

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.



2017–2019 FAWCO Foundation Board of Directors

President: Suzanne Wheeler (AAWE Paris, FAUSA)
 VP Communications: Janet Davis (AIWC Cologne)
 VP Fundraising: Barbara Bühling (AIWC Düsseldorf)
 VP Programs Tracy Moede (AWC Hamburg)
 Treasurer Jodi Gentilozzi (FAUSA)
 Secretary: Louise Greeley-Copley (FAUSA)
 Parliamentarian: Patti Meek (AWC Dublin)

Special Appointment to the Board (non-voting)

FAWCO President Sallie Chaballier (AAWE Paris)

Presidential Appointments (non-Board members)

Archive Team Lead: Liz Janson (Munich IWC, FAUSA)
 Counselors' Liaison: Ellie Badanes (AW Surrey, FAUSA)
 Development Grants Administrator: Nan de Laubadère (AAWE Paris, FAUSA)
 Education Awards Administrator: Jennifer Todd (AIWC Düsseldorf)
 Historian: Roberta Zöllner (Munich IWC)
 Nominating Committee Chair: Michele Hendrikse Du Bois (Munich IWC /FAUSA)
 Target Fundraising Coordinator: Becca Meurer (AIWC Düsseldorf)

2018 Board Reports

President

I believe that the overriding testament to the effectiveness and camaraderie of the current Foundation Board is the notable fact that all its members are returning in some fashion to continue with The FAWCO Foundation, as are all of our extended position volunteers. While it is flattering to think that this is due to my leadership, the credit really goes to our mission: helping to improve the lives of women and children around the world, one small endeavor at a time, through our Educational Awards or Development Grants, or our concerted large-scale support for the Target Project. None of this would be possible, regardless of the quality of our volunteers, without the phenomenal support of FAWCO clubs, individuals, and our sister boards (FAWCO and FAUSA). Because of these elements The FAWCO Foundation can announce, with great pride, that we have disbursed \$2 million on behalf of the FAWCO family towards the various [programs](#) supported over the years. This is a milestone worthy of much fanfare. I cannot personally thank, in this report, every single donor, sponsor, volunteer, coordinator and participator in Foundation events, but you are all greatly appreciated. You make our work easier and joyful. Since The Foundation's inception in 1967, the vision of the women who initiated our organization has been realized beyond all expectations. Each and every one of us can share a justifiable pride in how a handful of women living in Europe, united by the desire to make a difference, grew into a global organization with the capacity to fund \$2-million-worth of dreams.

How has the 2017–2019 Board contributed to this legacy? In 2018, during the second year of my tenure, I sat on various action committees when necessary, conducted meetings with Foundation Counselors when possible, attended FAWCO regional meetings, and continued to liaise with FAWCO and FAUSA in the work of knitting the three sister organizations into a synergistic whole. The Board has continued to concentrate on stabilizing the Foundation's foundation by strengthening its institutional processes. (See details in board members' reports.) The goals I set for my presidency included the following.

1. The diligent work of our Archive Team resulted in leaps forward in completing phases 1–3 of the archival process: digitizing paper archives, setting up archival filing protocols and locating more of the paper archives necessary to round out the historical picture of The FAWCO Foundation, respectively. A round of applause and heartfelt thanks are due to the team, without which the Archive Project would not have reached this momentous conclusion: Liz Janson (team leader), Patti Meek (Board liaison/Counselor input), Roberta

- Zöllner (Historian/Counselor input), Margaret Hilditch (photo identification/filer) and Louise Greely-Copley (administrative advisor).
2. A new website was initiated, a monumental project spearheaded by Janet Davis and drawing on the talents of Rheagan Coffey (FAWCO Web Hosting Coordinator) and Catherine Conner (FAWCO Website Manager), and input from various Board members.
 3. VPs Barbara Bühling and Janet Davis implemented analyses using or fine-tuning tools on hand: a noteworthy endeavor.
 4. I tried continually to support my team in the best manner possible to maximize our individual strengths into a cohesive, positive unit.

The Board's biggest challenge this year was adhering to the European Union's new General Data Protection Regulation (GDPR). We were able to update most of our media and mailings, except for the Friends of The Foundation listing. Because of the difficulties we encountered with compliance with GDPR, we cannot post this on our website or publish it in our Annual Report for 2018. The new Foundation Board will investigate this further, to develop a compliant process for listing donors.

The following are a few of the Board's noteworthy accomplishments in 2018.

- Fine-tuning the reimbursement policy, so that Board members are equitably reimbursed but The Foundation's assets are protected, allows for greater diversity in our volunteer base as this action has removed an economic barrier to joining the Board.
- Continuing to publish articles on recipients of the Education Awards and Development Grants, plus the 2019 slate, in appropriate FAWCO/FAUSA publications, social media and bulletins achieved additional exposure, thereby integrating our work with our sister organizations. The efforts of Tracy Moede and her volunteer team made this initiative a success.
- The hard work of Barbara Bühling and her team of volunteers enabled the Foundation to surpass its fundraising goals for both the FAWCO Interim Meeting in The Hague and the Target Project, Hope Beyond Displacement.
- The Board continued strategic financial planning by investigating various fundraising tools, resources and alternatives.

Below are all the board member reports, followed by my conclusion.

Vice President Communications

Communications work continued to keep me very busy throughout 2018. The most crucial issue to be dealt with this past year was the GDPR, which went into effect at the end of May. It meant, first, that visitors to The Foundation [website](#) needed to be made aware of our data privacy policy, now posted on the footer of the site. In addition, we had to contact every subscriber to our publication, *The Foundation NEWS*, to secure their consent to continue receiving it. We gave everyone a few months to respond and then took some time to go through all of our 700+ contacts and re- or unsubscribe each one, but we are now fully compliant. Many thanks to our Website Administrator, Cat Conner (AWC Hamburg), for making sure everyone received timely notification of this change. Cat continues to be a constant source of help and support with information technology (IT).

The other big project this year was updating the website. Moving into 2018, we realized that it was functional, but sorely needed a makeover. A website team was formed consisting of Suzanne Wheeler (Foundation President), myself and the two people who did all the work, Rheagan Coffey (AWC Dublin) and Cat Conner. Rheagan designed the front end of the new site (the pretty part that you see) and Cat went to work on the back end (the nuts and bolts of what makes the website run). With an updated version of our website program, all content providers had to learn something new. Rheagan and Cat did a fantastic job and we now have a website to be truly proud of, visually exciting and user friendly. We continue to add content and we look forward to hearing FAWCO members' thoughts.

The Foundation NEWS continues to come out quarterly, bringing subscribers useful, timely and, hopefully, entertaining information. It seeks to keep FAWCO members informed about what is happening with The Foundation, including details on the annual conference, Education Awards and Development Grants, familiar and new programs and initiatives, and valuable information for member clubs. Anyone who wishes to receive *The Foundation NEWS* can sign up on the Foundation homepage.

Wrapping up my tenure as VP Communications, I took a look at just what it costs to maintain our website and keep members informed. Our yearly costs for website hosting and Constant Contact (our email program) have been consistent since I began in 2015. IT support (Cat) was higher in my first year and then dropped off to a

routine level as I became more comfortable in the job. Of course, there are still emergency emails and Skype calls throughout the year. The website redesign, however, was obviously a very large undertaking and we hired professionals to ensure it was done right: a rather significant one-off expenditure but money that The Foundation Board feels was very well spent. Other one-offs in the last few years included redesign of the headers for the website and *NEWS*, plus a new medallion design for the new Target. Another medallion redesign is, of course, necessary as we move to the next Target cycle.

I have thoroughly enjoyed my two terms 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 new skills in the future.

Respectfully submitted,
Janet Davis, Vice President Communications

Vice President Programs

2018 Development Grants

In 2018, there were 15 applications for Development Grants. Progress reports from the eight recipients were due at the end of January 2019, so updates about them and their programs will be announced at the Biennial Conference in Edinburgh, Scotland, in March. These projects received a total of \$36,000; \$27,000 from FAWCO clubs or from individual members and \$9,000 through the Foundation's Unrestricted Funds. The Foundation thanks Nan de Laubadère, Development Grants Administrator, and her committee for overseeing the 2018 Development Grant program. The recipients, award sponsors and nominating clubs were the following.

Education

The recipient of **AW of Surrey Hope Through Education** (\$4,500) was **Butiama Safe House Vocational Training Center**, Serengeti, Tanzania, nominated by Munich IWC. The Development Grant would help 22 girls who have fled female genital mutilation (FGM) receive vocational and entrepreneurial training to empower them to reach their fullest economic potential. This safe house is committed to fighting FGM and other forms of gender-based violence and to saving young girls from forced marriages. The girls gain business experience by selling products they have made with their newly acquired skills while receiving human rights training.

The recipient of **AWC The Hague Creating Better Futures** (\$4,500) was **Kitchen for Rural Kenyan Catering Program**, Chepkanga, Kenya, nominated by AAWE Paris. The Development Grant would provide funding to Rafiki Ya Maisha, a nongovernmental organization (NGO) that raises money for two schools in Kenya. The funds would be used to construct a teaching kitchen at Sergoek Vocational Training Center in Chepkanga. A proper kitchen will help improve professionalism, as well as the self-esteem of the students.

The recipient of **Pam Dahlgren Educating Africa's Children** (\$4,500) was **#Reboot Computer Literacy – A Safe Spaces Project**, Nairobi, Kenya, nominated by AWC Amsterdam. #Reboot is an empowerment project for young women in Nairobi's Eastland Slums. Today, IT skills are a core competency necessary to succeed in most careers. In the Eastland Slums, girls have no access to computers at home. Project #Reboot would fill this gap by teaching girl's computer skills and developing their critical thinking ability. The DG would empower girls by funding a project manager, computers, curriculum and students' transportation to #Reboot classes.

Environment

The recipient of **Nurturing Our Planet** (\$4,500) was **Hazarwadi Open Well**, Maharashtra, India, nominated by AWC Hamburg. The Indian Watershed Program has successfully used watershed development ("catching the rain") in desert areas of Maharashtra, India to restore the environment, replenish the groundwater that can feed open wells, and improve the lives of the tribal inhabitants, the poorest people in the lowest part of Indian society. The Development Grant would finance the construction of an open well in a rural hamlet of 14 tribal families with insufficient access to water. Better health, better nutrition, a sustainable livelihood and access to education would be the final rewards.

Health

The recipient of **The Coughlan Family Foundation's Support in Sickness and Health** (\$4,500) was Project WIN, Chiang Mai, Thailand, nominated by AILO Florence. Protein in the diet of Thai hill-tribe people is minimal. The Development Grant would help improve the quality of nutrition of the local marginalized population and finance their education in self-sufficient production and increasing dietary protein. This Development Grant would be accomplished through hands-on training in four different initiatives: raising chickens, building a fish pond for sustainable fish-farming, growing mushrooms, and developing and growing chemical-free vegetable gardens.

The recipient of **Critical Health Concerns**, sponsored in part by Renuka Mathews (\$4,500) was **Ending TB in North Korea**, Pyongsong Sanitarium, North Korea, nominated by AILO Florence. Tuberculosis (TB) is the number-one infectious killer in the world. TB and drug-resistant TB are endemic to North Korea and ravage a vulnerable population already suffering from malnutrition. The Development Grant would pay for N-95 respirators, nutritional support and immunomodulation that would cut TB transmission, increase treatment success rates and reduce post-treatment relapse and reinfection rates. Cutting the relapse and reinfection rate would also protect vulnerable caregivers in the home.

Human rights

The recipient of **Breaking the Cycle**, sponsored in part by AILO Florence and AW Eastern Province (\$4,500) was **Feed the Starving Rohingyas**, Bangladesh, nominated by FAUSA. Since the Myanmar military started ethnic cleansing in 2017, approximately 1 million Rohingya people have fled to Bangladesh, creating a massive humanitarian disaster. New refugees, mostly women and children, arrive daily after walking for days through the jungle. Refugees desperately need food, water, clothing and medical care. The project would provide the newly arrived Rohingya people with dry food packs, each containing a tin container of basic food staples. The Development Grant would directly benefit 400 families – 2800 refugees – by providing food and water.

The recipient of **FAUSA Effecting Change for Women and Children at Risk** (\$4,500) was **The Pillow Project to Stop Child Trafficking**, Murang'a County, Kenya, nominated by AWC The Hague. Most children living in orphanages in Kenya have family who cannot care for them because of poverty. Families are often tricked into giving up their children under the false promise of food and education. In reality, children are trafficked and exploited so that orphanage operators receive donations. The Development Grant would allow The Pillow Project to Stop Child Trafficking to provide beds, sheets and pillows for 31 children who have been trafficked.

2018 Education Award recipients

In 2018 there were a total of 39 applicants for Education Awards. Progress reports from these recipients were due at the end of January 2019, so updates about them and their programs will be announced at the Biennial Conference in Edinburgh, Scotland in March. These awards, in total, received \$32,000: \$19,000 funded by FAWCO clubs or individual members and \$13,000 from The Foundation's Unrestricted Funds. The Foundation thanks Jen Todd, Education Awards Administrator, and the members of her committee for overseeing the 2018 Education Awards program. The following are the sponsors and recipients.

Academic studies awards

The recipient of the **Arts Award** (\$4,000) – 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 – was **Pascal Shradly**, whose mother is a member of AIWC Cologne. Pascal has always dreamed of a career in music. He not only sings but writes songs and plays both the piano and guitar. He wishes to not only perform but produce music. He is applying to undergraduate programs in the United States, where he can hone his music skills as well as learn the business of music to improve his technological skills.

The recipient of the **Sciences Award** (\$4,000) – sponsored in part by AIWC Genoa, 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 – was **Leo Kuhnen**, whose mother is a member of AWC Brussels. Leo had lost his father to pancreatic cancer five years previously. This tragic event inspired him to pursue a career in cancer research. He is applying to natural science programs in the Netherlands with the further goal of achieving a Master's degree in biomedical science.

Owing to generosity in sponsorship, two awards **Humanities Awards** (\$4,000) – for undergraduate or graduate study in the fields including, but not limited to, education, law, social studies, history and languages – were given to the two highest-ranked applicants.

- The recipient of the **Humanities Award**, sponsored in part by AAWE Paris, in memory of Gertrude de Gallaix, was **Meaghan O'Hearn**, whose mother is a member of AWC Zurich. Meaghan has already received her bachelor's degree in Science from Georgetown University as well as her Master's from The London School of Hygiene and Tropical Medicine. After working for a year in Bangalore, India, she developed a keen interest in the importance of nutrition for the human body. She decided to pursue her doctorate; her research would focus on the correlation of industry strategies and dietary patterns, especially in relation to processed food and obesity.

- The recipient of the **Caroline Newton Humanities Award** was **Fintan Viebahn**, whose mother is a member of IWC Munich. Fintan is finishing her dual bachelor's degrees in law and philosophy. She will then begin her Master's degree with a particular focus on political philosophy and digitization. The ethical questions in this emerging digital world require answers. Which ethical aspects should be considered when programming artificial intelligence? Will artificial intelligence put humans out of work or threaten humanity? What focus has been given to digital privacy? With her continued education, she hopes to help develop answers to these questions.

Dual Cultural award

The recipient of the **Dual Cultural Award** – for children/grandchildren of FAWCO members (one parent/grandparent must be a US citizen) (\$4,000), sponsored in part by AWC Bern and Donna Erismann, in memory of Suzanne Erismann, and to be used to attend a semester of American high school or an academic or structured educational summer program in the United States – was **Laura Wilhelm**, whose mother is a member of AIWC Cologne. Laura would participate in a program at Northwestern University in summer 2018. Growing up in Germany, she always experienced the world as a bicultural person. Through her parents' efforts to encourage English spoken at home, and spending time every summer in the US with her grandparents, she grew up German but retained her American roots. The Center for Talent Development program at Northwestern focuses on calculus, chemistry and psychology, and she very much looked forward to seeing how her performance compares to that of American students just like her.

Member awards

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

The **FAUSA Skills Enhancement Award** (\$4,000) is for acquiring new skills or enhancing existing ones. It allows a FAWCO or FAUSA member to become more capable, competent and confident by acquiring the skills to improve performance in any given field. The recipient was **Kristin Melia**, a member of AIWC Naples; Kristin is working on her Master's degree in immigration and the public policy of integration. Her direct experience of living in Naples, where she has seen the results of asylum-seeker immigration and of working on immigration and identity management through the US Department of Homeland Security led her to this field of study. As part of obtaining her Master's degree, she would be responsible for writing on the migration routes at sea for the think-tank Migration Policy Institute, based in Brussels and Washington, DC.

The **Women in STEM** (\$4000), in honor of AWA Dubai's 21 years of serving the international community of Dubai, is for the study of science, technology, engineering and mathematics (STEM) disciplines, including chemistry, computer and information technology science, engineering, geosciences, life sciences, mathematical sciences, physics and astronomy. The recipient was **Melanie Baur**, a member of AIWC Düsseldorf. Melanie decided to further her education by completing a certificate program in marketing analytics through Penn State University, to enhance her skills in digital marketing and communication and improve her understanding of data analytics. She is driven to excel in communication and marketing strategies while being a leader in the non-profit sector.

The **AWC Hamburg Continuing Education Award** (\$4,000), in honor of the 60th Anniversary of the AWC Hamburg, 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, including journalism, writing, the arts and philanthropy, but excluding STEM subjects. The recipient was **Tammy Sas-Mayaux**, a member of AAWE Paris. The UN Sustainable Development Goals drove Tammy to further her education through a Master's degree focused on the historic context of globalization and economic development, public policy theory, and corporate regulation, strategies for citizen action and sustainable development. A glaring example of her main motivation is a 2017 Oxfam report called *Reward Work, Not Wealth*, which stated that billionaires in 2017 had earned the equivalent of what would be needed to solve extreme world poverty seven times over. The knowledge and skills she would learn through this Master's program would give her the advantage she needs to promote change on a local, national and international scale.

Other accomplishments in 2018

At the Interim Meeting in The Hague, I helped give a successful and insightful workshop entitled Foundation for Dummies: Club Fundraising, Applications and Other Cool Stuff. It was well received and garnered positive comments on the feedback survey.

In preparation for the 2019 Conference, I designed a workshop to highlight the work that Suzanne Wheeler and I did at the request of the AW Surrey. We created an application, checklist and review sheet for FAWCO clubs to use when reviewing charitable organizations that they and their club members are considering for future support.

I continued the effort I began in 2017 to make a very visible press push on the FAWCO Facebook page concerning the Education Award and Development Grant programs. Regular posts were made in the hope that many FAWCO members would become aware of the Awards and Grants offered in 2019. Time will tell if this was a successful approach. In addition to the Facebook posts, many articles appeared in *The FORUM* and *The Foundation NEWS*, detailing the application process and timelines necessary for submitting successful applications.

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.

*Respectfully submitted,
Tracy Moede, Vice President Programs*

Vice President Fundraising

2018 started out rather hectic as preparations were underway for Foundation Night at the Interim Meeting in The Hague. Thanks to the support of many, for which I am extremely grateful, everything worked out very well. The Target Project, Hope Beyond Displacement, was a major focus in the fundraising efforts throughout all FAWCO organizations. It is an ideal project for our members, as reflected in their active engagement in raising money for it.

Annual fundraising activities

The annual activities included: raffling the friendship quilt and a high-end piece of jewelry, selling charms and charm bracelets, and holding Foundation Night that the Interim Meeting, which included both silent and live auctions.

Friendship Quilt (2018) – “Butterfly Brigade”, designed and completed by our quilt mistress, Roberta Zöllner – measured 67 x 105 inches and consisted of 170 blocks from 43 donors in 21 clubs. Kathy Coughlan, FAUSA, won the quilt and the raffle raised \$3,749.

High-end raffle – A pair of opal and diamond earrings, donated anonymously, netted \$1,357. The earrings were won by Cate Napier (AWC Brussels).

Charm and Charm Bracelets – The charm for the Interim Meeting was a wooden shoe in silver, a flat one (40) and a 3-D version (14) produced through Judy Furukawa (AWC of Brussels) and Monica Jubayli (AWC Lebanon), who worked with a jeweler in Dubai. We sold four charm bracelets, 22 flat charms and all of the 3-D charms. A number of items remain in inventory, including two charm bracelets and a number of charms from previous conferences (five silver/silver butterfly charms and 18 flat-shoe charms). Profits to date for the charms are \$1,694.

Foundation Night

The theme for the Interim Meeting **Foundation Night** was Alice in Netherlands: The Mad Hatter’s Tea Party, and guests were encouraged to come dressed for the tea party or simply to wear a favorite hat. The theme was very well received and there was a fun atmosphere with the majority of the guests opting to wear hats. About 25 guests wore Alice in Netherlands costumes and four guests won prizes for their hats or costumes: Marlo Webster (best hat), Orla Blundell (best costume), Maggie Palu (most creative costume), and Deborah Lillian (best FAWCO-related costume).

For the Live Auction (The Hatter’s Matters), auctioneer Alicia Santiago (AWC Zurich) was sold 12 lots, including three versions of Mumbai Memories (India) and two of the Winter Park Wonderland (Colorado). Heather Bloemperk (AWC Brussels) and Marilee Watts (FAUSA) were the co-coordinators of the live auction, which raised \$22,200, of which \$1,500 went to the Target Project. Two items were designated for Hope Beyond Displacement: the “Hope” wall-hanging and a handbag donated by Hark Designs.

Carol-Lyn McKelvey and Julie Meyerson (AIWC Cologne) led the team for the Silent Auction (The Cheshire Cat Silent Auction: Grin and Buy It), to which 246 items were donated. The wide mix of items, including three original paintings, was set out by category. The amount raised was \$6,477. The items were set up and presented well,

although a few logistical matters needed to be resolved for future auctions. For example, it was recommended that each participant donate a limited number of items and that all items be registered in advance in future.

An additional silent auction was held on the theme of the Mad Hatter's Tea Party: a fascinator donated by Johanna Dishongh (AW Eastern Province), which was silently auctioned during the period of registration leading up to Foundation Night. Rozanne van Rie (AWC Antwerp) was the highest bidder and wore the fascinator to Foundation Night.

Some donated items were sold in the lucky dip (Tweedle Dum Tweedle Dee Tweedle Dip) organized by Aurora Silvestri (Munich IWC), on Foundation Night. The items, including a Target charm, were put in brown paper bags that were sold for \$5/€5 each, raising \$595 in profit.

The 2018 coin toss was a collection in an Alice in Wonderland tin: \$129. Thanks are due to Lauren Mescon and Julie Lehr (AWC Amsterdam), who stepped in at the last minute to help.

The **Benefactor Program** continued with donations this year totaling \$2,300. Because raffle tickets could not be purchased by credit card (due to PayPal policy), the incentive for the program was changed: 20% of the Benefactor Program donation was designated for the Target Project and the donor received a thank-you gift from the Backing Women Boutique. The incentive to be a Mad Hatter donor (more than \$400) was a Target charm. There were significantly fewer Benefactors than before: six in total, with five at the Mad Hatter level.

Target Program

The **Target Project**, Hope Beyond Displacement, was a main focus of 2018. Fortunately, Becca Meurer (AIWC Düsseldorf) agreed to take on the position of Target Fundraising Chair. Her background in marketing has been very beneficial and she has been active in promoting the Target Project and the Backing Women Boutique.

Hope Beyond Displacement has truly been a fundraising project that sells itself. Through the Club Matching Grants Challenge (\$10,000), sponsored through the generosity of The de Groot Foundation, funds donated by 16 different FAWCO clubs were matched by the beginning of January 2018. Because several additional clubs were fundraising at that time with the hope of having their donations matched, The Foundation voted to match such donations up to \$500 per club, provided that the funds were donated prior to the Interim Meeting. Nine clubs took advantage of this internal matching grant program, which resulted in the Foundation donating \$4,300 to the Target Project. To date, 33 clubs have donated to the Target Project and the achievement of the goal of \$125,000 was announced in May 2018. Clubs and individuals continue to donate to the Project, which is well on the way to reach the extended goal of \$173,000.

The **Backing Women Boutique**, which began with the previous Target Project, remains a positive influence on fundraising for Hope Beyond Displacement, though mostly as a marketing tool. The items are sold mainly at regional meetings and at the annual conference/interim meeting. Items are available at any time through the Target Fundraising Chair, but there has been little activity in this area. Several new items have been successfully offered, including purse hooks with the Backing Women logo and handmade soaps to accompany the towels and handbags. In 2018, the Backing Women Boutique netted \$5,295 for the Target Project.

A Target **charm** in the shape of a book, with the word "Hope" engraved in both English and Arabic, was sold through the Backing Women Boutique; 60 were sold and 21 remain. Many thanks are due to Suzanne Wheeler, Tricia Saur and Johanna Dishongh for their engagement in the creation of this charm.

FAWCO and The Foundation are gratefully indebted to all FAWCO clubs that have energetically raised money for Hope Beyond Displacement. As of the end of 2018, the FAWCO clubs alone had raised more than \$125,000!

Respectfully submitted,

Barbara Bühling, Vice President Fundraising

Treasurer

The following pages give the financial statements for The FAWCO Foundation for 2018, with a comparison to 2017. The Foundation accounts are reviewed each year by an independent certified public accountant. Each review is done in the following year, so the latest letter, reporting on the independent review for 2017, is included.

Summary: The Foundation is in sound financial condition

The Foundation had \$424K of cash assets at the end of 2018: \$135K is Restricted Funds and \$289K is Unrestricted Funds, providing a solid financial basis from which to continue to drive and support The Foundation's programs. In 2018 The Foundation had income of \$187K and made disbursements totaling \$222K. The \$35K difference was funded almost entirely by cash assets from restricted funds and with the balance from unrestricted funds.

Balance sheet

At the end of December 2018, the Foundation had total assets in cash of \$424K. The Restricted Funds (\$135K) comprised two elements:

- Temporarily Restricted Funds (\$125K), representing donations from donors who have specified that the funds to 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; and
- Restricted – Endowment Funds (\$10K), 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 Funds (\$289K) also comprised of 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 two years without any external donations; and
- after deducting these restricted funds from the total cash assets, **Unrestricted Funds** (\$166K).

Income and expense statements

The Foundation is on the cash basis of accounting. This means that the income and expenses are recorded when the funds are received in to, or paid out of, its 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. Such large donations mean that there is much more income in some years. Fluctuations in expenses are in general due to either a change in the number or amount of Awards and Grants disbursed or the fact that all are not disbursed due to a lack of applicants. In these latter instances, the Board investigates the situation in order to respond to the interests of The Foundation community.

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

The Foundation receives four types of donations. The first is **donations to the Education Awards and Development Grants programs**. In general, recurring donations for this purpose had shown a slight declining trend over the past few years. The unexpected larger donations (donations of \$20K in 2017 and \$10K in 2018) that occur from time to time have offset some declines. **Although the donor base remains relatively stable, 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.**

Donations for the Target Program increased in 2018, owing to the Program's three-year cycle with no fundraising in year one followed by active fundraising in years two and three. 2018 includes parts of years two and three of the current cycle and 2017 includes partial years one and two. The current Target Program ended in February 2019.

General donations come from individuals and institutions (such as AmazonSmile and iGive) to The Foundation's General Fund, which is unrestricted. In 2018 The Foundation received an unexpected donation of \$5K from the Springfield Foundation, directed by an anonymous donor.

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

Fundraising and other income

Sources of fundraising income include Foundation Night, the Backing Women Boutique and all other fundraising projects, such as charm sales and raffles. Fundraising revenues decreased in 2018, mainly owing the strength of the FAWCO Biennial Conference in Mumbai in 2017 compared to the FAWCO Interim Meeting in The Hague in 2018, which was a smaller event. Net fundraising income in 2018 was \$40k compared to \$44K in 2017.

The Foundation receives income from interest on bank accounts as well as Education Award application fees (\$875 in 2018 and \$750 in 2017). The Board decided to discontinue the application fees for 2019 Awards.

Expenses

There are several kinds of program disbursements. The first is **Administered Award disbursements** for clubs and individuals who request The Foundation to manage their donations. The Foundation holds such donations 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.

In 2018, The Foundation disbursed \$68K, with all of the **Awards and Grants** offered being disbursed. Of this amount, \$46K came from donors and \$22K from The Foundation's use of Unrestricted Funds.

In the **Target Program**, \$120K was disbursed to the Target Project, Hope Beyond Displacement in 2018, compared to \$31K in 2017. This is due to the three-year program cycle described above.

In 2017 The Foundation made a donation to the FAWCO Conference's host club charities, as is customary. There is usually no **Foundation donation** made in the Interim Meeting years, so there was no expense in 2018.

Fundraising expenses are mainly for Foundation Night and the FAWCO Target Program (through the Backing Women Campaign), as well as other fundraising projects such as charm sales. The expenses in 2018 were \$10K less than in 2017, mainly due to higher expenses on Foundation Night in 2017 and expense to establish the Backing Women Campaign. The net fundraising proceeds in 2018 were \$40k, compared to \$44K in 2017. 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.

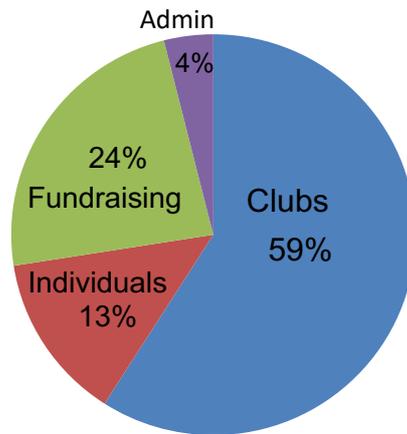
Administration expenses totaled \$8K in 2018, below the \$18K in 2017 for two reasons: costs for the Board to attend the FAWCO Conference in Mumbai in 2017 were higher than the costs to attend the Interim Meeting in The Hague in 2018, and two Board members did not travel to attend the second face-to-face Board meeting in Europe. The Board holds two such meetings per year: one coincides with the FAWCO meeting and the second during the summer.

On the following pages are the balance sheets and the summaries of income and expense for 2018 and 2017. There are also two pie charts.

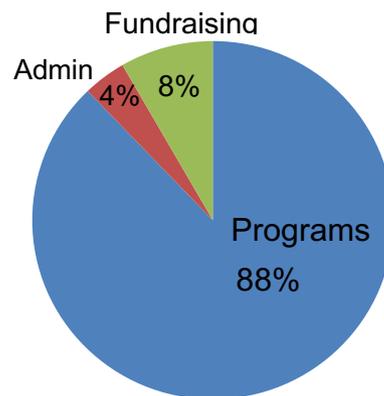
- Sources of income shows source of support: from individuals, member clubs and Foundation fundraising efforts.
- Disbursements and expenses show spending for programs, fundraising and administration.

*Respectfully submitted,
Jodi Gentilozzi, Treasurer*

Income by source, 2018



Disbursements and expenses, 2018



The FAWCO Foundation balance sheets, as of December 31		
	2018 unreviewed	2017 reviewed
	USD	USD
ASSETS		
Current assets		
Cash accounts	295,214	331,294
Certificates of deposit	129,072	128,329
Total current assets	<u>424,286</u>	<u>459,623</u>
TOTAL ASSETS	<u>424,286</u>	<u>459,623</u>
LIABILITIES AND EQUITY		
Total liabilities	—	—
Equity		
Unrestricted Funds	165,527	166,544
Board-designated Reserve Funds	123,500	123,500
Unrestricted (total)	<u>289,027</u>	<u>290,044</u>
Temporarily Restricted Funds	125,468	159,788
Restricted – Endowment Funds	9,791	9,791
Restricted (total)	<u>135,259</u>	<u>169,579</u>
Total equity	<u>424,286</u>	<u>459,623</u>
TOTAL LIABILITIES AND EQUITY	<u>424,286</u>	<u>459,623</u>

The FAWCO Foundation		
income and expense statements for the 12 months ending December 31		
	2018	2017
	unreviewed	reviewed
	USD	USD
INCOME		
Foundation donations		
Education Awards	17,000	30,968
Development Grants	16,346	13,917
Target Program	94,615	60,688
In-kind donations	33	3,408
General donations	8,209	1,158
Total donations	136,203	110,139
Fundraising income	48,723	62,837
Other income	2,033	1,860
Total income	186,959	174,836
EXPENSES		
Foundation program disbursements		
Administered Awards	7,000	7,000
Education Awards	32,000	34,000
Development Grants	36,000	22,500
Target Program	120,200	31,300
Foundation donations	0	7,148
Total program disbursements	195,199	101,948
Fundraising expenses	8,556	18,567
Operating expenses	18,540	28,279
Total expense	222,295	148,794
Net surplus (deficit)	(35,336)	26,042



Cheryl Rohlf's & Associates, Ltd.

Certified Public Accountants

Independent Accountant's Review Report

December 28, 2018

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, 2017 and 2016, and the related statements of support, revenues, and 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.

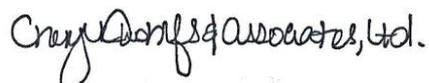
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Cheryl Rohlf & Associates, Ltd.

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 ROHLFS & ASSOCIATES, LTD.
Northbrook, Illinois

Secretary

I have enjoyed working with this congenial and conscientious Board of Directors. My work included:

- taking minutes of all Board meetings;
- processing the minutes: handling content and formatting, attaching addenda, ensuring release for timely editing, and incorporating all edits and suggestions;
- maintaining the log of motions, proxies and action items;
- completing the annual registration with the state of Missouri for 2018;
- organizing folders and agendas for monthly Skype meetings and the annual face-to-face meeting of the Board;
- contributing to discussions on fundraising, programs and administrative issues;
- creating and administering user accounts for The FAWCO Foundation committees;
- contributing to and processing photos for The FAWCO Foundation archives;
- researching new tools for The Foundation to aid organizational activities and archiving by continuing to explore the capabilities and possible application of Google tools for The FAWCO Foundation;
- finding ways to generate revenue for achievement of The FAWCO Foundation's mission ;
- researching best practices and trends in fundraising and nonprofit management and exploring their application to The FAWCO Foundation; and
- administering The Foundation's Twitter account.

*Respectfully submitted,
Louise Greeley-Copley, Secretary*

Parliamentarian

In my advisory capacity as Parliamentarian, I have, over the course of the year, endeavored to answer questions about procedure pertaining to the transaction of Board business. In addition, the President requested my involvement with various administrative projects.

For the **Administrative Guidelines**, I gathered input from Board members and facilitated approval for changes to their job descriptions and those of their volunteers. Several policies were also updated and approved.

The Foundation's **Archive** team, led by Liz Janson and including former Board Secretary, Margaret Hilditch, Foundation Historian Roberta Zöllner, Secretary Louise Greeley-Copley and myself (serving as Board liaison) continued our work. We reached out to former Board members and volunteers to obtain critical material from past years for the archive. We provided a new job description for the volunteer position of Archivist which, was included in the Board's Administrative Guidelines. We also worked with the Board to update the document retention schedule (a list of documents that are required to be archived for prescribed periods of time) and gave input on proposed updates to the document retention policy. We have worked with the Board to develop a workable protocol for transferring required documents into the Archive.

Beginning in the autumn of 2017, The Foundation conducted a **survey** of FAWCO and FAUSA members to gain a better understanding of their opinions about our programs, fundraising activities and communications. VP Tracy Moede and I collated and analyzed survey data that we collected at regional meetings, the 2018 Interim Meeting, and electronically via Survey Monkey. In all, we received 182 responses from 38 FAWCO clubs and FAUSA, with participation from every region. The results were presented to the Board at our summer Annual Interim Meeting and proved useful, inspiring improvements in our programs.

*Respectfully submitted,
Patti Meek, Parliamentarian*

Conclusion

In conclusion, 2018 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. Making the \$2-million milestone is an enormous achievement. Without you, this would not have been possible. After all, we at The Foundation reflect your passions, your projects – we are your Foundation!

*Respectfully submitted,
Suzanne Wheeler, President, The FAWCO Foundation 2017–2019*