

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>)
<i>Special Appointment to the Board (non-voting)</i>	

FAWCO President Ann Marie Morrow (AWC Finland)

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)

2024 Annual Report

President

It's hard to believe that our board has almost reached the end of the 2023-2025 term. That went fast!

The 2024 annual meeting in Porto ended the first year for our board, highlighted, of course, by the wonderful Interim Meeting.

Foundation Night in Porto was very successful – through the Live Auction, Silent Auction, quilt ticket sales, charm sales and other donations, over \$43,000 was raised. That's remarkable for an Interim Meeting conference. Angie Aebersold (VP Fundraising) did an amazing job organizing Foundation Night – *Fairytale Magic...Happily Ever After* for a Great Cause. All manner of sparkly princesses, fairies, wizards, storybook characters, etc., were in attendance with everybody having a great time while donating to support the programs of The Foundation. We thank everyone who gave so generously.

Once a conference ends, things settle down for a little while. I used the late spring and summer to contact our donors who this year helped The Foundation to do the work we do through their support. We have some faithful ongoing donors (individuals and clubs) and we always have first-timers – individuals or clubs sponsoring an award or grant for one or two years, perhaps in honor of a special occasion or a loved one. This generosity is what makes The Foundation tick. Our donors' giving spirit is evidenced by the fact that in 2025, we will be giving out 21 total Education Awards (EAs) and Development Grants (DGs). This is the most we have ever offered and it's thanks to the very generous FAWCO community.

As a matter of fact, due to some very large donations last year, The Foundation finds itself in a truly enviable financial position. In Porto, during our workshop, we asked for input as to how we could further disburse some of our funds. We have spent the last six months discussing this and the board has a plan going forward.

We decided that one immediate way to give back more is to raise the values of the EAs and DGs. In 2025, the values of most awards will increase to \$5000. There are two exceptions. The Dual Cultural Award will be valued at \$4000. Additionally, the Foundation board voted to add another award this year – a second Skills Enhancement Award that will be valued at \$2500. Not everyone needs as much as \$5000 for a program so this will be an opportunity from which more of the FAWCO community can benefit! The Foundation will be making up the difference in funding for those EAs and DGs that are fully sponsored at \$4000. However, some of our donors have already offered to make up that difference themselves. Again, the generosity of the FAWCO community continues to awe and inspire us.

Throughout this second year of our term, we thoroughly enjoyed working together as we sought new ideas and creative ways to further the goals of The Foundation. Being a global board, we relish our opportunities to meet in person where idea sharing and problem solving are a bit easier. In September, we were lucky enough to be able to gather at Hollie Nielsen's beautiful home in St. Andrews, Scotland. Work blended with pleasure as we planned out Foundation Night, made changes to our Constitution and By-Laws (which continuously need to be reexamined) and examined ways to further our giving among other things, all while enjoying the beautiful atmosphere of St. Andrews. We also laughed a lot. The time together is very productive and we cherish it.

I was able to attend two regional meetings this fall – Antwerp (Region 4) and Berlin (Region 5). Regional meetings are a wonderful opportunity to meet new people, connect, network, share ideas and learn from amazing speakers. Both regionals were well-attended and I was grateful to be able to share information about The Foundation with both groups. I was intending to attend the incredible Region 3 meeting in Paris, however, unfortunately fell ill. Big thanks to Angie Aebersold who stepped in and did my presentation, made more challenging by the fact that the slide show wouldn't load and she did it all without visuals. Thank you, Angie!

The Foundation Archives continues to be a work in progress. Patti Meek, Barbara Bühling and I are slowly sifting through years of documents as we attempt to organize everything into one cohesive digital file. It's a more daunting task than we anticipated, but it is slowly getting done.

The Foundation board members are known to many of you but our "supporting players" serve crucial roles in the functioning of The Foundation. Many thanks to:

Tracy Moede (AWC Hamburg), Development Grant Administrator
Michelle Miller (AIWC Cologne), Education Award Administrator
Lauren Mescon (FAUSA) who is ending her term as our very enthusiastic and effective Target Fundraising Coordinator for Awesome Blossoms. She also served as our Nominating Chair.
Carol-Lyn McKelvey (AIWC Cologne and FAUSA), Silent Auction Coordinator
Patti Meek (AWC Dublin), Counselor Liaison

We on the Foundation Board continue to be so inspired by the generosity of our FAWCO club members and individual members and their commitment to serving the greater good. To date, The Foundation has disbursed

roughly 1.9 million USD in Education Awards and Development Grants. What an impact that has made on so many people!

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: AAWE Paris, AWG Paris, AWC Genoa and AWC Bern, among others.

However, EVERY member of FAWCO is a donor and supporter, be it of time, talent or funding and on behalf of the board, I express my 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

This year has been one of steady growth and engagement for The FAWCO Foundation's communications, marked by increased efforts in email outreach, social media presence, and website enhancements.

NEWS

In 2024, The FAWCO Foundation transitioned its email communication service from Constant Contact to Mailerlite, resulting in a cost savings of approximately \$388 annually while maintaining a high level of functionality. Over the course of the year, six emails were sent, including two special editions: one celebrating a Target fundraising milestone and another announcing an increase in grant and award amounts. These emails achieved an impressive average open rate of 70.38%, an increase from the previous year, with a subscriber base of 575 active members.

Social Media

Recognizing the power of social media to connect and engage with our community, we took significant steps to strengthen our presence. A key milestone was the consolidation of our online groups into one main space, the "Friends of The FAWCO Foundation" Facebook group, which allowed us to streamline communication and focus our efforts. A strategic approach to content creation, including regular posts, resulted in measurable growth in engagement and reach.

Website

While major updates to the website were completed in 2023, this year saw the implementation of targeted improvements, including the update of the FAWCO Friendship Quilt page and the transition of Development Grant and Education Award recipient results from "articles" to "pages." These changes enhanced functionality and design, making it easier for users to access key information. The Target 5 fundraising milestone was supported through coordinated efforts across the website, social media, and NEWS, underscoring the importance of an integrated communications strategy.

Positive feedback from users about the overall site improvements has been encouraging. However, work remains, particularly in optimizing the site for mobile and tablet views and preparing for the launch of the new Target Program in March 2025.

Donorbox Widget

The Donorbox widget, first introduced in late 2023, has continued to streamline the donation process in 2024. With its capacity for recurring donations and ease of use, it has proven invaluable in helping The FAWCO Foundation meet its fundraising goals. In 2024 alone, the Donorbox tool facilitated \$13,184 in donations, reflecting the value of this tool in advancing our mission.

Collaboration and Challenges

This year, collaboration has been a cornerstone of success. I worked closely with the VP of Programs to not only execute coordination to publish results of the 2024 award recipients, but also organize and publish the slate of 2025 awards and partnered with the VP of Fundraising to create the 2025 Foundation Night landing page. While time constraints posed occasional challenges, the support from fellow Board members has been instrumental in maintaining progress.

Looking Ahead

For 2025, my focus will be on optimizing the website for mobile and tablet users, enhancing social media engagement, and continuing to refine strategies that connect our community and amplify our mission. I am excited to build upon the progress made in 2024 and further support The FAWCO Foundation's goals.

Respectfully submitted,

Mary Stange (IWC Bogotá, FAUSA)

Vice President Communications

Vice President Programs

After the Porto conference in March, the tasks for the Development Grant (DG) and Education Award (EA) were successfully completed, thanks to the invaluable support of the Development Grant and Education Award Administrators.

Key activities included:

Distribution of 2025 SOAs: Both the DG and EA Statements of Award (SOAs) were transitioned to online Google Forms for the first time in 2024, streamlining the submission process.

Processing Returned SOAs: The new online forms have significantly simplified the process, enabling quicker and more efficient disbursement of awards and grants to recipients.

Follow-up on Outstanding SOAs: We ensured all deadlines were met, although one Development Grant remained unclaimed due to changes in the recipient charity before the SOA could be completed and funds disbursed.

Collaboration with Grants and Awards Administrators: We successfully closed out all remaining grants and awards from previous years, gathering updates and reports for both the current and past cycles.

Database Updates: A thorough update of our databases, including stats, figures, members, clubs, and more.

Refining the Application Process

For the 2025 Development Grants, we made slight adjustments in response to applicant feedback and our own learnings. These changes are designed to improve the process for 2025, and we hope to continue evolving it with further feedback in future cycles.

For the Education Award applications, we've transitioned to online forms for the 2025 cycle. Given the added complexity of these applications, we've adopted Google Forms, which allows for customized forms for each award. This flexibility makes the collection of relevant information easier for both applicants and the administrator.

Feedback on the 2024 Education Award review process has been overwhelmingly positive, with reviewers appreciating the streamlined approach. The new online application forms for 2025 will further enhance the experience for both applicants and reviewers.

A Team Effort

I'd like to extend my gratitude to Tracy M and Michelle M for their hard work in navigating the changes to the process. Their efforts were vital in ensuring the smooth running of the programs and in addressing any concerns that arose. It was truly a team effort.

Exciting New Additions for 2025

Bringing together the slate for 2025 was a humbling experience. The FAWCO Foundation is fortunate to have a community of generous individuals whose donations allow us to offer **9 Development Grants** and **12 Education Awards**.

We are particularly excited to introduce **3 new Education Awards**, which will broaden the range of learning opportunities for our members, their children, and grandchildren:

Opening Learning Award: Exclusively for our members' grandchildren;

Fine Arts Award: Focused on supporting an artistic journey;

Skills Enhancement Award: A smaller-value award recognizing the growing availability of affordable online courses.

Ongoing Activities

Currently, we are focused on several key tasks:

Preparing for the upcoming March conference, with a strong slate of 9 Development Grants and 12 Education Awards.

Preparing the review of the outstanding achievements of past Development Grant and Education Award recipients, which is always a rewarding experience.

Continuing to refine our processes to ensure we're delivering the best possible experience.

Keeping the award slate relevant to both the FAWCO community and the world around us.

Communication and Outreach

One important question that remains is how best to communicate the incredible opportunities offered by the Education Awards and Development Grants to the wider FAWCO community. Ensuring that the work done by our clubs and the educational aspirations of our members are realized is key to the continued success of these programs.

Respectfully submitted,
Christine Riney (AWC Hamburg)
Vice President Programs

Vice President Fundraising

Since the last report I have been busy with planning and implementing the 2024 Foundation Night in Porto and now planning the 2025 Foundation Night in Annapolis.

I have monthly meetings with the Target Fundraising Coordinator (Lauren Mescon), monthly meetings with Target Team (Lauren Mescon, Amanda Drollinger, Janet Davis) and monthly TLC Reps and Presidents Meetings (Kanika Holloway, FAWCO 2nd VP - Member Clubs). The TLC meeting, I am not always present partly because the meetings are at a little too short notice for me and the time of the evening is a bit late.

In September 2024, I attended the Foundation's Face2Face Board Meeting in Scotland. We accomplished a lot of business. From my side of the meeting we were able to decide on our theme and logo for the Foundation Night 2025 in Annapolis. We agreed on the decorations for the tables, what the lucky dip "Ducky Dip" would be and what direction that our advertising would go.

In October 2024, I attended the Region 3 Regional Meeting in Paris. At the last minute, I had to give the presentation about The FAWCO Foundation. Unfortunately, our presentation slides did not work and so I had to just give the presentation with no powerpoint to go with it. I, along with Lauren Mescon (Target Fundraising), had a table to sell our Backing Women items for Target. It went very well and we raised around \$700 for Target at the Regional.

I also attended the Region 5 Regional. It was a great success. I had a Backing Women table to sell for Target. We raised just over \$400 in Berlin for Awesome Blossoms.

I have been preparing for Foundation Night 2025 in Annapolis which will take place at the FAWCO Biennial Conference. I have contacted past Live Auction Donors and have received some amazing destinations for the 2025 Live Auction. Some destinations are from past donors and we also have a few that are new donors and some that have not donated in a few years and are once again donating a destination to our Live Auction on Foundation Night.

I would like to take this opportunity to thank all of our Donors, whether it be to the Live Auction, Silent Auction or the Benefactor program. Without you and your support, we could never accomplish everything that we do. Through your support we are able to offer more Development Grants and Education Awards than ever before. Thank you for your support!

I did research for Foundation Night 2025. Every year I do a lot of research on where the next conference is going to be and how we can incorporate that into our Foundation Night theme. I have designed the Benefactor Button for Foundation Night, which is not a button but a magnetic bookmark for 2025. I have also designed the Conference Charm for 2025. At the Foundation's Face2Face meeting in September 2024, we finalized our theme for Foundation Night 2025... "Sea Beyond... A Nautical Night." Since then, I have been designing and implementing Facebook 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 2025 in Annapolis.

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 Berlin. Participants were then able to purchase Quilt Tickets and then pre-order their Conference Charm. By the time this is published, we will also have all of our Live Auction Destinations up on OneCause for preview. I will continue to prepare for Foundation Night.

Below you will find a recap of the 2024 Foundation Night that was held in Porto at the Interim Meeting.

Interim Meeting and Foundation Night 2024

The 2024 theme was "Fairytale Magic... Happily Ever After for a Great Cause." 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 \$43,594 that evening. The funds raised go to support the programs of The FAWCO Foundation (Development Grants and Education Awards).

Live Auction

There were eight items up for auction on Foundation Night! Our eight fabulous items: a two-week stay in Paris for the Summer Olympics from Rebecca DeFraités; a four night-five day stay in Bavaria from Margaret Hilditch; a one-week stay in Gordes, Luberon Valley Provence, France from Jennifer Taylor; a three-night stay in Barcelona with a sail on the Mediterranean from Monica Jubayli and Arline Coward; a one-week stay in Cork, Ireland from Kathy Coughlan; a two-night stay at Sausage Tree Safari Camp in South Africa offered by Tamara and James and facilitated by Mary Adams; a last minute addition of a four day-three night stay in De Haan, Belgium from Rozanne Van Rie; and we had a 2x2 tickets to the Jazz Forum Arts in New York offered by Mark Morganelli and facilitated by Jonelle Lemcke. Our wonderful auctioneer, Sandy Gogel (AWG Paris), was a master as the bids climbed! The Live Auction alone raised \$17,800!

Silent Auction

Carol-Lyn McKelvey again worked tirelessly and successfully ran the auction on the OneCause platform. She was able to gather virtual and physical items, many of which were brought to Porto. The Foundation Night Silent Auction sold 53 items of which 43 were "Bundles." The Silent Auction raised \$6,259!

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 \$15,250 with 27 donors. From this amount there was a matching sum offered by Carol and Sal Lalani of \$3,100! This is the largest sum we have ever received from Benefactors. We are grateful to all our donors.

High-end Raffle

In Porto, we had two bags that were offered as High-end Raffle prizes. We had a Ferragamo evening bag and a Fendi evening bag. Both items were donated by Anne Riz. We were able to raise \$300 from this raffle.

Charms and Bracelets

We stayed with the same supplier, Monterey Company (Bend, Oregon), so kept our costs low. Sales from this year's charm, the Portugal Rooster, raised \$830.

Foundation Lapel Pins

We once again had a Foundation Pin for sale. It is a lapel pin that says "The FAWCO Foundation" and has our logo on it. We raised \$266.

Friendship Quilt Raffle

The 2024 quilt, Vertical Gardens, contained squares donated by 39 members from 15 clubs. The quilt was revealed at the Region 5 Meeting and tickets were immediately available on OneCause. The lucky winner was Mary Stewart Burgher (AWC Denmark). We raised \$2,630 in ticket sales.

The Lucky Dip "Pixie Packs"

In 2024, we offered "Pixie Packs" as our lucky dip. They were brown bags decorated in sparkly fantasy figures – dragons, princesses and even a Prince Charming frog! The Pixie Packs raised \$295.

Foundation Night Miscellaneous

We went with the fantasy theme and had fiber optic, lighted centerpieces with wands and golden crowns decorating the tables.

Target Program 5 Environment

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. As of the end of November 2024, FAWCO Clubs have raised \$141,046 for Awesome Blossoms.

By the end of August we had already reached our goal of \$140,000. What to do next? To make Awesome Blossoms truly sustainable, we are going to help Safe Spaces (parent organization) to raise another \$50,000 to buy land to create a "Center of Expertise" in order to teach their farming methods to as many as possible as well as educate participants on financial literacy. Today they are limited to a virtual center, but once they obtain their own land they will build an office, a place where the peer educators can work and a place where the community can come to learn.

Regions 3, 4, 5 and 7 Regional Meetings

At these meetings, we sold SDG pins, Awesome Blossom t-shirts, items straight from Nairobi that Peninah had brought with her to Region 3, and the *What is a Perfect World* children's book. We were able to raise approximately \$1,350 at all of the Regional Meetings together.

The 2025 Friendship Quilt, Octopus Oasis, was revealed at the Region 5 Meeting in November 2024 with tickets immediately available on the OneCause site. The drawing for the Quilt will be held in Annapolis, Maryland in March 2025.

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

I have not always been able to attend the calls with the FAWCO VP Member Clubs and FAWCO President's Liaison. We should continue to work with the 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, FAUSA)

Vice President Fundraising

2024 Development Grant Slate

There are 9 Development Grants offered for 2024: 3 Education, 2 Human Rights, 2 Global Issues, 1 Environment and 1 Health. The diversity is a result of our generous sponsors and the greater FAWCO community that donate both large and small to our programs. There is a total of \$36,000 to be awarded.

Education \$4,000 each

1. Educating Women & Girls Worldwide *sponsored by Renuka Matthews*

2. The Coughlan Family Education Grant *in recognition of the generosity of the Coughlan Family*

3. Hope through Education *sponsored by Michele Hendrikse DuBois in memory of her parents Joan and Denis DuBois*

These 3 awards are for projects:

- promoting literacy and supporting academic studies,
 - that build or provide classrooms, libraries or general learning facilities for disadvantaged women/children,
 - that provide training designed to lead to economic and social empowerment for women and girls.

Human Rights \$4,000 each

1. FAUSA Effecting Change for Women and Children at Risk

2. Breaking the Cycle *sponsored by the FAWCO Foundation**

These 2 awards are for projects:

- providing vocational training, teaching practical skills, promoting social entrepreneurial initiatives for at-risk/marginalized population groups,
- addressing the critical problems of violence, food and shelter, healthcare, education, poverty, advocacy, human trafficking, prostitution, refugees, including all those impacted by economic, political or other forced migration,
- promoting cultural understanding

Global Issues \$4,000 each

1. Close to Home I *sponsored in part by donations to the "From the Heart" program*

2. Close to Home II *sponsored by The FAWCO Foundation**

These 2 awards are for projects:

- that fall within any of the FAWCO focus areas with which we align our Development Grants i.e., Education, Environment, Health or Human Rights.
- that recognize club's local charities often overlooked on the world stage,
- that take place in the nominating club's home country.

Environment \$4,000

1. For the Health of Our Planet *sponsored in part by AIWC Cologne*

For projects:

- which contribute to supporting environmental action,
- that help mitigate climate change,
- aimed at restoring the health of our planet.

Health \$4,000

1. Critical Health Concerns *sponsored by The FAWCO Foundation**

For projects:

- providing medical treatment, diagnostic services, preventive care or medical counseling.
- that include but are not limited to cancer, HIV/AIDS, communicable, non-communicable and environmental diseases, substance abuse, life-improving surgeries, mental issues, the critically ill, the disabled, the aged, medical transport, special needs and maternal health for mothers and children.

*These awards are sponsored by the ongoing generosity of our members.

2024 Education Award Slate

Academic, Non-University and Dual Cultural Awards

These 6 awards support the educational endeavors of the children of our FAWCO family. There is a total of \$23,000 to be awarded.

Arts Award \$4,000 *sponsored in part by the family and friends in memory of Jessie Rodell, former President of AWC The Hague, and her son, Quinn Rodell*

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

Sciences Award \$4,000 *sponsored in part by AIWC Genoa and the Bacigalupo Family, in memory of Dr. Frieda Bacigalupo Natali*

- For undergraduate or graduate study in any area of science; e.g. biology, chemistry, physics, engineering, computer science, mathematics and medicine.

Humanities Award \$4,000 *sponsored in part by AAWE Paris, in memory of Gertrude de Gallaix*

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

Women in STEM \$4,000 *sponsored in part by AWC London, Whitney Edwards (AWC London) and FAWCO Members in Honor of Bonnie Garmus for International Literacy Day 2023*

- For the study of Science, Technology, Engineering, and Mathematics, including the study of medicine, chemistry, computer and information technology science, engineering, geosciences, life sciences, mathematical sciences, physics and astronomy for women and individuals who identify as women.

Non-University and Technical Training Award \$4,000 *sponsored by Whitney Edwards AWC London, in memory of Dr. John H. Hoagland & Carolyn Hoagland*

- For an individual enrolled in a training program or a course of study at a trade school, either of which will conclude with a vocational certification.

Dual Cultural Award \$3,000 *sponsored in part by AWC Bern and Donna Erismann in memory of Susanne Erismann*

- This award may be used to attend a semester or year of American high school or an academic or structured educational summer program in the United States.

FAWCO Member Awards:

These 4 awards recognize the diverse lives of our members, their achievements, and their never-ending quest for knowledge and self-improvement. There is a total of \$16,000 to be awarded.

Shirley Kearney AWC Basel University Study Degree Award \$4,000

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

FAUSA Skills Enhancement Award \$4,000

- For acquiring new skills or enhancing already existing ones which 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.

Skills Enhancement Award II \$4,000 *sponsored by The FAWCO Foundation**

- For acquiring new skills or enhancing already existing ones which 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.

Continuing Education Award \$4,000 *sponsored by Mary Stewart Burgher of AWC Denmark, in memory of Pauline "Pete" Arnold Schweppe*

- For a FAWCO or FAUSA member to further their education at university or an equivalent level through courses, workshops, and certificate programs. Subjects can encompass all areas of interest—*inter alia*, journalism, writing, arts, philanthropy as well as the subjects of science, technology, engineering and mathematics (STEM), including medicine.

*These awards are sponsored by the ongoing generosity of our members.

Secretary

FAWCO, The FAWCO Foundation (TFF) and FAUSA continued to thrive in 2024 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 have accomplished the following in 2024:

- Added meeting date and time to TFF board calendar;
- Produced agendas for monthly meetings, which were conducted by Zoom and F2F;
- Took minutes of TFF board meetings;
- Processed the minutes: checking content, formatting, attaching addendums, releasing for editing, adding action items, following up on action items, and processing all edits and suggestions. Once approved, converted the minutes into a PDF and confirmed all the monthly financial reports were attached;
- Maintained motions and proxy form;
- Completed 2024 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;
- Hosted the September TFF board F2F meeting at my home, Little Hayes, in St Andrews, Scotland.

Respectfully submitted,

Hollie Nielsen (AWC Central Scotland, AWC London)
FAWCO Foundation Secretary 2024

Parliamentarian

The Parliamentarian, appointed by the President, serves as a non-voting member of the Board.

In my role as Parliamentarian, I have:

- Assisted the Foundation President, as needed;
- Served in an advisory capacity to the Board;
- Conducted research and compiled a report detailing the history of changes to the Bylaws regarding residency requirements for the President and VP Communications. This resulted in changes to the Bylaws that removed the requirement for them to live outside of the US at the time of the board elections;
- Reviewed and maintained suggested changes to the current Administrative Guidelines and prepared them for approval by the Board specifically addressing changes to the Education Award requirements;
- Met regularly with the Archives Team to continue the archiving process.

The Foundation Archive:

The FAWCO Foundation Archive remains 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. Researching the background for past board decisions was definitely easier as a result of the collection of documents in the Archives. Progress has slowed down in the past six months, but there has been movement! The project will continue until all existing documents have been properly catalogued so that the future Archives Team's job will hopefully be easier.

Respectfully submitted,

Barbara Bühling (AWC Düsseldorf)

Parliamentarian

Treasurer

The following pages include the financial statements for the FAWCO Foundation for 2024, with a comparison to 2023. 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 2023 is attached.

Summary: The Foundation remains in sound financial condition, bolstered greatly in 2023 with two large private donations totaling \$300K.

The Foundation had \$757.1K of cash assets at the end of 2024. \$462.9K is restricted funds and \$294.2K is unrestricted funds providing a solid financial basis from which to continue to drive and support the Foundation's programs. In 2024, the Foundation had income of \$165.4K and made disbursements totaling \$137.0K. The year-end result is a decrease in net assets of \$2.1K.

Balance Sheet

The Restricted Fund (\$462.9K) comprises two elements:

Temporarily Restricted Funds (\$453.1K) 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 (\$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 (\$294.2K) 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 (\$170.7K) is everything left after deducting the restricted and reserved funds from the total cash assets. Over time, these funds are used to supplement the Foundation's programs and operating 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.

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, as well as Target funds collected for the last quarter of the year but not paid out until the following year.

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.

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. 2024 marks the last year for this Administered Award.

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, Mary Stewart Burgher, AAWE Paris, and AIWC Genoa.

As an example of the fluctuating nature of donations, during 2023, two FAWCO member donors made unprecedentedly generous donations to the Foundation - Shirley Kearney (\$200,010) and Nan de Laubadere (\$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.

Also during 2023, Jackie Isler included The Foundation in her will, for which we received \$9,970 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 2024, a total of \$175.5K has been donated, or collected as merchandise sales, for this project, with \$142.0K sent to S.A.F.E. Spaces, Awesome Blossoms organization in 2023 and 2024. The fundraising efforts for this project will continue until March 2025.

The Clydette DeGroot Foundation made a generous donation of \$10,000 to help incentivise FAWCO club donations through a matching grant program. Every dollar up to \$1,000 donated by a club was matched from this CDF donation.

In-Kind donations

In-Kind donations arise when an individual pays for a budgeted expense for The Foundation and does not request reimbursement. We recorded just \$396 such donations during 2024.

Income: Fundraising

Income generated from the Foundation Night and other merchandise sales was \$48.4K

Fundraising on Foundation Night consisted of Silent and Live auctions, the Quilt Raffle, and the selling of a conference charm. These funds (\$43.8K) 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 \$3.6K.

The Foundation also sold items (\$1.0K), such as the Awesome Blossoms t-shirts, at three regional meetings during 2024.

Income: Other

The Foundation also receives income from interest on CDs and our other bank savings accounts. During 2024, as interest rates remained at relatively high levels on savings across the world, the income received on these deposits was \$23.9K. Although rates have slowed during 2024, we expect earnings to remain at good levels during 2025, as we will continue to monitor the market to optimize this type of income.

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

\$67.0K was disbursed to award and grant recipients in 2024.

Target Program

\$62K was disbursed to Awesome Blossoms - S.A.F.E Spaces. in 2024.

Expenses: Fundraising

Fundraising expenses continue to be a low percentage of the total raised (4%). In 2024, we spent \$5.4K on conference charms, Foundation Evening items, and Target charms and sales 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 to support The Foundation’s administration expenses.

Expenses: Operating

The total operating expenses for 2024 of \$25.2K were for the following main categories;

Bank fees - \$3.1K - these include transaction fees for our online auction platform, Paypal, Wise and other miscellaneous banking fees.

Board Expenses - \$18.5K - includes conference fees and travel/accommodation costs for the annual conference and face-to-face board meetings.

Miscellaneous - \$3.6K - includes annual auditor fees, web hosting and accounting package fees.

Net Surplus/(Deficit)

The net deficit for 2024 was (\$2.1K). This is much less as compared to the bumper year in 2023 and further illustrates the nature of our fluctuating donations landscape.

On the following pages are the Balance Sheets and Summaries of Income and Expense for 2024 and 2023.

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 (2023-2025)

The FAWCO Foundation		
Balance Sheets		
As of December 31, 2024		
	2024	2023
	Unreviewed	Reviewed
	(USD)	(USD)
ASSETS		
Cash Accounts	242,374	367,515
Certificates of Deposit	514,730	391,721
	514,730	391,721

TOTAL ASSETS	<u>757,104</u>	<u>759,236</u>
NET ASSETS		
Unrestricted Funds	170,701	169,853
Board Designated Reserve Funds	<u>123,500</u>	<u>123,500</u>
Total Unrestricted	294,201	293,353
Temporarily Restricted Funds	453,112	456,092
Restricted - Endowment Funds	<u>9,791</u>	<u>9,791</u>
Total Restricted	462,903	465,883
TOTAL NET ASSETS	<u>757,104</u>	<u>759,236</u>

The FAWCO Foundation
Income and Expense Statements
For the 12 months ended December 31, 2024

	2024	2023
	Unreviewed	Reviewed
	(USD)	(USD)
Income		
Foundation Donations		
Administered Awards	0	0
Education Awards	20,582	220,700
Development Grants	12,154	130,542
Target Program - Environment	59,501	81,174

In-Kind Donations	396	53
General Donations	426	873
Total Donations	<u>93,059</u>	<u>433,342</u>
Fundraising Income		
Fundraising Income	43,820	45,013
Fundraising Income - Target	4,635	5,220
Total Fundraising	<u>48,455</u>	<u>50,233</u>
Other Income	23,882	8,223
Total Income	<u>165,396</u>	<u>491,798</u>
Expense		
Foundation Program Disbursements		
Administered Awards	8,000	0
Donations to Host Club Charities	0	1,500
Education Awards	35,000	43,000
Development Grants	31,982	36,000
Target Program	61,988	80,000
Total Program Disbursements	<u>136,970</u>	<u>160,500</u>
Fundraising Expenses	5,394	5,779
Operating Expenses	25,165	27,033
Total Expense	<u>167,529</u>	<u>193,312</u>
Net Surplus/(Deficit)	<u>(2,133)</u>	<u>298,486</u>

Income By Source 2024

