



Summary of Board Action

The following is a synopsis of significant actions taken by SIA's Board of Directors during its meeting, December 2-4, 2011, in Philadelphia, PA. Please do not hesitate to contact President Pat, any member of the Board, or Executive Director Liz at headquarters for additional information about the following:

- Ratified the October 2012 mail ballot motion approving extension for 10 clubs in low membership.
- Heard a presentation by Executive Director & CEO Liz on her observations of SIA during her first 100 days. Among SIA's many strengths, she cited the strong foundation of our relevant mission, passionate members, workforce of volunteers and staff, and programs that make a difference.
- Reviewed FY10/11 strategic plan outcomes and financial condition. A ten year review of the operating margin, spend policy, reserves and audited financial statements was presented. We have over \$9.3M in permanently restricted net assets, an increase of \$660,000, since merging the two organizations, Soroptimist Foundation and Soroptimist International of the Americas, in 2002.
- Approved the audited financial statements for FYE10/11 prepared by Bee Bergvall and presented in person by Kate Karatas and Cynthia Bergvall. A copy of SIA's audited financial statements is available on line at: http://www.soroptimist.org/members/fedinfo/fed_info.html. There were no comments in the management letter and staff was commended for their excellent financial controls and reporting. The auditors also shared a look at SIA's operational analysis compared with other like organizations (women's rights organizations). The analysis of program efficiency, fundraising efficiency and days cash reserve were favorable in all three areas, positively exceeded the industry averages. This means SIA is using their funds better than like organizations to run their programs, fundraising and cash on hand.
- Reviewed updates to the strategic plan for the current year. An overview showed a new objective, five new strategies in programs and fundraising and 40 new activities added since August. The board also received an update on the status of the five ideas the governors' requested of SIA in August 2011. A discussion of evolving the measures of the organization was held. The board agreed to adopt a dashboard measure report that presents the key performance indicators of the organization and at year end presents a snapshot of our success.

- Heard a presentation by Andy Merz of The Merz Group regarding the plans for the Live Your Dream initiative over the next three years.
- Attended the annual Staff Appreciation lunch, where Sr. Director of Membership/Marketing Darlene Friedman was recognized for 25 years of service, Meetings Manager Eva Matyskiela and Development Assistant Luz Aponte were recognized for 10 years of service, and Controller Yvette Haefner was recognized for 5 years of service.
- Heard a report from the Fundraising Council (FRC). FRC Chair Sandy Schultz shared the progress of SIA's fundraising efforts. While SIA's 2011 fundraising is down 19% from the previous year, funds raised through Laurel Society, Club Giving, Founders Pennies, Planned Giving and sponsorship continues to increase overall in the last 9 years. 70% of our clubs are participating in Club Giving. FRC will be working with clubs to increase participation to 100%. The FRC seeks to create a culture of asking throughout SIA and to focus the role of the FRC on fundraising.
- Approved a recommended proposed amendment to the SIA Bylaws Article IX Committees, Section 9.02 Fundraising Council to focus the role of the FRC on fundraising, and agreed to co-sponsor the amendment. The proposed amendment will be sent to all clubs in the Call to Convention. To align with a culture of asking, the FRC requested the Council's job description reflect the skills needed for a position on the FRC. Changes include an annual monetary commitment. The Board agreed and approved this change.
- Approved SIA recertify the Standards of Excellence for nonprofit organizations, through PANO. SIA has been certified in this program since 2003.
- Explored barriers and opportunities to generate revenue for SIA, replacing the eroding membership revenue stream. Staff was directed to investigate ways to remove barriers to revenue, based on the ideas generated and report their findings to the Board no later than August 2013.
- Agreed to return the Northeastern Region to full region status effective immediately. Due to eroding membership, directed staff to research and recommend how to best redefine region territory limits by August 2014, and to gather input from all stakeholders that may be affected.
- Approved updates to Board policy statements V. G. Values About Program and V. F. Values About Being Part of a Global Community. The board also approved a new board policy, J. Fundraising, recognizing fundraising as a major part of a board member's responsibilities.
- Reviewed the financial and value/benefit performance of the "off-year" Leadership Training programs over the last 10 years and approved the discontinuation of this event. Instead, staff will provide a resource to the regions to define leadership and professional development terminology by August 2012.

- Heard reports regarding the overview of Soroptimist International’s strategic plan, and the work of the SI task force reviewing finances, governance, human resources and legal matters.
- Amended three SIA Procedures. They are:
 - Procedure H. Nominations and Elections Procedures #2 President – It now reads in part: “When three or more candidates are on the ballot for President-elect, each voting club shall rank the reference for each candidate on the ballot.”
 - Substituted a new Procedure P. Live Your Dream Participants for section P. Soroptimist Associates. Struck Procedure C. Fees #3 to remove the reference to Soroptimist Associates.
- Received a request from SI of Pasco/Kennewick for a refund of the \$100 licensing fee paid in February 2011, immediately prior to the Board striking that fee in March 2011. The board agreed to offer either an outright refund or a credit of \$100 for this year’s club giving campaign to the Pasco/Kennewick club, and further agreed to make that offer to any of the clubs who paid the licensing fee between September 1, 2010 and March 2011.