-laws need to be in sync with the C&H, otherwise they need approval by the Exec., and that if there wasn’t a district, it would put more emphasis on the GB of that country and could cause issues getting officers at the National level.

DA – thought that it would be a shame if there were not Districts in NZ, as there are districts projects as well. Agreed with ET that the districts provide an essential training ground for moving to National Level.

ZS – Bulgaria has a small district and the clubs work well together and asked when the best time is to create a second district. ZF – said that it was best decided in each individual country and there is no rule on forming a second district. SM – there can be a downside of creating a second district, in that there can become competitive and less collaborative with each other.

BVF – gave her experience from Germany and ZF commented that it must be difficult to have so many large districts, having an NR, but not having an NGB. SM – as the second largest IW country in Europe, in her opinion, there should be serious discussion about an NGB.

CT – Initially, there are six districts and there are some slight differences in the way that they work; there needs to be combination of skills to move forward, and training should be provided from IWW for all DCs.

UA – The district structure in Nigeria works well, with 6 districts, who meet to deliver training, etc., and this is then filtered to the clubs. The NGB meets three times per year and there is a rally once each year and pointed out that the members at the district level have experience and can help their clubs through that and where an issue is beyond their knowledge, it can then be brought by the district to the National Level.

KK – in Finland there are 4 districts and cooperation is very good; there are two districts’ meetings and two national meetings per year.

SJ – only 1 district, with 400 members and being a small island, it is not difficult to move around the island. There is a difficulty to find members to become involved at the district level.

LL – Norway, 4 districts, hers is a long one and thinks mean a lot of travelling and reiterated what others have said, that there can be a difficulty in finding people for these roles. There are only three people on the district committee; at the club level, people say that the fees are high to pay for the different levels, which can be a barrier to people joining IW.

MA – NGB has 3 districts and has issues getting people into roles; there are questions asked as to whether the current structure is the most appropriate and do they need the



number of officers, for only 2,000 IW members. Not all the Districts have full committees at present.

MP – FAMAT – thinks that each level of the current structure is important and in FAMAT, the clubs are close to the district and vice versa and there is often great pride in the club to which the FAMAT member belongs.

ZF – said that there is a body of past-Presidents and past-DCs, who provide guidance, but only when asked; they meet periodically, primarily for fellowship and sharing their experiences.

SL – with the vast numbers of members and clubs in India, there is a vital need for districts, otherwise things just could not function.

ZF – districts can perform an important function in being able to support clubs and identify clubs that may be ready to disband and to prevent this from happening.

ANY OTHER BUSINESS

SL – when speaking in Istanbul, a male member of IW got up to speak, which SL didn't know existed. This is allowed in Netherlands due to equality laws. TD – RI were taken to court after they refused entry to a woman, which was thrown out and led to RI having to admit women, which has impacted IW's recruitment. GB – said that there was a male member in the US for many years, who attended meetings, along with his spouse.

ZF – brought up the topic of transgender members, DAL said that it should be up to the individual clubs, and this was a case of people's human rights. SM – as a friendship organisation, IW should be accepting of all people; DAL said that there was a transgender DC in NZ. ET – pointed out that if challenged in court, any people would be able to join, based upon most legal positions in IW countries. KK – said that IW was not a 'Women's Organisation' but a service organisation.

CT – asked why not change IIW documents, etc., from women/woman to person? DAL – did not see that as a problem, as it would not be advertised and would cover IIW if such a legal position arose.

ZF – explained who was in the C&H positions and that SM would be asking some of the IGB to join a new Committee, which in the run-up to Convention, would consider Proposals received. Said that the IIW reserves are inflated as there have been substantially reduced costs, as there has been so little travel in the last few years. UA – said that the purpose of the organisation is not to accumulate funds, SL – pointed out that the loss on the last Convention was paid for from IIW reserves. UA – said don't allow the cost of joining IW to drive away potential members; people prefer spending money on projects, as opposed to Cap Fees; supports the creation of a

Foundation, as there are people who are very generous with their donations.

TD – asked how members would feel if the Cap Fees were increased by 50p to £4.00 and that this increase would be used for a Foundation. SM pointed out that before the above scenario, there would need to have been a proposal to create a Foundation first.

GB – asked about the duration of tenure of CC and Treasurer for three years and in those roles, there is a need for continuity in specialised; ZF said that this could be changed by a proposal; suggested that the role of Media Manager should be an active participant and have a voting position; SM said that this would need to be done as a proposal. It was agreed that a possible proposal should be investigated.

MA – suggested that the NR gives an overview of projects, which should be shared more widely, so there can be cross pollination of ideas.

CT – documents that appear on the website, e.g. last year's election results, were not circulated in Italy and asked whether they had been sent out – AP confirmed that they had and several IGB members who were NRs last year, confirmed that they had received them; also asked whether the NR should circulate the Exec Meeting minutes, and it was confirmed that they should be and should be translated (where necessary) and that they should not be edited selectively. TD related how the minutes were circulated in GB&I, in that the NR provides a precis of the Exec Minutes for circulation.

ZF – reiterated that those that are informed by phone, e.g., elected VP, is informed not to share this information by any means, until the other candidates have been informed.

CT – are documents effective immediately when received and ZF answered that would be the case, unless there was an effective date on the documents.

ZF – Thanked everyone for their contributions, time, and friendship over the last few days.

TD – on behalf of the Exec and all the BDs, gave her thanks to a real 'Wonder Woman'. She will be requesting report from Zeny, as TD would like to provide a report to the UN for what IW does and to raise the profile of IIW.

Gave thanks to Prabha and to AP for the contributions and great patience.

ZF called the meeting to an end after thanking everyone for their time, commitment and contributions over the last few days and wished them safe travels back to their homes.



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