

The FAWCO Foundation Report

The FAWCO Foundation is the philanthropic arm of FAWCO and is a not-for-profit 501(c)(3), incorporated in the state of Missouri.

2019–2021 FAWCO Foundation Board of Directors

President: Barbara Bühling (AIWC Düsseldorf)

VP Communications: Tracy Moede (AWC Hamburg)

VP Fundraising: Lauren Mescon (AWC Amsterdam)

VP Programs: Angie Aebersold (AWC Bern)

Treasurer: Kathy DeBest (FAUSA)

Secretary: Louise Greeley-Copley (FAUSA)

Parliamentarian: Janet Davis (AIWC Cologne)

Special Appointment to the Board (non-voting)

FAWCO President, Emily van Eerten (AWC The Hague)

Presidential Appointments (non-Board members)

Archives Team Lead: Liz Janson (Munich IWC, FAUSA)

Counselors' Liaison: Suzanne Wheeler (AAWE Paris, FAUSA)

Development Grants Administrator: Nan de Laubadère (AAWE Paris, FAUSA)

Education Awards Administrator: Jennifer Todd (AIWC Düsseldorf), Shelly Schoeneshoefer (AWC Hamburg)

Target Fundraising Coordinator: Julie Lehr (AWC Amsterdam)

2019 BOARD REPORTS

President

This has been a year of transition for The FAWCO Foundation Board. Although several of the board members (including myself) were on the previous Foundation Board, only one of us, Louise Greeley-Copley, remained in the same position. As we have worked together to transition into our respective roles, it has been a year of learning not only about The Foundation and what our jobs entail, but also how we can most effectively support one another. We are fortunate to have “mentors” to guide us through the process including Tracy Moede who shifted from VP Programs to VP Communications, Janet Davis who shifted from VP Communications to Parliamentarian and Suzanne Wheeler who shifted from President to Counselor Liaison. We are grateful to all of them for the history they can provide -- and for their patience.

We came onto the board at the tail-end of the Target Project “Hope Beyond Displacement” and had the benefit of doing the completion work for a very successful project. Shortly before the Conference, in line with our Mission Statement, the previous Foundation Board approved granting \$3,000.00 to FAWCO for

the Target Program in recognition of the successful joint effort with our sister organization. The monies were presented to FAWCO at the Edinburgh Conference.

A notable achievement for The Foundation in 2019 was in the area of communication. The new and improved FAWCO Foundation website went live right before the Edinburgh Conference! A lot of work went into the creation and detail of our new website and thanks are owed to: Rheagan Coffey (AWC Dublin) responsible for the beautiful design, Cat Conner (AWC Hamburg) who handled all the back- end technology, Janet Davis (AIWC Cologne) and Suzanne Wheeler (AAWE Paris). The many Skype calls and all the discussions, changes and corrections resulted in a very beautiful website. Well done, Website Team!

Our June meeting was a successful "Foundation 101" from which each one of us came away with a better understanding of The Foundation. It was a beneficial review for all of us. Through this process, we have all identified the areas of The Foundation on which we want to focus.

The following are a few of the Board's noteworthy accomplishments in 2019:

- Worked with the new and improved website that was introduced at the Conference in Edinburgh to ensure that the information is clear and easy to access.
- \$191,000 was raised and presented to the Collateral Repair Project for Hope Beyond Displacement as the Target Project for Education came to a very successful conclusion. Money has already been donated for the current Target Program for Health even though the project has not yet been identified.
- Fundraising effort at the 2019 Conference in Edinburgh netted over \$30,000.
- Worked to master the intricacies and benefits of both GSuites and our electronic archives.
- Continued to investigate ways to reach out to FAWCO clubs and their members to spread the word about our programs with the goal being not only to encourage individuals to apply for Education Awards and clubs to nominate charities for Development Grants, but to inspire clubs to sponsor these awards.
- Identified the areas that need our attention in the coming year, particularly in the area of financial strategy and fundraising resources and opportunities.

Please also see my conclusion at the end of this report.

Respectfully submitted, Barbara Bühling, President

Vice President Communications

The Foundation Communications continue to keep me very busy since I took over the position in March 2019 in Edinburgh.

I have met with Janet Davis (AIWC Cologne), the previous VP Communications, to learn the basics of the position concerning the website: editing, making and publishing new articles, and updating photos and time-sensitive information. The FAWCO Foundation website remains visually exciting and user-friendly. After all, what good is a website if our visitors can't find what they're looking for, be that EA, DG and Target information, fundraising ideas, or ways to donate to the Foundation's programs?! We continue to

add and edit content and are giddy with excitement when we see how many hits a certain page (or pages) gets.

I was also introduced to The Foundation's NEWS and Constant Contact; the online marketing company used to produce and distribute the NEWS. Our publication continues to come out quarterly, bringing our subscribers information that is useful, timely and hopefully entertaining. The NEWS seeks to keep FAWCO members informed about what is currently happening with The Foundation including details regarding the annual conference, Education Awards and Development Grants, current and new programs and initiatives, and valuable information for our member clubs. Anyone who wishes to receive the NEWS can sign up on The Foundation homepage (www.fawcofoundation.org).

I have begun a handbook on the jobs and detailed work processes involved for this position. The learning curve is steep for someone with very little website experience, namely me. Hopefully, this will make future transitions easier and less anxiety provoking.

For a short time, The Foundation VP Communications was part of the FAWCO PR & Media Team. However, since The Foundation has its own schedule of events, separate from FAWCO, it was decided by the board to leave the PR Team and develop our own Facebook and other Social Media posting schedule. I have set up this calendar and have shared it with the VP Programs and VP Fundraising, as these two positions together, along with VP Communications, handle the majority of the social media work.

Our yearly costs for website hosting, Constant Contact (our email program) and IT support (Cat Conner, AWC Hamburg) have been consistent since 2015. Of course, there are still "emergency" emails and Skypes throughout the year.

I have enjoyed my first year as VP Communications and truly appreciate the trust put in me by The Foundation. I have learned a great deal and look forward to using my newfound skills in the future.

Respectfully submitted, Tracy Moede, Vice President Communications

Vice President Programs

2019 Development Grant Recipients

In 2019 there were a total of 29 applicants for Development Grants. Progress reports from the seven recipients are due by the end of January; updates about the recipients and their programs will be announced at the Interim Conference in Luxembourg in March. A total of \$38,500 was disbursed through these seven grants, funded by FAWCO clubs, individual members and The FAWCO Foundation. The recipients, award sponsors and nominating clubs were:

EDUCATION

AW of Surrey Hope Through Education \$5500

Recipient: A Kindergarten for Tribal Children in India - Hazarwadi, Maharashtra, India

AWC Hamburg

Nandanvan has successfully used watershed development ("catching the rain") in desertified areas of Maharashtra, India to replenish groundwater, to increase agricultural production, and to improve the lives of tribal inhabitants, amongst the poorest people of India. To ensure the sustainability of this socioeconomic advancement, it is essential that children, especially girls, of these communities receive an education. Fundamental learning skills and habits necessary for attending public schools can be acquired in kindergarten. This DG will finance construction of a kindergarten building in Hazarwadi to serve 48 tribal families in three villages, where a watershed program was just completed. The 50m² building will contain a classroom, kitchen and sanitation facilities. A needed foundation for future education will be provided bringing sustainability to the new socioeconomic growth.

Educating Women & Girls Worldwide *Sponsored in part by Renuka Matthews* **\$5500**

Recipient: Keeping Backpacks Full of Hope - Dakar, Senegal

AIWC Genoa

Secondary education for impoverished girls delays child marriage and pregnancy, creates increased economic growth, reduces population growth and improves children and women's health. Secondary education can end the vicious cycle of poverty. Keeping Backpacks Full of Hope benefits 174 people – our 58 slum-dwelling girls and their parents - by keeping these girls in secondary school. WFG supported these girls throughout elementary school when there were no school fees and we promised our support until they completed school. The DG funds will pay their school fees and supplies, and increase our coordinator's visits to their families and teachers. Keeping girls in high school is a yearly uphill battle and so worth fighting; it is one sure way of giving girls the power to make proper choices later in life.

Pam Dahlgren Educating Africa's Children **\$5500**

Recipient: Tools for Equal Opportunities: Tutoring Disadvantaged Girls in Niger - Niamey, Niger

AAWE Paris

Les Amis de Hampaté Bâ, focuses on educating 50 girls from extremely disadvantaged backgrounds in secondary school in Niamey, Niger. These girls come from illiterate families, have no electricity, walk more than 1 hour each way to school and frequently do not have enough food. Niger is one of the poorest countries in the world, at the bottom of the UN charts for girls' education, and sadly at the top for early marriage. The DG funds will finance a tutoring program with specialized remediation teachers in small groups in key subjects, providing training and ensuring the girls have equal opportunities to not only stay in school, but succeed with diplomas that will help them find employment outside the home and break the cycle of poverty.

ENVIRONMENT

Nurturing Our Planet **\$5500**

Recipient: Stepergy - Rural Morocco

AIWA Rabat

One billion people aren't connected to electricity. The absence of this essential resource makes it impossible for such populations to perform a number of simple tasks and even harder for children to study or do their homework at night. Stepergy is a device that generates light by lifting a weight and it doesn't need any other external energy. It is essentially composed of a pulley, gearings, an Led and a bag. To

operate the device, you just have to lift, with the aid of the pulley, the weight of the bag, which falls gradually. Once the bag reaches the ground, it is simply lifted to repeat the process. Since the cost point of a single Stepergy is \$30, the DG funds will allow production of 180 devices and hence change the lives of 180 families lacking access to electricity. The population will have access to clean, renewable and sustainable lighting.

HEALTH

Critical Health Concerns \$5500

Recipient: 2019 Fistula Foundation Fistula Repair Surgery Program - Africa and Asia
AWEP

Fistula Foundation provides funding for women to receive free, safe obstetric fistula repair surgery through trusted partners in Africa and Asia. Obstetric fistula is a childbirth injury caused by prolonged and obstructed labor that leaves a woman incontinent of urine or feces or both. A woman with a fistula is too often rejected by her family and shunned from her village due to her foul smell. Obstetric fistula most commonly occurs among women who live in low-resource countries, who give birth without access to medical help and the only cure is surgical treatment. On average, the cost of one fistula repair surgery is \$586 USD. The DG funds will restore nine women with their dignity and give them hope for a new future.

HUMAN RIGHTS

Breaking the Cycle Sponsored in part by AW Eastern Province \$5500

Recipient: More Than Just a Cup of Coffee: Barista Skills Provide Dignified Work to Survivors of Human Trafficking - Amsterdam, The Netherlands

AWC Amsterdam

This project will give survivors of human trafficking the chance to find dignified work by completing barista training. The DG funds will enable Not For Sale Netherlands (NFS) to expand their current culinary training to include coffee preparation. The funds will be used to pay the salary of the professional barista trainer and to pay for supplies and the curriculum. The goal of this sustainable project is to give women the skills to find employment as baristas at the two restaurants run by NFS, or with other companies offering internships and ultimately, full time employment. The project will give survivors the opportunity to build an independent life and prevent them from returning into the hands of traffickers.

FAUSA Effecting Change For Women and Children at Risk \$5500

Recipient: Training Potties for Refugees - Greece

FAUSA

Refugee camps have an immense need for training potties. Conditions, which may include shared bathrooms and cleanliness concerns, make training without training potties very difficult and many refugee children have extra difficulty potty training due to significant trauma. As a result, children stay in diapers longer than they might otherwise, putting additional strain on families, as diapers are very expensive. Earlier potty training is also better for the environment as it saves unnecessary waste. At the current purchase price, the DG funds will allow CTF to purchase 1,833 training potties for refugee families in camps in Greece. Due to the nature of refugee communities, we expect that once each family is finished training, they likely will pass along each potty to additional families.

The Foundation thanks Nan de Laubadère and her committee for overseeing the 2019 DG program.

In 2020, The FAWCO Foundation is pleased to be able to offer nine Development Grants, each in the amount of \$5,000, again funded, fully or partially, by FAWCO clubs, individual members and The FAWCO Foundation. These grants are:

AW of Surrey Hope through Education \$5,000

Educating Women and Girls Worldwide, *sponsored in part by Renuka Matthews* \$5,000

Pam Dahlgren Educating Africa's Children \$5,000

Nurturing Our Planet \$5,000

Critical Health Concerns \$5,000

Breaking the Cycle, *sponsored in part by AW of Eastern Province* \$5,000

FAUSA Effecting Change For Women and Children at Risk \$5,000

Safe Haven, *sponsored in part by Friends and Family of Louise Greeley-Copley* \$5,000

Global Issues, Close to Home \$5,000

2019 Education Award Recipients

In 2019, there were a total of 50 applicants for Education Awards. Progress reports from these recipients are due at the end of January; updates about the recipients and their programs will be announced at the Interim conference in Luxembourg in March. A total of \$45,000 was disbursed through these nine awards, funded by FAWCO clubs, individual members and The FAWCO Foundation. The recipients, award sponsors and nominating clubs were:

ACADEMIC STUDIES AWARDS For Children of FAWCO and FAUSA members

Arts Award \$5,000

For undergraduate or graduate study in the history, theory and/or practice of the performing arts, visual arts, film and media arts, architecture and graphic arts.

Recipient: Olivia Jimenez

Olivia seeks a major in film production. She believes that our world is filled with stories worth sharing but in order to share them, these stories need translators. She hopes, with her scholarship and a passport, that she can add her own voice through an American undergraduate education in Cinema. Her mother is a member of AWC Amsterdam.

Sciences Award \$5,000 *Sponsored in part by AIWC Genoa and the Bacigalupo family, in memory of Frieda Bacigalupo Natali*

For undergraduate or graduate study of scientific subjects (e.g., biology, chemistry), mathematics, medicine, engineering, environmental studies, computer science, economics or business administration.

Recipient: Imogen Jacques

Imogen is currently pursuing a Master's Degree in Science in the Geography of Environmental Risk and Human Security at the United Nations University in Bonn. She is most interested in climate adaptation, which is why she applied for the Young Leader Program at the Global Centre on Adaptation in Rotterdam; she was interning here for the first part of 2019. After this, she will write her Master's thesis on Climate Adaptation, focusing on Ecosystem-Based Adaptation solutions that reduce exposure to disasters. Her mother is a member of AIWC Cologne.

Humanities Awards \$5,000

For undergraduate or graduate study in the fields including, but not limited to, education, law, social studies, history and languages.

Due to generosity in sponsorship, there were two awards available which were given to the two highest-ranked applicants:

Humanities Award *Sponsored in part by AAWE Paris, in memory of Gertrude de Gallaix*

Recipient: Benjamin Mowat

Benjamin believes the best way to improve the world and fight injustice is through policy and diplomacy. Over the past years, he has volunteered with campaigns, worked with Democrats Abroad, and become active in his local community organizing and speaking at events. He has always wanted to learn more, do more, and make a positive impact on the world. He believes that his chosen major of Political Science will give him the knowledge and connections he needs to achieve his goals. His mother is a member of AWC The Hague.

Humanities Award *Sponsored in part by Caroline Newton*

Recipient: Rachel Drucker

Rachel plans to pursue a dual degree Master's program in Social Work and Special Education, with the ultimate professional goal of becoming a school social worker. Her experiences serving as a City Year Student Success Coach with at-risk fifth graders for two years solidified her desire to enter the field of social work and continue to provide trauma-informed social-emotional support to students. She plans to pursue the Children, Youth and Families concentration in social work, in order to focus her efforts on supporting elementary school students' social-emotional needs. Her mother is a member of AWC Amsterdam.

DUAL CULTURAL AWARD For Children/Grandchildren of FAWCO members - one Parent/Grandparent must be American **\$5,000** *Sponsored in part by AWC Bern and Donna Erismann, in memory of Suzanne Erismann*

To be used to attend a semester of American high school or an academic or structured educational summer program in the United States.

Recipient: Sophie Romain

Sophie is applying to the Young Scholars Program at the University of Maryland to gain an authentic and demanding college experience, while earning college credit. Building on the Immerse Law program she completed last summer at the University of Cambridge, she plans to attend the course "Leadership of the Common Good" which will allow her to improve her critical and persuasive reasoning and to study the theory and practice of public leadership, citizenship and civic engagement in the United States. She also hopes to gain a deeper understanding of public policy and a more precise assessment of university life in the United States in order to make a more educated choice in the fall when selecting universities and a course of study. Her mother is a member of Munich IWC.

MEMBER AWARDS For FAWCO and FAUSA members

These awards recognize the diverse lives of our members, their achievements and their never-ending quest for knowledge and self-improvement.

FAUSA Skills Enhancement Award \$5,000

This award is for acquiring new skills or enhancing already existing ones. This will allow a FAWCO or FAUSA member to become more capable, competent and confident by acquiring the skills to improve performance in any given field.

Recipient: Mary Wienke

Mary Wienke worked as an attorney in the United States. Since living in Germany, she has provided legal opinions on matters that involved English speakers, but never felt confident enough to help German speakers. She plans to study German at the Goethe-Institut so that she could work as a volunteer to help women who have suffered abuse, such as victims of trafficking, obtain the legal assistance that they need; and to provide support so that such women understand their rights and how the law can help them. She would also liaison with their lawyers to assure their cases receive the necessary attention. She is a member of AWC Hamburg.

Women in STEM \$5000 *In Honor of AWA Dubai's 21 years serving the international community of Dubai*

This award is for the study of STEM disciplines including the study of chemistry, computer and information technology science, engineering, geosciences, life sciences, mathematical sciences, physics and astronomy.

Recipient: Rebecca Zenkevich

Rebecca Zenkevich, a member of AWO Moscow, has spent 7.5 years working full-time in acute care as an Occupational Therapist. In working with an aging population, she learned that she wanted to change public perception about how much this population can do. She wishes to gain a deeper understanding of elderhood, improve her language when talking about aging and become an advocate in "Disrupting Ageism" no matter where she lives or works. It is her plan to enter a Graduate Gerontology program where she can develop her profession as an Occupational Therapist.

Continuing Education Award \$5,000 *Sponsored by Mary Stewart Burgher of the AWC Denmark, in memory of Pauline "Pete" Arnold Schweppe*

This award is for a FAWCO or FAUSA member to further their education at university or an equivalent level through courses, workshops and certification programs. Subjects can encompass all areas of interest - *inter alia*, journalism, writing, the arts and philanthropy, however, **excludes** science, technology, engineering and mathematics (STEM) subjects.

Recipient: Maya Guice

Maya Guice has worked freelance as a brand consultant, producing websites, posters, press kits, and presentations for a variety of small businesses related to the arts. She plans to begin design courses at the Miami Ad School in Berlin, Germany where she intends to take a custom set of technical classes related to the Adobe Creative Suite, typography and UX/UI design. She believes that taking professional-level, structured design courses will allow her to not only master design and branding principles, but also communicate more effectively with her colleagues and clients, and ultimately, feel empowered to take on bigger, more complex projects. She is a member of AWC Berlin.

Shirley Kearney University Study Degree Award \$5000

For continuing or resuming studies in an undergraduate or graduate level university degree program.

Recipient: (Cecilia) Zhou Zhuang

(Cecelia) Zhou Zhuang, member of AIWA Rabat, has volunteered her personal time to provide entrepreneurship forums and gender equality workshops to hundreds of young professionals in China. She has hosted high-panel discussions between college students with British Parliament members, foreign diplomats, and a former Vice Mayor of Los Angeles. In 2015, she was honored to share her experiences at the UN Women's "Empower Women Luncheon" in Shanghai. Her social media platform produced a Girls 20 Ambassador, a Harvard Seed Fellow, 160 Asia Pacific Youth Exchange participants, and 109 UNESCO Language Champion Challenge participants. Her intended field of study is a Master's in development management at the Asian Institute of Management.

The Foundation thanks Jen Todd and her committee for overseeing the 2019 Education Awards Program. Jen stepped down from her position as Education Administrator at the end of 2019. We heartily thank Jen for all of the time and energy she invested in leading this very worthwhile program. We were very fortunate that she was a part of our team.

Jen's successor is Shelly Schoeneshoefer (AWC Hamburg). We welcome Shelly to the team and we look forward to working with her!

In 2020, The FAWCO Foundation is very pleased to offer nine Education Awards, each in the amount of \$5,000, again funded, fully or partially, by FAWCO clubs, individual members and The FAWCO Foundation:

Academic Awards

Arts Award \$5,000

Sciences Award \$5,000, sponsored in part by AIWC Genoa and the Bacigalupo Family, in memory of Frieda Bacigalupo Natali

Humanities Award \$5,000, sponsored in part by AAWE, in memory of Gertrude de Gallaix

Vocational Award \$5000

Dual Cultural Award \$5,000, Sponsored in part by the AWC Bern, Donna Erismann (in memory of Suzanne Erismann) and Elaine Terlinden of AIWC Düsseldorf

FAWCO and FAUSA Member Awards

Shirley Kearney University Study Degree Award \$5,000

FAUSA Skills Enhancement Award \$5,000

Women in Science, Technology, Engineering, Mathematics and Medicine, in honor of the AWA Dubai's 21 years serving the international community in Dubai \$5000

Continuing Education Award, sponsored by Mary Stewart Burgher of the AWC Denmark, in memory of her mother Pauline "Pete" Arnold Schweppe \$5000

I enjoyed working as The FAWCO Foundation VP Programs. It is a fulfilling, rewarding and fun way to contribute to the work of the Foundation. In the last year, I have been learning new skills and broadening my horizons.

Respectfully submitted, Angela Aebersold, Vice President Programs

Vice President Fundraising

Education Awards and Development Grants: Since Edinburgh, emphasis has been on informing clubs that they or individuals can donate and sponsor EAs and DGs since this has not been a fundraising year for Target. It has been slow to catch on. We have not had many opportunities to get the word out to clubs but publication of an article in The Foundation News has sparked increased interest. Louise Greeley-Copley, Foundation Secretary, will partially sponsor a DG as a result of a birthday fundraiser! She raised a total of \$2,514.00 which will result in a new Development Grant called "Safe Haven" for the Human Right to safety and shelter.

We need to verify our status with FB page so that we can take donations directly through FB and keep our information updated on Charity Navigator and Guidestar in order to encourage individuals to fundraise for TFF through FB events.

Donation Cards: We tried to ramp up the donation card effort but unfortunately that fell short. We raised \$75.00 from the few we sold in 2019.

Friendship Quilt Raffle: This year's quilt - "Tell Me a Story" - designed and completed by our Quiltmistress, Roberta Zöllner, measured 142cm x 285cm, consisted of 374 books and was created from the contributions of 39 donors from 17 clubs. The raffle raised \$4,556.00. Mary Stewart Burgher of AWC Denmark was the lucky winner of the quilt raffle.

Class-y Combo Raffle: In this year's high-end raffle, a MiniRoo purse and an Hermès scarf netted \$874.00. The combo was won by Teresa Mahoney from AWC The Hague.

Benefactors: The Benefactors program continued this year raising \$3,664.00 with 12 benefactors. Based on donor requests for raffle tickets as part of their benefactor package, raffle tickets were again included as a benefit for benefactors. The same money spent to be a benefactor was spent by some members simply to buy raffle tickets to greatly increase the odds of winning the quilt. This improved the numbers for the quilt, but not for the Benefactors program. It has been recommended that we not include raffle tickets in the benefactor packages next year.

Charms and Charm Bracelets: The charms this year were made by the Edinburgh club with a thistle on one side and conference logo on the other. There were also charms and charm bracelets from previous conferences available for sale. 45 charms were made and sales totaled \$1,425. We ordered an additional 10, nine of which were pre-purchased. We also had a few 'imperfect' ones left over, three of which were sold at a \$10 discount. There were 19 Target Charms remaining in Edinburgh in 2019, nine of which were sold and the remainder given to Tricia Saur to give to CRP.

Backing Women Boutique: Marie-Benedicte Luxem did an excellent job with the Backing Women Boutique at the Edinburgh conference. A couple of new items, a 'sports duffel' and a first aid kit, were introduced with the intention of aligning with the new Target Project - Health. Sales of these products were

not as successful as hoped. The new Target Fundraising Coordinator, Julie Burke-Lehr, also sold Backing Women items at Regions 4 and 5 meetings, bringing in \$150 for Target Health.

We also purchased 23 pieces of jewelry (13 necklaces, one brooch, and nine pairs of earrings) with the Backing Women logo from Monica Gomez Candela, an artist in Madrid. We have sold or raffled off four pieces, at Regions 1, 4 and 5 meetings and at the FAUSA getaway, netting a total of \$582 from Regions 4 and 5, 72 pounds from Region 1 and \$60 from FAUSA.

The Backing Women Boutique continues to make a minimal profit but is very instrumental in helping to spread the word about Target.

Foundation Night 2019: Foundation Night was a success in Edinburgh with the theme “Be True to Your School.” The funds raised totaled \$33,920.00 (more details below).

The evening was called “Be True to Your School” and guests were encouraged to come dressed representing their school, which fortunately included Hogwarts Academy! The theme generated interest and it was a fun atmosphere with the majority of the guests wearing their alma mater attire or school uniforms and, of course, there were several Harry Potter fans. There was a costume contest and albeit challenging to judge, by audience applause Liz Janson was declared the evening’s winner for her Beekeeper attire. We also recognized the several dressed as ‘schoolgirls’ with the plaid skirt and white shirt. We held both Live and Silent Auctions. There was no online auction this year. The table decorations reflected the theme and consisted of tartan plaid runners across the tables, pompoms and megaphones.

Live Auction: Nine items were auctioned off, with one selling twice (African safari), for a total of \$14,950. The Live Auction was coordinated by Barbara Bühling with the help of her co-chairs, Marilee Watts (FAUSA) and Heather Bloemperk (AWC Antwerp). The auctioneer was provided by the AWC Central Scotland and began with a high price and went down rather than starting with a low price and going up. 25% of the proceeds from any items donated to the Live Auction by the Central Scotland club was donated to charities identified by AWC Central Scotland - CLIC Sargent and Trees for Life.

Silent Auction: Carol-Lyn McKelvey of AIWC Cologne/FAUSA led the Silent Auction Team and 168 items were displayed. There was a wide mix of items and all items were displayed by category. Included in the items were three original prints which were auctioned off for the Target Project. The amount raised at the Silent Auction was \$7,703.00. The items were set up and presented well. Check out at the end of Foundation Night ran very smoothly. 25% of the proceeds from the Silent Auction was donated to charities identified by AWC Central Scotland - CLIC Sargent and Trees for Life.

Lucky Lunch Bags: In keeping with the school night theme, the grab bags were Lucky Lunch Bags. Aurora Silvestri, now repatriated, and Julie Burke-Lehr from AWC Amsterdam coordinated this effort. They spent their own funds to buy colorful bags and low cost items prior to the conference. Additional items were donated by club members. The bags sold for \$5/€5/£5 and could be added to one’s tab, something we all found helpful. The total raised was \$685.00.

Target Program: The Target Project: *Hope Beyond Displacement* wrapped up just before the conference. It was truly a fundraising project that sold itself. The Target Project fundraising period ended with a total of \$191,502.

The Deep Dive Report compiled by Barbara Bühling was excellent and offered many insights into what worked well.

Seed money for Target 4.0 has already been coming in: In addition to the money from the BW Boutique and BW jewelry sales mentioned above, Region 5 donated their excess funds of \$100 to the Target program, Region 4 donated a portion of their excess funds of €561.69 to the Target program, Bogota donated \$800 to the Target Program, Tharien Eck donated €864.00 to the Target program from her Christmas card sales, and Mary Stewart Burgher donated \$184.00 on behalf of her Denmark club from her earring sales at Region 5's meeting. AWC Amsterdam donated approximately €7220.00 from their Share Your Gifts for Good Campaign, AWC Berlin donated €530.00 to the Target program and additionally many more donations.

The total collected for Target 4.0 as of December 9, 2019 is \$14,662.67.

I am looking forward to the upcoming year!

Respectfully submitted, Lauren Mescon, Vice President Fundraising

Treasurer

The following pages give the financial statements for the FAWCO Foundation for 2019, with a comparison to 2018. The Foundation accounts are reviewed each year by an independent certified public accountant (CPA). Each review is done in the following year, so the latest letter, reporting on the independent review for 2018 is included.

Summary: The Foundation is in sound financial condition.

The Foundation had \$362K of cash assets at the end of 2019. \$110K is restricted funds and \$252K is unrestricted funds providing a solid financial basis from which to continue to drive and support The Foundation's programs. In 2019, The Foundation had income of \$115K and made disbursements totaling \$177K. The \$62K difference was funded largely by cash assets from restricted funds and the balance from unrestricted funds.

Balance Sheet

At the end of December 2019, The Foundation had total assets in cash of \$362K.

The Restricted Fund (\$110K) is comprised of two elements:

- Temporarily Restricted Funds (\$100K) representing donations from donors who have specified that the funds be used for specific Foundation programs (Education Awards, Development Grants and the Target Program) beyond the current year's end with some disbursements to be made over several years into the future.
- Restricted - Endowment Funds (\$10K) are donations collected in the past in response to a call to establish an Endowment Fund. There has been no activity related to this Fund in recent years.

The Unrestricted Fund (\$252K) also comprises two elements:

- Board Designated Reserve Funds (\$123K) established several years ago to provide a safety net to ensure the Foundation's programs would be funded for at least 2 years without any external donations.
- Unrestricted Funds (\$129K) is everything left after deducting the restricted and reserved funds from the total cash assets.

Income and Expense Statement

The Foundation is on the cash basis of accounting. This means that the income and expenses are recorded when the funds are received into, or paid out of, The Foundation's bank accounts.

There are three major categories of Income and Expenses: Donations/Programs, Fundraising and Administration.

To aid in program planning and budgeting, the Foundation's goal is to disburse funds in the year after the donations are received. With this donation information as a basis, The Foundation plans the number and level of disbursements (grants and awards) for the next year, as well as the level of additional funding that it will add on top of the donations received. The Foundation tops up the awards and grants from its Unrestricted Funds base.

As the Foundation is on the cash basis, there can be large fluctuations from year to year, especially in income, due to large donations received in one year that are to be paid out over several years. This is the case with certain Education Awards and Development Grants.

Fluctuations in expenses are generally due to a change in the number or amount of Awards and Grants disbursed.

The Net Surplus/(Deficit) in any year must be viewed in combination with the Restricted and Unrestricted Funds on the Balance Sheet to get an overall picture of the financial strength of The Foundation.

Types of income

Donations

- Awards and Grants Programs Donations

In general, recurring donations for Awards and, particularly, Grants are slightly down from where they were. In addition, the larger-longer term donations are being used up and not replenished at the same rate. **The Foundation continues to supplement the funding of the Awards and Grants programs from Fundraising activities and unrestricted funds at an increasing rate every year.**

- Target Project Donations

Overall, the Target Project 3.0 was a huge success. As expected, donations were way down in 2019 due to the fact that it was the final months of the project. It is exciting and encouraging to see that we have already raised \$17K for the yet unnamed project for Health.

- General Donations

These donations are from individuals and institutions (such as AmazonSmile and iGive) to The Foundation's General Fund, which is unrestricted. In 2019, the Foundation received an unexpected \$5K from a very generous member, including their corporate matching funds.

- In-Kind Donations

In-Kind donations arise when an individual pays for a budgeted expense for The Foundation and does not request reimbursement.

Fundraising Income

Sources include Foundation Night, the Backing Women Boutique and all other fundraising projects such as charm sales and raffles. Net Fundraising income in 2019 was \$27K compared to \$40K in 2018. The sharp decline is primarily due to a lackluster Live Auction (down \$9K from 2019) and the payment for a portion of two auction items.

Other Income

The Foundation receives a small amount of income from interest on bank accounts.

Types of Expenses

Program Disbursements

- Administered Awards

Administered Award disbursements are for clubs and individuals who request The Foundation to manage their donations. The Foundation holds the donation as part of its Temporarily Restricted Funds until the disbursements are made over the period requested. The Foundation does not currently charge a fee for this service.

- Awards and Grants

\$83,500 was disbursed in 2019 with all of the Awards and Grants offered being disbursed. Of this amount, \$38K was funded by donors and \$45K was funded by The Foundation's use of Unrestricted Funds.

- Target Program

\$40K was disbursed to close out the Target Project: Collateral Repair Project/Hope Beyond Displacement in 2019.

- Foundation Donations

In 2019, The Foundation made a donation to the FAWCO Conference's Host Club Charities as is customary in Biennial Conference years. In addition, to supplement a Target matching program set up by a sponsor, The Foundation donated \$4300 to the Target Project.

Fundraising Expenses

Fundraising expenses are mainly for Foundation Night and the FAWCO Target Project (through the Backing Women Campaign) as well as other fundraising initiatives such as charm sales. The expenses in 2019 were greater than 2018 mainly due to The Foundation providing \$3K to FAWCO for the Target Program in recognition of the successful joint effort with our sister organization. The net fundraising funds are used to supplement the Awards and Grants programs, some of which are either partially or fully funded by The Foundation, as well as to support The Foundation's administration expenses.

Administration Expenses

These expenses totaled \$29K in 2019 compared to \$19K in 2018. Expenses were more in 2019 for several reasons: 1) Two years of professional review and tax return fees were paid in 2019 and nothing in 2018. 2) Board expenses were up due to the higher costs to attend the biennial conference vs the interim meeting. And in 2018, two board members did not travel to attend the board meeting in Europe, reducing those costs significantly. There are two face-to-face board meetings each year. One coincides with the FAWCO Conference and the second takes place during the summer. 3) The Foundation underwent a major website redesign with the bulk of the cost in 2019.

On the following pages are the Balance Sheets and Summaries of Income and Expense for 2019 and 2018.

There are also 2 pie charts:

- **Sources of Income** shows source of support: from individuals, Member Clubs and Foundation fundraising efforts.
- **Disbursements and Expenses** shows spending for Programs, Fundraising and Administration.

Respectfully submitted, Kathy DeBest, Treasurer

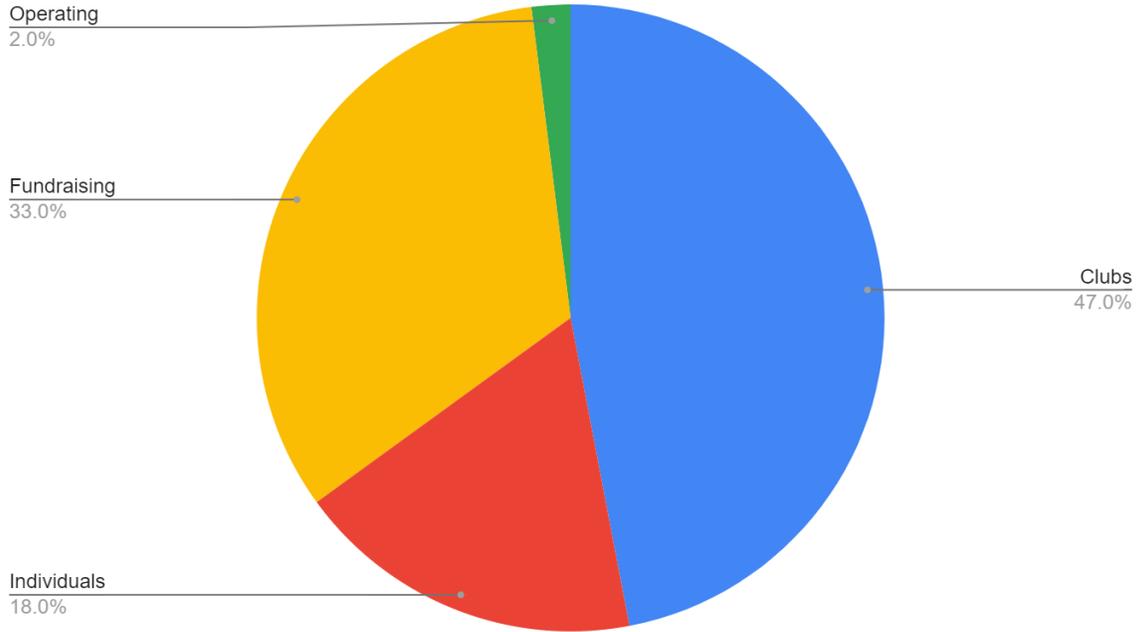
**The FAWCO Foundation
Balance Sheets
As of December 31**

	2019 <u>Unreviewed</u> USD	2018 <u>Reviewed</u> USD
ASSETS		
Current Assets		
Cash Accounts	232,632	295,214
Certificates of Deposit	<u>129,820</u>	<u>129,072</u>
Total Current Assets	<u>362,452</u>	<u>424,286</u>
TOTAL ASSETS	<u>362,452</u>	<u>424,286</u>
LIABILITIES & EQUITY		
Total Liabilities	<u>-</u>	<u>110</u>
Equity		
Unrestricted Funds	128,785	165,877
Board Designated Reserve Funds	<u>123,500</u>	<u>123,500</u>
Total Unrestricted	252,285	289,377
Temporarily Restricted Funds	100,376	125,008
Restricted - Endowment Funds	<u>9,791</u>	<u>9,791</u>
Total Restricted	<u>110,167</u>	<u>134,799</u>
Total Equity	<u>362,452</u>	<u>424,176</u>
TOTAL LIABILITIES & EQUITY	<u>362,452</u>	<u>424,286</u>

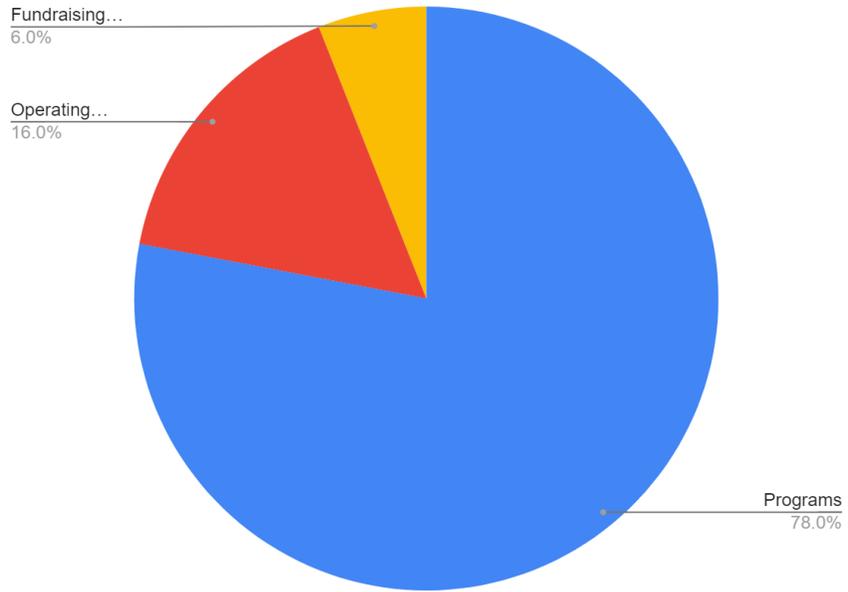
**The FAWCO Foundation
Income and Expense Statements
For the 12 months ended December 31**

	2019 Unreviewed USD	2018 Reviewed USD
Income		
Foundation Donations		
Education Awards	8,164	17,000
Development Grants	12,086	16,346
Target Program	44,344	94,205
In-Kind Donations	990	33
General Donations	10,401	8,509
Total Donations	75,985	136,093
Fundraising Income	38,042	48,723
Other Income	1,060	2,033
Total Income	115,087	186,849
Expense		
Foundation Program Disbursements		
Administered Awards	7,000	7,000
Education Awards	45,000	32,000
Development Grants	38,500	36,000
Target Program	40,002	120,200
Foundation Donations	6,417	0
Total Program Disbursements	136,919	195,200
Fundraising Expenses	10,847	8,556
Operating Expenses	29,044	18,540
Total Expense	176,810	222,296
Net Surplus (Deficit)	(61,723)	(35,447)

Income By Source 2019



Disbursements and Expenses 2019





Cheryl Rohlf's & Associates, Ltd.

Certified Public Accountants

Independent Accountant's Review Report

November 25, 2019

To the Board of Directors
The FAWCO Foundation

We have reviewed the accompanying financial statements of The FAWCO Foundation (a Missouri nonprofit organization), which comprise the statements of assets, liabilities and net assets - cash basis as of December 31, 2018 and 2017, and the related statements of support, revenues, and expenses - cash basis and functional expenses - cash basis for the years then ended, and the related notes to the financial statements. A review includes primarily applying analytical procedures to management's financial data and making inquiries of management. A review is substantially less in scope than an audit, the objective of which is the expression of an opinion regarding the financial statements as a whole. Accordingly, we do not express such an opinion.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement whether due to fraud or error.

Accountant's Responsibility

Our responsibility is to conduct the review engagement in accordance with Statements on Standards for Accounting and Review Services promulgated by the Accounting and Review Services Committee of the AICPA. Those standards require us to perform procedures to obtain limited assurance as a basis for reporting whether we are aware of any material modifications that should be made to the financial statements for them to be in accordance with accounting principles generally accepted in the United States of America. We believe that the results of our procedures provide a reasonable basis for our conclusion.

Accountant's Conclusion

Based on our review, we are not aware of any material modifications that should be made to the accompanying financial statements in order for them to be in conformity with the cash basis of accounting, as described in Note 2.

Cheryl Rohlf & Associates, Ltd.

Certified Public Accountants

Basis of Accounting

We draw attention to Note 2 of the financial statements, which describes the basis of accounting. The financial statements are prepared on the cash basis of accounting, which is a basis of accounting other than accounting principles generally accepted in the United States of America. Our opinion is not modified with respect to this matter.

Cheryl Rohlf & Associates, Ltd.

CHERYL ROHLFS & ASSOCIATES, LTD.
Northbrook, Illinois

Secretary

As Secretary of The FAWCO Foundation, I have accomplished the following in 2019:

- Take minutes of all company meetings.
- Process the minutes: content, formatting, attaching addendums, release for timely editing, and processing all edits and suggestions.
- Maintain motions, proxy and action items log.
- Completed 2019 annual registration with the state of Missouri.
- Organize folders and agendas for monthly SKYPE or Hangout meetings and the annual Face2Face meetings.
- Created Google form for Statements of Agreements, Disclosures, and Conflict of Interest for all FAWCO Foundation volunteers.
- Contribute to discussions on Fundraising, Programs, Administration and Archival issues.
- Admin for The FAWCO Foundation Gsuites drive: Create or delete user accounts for The FAWCO Foundation board, counselors, and committees. Create shared drives for teams.
- Serve on The FAWCO Foundation Archive Team.
- Research updates and new tools for the Foundation to aid organizational activities and archives by continuing to explore the capabilities and possible application of Google tools for the FAWCO Foundation.
- Find ways generate revenue for The FAWCO Foundation mission.
- Research best practices and trends in Fundraising and Nonprofit management and explore ways they can be applied to the FAWCO Foundation.
- Administer the company Twitter account.

I held a Facebook fundraiser this year for my “round” birthday. I am thrilled to say friends and family donated over \$2500 to go to a Development Grant called “Safe Haven” which will support the Human Right to Safety/Shelter.

Respectfully submitted,

Louise Greeley-Copley, Secretary

Parliamentarian

The role of Parliamentarian is that of an advisor. I serve as an advisor to the Board on parliamentary and procedural matters as well as offering assistance to the President in any capacity needed including contributing to, writing and editing articles for publication by The Foundation.

I also serve on the Archives Committee which continues its work moving important documents, photographs and other materials to the Foundation Archives for preservation. The Document Retention Schedule (a list of documents that are required to be archived for prescribed periods of time) has been recently updated and the Archives Team continues to review the schedule, ensuring that The Foundation is compliant. The Archives Team is comprised of Liz Janson (Committee Head and former Board Secretary) Margaret Hilditch (former Board Secretary); Current Board Secretary Louise Greeley-Copley and myself. I thoroughly enjoy working with this very talented group of women.

Each year, the Foundation Administrative Guidelines must be reviewed, updated and approved. Within the AGs are found Board position descriptions, Education Award and Development Grant rules and regulations, as well as policy and procedural guidelines. These require annual review and fine-tuning. New situations arise each year and The Foundation works to assure that consistent procedure for all eventualities is in place.

I am very happy to remain involved with The Foundation in my capacity as Parliamentarian and look forward to another exciting year working with the amazing women who serve on the Board of The FAWCO Foundation.

Respectfully submitted, Janet Davis, Parliamentarian

Conclusion

In conclusion, 2019 was a successful year for The FAWCO Foundation, both financially and for goal completion. Again, a heartfelt thank-you to all our volunteers, donors and supporters in whatever capacity your support manifested. The milestones that we have achieved are thanks to all of you for your support -- it wouldn't be possible without you. It is always remarkable what we can achieve when we all work together --- and that is why we are The FAWCO Foundation -- your passions, your projects!

Respectfully submitted, Barbara Bühling, President, The FAWCO Foundation 2019–2021