

The FAWCO Foundation Report



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

2023–2025 FAWCO Foundation Board of Directors

President	Janet Davis (AIWC Cologne)
Vice President Communications	Mary Stange (AWC Bogotá & FAUSA)
Vice President Fundraising	Angie Aebersold (AWC Bern)
Vice President Programs	Christine Riney (AWC Hamburg)
Treasurer	Wendy Leyland (AWC London)
Secretary	Hollie Nielsen (AWC Central Scotland)
Parliamentarian	Barbara Bühling (AIWC Düsseldorf) (<i>non-voting</i>)

Special Appointment to the Board (non-voting)

FAWCO President	Ann Marie Morrow (AWC Finland)
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Presidential Appointments (non-Board members)

Archive Team Lead	Patti Meek (AWC Dublin)
Counselors' Liaison	Patti Meek (AWC Dublin)
Development Grants Administrator	Tracy Moede (AWC Hamburg)
Education Awards Administrator	Michelle Miller (AIWC Cologne)
Silent Auction Coordinator	Carol-Lyn McKelvey (FAUSA & AIWC Cologne)

2023 Board Reports

President

The 2023 conference in Bratislava brought changes to The FAWCO Foundation board. Four-year President Barbara Bühling ended her term but remained on the board (thank you, Barbara!) in a new capacity, as Parliamentarian. We welcomed three new faces: Mary Stange (VP Communications), Wendy Leyland

(Treasurer) and Hollie Nielson (Secretary). Along with Christine Riney (VP Programs) and Angie Aebersold (VP Fundraising), we are enjoying working together as we continue to fulfill the mission of The Foundation.

Foundation Night in Bratislava was hugely successful – over \$48,000 was raised between the Live Auction, Silent Auction, quilt ticket sales, charm sales and other donations. Huge kudos to Lauren Mescon for organizing our “There is Value in Vintage” evening with recycling and upcycling of clothing being the name of the game. Fun was had by all.

Target fundraising kicked off in Bratislava with a generous \$10,000 donation from Clydette de Groot, offered as a Matching Grant to our clubs. Club donations, up to \$1,000, were matched by this grant until the funding ran out. The Foundation extends its gratitude to Clydette for her truly generous gift!

At the same time, we were informed of a monumental donation coming to The Foundation from the Shirley Kearney family in the amount of \$200,000. Shirley has been the sponsor of the AWC Basel University Study Degree Award since 2008. This incredible gift from the Kearney family will make it possible to offer the Shirley Kearney Award in perpetuity. We are so grateful for their tremendous generosity.

November brought us more good news with Nan de Laubadère informing The Foundation that she, too, will be sponsoring a Development Grant for many years to come. Nan has been a proponent of The Foundation for a long time and continues to generously support The Foundation. For that, we are truly grateful.

FAWCO and FAWCO Foundation icon, Jackie Isler, sadly passed away this year but honored her association with both FAWCO and The Foundation by remembering The Foundation in her estate. Her donation will sponsor an Education Award for the next few years. It was heartwarming to hear from her daughter how much FAWCO meant to her in her lifetime.

We on the Foundation board continue to be amazed and overwhelmed by the show of generosity from FAWCO members. Our hearts are full of gratitude.

Over the summer, I communicated with many past and current donors regarding the 2024 Education Award and Development Grant slate. The generosity of individual donors, member clubs and everyone who participates in Foundation Night is what allows us to continue to do the wonderful work that we do... making a difference in the lives of so many around the globe. Up to this point, we have disbursed close to 1.9 million dollars in Education Awards (EAs) and Development Grants (DGs) alone! That is truly remarkable and shows the commitment level of our FAWCO Member Clubs, FAWCO individual members and FAUSA to have an impact on the global community. We should all be very proud of what we have accomplished.

The Foundation has been fortunate to have some long-time donors – both Member Clubs and individuals. Individual consistent sponsors include The Coughlan Family, Renuka Matthews, Donna Erismann, Shirley Kearney and Clydette de Groot. There are some Member Clubs who also deserve recognition for their ongoing support of the Foundation programs: AW Surrey, AAWE Paris, AWG Paris, AWC Genoa and AWC Bern, among others.

Many of you know the members of the Foundation board, however, we can't do what we do without the support of our fabulous Committee members:

- This year, we are welcoming a new Development Grant Administrator, Tracy Moede of AWC Hamburg, and a new Education Award Administrator, Michelle Miller of AIWC Cologne. However, we would be truly remiss if we didn't thank the two very important people who are stepping down from those positions. Nan de Laubadère has been the DG Admin for many years and has worked tirelessly to ensure that the process is fair, smooth and seamless. We owe a huge debt of gratitude to her for all of her hard work over many years. Shelly Schoeneshoefer has been the EA Admin for a few years and also did an incredible job with a very challenging position that requires impeccable attention to detail. Many thanks to them both.
- Additionally, we thank Lauren Mescon, our Target Fundraising Coordinator; our Silent Auction Coordinator, Carol-Lyn McKelvey; and our Counselor Liaison, Patti Meek.
- Thanks also go to Sallie Chaballier who did a wonderful job as Nominating Committee Chair for The Foundation along with her team: Mary Stewart Burgher (AWC Denmark), Carol-Lyn McKelvey (AIWC Cologne and FAUSA), Amanda Drollinger (AWC Central Scotland) and Karen van Antwerp (AIWC Düsseldorf).

This fall, I was able to attend two Regional Meetings – Region 4 in Amsterdam and Region 5 in Hamburg. I presented information about The Foundation and learned much about what was going on in both regions. The Region 4 meeting was a smaller, more intimate gathering at a goat farm in Amsterdam (great setting!) and Region 5 had record-breaking attendance with about 80 registrants! Both were great meetings – truly informative while affording the opportunity to visit and speak with fellow FAWCO-ites about FAWCO and their individual clubs.

The Foundation Archives continue to be a work in progress. Patti Meek, Barbara Bühling and I are slowly making our way through years of documents, trying to eliminate duplicates, chase down stray missing documents and organize it all into one cohesive digital file. It's a big job, but we have fun while we do it so it's a labor of love!

And finally, we thank you – our donors, our supporters and everyone who gives to The Foundation. The Foundation wouldn't exist without the FAWCO community. We express our sincerest gratitude to each and every one of you as we work together to make a difference in the world.

Respectfully submitted,
Janet Davis (AIWC Cologne)
President

Vice President Communications

The FAWCO Foundation website saw ample change in 2023, updating the menu structure and visuals to make it increasingly accessible. The goals of the redesign were to provide an easier path for personal online donations, make key information easy to find, and streamline information to avoid user-overload. The largest update was integrating an interactive donation widget provided by Donorbox. By using this tool, The FAWCO Foundation has been able to update the user donation process, offer monthly and annual donation/subscription options, and more efficiently categorize donations intended for different “pots” of money (Target, GFTH, programs, etc.).

While the majority of the pages have received updates, the process of re-adding the quilt and charm galleries previously created is still underway

In August, Joomla, the website hosting platform, underwent major updates performed by Cat Conner. Much of the back-end UI changed and has taken some time to adjust to.

The NEWS continues to be a cornerstone for communication for The FAWCO Foundation. *The NEWS* seeks to keep FAWCO members informed about what is currently happening with The Foundation, including details regarding the fundraising activities at the annual conference/meeting, Education Awards and Development Grants, fundraising for Foundation programs, current and new programs and initiatives, and valuable information for member clubs. Anyone who wishes to receive *The NEWS* can sign up on The FAWCO Foundation homepage. The publication is sent quarterly with a few special editions, bringing our subscribers information that is useful, timely, and entertaining. In 2023, TFF sent six emails via Constant Contact, which received an average open rate of 67 percent.

During the 2024 annual budget projection, it was determined that Constant Contact was costing TFF on average \$388 per year. Options were analyzed to reduce this cost and the decision was made to switch providers.

The most widely utilized social media platforms remain the closed Facebook group (The FAWCO Foundation Friends) and Instagram. While still underutilized, a plan is being devised to create a very loose content calendar of posts to maintain presence, forecasted to be published once per month.

Canva continues to be the graphic design platform of choice. Every Board member now has access, and there has been interest in a workshop in the future to improve skills.

This first year in the role of VP Communications has been enriching and eye-opening. There is significant room for growth in my second year and I look forward to continuing to support The FAWCO Foundation.

Respectfully submitted,
Mary Stange (AWC Bogotá)
Vice President Communications

Vice President Programs

My role as VP Programs began in April with picking up various administrative activities for the Development Grants (DGs) and the Education Awards (EAs).

These include:

- processing the returned Statement of Agreements (SOAs) to ensure they are in order
- ensuring payment of the Awards/Grants
- following up on any outstanding SOAs. In 2023 we have managed to complete holdovers from the previous year's extensions; this is good news as we start 2024 with a clean slate.
- working with Grants Admin and Awards Admin to ensure interim reports and progress reports are requested/received

These activities all provided a key level of learning, as the Education Awards Administrator and Development Grant Administrator are both new to their roles. The previous long-term incumbents, the amazing ladies Shelly Schoneshoefer and Nan de Laubadere, provided great support over the past years.

Given the newness of the team, I took the opportunity to do a deep dive into the processes that surround the DGs and EAs. This resulted in, as every year, a slight reworking of the applications themselves and most notably, taking

the DG application process online as a Jotform. As for the EAs, the notable change is behind the scenes with the appointment of an EA Admin support person, a streamlined EA processing flow of work, again taking as much as possible onto Google Drive to help eliminate some of the workload and vast email trails. This new workflow also incorporates the EA review teams making use of Google forms. The results of these changes have yet to be realized and will be reviewed later to understand how they, too, can be improved upon.

A high point was putting together the DG and EA slate for 2024. So many wonderful donations have come in from our FAWCO family that allow us to yet again offer a great 2024 slate for our members.

Current activities in the works include:

- recipient Certificates for both DGs and EAs ready to be given out at the Interim Meeting in Porto
- sponsor interim and progress reports for 2023, sponsor 2024 appreciation certificates to be sent out after the announcement of the recipients.
- preparing for the March IM in Porto by supporting the presentation on the DG and EA 2023 reports as well as the 2024 DG and EA Recipient Announcement. These will be a pleasure to provide.

I'm looking forward to 2024 and the amazing work the Foundation can do.

Respectfully submitted,
Christine Riney (AWC Hamburg)
VP Programs

Vice President Fundraising

I was elected to the office of VP Fundraising at the Biennial Conference in Bratislava 2023. Since that time, I started first with cleaning up the mail program and the Google drive for the VP Fundraising. Also, just figuring out what all is involved with being VP Fundraising is an ongoing endeavor, to say the least.

I have monthly meetings with The Target Fundraising Coordinator (Lauren Mescon), monthly meetings with the Target Team (Lauren Mescon, Amanda Drollinger, Janet Davis) and monthly Reps and Presidents Meetings (Kanika Holloway, FAWCO 2nd VP – Member Clubs).

I attended the Region 1 Meeting in October 2023 to represent The Foundation and to give a presentation about The FAWCO Foundation.

I have been preparing for Foundation Night 2024 in Porto at the Interim Meeting. One of the larger undertakings that I have had was to contact all of the Live Auction sponsors for the last 10 years – first, to thank them for their donations and secondly, to ask if they would be interested in donating again to our Live Auction to support the Education Awards and the Development Grants. Through this action, we were able to encourage several past donors to donate again to our cause. For the 2024 Live Auction, we will have six properties available.

I did a lot of research for Foundation Night 2024. I have designed the Benefactors' Button for Foundation Night and, together with Lauren Mescon, we designed the Conference Charm for 2024. At the Foundation's Face2Face meeting in November 2023, we finalized our theme for Foundation Night 2024: "Fairytale Magic: Happily Ever After for a Great Cause." Since then, I have been designing and implementing FB posts for everything relating to Foundation Night. Our VP Communications, Mary Stange, has designed a Foundation Night page on the Foundation website that contains everything concerning Foundation Night 2024 in Porto.

Along with Carol-Lyn McKelvey, our Silent Auction Coordinator, we were able to have OneCause, the Silent Auction platform, up and running for the Region 5 Regional Meeting in Hamburg. Participants were then able to purchase Quilt Tickets and view the Live Auction Destinations 2024. I will continue to prepare for Foundation Night.

Below you will find a recap of the 2023 Foundation Night that was held in Bratislava at the Biennial Conference. I would like to take the opportunity to thank Lauren Mescon, the former VP Fundraising, for the excellent job she did in her four years as VP Fundraising under very difficult circumstances. She has made herself available to me for any help I may need and to answer any questions that I may have (which I do).

Biennial Conference and Foundation Night 2023

The 2023 theme was "There is Value in Vintage: Old is New Again." This was inspired by the new Target Project, under the Environment pillar. There was an amazing DJ spinning tunes. The Silent Auction ran until dinner and the Live Auction took place after the meal. As usual, we danced until midnight with practically everyone joining in! All told, we raised an astonishing \$47,283 that evening. The funds raised go to support the programs of The FAWCO Foundation.

Live Auction:

There were five items up for auction on Foundation Night, and two were actually offered twice! Our five fabulous items: a one-week stay in Winter Park, Colorado from Johanna Dishongh; a one-week stay in a Vienna Farmhouse in

Austria from Laurie Richardson; a one-week stay in Gordes, Luberon Valley Provence, France from Jennifer Taylor; a four-day stay in Barcelona from Monica Jubayli; and a one-week stay at an Oregon Beach House in Pacific City, Oregon from Bev Bachmeyer. Barcelona and the Oregon Beach House both were sold twice! Our wonderful auctioneer, Sandy Gogel (AWG Paris), was a master as the bids climbed! The Live Auction alone raised \$21,200!

Silent Auction:

Carol-Lyn McKelvey again worked tirelessly with her partner, Julie Meyerson, and successfully ran the auction on the OneCause platform. She was able to gather virtual and physical items, many of which were brought to Bratislava. The Foundation Night Silent Auction sold 146 items, including five unique modeled outfits, and raised \$9491!

Benefactors:

The Benefactors program continued on OneCause with a focus we adopted from the virtual days that “We can all be Benefactors!” A banner ran continuously on OneCause recognizing those who made a donation on the site. Benefactor donations started at \$20, and we raised an impressive total of \$9,787.50 with 41 donors. This is the largest sum we have ever received from Benefactors. We are grateful to all our donors.

Charms and bracelets:

We stayed with the same supplier, Monterey Company (Bend, Oregon), so kept our costs low. Sales from this year’s charm, Bratislava Spaceship, raised \$1,085.

Friendship Quilt Raffle:

The 2023 quilt – Life Lines – contained squares donated by over 30 donors. The quilt was revealed at the Region 5 Meeting, and tickets were immediately available on OneCause. The lucky winner was Liz Janson (FAUSA). We raised \$3,019 in ticket sales.

Foundation Night miscellaneous:

We went with the environment theme and made paper flowers out of napkins while using recycled jars as tea light candle holders. As we could not use real candles at the hotel, we used battery operated tea lights. We also spread chocolate hearts on the tables for the participants to enjoy.

Target Program

Target 5:

The Target Project that was selected and announced at the 2023 Biennial Conference in Bratislava was “Awesome Blossoms: Edible Fresh Fields for Sustainable Life in the Slums.”

With the Target Fundraising Coordinator, Lauren Mescon, at the helm, the fundraising started off with a bang! Fundraising for Awesome Blossoms started even before the Target Project was announced. To date at the end of November 2023, FAWCO Clubs have raised \$87,740 for Awesome Blossoms.

The fundraising started off in Bratislava with a matching grant offered by Claudette de Groot. Another hit from our Fundraising Coordinator has been the selling of Awesome Blossoms t-shirts. For the holidays, clubs could download a “Holiday Ornament Kit” to sell Awesome Blossoms Certificates for those hard-to-buy-for people! We are well on our way to meeting our goal to raise \$140,000 for Awesome Blossoms.

I have to mention Amsterdam's 2023 "Share Your Gifts for Good" event which raised almost \$10,000 in November for Target 5. I would take this opportunity for a shout-out to AWC Amsterdam who have raised almost \$20,000 for the Awesome Blossoms project!

Regions 1, 4 and 5 Regional Meetings

At these meetings, we sold SDG pins, Awesome Blossoms t-shirts, button keychains and the *What is a Perfect World* children's book. Between The Market Place sales and the proceeds from Mary Stewart Burgher's earrings, we raised over \$2,158 for Target 5. What an amazing start!

The 2024 Friendship Quilt, Vertical Garden, was revealed at the Region 5 Meeting in November 2023, with tickets immediately available on the OneCause site. The drawing for the quilt will be held in Porto, Portugal in March 2024.

General Fundraising

Giving From the Heart:

We decided to rebrand the Giving From the Heart Campaign to see if we could generate more interest. Giving From the Heart is a chance to recognize a special person, moment or event in your life such as: Anniversary, Life Milestones, Loss of a Loved One, Honoring a Friend, Giving Thanks or whatever is near and dear to your heart. All proceeds go to the Close to Home Development Grant.

Other

Rep and RC Calls:

The calls with the FAWCO VP Member Clubs and FAWCO Presidents' Coordinator: I have not always been able to attend. We should continue to work with Kanika, the current VP for Member Clubs, to ensure we remain part of these calls for the Presidents, Reps, Regional Coordinators (RCs) and Philanthropy heads. Additionally, if FAWCO continues to hold Regional gatherings virtually or in person for the Region's Presidents, Reps and RCs, the VP Fundraising for TFF should be included.

Fundraising Analysis:

The ongoing database spreadsheet contains the data for the past several years and will continue to be maintained.

Respectfully submitted,
Angie Aebersold (AWC Bern)
Vice President Fundraising

Development Grant Recipients 2022

ENVIRONMENT

AWG Paris Centennial Environment Development Grant

\$4000

Recipient: Trash Hero World

Location: 171 chapters in 20 countries around the world

Nominated by: AWC Bern

47 cleanups with 847 participants helping to rid the environment of plastic while receiving environmental education. Funds were used to train chapter leaders and produced children's books to educate participants and contextualize cleanups.

Trees Glorious Trees

\$4000

sponsored in part by AWC Amsterdam, AIWC Cologne and Friends of the Environment

Recipient: Regreening Degraded Land in Rural India

Location: Khoch village in Mokhada Taluka, Palghar District, Maharashtra, India

Nominated by: AWC Hamburg

Funds financed 1200 cashew trees for 27 families (145 people) to plant on 110 acres under watershed development. The trees prevent soil erosion, regreen the land and provide a harvest for income, bringing prosperity through sustainable change.

HEALTH

Critical Health Concerns

\$4000

sponsored by Anne Riz in memory of Jack and Letha Sandweiss

Recipient: Re-edition and Distribution of the game "Relations & Prevention"

Location: France and francophone countries worldwide

Nominated by: AAWE Paris

The Relations et Prevention game was developed to provide education on relationships, contraception, and STDs for female at-risk adolescents. Funds allowed distribution of the game, to teach several thousand women and girls at risk and in danger.

HUMAN RIGHTS

Breaking the Cycle

\$4000

sponsored in part by proceeds from the sale of the book

"Hope is the Thing With Feathers"

Recipient: Dignita "Train the Trainer" Academy

Location: Amsterdam

Nominated by: AWC Amsterdam

Not For Sale aids survivors of human trafficking and vulnerable women at risk and offers vocational training and work opportunities. These grant funds allow NFS to maximize its impact by creating a training program to train staff as certified teachers.

FAUSA Effecting Change for Women and Children at Risk

\$4000

Recipient: Empowering Community Health Workers in a Haitian Shantytown

Location: Cité de Soleil, Haiti

Nominated by: FAUSA

Grant funds equipped locally-trained workers to provide health services in this deprived community. Workers visit homes, providing care around nutrition, maternal health, first aid and serve as a link between the community and the Lamp Clinic.

GLOBAL ISSUES

Close to Home

\$4000

sponsored in part by donations to the "From the Heart" program

Recipient: Healing through Art for Vulnerable Children in Lebanon

Location: Beirut, Lebanon

Nominated by: AWC Lebanon

This project incorporated art therapy to help the children heal from PTSD. The grant funds will pay the art therapist for one year to mentor art teachers in art therapy, including assessing, evaluating their work and submitting a final report.

The FAWCO Foundation sincerely thanks Nan de Laubadère and her committee for overseeing the 2022 DG program.

2022 Education Award Recipients

For 2022, there were a total of 40 applicants for the Education Awards. Interim reports from these recipients will be presented in Bratislava at the Biennial Conference in March 2023. In total, The Foundation disbursed \$36,000, all of which was funded by FAWCO Clubs, individual member support or The FAWCO Foundation. The recipients, award sponsors and nominating clubs are listed below.

ACADEMIC STUDIES AWARDS: *For Children of FAWCO and FAUSA members*

Arts Award

Sponsored in part by the family and friends in memory of Jessie Rodell, former President of the AWC of The Hague

Recipient: Alexandra Sirola

Mother: Heather Sirola (AWC Finland)

Humanities Award

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

Recipient: Lea Absetz

Mother: Nely Keinänen (AWC Finland)

Sciences Award

Sponsored in part by AIWC Genoa and the Bacigalupo family, in memory of Dr. Frieda Bacigalupo Natali

Recipient: Hannah Dorn

Mother: Krissy Dorn (AIWC Cologne)

The Foundation Award

Recipient: Carlotta Barone MacDonald

Mother: Jane MacDonald (AAWE Paris)

Dual Cultural Award

Recipient: Stella Kim

Mother: Jane Joo Park (AIWC Düsseldorf)

Vocational Award

No recipient

MEMBER AWARDS: *For members of FAWCO, FAUSA or Individual Members*

Continuing Education Award

Sponsored by Mary Stewart Burgher of the AWC Denmark, in memory of Pauline "Pete" Arnold Schweppe

Recipient: Anisa Kauls (AIWC Düsseldorf)

FAUSA Skills Enhancement Award

Recipient: Brooke Viertel (AWC Hamburg).

Shirley Kearney AWC Basel University Degree Award

Recipient: *Kayleigh Karinen (AWC Finland)*

The Foundation sincerely thanks Shelly Schoeneshoefer and her committee for overseeing the 2022 Education Awards Program.

2023 SLATES

For 2023, The FAWCO Foundation is pleased to offer nine Development Grants and nine Education Awards which are fully or partially sponsored by FAWCO Clubs, individual members and The FAWCO Foundation. These are listed below.

2023 Development Grant Slate

EDUCATION

AW Surrey Hope Through Education

*Educating Women & Girls Worldwide, sponsored in part by Renuka Matthew and by AWC The Hague
The Coughlan Family Education Grant, in recognition of the generosity of the Coughlan Family*

HUMAN RIGHTS

*FAUSA Effecting Change for Women and Children at Risk
Breaking the Cycle*

GLOBAL ISSUES

*Close To Home I, sponsored in part by donations to the "From the Heart" program
Close To Home II*

ENVIRONMENT

AWG Paris Centennial Environmental Development Grant

HEALTH

Critical Health Concerns

2023 Education Award Slate

Academic/Non-University/Dual Cultural Awards:

Arts Award

Sponsored in part by the family and friends in memory of Jessie Rodell, former President of AWC The Hague, and her son, Quinn Rodell

Sciences Award

Sponsored in part by AIWC Genoa and the Bacigalupo Family, in memory of Dr. Frieda Bacigalupo Natali

Humanities Award

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

Non-University and Technical Training Award**Dual Cultural Award**

Sponsored in part by AWC Bern and Donna Erismann in memory of Susanne Erismann

Member Awards:***Shirley Kearney AWC Basel University Study Degree Award******FAUSA Skills Enhancement Award******Skills Enhancement Award II***

Sponsored in part by Carol McEowen from AWC Bern, recipient of the 2012 FAUSA Skills Enhancement Award

Continuing Education Award

Sponsored by Mary Stewart Burgher of AWC Denmark, in memory of Pauline "Pete" Arnold Schweppe

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 few years, I have been learning new skills and broadening my horizons.

Respectfully submitted,
Angie Aebersold (AWC Bern)
Vice President Programs

Secretary

FAWCO, The FAWCO Foundation and FAUSA continued to thrive in 2023 through our global network. Our organizations have continued to meet virtually, with webinars and most importantly in person. As a team we have continued to support our programs and FAWCO members.

As Secretary, I accomplished the following in 2023:

- Added meeting dates and times to TFFB calendar
- Produced agendas for monthly meetings, which were conducted by Google Meet and F2F.
- Took minutes of TFF Board meetings.
- Processed the minutes: checking content, formatting, attaching addendums, releasing for editing, and processing all edits and suggestions. Once approved, converted the minutes into PDFs and confirmed that all the monthly financial reports were attached.
- Maintained motions and proxy.

- Completed 2023 annual registration with the state of Missouri.
- Redirected mail when the incorrect email address to our domain was used and landed in TFF “catchall” folder
- Created backups of all folders in the Shared Drive to an external hard drive.
- Supported the FAWCO Foundation mission by contributing ideas and making donations.

Respectfully Submitted,
Hollie Nielsen (AWC Central Scotland)
Foundation Secretary

Parliamentarian

The Parliamentarian is appointed by the President to serve as a non-voting member of the Board.

In my role as Parliamentarian (which began at the end of March 2023), I have:

- Assisted our new Foundation President, as needed
- Served in an advisory capacity to the Board, particularly as the board transitioned into their respective new jobs
- Helped with reviewing and editing presentations and the Education Awards (EAs) and Development Grants (DGs) slates
- Worked with Christine and Janet in changing the EA Review process
- Reviewed and maintained suggested changes to the current Administrative Guidelines and prepared them for approval by the Board
- Reviewed and maintained the current Bylaws and prepared them for approval by the Board
- Met regularly with the Archives Team to continue the archiving process

The Foundation Archive

The FAWCO Foundation Archive is an ongoing project as we, the Archives Team (Patti Meek, Janet Davis and I) continue the process of establishing a registry of all relevant Foundation documents. Our goal is to make it easy for future Foundation board members to access the documents they need. An added benefit of the Archives is that it serves as a repository for the Foundation’s history. Progress has definitely been made, but the process of finding and eliminating duplicates and locating all documents that are required under the Document Retention Policy (an Addendum to the Administrative Guidelines) can definitely be time-consuming. The project will continue until all existing documents have been properly cataloged so that the Archives Team’s job will basically be one of updating the Archives each year.

Respectfully submitted,
Barbara Bühling (AWC Düsseldorf)
Parliamentarian

Treasurer

The following pages include the financial statements for the FAWCO Foundation for 2023, with a comparison to 2022. 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 2022 is attached.

Summary: The Foundation is in sound financial condition.

The Foundation had \$759.3K of cash assets at the end of 2023. \$465.9K is restricted funds and \$293.4K is unrestricted funds, providing a solid financial basis from which to continue to drive and support the Foundation’s

programs. In 2023, the Foundation had income of \$491.8K and made disbursements totaling \$159K. The year-end result is an increase in net assets of \$298.5K.

Balance Sheet

At the end of December 2023, the Foundation had total assets in cash of \$759.3K.

The Restricted Fund (\$465.9K) comprises two elements:

- Temporarily Restricted Funds (\$456.1K) representing donations from donors who have specified that the funds be used for specific Foundation programs (Education Awards (EAs), Development Grants (DGs) 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 (\$9.8K) 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 (\$293.4K) also comprises two elements:

- Board Designated Reserve Funds (\$123.5K) established several years ago to provide a safety net to ensure the Foundation's programs would be funded for at least two years without any external donations.
- Unrestricted Funds (\$169.9K) is everything left after deducting the restricted and reserved funds from the total cash assets. Over time, these funds are used to supplement EAs and DGs, Foundation donations and expenses.

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 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. Or, Target funds collected for the last quarter of the year but not paid out until January.

Fluctuations in expenses are generally due to a change in the number or amount of Awards and Grants disbursed and timing of Target funds received and paid out.

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

- Administered Awards — The Foundation collects donations (one donor) and distributes Education Awards (two) for The Association of American Women in Europe (AAWE). The recipients go through the same application and evaluation process that all our Education Award applicants go through. 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 charge a fee for this service.

- Award and Grant Programs Donations — There is a continuous ebb and flow of funding for Education Awards and Development Grants. As one donor steps back we have been extremely fortunate to always have another willing to step in. In addition, we continue to have some very consistent and loyal donors: FAUSA, Shirley Kearney, Renuka Mathews, AAWE Paris, and AIWC Genoa.

During 2023, two donors have made unprecedentedly generous donations to the Foundation: Shirley Kearney (\$200,010) and Nan de Laubadère (\$100,000). These donations will enable the Foundation to fund both EA and DG awards for many years into our future. The donors also wish for the Foundation to use the funds as needed for other important projects, to be defined by the FAWCO and the Foundation Boards.

Jackie Isler also included The Foundation in her will, for which we received \$9,970 in 2023 to be used towards EAs for the next three years. Another sizable donation came from Michelle DuBois (\$10,000), also for EAs (partially or in total) for 3 years.

The Foundation continues to supplement the funding of the Awards and Grants programs from Fundraising activities (mainly from Foundation night proceeds) and unrestricted funds, as described above.

- Target Project Donations — The Target 5 project was chosen in March 2023 at the annual conference in Bratislava (see other sections for more details about the organization chosen). As of year-end 2023, a total of \$99.5K has been donated to this project, with \$80K sent to the Safe Spaces, Awesome Blossoms organization. The fundraising efforts for this project will continue until March 2025.
- General Donations (\$567 in 2023) are from individuals and institutions (such as AmazonSmile and iGive) to the Foundation's General Fund which is unrestricted.
- In-Kind donations arise when an individual pays for a budgeted expense for The Foundation and does not request reimbursement. We recorded just \$53 such donations during 2023.

Fundraising Income

Income generated from the Foundation Night at our annual conferences has now rebounded to pre-pandemic levels, with \$41.1K raised in Bratislava (March 2023).

- Fundraising consisted of Silent and Live auctions, the Quilt Raffle, and the selling of a conference charm. These funds are raised to support The Foundation and supplement our annual Awards and Development Grants.
- During the conference, fundraising efforts, specifically for the Target 5 project, included some merchandise sales and the sale of Sustainable Development Goals pins, resulting in \$2K for Target.
- The Foundation also sold items, such as the Awesome Blossoms t-shirts, at three regional meetings during 2023. A total of \$3K was raised.

Other Income

The Foundation also receives income from interest on CDs and our other bank savings accounts. During 2023, as interest rates increased on savings across the world, the income received on these deposits increased significantly from previous years – \$8.2K vs. \$1.5k in 2022. We expect this to remain a possibility during 2024 and we will continue to monitor the market to maximize this type of income.

Types of Expenses

Program Disbursements

- Administered Awards — As stated above, the Foundation currently administers an Education Award Program for one of our member clubs, AAWE Paris. Fully funded disbursements are made to the selected recipients who have undergone the same rigorous vetting process that we have in place for all of our Education Award applicants.
- Awards and Grants — \$79K was disbursed to award and grant recipients in 2023. Of that amount, \$49K was funded by donors and \$30K was funded by The Foundation's use of Unrestricted Funds.
- Target Program — \$80K was disbursed to Awesome Blossoms – Safe Spaces in 2023. The goal for fundraising and disbursements during 2024 is \$61K.

Fundraising Expenses

Fundraising expenses continue to be very low. In 2023, we spent as follows;

- OneCause, our online auction platform, the cost of which we share with FAUSA – \$1,197.
- Conference charms – \$343.
- We purchased 150 Awesome Blossoms logo t-shirts, which were sold at Regionals and will be available at the 2024 IM Conference. These funds (\$1.8K) will be taken from the Viola Wheeler Target Expense grant from 2015.
- We did not purchase any new Backing Women Boutique items and have decided to move away from this method of fundraising. For now, we will continue to sell conference charms and any leftover merchandise.

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 support The Foundation's administration expenses.

Operating Expenses

These expenses totaled \$27K in 2023 compared to \$19K in 2022. This is also back to pre-pandemic levels due to increased travel to F2F conference and board meetings. Typically, there are two face-to-face board meetings each year. One coincides with the FAWCO Conference and the second is aimed to take place to coincide with one of the FAWCO Regional meetings. In 2023 it was held in Hamburg at the Region 5 meeting.

Net Surplus/(Deficit)

It should be noted that the reported large surplus is due to the very generous donations during 2023 from four donors – Shirley Kearney, Nan de Laubadere, Jackie Isler, and Michelle DuBois, as described above. They are included in our Temporarily Restricted Funds Balance. Some of these funds have been invested in high-yielding bank CDs and money market savings, and will provide interest earnings over many years to come.

On the following pages are the Balance Sheets and Summaries of Income and Expense for 2023 and 2022.

There are also two 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,
Wendy Leyland (AWC London)
Treasurer

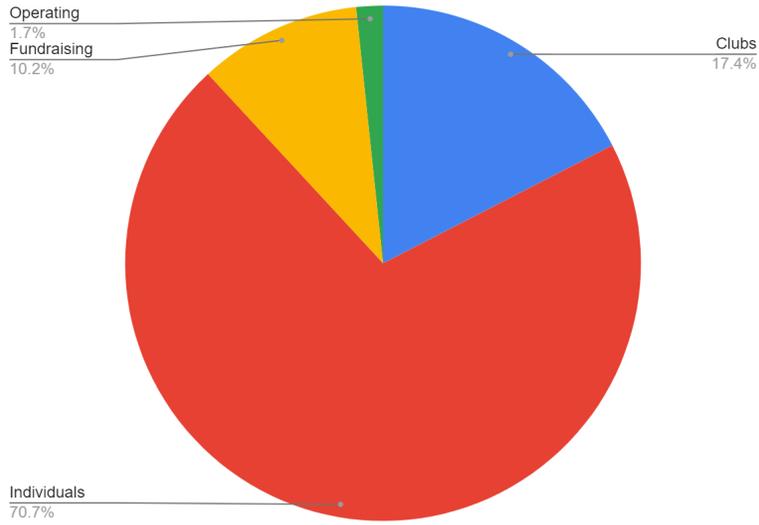
The FAWCO Foundation		
Balance Sheets		
As of December 31		
	2023	2022
	Unreviewed	Reviewed
	(USD)	(USD)
ASSETS		
Cash Accounts	367,535	327,473
Certificates of Deposit	391,722	133,298
	<hr/>	<hr/>
TOTAL ASSETS	759,257	460,771
	<hr/>	<hr/>
NET ASSETS		
Unrestricted Funds	169,874	162,167
Board Designated Reserve Funds	123,500	123,500
Total Unrestricted	293,374	285,667
	<hr/>	<hr/>
Temporarily Restricted Funds	456,092	165,313
Restricted - Endowment Funds	9,791	9,791
Total Restricted	465,883	175,104
	<hr/>	<hr/>
TOTAL NET ASSETS	759,257	460,771
	<hr/>	<hr/>

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

	2023	2022
	Unreviewed (USD)	Reviewed (USD)
Income		
Foundation Donations		
Administered Awards	0	9,000
Education Awards	220,700	20,872
Development Grants	130,542	66,557
Target Program - Environment	81,174	22,247
Target Program - Health	0	20,069
In-Kind Donations	53	0
General Donations	873	17,599
Total Donations	<u>433,342</u>	<u>156,344</u>
Fundraising Income		
Fundraising Income	45,013	49,264
Fundraising Income - Target	5,220	2,245
Total Fundraising	<u>50,233</u>	<u>51,509</u>
Other Income	8,223	1,495
Total Income	<u>491,798</u>	<u>209,348</u>
Expense		
Foundation Program Disbursements		
Administered Awards	0	8,000
Donations to Host Club Charities	1,500	0
Education Awards	43,000	28,000
Development Grants	36,000	36,000
Target Program	80,000	44,425
Total Program Disbursements	<u>160,500</u>	<u>116,425</u>
Fundraising Expenses	5,779	2,840
Operating Expenses	27,033	18,881

Total Expense	193,312	138,146
Net Surplus/(Deficit)	298,486	71,202

Income By Source 2023



Disbursements and Expenses 2023

