



# Annual Report 2020

**Staying Connected**

FAWCO Biennial Conference

March 18-21, 2021



# FAWCO Annual Report 2020

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## President's Message

After a two month period of rapid escalation, the World Health Organization officially announced on March 11, 2020 that the COVID-19 coronavirus had reached pandemic status. At that moment, no one had any real sense of what that would mean for the world's 7.8 billion individuals. The immediate effect on FAWCO was the cancellation of our 2020 Interim Meeting in Luxembourg the following week. The FAWCO Board and conference organizers scrambled to make arrangements — with the conference hotel, with registered participants, with our volunteers. We quickly arranged meetings to be held online the following week to begin sharing the news, announcements, reports and workshops that had been planned for Luxembourg on new virtual platforms even as we also tried to schedule another in-person meeting at the same hotel in November. Despite our optimism, COVID-19 casts a pall over the world even as I write in March 2021. Travel restrictions, quarantines, lockdowns, testing requirements, vaccine development and distribution meant that we also cancelled that November gathering and the 2021 Biennial Conference being planned by FAUSA in California.

Despite 2.6 million deaths and 120 billion cases of the disease worldwide to date, our own uncertainties and the very real challenges facing our organization and our members, we have managed. In fact, we have a lot to be proud of as we look back on 2020. Our physical freedoms were restricted, yet we reached out to each other and somehow solidified our connections. We are Zooming, (Google) Meeting, Hop(ping)in, and WhatsApping and the result is that we have had more interactions with each other than in previous years when a limited number of people could gather at an in-person conference or regional. It is a paradox, but it is real — FAWCO is reaching more people than ever before. Even as we now are again starting to envision a world where we can travel, dine in restaurants, send our children back to the classroom, have our hair cut on a timely basis, and hug our loved ones, we also know that in a time of confinement, our world also opened up online.

As FAWCO celebrates our 90th Anniversary year, our fingers are crossed that we will be meeting in person soonest, perhaps this year, and (surely) in March 2022, but we also will continue to offer programming digitally in order to include as many people as possible moving forward. Staying Connected is our salvation and our strength. Thank you for your ongoing support of our FAWCO community in this most difficult of times.

Emily van Eerten (AWC The Hague)  
FAWCO President 2019–2021

## Note on Parliamentary Procedure

FAWCO was unable to conduct any business requiring a vote of the membership in 2020 because of our inability to meet in person. As FAWCO is incorporated in the State of New York, we are able to conduct voting and elections electronically in 2021 under Section 603(a) of the Not-for-Profit Corporation Laws of the State of New York. Matters requiring a vote, including Proposed Bylaws Amendments, Resolutions and Recommendations, the 2021 Proposed Budget and the proposed slates of nominees for both the FAWCO and the FAWCO Foundation Boards, were submitted to Member Clubs on December 18, 2020. Open discussion sessions were held in January and February in online meetings in order to allow the membership the opportunity to propose, object to and inform themselves prior to the electronic vote. Ballots with the revised final versions of all matters were sent on March 1st. The FAWCO Parliamentarian is responsible for verifying that each voted ballot was submitted by the authorized voting delegate from each club and will announce the results of the voting at the final session on March 21st.

## The FAWCO Organization

FAWCO was founded in 1931 when seven Clubs came together to form the Federation of American Women's Clubs in Europe, which evolved into the broader-based Federation of American Women's Clubs Overseas in 1935.

## FAWCO Mission Statement

FAWCO is an international federation of independent organizations whose mission is:

- to build strong support networks for its American and international membership;
- to improve the lives of women and girls worldwide;
- to advocate for the rights of US citizens overseas; and
- to mobilize the skills of its membership in support of global initiatives for education, the environment, health and human rights.

## The FAWCO Board of Directors 2019–2021

President	Emily van Eerten (AWC The Hague)
First Vice President for Communications	Ann Marie Morrow (AWC Finland)
Second Vice President for Member Clubs	Rozanne Lofaso Van Rie (AWC Antwerp)
Third Vice President for Global Issues	Mary Dobrian (AIWC Cologne)
Secretary	Amanda Drollinger (AWC Central Scotland)
Treasurer	Alisa Cook-Roehs (AIWC Düsseldorf)
<i>Board appointments (non-voting)</i>	
Parliamentarian	Tricia R. Saur (AIWC Cologne)
Assistant Treasurer	Patricia Aeby (AWC Bern)
FAWCO Foundation President	Barbara Bühling (AIWC Düsseldorf)

## Board of Representatives

One FAWCO Representative from each Member Club

## Council

Board of Directors  
 Board of Representatives  
 Committee/Task Force Chairs/Teams\*  
 Liaisons/Club Presidents' Coordinator\*  
 Regional Coordinators\*  
 Counselors (Past FAWCO Presidents)  
 President of The FAWCO Foundation  
 President of FAWCO Alumnae USA (FAUSA)  
 \* *Appointed with the approval of the FAWCO President*

## FAWCO Counselors

Past FAWCO Presidents serve in an advisory capacity

## FAWCO Committees, Teams and Programs

The FAWCO Committees, Teams and Programs give Member Clubs and members from the Clubs a chance to participate in FAWCO's work worldwide in an area of specific interest.

### Administrative Committees

Archives  
 Events  
 Finance  
 Membership  
 Special Committees and Task Forces

### Biennial Conference Committees

Nominating  
 Resolutions and Recommendations

### **Global Issues Teams**

- Education
- Environment
- Health
- Human Rights

### **Global Issues Programs**

- Target Program
- Youth Program

### **US Issues Committees**

- US Citizenship
- US Tax and Banking
- US Voting

## **Presidential Appointees (non-Board members)**

### **Reporting to the President**

Conference Committee Chairs:

- Nominating
- Resolutions and Recommendations

Conference Accountant  
Conference Chair  
Counselors' Coordinator  
Events Team Chair  
Finance Chair  
Special Committee and Task Force Chairs  
UN Liaison  
US Liaison

### **Reporting to the 1st Vice President**

Advertising and Sponsorship Manager  
*The FORUM* Editor  
*The FORUM* Layout Editor  
Inspiring Women Magazine Editor  
Public Relations and Media Chair  
Documents Manager  
Social Media & Twitter Managers  
Web Hosting Coordinator  
Web Registration Coordinator  
Website Manager  
Website Content Administrator  
Web Update Coordinator

### **Reporting to the 2<sup>nd</sup> Vice President**

Club Presidents' Coordinator  
Club Workshops Coordinator  
Membership Chair  
Regional Coordinators  
Under 40 Chair

### **Reporting to the 3rd Vice President**

Global Issues Team Chairs  
Education  
Environment  
Health

Human Rights  
Target Program Chair  
Youth Program Chair

**Reporting to the Treasurer**

Assistant Treasurer

**Reporting to the Secretary**

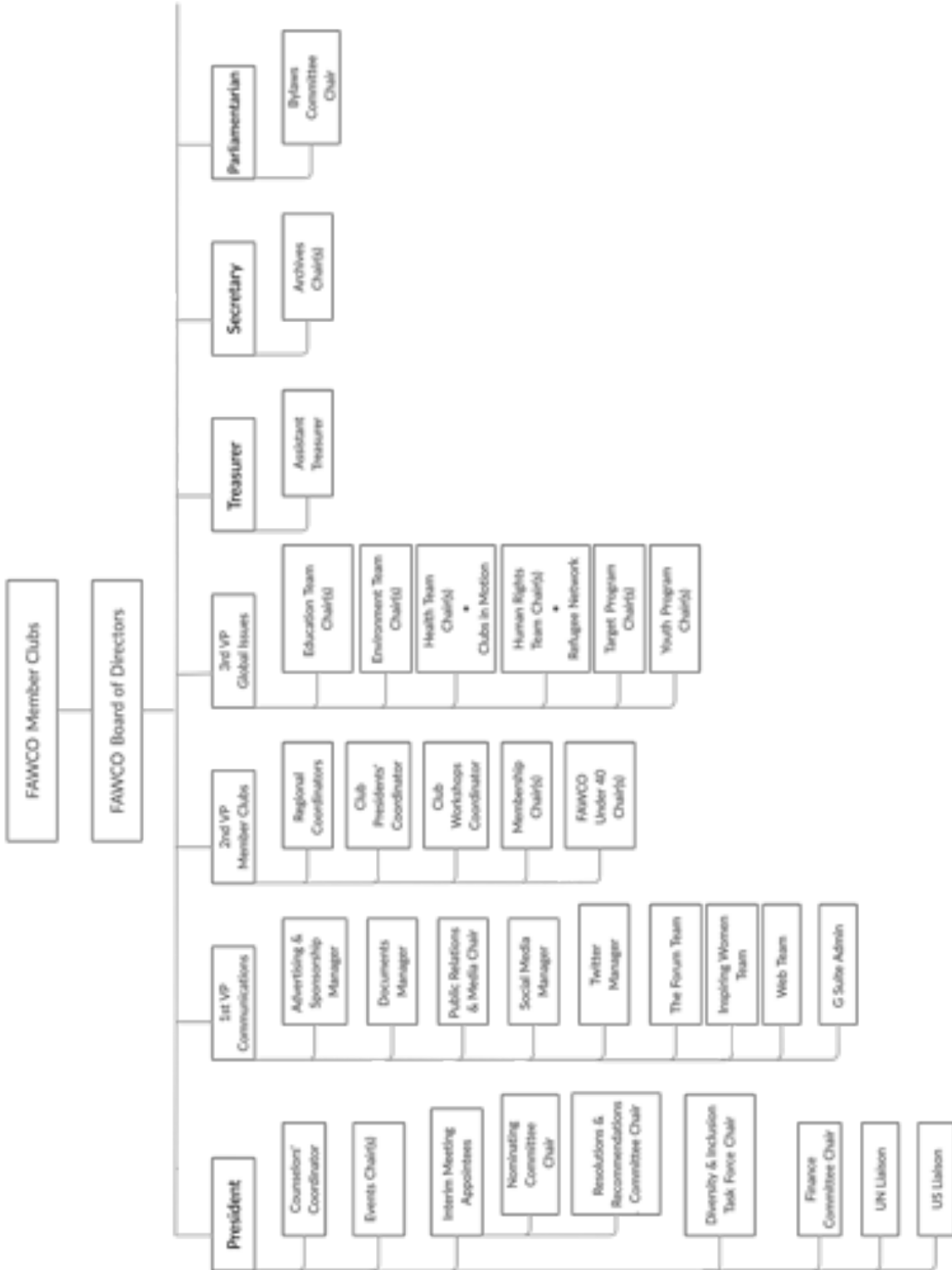
Archives Committee Chair

**FAWCO Regions**

Region 1: United Kingdom and Ireland  
Region 2: Nordic Countries and Russia  
Region 3: France and Spain  
Region 4: Belgium, Luxembourg, and the Netherlands  
Region 5: Austria and Germany  
Region 6: Liechtenstein and Switzerland  
Region 7: Africa  
Region 8: Greece and Italy  
Region 9: Middle East  
Region 10: The Americas  
Region 11: Asia/Pacific



### FAWCO Organizational Chart



# FAWCO Officers' Reports

## President's Report

2020 no doubt will mark a new era in the history books. It has certainly been transformative for FAWCO and our ways of working. Prior to COVID-19, FAWCO was making tentative steps toward increased digital engagement. We were just starting to really get comfortable with an integrated cloud-based office environment when we realized that we would have to double down on even newer and more interactive technologies if we were to maintain our relevance and connection with our member clubs throughout this global disruption. I am pleased to say that we have managed, and in some respects, we even have thrived. Doors were closed, but windows, many windows, were opened.

**Regional Meetings** — I had the distinct pleasure and opportunity of attending two regional meetings in 2020, before COVID-19 gained the upper hand. In January, I travelled to Morocco to join 40 Region 7 members from our three Moroccan clubs for a gathering hosted by the AIWC Casablanca. Focusing on the successes of three international medical charities working in Morocco and supported by the clubs, the meeting reflected on the impact our FAWCO clubs have had in the region and explored additional ways to effectively address the most pressing needs going forward. In late February, I attended the Region 3 meeting organized by the AWC Madrid, where we learned much about the city and the club's active engagement with charities in their community. Highlights included hearing from an NGO working as a business incubator in Uganda and "Chefugee", a local startup helping refugees share their culture through food, which has now been emulated in communities across Europe.

Plans for other regional meetings were cancelled, but I happily accepted invitations to speak to a number of member club boards and general meetings online. As always, it was wonderful to have the chance to share more about FAWCO with our members, particularly what it means to be connected to a larger network of globally minded women who are active in their own communities as well as in international outreach through FAWCO.

**Inaugural Virtual Open Regional Meeting** — As a gesture of goodwill and a hopeful attempt to host a live gathering in 2020, Tricia R. Saur (AIWC Cologne) and Marie-Bénédicte Luxem (AWC Zürich) planned an Open Regional Meeting for November 2020. Unfortunately, this too had to be cancelled due to the restrictions caused by COVID-19. Rather than reschedule all of the planned agenda items individually as we had done after cancelling the March Interim, FAWCO took the plunge and signed up with Hopin, an interactive virtual event platform. Over a 72 hour period, FAWCO hosted a Live Chat with the Target Team; an up-to-the-moment FAWCO News-in-Brief overview; News from the Foundation and FAUSA; an SDG Filmfest; Reps and Presidents sessions; a Foundation fundraising event; and three special guests who led workshops. Michelle Oliel (AWC The Hague), Founder and Director of the Stahili Foundation, spoke on Ethical Storytelling in the context of charitable fundraising. Traci Ruble (Heidelberg IWC), Therapist and Founder of Sidewalk Talk demonstrated how we could Connect Through Our Differences. And Intercultural Negotiations Specialist, Cavana Hazelton (AWC Berlin), helped explore How to Be a Better Ally and create the space needed for better interactions in diverse environments. As well as the live programming, participants had the ability to explore pre-recorded content and material in Expo Booths on their own time as well as engage with each other socially in open sessions, one-on-one networking and in chat rooms throughout the virtual event space. With over 200 participants during the weekend, we really started to appreciate the value of virtual interaction for FAWCO.

**2021 Biennial Conference** — Plans were well underway for a magnificent conference, to be hosted by FAUSA in California, utilizing the exceptional organizational skills of Janet Darrow (AWA Vienna/FAUSA) as 2021 Conference Chair. Yet again, the uncertainties caused by the pandemic forced us to halt planning on this conference as well. Although that too was a painful decision, it proved a wise one as the proposed venue has since declared bankruptcy. FAWCO looks forward to heading to the United States again at the earliest opportunity.

**Diversity and Inclusion** — Pandemic is not the only story of 2020. This was also the year of Black Lives Matter. Emotions were high throughout the US and the world as efforts were made to truly examine, come to terms with, and counter the effects of systemic racism in our lives and in our organization. FAWCO is a 90 year old institution for globally mobile women, and yet although we had no express wish or mandate, we have remained a mostly white group. There is no good reason for this and as an organization we have started the process of self-reflection and action with the goal of becoming as representative, diverse and vibrant a community as possible. Tonya Teichert (AIWC Frankfurt/Taunus) led the 2020 Task Force and will present recommendations for FAWCO and our clubs at this meeting. The Task Force will continue in 2021 as an ongoing FAWCO Team.

**FAWCO Virtual Tour** — With so many of our members dealing with restrictions on interactions with others, FAWCO announced the FAWCO Virtual Tour. We plotted a route using the MyVirtualMission platform that would visit all 60 of our FAWCO member clubs, and our FAWCO Target Project partner, Hope for Girls and Women in Tanzania. Over a period of 266 days, FAWCO members around the world logged their walks, runs, bike rides and swims, to collectively travel from London to New York City, a virtual journey of 36,685.4 miles/59,039.4 km. Along the way our Virtual Tour Guide, Michele Hendrikse Du Bois (Munich IWC/FAUSA) introduced us to all of our FAWCO clubs and participants shared photos and stories in a dedicated Facebook group. The tour served to motivate many of our members to increase their activity during the pandemic, get outside, and allow our members to “see” the (FAWCO) world through the eyes of our members. The FAWCO Virtual Tour also generated over \$10,000 in donations for the Target Project.

**Membership** — COVID-19 has impacted our membership in multiple ways. Facing lockdown, many expats returned home with no plans to resume their lives abroad, resulting in stress on club membership numbers. Some clubs thrived with virtual programming and managed to keep their numbers steady, even welcoming back old members who were able to participate from new homes in other countries. Sadly, two clubs disbanded in 2020 and we were sad to say goodbye to the American Women of the Eastern Province in Saudi Arabia, and to the AWC Curaçao. FAWCO began as a Federation of American Women’s Clubs in Europe, but over the years membership has expanded to include American/International groups and International groups. FAWCO’s bylaws have been revised in stages to recognize this shift. A bylaws amendment was put forth to Member Clubs in advance of this Conference to remove the distinction between “regular” member clubs with over 60% American membership and “associate” member clubs. The results of the vote will be announced at this meeting. This change did not come quickly enough for the AWC Luxembourg, who also resigned in 2020, stating that they no longer identified as an American club.

FAWCO, however, is an organization that has evolved and continues to evolve. FAWCO remains committed to our American members with respect to voting from overseas, citizenship and serving as a voice in Washington for Americans living abroad, AND to our global focus on our four pillar issues of education, environment, health and human rights and our engagement with the United Nations as an NGO with ECOSOC status.

As we celebrate 90 years of FAWCO, please take a moment to look through the reports in this document and the more than 150 volunteers who actively helped FAWCO function during this term, as well as the hundreds who have participated in online sessions and spread FAWCO fever with other club members. FAWCO started in 1931 as a volunteer organization and we are still a volunteer organization because of a collective commitment to share skills, talents and passions with all of us in the FAWCO Network. I am particularly grateful to the outgoing board of Ann Marie Morrow, Rozanne Van Rie, Mary Dobrian, Amanda Drollinger, Alisa Cook-Roehs and Tricia R. Saur. Their cooperation, dedication, hard work and support have impressed and inspired me deeply.

Respectfully submitted,  
Emily van Eerten (AWC The Hague)  
FAWCO President 2019-2021

## First Vice President's Report

The First Vice President’s responsibilities include overseeing all FAWCO communications, publications, the FAWCO website, web services, public relations, media, advertising and sponsorship activities. In addition, in 2020 Virtual Meetings were added to the responsibilities. The Communications Team was stretched this year as 2020 proved to be such an unusual year, to say the least. This was a year when no members of the

Communications Team were able to meet in person. The Team continues to be amazing and extremely hard-working. It has been an honor to work with them this past year and I am grateful for their experience and support throughout the unprecedented times we are living through.

**Publications** — A publications calendar in G Suite is used to schedule all of the various publications distributed by FAWCO. Mailchimp has been used to distribute all publications in 2020. Subscription rates and open rates continue to rise or remain steady. The number of publications and the length of publications is continually being reviewed with an aim of streamlining communications according to reader feedback. There are many “hands on deck” when it comes to a FAWCO publication. I want to thank everyone involved in the publication chain – from authors on Teams to VPs to editors and proofers. I especially want to thank VP Global Issues, Mary Dobrian, who has been inspiring to work with!

2020 Publication Distribution via Mailchimp: News in Brief (NiB), first Tuesday monthly, 11 issues; Target Bulletin, second Tuesday monthly, 11 issues; Global Issues Digest (GID), fourth Tuesday monthly, 10 issues; UN Liaison, 4 issues; US Liaison, 3 issues; Club Presidents’ Post, 4 issues; Connections from HQ, 4 issues; Inspiring Women, 4 issues, plus Highlights issue; Spotlights and Special Mailings, 15 issues.

**Inspiring Women** — In 2020, the Inspiring Women (IW) team published five issues, four regular issues and a Highlights, all of which were distributed online. During the year a total of 75 FAWCO members from across all the FAWCO regions and FAUSA were interviewed and featured. In 2020 direct subscriber numbers increased by 35% going from 419 in 2019 to 646 by the end of 2020 and there has been a 27% increase in the average number of online readers during the period too, with over 2800 per issue.

The Spring 2020 issue focused on Women Under 40 and told the stories and featured the work of sixteen FAWCO women from 6 regions and FAUSA.

As the world became gripped by the COVID-19 pandemic, the Summer 2020 issue focused on Isolating Women and told the stories and featured the work of twenty-four FAWCO women from eight regions and FAUSA.

The Fall 2020 issue focused on Women and Photography and focused on the images and work of seventeen FAWCO women from seven regions and FAUSA.

The Winter 2020 issue focused on Women in Drama and told the stories and featured the work of eighteen women from six regions.

In the latter part of 2020 the IW Team launched a dedicated Facebook page to enable better engagement with readers. To date the page has 230 likes and has a reach of 1495.

The Inspiring Women Team now has five members: Liz MacNiven (AIWC Cologne), Editor in Chief; Elsie Bose (AWG Paris and FAUSA), Founder and Advertising Manager; Karen Boeker (AWC Denmark), Distribution Manager; Berit Torkildsen (AWC Oslo), Social Media Manager; and a new Team member in 2020, Michele Hendrikse Du Bois (Munich IWC and FAUSA), has joined the Team as Features Coordinator.

IW is most grateful to their advertisers from 2020: AIOA, Janet Darrow Real Estate, La Grenadine Hotel, Lauren Mescon (Rodan + Fields), London & Capital, London Realty Intl., The Pajama Company, Ponte Travels, Reilly Financial Advisors, and The Short List.

### Advertising and Sponsorship

2020 Advertising revenue	\$10,809
2020 Sponsorship revenue	\$ 505
2020 Total revenue	\$11,314

FAWCO’s advertising revenue for 2020 was budgeted for \$7500 and initial planning for the year had us on target to achieve the budgeted amount. When COVID-19 arrived and lockdowns began, it was feared FAWCO would experience a downturn in advertising revenue.

However, being a virtual organization with worldwide membership was an opportunity for some businesses to increase their customer base by focusing on their digital media strategies. In addition to FAWCO’s long standing

relationship with London & Capital, a financial advisory company, and Betterhelp, an online counseling service, we signed advertising agreements with The Short List, a college admissions assistance company, and AIOA (American Innovation Online Academy). Both use online and digital tools to work with their clients and customers.

The continued enthusiastic reader response to Inspiring Women along with FAWCO's increased need to communicate with FAWCO Club members virtually through our website and online publications opened up an opportunity for enterprising FAWCO member business owners. In addition to Janet Darrow Real Estate, Ellie Badanes' The Pajama Company, Nathalie Goldstein's MyExpattaxes.com and Jamila Bouzidi's La Ferme Grenadine, we added three new member advertisers in 2020: Lauren Mescon an independent consultant for Rodan +Fields, Lonnée Hamilton's London Realty International and Mary Stange's Ponte Travels.

The strategy is to offer each of our partners a program that combines the best publications and online opportunities for them. We work together to make sure their ads focus on the benefits their products and services offer FAWCO members. Some advertisers create their own ads, but some advertisers rely on FAWCO to create the ads for them. Finally, FAWCO offers special pricing depending upon the program as well as flexible payment plans. Working closely with our partners has helped us renew nearly all of our advertisers for 2021.

**G Suite and FAWCO Documents** — The G Suite platform has given FAWCO the ability to work seamlessly and professionally with the tools it offers such as Gmail, Meet, Drive, Docs, Forms among many others. Archiving, standardization and harmonization of documents continues on an ongoing basis. Monica Jubayli (AWC Lebanon), as FAWCO Documents Manager, continually reviews and updates FAWCO's operating documents. She also worked on the FAWCO Operating Documents spreadsheet with FAWCO's Parliamentarian. The archiving of publications on shared Google Drives has been initiated by the First VP in 2020 and will continue into 2021, where it will become part of the process. Storage issues within G Suite will be looked at in 2021.

**Website, Web Services, GDPR and Compliance** — The Website Manager Catherine "Cat" Conner (AWC Hamburg) has done a fabulous job again in keeping the website up and running. I'm especially in debt to the continual support she provides as we work to streamline and update the website. Remaining compliant with all privacy, copyright and GDPR policies on the website, behind the scenes and within all communications on the website and on social media platforms is imperative and a main focus.

There was a large project involving data merges and cleanup in the systems. This was initiated at the end of 2020 and will be completed at the beginning of 2021. This project will streamline data storage and collection and improve our compliance with GDPR. It is a great milestone for FAWCO and the website.

In 2020 we had 74,833 sessions (site visits) by 52,386 users. This is an increase of 22,447 sessions and 18,902 users from the previous year. This is due to increased traffic from articles published by the Global Issues Teams and from links to articles on social media platforms. The number of users using mobile vs desktop or tablet continues to increase. In 2020, 43.98% of site users visited from a mobile device. When creating content this is increasingly important to take into account.

FAWCO Web Hosting services are offered as a benefit to all Member Clubs. Those who use this service benefit from a continuity of service and the ongoing connection with FAWCO's Web Services Team. Rheagan Coffey (AWC Dublin), Web Hosting Coordinator, is the backbone of this and her expertise is truly valued. We also renewed and updated the discount offered (20-25%) by Wild Apricot to FAWCO members this year. 34 Clubs serviced in some capacity by FAWCO Web Hosting services: 36 domain names registered with us; 20 websites hosted via FAWCO; 17 Clubs availing of the Wild Apricot discount; 6 Clubs with email hosting only.

**Virtual Meetings** — FAWCO's virtual meetings program was launched after the cancellation of the in-person Interim Meeting. A virtual meeting was successfully held on Saturday, March 21 on the Zoom platform that incorporated the important announcements that would have been shared in person. Almost 100 attendees were present and a successful Foundation Night was also held. It was the start to a year of being virtual.

Teams, Volunteers and Clubs embraced the new technology that enabled us to meet online and engage across the FAWCO world. Meetings included the Anti-Racist Global Citizen Discussion Panel, Monthly Rep, RC and President meetings, SDG Awareness workshops, screenings of the Target documentary, hosting of Target

speakers, Sponsors' workshops, Education Team events, Global Issues Book Club Discussions, FAWCO Under 40 Hangouts and Global Issues Youth group meetings to name a few. There were about 70 scheduled virtual meetings, workshops and online conferences held in 2020. Zoom was mostly used, as well as Google Meet and the new virtual conference platform Hopin was taken into use for the Online Virtual Regional in November of 2020.

Continued use of connecting and engaging with Clubs and Members through virtual meetings is planned for 2021 as restrictions due to COVID-19 continue. The Biennial Conference will be held on the Hopin conference platform in March 2021.

**Public Relations and Media Team** — The Public Relations and Media (PRM) Team kept things steady in 2020 as there was no in-person Interim Meeting in March and all work continued virtually over many time zones. PRM Chair, Meenakshi V Rai (ACIW Mumbai), continued to lead the Team in 2020 as we met online to strategize and stay in touch throughout the unprecedented times.

The Team took the Branding Task Force's recommendations and worked on implementing consistent messaging across FAWCO's social media channels, bringing in content from Global Issues Teams and volunteers throughout FAWCO.

Social Media Manager Mary Stange, (AWC Bogotá) continued to use Later for scheduling. The social media spreadsheet and Google Form she developed were used for planning and coordination. The Inspiring Women Team launched their own public Facebook page to be able to promote the magazine and its advertisers more directly to a targeted audience. The general FAWCO public page used this content weekly to also connect with and promote Inspiring Women.

At the end of 2020 the main social media platforms of engagement were: FAWCO Private Member Facebook group, 1,049 members; FAWCO Public Facebook page @fawco, 1756 followers; FAWCO Inspiring Women Public Facebook page @FawcoIWMagazine, Dec 2020, 215 followers, FAWCO LinkedIn, 399 followers; FAWCO Instagram @fawcoofficial, 580 followers; FAWCO Twitter @fawco, 542 followers. All platforms saw growth and increased engagement throughout the year. Eight dynamic Team members from across FAWCO and over 12 time zones come together to work towards a thorough and consistent message to connect all of FAWCO's audiences. There will be changes in 2021 to the makeup of the Team, but we are confident that a strong foundation exists for keeping FAWCO's message strong and FAWCO's members connected.

The PRM Team is supported by Counselor and advisor Sallie Chaballier (AAWE Paris) and is in debt to her encouragement, wisdom and expertise.

**Thanks** — I have to say that each and every member of FAWCO that I have worked with over this year has been wonderful. I am especially grateful to Emily van Eerten, FAWCO President, for her patience and leadership. Mary Dobrian, VP Global Issues, has been amazing to work with on the publications and the Global Issues Youth group we have run together. Elsie Bose (AWG Paris), Advertising Manager, continues to amaze me and she is an inspiring woman just like the title of the magazine she created. Liz MacNiven (AIWC Cologne), Editor in Chief of Inspiring Women magazine, has also inspired with her creativity, organization and hard work. Sallie Chaballier (AAWE Paris), Website Content Administrator, has acted as trusted advisor in addition to all her other work for FAWCO. I'd like to again extend my sincere thanks to her for all of her support and guidance throughout the year.

Supportive, compassionate, multi-faceted, dynamic, inspiring, fun, passionate global women, motivational, inspirational, advocates - these are some of the words used to describe FAWCO by the volunteers on the Communications Team this year. I'll add resilient and resourceful to this list that I wholeheartedly agree with.

Respectfully submitted,  
Ann Marie Morrow (AWC Finland)  
FAWCO 1<sup>st</sup> Vice President — Communications

## Second Vice President's Report

How do you begin a report for a year that was a year like no other in the history of FAWCO, or of our lifetime??

2020 was the beginning of my second year in office on the FAWCO Board. 2020 promised to fulfill the goals and plans of what was put forth by the Board with the Resolutions and Recommendations that were previously voted on by the Membership. But then, the pandemic happened! Yes, life changed as we all knew it. Our Clubs changed, our family life changed, our travels, our health. FAWCO and our associated organizations all changed. It certainly has been a year quite different than we expected.

But, in true FAWCO fashion, I truly believe that we have, collectively, risen to the occasion of this challenge. We have changed, we have struggled and we have cared deeply for and with our fellow Clubs and Members. HOW we did this varied as differently as our Clubs are different.

“Going on a Zoom call” was new for all, easy for some and downright impossible for others. We did our best and sometimes felt disappointed that we might not feel that “our best” was good enough. I will not belabor the facts of the things that we couldn't do or were just not able to do for whatever the reasons were, but look at the bottom line and know that we did what we try to teach our children and the next generation to do: WE TRIED!!!

We did manage to get two Regional Meetings under our belt before all travel halted. I traveled in January to gorgeous Casablanca for a Regional Meeting hosted by AIWC Casablanca and RC7 Cynthia Smith-Ayed. Madrid showed their true colors with an exciting Region 3 meeting at the end of February to enhance their members' knowledge over FAWCO as well as highlighting their local charities.

Also in February, I was also happy to attend the AWC Basel's Annual Tea with an informational workshop with RC6 Marie-Bénédicte Luxem. Anne Riz (AWC Bern) shared her expertise as a FAWCO UN Rep, and Deanna Brittain assisted as the AWC Basel FAWCO Rep.

Only three in-person meetings last year but three very different, informational and highly effective Regional Meetings. These in-person meetings are really the places where we connect personally and catch that famous FAWCO Fever. Or, as Rebecca DeFraités (AWG Paris) our Membership Chair, likes to call it, FAWCO Fervor!!

I encourage you all to read Rebecca's Membership Report below to understand how clubs can be identified and recruited. Her connections, insight and creativity are a credit to our organization...Maybe YOU have traveled or have friends in other cities or countries. Think about FAWCO as an additional opportunity!

Besides Rebecca, I have had the privilege of working with three other ladies on the Second VP Team. Talk about being effective! Kanika Holloway (AWC Antwerp) is our FAWCO Club Presidents' Coordinator. She has brought this role to yet another level. Our Presidents have benefited from her expertise and business-oriented Presidents' Only Zoom calls and Newsletters. Also, please read her report for the full scoop at the end of my report.

Kanika, Lauren Mescon (AWC Amsterdam), FAWCO Foundation VP for Fundraising, and I initiated what we felt was a much-needed way to communicate with the Clubs during these times. We did this through our monthly Zoom Calls with Reps, RCs, Presidents and recently the Philanthropy Teams on our calls as well. Our Dream Team! We have been stressing that we are all interconnected with FAWCO goals and ideals.

Our format was the same each month, beginning with a necessary short tutorial from our VP of Communications, Ann Marie Morrow (AWC Finland). This was followed by two guest speakers, making for informative, intellectual and oftentimes fun sessions. I think that post-COVID-19 we will need to continue with these sessions!

Our Under-40 Chair, Karen O'Shaughnessy (FAUSA/AWC Hamburg), knows what an important new aspect of FAWCO this is!! The Under 40 Task Force conclusions showed that this was a very needed component to help

retain our Club Members and to help make FAWCO relevant to younger members. Watch out for the new and interesting things that Karen has in store for you in 2021! Read her report to find out some new things.

Our Club Workshops Coordinator, Melanie Baur, (AWC Berlin), took the great ideas of Caroline Pekarek (Munich IWC) and has introduced many new Club Workshops based on member talents and passions. Because of the inability to hold “face to face” meetings, Melanie has created new formats with much success. Please read her report below and remember to utilize Club Workshops to enhance your Board and Members’ club experience!

The Monthly News in Brief was an IT hurdle for me in the beginning, but let me say one last time, thank you to Hope Moore, (Munich IWC) and Ann Marie Morrow (AWC Finland) our 1st VP for Communication, for their unwavering, consistent and patient assistance as well as to Mary Dobrian (AIWC Cologne), Global Issues VP, Sallie Chaballier (AAWE Paris), FAWCO Counselor and editor extraordinaire! Ladies, YOUR NiB is a priceless jewel to savor, learn from, share and enjoy!

FAWCO Reps have a unique role to play within our FAWCO organization. They are pivotal in keeping the information flowing to their club boards and to their membership! Although we were not able to meet in person for most of the year, we still found the wide range of enthusiasm and dedication in our Reps. Some were somehow able to be even more outstanding in their field and we were able to recognize several at the virtual Interim Meeting last March with the coveted FAWCO Rep Appreciation award: Julie Mowat (AWC The Hague/FAUSA), Magda Honffy (AWC Antwerp), Christine Riney (AWC Hamburg), and Georgia Kallis (AWO Greece).

Our Regional Coordinators are a driving force in this most important line of communication. Each Region has its own nuances and needs and the RC understands and supports her region accordingly. I commend the RCs because especially this past year it has been an increasing challenge across the board to communicate and to really be able to know what our Membership needed and wanted! They did their best and for this I commend you all and I thank you all as well!

RC1 Christine Humphreys (AW Surrey), RC2 Jonelle Lemke (AWC Denmark), RC3 Deborah Lillian (AAWE Paris), RC4 Sue Frick (AWC Brussels/FAUSA), RC5 Angelika McLarren (AWC Berlin), RC6 Marie-Bénédicte Luxem (AWC Zürich), RC7 Cynthia Smith-Ayed (AIWC Casablanca), RC8 Sylvia Behrman (AILO Florence), RC9 June Bechara, (AWC Lebanon), RC10 Kathi Savoury (IWC Antigua & Barbuda), RC11 Cecilia Zhuang-Haas (AWC Philippines)

Working with the FAWCO 2019-2021 Board has been a true privilege. This has been one of the best and most effective Boards that I have worked on in my adult life (and that is many a Board at my age). They are not only forward thinking, strategically planning FAWCO’s future, but doing this with compassion, grace and intelligence. Each of your Board Members comes to this position with a unique perspective on how to do the job that they were tasked with!!

President Emily van Eerten’s leadership has been beyond compare. As I always say about our Member Clubs, the President is a clear barometer for how her Board and Club will function. We have been challenged and pushed and Emily has guided us to a safe haven!!

Yes, 2020 has indeed been quite a year, but with predictable grace FAWCO has risen above what it has been thrown and has proved, without any doubt, that we continue to be up for the challenge of service to our communities, our Target and philanthropic projects and, most importantly, to each other.

Thank you for your time and this experience in my life!!

Respectfully submitted,  
Rozanne Lofaso Van Rie (AWC Antwerp)  
FAWCO 2<sup>nd</sup> Vice President — Member Clubs



## FAWCO Club Workshops Coordinator Report

This past year, as was the case for many if not all parts of FAWCO, COVID-19 had profound changes on the way Club Workshops operated in 2020. While this past year didn't include any in-person workshops, it did see Clubs taking advantage of virtual/digital workshops and adapting to the new normal.

Many of our Clubs took the downtime that came with lockdown to enrich their membership with new skills and the opportunity to connect with experts around the world. Sixteen various workshops were held throughout the year on a number of different topics. Some of the more popular topics included our FAWCO 101 workshops which are designed to explain what FAWCO does and how Clubs can be part of our network. With the launch of our new Target Program, we also introduced several workshops connected to Health and the current Target Project.

In coordination with the PRM Team, we launched the "Club Workshop of the Month" where one workshop is spotlighted in each month's *New in Brief* and across our social media channels. The goal of these spotlights is to bring more awareness to the benefits of the Club Workshop program. And with these highlights, we continue to see a growing interest in the offerings of our program and we anticipate the momentum continuing in 2021.

Thank you to the many presenters and facilitators who graciously gave their time and experience to help expand the skills of our Member Clubs. Without their dedication and hard work, Club Workshops would not be possible. As we continue our work in 2021, we look forward to bringing even more awareness to the great benefits of the Club Workshops program.

Respectfully submitted,  
Melanie Baur (AWC Berlin)  
FAWCO Workshops Coordinator

## FAWCO Club Presidents' Coordinator

As we began 2020 with hope for a new and productive year, the pandemic caused us to quickly retract those expectations and navigate insecurity within our clubs, our membership and boards, and find a way to get everyone through it. It was a special time that tested resilience, relevancy and perseverance for our Presidents.

Pivoting from in-person meetings to online platforms tested the boundaries of the very notion of what participating in a club is all about: interpersonal connections. We soon realized that we needed to find a way to help our Presidents with connecting online. We also needed to be opening our hearts and listening to them because we understand and can empathize. Quarterly newsletters and meetings quickly transformed into monthly meetings and joint calls, bringing together more opportunities to connect and share experiences between Reps and Presidents. Together with the FAWCO 2nd VP Member Clubs and FAWCO Foundation VP Fundraising, we created the "co-pilots dream team", Reps, Presidents and Fundraising co-piloting to continue to keep FAWCO at the top of mind in the clubs.

The Presidents shared that within the clubs themselves it was a struggle to keep members interested in online events. AWC Berlin, AWC Amsterdam and AWC London seemed to take the lead in their regions in having a full online agenda. Not every club had the ease and support in innovating their online events and keeping up with online platforms. We encouraged clubs to cross share their events with each other within their regions. This tactic seemed to be unifying and satisfying.

Topics that I introduced and covered in 2020 had a primary focus on the "leadership mindset" as a theme. Within this theme are the topics I covered on a monthly basis in 2020. I believed that "training" with purpose would be helpful to assist the Presidents with shifting their focus and direction outside of the norm of how they were running their clubs before.

Leadership mindsets started as a brainstorm with our FAWCO 2nd VP Member Clubs on what we would host together for the Biennial meetings for Presidents and Reps. I expanded on the topic to create the "courses" for

our Presidents. We are all in this together which makes co-piloting possible. These topics were more in depth and this is just the overview:

- Getting from Point A to Point B-leading with vision
- Co-piloting as a Strategic plan outline/pain points and fears/specific actionable goals
- Empowerment of leading and creating and celebrating achievements as a team
- 5 Steps: simple steps to get realigned and your club empowered with the FAWCO purpose
- In March bringing about change (based on changeophobics topic from February) and how to deal with it. A newsletter went out with the minutes to address all of the steps in writing.
- Very intimate and revealing discussions in April and May-minutes went out that focused on Caring for yourself and sending out tips and lists of activities that clubs were doing during COVID-1919.
- Communication. Building trust and treating your clubs as a community.
- Transparency builds trust and community
- Leading boards remotely
- All in this together
- Building and strengthening authentic relationships with the board and staying connected
- Importance of FAWCO workshops and club development, best practices link (social media, Intro to FAWCO)
- Zoom class with FAWCO VP Communications to assist with answering questions about how to use Zoom and also to help clubs with members who were not comfortable with the platform.

November regional: I hosted a Joint Session with 2nd VP member Clubs and then a Presidents' breakout session for an hour. Topics covered with Presidents included an actionable leadership class on connecting with the membership and finding personal purpose. It was a very small turnout. I'm not sure if it was due to the conference platform itself or familiarity with the use of the platform.

In closing, this was a very difficult year for our Presidents. Managing personal lives during a pandemic while meeting expectations of leading their clubs was an intense time. I think they all did the best they could with what tools they had available and however the barometer was tested in their clubs in terms of support, we don't really know. There is no perfect way to manage during a time like this. As far as expectations go, we lost a few clubs for circumstances out of anyone's control. Yet, there are Presidents that have persevered and we can only look forward to the world slowly getting back to a time that meeting again, in person, is possible.

I thoroughly enjoyed sharing these courses with our Presidents and having the intimate discussions. The positive side to this is that I feel much more connected to them from these meetings than I was the first year in this role. I believe the incoming President's Coordinator has great energy and will be a fantastic resource to the Presidents over the next year.

With gratitude, hope and kindness,

Respectfully submitted,  
 Kanika Holloway (AWC Antwerp)  
 FAWCO Club Presidents' Coordinator

## **FAWCO Membership**

This has been a challenging year. I remain hopeful that, once COVID-19 is no longer a factor in every aspect of our day to day lives, I can get back to the issue of recruiting new clubs. I was hoping very much that we could help found a FAWCO club in Dar es Salaam, Tanzania, this year. I had two successful Zoom meetings with four potential founding members. Unfortunately, none were American and the FAWCO Bylaws stipulate American involvement. Additionally, the Finnish/Tanzanian woman I was working with most closely lost her job because of COVID-19. Another complicating factor is that Tanzania has a very active secret police and that "foreign" associations are suspect. The Target Project is also quite far from Dar es Salaam. All that being said, as soon as a site visit can be arranged, I will be delighted to go and to spend some time in Dar meeting with people. My partner and I met in Dar fifty years ago and we are both keen to return. I truly believe that recruiting a new club takes a hands-on approach.

Of course, the easiest way to recruit a new club is for a request for information to come in to the FAWCO website and then I go to that town and meet with the person who made that request. That's what happened with the Venice club (I'm a founding member!) That was pure serendipity as I had a trip to Venice already planned. It has also worked when an enthusiastic member of a FAWCO club moves to a city without a FAWCO club and creates a new club. It is trickier when that person moves to a new city, joins a club which is not a FAWCO club, and works to get her new club to join FAWCO. That can take years.

As recently as three years ago, less than 25% of clubs had less than 60% American membership. Now, we are perilously close to exceeding the 33% limit. As I have expressed repeatedly to the current FAWCO board, especially the President and the Second VP, I think the FAWCO bylaws need to be changed to allow for more international clubs and I believe the proposed bylaw amendment will be approved this year. Nevertheless, what remains a huge issue is how to sell FAWCO as a federation to appeal to non-Americans. It would be great to have a non-American volunteer who wanted to help on this.

I am content to continue in my current post. I have been a huge proponent of FAWCO since I attended my first conference in Marrakech in 2011 when I was president of the American Women's Group in Paris. I have enjoyed working with Rozanne and Emily a great deal and their advice and encouragement have been invaluable.

Respectfully submitted,  
Rebecca DeFraités (AWG Paris)  
FAWCO Membership Co-Chair

### **FAWCO Under 40**

The FAWCO Under 40 (U40) group can look back at a very successful first year. Implemented in May 2020, we focused mainly on monthly Happy Hour events which have been opened up for all members due to popular demand!

The Happy Hour is a one-hour virtual chat event with the goal of covering all niches of FAWCO's different areas of expertise and activities. In hosting an approachable way to learn about subgroups our younger members aren't familiar with and topics that interest them, we hope to connect our membership more. In 2020, we hosted 5 Happy Hour events with approximately 60 participating members.

The most popular topics of the Happy Hour have certainly been social media related. After a very successful Happy Hour with a focus on Pinterest as a social media platform, we've decided to implement a whole social media series in which all popular platforms will be introduced and explained in a workshop kind of setting.

2021 Happy Hours will start off with topics including the highly popular TikTok app and Instagram Reels (the video editing function on Instagram meant to compete with TikTok).

In addition, we will focus on Instagram itself, Facebook, LinkedIn and blogging in general.

Finally, we are exploring the idea of a networking group for young business owners with small businesses, blogs and creative shops to nurture ideas and offer a forum of exchange, tips and inspiration amongst the global women of our community.

Respectfully submitted,  
Karen O'Shaughnessy (FAUSA, AWC Hamburg)  
FAWCO Under 40 Chair

### **Third Vice President's Report**

What a difference a year makes! In many ways, my day-to-day work as FAWCO VP for Global Issues became more settled and routine compared with my first year in the position (2019). On the other hand, thanks to the

COVID-19 pandemic, 2020 was a year like no other, for FAWCO and for the rest of the world, and many of our ways of working have changed entirely.

Due to the pandemic, our already largely virtual organization became entirely virtual, with the cancellation of the Interim Meeting in March, no regional meetings and an online Open Regional in November. All meetings and communication took place via online platforms, something to which we had become very accustomed by the end of the year. Despite the loss of in-person meetings, some new ways of holding events have opened up to us that have their own advantages.

The 3rd Vice President oversees FAWCO's four Global Issues Teams in the areas of Education, Environment, Health and Human Rights as well as the FAWCO Youth and Target Programs. She is responsible for the publication of the monthly Global Issues Digest and contributes to the monthly News In Brief publication.

The Global Issues Digest, a major area of concern for me in 2019, has continued to evolve and blossom. The four Global Issues Teams are all strong and active and can be relied on to produce at least one topical article each per month – often more – to be published on the FAWCO website and featured in the Digest. By now the Team chairs have become very familiar with copyright restrictions on images and properly citing sources, and I have, too. With the invaluable help of 1st VP Ann Marie Morrow and Web Content Manager Sallie Chaballier, the monthly publication has become quite routine, if still plenty of work. I am very proud to say that the Teams have excellent ideas and submit largely well-researched and very interesting articles, so that we have a substantial library of content on the FAWCO website. Two of the Teams (Education and Environment) have also begun publishing reviews of recommended books in their subject areas. Readership of the GID has increased, and we receive compliments from the membership on nearly every issue. The PR and Media Team continues to be a great asset to Global Issues as well, posting links to many of our articles on FAWCO's social media platforms and further raising their visibility.

Work with the Teams has also been very positive. Leadership of two Teams – Education and Health – turned over as of March 2020, bringing fresh ideas and new energy. Each Team has its own working style, depending upon the personalities of the leaders and what works best for them – but all of them work. I feel that overall communication with the Teams is good and that they are able to express their concerns and frustrations and tell me what works for them and what doesn't. I have held a few online meetings with all of the Team chairs to provide a platform for exchanging information and dealing with problems. I hope to continue to do this more regularly.

Several of the Global Issues Teams have directly addressed the COVID-19 pandemic through articles or special activities: the Health Team produced videos of how members around the world are coping and hosted Laughter Yoga workshops with Celeste Brown. The Education Team published an extensive series of articles and tips for teaching children at home. The Human Rights Team addressed the "shadow pandemic" of domestic and gender-based violence through articles and speaker events.

In addition to the pandemic, the other major global theme in 2020 – particularly in the US – was racism and racial inequality. Following the death of George Floyd in Minneapolis, a difficult and emotional Human Rights Team meeting led to the birth of a Diversity and Inclusion committee for FAWCO and a series of special events addressing racial inequities and allyship.

We have been able to find some silver linings in this year's transition to an all-online world. With the widespread availability and usage of online meeting platforms, we realized it was much easier to plan events in which FAWCO members could participate from all over the world (time zones permitting). We have launched two new Global Issues programs that have been very successful so far:

In April, we initiated a Global Issues Book Discussion series open to all FAWCO members, with the idea of rotating the choice of a book to read and discuss between the four Global Issues Teams as well as the Target Team. I kicked the series off with *The Moment of Lift* by Melinda Gates, which covers a broad spectrum of global issues. The Education Team followed in the summer with *Among the Maasai* by (FAUSA member) Juliet Cutler, who also attended the discussion and spoke about her work at a girls' school in Tanzania. In the fall we read and discussed the Environment Team's choice, *Flight Behavior* by Barbara Kingsolver. We will continue in 2021 with

books chosen by the Target, Health and Human Rights Teams and will hopefully continue from there. Attendance at the discussions has ranged between 30 and 60 participants and feedback has been very positive.

In the summer, 1st VP Ann Marie Morrow approached me with the idea of developing an online Global Issues series for young FAWCO members and member children in the age group that might otherwise participate in the FAWCO Youth Cultural Volunteers program or may have participated in it already. We planned a series of sessions to introduce young people ages 15-25 to the different Global Issues in which FAWCO works. The other aim of this project was to facilitate personal connections between young people with international backgrounds – one of the most positive byproducts of the Cultural Volunteers program. We have held monthly sessions since September, which have been attended by a group of 12–15 young people each time. We try to include ideas for taking action or “next steps” in each area, which has yielded some concrete results. After one of our most popular sessions, a presentation by the FAWCO Refugee Network with testimonials from two young refugee women, several of the young participants volunteered to act as virtual tutors or pen pals for refugee children and youth in Germany. For more on this initiative, see the FAWCO Youth Team report.

### **Global Issues Teams**

Previous Education Team chairs Carol-Lyn McKelvey and Arandeeep Degun stepped down from their positions in the middle of the 2019-2020 term, and the Team was temporarily without active chairs. Hollie Nielsen (AWC Central Scotland) and Rainier Sielaff (AIWC Düsseldorf) agreed to take over as of the 2020 interim meeting; however, Rainier had to withdraw for personal reasons. Hollie took on the chair position by herself, and former chair Carol-Lyn McKelvey agreed to help her on a temporary basis. Fortunately for all of us, Hollie and Carol-Lyn found that they enjoyed working together so much that Carol-Lyn decided to resume her co-chair position. They have worked very well throughout the year: as of January 2021, they have a team of 10 members who meet regularly, and they have established liaison positions to the other GI Teams and the FAWCO Youth Team. They are prolific producers of articles and book reviews for the FAWCO website. For more information, see the Education Team report.

The Environment Team is headed by Anne van Oorschot (AWC The Hague) and Renuka Matthews (Individual Member, Dubai). They have an active and enthusiastic team of 18 members as of January 2021. Throughout the year they have produced very well-written and well-researched articles for the website, including series on practical suggestions for frugal and environmentally-conscious living as well as tree planting, the intersection of environmental issues with racial inequality, and ties between the current Target project and environmental issues in Tanzania. In the second half of 2020, the team began holding regular online monthly meetings and have initiated social media campaigns such as #fawcotrees and #fawcowater. For more information, see the Environment Team report.

Previous Health Team co-chairs Linda Harvan (FAUSA) and Blandina Steinhauslin (AILO Florence) ended their term as of March 2020; they were succeeded by Danielle Kuznetsov (AWO Moscow) and Christine Riney (AWC Hamburg). As of January 2021 their team consists of 14 members. Danielle and Christine have been committed to providing fresh content and special events and opportunities for FAWCO members. They write articles on a wide variety of physical and mental health topics, sometimes supplemented by video presentations and have presented health-related workshops for members including laughter, fitness and end-of-life planning. For more information, see the Health Team report.

Karen Castellon (AWC Berlin) is the sole chair of the Human Rights Team. Her infectious energy and passion inspire her team of 21 members (as of January 2021), and their monthly meetings always consist of lively discussions. They promote awareness and action, especially on gender and racial inequality and gender-based violence and hosted several informative online presentations during the last year. Member Sue England also offered a weekly lecture series on Human Rights. Karen would very much like to have a co-chair to balance responsibilities and organization on her team. In the coming year, I would also very much like to see the Human Rights Team contribute more articles for the FAWCO website. With such a large and knowledgeable team, this should be a reachable goal.

The Human Rights Team also encompasses the FAWCO Refugee Network, led by Ann Birot-Salsbury (AAWE Paris) and Ulrike Näumann (Heidelberg IWC). In this past year they produced a video presentation featuring

team member Asma Darwish, recounting her experiences as a refugee from Bahrain to France. Asma, together with Azadeh Kadkhodazadeh, also told their stories to the FAWCO Youth Global Issues group.

For more information, see the Human Rights Team report.

### Global Issues Programs

**FAWCO Youth** – see general section above and the FAWCO Youth Team report.

**Target 4.0 Health** — The Target Health Program is chaired by Tharien van Eck (AWC Antwerp). Martha Canning (AWC Amsterdam) is Target Health Education Chair. In addition to myself, the Target Team also consists of FAWCO Foundation President Barbara Bühling (AIWC Düsseldorf), Foundation VP Fundraising Lauren Mescon (AWC Amsterdam), Target Fundraising Coordinator Julie Burke-Lehr (AWC Amsterdam) and Target Selection Chair Christine Rigby-Hall (AWC Amsterdam).

At the beginning of 2020, FAWCO clubs voted to select the Target 4.0 Health Project. With 85% of clubs casting votes, the selected project was Safe Alternatives for FGM Elimination (S.A.F.E.), a project of Hope for Girls and Women Tanzania (HGWT). The chosen project was announced on March 21, at the virtual gathering that took the place of the 2020 Interim Meeting.

Tharien has done an outstanding job of promoting the Target Project, informing herself extensively on the topic of FGM and sharing information with members in the form of blogs and the Target Bulletin, written together with Martha and Julie. She has engaged speakers to give virtual presentations to the FAWCO membership and has herself given presentations on FGM to a number of clubs. The Team has also presented multiple screenings of the documentary film, *In the Name of Your Daughter*, directed by Giselle Portenier, which profiles Hope for Girls and Women Tanzania and its founder/director Rhobi Samwelly.

Despite the limitations of the pandemic, fundraising for the Target Project has been very successful, with events held at the Virtual Open Regional in November and the FAWCO Virtual Tour that took place in 2020-21. Tharien has also personally raised a large amount of money through the sale of her hand-painted greeting cards. As of the end of 2020, approximately \$80,000 of the Target Project's \$140,000 goal had already been raised.

For more information, see the Target Program report.

### Thanks

Again this year, I wish to express my heartfelt thanks to all of the Global Issues Team and Program Chairs. It has been a joy to work with every one of you, without exception, and your knowledge and passion continually motivate and inspire me.

My deepest thanks to Tharien van Eck, Ann Marie Morrow, Sallie Chaballier, Tricia Saur and Barbara Bühling. Not only do they inspire me with their wonderful work and dedication, but they have been there for me every single moment of this challenging year, keeping me on track and keeping me sane. Thank you.

Respectfully submitted,  
Mary Dobrian (AIWC Cologne)  
3<sup>rd</sup> VP for Global Issues

### Secretary's Report

I took office at the 2019 Biennial Conference in Edinburgh and during my term the world reinvented itself and so has FAWCO. In that time I continued my role taking minutes of Google Meet calls and the one face-to-face Board meeting (before life went completely virtual), circulated them and ensured their finalization and archiving. I assisted the President as I am able with various tasks in preparation for the upcoming virtual conferences. It has been an amazing experience learning a new way of navigating life and group meetings on virtual platforms like Zoom and Hopin. The opportunity to continue to work with so many volunteers in continuing the goals and objectives of FAWCO has been a stabilizing force in this time of change. I updated the

Directory of Volunteers for publication on the website which has shown me the many names and locations of our organization. I am grateful to have had this opportunity to serve and enjoy getting to know the many depths of FAWCO, knowing that no matter what happens we Inspire Women Worldwide through our work and our existence as an organisation.

Respectfully submitted,  
Amanda Drollinger (AWC Central Scotland)  
FAWCO Secretary

## Treasurer's Report

(Figures rounded – e.g. \$7,621 = \$7.6K)

**General Comments** — As advised in the Annual Report last year, standard practice for the future will be to always include the reviewed financials for the prior full year. The financials for the current full year will be presented at the Conference. The reason for not including the current financials in the Annual Report is due to the January print deadline that does not allow the Treasurer enough time for a thorough review of the current year-end results. By the Conference in March however, a draft of the financials will be ready to present. During the year, the financials will be reviewed by a third party and the report of such review will be included in the next Annual Report. If the review results in any adjustments to the financials presented at the Conference, these will be explained at the following Conference.

Additionally, the Board and the Finance Committee determined that it was in the best interest of FAWCO to only have the books reviewed by a professional CPA once during the term of a Treasurer, and specifically in the year that the Treasurer is outgoing. This practice will save FAWCO over \$2K every other year but will also ensure that any incoming Treasurer takes over with a professionally reviewed set of books. Accordingly, the financial statements included in this report have been reviewed by an independent volunteer third party, chosen by the head of the Finance Committee, Laurie Brooks. In the upcoming months, the books for the calendar year 2020 will be given to our outside professional CPA for review.

**Summary of Fiscal Year Ending December 31st, 2019** — The budgeted profit for the year ended December 31st, 2019 was \$1.8K. The actual result was a profit of \$7K, or a positive variance of \$5.2K. There were a number of items that caused this variance, with the most substantial being the contributions which brought a positive variance of \$4K. It is worth noting that 75% of this variance came from a single generous donor. The rest of the positive variances included an additional \$2.8K savings in travel, due to a strong cost consciousness as well as \$0.3K in advertising. These items were offset by negative variances in accounting of \$1.9K which was due to budgeting the outside accountant review in the incorrect year, so this means simply that the budget for next year will be reduced by this cost.

In closing I want to once again thank Patricia Aeby who has continued as Conference Treasurer as well as taking over the position of Assistant Treasurer. She has been a stellar pillar of support for not only myself, but also for FAWCO due to her many years of continuing service.

If anyone would like further detail to any of the accounts, feel free to ask me in person, or to email me at [treasurer@fawco.org](mailto:treasurer@fawco.org).

Respectfully submitted,  
Alisa Cook-Roehs (AIWC Düsseldorf)  
FAWCO Treasurer

Federation of American Women's Clubs Overseas, Inc.  
Statements of Activities  
For the Years Ended December 31, 2019 and April 30, 2019\*

	31-Dec 2019			30-Apr 2019
	Without Donor Restrictions	With Donor Restrictions	Total	
Revenues and other support:				
Membership Dues	\$ 8,683		\$ 8,683	\$ 11,776
Conference and Workshops				
Conference fees			\$ -	\$ 82,935
Conference meals			\$ -	\$ 8,872
Sponsorship			\$ -	\$ 4,200
Conference extras			\$ -	\$ -
Cancellation fees			\$ -	\$ 579
Contributions: individuals and clubs	\$ 6,667	\$ 125	\$ 6,792	\$ 4,694
Gifts in kind	\$ 217		\$ 217	\$ 939
Advertising income	\$ 4,971	\$ 325	\$ 5,296	\$ 8,615
Investment income - interest	\$ 124		\$ 124	\$ 468
Domain registration fees and other income	\$ 488		\$ 488	\$ 670
Web hosting fee	\$ 1,483		\$ 1,483	\$ 2,302
Sales				
Fines	\$ -		\$ -	\$ 401
Cost of goods sold	\$ -		\$ -	\$ (254)
<b>Total Revenues and other support</b>	<b>\$ 22,634</b>	<b>\$ 450</b>	<b>\$ 23,084</b>	<b>\$ 126,197</b>
Expenses:				
Program services	\$ 8,803	\$ 1,369	\$ 10,172	\$ 114,764
Management and general	\$ 4,580		\$ 4,580	\$ 7,601
Fundraising	\$ 1,215		\$ 1,215	\$ 1,510
<b>Total Expenses</b>	<b>\$ 14,598</b>	<b>\$ 1,369</b>	<b>\$ 15,967</b>	<b>\$ 123,875</b>
Foreign currency translation:				
Foreign exchange gain (loss)	\$ (109)		\$ (109)	\$ (2,813)
Increase (decrease) in net assets	\$ 7,927	\$ (919)	\$ 7,008	\$ 1490
Net position, beginning of year	\$ 197,206	\$ 3,750	\$ 200,956	\$ 201,446
Net position, end of year	\$ 205,133	\$ 2,831	\$ 207,964	\$ 200,956

\*Change in fiscal year from April 30 to December 31.



Federation of American Women's Clubs Overseas, Inc.  
 Statements of Cash Flow  
 For the Years Ended December 31, 2019 and April 30, 2019 \*

	<u>31-Dec</u> <u>2019</u>	<u>30-Apr</u> <u>2019</u>
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>		
Increase (decrease) in net assets	\$ 7,333	\$ (490)
Increase (decrease) in:		
Due from members	\$ (1,448)	\$ (293)
Due from related party		\$ 2,125
Due from others	\$ (2,836)	
Prepaid expense and other	\$ (267)	\$ 1,994
Inventory	\$ -	\$ (516)
Accounts payable	\$ (4,770)	\$ (632)
Accrued expenses	\$ 2,200	\$ (1,239)
Deferred income	<u>\$ 16,364</u>	<u>\$ (3,207)</u>
Net cash required by operating activities	\$ 16,576	\$ (2,258)
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>		
Purchase of certificates of deposit	0	\$ (99,636)
Proceeds from maturities of certificates of deposit	<u>\$ 87,167</u>	<u>\$ 99,200</u>
Net cash required by investing activities	<u>\$ 87,167</u>	<u>\$ (436)</u>
Net increase (decrease) in cash and cash equivalents	\$ 103,743	\$ (2,694)
Cash and cash equivalents, without donor restriction and with donor restriction, beginning of year	<u>\$ 113,900</u>	<u>\$ 115,594</u>
Cash and cash equivalents, without donor restriction and with donor restriction, end of year	<u>\$ 216,643</u>	<u>\$ 112,900</u>

\*Change in fiscal year from April 30 to December 31.

Federation of American Women's Clubs Overseas, Inc.  
Statement of Functional Expenses  
For the Year Ended December 30, 2019

	Program Services	Management and General	Fundraising	Total
Travel/meetings transportation	\$ 5,972			\$ 5,972
Workshop Expense	\$ 327			\$ 327
Printing and copying		\$ 361		\$ 361
Bank and service fees		\$ 113		\$ 113
Accounting		\$ 2,200		\$ 2,200
Gifts and entertainment	\$ -			\$ -
Professional fees - web managing	\$ 964	\$ 964	\$ 964	\$ 2,893
Hosting fees	\$ 1,109	\$ 238	\$ 238	\$ 1,584
Dues and subscriptions		\$ 315		\$ 315
Domain registration	\$ 432		\$ 13	\$ 445
Postage and shipping		\$ 145		\$ 145
Office and miscellaneous		\$ 244		\$ 244
Donations	\$ 1,044			\$ 1,044
Net position, end of year	\$ 9,847	\$ 4,580	\$ 1,215	\$ 15,642

Respectfully submitted,  
Alisa Cook-Roehs (AIWC Düsseldorf)  
FAWCO Treasurer

## Parliamentarian's Report

The Parliamentarian is appointed by the President as an ex-officio, non-voting member of the Board at the beginning of the term for a 2-year period. She attends all Board meetings to ensure meetings are conducted according to *Robert's Rules of Order, Newly Revised* and to advise on procedures related to FAWCO ByLaws and Administrative Guidelines.

At the beginning of this term, the position of Bylaws Committee Chair was assigned to the Parliamentarian. This decision was based on the fact that the Parliamentarian is actively involved in all Board meetings and therefore more aware of matters which may require an amendment. Proposed amendments are outlined in the Administrative Committee Reports.

The Parliamentarian is also responsible for maintaining the Administrative Guidelines (AGs). After an initial review the Board agreed to a thorough update of the AGs. These were completed and approved in February 2021. Of particular significance was the creation of the FAWCO Board Handbook and the Handbook for Presidential Appointees. These now represent Sections 5 and 6 of the AGs, providing a more succinct outline of roles and responsibilities. The updated AGs can be found on the FAWCO website.

Respectfully submitted,  
Tricia R. Saur (AIWC Cologne)  
FAWCO Parliamentarian

## 2020 Interim Meeting Report

Although the 2020 Interim Meeting in Luxembourg was cancelled, the majority of scheduled announcements, general session topics and workshop events took place in online meetings in the weeks following. No voting, however, took place.

**Target Health** — In 2019 FAWCO announced the theme of its fourth Target Program: "Promoting Well-Being and Healthy Lives for Women and Girls". Over the course of the year, 15 project applications were submitted and reviewed. A short list of three was presented to FAWCO Member Clubs who each submitted one vote per club. The project chosen by our members and announced on March 21, 2020, was: S.A.F.E. (Safe Alternatives for FGM Elimination) in cooperation with Hope for Girls and Women, Tanzania. Target Chair, Tharien van Eck (AWC Antwerp) introduced the founder and head of HGWT, Rhobi Samwelly, thus starting the two year period of fundraising for Target.

**The FAWCO Foundation** revealed the Education Award and Development Grant Recipients for 2020 in the March 21st session. In separate Live Facebook events, The FAWCO Foundation raised over \$20,000 from Live Auction items and announced the Foundation Quilt Winner, Suzanne DeCarlo Dundas (AWC The Hague).

**Rep Appreciation Awards** — FAWCO Vice President for Member Clubs Rozanne Van Rie, was joined by six former FAWCO 2nd VPs to review the many nominations that were received for the **FAWCO Rep Appreciation Awards**. Based on the recommendations submitted, the panel recognized Christine Riney (AWC Hamburg), Magda Honffy (AWC Antwerp), Georgia Kallis (AWO Greece) and Julie Mowat (AWC The Hague) for their efforts promoting FAWCO to their clubs.

**Workshops** — Several of the workshops planned for the conference took place online, including: FAWCO Advocacy at the UN with a program overview and a pandemic update, all from FAWCO's UN Liaison, Laurie Richardson (AWA Vienna); SDG Chair, Tammy Mayer (AAWE Paris) presented an SDG Awareness workshop; Mary Stewart Burgher, US Voting Chair, held a session on Helping Overseas American Register and Vote in 2020; The FAWCO Youth Team hosted June Lowery, Head of the Accessibility, Multilingualism and Safer Internet Unit from the European Commission, and members of her team, for a session on: Better Internet for Youth, Peace of Mind for Parents; Clubs in Motion Chair Maggie Palu (AW Aquitaine) shared a video montage of photos submitted by our member clubs, and FAWCO Counselor Celeste Brown led a Laughter Yoga workshop as a much needed stress relief during difficult times.

FAWCO was very grateful to Events Chairs Angela Aebersold (AWC Bern) and Patricia Aeby (AWC Bern) for all of their efforts which had gone into planning the Interim Meeting. The unprecedented nature of cancellations being made worldwide as the result of the virus meant that the financial repercussions were an enormous question mark. The FAWCO Board decided that we would fully refund conference registration money. We are especially thankful as well that with the help Marie-Bénédicte Luxem (AWC Zürich) we were able to reach an agreement with the IM venue, the Hotel Parc Alvisse, with respect to our FAWCO meeting deposit and the refund of hotel room deposits to conference registrants. We have agreed that the hotel will be the venue for our next conference if at all possible, where we will receive full credit for the money already deposited. We also envisioned hosting an Open Regional Meeting in November at the hotel, but that too had to be cancelled.

Respectfully submitted,  
Emily van Eerten (AWC The Hague)  
FAWCO President

## Special Task Force Reports

### Diversity & Inclusion Task Force Report



The Diversity & Inclusion (D&I) Task Force was created in the aftermath of the murder of George Floyd. The purpose is to create an environment that educates and informs FAWCO members about the issues surrounding race and social justice. The goal of the D&I Task Force is to create a framework and set of guidelines that clubs can implement that will demonstrate diversity and inclusiveness within their clubs to be launched at the March 2021 Conference. We want to encourage clubs to think in a broader context for recruitment and retention of their members. We also need to think about the different types of members and their needs. Mostly, clubs comprise rotating memberships of expats and non-Americans in the local community (this is not true for all clubs, but it is a dynamic that exists in many) so we need to think about how we can engage with a more diverse group. This may include special interests, promotion of certain events that are targeted to a diverse audience, or simply finding ways to outreach to a more diverse group.

We had our first committee meeting on August 25, 2020 to discuss the direction of the team, the goals of the committee, deliverables, and scheduling. We have had a total of 4 meetings from August 2020 to December 2020. Currently we are working on completing the D&I Toolkit to be made available to member clubs. We are also working on creating an additional library of resources that members can contribute their thoughts and materials.

The D&I team consists of 6 members and 1 honorary member. The team includes Shweta Gupta (AWC Berlin), Adrienne Lind (AWC Malmö, AWC Gothenburg, AWC Stockholm), Mary Stewart Burgher (AWC Denmark), Meredith Mani (AWCA Amsterdam), Sue England (Munich IWC), and Tonya Teichert (AIWC Frankfurt/Taunus).

The honorary member of our team is Rhonda Staudt (AWC Berlin) who we lost in late summer 2020. Her voice, commitment, and passion for equity and racial justice were instrumental in the development of this committee. Her physical presence is sorely missed yet her spirit will forever be with us.

The Task Force will continue as a standing FAWCO Team in 2021.

Respectfully submitted,  
Tonya Teichert (AIWC Frankfurt/Taunus)  
Diversity & Inclusion Task Force

### UN Liaison Report

2020 was a very different year for all of us, including the FAWCO UN Advocacy Team. A delegation of 14 FAWCO members was preparing to travel to UN Headquarters in New York to participate in the annual Commission on the Status of Women (CSW) in early March, when we learned that CSW would be the first of many UN conferences to be cancelled in 2020. UN Women informed all registered delegates of “the Secretary-General’s strong recommendation that ... stakeholders refrain from traveling to UN Headquarters. No general debate will take place and all side events planned by Member States and the UN system in conjunction with CSW64 will be cancelled.”



2020 should have been a year of celebrations marking significant milestones at the UN: the UN's 75th anniversary; 25 years since the 4th World Conference on Women in Beijing; 10 years since UN Women began; and five years since the adoption of the Sustainable Development Goals (SDGs). These important anniversaries

were an occasion to renew commitments to multilateralism, women's rights and making a better world. The official UN and NGO events reflecting on the past and highlighting ways forward were all virtual due to the pandemic. COVID-19 affected not just the format of the events, but was also an unavoidable theme. COVID-19 revealed lingering preconditions of inequalities and inadequate services and infrastructure. As countries around the world struggled to deal with health, social and economic crises, the UN and the NGO community were already thinking about the future, how to build forward and make positive changes. FAWCO's UN Advocacy Team kept our fingers on the pulse virtually, at the UN and with our collaboration partners, NGO committees, coalitions and constituencies of stakeholders.

2020 was a landmark year for FAWCO's engagement at the UN. The seven trailblazing FAWCO members who went to Beijing in 1995 to take part in the 4th World Conference on Women returned dedicated to pursuing an increased role as a UN-accredited NGO. FAWCO was granted consultative status at the UN Economic and Social Council (ECOSOC) in 1997. You can learn all about the history of FAWCO's engagement at the UN in the special 90th anniversary issue of Inspiring Women.

**NGO Committee on the Status of Women New York** As all of our advocacy and organization work moved online, we all discovered more opportunities to meet and connect and communicate virtually than ever before. We didn't have to leave our home offices, saved tons of CO2 emissions by not flying to meetings and conferences, and could connect with sisters and colleagues from FAWCO and the global women's movement community. Erica Higbie (FAUSA) has been active with NGO CSW NY for many years, even after she moved away from New York. In the COVID-19 era of virtual collaborations, she continued to be involved in advocacy, research and education activities with NGO CSW NY and CSW-related activism.

**NGO Committee on the Status of Women Geneva** Anne Riz-Sandweiss (AWC Bern) is Treasurer and Paula Daeppen (AWC Zürich) serves as Parliamentarian on the Board of NGO CSW Geneva. The UN in Geneva closed down in March because of the COVID-19 pandemic and partially re-opened in summer with restrictions and limited participation. The NGO CSW Geneva Board continued to work, holding meetings via Zoom. They conducted and implemented most of the suggestions from a membership survey. Paula updated NGO CSW Geneva's bylaws to reflect policy changes made over the past three years, including changes for the nominations committee, eligibility and requirements for candidates, and addressing the issue of online meetings. Paula is an advisor on procedure to the Nominations Committee for the election of new officers in April 2021.

**NGO Committee on the Status of Women Vienna** FAWCO UN Liaison Laurie Richardson (AWA Vienna) continued in her role as Chair of NGO CSW Vienna. She led the drafting of statements and position papers on Beijing+25, CSW64 and CSW65, and COVID-19 Recovery, and designed a Beijing+25 Generation Equality event featuring members of the Austrian delegation to the 4th World Conference on Women in Beijing. (This event was postponed due to the pandemic, and will be offered virtually as part of the NGO CSW Forum in March 2021.) Laurie led Zoom meetings of NGO CSW Vienna from April through December, continuing our advocacy efforts related to CSW, as well as providing gender perspectives to the virtual conferences of the UN Office on Drugs and Crime's Conventions on Transnational Organized Crime and Crime Prevention and Criminal Justice. Laurie also worked with colleagues from NGO CSW NY, Geneva and the four NGO CSWs in Latin America-Caribbean, Middle East/North Africa, Africa, and Asia-Pacific. Virtual meetings enabled all of the global NGO CSWs to collaborate on advocacy and planning for the virtual CSW and NGO CSW Forum in 2021.

**Conference of NGOs in Consultative Relationship with the UN (CoNGO)** Laurie Richardson represented FAWCO on the Board of CoNGO. In this role, she was one of the co-authors of several CoNGO statements including CoNGO Declaration on the UN's 75th Anniversary, and COVID-19 and Recovery: Building Back Better. Laurie also participated in a CoNGO consultation on NGO access to the UN.

**US Women's Caucus at the UN (USWC)** Pam Perraud (AAWE Paris and FAUSA) continued as Policy Chair for the USWC and helped write position papers including global policy suggestions for the US State Department and US Mission at the UN. She also helped draft letters to the State Department expressing disappointment with the US's new policy on US treaties on reproductive rights as well as the poor representation by the US at the UN's 25th anniversary of the Beijing Declaration. Pam has also worked on the USWC's incorporation as a 501(c)(4) organization. A member of the FAWCO Education Team, Pam coordinates with the Target Program. In Houston,

she serves as VP and head of UN advocacy for Zonta, and is on the Board of her local UN Association in Houston.

**NGO Committee on Migration (NGO CoM)** Jane Politi (AWA Rome) continued her work with the NGO CoM as Co-chair of the Subcommittee on Migrant and Refugee Children, focusing on how to increase resilience among children and youth through Early Childhood Development. She worked on guidelines and good practices for the protection of migrant and refugee children’s human rights; followed up on implementation of the UN Global Compact for Safe, Orderly and Regular Migration and Global Compact on Refugees; and advocated with UN Missions to influence policy-makers to adopt a child’s rights-based approach to migration into national legislation, plans, programs, policies and practices, and to empower children to secure their rights. NGO CoM also presented events and position papers related to the UN Commission on Social Development and the High Level Political Forum on Sustainable Development.

Grace Christovasilis (AWO Greece) continued her contacts with the NGO network cooperating with the UN Refugee Agency in Greece. COVID-19 transmission in refugee camps without adequate sanitation and hygiene were significant concerns. In September, a fire destroyed the Moria camp on Lesbos and 12,000 displaced people were without shelter until new accommodations could be built.

**UN Human Rights Council (UNHRC)** There was an unprecedented global response to the killing of George Floyd by police in Minneapolis and the violent police actions against #BlackLivesMatter protesters around the US. In June, senior UN leaders who are African or of African descent issued a statement expressing outrage at pervasive and systemic racism, and 54 African countries called upon the UNHRC to investigate government responses to peaceful protests, including the use of excessive force against protesters, bystanders and journalists. We blogged about UNHRC action and civil society events as the Black Lives Matter movement went global.

**Women and Gender Constituency (WGC) at the UN Framework Convention on Climate Change (UNFCCC)** Ayuska Motha and Stacey Kimmig (AIWC Cologne) represented FAWCO at meetings of the UNFCCC, where FAWCO has Observer status and is a member of the WGC. At the start of the pandemic in Europe, Ayuska joined the Feminist Response to COVID-19 working group and reviewed resources to include in their COVID-19 response tracker (<https://www.feministcovidresponse.com/>). Ayuska and Stacey attended virtual conferences and events in place of the cancelled sessions at UNFCCC headquarters in Bonn: June Momentum for Climate Change and UNFCCC Race to Zero and climate dialogues. There were no negotiations but the goal was to exchange views and share information. Environmental civil society groups and the WGC organized virtual events and training webinars including “Momentum, Action, Justice. Cross-Climate Constituencies Virtual Town Hall” (<https://climatemomentum.com/>). Ayuska and Stacey also made a presentation on their work to a FAWCO Youth virtual session, coordinated with Mary Dobrian and Ann-Marie Morrow.



**FAWCO SDG Awareness** The brainchild of Tammy Mayer (AAWE Paris), who received a FAWCO Foundation Education Award and wanted to give something back, was the new FAWCO SDG Awareness program. At the beginning of the Decade of Action on the SDGs (2020-2030), the time was right for a major push to disseminate information and promote action by FAWCO members and clubs. We hoped to launch SDG Awareness at the Interim Meeting in Luxembourg, but that wasn't possible. Instead, we initiated the SDGs Photo Project and many Clubs participated, creating collages of photos of members with the SDG icons that are most meaningful for them. When Tammy stepped

aside due to increasing work commitments, we were able to quickly reboot FAWCO SDG Awareness with three team members in the lead: Katja Malinowski (AWC Berlin), Julia Rodriguez (AWC Hamburg) and UN Rep Alexandra Vo (FAUSA). The team developed an SDGs Film Festival for the virtual regional meeting in November, and organized the 17 Days of SDGs for the members-only Facebook group.

**Advocacy Updates** For CSW65, FAWCO was the lead organization submitting a joint statement by members of the NGO Committee on the Status of Women Vienna. FAWCO joined partner organizations in endorsing three additional joint statements for CSW65, and signed on to a CoNGO statement on COVID-19 recovery. For the 45th session of the UN Human Rights Council, FAWCO endorsed a statement by Graduate Women International on the importance of access to digital technology and the challenges of e-learning.

**Communication and Collaboration-** In 2020, we published four UN Liaison Bulletins and blog posts on the FAWCO website, posted UN-related stories on social media, provided content to the FAWCO Social Media Team, and collaborated with the Global Issues Teams, Target Team and Youth Program.

Respectfully submitted,  
Laurie Richardson (AWA Vienna)  
FAWCO UN Liaison

## Global Issues

### Education Team Report

Despite the challenges of COVID-19 in 2020, the Education Team celebrated several successes in our mission: increasing awareness of education through our four focus areas of Global Citizenship (SDG Target 4.7), Literacy (SDG Target 4.6), Equal Access (SDG Targets 4.2 & 4.5) and Bridging the Gap between secondary education and technical, vocational and tertiary studies (related to SDG Targets 4.3 & 4.4). We contribute to the *Global Issues Digest* (GID) and the *News in Brief* (NiB) on a monthly basis. In addition, we held two virtual events.



Our diverse and committed Team grew by four new members: Devinder Buttar (AWC London), Julia Schechter (AWC London), Rachna Reiter (AWC Berlin) and Juliet Cutler (FAUSA), to total eleven. Hollie Nielsen (AWC Central Scotland) succeeded Arandee Degun (AIWC Cologne) as Co-Chair. Carol-Lyn McKelvey (FAUSA/AIWC Cologne) thankfully continued as Co-Chair. This year, we've held monthly Team chats, which has led to a great sharing of suggestions and knowledge. We have Team members who liaise with each of the other Global Issues Teams, as well as FAWCO Youth, Inspiring Women, the UN and the Target team. We hope these connections will encourage communication among the various groups as well as the ability to support each other's goals.

The highlights of 2020 were our virtual events. First, in connection with the Global Issues Book Discussion Series, the Education Team chose *Among the Maasai* as the summer read. On World Literacy, September 8th, author Juliet Cutler gave a well attended Zoom presentation to FAWCO. Juliet told us about teaching at the Maasai Secondary School for Girls in Tanzania and about her continuing connection with the school. She was very generous with her time in answering questions; we also broke out into small groups for discussion.

Our second Zoom event was on the International Day of the Girl Child, October 11th. Rachna Reiter gave a presentation about her trials and tribulations as an airplane pilot. Her inspiring talk about the challenges she had to overcome in her training, as well as her continuing difficulties in a male dominated profession, sparked many questions and discussions. We were especially pleased that some members watched the presentation with their young daughters.

We divide our GID and NiB entries into our four focus areas. In each GID, we try to include Notes from the Field; these are personal reflections of people working in the relevant focus areas. We've heard from biologists, engineers, teachers, students, parents of children who are learning online and librarians. In addition, in each GID we include a review of a book from the relevant focus area; we are developing a Bookshelf on our landing page.

January and February concentrated on Bridging the Gap between secondary school and technical, vocational and tertiary studies, and March and April focus on Global Citizenship. In 2020, during the transition from one leadership team to the next, we did not submit articles to the GID.

May and September cover Literacy, with June-August devoted to the summer read. In May, Keziah Watatua, (AWA Kenya) wrote about *The Effects of Poverty and Disease on Education* (SDG Target 4.5), In June, Lindsay Nygren (AWC Central Scotland) wrote a topical article on *Closing the Gap: How COVID-19 May Be the Catalyst for Change that Higher Education Needs*, LINK, and Julia Schechter (AWC London) wrote about *Perspectives on Illiteracy* (SDG Target 4.6). In addition, in response to the needs of members who were schooling their children at home due to COVID-19 school closures, the Education Team published a series of six articles by Adrienne Lind (AWC Malmö, AWC Gothenburg, AWC Stockholm), of *Resources for Students and Parents and Teaching from Home*, including tips on everything from music and art to math and science.

October and November are devoted to Equal Access. Our October GID contribution summarised Rachna's "She Pilots" presentation. In November, Devinder Buttar (AWC London) wrote about *Expanding Equity in Education: A COVID-19 Conundrum* (SDG Target 4.5) and Mary Adams (AWC The Hague) wrote about *Inspiring Curiosity in STEM* (SDG Target 4.5).

Finally, in December Carol-Lyn reviewed Dan Rather's book *What Unites Us* and Juliet Cutler (FAUSA), contributed a letter from a student at the Maasai Secondary School for Girls in Tanzania.

All of the Education articles can be found at <https://www.fawco.org/global-issues/education/education-articles>

Respectfully submitted,  
 Carol-Lyn McKelvey (FAUSA)  
 Hollie Nielson (AWCC Scotland)  
 Education Team Co-Chairs

## Environment Team Report



The past year has been dominated by the COVID-19 virus and the pandemic hit FAWCO hard with many cancelled events: the 2020 Interim Meeting, Regional meetings, with most Club gatherings either cancelled or taking place virtually. While the coronavirus pandemic is, of course, bad in very many ways, it was only a couple of weeks old when the media began reporting one unexpected positive effect. Worldwide greenhouse gas emissions were markedly reduced and the atmosphere less polluted as a result. As well as being good news in itself, this was an inkling that the COVID-19 crisis and the climate crisis are linked. Recognition of more linkages followed, not only of causes and effects, but also similarities between the two crises. Both are global in scope and require international cooperation and respect for scientific facts. Both are unprecedented in the scope of disruption they bring to society, and both require coordinated efforts and long-term thinking on the part of politicians, scientists, the business world and society itself for their solution. It has been heartening for Environment Team members to see the increased awareness that seems to follow the Pandemic regarding the seriousness of the climate crisis and the need to act NOW.

While there have been no opportunities for meeting face to face this past year, we started a monthly Environment Team call in the spring and enjoy the connection, exchange of ideas and positive energy we derive from our calls. We remained committed to publishing monthly articles (which can be cut and pasted into Clubs own magazines/electronic Newsletters) as well as book reviews for good adult and children's environmental books. We hosted the 3rd Global Issues Book Discussion evening focusing on an environmental book, and launched Tuesday's Trees (#fawcotrees) to make members more aware of the beauty and importance of trees in their area. Below is a listing of our articles, book reviews and other activities:

February	<i>Environmentally Considerate Living; The Zero Waste Home Book Review</i>
March	<i>Women in the Environmental Movement; The Coronavirus and the Environment</i>
April	<i>Impact of Climate Change on Migratory Birds</i>
May	<i>Barry Commoner's 4 Laws of Ecology</i>
June	<i>George Floyd and Climate Change</i>
September	<i>Lessons from Corona applied to the Climate Crisis</i>



September	<i>The Candidates and the Environment</i> – 1) a comparison of the environmental views of the two presidential candidates; 2) a comparison of the environmental views of the candidates in the 36 Senate elections
October	<i>How to have a Green Team at Your Club + suggestions for possible activities; 6 Environmental Books for Children</i>
October	Launch of Tuesday's Trees where members post photos of local trees on the FAWCO Facebook page using the hashtag #fawcotrees.
November	Global Reads: virtual discussion evening of <i>Flight Behavior</i> by Barbara Kingsolver, a novel focusing on the effects of climate change
November	<i>Palm Oil: It Is Here To Stay</i>

All of the above can be found at <https://www.fawco.org/global-issues/environment/environment-articles>.

Respectfully submitted,  
 Anne van Oorschot (AWC The Hague)  
 Renuka Matthews (Individual Member, Dubai)  
 Environment Team Co-Chairs

## Health Team Report

Christine and Danielle worked collaboratively on the planning and coordination of the Health Team articles and group meetings including the Global Issue Digest and New in Brief articles. Both Christine and Danielle began in March 2020.



The Health Team 2020 articles were uploaded directly to the FAWCO website for each month's Global Issues Digest:

March	The Happiness Lab – Danielle Kuznetsov (AWO Moscow)
April	The Same But Different – Christine Riney (AWC Hamburg); Danielle Kuznetsov (AWO Moscow)
May	Preparing for a Medical Emergency & Home First Aid Kit Adrienne George (AWC Malmö, AWC Gothenburg, AWC Sweden)
June	Let's Laugh – Christine Riney (AWC Hamburg/AWC London) Health Team Co-chair
September	World Teachers' Day – Devindar Buttar (AWC London)
October	Grandmother Power: Improving Mental Health Conversations Danielle Kuznetsov (AWO Moscow) Health Team Co-chair
November	Celebrating Nurses – Danielle Kuznetsov (AWO Moscow) Health Team Co-chair Advanced Care Planning & Resources – Rozanne Van Rie (AWC Antwerp)
December	Year Review

The team also contributed articles to the News in Brief on a variety of topics:

March	Pneumonia Immunization
April	International Happiness Day
May	Health Team Questionnaire
June	COVID-19 Opportunities
July/August	Laughter Yoga
September	Long Before You Need it/Is Tea Healthy?
October	Breast Cancer Awareness
November	Decade of Healthy Aging
December	Enjoy the Holidays!

The Health Team's main goal is to increase awareness and equip members so they are informed and inspired to

make good daily choices, to provide resources that encourage a personal connection with greater society, and to draw attention on the eight dimensions of health: physical, environmental, emotional, intellectual, social, occupational, financial, and spiritual, focusing on Health Issues that affect women and girls around the world, especially in areas where FAWCO members and clubs could make a difference through volunteerism and/or charitable giving based on the UN Sustainable Development Goal #3. We invite members to participate and write articles or lead discussions based on their areas of expertise. In addition, we use the News in Brief to inform FAWCO members about health issues currently in the news and health awareness days. We hope to strengthen the team by encouraging more FAWCO members at the Interim Meeting to join the team and commit to submitting articles.

All of the Health articles can be found at <https://www.fawco.org/global-issues/health/health-articles>

Respectfully submitted,

Christine Riney (AWC Hamburg)  
Danielle Kuznetzov (AWO Moscow)  
FAWCO Health Team Co-Chairs

### Clubs in Motion



How strange it seems that a year ago I wrote that, for the moment, we couldn't get together to walk in groups. How dispiriting it is that we still can't get together, but it is also encouraging to see that some clubs are trying to overcome the difficulties and are coming up with new ideas and activities to keep their members in motion. FAUSA suggested a Virtual Motion Day once a month, and that has been very successful. "Virtual" physical exercise events that have been added to clubs' calendars have included yoga, Tai Chi, Pilates, Zumba and dance sessions. Tabulating stats following the previous format was not possible this past year. We can't measure dancing, nor distances for skiing and kayaking. The important thing, though, is to show that there is motion of some sort in as many clubs as possible, since it's good for our health, both physical and mental. For a full report of all club activities, please see

[https://www.fawco.org/images/stories/global\\_issues/Health/2020\\_Clubs\\_in\\_Motion\\_Annual\\_Report.pdf](https://www.fawco.org/images/stories/global_issues/Health/2020_Clubs_in_Motion_Annual_Report.pdf)

We all hope that clubs will soon be able to resume their group activities, and I definitely hope that MOTION will be one of them. In the meantime, perhaps more clubs will try FAUSA's idea of at least one Virtual Motion day per month.

Respectfully submitted,  
Maggie Palu (AW Aquitaine)  
Clubs in Motion Chair

### Human Rights Team Report

**Most Significant Conversation:** On June 2, at the regularly scheduled monthly human rights team meeting, we devoted the time to discussing race with the team members and members of the FAWCO Board. Subsequently, FAWCO spearheaded conversations to discuss race and formed the Diversity and Inclusion Task Force chaired by Tonya Teichert to address these topics and advise FAWCO and its member clubs by the March 2021 Biennial Conference.



**Loss:** In July our team member, Rhonda Staudt of AWC Berlin, passed away suddenly. We mourn her death.

**Intersectionality:** As a Human Rights Team, we are trying to embody Intersectionality, the concept of representing diverse viewpoints in our members, our discussions and our actions as a FAWCO global team. Who is not at the table for a discussion? How is their voice being represented or heard?



**16 Days of Activism Eliminating Gender-Based Violence** continues to be a campaign which we encourage FAWCO member clubs to participate in. The team actively has put together a 16 Days Toolkit

[https://drive.google.com/drive/u/0/folders/1s9qZi\\_hquI3cA3xop-PSEbJqvruyCyQn](https://drive.google.com/drive/u/0/folders/1s9qZi_hquI3cA3xop-PSEbJqvruyCyQn) offering resources for the use of FAWCO member clubs. Further, we encourage clubs to choose their own timeline for their 16 days of activism, which are traditionally 25 November to 10 December.

The Universal Declaration of Human Rights is marked on December 10, the final day of the 16 Days. Here is the 2019 FAWCO recording video <https://www.youtube.com/watch?v=6gyCbJTqv04>.

Members of the Human Rights Team endeavor to raise awareness and encourage action on human rights themes in their FAWCO clubs and by partnering with other organizations in their local areas. Global events related to human rights for women and girls include:

- Black History Month (February)
- One Billion Rising (February 14)
- Women's History month (March)
- Take Back the Night <https://takebackthenight.org/plan-an-event/>
- International Women's Day (March 8)
- 16 Days of Activism to Eliminate Gender-Based Violence
- Universal Declaration of Human Rights

Ending Violence against Women and Children (Tonya Teichert) and the FAWCO Refugee Network (Ann Birot-Salsbury, Ulrike Naeumann) are the two active committees in the Human Rights Team. There are three inactive committees which are open opportunities for a FAWCO member to lead. They are:

- Economic Empowerment
- Political Empowerment
- Women, Peace and Security

Human Rights encompasses every one of the United Nations 17 Sustainable Development Goals for 2030, and uses Goal #5 Gender Equality as its visual logo.



**Team Members:** We continue to be very European and Americas-heavy with representation from 72% of the FAWCO regions including Regions 1, 2, 3, 4, 5, 6, 8, 10. We still seek representatives from three other FAWCO regions: 7 Africa (Kenya, Morocco, Nigeria); 9 Middle East; and 11 Asia/ Pacific (Mumbai, India; Shanghai, China; Philippines; Perth, Australia; Seoul, Korea.) The Target Project chair, Tharien van Eck, is an active participant representing Hope for Girls and Women Tanzania and the S.A.F.E. project.

We support Pathways to Safety (<https://pathwaystosafety.org>) which offers services to Americans traveling abroad who become victims of crime.— [Crisis@Pathways.org](mailto:Crisis@Pathways.org) provides email support in a 48–72 hour turnaround.

The Human Rights Team participates in the Global Issues Digest and the News in Brief, and the human rights articles can be found on the FAWCO website:

<https://www.fawco.org/global-issues/human-rights/human-rights-articles>

Human Rights Team roster and agendas and notes from all Human Rights team calls are available on the Google Drive [https://drive.google.com/drive/u/0/folders/1iAI5mL\\_IJUDPX2tul8Kwsnu1dqFgAq3K](https://drive.google.com/drive/u/0/folders/1iAI5mL_IJUDPX2tul8Kwsnu1dqFgAq3K)

Respectfully submitted,  
Karen Castellon (AWC Berlin)  
Human Rights Team Chair

## FAWCO Youth Program



Like every other area of FAWCO, the Youth Program was affected by the COVID-19 pandemic in 2020. The Cultural Volunteers Program that was planned for June 2020 in Amsterdam had to be cancelled. As the year went on, it became clear that no in-person events or activities would be possible.

In May 2020, we hosted a Zoom webinar for FAWCO/FAUSA members on “How US College Admissions have changed (in COVID19 times)?” presented by FAWCO advertiser The Short List. The FAWCO Youth Team hosted an Expo Booth at the Open Virtual Regional Meeting in November 2020.

During the summer, 1st VP Ann Marie Morrow and 3rd VP Mary Dobrian developed the idea of an online Global Issues Youth series to take place on Zoom. FAWCO members and member children ages 15-25 were invited to take part in a limited series of meetings in which they would be introduced to FAWCO’s work in Global Issues as well as being provided with a platform to meet and interact with other globally-minded young people. The general format was to begin with a presentation on a particular subject area, then invite questions and discussion, also using breakout rooms to allow the youth to interact privately with their peers, and ideally end with talking about steps for further action. The first meeting took place in September 2020; the subject was the UN Sustainable Development goals. This was followed by the FAWCO Refugee Network (October) and two sessions on the Environment (November and December). The sessions have been well received, with an average of 12-15 youths attending each time. Sessions will continue through the Spring/Summer of 2021. Planned topics include the FAWCO Target Project, Diversity and Inclusion, Education and Health.

In light of COVID19 restrictions, the Cultural Volunteers program in 2021 will not take place. Plans for 2022 will depend upon the course of the pandemic, vaccination distribution and easing of restrictions.

Respectfully submitted,  
Meg Brew (AWC Amsterdam)  
My-Linh Kunst (AWC Berlin)  
Youth Program Co-Chairs

## FAWCO Target Program 2019 - 2022

The Target Program Team received 14 submissions; three projects were shortlisted:

- Safe Alternatives for FGM Elimination (S.A.F.E.), a project of Hope for Girls and Women Tanzania (HGWT), submitted by Munich International Women’s Club;
- Improving access to family planning and healthcare in rural Kenyan communities, a project of CHASE Africa; submitted by American Women of Surrey;
- Stepping Stones to Health and Well-Being, a project of Safe Spaces Foundation; submitted by American Women’s Club Amsterdam.



With more than 85% of FAWCO clubs voting, Safe Alternatives for FGM Elimination (S.A.F.E.) was announced as the 2020-2022 Target Project on March 21, 2020. Rhobi Samwelly, the Founder and Director of Hope for Girls and Women Tanzania and a group of girls from the organization joined the virtual FAWCO Interim Meeting remotely for the announcement, providing an insight into the work done by Hope for Girls and Women Tanzania and the expected outcomes of Safe Alternatives for FGM Elimination (S.A.F.E.).

The Target Team continued with the monthly publication of the Target Bulletin, highlighting S.A.F.E. and the topic of FGM. The Target Team also provided a monthly contribution to the News in Brief. The team partnered with Heather Davis, PhD in writing a series of blogs addressing COVID-19.

The Target Team also partnered with Giselle Portenier, the filmmaker of “In the Name of Your Daughter”, a film addressing the courage of a number of very brave girls escaping FGM and the extraordinary work that Rhobi Samwelly and her team are doing at two Safe Houses in the northwestern area of Tanzania. The Target Team arranged thirteen screenings for the general FAWCO membership and FAWCO Clubs. Giselle Portenier joined all the screenings for a Question and Answer session post-screening. The opportunity to use the documentary has been the cornerstone in creating awareness of a potentially very difficult topic. I, personally, am very grateful for this partnership and the insight offered by Giselle. The Target Team received excellent feedback on the screening of the documentary and will continue to offer screenings during 2021.

Five workshops were offered to for Clubs addressing What is FGM, an opportunity to learn more about the different aspects playing a role in the fight to eliminate FGM. The Target Chair also facilitated three panel discussions on the Impact of COVID-19 on FGM, the Economics of FGM and a general introduction to FGM.

The 2020 S.A.F.E. Report provides a detailed overview of the progress to date. COVID-19 had a significant impact on HGWT, resulting in reduced income from sponsors and donors. FAWCO and The FAWCO Foundation agreed to release \$20,000 earlier than planned. It was agreed that a percentage of this could be used for the management of the two Safe Houses, an outcome not included in the Statement of Agreement (SoA). All the other outcomes, as agreed upon in the SoA, are on track except for the Alternative Rites of Passage (ARP) ceremonies; however, HGWT agreed with five villages to have a series of smaller ARP events which will take place during 2021.

The Target Chair was invited to become a member of the Girls Right Fund (GRF), a group of Tanzania Development Trust volunteers that is supporting HGWT. I would like to extend my thanks to Janet Chapman, chair of TDT, and the team for the additional insight into HGWT and the support in preparing the annual report.

Finally, a word of heartfelt appreciation to The FAWCO Foundation for their energy and guidance in raising funds and to the FAWCO membership for the support.

Respectfully submitted,  
Tharien van Eck (AWC Antwerp)  
Target Program Chair, 2019 – 2022

## US Issues

### US Liaison Report



The year began with preparation of Overseas Americans Week scheduled for May, jointly with AARO. As the COVID-19 pandemic spread, the May visit was cancelled. Some members considered going through Washington during personal trips scheduled for summer months, but due to continued lock downs, this did not happen.

The Overseas Americans Caucus has been virtually non-existent the entire year. Mark Meadows’ departure in March for his new position as President Trump’s Chief of Staff left the Republican Co-Chair position vacant. Additionally, Democratic Co-Chair Carolyn Maloney was in a tough primary fight in the spring and subsequent general election in November.

The US Issues group published three sponsored Bulletins throughout the year, as well as publishing numerous articles within our section of the website covering citizenship, tax and banking and voting. Two live workshops, one sponsored by AWC Bogotá and one by AIWC Düsseldorf, covering a broad range of US Issues hot topics was led by the FAWCO US Liaison. In addition, a live Expo booth was hosted at the Fall Virtual Regional.

In May, FAWCO US Liaison was approached by Americans Citizens Abroad (ACA) to join the Coalition for Residency-based Taxation. After discussion with the FAWCO board, it was decided that supporting this cause

needed broader membership support. To promote discussion on this topic, US Liaison submitted a recommendation to the 2021-2023 Resolutions and Recommendations Committee for consideration that FAWCO advocate to the US to end Citizenship-based Taxation and align the United States with the universal practice of Residency-based Taxation. This Recommendation will be voted on at the 2021 Virtual Biennial Conference.

In September, Tax and Banking Chair Olga Kocybik tendered her resignation from her position but, however, agreed to continue to submit quarterly articles on relevant subject matter. As many of the current hot topics of US Issues continue to be under the Tax and Banking umbrella, this is a key position to be filled in the future.

After the submission of US Liaison 2019 Annual Report, a recommendation was made to the FAWCO Board to honor long time US Liaison, Lucy Laederich, with a donation to the Turning Point Suffragist Memorial honoring the Centennial celebration of certification of the 19th Amendment to the US Constitution, granting women the right to vote. Due to the COVID-19 pandemic, dedication of the memorial, which was scheduled for August 2020, has been postponed.

More details on the specific activities of US Issues Committees are following.

Respectfully submitted,  
Johanna Dishongh (FAUSA)  
FAWCO US Liaison

## US Citizenship Committee Report

The topics cited in 2020 for the Citizenship Committee were:

**REAL ID requirement postponed** — Due to the spread of the coronavirus and not all of the states having issued the qualifying identification to board domestic flights, the 1 October 1, 2020 deadline for the REAL ID has been postponed for a year until October 1, 2021.



**Travel with a US Passport isn't what it used to be** — The list of countries allowing passengers traveling with US passports is shorter than it has been in years past. Those with permanent resident visas for the country are not likely to be barred from re-entry. Please always check the entry requirements prior to travel outside the US.

**Renew Passports Early** — Many countries will not permit entrance or issue visas to those holding passports that have less than six months of validity. It can be a minimum of four to six weeks to renew a passport, so please plan accordingly.

Respectfully submitted,  
Judith Furukawa (AWC Brussels)  
US Citizenship Committee Chair

## US Voting Report



Cooperation within FAWCO and with The FAWCO Foundation was the key to amplifying the US Voting Committee's efforts. FAWCO's Social Media team and regular publications increased the visibility of the Committee's messages, and The FAWCO Foundation officers and volunteers worked with the Committee Chair to make overseas voting the theme of Foundation Night for the 2020 Interim Meeting, aiming to use the event to celebrate, assist and promote voting. When these efforts fell to the ground owing to COVID-19, Foundation officers and volunteers later worked with the Committee Chair to organize and administer the Suffrage Swag online auction in July 2020. The auction celebrated the anniversary of the Nineteenth Amendment, promoted overseas voting and raised money for FAWCO's Target project. The

flexibility and creativity with which FAWCO, its US Liaison and US Issues team, The Foundation and the Committee met the challenges of the first stages of the pandemic continued throughout that tumultuous year.

The US Voting Committee was quite active in 2019–2020, when it:

- announced and encouraged overseas voting in special federal, state and local elections in the United States;
- prepared for and launched a campaign in 2020, a year that included not only a national election but also the 100th anniversary of the coming into force of the Nineteenth Amendment to the Constitution, which permitted American women to vote nationally for the first time;
- regularly updated the US Voting section of the FAWCO website, giving tips and tools for FAWCO clubs and members to use in campaigns to assist overseas voters to register and vote;
- circulated monthly email messages to Committee members, and coordinated with the FAWCO Social Media team to amplify them as much as possible;
- publicized its voting messages through FAWCO publications including the US Issues Digest, News in Brief and Inspiring Women;
- communicated with FAWCO partners the US Vote Foundation and the Federal Voter Assistance Program; and
- answered questions sent to the [voting@fawco.org](mailto:voting@fawco.org) address.

The Chair is grateful for the work of all the members of the US Voting Committee, and particularly Laureen Scharps (AIWC Frankfurt), who contributed many creative ideas and numerous articles for the website. Gratitude is also due to US Liaison Johanna Dishongh (FAUSA); the FAWCO Board, particularly 1st Vice President Ann Marie Morrow (AWC Finland); FAWCO's Web and Social Media teams; and Foundation officers and volunteers, for their support and creativity.

The US Voting Committee did much in 2019–2020, but it could do more if it had a member from every FAWCO club, rather than slightly over half of them. To ask about the Committee's work or join it, email [voting@fawco.org](mailto:voting@fawco.org).

Respectfully submitted,  
Mary Stewart Burgher (AWC Denmark)  
US Voting Chair

## Administrative Committees

### Archives Committee Report

Since 2016 the FAWCO Archives have been on permanent loan to the Expat Archive Centre in The Hague. Until the summer of 2019, Julie, Emily van Eerten and I, along with interns working at the Archive Centre, were cataloguing the enormous amount of almost 90 years of FAWCO files. At that point, the Excel file that we worked on was to be changed into another archival program, which would make researching the files easier. And after that was done, the scanning of the items would be undertaken.



However, the COVID-19 pandemic hit the world a year ago, and that meant the work at the Archive Centre came to a halt with only one staff member allowed in the office per day. I fear that the FAWCO Archives were put on a back burner in Phase II of the project.

But there is good news:

Using the Excel file, Julie and I were able to access Reports about the Beijing conference in 1997 for Laurie Richardson, and photos for My-Linh Kunst for her article for IW on FAWCO Communication through the Ages. In cooperation with the Inspiring Women Team:

1. We identified the various letters from the First Ladies, were able to go to the Archive Centre, take a couple of boxes with us, and Emily and I photographed them. (One amazing letter we found was from Mrs. Hoover, who wrote to Carolyn Curtis Brown in 1932, just before the first conference.)
2. We did the same thing with pictures of influential people who had spoken to the FAWCO family at various conferences.

Once it appears that the world is back to normal, I hope that they can finish the project and that we will once again be able to go to the center to add the latest archival files since 2019.

We also want to thank those of you who have sent us photos, files and other interesting documents to add to the impressive history of FAWCO.

Respectfully submitted,  
 Georgia Regnault (AWC The Hague)  
 Julie van der Wolf (AWC The Hague)  
 FAWCO Archives Committee Co-Chairs

## Bylaws Committee Report



At the beginning of this term, the position of Bylaws Committee Chair was assigned to the Parliamentarian. This decision was based on the fact that the Parliamentarian is actively involved in all board meetings and therefore more aware of issues which may require an amendment.

The Bylaw amendments presented for the 2020 Interim Meeting were not voted on because the meeting was cancelled due to travel restrictions imposed because of the coronavirus pandemic, weeks before it was scheduled to take place.

With restrictions still in place arrangements have been made to hold a virtual meeting with digital voting. The following proposed amendments (changes are indicated in italics) were sent to FAWCO Reps and club Presidents via email on December 18, 2020, three months in advance of the Biennial Conference as required by Article XVI Section 2b of the FAWCO Bylaws. Virtual sessions were held on January 18, 2021 and February 14, 2021 for open discussion. A digital ballot was sent to the voting delegates of Member Clubs on March 1, 2021. The voting period was open until 12 noon on March 18, 2021.

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### 1. FISCAL AMENDMENTS

**Two years ago at the Biennial Conference, the Council voted to change the Corporation's fiscal year to align with the calendar year. As a result a series of amendments need to be made to the Bylaws. In reviewing the text, clearer language has also been recommended. The Finance Committee proposes the following changes to the FAWCO Bylaws:**

#### ARTICLE IV OFFICERS

##### SEC. 5. TREASURER

The Treasurer shall collect and, under the direction of the Board of Directors, disburse the funds of the Corporation, which shall at all times be open to the inspection of the Council. She shall report in writing at every meeting of the Corporation, giving the balance of money on hand and the outstanding obligation of the Corporation, with a full report of the receipts and payments of the past years and with all such suggestions as to the financial management of the Corporation as she shall deem proper. She shall send a yearly statement to each of the member clubs. The Treasurer shall be empowered to sign or endorse checks and to disburse funds for administrative purposes and for money-raising projects. The Treasurer shall send dues notices to member clubs before January 1st of every year. The Treasurer is responsible for all financial records up until the end of each fiscal year of her term (terms) of office, and must have these records independently reviewed by a professional accountant before relinquishing her duties.



**To become:**

## ARTICLE IV OFFICERS

## SEC. 5. TREASURER

*The Treasurer shall collect and administer the funds of the Corporation in consultation with the Board of Directors. She shall report the Corporation's fiscal status to the Council with a full profit and loss statement and balance sheet at the Annual Meeting and provide a written account in the annual report. The Corporation's accounts shall be open for inspection by the Council upon request. The Treasurer is responsible for all financial records for her time in office. The Treasurer shall ensure that an independent review of the books through the end of the most recent fiscal year is conducted prior to relinquishing her duties. The Treasurer shall send dues notices to Member Clubs during the last quarter of the fiscal year.*

## JUSTIFICATION:

This section was updated to reflect the changes to the timeline of the Treasurer's responsibilities as a result of the new fiscal year. We took this opportunity to clean up the wording to be more concise and clear.

## ARTICLE XIV FINANCIAL ADMINISTRATION

## SEC. 2. FINANCIAL SUPPORT

- a. Dues. The amount of the annual dues to be paid by member clubs may be reviewed and changed by a vote at the Biennial Conference or Interim Meeting. All dues shall be payable by the last day of February.

**To become:**

## ARTICLE XIV FINANCIAL ADMINISTRATION

## SEC. 2. FINANCIAL SUPPORT

- a. Dues. The amount of the annual dues to be paid by member clubs may be reviewed and changed by a vote at *the Annual Meeting* ~~the Biennial Conference or Interim Meeting~~. All dues shall be payable by the last day of *January* ~~February~~.

## JUSTIFICATION:

While dues cover the calendar year and should be paid before services begin (i.e. before January), some clubs wish to pay their dues within the calendar year covered. FAWCO is willing and able to accommodate this request but also wishes to reduce the time needed to track membership standing and reconciling accounts. Given that dues notices are sent out in the fall, clubs should be well enough positioned to schedule payments 30 days into the new year.

## ARTICLE XIV FINANCIAL ADMINISTRATION

## SEC. 3. BUDGET

- a. The Finance Committee shall submit for approval to the Council, at the Biennial Conference, a proposed budget for the ensuing two years.

**To become:**

## ARTICLE XIV FINANCIAL ADMINISTRATION

## SEC. 3. BUDGET

- a. The Finance Committee shall submit *an annual budget for approval to the Member Clubs in September, opening a period of discussion. A final version will be submitted for a vote by December 1st. Voting shall be by electronic ballot. The proposed budget will pass with a majority vote of Member Clubs.* ~~for approval to the Council, at the Biennial Conference, a proposed budget for the ensuing two years.~~

## JUSTIFICATION:

At the last Biennial Conference, the fiscal year was changed to align with the calendar year, which resulted in the budget cycle being out of sync. Shifting to an annual budget cycle will allow the Finance Committee to provide members with more timely and accurate budgeting information. Presentation and approval of the

budget in the fall as the new fiscal year approaches is better practice than presenting and approving the budget nine months in advance at the Annual Meeting.

ARTICLE XIV FINANCIAL ADMINISTRATION

SEC. 5. AUDIT

An accountant, who shall not be a Director of the Corporation, shall be appointed each year by the President, with the advice and consent of the Board of Directors, to examine all the accounts of the Treasurer and the vouchers in hand. The accountant shall report these results in writing to the Board of Directors prior to the Biennial Conference and Interim Meeting, and such report, together with the Treasurer's report shall be presented at the Biennial Conference and Interim Meeting.

**To become:**

ARTICLE XIV FINANCIAL ADMINISTRATION

SEC. 5. *REVIEW*

*Prior to the Biennial Conference, the Finance Committee shall recommend a professional accountant to the Board of Directors to perform an independent review of the accounts. The accountant shall not be a Director of the Corporation. The accountant's report shall be provided in writing to the Board of Directors upon completion, presented at the following Interim Meeting and published in the annual report.*

*Prior to the Interim Meeting, the President shall appoint a Member with financial experience to make a limited review of the accounts and provide a written report to the Board of Directors, including any concerns.*

JUSTIFICATION:

As written, there is an incongruity between Article IV, Section 5 and Article XIV Section 5. Article IV Section 5 requires an independent review only before the Treasurer relinquishes her duties while this section (Article XIV Section 5) requires an annual audit. Keeping in line with actual practice and what is deemed appropriate for an organization of our type, we recommend an independent review be performed every two years and a limited internal review be performed in the alternate years.

## 2. ANNUAL MEETING AMENDMENTS

**At the last Biennial Conference, the Council voted to change the Corporation's fiscal year to align with the calendar year. This requires an amendment to Section 6 of Articles X and XI. In reviewing Articles X and XI, The Board of Directors proposes they be consolidated. The justification for this is to streamline the FAWCO Bylaws, reduce repetition and likelihood of error as they relate to the Annual Meetings.**

<p>ARTICLE X BIENNIAL CONFERENCE</p> <p>SEC. 1. PLACE AND DATE</p> <p>A Biennial Conference of the Corporation shall be held biennially at a place determined by the FAWCO President and Board of Directors upon approval of a Pro Forma Budget submitted by the member club/FAUSA/Professional Conference Organizer(s) bidding to host the Conference. All arrangements for the Biennial Conference shall be made by the President in conjunction with the conference organizer(s). The date shall be announced no later than the prior Interim Meeting.</p>	<p>ARTICLE XI INTERIM MEETING</p> <p>SEC. 1. PLACE AND DATE</p> <p>An Interim Meeting of the Corporation shall be held in the interim year between Biennial Conferences, at a time and place determined by the FAWCO President and Board of Directors upon approval of a Pro Forma Budget submitted by the member club/FAUSA/conference organizer(s) bidding to host the Conference. All arrangements for the Interim Meeting shall be made by the President in conjunction with the conference organizer(s). The date shall be announced no later than the prior Biennial Conference.</p>
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**To become:**

ARTICLE X *ANNUAL MEETING*

SEC. 1. PLACE AND DATE

- a. A Biennial Conference of the Corporation shall be held *in odd years biennially* at a place determined by the FAWCO President and Board of Directors upon approval of a Pro Forma Budget submitted by the member club/FAUSA/Professional Conference Organizer(s) bidding to host the Conference. All arrangements for the Biennial Conference shall be made by the President in conjunction with the conference organizer(s). The date shall be announced no later than the prior Interim Meeting.
- b. An Interim Meeting of the Corporation shall be held in the *even years interim year between Biennial Conferences*, at a time and place determined by the FAWCO President and Board of Directors upon approval of a Pro Forma Budget submitted by *the Interim Meeting Planning Team the member club/FAUSA/conference organizer(s) bidding to host the Conference*. All arrangements for the Interim Meeting shall be made by the President in conjunction with the *Interim Meeting Planning Team conference organizer(s)*. The date shall be announced no later than the prior Biennial Conference.

JUSTIFICATION:

Additional wording revisions were made in relation to the planning of the Interim Meeting to reflect the fact that there is a dedicated IM Planning Team in place.

<p>ARTICLE X BIENNIAL CONFERENCE</p> <p>SEC. 2. AGENDA</p> <ul style="list-style-type: none"> <li>a. The President, in consultation with the Board and the Conference organizers, shall arrange the agenda for each Biennial Conference.</li> <li>b. A preliminary agenda will be sent to the Council and conference participants three months prior to the Conference. The final agenda shall be given to each delegate on the first day of the Conference.</li> </ul>	<p>ARTICLE XI INTERIM MEETING</p> <p>SEC. 2. AGENDA</p> <ul style="list-style-type: none"> <li>a. The President, in consultation with the Board and the Conference Organizer(s), shall arrange the agenda for each Interim Meeting.</li> <li>b. A preliminary agenda will be sent to the Council and conference participants three months prior to the Conference. The final agenda shall be given to each delegate the first day of the Interim Meeting.</li> </ul>
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**To become:**

SEC. 2. AGENDA

- a. The President, in consultation with the Board and the Conference organizers, shall arrange the agenda *for the Annual Meeting*.
- b. A preliminary agenda will be sent to the Council and conference participants three months prior *to the Annual Meeting*. The final agenda shall be given to each delegate on the first day of the *Annual Meeting*.

JUSTIFICATION:

Changes reflect use of the term Annual Meeting in place of terms referring to the Biennial Conference or Interim Meeting.

<p>ARTICLE X BIENNIAL CONFERENCE</p> <p>SEC. 3. COMPOSITION</p> <p>The Biennial Conference shall consist of the Board of Directors, the Board of Representatives, the Delegates in the number provided in Sec. 4 of this article, the Assistant Treasurer, Committee Chairs, Regional Coordinators, Liaisons, Counselors, The President of The FAWCO Foundation and the</p>	<p>ARTICLE XI INTERIM MEETING</p> <p>SEC. 3. COMPOSITION</p> <p>The Interim Meeting shall consist of the Board of Directors, the Board of Representatives, Delegates, the Assistant Treasurer, Committee Chairs, Regional Coordinators, Liaisons, Counselors, the President of The FAWCO Foundation and the President of FAUSA.</p>
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<p>President of FAUSA. Members of member clubs and FAUSA may attend a Biennial Conference as participants.</p>	<p>Members of member clubs and FAUSA may attend an Interim Meeting as participants.</p>
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**To become:**

SEC. 3. COMPOSITION

*In addition to the Council, members of member clubs and FAUSA, individual members of FAWCO, and invited guests, may register to attend the Annual Meetings as participants.*

JUSTIFICATION:

Groups who are members of the Council are no longer identified individually, but more concisely as the Council. This simplification makes it clearer who in addition to the Council may attend the Annual Meeting as a participant.

<p>ARTICLE X BIENNIAL CONFERENCE</p> <p>SEC. 4. REPRESENTATION</p> <p>a. Each member club shall be entitled to send up to three delegates (if space allows) to the Biennial Conference, each delegation to represent a unit. No FAWCO Board member shall be considered the delegate from her club.</p> <p>b. If for any reason no official delegate of a member club is able to attend a meeting of the Council during the Biennial Conference, the member club or its delegation may instruct a member of that club, with the approval of the FAWCO President, to act as a replacement.</p> <p>c. A Committee Chair unable to attend a meeting of the Council may, with the approval of the FAWCO President, instruct a member of her committee to attend in her place.</p> <p>d. A non-American member of a Regular or Associate member club may represent her club as a delegate.</p>	<p>ARTICLE XI INTERIM MEETING</p> <p>SEC. 4. REPRESENTATION</p> <p>a. Each member club shall be entitled to send two (2) delegates to the Interim Meeting. No FAWCO Board member shall be considered the delegate from her club.</p> <p>b. If for any reason no official representative of a member club is able to attend a meeting of the Council during the Interim Meeting, the member club may instruct a member of that club, with the approval of the FAWCO President, to act as a replacement.</p> <p>c. A Committee Chair unable to attend a meeting of the Council may, with the approval of the FAWCO President, instruct a member of her committee to attend in her place.</p> <p>d. A non-American member of a Regular or Associate member club may represent her club as the delegate.</p>
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**To become:**

SEC. 4. REPRESENTATION

- a. *Each Member Club is entitled to send up to three delegates to the Biennial Conference and up to two delegates to the Interim Meeting.*
- b. No FAWCO Board member shall be considered a delegate of her Club.
- c. *The FAWCO Representative, or if she is unable to serve, the Club President, shall be the Club’s voting delegate. If neither are able to serve, the Club President may appoint another member of the Club to be the voting delegate by submitting a written statement to the Parliamentarian.*

JUSTIFICATION:

- a. and b. have been amended for clarity:
  - a. Stated the the number of delegates Member Clubs may send to the Biennial Conference and the Interim Meeting.
  - b. No change
  - c. More clearly states the process of appointing a club member as the voting delegate.

c. and d. have been removed:

c. was removed because only Member Clubs may send delegates.

d. was removed because as a matter of practice we do not differentiate between American and non-American status among delegates.

<p>ARTICLE X BIENNIAL CONFERENCE</p> <p>SEC. 5. VOTING</p> <p>a. Each Regular and Associate member club shall be entitled to one vote.</p> <p>b. An Individual member does not have the right to vote.</p> <p>c. Regular and Associate member clubs unable to send a delegate to the Biennial Conference may send in a vote in writing on matters submitted to them prior to the Biennial Conference.</p>	<p>ARTICLE XI INTERIM MEETING</p> <p>SEC. 5. VOTING</p> <p>a. Each Regular and Associate member club shall be entitled to one vote.</p> <p>b. An individual member does not have the right to vote.</p> <p>c. Regular and Associate member clubs unable to send a delegate to the Interim Meeting may send in a vote in writing on matters submitted to them prior to the meeting.</p>
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**To become:**

SEC. 5. VOTING

- a. *Each Member Club is entitled to one vote, to be cast by their voting delegate at the Annual Meeting. Member Clubs unable to send a voting delegate to the Annual Meeting may submit an absentee vote on matters presented to them prior to the Annual Meeting. Absentee votes shall be submitted to the Parliamentarian, prior to the beginning of the Annual Meeting.*
- b. *If a quorum has been established, matters presented for a vote shall pass if they receive a majority of the votes cast.*
- c. *An Individual member does not have the right to vote.*

JUSTIFICATION:

To reflect the option of electronic ballots, the wording “vote in writing” was replaced with “absentee vote”. Naming the Parliamentarian as the collector of the absentee votes established a formal process.

As all Member Clubs have the same voting status, more concise language has been adopted- i.e. Member Clubs vs. Regular and Associate Member Clubs.

<p>ARTICLE X BIENNIAL CONFERENCE</p> <p>SEC. 6. POWERS</p> <p>The Biennial Conference shall consider and authorize for action a program, shall elect officers and directors, shall adopt a budget for the ensuing two years, on the proposal of the Finance Committee, and shall transact such other business as may be properly presented.</p>	<p>ARTICLE XI INTERIM MEETING</p> <p>SEC. 6. POWERS</p> <p>The Interim Meeting shall transact such business as may be properly presented.</p>
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**To become:**

SEC. 6. BUSINESS

- a. *The Council shall address business as presented in advance of the Annual Meeting and new business as presented from the floor during the General Session.*
- b. *The Council shall elect officers and approve Resolutions and Recommendations during the Biennial Conference.*

JUSTIFICATION:

The new language more clearly outlines business that takes place at the Annual Meetings and distinguishes between that presented in advance of the meeting and that which is newly put forward during the General Session.

<p>ARTICLE X BIENNIAL CONFERENCE</p> <p>SEC. 7. CLOSED MEETINGS Meetings so designated by the Board of Directors are limited to the Council.</p>	<p>ARTICLE XI INTERIM MEETING</p>
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**To become:**

SEC. 7. CLOSED MEETINGS  
Meetings so designated by the Board of Directors are limited to the Council.

JUSTIFICATION:  
No change

<p>ARTICLE X BIENNIAL CONFERENCE</p> <p>SEC. 8. QUORUM To transact business, a quorum consisting of two-thirds of the registered delegations at the Biennial Conference must be present.</p>	<p>ARTICLE XI INTERIM MEETING</p> <p>SEC. 7. QUORUM To transact business, a quorum consisting of two-thirds of the registered member clubs at the Interim Meeting must be present.</p>
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**To become:**

SEC. 8. QUORUM

- a. For business submitted in advance: a quorum shall consist of a majority of Member Clubs.*
- b. For new business at the Annual Meeting: a quorum shall consist of two-thirds of Member Clubs with a registered voting delegate at the meeting.*

JUSTIFICATION:  
Changes made to specify the quorum requirements for business that is presented in advance of the Annual Meeting versus new business that is present during a General Session.  
Business presented in advance can be voted on via electronic ballot.

**The above changes result in the following revisions:**

All ARTICLES following ARTICLE X will have their numbering adjusted accordingly.

AND

ARTICLE IX COUNCIL

SEC. 2. POWERS  
a. Voting privileges at the Council are limited as provided in Article X, Sec. 5 ~~and Article XI, Sec. 5.~~

*3. AMENDMENTS TO REDUCE REPETITION AND PROVIDE CLARITY*

**Reviewing the above proposed revisions brings attention to the needs for clearer language in other areas. The Bylaws Chair proposes the following changes to the FAWCO Bylaws:**

### 3.1 ELECTIONS

#### ARTICLE XII NOMINATIONS & ELECTIONS

##### SEC. 4. ELECTIONS

The election of officers shall take place once per year. However, the Board of Directors can choose to delay the election until the Biennial Conference. Election shall be by ballot and a majority vote of delegations present and qualified to vote shall constitute an election.

##### **To become:**

#### ARTICLE XII NOMINATIONS & ELECTIONS

##### SEC. 4. ELECTIONS

*The Council shall elect officers during the Biennial Conference for a two-year term.*

~~*The election of officers shall take place once per year. However, the Board of Directors can choose to delay the election until the Biennial Conference. Election shall be by ballot and a majority vote of delegations present and qualified to vote shall constitute an election.*~~

##### JUSTIFICATION:

The simplified language clearly states when officers are elected and their term.

Eliminate repetition - matters related to voting are found in the Art.X Sec.5 Voting.

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### 3.2 AMENDMENTS

#### ARTICLE XVI AMENDMENTS

##### SEC. 1. AMENDMENTS

These bylaws may be amended at any Biennial Conference or Interim Meeting by a majority vote of qualified Member Clubs present or voting by written proxy:

- a. Proposals for change may be made by any Regular or Associate Member Club and shall be submitted to the Bylaws & Administrative Guidelines Chair or to the Board of Directors.

##### **To become:**

#### ARTICLE XVI AMENDMENTS

##### SEC. 1. AMENDMENTS

These bylaws may be amended at *any Annual Meeting* ~~*any Biennial Conference or Interim Meeting by a majority vote of qualified Member Clubs present or voting by written proxy.*~~

- a. Proposals for change may be made by any *member of the Council or Regular or Associate* Member Club and shall be submitted to the Bylaws & Administrative Guidelines Chair or to the Board of Directors.

##### JUSTIFICATION:

Eliminate repetition - matters related to voting are found in the Art.X Sec.5 Voting.

By including 'members of the Council' we are clarifying what is already the case, which may not be apparent to those unfamiliar with Robert's Rules.

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### 3.3 DISSOLUTION PROCEDURES

#### ARTICLE XVII DISSOLUTION

##### SEC. 1. PROCEDURE

- a.

- b. The Board of Directors shall adopt a plan for the dissolution of the Corporation and the distribution of its assets and submit it to a vote of the Council. Such plan must be approved by two-thirds vote of qualified Member Clubs. present or represented by proxy.

**To become:**

ARTICLE XVII DISSOLUTION  
SEC. 1. PROCEDURE

- a.
- b. The Board of Directors shall adopt a plan for the dissolution of the Corporation and the distribution of its assets and submit it to a vote of the Council. Such plan must be approved by two-thirds vote of *qualified* Member Clubs ~~present or represented by proxy.~~

JUSTIFICATION:

Remove the term 'qualified' related to Member Clubs, all Clubs have the same privileges.

Remove the phrasing related to proxies, we refer to alternate voting delegates and this is addressed in Art.X Sec.6 Representation.

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#### 4. MEMBERSHIP AMENDMENTS

**The Corporation has exceeded the 1/3 limit of Associate Member Clubs as outlined in Article III, Section 2b. This must be addressed with an amendment. The Board of Directors proposes the following amendments regarding membership.**

##### 4.1 ELIGIBILITY

ARTICLE III MEMBERSHIP  
SEC. 1. ELIGIBILITY

Membership shall be open, by invitation of the President, to American women's clubs and other associations of Americans outside the continental limits of the United States.

**To become:**

ARTICLE III MEMBERSHIP  
SEC. 1. ELIGIBILITY

Membership shall be open, by invitation of the President, to American *and International* women's clubs and other associations, ~~and persons of Americans~~ outside the continental limits of the United States.

##### 4.2 MEMBERSHIP TYPES

ARTICLE III MEMBERSHIP  
SEC. 2. ELIGIBILITY

- a. Regular member clubs: those clubs and associations with at least 60% American membership.
- b. Associate member clubs: those clubs and associations that are American oriented, which use the English language for club business (oral and written), and whose aims and purposes coincide with those of the Corporation. Such Associate member clubs shall be limited to 1/3 of the current membership of the Corporation.
- c. Individual members: a limited number of American women, living abroad, who are not members of a member club may be invited to become individual members.

**To become:**



## ARTICLE III MEMBERSHIP

## SEC. 2. ELIGIBILITY

- a. ~~Regular mMember Clubs: those clubs and associations with at least 60% American membership. Associate member clubs: those clubs and associations that are which include American members, oriented, which~~ use the English language for club business (oral and written), and whose aims and purposes ~~are in concert coincide~~ with those of the Corporation. ~~Such Associate member clubs shall be limited to 1/3 of the current membership of the Corporation.~~
- b. Individual Members: a limited number of ~~persons living outside the United States American women, living abroad~~, who are not members of a member club ~~may be invited to become individual members.~~

## Justification:

With a recognition that Member Clubs are becoming more international and inclusive in nature, the Board believes the Corporation needs to reduce the restrictions on membership eligibility in terms of membership type. Given that in practice there are no privileges or disadvantages between Regular and Associate membership, the Board feels it is time to eliminate the distinction.

After a full review of Article III, the Board feels it is necessary to use more inclusive language providing greater gender neutrality and inclusion of non-American members.

Respectfully submitted,  
Tricia R Saur (AIWC Cologne)  
Bylaws Chair

## FAWCO Counselors' Coordinator Report

FAWCO Counselors, women who have served as FAWCO president at one time, have this year welcomed the FAWCO Board's creative communication initiatives during the pandemic. After a successful virtual Conference and a Virtual Open Regional Meeting, the Board held another Virtual Open House event on 11 December and FAWCO Counselors signed up for a Session. Twelve Counselors registered which was fantastic; however, three were caught up with last minute issues and unable to join us. It was wonderful to see everyone again and have the chance to chat and hear of the FAWCO volunteer work many are doing. Emily talked about the success of these virtual meetings; Sallie, as Nominating Chair, assured us that the future of FAWCO continues to be secure; the 2021 AGM will again be a virtual meeting where all voting results will be presented; Emily confirmed to us that the State of New York has waived our requirement to meet in person for our AGM due to the COVID-19 pandemic; My-Linh held a session on the Hopin platform that day for the FAWCO Youth Program which she continues to organize; Monica scours the website for inconsistencies and incorrect links; Georgia reminded us of the exciting 90th Birthday FAWCO will celebrate in 2021 and that she and Nancy Thornley are editing the next Red History Book. We thanked Emily for this very special opportunity to see another, have a chat and to gear up on our technical abilities.

The FAWCO Board wishes to recognize the Counselors' continuing contributions. Below is an acknowledgement of their responsibilities: their name, year of office, club affiliation and description of their FAWCO volunteer work.

2019-2021 and 2005-2007 Emily van Eerten (AWC The Hague) — Emily is a woman of enormous enthusiasm and we are indebted to her for serving a second non-consecutive term as FAWCO President 2019-2021. The current 2021-2023 Nominating Committee announced that Emily is standing "for an unprecedented third term as President"! Previous positions on the FAWCO Board included 1st VP for Communications 2001-2003 as well as two non-consecutive terms as FAWCO President 2005-2007 & 2019-2021. Emily's additional volunteer FAWCO work has been as Chair of Archives Committee; Chair, Nominating Committee for 2011-2013 FAWCO Board; FAWCO Parliamentarian 2011-2013; FAWCO Counselors' Coordinator 2013-2016. Emily originated a strong internet presence for FAWCO in the early 2000s and during her term the FAWCO Board have enhanced this presence with many creative initiatives.

1979-1981 **Stevie Coppin** (AWC of Brussels) — FAUSA Vice-President 2007-2009

1987-1989 **Georgia Regnault** (AWC of The Hague) — Currently Chair of the FAWCO Archives Committee; FAWCO Treasurer 1995-1997; FAWCO Parliamentarian 1999-2001; organized two FAWCO Regionals 1995 and 1999 and was Chair of FAWCO Interim Conference 2004; FAWCO Counselors' Coordinator 2002-2006; Treasurer of The FAWCO Foundation (TFF) 2006-2008; TFF Nominating Committee Chair for 2010-2012 TFF Board; Co-Editor of The Red Book-History of FAWCO for those published in 2001; 2006, 2011 and 2016 as well as the hardcover 75th anniversary history book in 2006; frequent FAWCO Finance Committee member;

1989-1991 **Kay Miller** (AWC of Brussels) — Served on committee setting up FAUSA and currently setting up FAUSA Target Project. Kay was also involved with organizing the Interim Conference in Brussels in 1990 and was FAWCO President for the Conference in Vienna in 1991. Kay volunteered with The FAWCO Foundation and then returned to the USA where she did extensive volunteer work with FAUSA, in particular helping to establish FAUSA within the USA.

1993-1995 **Barbara Johnson** (AWG in Paris) — Returned to the USA after her term of office.

1995-1997 **Rebecca Tan** (AWC of Hamburg) — FAWCO Counselors' Coordinator 2009-2013

2003-2005 **Arline Burns Coward** (Barcelona Womens' Network) — Currently Co-Chair of FAWCO Membership; also FAWCO Rep for Barcelona Womens' Network since 2017 following a previous term as FAWCO Rep from 2009-2015; The FAWCO Foundation President (TFF) 2006-2008; TFF Parliamentarian 2008-2012; FAWCO Regional Coordinator Region 7 from 2005-2010.

2007-2009 **Celeste Brown** (AWC of The Hague) — Regional Coordinator for Region 4 from 2013-2016; Nominating Committee Chair for the 2015-2017 FAWCO Board; Advisor to the Strategic Planning Committee 2016-2017; FAWCO Counselors' Coordinator 2016-2017; member of committee that recommended the current Interim Meeting format; Workshop presenter at Brussels Biennial Conference 2013; FAWCO Club Workshop presenter on Board Training & Coaching for AWC Toronto & AWC The Hague (for 3 years).

2009-2011 **Kathleen Simon** (AWC of Bern) — Currently FAWCO Counselors' Coordinator and a mentor to the FAWCO PRM team since 2019; original member of the FAWCO Advancement Committee in 2017; Chair, Nominating Committee for 2013-2015 FAWCO Board and 2017-2019 FAWCO Board; Regional Coordinator Region 6 from 2016-2018; Chair, FAWCO Rebranding Task Force 2015-2016.

2011-2015 **My-Linh Kunst** (AWC Berlin) — Currently Co-Chair FAWCO Youth; AWC Berlin President 2015-2019; Co-Chair FAWCO Events Planning Committee 2015-2018; Speaker at FAWCO Symposium on Human Trafficking in The Netherlands 2016, photographer for *Hope is the Thing of Feathers* 2016 which was The FAWCO Foundation book on change makers and survivors of human trafficking and exhibited at the FAWCO Symposium; Workshop presenter "Increase your Club's Membership", Frankfurt Interim Meeting 2016; Workshop presenter "Women & Leadership - Leading from Within" Mumbai Biennial Conference 2017; Regional Meeting presenter on "Women & Leadership -Leading from Within" for Regions 4 and 5 in 2017.

2015–2017 **Monica Jubayli** (AWC of Lebanon) — Currently member of 2021-2023 Resolutions & Recommendations Committee as well as FAWCO Documents Manager since 2017 and works with Counselor Sallie Chaballier in reviewing and updating the FAWCO website; Chair, Nominating Committee for 2019-2021 FAWCO Board.

2017-2019 **Sallie Chaballier** (AAWE Paris) — Currently Chair of the Nominating Committee for 2021-2023 FAWCO Board, Web Content Administrator since early 2019 which includes a regular review and update of the FAWCO website with Counselor Monica Jubayli and proof reader for the Communications Team as well as the editors of Inspiring Women; served as FAWCO 1st Vice President 2015-2017, 2nd Vice President 2013-2015 and one year as 3rd Vice President 2010-2011 - notable dedication of 7 years on the FAWCO Board.

1977-1979 Shirley van Ooijen, is 98 years old and living in California.

1997-1999 Ellen Rice lives in Dublin but, we understand, is not well.

1985-1987 Virginia Roth is over 90 years old and living in Fayetteville, NC.

As the Counselors' Coordinator I keep FAWCO Counselors up to date with new developments within FAWCO and bring their voice to the Board.

Respectfully submitted,  
Kathleen Simon (AWC Bern)  
FAWCO Counselors' Coordinator

## Nominating Committee Report

Proposed Slate of Officers for the FAWCO Board 2021–2023

The FAWCO Nominating Committee is pleased to present the following slate of nominees for the 2021-2023 FAWCO Board. We are confident that the broad range both of their professional and volunteer backgrounds, as well as their collective leadership experience, will make for a strong Board with a balance of continuity and fresh perspectives.



**President** — Emily van Eerten (AWC The Hague) graduated from Rice University with a degree in Philosophy and then went on to earn a law degree from the University of Tulsa, her hometown. She practiced law before marrying a Dutch naval officer and beginning life abroad. A member of four FAWCO clubs and FAUSA since 1995, Emily has attended numerous annual meetings and regionals over the years. Emily has served as FAWCO 1st VP, President 2005-2007 and Parliamentarian, as well as Chair of the Membership, Nominating, Resolutions and Recommendations Committees, Counselors' Coordinator, Region 4 Coordinator, FAWCO Rep, and Web Woman. Currently serving a second, non-consecutive, term as FAWCO President, she is standing for an unprecedented third term as President.

In Emily's words, "I believe in this organization as an idea and as an ongoing concern. If it did not exist, we would need to invent it. FAWCO is entering a new era. The repercussions of the pandemic of 2020 will have long term effects on our member clubs and on FAWCO itself. Our organization has been virtually virtual since its inception, but with travel and gathering restrictions we have re-dedicated ourselves to exploring ways to reach out to our community online in many new and innovative ways. As we move forward we are also mindful of our duty to rededicate our organization as one which embraces diversity and inclusion as an essential part of our ethos. We are stronger together."

**First Vice President - Communications** — Ann Marie Morrow (AWC Finland), a native of upstate New York, holds a BSc in Management and an MBA in Business Management from Clarkson University. Her extensive professional experience is largely in coaching and training.

After joining AWC Finland in 1998 Ann Marie has held several positions in her club, including President, Treasurer and FAWCO Rep. In 2015 she joined the FAWCO delegation to CSW59 and as Regional Coordinator for Region 2, she co-chaired the Region 2 meeting in April 2017. She currently serves as FAWCO VP Communications and is standing for a second term.

Ann Marie says, "I have enjoyed the challenge of the 1st VP position these past two years and feel there is more I can learn and give back to FAWCO. I am proud to be able to represent the organization and its members. I really connect with the FAWCO Mission on all levels. This is even more true today, as I have seen firsthand the committed and passionate women and men that make up FAWCO. I have genuinely enjoyed working with and learning from FAWCO members and volunteers from all over the world. It has been a challenging tenure to say the least, but I am excited to keep going and to try and help FAWCO be the best it can be. I wish to help FAWCO continue to fulfill its mission over the next few years."

**Second Vice President - Member Clubs** — Kanika Holloway (AWC Antwerp), who was born and raised in the East Bay area of Northern California, holds a BA in Political Science from UCLA and an MBA in Luxury Brand Management from ESSEC. Her professional background includes experience in banking, operations management, project management and real estate management. Kanika has served as both President and

Treasurer of AWC Antwerp, and currently serves as FAWCO Club Presidents' Coordinator. She also is a member of the FAWCO Diversity & Inclusion Task Force.

Kanika notes, "Through the friendship and respect that I have for the dynamic [current 2nd VP] and her predecessor, I have great faith in their legacy, capabilities and strength and so it gives me insight that I can do it too. Over the past year, I have worked in tandem with the 2nd VP to create an ongoing training series for Reps, RCs and Presidents in the leadership mindset and working together as 'co-pilots'.

The world is in a time of transition and evolution, and being part of an organization such as FAWCO can make great change and influence. I am proud of the commitment that FAWCO has set forth as an example to Diversity & Inclusion, and making actionable solutions. There are many layers to that which include not only women of color, but younger people as well. During my term on the board I would like to see more cross-region activities between clubs and encouraging clubs to share what they do. We have seen this happen during COVID-19 and it has proved a lot of success."

**Third Vice President - Global Issues** — Mary Dobrian (AIWC Cologne) grew up in Iowa City IA and earned a BA in Theater from Yale University. After acting professionally in New York, she moved to Germany in 1995. She now works as a freelance translator of primarily non-fiction texts from German to English for books, films, academic publications, websites, advertising and marketing, as well as using her theater training to provide voiceovers and dubbing for film, video and audio books. In her many years as a member of the AIWC Cologne, Mary has served as FAWCO Rep, among other positions. She chaired the FAWCO R&Rs Committee in 2018-2019, is a member of the Human Rights Team, and is standing for a second term as FAWCO VP for Global Issues.

In Mary's view, "It has been a true joy to work with the Global Issues Teams for the past two years. They are some of the wisest, most passionate and most committed women I know. Despite the enormous challenges brought on by the pandemic, we have even been able to come up with new ways to connect with one another, share information and raise awareness of issues that affect women and girls around the world. And even though we can't meet in person, our virtual global organization has been a great support system for our members – in some ways I feel we have become closer than ever. In fact, through the pandemic, the whole world has become closer together than ever, and the critical issues that affect us all – in environment, education, health and human rights – are all the more tangible. I hope and sincerely believe that FAWCO can continue to build on the strength, knowledge and compassion we have gained during this challenging time and continue to be a force for positive change in the world. I'm looking forward to it."

**Treasurer** — Cathy Farnan (AWG Paris) is a native of Annapolis MD, where she grew up as an avid sailor. She earned a BS in Accounting from the College of William and Mary, and has been a Certified Public Accountant. Cathy has worked professionally as a Comptroller and Senior Auditor. After moving several times around the US and living in Japan, Cathy has been in Paris since 2016 and is a member of AWG Paris, where she has served as VP Finance/Treasurer, VP Activities and currently as President. She served on the most recent FAWCO Target Project Selection Committee, analyzing the financials of project proposals.

In Cathy's words, "FAWCO plays a critical role in empowering women around the world. I look forward to using my skills to advocate for the improvement in the lives of women and children. As a member of the 2020 Target Project selection committee, I enjoyed working with FAWCO women from many different clubs all focused on contributing towards a shared goal. Positive change comes from people who come together with energy and inspiring ideas. FAWCO is an amazing vehicle for many women living overseas to become involved.

[After 2020], I recognize that we have been blessed with many opportunities and support. Through my involvement with the FAWCO Board of Directors, I can share those blessings with others and make an impact throughout the world to face the new challenges of 2021."

**Secretary** — Shweta Gupta (AWC Berlin), originally from Pittsburgh PA, holds a BA in Political Science from The George Washington University and a JD from the University of Pittsburgh School of Law. Her professional experience has been primarily in employment law, augmented by a clerkship for a judge for the US District Court for the Western District of PA. Since moving to Berlin, Shweta has been an active member of AWC Berlin: she has served as the club's Parliamentarian, and began her second term as Club President in January.

Shweta explains, “As a member of AWC Berlin, I have become increasingly interested in the work in which FAWCO is engaged. I believe in the mission of FAWCO and am inspired by those who work towards fulfilling it. This, in part, is the reason I volunteered to be on the Diversity & Inclusion Task Force. I am now interested in serving on the Board as Secretary to be an active participant, learn more, and do my small part in helping FAWCO fulfill its mission.

In my view, one key future objective is to continue to work on increasing the diversity and inclusiveness of the organization and provide tools to member clubs to do the same. Related to this, I also think that FAWCO should continue to focus on actively engaging Member Clubs and their individual members, so that more individuals are inspired to become involved with FAWCO.”

I would like to thank the members of the 2020-2021 Nominating Committee — Melanie Baur (AWC Berlin), Patti Meek (AWC Dublin), Caroline Pekarek (AWC Bern) and Mary Stange (AWC Bogotá) — for their hard work, collegiality, willingness to think outside the box and vision for FAWCO's future.

Respectfully submitted,  
Sallie Chaballier (AAWE Paris)  
Nominating Chair

## Resolutions and Recommendations Committee Report

The following Resolutions and Recommendations were submitted to the clubs on March 1, 2021. The results of the voting will be announced at this conference.

1. Resolved, that FAWCO: supports, strengthens, and expands the FAWCO network.

Recommended, that FAWCO:

1.1. Support its member clubs by

1.1.1. Reinforcing the value of FAWCO membership through ongoing information exchange among member clubs utilizing the Regional Coordinators and Club Presidents' Coordinator to facilitate communications among FAWCO Reps, Club Presidents, and their clubs' boards.

1.1.2. Strengthening and empowering FAWCO Reps' ability to share information with their respective clubs through

1.1.2.1. FAWCO'S best practices library and club development through the workshop program and other programs currently listed on the website.

1.1.2.2. promoting FAWCO within clubs by encouraging club/FAWCO partnerships and participating in unique experiences available to FAWCO member clubs.

1.1.2.3. strengthening connections between FAWCO's sister clubs.

1.1.3. Empowering clubs with tools to increase their membership by exploring ways to increase their appeal to and engagement of

1.1.3.1. ethnic or racially diverse members to reflect the diversity of the world in which we live.

1.1.3.2. under 40 members and/or potential members.

1.1.3.3. international clubs and non-US members.

1.1.4. Ensuring clubs are aware of the benefits available to them through The FAWCO Foundation's Development Grants, Education Awards, and club fundraising resources in order to support individual Clubs and The FAWCO Foundation.

1.1.5. Promoting FAUSA membership to members repatriating to North America.

1.2. Strengthen FAWCO and its member clubs by

- 1.2.1. encouraging FAWCO members to participate actively in conferences, regional meetings, workshops, programs, virtually or in person.
- 1.2.2. recruiting FAWCO members to volunteer on committees and teams and give them the support needed to keep them active and vital.
- 1.2.3. Engaging geographically diverse clubs in different time zones and member clubs that are less involved in FAWCO through
  - 1.2.3.1. virtual connections such as meetings, workshops, activities, events, including regional meetings and annual conferences.
  - 1.2.3.2. use of the latest available technologies for an informative and user-friendly website and publications where members can access ideas, information, and resources for individual and club development.
  - 1.2.3.3. collaborating with FAWCO PR, media tools, and the Inspiring Women magazine.
- 1.2.4. Encouraging diversity and inclusion in clubs and in positions of leadership by promoting
  - 1.2.4.1. racial diversity.
  - 1.2.4.2. under 40 membership.
  - 1.2.5. Giving support during the COVID-19 pandemic and post-pandemic times.

### 1.3. Expand the FAWCO network by

- 1.3.1. supporting the FAWCO Membership Chair for more robust membership outreach.
- 1.3.2. attracting and retaining American and international clubs, regardless of the percentage of Americans who make up the membership.
- 1.3.3. engaging geographically diverse clubs.
- 1.3.4. expanding external communications, by utilizing the FAWCO media assets for recruiting new member clubs.
- 1.3.5. encouraging members to identify potential new FAWCO clubs Proposed 2021-2023 Resolutions and Recommendations 2/8

2. Resolved, that FAWCO: advocates for a better and more peaceful world and improves the lives of women and girls through global initiatives.

Recommended, that FAWCO:

- 2.1. Champion the role of the United Nations (UN) in promoting peace, security, equal rights, justice for all, and improving lives. Raise awareness among FAWCO members of UN-related endeavors and promote the UN Sustainable Development Goals (SDGs)\*, and update FAWCO members on the progress towards the UN 2030 Agenda for Sustainable Development.
- 2.2. Expand FAWCO's engagement as an accredited non-governmental organization (NGO) with consultative status with the UN Economic and Social Council (ECOSOC) and Department of Global Communications by working with UN Women, the Commission on the Status of Women (CSW), and NGO Committees on the Status of Women.
- 2.3. Collaborate with NGO committees, coalitions, and civil society organizations that pursue similar goals to expand our networks and magnify the strength of our advocacy, including the US Women's Caucus at the UN. Increase FAWCO's visibility by participating in panels, authoring statements, and sponsoring events.
- 2.4. Promote the ratification by the US of the Convention on the Elimination of Discrimination against Women (CEDAW), the UN Convention on the Rights of the Child (CRC), The Equal Rights Amendment (ERA), and the reauthorization of the Violence Against Women Act (VAWA). Advocate for the inclusion of overseas American women in VAWA and supports Cities for CEDAW. Advocate for the US to sign on to the Council of Europe (CoE) Convention on preventing and combating domestic violence and all forms of violence against women (Istanbul Convention).

2.5. Support and promote SDG #5 Achieve Gender Equality and Empower All Women and Girls targets to end all forms of discrimination against women and girls everywhere; end violence to and exploitation of women and girls; eliminate harmful practices such as child, early and forced marriage, and female genital mutilation; recognize the value of unpaid care work and promote shared responsibilities; ensure full participation of women in leadership and decision-making; ensure full access to universal sexual and reproductive health and rights (SRHR).

2.6. Raise awareness of the impacts of climate change on global development and human rights, in particular as they affect women and children. Continue to actively support the UN Framework Convention on Climate Change (UNFCCC) and the Paris Agreement. Advocate for the US to take urgent action to combat global climate change.

2.7. Advocate for the human rights of migrants, refugees, and internally displaced women and children, working with the NGO Committee on Migration (CoM) and the UN Refugee Agency (UNHCR). Support the implementation of the Global Compact on Safe, Orderly, Regular Migration (GCM) and the Global Compact on Refugees (GCR), as well as other local and international initiatives.

2.8. Continue to raise awareness on the significant role the UN plays in achieving international cooperation, maintaining international peace and security, protecting human rights, delivering humanitarian aid, promoting sustainable development, and upholding international law. Advocate for the US to maintain its vital leadership role at the UN by paying its full dues and fully supporting UN bodies including the Human Rights Council (HRC) and the World Health Organization (WHO).

2.9. Involve FAWCO clubs and members by

2.9.1. driving progress in actions related to the SDGs, especially in the areas of education, the environment, health, and human rights.

2.9.2. coordinating with the Global Issues and Target Program Teams on all UN activities and developments relevant to the goals of each and promoting FAWCO SDG Awareness throughout the Decade of Action (2020-2030).

2.9.3. encouraging FAWCO members to participate in the annual UN Commission on the Status of Women (CSW) held in New York and other UN conferences.

\*Sustainable Development Goals

3. Resolved, that FAWCO: advocates for the rights of US citizens who are temporarily or permanently living abroad.

Recommended, that FAWCO:

3.1. Serve as a recognized voice in Washington, DC for US citizens living abroad. Work with the Americans Abroad Caucus in the US Congress, the Departments of State, Treasury, and Defense and partner organizations, to influence US legislation and regulations that address the special needs of US citizens living abroad, including citizenship and voting rights, and taxation and banking.

3.1.1. Citizenship: Keep FAWCO members informed on issues arising in the US that may impact US citizens living abroad. Act as eyes and ears for US citizens living abroad and aid them in being active citizens.

3.1.2. Voting: Disseminate and provide easy access to information on overseas citizen voter registration. Promote and facilitate registration and absentee voting among our US citizen members, encouraging active citizenship.

3.1.2.1. Support and encourage member clubs in leading voter registration drives for their members and communicate the importance of overseas voter participation.

3.1.2.2. Inform and educate members about their voting rights and work to dispel misconceptions about registering and voting from abroad.

3.1.2.3. Provide information and encourage voter registration and voting among young people (i.e., member children), including US citizens born abroad.

3.1.3. Tax and Banking: Reach out to US citizen members to keep them informed about US concerns by providing workshops, webinars, and other resources to empower them to more effectively manage the tax, banking, and legal complexities of living abroad.

3.1.3.1. Advocate ending citizenship-based taxation and aligning the United States with the universal practice of residency-based taxation through initiatives like the Tax Fairness for Americans Abroad Act 2018 (HR 7358) and encourage Members of Congress from both sides of the aisle to co-sponsor the reintroduction and passage of a similar bill in the future.

3.1.3.2. Work to mitigate the impact of the Foreign Account Tax Compliance Act (FATCA) on US citizens living overseas; collect information on FATCA's unintended consequences to be provided to Washington policymakers.

3.2. Encourage active civic participation among our US members while maintaining FAWCO's non-partisanship.

3.2.1. Keep FAWCO members informed about and encourage participation in Overseas Americans' Week.

3.2.2. Encourage FAWCO members to take action on issues affecting women and girls in the US and around the world (e.g., through advocating, demonstrating, writing letters, etc.).

4. Resolved, that FAWCO: encourages active participation by its members, as good global citizens, to promote the well-being of women and girls worldwide, especially in the areas of education, the environment, health, and human rights.

Recommended, that FAWCO:

4.1. Provide opportunities for members to become involved in FAWCO's work on global issues, and inform members through FAWCO's publications and website concerning the Global Issues Teams' areas of focus in line with the UN Sustainable Development Goals (SDGs), as well as the FAWCO Target and Youth Programs. Address current issues of all forms of racism, the effects of COVID-19, and future pandemics.

4.1.1. Education: Promote awareness of global issues in education with an emphasis on equal access, literacy, global citizenship, technical, vocational, and tertiary education leading to financial independence. Also, promote awareness of all forms of racism, COVID-19, and future pandemics' impact on education.

4.1.2. Environment: Promote awareness of environmental issues such as climate change, pollution, species extinction, and the degradation of the natural world. Foster love, awe, and respect for nature and help others learn about how nature works. Encourage environmental stewardship and action within FAWCO, at both global and local levels.

4.1.3. Health: Inform and increase awareness of a holistic approach to all areas related to women's health by supporting the UN health SDGs and the World Health Organization's Decade of Healthy Ageing (2020-2030), as well as continuing awareness of mental, physical, and social wellbeing related to COVID-19 and future pandemics.

4.1.4. Human Rights: Advocate for human rights for people of all races and creeds under the UN Universal Declaration of Human Rights (UDHR). Engage FAWCO members in awareness and action campaigns to support SDG #5 Achieve Gender Equality and Empower All Women and Girls.

4.2. Promote awareness and action on global issues impacting women and girls through active participation in the Target Program, the focus of which rotates among FAWCO's four global issues of Education, the Environment, Health, and Human Rights. Create awareness of the 2019-2022 Target



Project focused on the prevention of Female Genital Mutilation (FGM) globally, and in particular in Tanzania.

4.3. Promote a culture of giving through philanthropy and volunteerism.

4.4. Promote relevant and timely issue awareness, engagement, and cultural understanding in our youth to help them develop into responsible and caring global citizens. Encourage participation in the Youth Cultural Volunteers, UN Youth Reps, and other programs and activities.

4.5. Encourage FAWCO members to participate actively in their communities and to collaborate with organizations on projects that impact the achievement of the Sustainable Development Goals (SDGs) by 2030.

4.6. Encourage FAWCO members to work toward a more peaceful world by exercising respect, tolerance, and consideration, and by modeling that behavior to others as good global citizens, cultivating and modeling civility and mutual respect in ourselves as individuals and in FAWCO as a whole. Encourage FAWCO members to be informed about customs and legislation in their countries of residence that affect their rights and responsibilities as international citizens living abroad.

Respectfully submitted,  
Christine Rigby-Hall (AWC Amsterdam)  
Resolutions & Recommendations Chair

## Regional and Club Profiles

### Region 1: United Kingdom and Ireland

2020 has been an unprecedented year for everyone across the world, presenting challenges both emotionally and financially that we never could have foreseen. I am, however, particularly moved by the kindness shown by each Club in keeping their members engaged, motivated and doing their very best to support their local charities.

Region 1 welcomed 5 new Club Reps this year. I was very pleased to have attended the Regional Meeting held in Madrid in March 2020 and yet again it was an amazing Region 5 meeting in November 2019 with the opportunity to connect with other Member Clubs. That seems like a lifetime ago now! I was also looking forward to attending the March CSW64 events at UN in New York with other FAWCO sisters but it was cancelled. It was good I was able to follow up with some online events hosted by NGO/CSW.

A positive outcome of these global pandemic restrictions is that it has actually allowed me to have face-to-face meetings with all the Club Reps and other FAWCO sisters. Thanks to Zoom sessions we have had the monthly hang-outs, as well as enjoying speakers' events shared across the Regions which would not normally have been accomplished! The most noteworthy events were the virtual Interim Meeting and the 3 days FAWCO Open Virtual Regional Meeting which was made available for all club members to participate.

Inevitably, all clubs had to set up virtual meetings and they had to re-organize "social distancing" club activities in small bubbles this year. Clubs also had to invent new ideas to fundraise for the local charities they support and celebration events like Halloween, Thanksgiving and Christmas. A couple of Clubs' anniversary events and our October Regional Meeting had to be cancelled but hopefully, these programs will resume when normality returns. All the seven FAWCO Member Clubs in our Region have written different and yet interesting reports this time. Rising above challenges, Club members have had the opportunity to virtually view and learn more about FAWCO's Target Project S.A.F.E. Some Clubs have also developed better knowledge about their Club affiliation and benefits available to FAWCO Member Clubs.

Now we are living in the “new normal”, I recognize we have already shaped some changes to our Clubs and global environments. I surely hope FAWCO Member Clubs across the Regions will continue to connect and work towards diversity and inclusiveness in the future.

Respectfully submitted,  
Christine Humphreys (AW Surrey)  
Regional Coordinator for Region 1

### **American Women’s Club (AWC) of London, England**

2020 surprised us over and over again. It reinforced the importance of community both in-person and online. AWC London has nurtured this community by hosting over 170 online events since March. These events included chefs, authors, life coaches and mixologists, and more! We also introduced smaller neighbourhood gatherings and created a neighbourhood database that allowed us to connect while still following government regulations.

AWC London saw internal changes with a new FAWCO Rep in June and a new President in April. This year, we focused on educating our membership on the goals and benefits of FAWCO. We did this with a social media campaign and a FAWCO Introduction Letter for new members. We have participated in several FAWCO events and especially focused on encouraging voting. We teamed up with the embassy and FVAP to host a voting Q&A and then celebrated with Drinks for Democracy.

The FAWCO Rep was also involved in subcommittees for Diversity and Scholarship. A simple measure has been to offer more programming in the evenings. We continue to evaluate and discuss these issues.

As a club, we are thrilled that Inspiring Women magazine highlighted several of our members: (Whitney Edwards in June, Haley Green in September, Caitlyn Rainey in December, and a large club highlight). It has helped to engage our membership with FAWCO and its publications.

We have ended the year with strong support for our favourite local charity, the Soup Kitchen at the American International Church. Our members raised over £7000, enough to run the kitchen for a month! We are grateful for how 2020 has pushed us to be creative, strengthened our community, and inspired positive change.

Crystal Weise, FAWCO Rep

### **North American Connection (NAC), England**

NAC was founded in 1964. We have 40 members, approximately 30 are local members. Thankfully, in 2019 the NAC downsized our executive board, activities and our overhead expenses. 2020 has challenged our ‘new look’ non-pyramidal, round table structure club. The experiment continues. Our largest overhead now is our public face and website which is currently under review.

COVID-19 lockdown restrictions are ‘Tier 3-very high’ in our area. Through Zoom and team group participation, we have been able to keep certain club activities alive. However the repatriation of our treasurer when our Club’s bank account was closed and frozen did restrict our ability to organize events or raise funds ourselves for charitable work. Our funds have only just been released to us. We have to open our club bank account soon. This has not been possible to do online and there are limited bank appointments that must be booked and signatories must report in person.

However, we have participated in fundraising events with sister clubs in Region 1 and managed to have our Zoom fundraising event in aid of Birmingham Children’s Hospital - HUL by donating directly to them. We look forward to a time when we can come together and be an active friendly club again.

Sunny Eades, FAWCO Rep

### **American Women of Surrey (AWS) International Club, England**

American Women of Surrey International Club is quickly approaching 200 members this year with a great diversity of members from 30 countries. Our charities this year are Oakleaf (Mental Health), Your Sanctuary (Domestic Abuse) and B@titude (Family Support).

Our scheduled 45th club year celebration gala at Hampton Court has been postponed due to Covid. We are hoping to be able to have the gala next Spring.

Likewise, our Activity Groups have been restricted although outdoor activities such as Hiking and Golf are easier to arrange. Others like Flower Arranging are carrying on using Zoom.

Despite Covid restrictions, AWS has kept the membership connected. They have a monthly Zoom General Meeting. For Halloween they had a BOO campaign where you anonymously left a Halloween treat at a member's home. For Thanksgiving they had a Turkey Trot race to be done individually and members received a t-shirt for participating. All money raised goes to the charity slate. For the November meeting (speaker about Charles Dickens Christmas Carol), each member was hand delivered a box with an AWS Coffee mug, mulled wine spices, mince pie and decorated cookie prior to the meeting. A "nailed it" competition decorating gingerbread houses is under way for December as well as an anonymous Secret Santa gift delivery.

It's been a difficult year but AWSurrey has risen to the challenge! We have a special logo this year marking our 45th anniversary.

Melissa Mash, FAWCO Rep

### **The Association of American Women (AWA) of Aberdeen, Scotland**

AWAA has 79 active members, expatriates primarily from the US and Canada but also from other countries. We strive to give back to the local community that has become our home away from home. Alongside donations made to local charities throughout the year, AWA members choose one charity to volunteer and fundraise for each year.

For 2020-2021 AWA Aberdeen is fundraising for AberNecessities. This local charity provides essential support to underprivileged families in the North East of Scotland. During the COVID-19 pandemic demand for AberNecessities' services has increased by over 900%. It provides both new and second-hand clothing, furniture, toys, reading books, toiletries and food to families referred to them via social workers, health visitors and educational establishments. In addition to our usual social fundraising events, our members have been actively volunteering for AberNecessities by staffing donation days, sorting through donated items, laundering clothing and collecting donations.

We remain a very active club, hosting general meetings, activity groups, and social events that support our charitable efforts. Since March 2020 we have had to move most of our events online and discover creative ways to keep our members motivated and entertained. Memorable online events include a whisky tasting, murder mystery and Zoom magician. Although gatherings have had to be reduced in size, we've still managed to safely meet for coffee, explored hidden parts of Aberdeenshire and even had a socially distanced tour of Balmoral, the Queen's Scottish residence.

In November 2020, we raised over £2,000 for charity through our Annual AWA Holiday Craft Fair. Although 2020 has been an extremely challenging year, we continue to provide a vibrant social calendar. Fingers crossed that by April 2021 we will be able to hold our much-loved Race Night fundraiser in person once again!

Mimi-Gilmore-Maurer, FAWCO Rep

### **American Women's Club of Dublin (AWCD) , Ireland**

2020 has been an extremely challenging year for The American Women's Club of Dublin (AWCD) as it has certainly been for every other club. Notwithstanding the pandemic, we were able to retain a healthy membership which currently stands at 110 members. Continuing with our tradition of supporting Irish charities, our club decided to support the Daisy House Association this year. The charity focuses on supporting women

who face homelessness as a result of domestic violence, sexual abuse, sexual violence, addiction, ill health, relationship breakdown, or loss of income. Through the charity's provision of temporary medium-term accommodation of 18-month periods, combined with uniquely tailored individual personal support programs, it concentrates on helping women break the cycle of homelessness and empowering them to move forward to independent, safe, sustainable living.

AWCD Board members worked very hard to ensure that our members could participate in meetings safely and within the ever-changing COVID-19 guidelines for bars, restaurants and hotels. The club underwent a speedy digital transformation so many of our activities morphed into Zoom meetings and outdoor events so members could continue to meet in some way.

To begin with, following on the city of Dublin's tradition of welcoming the New Year with a jump in the freezing cold sea at the Forty Foot cliff near Dublin Bay, AWCD adopted this tradition to kick off our own club's new year in September with a surprising turnout. Zoom meetings with a college professor presenting on Irish revolutionary women, an Irish journalist discussing his time in the Middle East, a US tax accountant addressing our US citizens' questions on their tax situations, and a mature student promoting post graduate education to our members were huge successes. Our morning and evening book clubs also thrived through Zoom due to people re-discovering the joy of reading during lockdown. 2020 has also seen friendship bonds amongst our members strengthen as we continue to support each other through fun events through Zoom such as a Halloween Quiz night, a Thanksgiving Coffee morning, and an Irish Mead (honey liquor) tasting presentation, to name but just a few.

Dorina Clark, FAWCO Rep

### **The American Women's Club (AWCCS) of Central Scotland**

AWCCS has about 77 members, the majority of whom are permanent residents living across central Scotland and Fife. In 2020 eight new members joined the club.

In response to the Coronavirus Pandemic, we twice suspended dues for existing members for six months at a time and kept our existing board in place. We moved our monthly general meetings and birthday happy hours online, centering the latter on a theme each month to guide the chat. It's been a fun way to get to know each other better! We've also hosted speakers, had book and movie discussion groups, several of which were focused on race and diversity, and held charity pub quizzes.

This will be our second year supporting MS Therapy Centre Lothian and Revive MS Support as our local charities.

Our Wild Apricot site has been a great asset to the club this year. We can announce and update details for AWCCS, FAWCO, and local events, getting the word out to our members in the moment, instead of via a monthly newsletter. Our primary annual fundraiser, a Thanksgiving dinner, was also online with the option of having a meal delivered in Edinburgh, ready to reheat. We had a pub quiz, a magician, and used 32auctions for our auction. About half the usual number of households participated in the event.

We held our second annual Halloween party online this year. Children received activity packs with coloring sheets, song lyrics, costume award ribbons, and halloween decorations. On the day we had a costume dance off, two halloween stories, a sing along and a performance by one of the older children.

So far in 2020, AWCCS has raised £1,435 for charity, we're pleased this is only about £215 behind our 2019 fundraising efforts. In 2019 we donated £1,100 to our two local charities, £391 to the FAWCO Target Project, £241.61 to the FAWCO Education Development Grant Fund, and £100 to the Edinburgh consulate to help US Citizens who travel here and find themselves in need of help.

Caroline Puck Graves, FAWCO Rep

## England



### AWBS International Women's Club

**Website:** [awbs.org.uk](http://awbs.org.uk)

**Founded:** 1975

**Joined FAWCO:** 1995

**Membership Type:** Regular — 60% membership is American

**Membership Total:** 231

**Dues:** £80

**Mission:** To welcome and assist all newcomers and their families, to promote friendship and interactions among members and improve their knowledge and understanding of England.

**Charities:** Bracknell & District Parkinson's Branch

Your Sanctuary

Support 19

The Club House Project

### American Women's Club of London

**Website:** [awclondon.org](http://awclondon.org)

**Founded:** 1899

**Joined FAWCO:** Founding Member

**Membership Type:** Regular – 60% voting membership is American

**Membership Total:** 250

**Dues:** £140

**Mission:** Founded in 1899, the American Women's Club of London has for over 100 years provided a welcoming atmosphere to expatriates living in London. The purpose of the American Women's Club of London is to provide social, cultural, educational and philanthropic activities for our members living in London.

**Charities:** Soup Kitchen at the American International Church, £7000



### North American Connection



**Website:** [naconnect.com](http://naconnect.com)

**Founded:** 1964

**Joined FAWCO:** 1998

**Membership Type:** Regular – 60% voting membership is American

**Membership Total:** 40 in Facebook group, of which 30 are local members

**Dues:** £10 (waived under Covid-19)

**Mission:** The Club provides assistance with integration into the English community, as well as opportunities for social and charitable activities.

**Charities:** Birmingham Children's Hospital, Hand and Upper Limb Department, £1230

FAWCO Foundation Educational Awards: 10% of charity funds raised: \$130.00

## American Women of Surrey

**Website:** [awsurrey.org](http://awsurrey.org)

**Founded:** 1975

**Joined FAWCO:** 1985

**Membership Type:** Regular – 60% voting membership is American

**Membership Total:** 200

**Dues:** GBP (£) 65 per year

**Mission:** To welcome and assist newcomers and their families; promote friendship and cooperation among members; to further members' knowledge and understanding of England; and to give financial and material support to philanthropic projects.

**Charities:** Oakleaf (Mental Health)

Your Sanctuary (Domestic Abuse)

B@titude (Family Support)



## Ireland



**American Women's Club of Dublin**

**Website:** [awcd.net](http://awcd.net)

**Founded:** 1972

**Joined FAWCO:** 1980

**Membership Type:** Regular – 60% voting membership is American

**Membership Total:** 190

**Dues:** €70

**Mission:** The purpose of the Club is to foster and encourage American-Irish relations and cross-cultural understanding among American women and their families living in Ireland, through its educational and philanthropic activities.

**Charities:** Daisy House Association

## Scotland

**Association of American Women of Aberdeen**

**Website:** [awaaberdeen.org](http://awaaberdeen.org)

**Founded:** 1985

**Joined:** 1986

**Membership Type:** Associate – Less than 60% voting membership is American

**Membership Total:** 79

**Dues:** £40

**Mission:** We are united in our interest to foster and develop a fun, welcoming environment for newcomers and expatriates in Aberdeen, Scotland, while integrating into the local community by supporting a local charity.

**Charities:** AberNecessities





### American Women's Club of Central Scotland

**Website:** [awccs.org](http://awccs.org)

**Founded:** 1974

**Joined:** 1993

**Membership Type:** Regular – 60% voting membership is American

**Membership Total:** 77

**Dues:** \$46

**Mission:** We have a high percentage of permanent residents living in Scotland, not connected to American businesses. Most of our club members are employed. We try to maintain a close relationship with the US Consulate and through them help to support American non-club members living in the area.

**Charities:** MS Therapy Centre Lothian

Revive MS Support

FAWCO Target Project

FAWCO Education Development Grant

US Consulate

## Region 2: Nordic Countries and Russia

**The American Women's Club (AWC) in Denmark** AWC Denmark is a non-profit, voluntary organization that provides fun, friendship and social support to its members living permanently or temporarily in Denmark and promotes mutual understanding between the US and Denmark, particularly through philanthropic work.

We raise money for annual philanthropic grants to projects in Copenhagen, tri-annual cultural awards to Americans in Denmark and tri-annual scholarships to Danes wishing to study in the United States. We encourage the American spirit of volunteerism among our membership by asking members to contribute time and energy to our fundraising and community efforts.

We have about 100 members, both women and men, of numerous nationalities, though we are predominantly Americans (65%) and predominantly women (95%).

The COVID-19 Crisis of 2020 meant that AWC Denmark developed different formats for interacting with its membership and different programs that they could participate in. Zoom and social media were a big part of this. Our Club established a new Facebook page which 1/3 of our membership is signed in up for. We use Zoom for a monthly Movie Night, the Book group, the Spiritual Exploration group and our monthly board meetings. Our in-person meetings are severely restricted, but encompass two walking groups and some charitable activities. The group assembled, wrapped and donated 138 Christmas presents to a charitable organization. AWC Denmark collected hundreds of books which were then presented to a contact in the Ghanaian Embassy in support of literacy projects in Ghana. The Club actively participates in The Heart Pillow Project, with one member, alone, producing 100 pillowcases! Last, but not least, a fundraising project with used books and handmade jewelry brought in over 800 USD.

We expect to find new ways of engaging our membership in these trying times. Each month, in our Newsletter, we ask to be informed or notified if any of our members are in need or struggling. I think we can say that the ties between members are stronger than ever, despite physical distancing and that we all look forward to improved conditions in the coming year.

**American Women's Club (AWC) Finland**, (FAWCO Rep: Ann Marie Morrow) The AWC in Finland provides women of American heritage and international members with interest or connections to the USA with support, information and opportunities to connect. The Club membership has remained at about 185 members even during the difficult year due to COVID-19. The Club is very diverse with members from all age ranges and working backgrounds. Regular monthly meetings were held until April when in-person meetings were cancelled. Board elections and AGM business were done online to assure continuance of Club business. The Club was able to meet in-person in September, but restrictions were put in place again and no more in-person meetings were held in 2020. Starting in October virtual meetings launched using Zoom. The highlight of the year was a 50th anniversary virtual celebration in November on the same day as the first meeting in 1970. A celebratory 50th anniversary video was produced and shown. It wasn't the elegant party with dancing that was originally

planned, but helped bring everyone together as the Club looks forward to another 50 years. Looking towards the future, investments were made in Wild Apricot for membership and newsletter management as well as online meeting software. Support of two local charities continued. One charity supports scholarships for students living in remote regions of Finland, the other charity supports activities for young adults who are disabled. The AWC looks forward to having in-person meetings again in 2021.

**American Women's Club Oslo (AWCO)**, AWC Oslo has its own scholarship as our main philanthropic endeavor. A scholarship is awarded every two years to a Norwegian resident to further his or her post-graduate studies in the US. In 2019 the scholarship was awarded to Thomas K Tollefsen, who works with an adolescent mental health program called "Assert". Assert was developed to strengthen adolescents' user involvement in the treatment and counselling they receive from the primary health services in Norway. In January, we held a reception in his honor. New AWCO members had a truffle making workshop, providing treats for those in attendance. Also in January a few members met for a high tea at the Hotel Bristol. Delicious!

The last proper outing the club had before most of us went into lockdown was the documentary groups' annual trip to Gothenburg for the film festival in January! There they met with members of our Region 2 sister club AWC Gothenburg for dinner. They talked about COVID-19, only in passing. Little did they know how drastically everything would change in two months' time!

Like many clubs, AWC Oslo was impacted by COVID-19. Many of our meetings were cancelled, but we still found ways to keep active. Our book club was able to read and discuss books via Zoom. The documentary club stayed within the COVID-19 guidelines and saw a few films at select locations. There were a few virtual wine tastings through our wine club, and one member led some ladies through a walking tour of Oslo's hottest neighborhood, Bjorvika.

We elected a new board, which was installed at our June meeting. Those who felt comfortable took a ferry to a lovely cafe on an island in the Oslo fjord. Our June meeting wraps up the club year, and the new board charged full steam ahead, with no idea how COVID-19 was going to affect the new club year. After our usual summer hiatus, we attempted to resume our regular meetings in the fall. Worth mentioning was our October meeting, where we had a socially distant sewing circle and made heart pillows for the breast cancer ward of a local hospital. Unfortunately, that was our last physical meeting of the year, although we have tried to make Zoom meetings an option.

COVID-19 also impacted two of our biggest fundraising events: the annual Independence Day event in Oslo, where we sell cookies and used books for our scholarship fund, and our annual Christmas Market. The Independence Day event was cancelled altogether. Thanks to the foresight of our fabulous Christmas Market organizer, we were able to have an online market. All our usual vendors, who had no other handicraft market opportunities this year, were delighted to participate, including our own library committee, who sold used books on the web shop. Although the market was different, AWC Oslo still made enough money to support our other charity, the Oslo Crisis Center, and helped provide the women, children, and men at the shelter a little extra in their stockings this year.

**American Women's Organization (AWO) of Moscow, Russia** 2020 started with much enthusiasm and excitement and the sudden cancellation of most planned activities took us all by surprise. Our previous bi-monthly coffee mornings were put on hold, but we were still able to publish a beautiful monthly newsletter full of news, motivation, activities, delicious recipes and beautiful photos in hopes of keeping our members engaged. The majority of our more active members are mothers and they had to change gears to concentrate on getting their kids through online schooling. Like the rest of the world, we learned quickly how to cope with online Zoom meetings and hangouts and gathered a couple of times for games, discussion groups on topics like health, beauty, cooking and motivation. Once the first lockdown was relaxed we tried to meet in outdoor spaces, doing walks and outdoor lunches with a group of not more than 10 participants. However this eventually also came to a halt as the Moscow cold season began setting in. The last activity of the year was an online Thanksgiving where we expressed our gratefulness towards one another for being there for each other through an exceptionally hard year. We are also very thankful towards FAWCO and the wonderful availability of activities from all around the globe that we could attend. It was inspiring, motivational and empowering to see how women can come together and make a stand for what we believe in. The support of the Target Project is an ongoing process and we are very proud to have reached the "Quartz" Tier on the Donor Wall with the



FAWCO Foundation. The UN SDG awareness campaign was also fun and the members participated while learning about how to make our world a better and healthier place to live in. We planned on having an in-person members' meeting a couple of times; however, the sudden rise in COVID-19 cases in our area forced us to postpone but we were unable to set a new date. We are hoping that 2021 will be a more active year and we will also see some growth in membership. The board continues to work to streamline the operations in an ever-changing and challenging environment. "The best is yet to come" - that is the spirit in which our Moscow AWO operates and because of that, we offer something for everyone. Our Charity support through our Spread Sunshine program continues to support Otkazniki, SAMU, 110, Tioply Dom, and the MPC pensioners program.

**The American Women's Club (AWC) of Malmö** Our membership was steady at approximately 160 members in 2020. Our membership is diverse with Americans comprising 75% (114 members). Other countries represented are Canada, Sweden, UK, Australia, Argentina, Austria, Malta, China, Colombia, Denmark, France, Germany, Malaysia, Ireland, Russia, and Venezuela.

Highlights from the 2020 Club calendar: Monthly meetings via Zoom with guest speakers - Karin Ek, Growing up bilingual in a dual-national home, Kristian Smedjeback, Extinction Rebellion, on climate change and what actions you can take, Florence Wetzel, author of The Grand Man, Kristy Lund, guided meditation and tips on dealing with stress as well as staying creative during challenging times. and Lisa Andersson, International Citizens Hub Lund.

- Paint your own pottery evening
- Pie Night with social distancing
- Social distancing picnic
- After-film fika (FAWCO)
- Zoom Board meetings
- Zoom bookworms
- Outdoor Halloween Party for families
- Zoom Wreath Making workshop

Keeping in line with the Swedish Health Authorities meant the Independence Day BBQ was canceled due to COVID-19 regulations for public gatherings. Our outgoing and newly elected Board (President Kirstin Kriz, 1st VP Membership Liz Slaughter-Ek, Secretary Samantha Savage, 2nd VP, Activities Coordinators Nelly Ost, Katherine Perkins Nilsson, and Camila Kårén, Treasurer Heather Schoonover, FAWCO Representative Adrienne Lind, Editor Carys Egan-Wyer) faced the huge challenge of keeping the AWC going despite all the challenges of 2020! Our FAWCO Rep attended the Come Together — FAWCO Virtual Open Regional Conference.

We're proud of how our Club remained a source of information and activities for our members and how our collective flexibility allowed us to try new things during a difficult and historic year.

**The American Women's Club (AWC) Stockholm**, The AWC Stockholm is focused on keeping our members connected and invigorated during these exceptional times. Although we are not able to meet in person, we are committed to strengthen and encourage our community virtually. We currently have regularly scheduled afternoon coffee breaks, monthly lunchtime lectures, virtual vacations, and are in the development of a speaker series within our club. We are also using our Club's private Facebook group to allow our members to connect and offer encouragement to each other. Through this media, we are also able to connect our members to other AWC groups, American clubs, and FAWCO virtual events. A monthly newsletter also keeps our membership informed on upcoming events and articles of interest.

Our Club will be celebrating our 110th year anniversary in 2021 and are designing a virtual celebration to honor the women who have made this such an amazing community, both past and present. We are meeting the challenges presented to us with innovation and creativity, and are anticipating that we emerge as an even stronger and united organization.

Respectfully submitted,  
Jonelle Lemcke (AWC Denmark)  
Coordinator, Region 2

## Denmark



### American Women's Club in Denmark

**Website:** [awcdenmark.org](http://awcdenmark.org)

**Founded:** 1934

**Joined:** 1934

**Membership Type:** Regular – 60% voting membership is American

**Membership Total:** 100

**Dues:** \$45

**Mission:** Fun, friendship and philanthropy. Our vision for the members and guests of AWC Denmark: to deepen our commitment to working and playing together; to share our laughter and tolerance in our daily lives.

## Finland

### American Women's Club in Finland

**Website:** [awcfinland.com](http://awcfinland.com)

**Founded:** 1970

**Joined:** 2001

**Membership Type:** Regular – 60% voting membership is American

**Membership Total:** 185

**Dues:** €30

**Mission:** To provide a means for social interaction for women of American nationality or heritage residing in Finland and to promote the furtherance of knowledge and mutual understanding between women of the United States of America and the Republic of Finland.



## Norway



### American Women's Club of Oslo

**Website:** [awcoslo.org](http://awcoslo.org)

**Founded:** 1934

**Joined:** 1935

**Membership Type:** Regular – 60% voting membership is American

**Membership Total:** 133

**Dues:** \$60

**Mission:** The American Women's Club of Oslo is a nonprofit organization, whose members participate in social and philanthropic activities. The club provides an opportunity for American women to connect, network, and socialize while living in Oslo. The term "fundraising" in our club is usually applied to efforts to raise money for the American Women's Club of Oslo Scholarship, our primary philanthropic activity.

**Charities:** The AWC Scholarship (USD (\$) 12000)

Oslo Crisis Center (USD (\$) 2394)

King Ridge Foundation (Sonoma Pride Fundraiser) (USD (\$) 600)

## Russia

### American Women's Organization of Moscow

**Website:** [awomoscow.org](http://awomoscow.org)

**Founded:** 1993

**Joined:** 1993

**Membership Type:** Regular – 60% voting membership is American

**Membership Total:** 70

**Dues:** \$66

**Mission:** We provide a support group to North American and international members through coffees, couples events, annual crafts festival and celebration of US holidays.

**Charities:** Moscow Protestant Chaplaincy

SAMU Social

Otkazniki

SafeHouse Foundation



## Sweden



### American Women's Club of Gothenburg

**Website:** [awcgothenburg.com](http://awcgothenburg.com)

**Founded:** 1948

**Joined:** 1987

**Membership Type:** Regular – 60% voting membership is American

**Membership Total:** 52

**Dues:** €24

**Mission:** To keep our American traditions alive for ourselves, our children and our grandchildren.

**Charities:** Haiti Relief

Operation Smile

### American Women's Club Malmö

**Website:** [awcmalmo.com](http://awcmalmo.com)

**Founded:** 1997

**Joined:** 1998

**Membership Type:** Regular – 60% voting membership is American

**Membership Total:** 1260

**Dues:** €29.40

**Mission:** The American Women's Club Malmö was founded in November 1997 to bring together Americans residing in Sweden and those with ties to America, for the purpose of gaining companionship, support and friendship among their fellow club members.

**Charities:** Ariel's Girls, Kenya

Kvinna till Kvinna

Friends of Paraguay





### American Women's Club in Stockholm

**Website:** [awcstockholm.org](http://awcstockholm.org)

**Founded:** 1911

**Joined:** 2000

**Membership Type:** Regular – 60% voting membership is American

**Membership Total:** 200

**Dues:** 400 SEK

**Mission:** To foster friendship among American women and help them assimilate into Swedish life.

**Charities:** AWC Scholarship

## Region 3: France and Spain

Here's an original comment: What a year it's been!

Region 3 was fortunate – AWC Madrid hosted us with a terrific Regional Meeting in February, just as Spain was beginning to roil with Covid-19. “The Magic and Mystery of Madrid” was a resounding success, indeed introducing us to a rich sampling of the joys of their wonderful city. This, in fact, might have been the last celebratory outing that most of us enjoyed before lockdowns rolled into our lives. And what a delightful celebration it was! We began the weekend with a warm welcome in their gracious clubhouse and it was pure fun to meet the Madrid members and greet old friends, not only from France and Spain, but from far-flung associations of the Netherlands and Germany, as well. We heard from our steadfast President, Emily van Eerten, and enjoyed a presentation by Marc Besas, son of the writer Peter Besas, author of the fascinating *Hidden Madrid*. FAWCO Rep Maureen Beals thought of every detail, and it was a special treat to meet the efficient and enthusiastic incoming Reps, Margie Roberts and Liz Page. A convivial gathering over traditional tapas and Spanish wines was a fitting close to our Friday evening. Up early the next day for lots of learning: FAWCO overviews, updates, and eye-opening discussions of AWC members' good works for Adelante Africa, Madrid for Refugees, and other local charities. The raffle drawing results couldn't have been better: we were all thrilled that Maureen won the beautiful and dramatic Spanish cape, and AAWE President Clara Siverson took home the handmade quilt featuring “Las Meninas”. Business concluded, we enjoyed a lovely lunch and then spent the afternoon savoring cultural delights of the city. The plethora of museum tours and park walks made it hard to choose how to spend the few hours before our Taberna dinner (in the vaulted caves of a 16th century palace) and an exuberant Flamenco show. Another museum visit closed the weekend on Sunday morning, and we all returned home edified and grateful for our FAWCO friendships.

Respectfully submitted,  
Deborah Lillian (AAWE Paris)  
Region 3 Coordinator

**American Women in the Aquitaine (AWA)** remains the smallest FAWCO club, with only nine members, one of whom joined us in 2020. She even contributed information about her city and surroundings for the FAWCO Virtual Tour. FAWCO is still AWA's *raison d'être*. Almost fifty percent of AWA members have already been highlighted in Inspiring Women magazines. Three members were profiled in the summer 2020 issue, FAWCO Women "Isolating Apart, Learning Together." AWA once again made a contribution to the current Target Project and already has a Silver Medallion on the Donor Wall. We hope to increase club membership in 2021, but we are still spread out over a wide region, and despite travel restrictions, some of us are still "women without borders," shuttling between France and the US or the Middle East.

Maggie Palu (President, AW Aquitaine)

**American Women's Group—Languedoc Roussillon,** While the COVID-19 epidemic forced us to cancel many events, the club was able to maintain some activities throughout the year, either outdoors or online. Most in-person activities were cancelled starting in March, though we did manage to squeeze in Join Me on the Bridge and brunch on International Women's Day, before the lock-down. And unlike past years, we continued

during the summer: meeting on the beach for a picnic or a swim, or in a park for an aperitif. The annual general meeting and the anniversary lunch were postponed to summer's end.

The club held a number of fundraising activities throughout the year. The traditional mid-winter Soup Night raised funds for a wildlife rescue fund in Australia, after the wildfires caused such havoc. The Walk for Life in September drew a big turnout to support a local anglophone cancer support group. Two other fundraisers were also organized in the fall: a call for donations for Lebanon, after the catastrophic explosion, and the traditional Thanksgiving Raffle, which was online this year though the luncheon had to be cancelled.

The Healthy Planet project kicked off with a film, presentations and round table discussions in January. This Club President's Initiative was sidelined by the COVID-19 epidemic, but not abandoned. A 2nd film showing and discussion was able to go forward, between two lock-downs, and members received a Healthy Planet Tip of the Week every Friday. And while the 2nd Hand Sale to benefit environmental organizations is on hold, a Healthy Planet calendar was designed, printed and sold through a 3rd party website, raising about 700€ for two environmental causes. So despite the constraints, AWG-LR was able to maintain some activities, keep in touch with members, and continue to successfully fundraise for a number of causes.

Denise Parent (President, AWG Languedoc-Roussillon)

**American Women's Group – Paris:** As we look back over the year, AWG Paris celebrated joy and laughter with our club members and we created new experiences both in person, as well as virtually (at this moment we anticipate getting that vaccine so we can safely travel and be together!!). Under the leadership of President Cathy Farnan and an incredible board of dynamic and determined women, AWG offered fun and rewarding events for its members and community service for countless others in Paris.

The following is a list of some of the memorable events of 2020/21:

- Bonne Année Party at a members flat--a glorious evening with Champagne & Twinkling Lights of the Eiffel Tower!
- Cuisine Elegante & Wines from Bordeaux. (We are so lucky to have such talented members who provide classes for us!)
- Atelier des Lumières, Christian Louboutin Exhibition & Debbi Cheese (some of our last activities before the first Confinement!)
- AWG Paris switched to Zoom in April and many of us created fun, Zoom activities, including Virtual Pampering with a talented AWG member who runs a Paris based spa and beauty company.
- At AWG Paris's Annual General Meeting, focusing on the FAWCO Target Project "SAFE: Hope for Girls & Women Tanzania," members learned about eliminating FGM. Over 50 members joined
- Zoom for our AGM and FAWCO Fundraiser Movie Night!
- Flower Power, History of Roses and Wreath Making with our garden guru brought gardens into our own apartments with her blooming presentations.
- Photography walking tours with another talented AWG member and photographer found many members looking at iconic French landmarks with a fresh perspective.
- TED Talks! Books! Films!
- Hemingway in Paris tours of Paris with a new twist.
- Invigorating French/English conversation chats, delicious Wine Tastings, Friends & Neighbors Zooms, and many presentations and tours with our wonderful guides!
- Supporting each other and those in need. Community Service gives back!!

Even though it was an extremely challenging year, AWG showed resiliency and care by feeding the homeless through both lockdowns, making masks, wool hats, and hand sanitizer with small plastic bottles, and, at the same time, managed to remain environmentally friendly.

AWG also served our local community by making donations to La Soupe and Serve the City. AWG members bid a hearty farewell to 2020 and welcomed 2021 with renewed positivity! This past year was certainly challenging for many of us but together we created connections and had fun!

May 2021 bring us new opportunities to gather together and to celebrate an extraordinary era of 100 years of the American Women’s Group in Paris!

Sandy Gogel (AWG Paris)

### Association of American Women in Europe (AAWE) - Paris

- January AAWE President, Clara Siverson, welcomed Afghan illuminations artist Samira Kitman (who had been at the FAWCO biennial meeting in Edinburgh) to the home of Janine Brimbal.
- February February 2020 edition of Inspiring Women, Millennial FAWCO Women – the Under 40 group featured Tammy Mayer – Living Zero-Waste in France + 55 Eco Ideas for You, and Clara Siverson – Making a Life in France, Jane Mobbille’s poem, Fickle + n, was published.
- Clara Siverson, AAWE President and Michelle Parker, AAWE FAWCO Rep., attended the Region 3 Meeting in Madrid
- Spring FAWCO’s SDG Chair, Tammy Mayer, launched the SDG Awareness Project within the club.
- April FAWCO – What’s in it for Me – presentation on Zoom by FAWCO Counselor Sallie Chaballier
- May AAWE was the 1st FAWCO club to host a screening of the documentary “In the Name of Your Daughter”. Other Region 3 FAWCO member clubs were invited.
- June June 2020 edition of Inspiring Women, FAWCO Women Isolating Apart, Learning Together featured AAWE’s Confinement Telephone Tree, Barbara Ginsbach’s brainchild.
- AAWE’s “La Rochambelle” team met in Normandy at FAWCO Rep’s house to support the fight against breast cancer.
- AAWE members joined in the discussion of Melinda Gates’ book *The Moment of Lift* sponsored by the FAWCO Global Issues Team.
- September World Literacy Day (8th) – AAWE members joined in the discussion of Juliet Cutler’s book *Among the Maasai* sponsored by the FAWCO Global Issues Team. The author joined in for Q&A.
- September 2020 edition of Inspiring Women, Visualizing a Point of View featured Aviva Brooks – Cover Photo entitled Me2 Lindsey, Ania Audi – Nature Photography and Wild Landscapes, and Colleen Shaughnessy-Larsson – Photographing the Dream from Paris.
- October AAWE members met in Normandy to walk the alternative Rochambelle.
- November AAWE members joined in the discussion of Barbara Kingsolver’s book *Flight Behavior* sponsored by the FAWCO Global Issues Team.

**Barcelona Women’s Network**, we now have 70 members, a decline of almost 50% due to members leaving Barcelona and the COVID-19 restrictions in Barcelona. We support the same charities as last year and one of them has been greatly affected by the downturn in municipal financial support. We have nominated one of the two organizations we support in Barcelona for a Foundation Development Grant. We hold Online Zoom monthly meetings.

Arline Coward (FAWCO Rep, Barcelona Women’s Network)

FAWCO:

### AWC Madrid

FAWCO’s Region 3 Meeting was held in Madrid. The Magic and Mystery of Madrid was hosted at the Ayre Gran Hotel and 47 attendees from all over Europe attended. This was held Feb. 28 to March 1, 2020. Maureen Beals

(former FAWCO rep) has been nominated as a candidate for the Secretary position for the FAWCO Foundation Board to be voted on at the upcoming March 2021 meeting.

Jewelry sales were limited to January and February, due to the virus quarantine instituted by the government at the beginning of March. Monthly FAWCO Fund-raiser lunches were curtailed due to a busy January and in February we were working on the Regional meeting. At the beginning of March, the government confined us to our homes and all activities at the clubhouse were curtailed through to the end of 2020.

#### COMMITTEES:

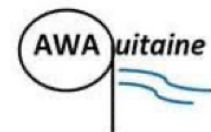
- Activities: We had 2 monthly Social Meetings in January and February that featured a guest speaker, and a Wine & Tapas evening. On-going activities included: Bridge, Book Lover's Book Club, Mah-Jong, Patchwork, Out to Lunch Bunch, Neighborhood Coffees coordinated by Neighborhood Liaisons, Line Dancing classes, Sevillana (type of Flamenco) classes. These were all suspended as in-person activities at some point in March when the quarantine started. Some started up again as virtual activities.
- Virtual Events: As of March our club started many and varied happenings including: Trivial Pursuit, Bridge groups and classes for beginners, Book Club, Wine and Tapas, Halloween Party, Bring and Buy as a social meeting, Holiday Baking and Cookie Swap, Virtual Secret Santa Exchange, M and M Candy Game via Zoom, or some other form of technology. Unfortunately some of our older members cannot participate due to their level of tech knowledge.
- Special events: We were unable to have any special activities, such as our Thanksgiving dinner, because of the quarantines and the closing of the clubhouse.
- Charity: The club usually helps our local charities through in-kind services. On occasion, some monies are used to purchase specific requests from our charities. Both were suspended because of the virus.
- Bring & Buy: This is a monthly "Rastrillo" or "flea market" fundraiser that takes place in the Clubhouse. Members (and some organizations) donate merchandise from clothes (men, women, children), shoes, accessories, jewelry, housewares, etc. Unfortunately, we only held two of these in 2020, again due to the virus.
- Library: Estimated 1300 volumes among the following categories: fiction, non-fiction, mysteries/thrillers and classics. There are also DVDs of movies, and books on tape. A fundraising Book Sale was planned for Spring but was cancelled due to the virus. The library also closed in March because of health related restrictions.
- Membership: Currently, AWC Madrid has 117 members. The majority of membership renewals take place in September and October. There was quite a bit of attrition due to Covid, people moved to other homes to be away from the city but also a few new members were added. We had to cancel our Open House at the Clubhouse
- Holiday Bazaar: Our large annual fundraising event was cancelled due to the virus.
- Bulletin: Our Monthly Bulletin is published and sent out on line to our members. There have been ten (10) total bulletins this year, including a joint bulletin June/July. A FAWCO article is featured in every edition. There is no bulletin for August because the Club is closed mid-July to mid-August. It is the primary information vehicle of Club activities, and really helped unite the membership during the hard days of confinement. It also features profiles of new members. Advertising covers the cost of printing the Bulletin.
- Directory: A Directory of all members' names, addresses and phone numbers is published every few years. (Republishing takes place when there are substantial changes in the membership to warrant the cost.) Advertisers cover the cost for the printing of the Membership Directory. It was not reprinted this year.
- Social Media: The Club has two Facebook pages. One is "open" (AWC Madrid) and one is "closed" (American Women's Club of Madrid).
- Art at the Clubhouse: Rotating art displays at the Clubhouse feature the work of members and local artists. Again, cancelled due to the epidemic.

**Miscellaneous:**

- In cooperation with the local chapter of the Daughters of the American Revolution (DAR), movie night is featured in the clubhouse. This was only held in the first two months of 2020.
- Renting the clubhouse to outside organizations is advertised in an effort to generate additional income, also closed in March due to epidemic.

**Challenges:**

- Costs to maintain Clubhouse with Clubhouse Manager and housekeeper
- Recruiting new, younger members
- Participation of membership for Executive and General Board positions
- Reopening the clubhouse with so much rampant virus.
- Margie Roberts (FAWCO Rep, AWC Madrid)

**France****American Women in the Aquitaine****Founded:** 2017**Joined:** 2017**Membership Type:** Regular – 60% voting membership is American**Membership Total:** 9**Dues:** €15**Charities:** FAWCO Target Hope Beyond Displacement  
Condoms, Cash and Cooking Fuel**American Women's Group Languedoc Roussillon****Website:** [awglr.org](http://awglr.org)**Founded:** 1986**Joined:** 1987**Membership Type:** Regular – 60% voting membership is American**Membership Total:** 65**Dues:** €50

**Mission:** AWG-LR is a friendly network of American and Anglophone women integrating into French society, using our joint skills to enrich our lives. We read, hike, cook, garden, write, blog, enjoy wine-tasting, share our knowledge about France and the Languedoc-Roussillon, and work with local charities. We have families with young children who convene for family-related activities, and our annual Thanksgiving luncheon brings everyone together. More than half of our members are long-term residents of the Languedoc-Roussillon region. Recent successful fundraisers have included wonderful in-home dinners, a Celtic ceilidh with music and dancing, an annual Thanksgiving raffle, and the sale of used books. We continue to run our service bank, Flamingo Friends, which allows members to help each other, while at the same time raising funds for local charities.

**Charities:** FAWCO Foundation  
FAWCO DRF Nepal  
Karikal (India)  
South African Women's Guayule Project  
Mentawai Dormitory  
La CLE (Montpellier)  
l'Arche (Montpellier)



### American Club of Lyon

**Website:** [americanclublyon.org](http://americanclublyon.org)

**Founded:** 1987

**Joined:** 1996

**Membership Type:** Regular – 60% voting membership is American

**Membership Total:** 150

**Dues:** €60

**Mission:** The American Club of Lyon was founded in 1987 to bring American expatriates together to share their common cultural background and to share American traditions with our members, their families, and friends in the Rhône-Alpes region.



### Women's Group in Paris

**Website:** [awgparis.org](http://awgparis.org)

**Founded:** 1949

**Joined:** 1931

**Membership Type:** Regular – 60% voting membership is American

**Membership Total:** 210

**Dues:** €90

**Mission:** AWG Paris is a secular, non-profit volunteer organization. Our purpose is to foster and encourage social, education and cultural activities among English speaking women in France and to assist in furthering Franco-American relations. One of our principal goals is to support organizations that serve women and children in need.

**Charities:** Tostan International

Yes Akademia

FAWCO Target Project

La Soupe

Compassion Without Borders

Habitat for Humanity

Sarah's Circle Winter Walk

### Association of American Women in Europe

**Website:** [aaweparis.org](http://aaweparis.org)

**Founded:** 1961

**Joined:** 1965

**Membership Type:** Regular – 60% voting membership is American

**Membership Total:** 529

**Dues:** €90

**Mission:** AAWE is a non-profit volunteer association of American women who, as permanent residents of France, share interests specific to bicultural living. AAWE's mission is to: – support its members at all stages of life – provide information relevant to their evolving needs, including bilingualism, education, citizenship, voting and legal rights – create bonds, lifelong friendships and support networks – maintain American cultural heritage and promote its transmission to members' children – contribute to the wider community through public events, publications and community service – encourage cross-cultural understanding. AAWE's vision is to be the reference for women with strong American ties looking for a cultural "home", an advocacy base, an information source, a support and social network, and an avenue for community service.

**Charities:** Cancer Support France - Paris/Île de France Chapter

SOS Help

Refugee Task Force

Friday Mission Lunch Program



## Spain



Barcelona Women's Network

### Barcelona Women's Network

**Website:** [bcnwomensnetwork.com](http://bcnwomensnetwork.com)

**Founded:** 1998

**Joined:** 1999

**Membership Type:** Associate – Americans less than 60% voting membership

**Membership Total:** 70

**Dues:** €65

**Mission:** The purpose of the BWN is to foster friendship, goodwill and understanding among women of all nationalities, to provide a support network for women living in Barcelona and environs, and to engage in educational, cultural, social activities and fundraising for charities. We socialize with a social purpose.

**Charities:** Avismon

AADAS

Heart Pillow Project

### American Women's Club of Madrid

**Website:** [awcmadrid.club](http://awcmadrid.club)

**Founded:** 1954

**Joined:** 1956

**Membership Type:** Regular – 60% voting membership is American

**Membership Total:** 117

**Dues:** €95

**Mission:** The American Women's Club of Madrid is a social and charitable organization. A diverse offering of activities is held both in the Club and in the Madrid area. Activities cover a spectrum of interests, including social, cultural, historical, charity, and well-being. The Clubhouse functions as a home away from home for those Americans and others who are now living here, temporarily or permanently. Our Mission -To help women adapt to the challenges and stresses of living in a new country through support, encouragement and friendship -To provide an opportunity for interaction between women of all nationalities -To help members understand and appreciate the Spanish culture -To engage in charitable activities emphasizing the needs of women and children

**Charities:** ACOGEM

Comedor Social San Simón de Rojas de Móstoles

Fráy Damián Coll

Comedor Social Ventas

Fundación PRODIS

## Region 4: Belgium, Luxembourg and The Netherlands

Region 4 covers the Benelux with five clubs: two in Belgium, two in the Netherlands and one in Luxembourg. In October 2018, I became Regional Coordinator after the previous coordinator moved to China. This has been a bit of a challenging position since my husband and I returned to the US part-time as of June 2019.

Region 4 was well-represented at our Biennial Conference in Edinburgh, Scotland on March 21-24 by all 5 clubs. The American Women's Club of Central Scotland hosted a wonderful meeting at the Dalmahoy Hotel on a beautiful extended weekend. Opportunities were provided to meet together as a Region at one of the breakfasts and at a lunch to get to know one another and to discuss the upcoming Regional Meeting. The regional meeting during the weekend of October 2-4 in Amsterdam was a huge success. Many thanks to the Amsterdam Club for their wonderful planning and execution, and especially to Lauren Mescon and Julie Lehr who spearheaded these great meetings. Four of the Clubs attended along with representatives from several other regions.

Two of our Region 4 members, Emily van Eerten and Rozanne Lofaso Van Rie, have joined the FAWCO Board. Lauren Mescon from Amsterdam is serving on the Foundation Board with Julie Lehr, also from Amsterdam, serving as the Target Fundraising Chair. Tharien van Eck from Antwerp is the Target Chair. and Matha Canning,

The Hague is the Target Project Education Chair. Several other women from our region have been involved with the education and choice of our new Target Project for 2020-2021. Many others are serving in various other capacities involved with FAWCO such as liaisons, appointees, coordinators, the administration committee, and on the Global Issues team. Thanks, Ladies and best wishes! The individual club reports follow. Many thanks to all our clubs for their contribution to this annual report!

Respectfully submitted,  
Susan Frick (AWC Brussels)(FAUSA)  
Coordinator Region 4

**The American Women’s Club of Amsterdam** 2020 was a year to remember and as a club, the American Women’s Club Amsterdam (AWCA) learned how to overcome COVID-19 Lockdown measures in new and innovative ways. Zoom and social distancing became the new buzzwords in the virtual world of club and regional meetings, whether it was socializing over a glass of wine, to ‘meeting’ experts who are making a real difference in the world, such as helping the homeless, making healthy cocktails or recognizing a new member. We found creative ways to raise funds for our club and FAWCO target projects, thanks to online shopping, 32 Auctions, and Zoom.

In March, just as the world was realizing the magnitude of the COVID-19 pandemic, club members selected S.A.F.E. (Safe Alternatives for FGM Elimination), as the Target Project for 2020 to 2022. With lockdown measures taking effect in the Netherlands, we didn’t know what to expect. Our club - like everyone else - was wondering “How do we do this? How can we continue to meet our members’ needs as well as fundraising?”

However, AWCA club members rose to the challenge, led by two outstanding boards, headed by outgoing president Rhonda Jimenez and incoming president Pam Odhner. Both women and their dedicated board members led the club forward and continued club meetings and events whenever possible, thanks to Zoom and Covid-friendly social distancing.

AWCA welcomes its members' contributions of time, ideas and energy to the programs and charities it supports and assistance to the community around us in Amsterdam. As a main pillar of the AWCA, philanthropy is an important element and last year we supported various projects including the Blijf Groep, a domestic violence prevention organization and shelter; and De Kloof, a homeless day shelter.

As part of a global organization, we participate with other FAWCO (Federation of Women's Clubs Overseas) Clubs to spread awareness, share ideas, and raise funds for the FAWCO Target Program. The FAWCO Target Program employs the energy and generosity of FAWCO members to make a sustainable investment for a single project supporting women’s and girls’ health.

From October to November 2020, The American Women’s Club of Amsterdam raised funds for the FAWCO Target Project, S.A.F.E., through our fourth annual Share Your Gifts for Good (SYGFG) Campaign. The SYGFG Campaign encourages AWCA members to interact, by having a member donate their talent, and another member bidding on that gift of talent. For example: Members have donated and bid upon cooking lessons, Amsterdam canal boat tours, and walking tours to name a few.

Sharon Smillie, Lauren Mescon, Natalie Southard, and Alison Chassin worked together to launch a successful Share Your Gifts For Good 2020 campaign. We raised more than €6,200, with all proceeds going to the Target Project, S.A.F.E. We came together as a club via 32Auctions.com, culminating with a social hour, raffle and live auction via Zoom.

On March 7th, AWCA held a successful Votes for Women Gala at the majestic InterContinental Amstel Hotel. Not only did we honor the 100 Year Anniversary of the Women’s Vote and the Suffragettes, but our club as well, raising more than €17,000 that went to our AWCA charities. Pam Odhner and her group of volunteers organized and executed this amazing event. AWCA is thankful to all the volunteers, donors and contributors who helped to fund an AWCA FAWCO Development Grant in AWCA’s name, 4 new scholarships, as well as a donation of a new oven to DeKloof (homeless food kitchen).

In 2019-2020 The Kirwan Anjali Project was awarded the FAWCO Foundation Development Grant which bought computers for girls in India. The Kiran Anjali Project links up with secular, grassroot organizations in India to provide education and job training to underprivileged children.

As a result of our hard work and fundraising, AWCA has been awarded the FAWCO Diamond Donor Level in 2020 for our contributions towards the Target Project. We are the first, and only club so far!

In other areas, AWCA worked to educate and create awareness in the areas of Education, Health, Human Rights, and Environment.

In response to civil rights abuses in the US, Linda Warner and AWCA launched an education series to fight racism. "Racism: An Intimate Conversation" was first announced on Juneteenth, with online meetings designed to increase awareness, and to help members become more inclusive. AWCA is proud of this program, which has been lauded by the FAWCO Human Rights Team for its great work to fight Racism!

AWCA also took part in the FAWCO's UN Sustainable Development Goal (SDG) Photo Project, which sought to create awareness about these 17 Goals in a fun way.

The Region 4 Luxembourg Conference was cancelled in the spring due to COVID-19 lockdown measures, however, a virtual conference was held 6-8 November 2020. The Hopin format had Stages, Sessions, and Schedule sections, and even Virtual Expo Booths (not Zoom). It allowed members to learn more about FAWCO, meet up with FAWCO friends, and attend any or all of the live, scheduled events or virtual booths.

AWCA is a collection of over 325 strong, fascinating American and international women who call the Netherlands their home.

Prior to COVID-19 Lockdown, AWCA had monthly meet-ups such as Coffee Chats, Art on the Move, Feeding the Homeless, Snippets, Pokeno, Working Women's Happy Hour, Family Fun, Pub Night, Guys Night Out, Mix and Mingle, our Haarlem and T'Gooi groups, Book Clubs, and giving back.

Beth van Amerongen and her team organized Covid-friendly excursions whenever possible. Despite the lockdowns we still cook for the homeless each month and conduct many of the above activities virtually.

We have set up groups, by neighborhood, to welcome and orient new AWCA members to Amsterdam and to provide opportunities to socialize with neighbors. FAWCO Reps offer a free lunch and learn for all members every few months, and hosted In The Name of Your Daughter, a documentary about the danger of FGM.

Respectfully submitted,  
Sharon Smillie  
AWC of Amsterdam

**The American Women's Club of Antwerp-** AWC Antwerp experienced a very special year as all of us did due to the COVID-19 epidemic. We were aware of the fact that our events needed to go online fully after our February Board Meeting.

With a dedicated Board we switched into Zoom mode in no time. As the Antwerp region went through three lockdown periods the Membership Director started to organize 3-4 weekly Zoom events to ease our home stays and support our desire for socializing .

The members could join Zoom sessions accommodating different areas of interests, for example: pyjama party, cocktail making, travel stories, yoga sessions, flamenco dancing, storytelling, weekly cooking classes, health advice for stress, dance and film discussions, and French lessons for starters.

Besides that our Philanthropy Directors came up with great innovative ideas on how to support and fundraise without in-person meetings..

A member's generous offer to donate their cherry and walnut harvest was a real treasure. A chain of volunteers helped with the realization and the logistics: pick up stations were available for purchasing the items. Also some crafty volunteer members started to sew totes and masks, make quilts and knit shawls for charity.

All of these activities and enthusiasm allowed us to fundraise 2000 € for the Target Project and contribute to other Club charities in quite generous amounts. We also collected beauty and hygiene products, different food items, second-hand bags and coats for other charities. We auctioned a member-made quilt online and the amount went to our Caring Heart ❤️ project. I strongly believe that the epidemic made us more conscious of the fact that helping others is very important in life.

Our Newcomers Directors were also very innovative. They organized walking sessions that were socially-distanced as well as corona-safe coffee mornings and a Halloween party to welcome our new members.

Our FAWCO team attended many webinars and documentary screenings to understand the impact of FGM and to support the Target Project S.A.F.E. We liaised with schools and different organizations to promote the documentary film *"In the Name of Your Daughter"* and worked closely with the philanthropy team.

Our Monthly Meetings were online and our Activity directors managed to introduce us to great and famous speakers who are working internationally within the world of sport and fighting human trafficking.

AWC Antwerp appeared in FAWCO's Inspiring Women magazine this year with three articles. Our President Celeste B captured feelings during the lockdown in Belgium supported by our Brigitte's photos and Heather D was featured in the same issue. Brigitte M's photographic talent was also featured in another issue.

We participated twice in Black Lives Matter webinars and look forward to other follow-up events in the future .

Our ChitChat Magazine, published biweekly, features everything the club did with a detailed report on FAWCO especially about the March and November Virtual Meeting.

We plan to submit one Development Award application and one or two Educational Grant applications in January 2021

Respectfully submitted,  
Magda van Damme Honffy  
AWC Antwerp FAWCO Rep

**American Women's Club of Brussel-** 2020 was an eventful year for the AWCB, we officially sold our clubhouse and there was a Global Pandemic. Prior to the sale of our clubhouse and Belgian Lockdown we continued our girlfriend meet-ups and philanthropic events. We met safely in small groups making and delivering over 150 heart pillows to UZ Leuven Breast Cancer Ward. In 2020 we learned to create virtual gatherings, celebrating American culture and having fun from our own living rooms. Some of our most memorable activities were; Virtual Flamenco lessons, cooking lessons, Happy Hours/Aperos, Chit Chat & More and Book Club gatherings. Despite COVID-19 regulations, we met to walk in the forests, and work on our annual Angel Tree Gift Giving Project which supported 195 children, living in the Red Cross Refugee Center, La Cite Joyeuse, Oasis Women's Shelter and Nos Pilifs Center for Adaptive Living. In addition to finalizing the sale of our clubhouse, our Board of Directors have been busy running an Online Auction organized to help the transition as well as donate items to our charities. To end 2020 on a high note, we have a new member campaign; 21 Euro for 2021. AWCB looks forward to a stronger, brighter future.

Respectfully submitted,  
Heather Melville-Bloemperk  
AWC Brussels FAWCO Rep

#### **The AWC of The Hague-**

- TLC Dinner - February 2020 - We hosted 15 women from diverse backgrounds at our 5th annual TLC (Tender, Love and Care) Dinner. Our goal was to share a bit of TLC with some women outside or inside our Club who were experiencing personal struggles and could use a lift.

- Leiden American Pilgrim Museum Fundraiser - With museums closed in the spring because of the pandemic, we organized a special virtual video conference presentation of the commemoration of the 400th anniversary of the Pilgrim's journey to America. €546,83 was raised to benefit the Leiden American Pilgrim Museum, a private institution with no government funding. This video conference, given by Sarah Moine, the assistant of director Jeremy Bangs at the Leiden American Pilgrim Museum, retraced the different steps of the Pilgrims' adventure and focused in particular on the now legendary 1620 Mayflower voyage. Sarah used carefully selected objects from the museum's collection of furnishings and objects to tell the story of these religious refugees in a virtual setting. Heart Pillow Project - We continue our years-long tradition of sewing large and small heart pillows for mastectomy patients. Physicians and hospitals in the area let us know when and where to deliver the pillows, designed to provide comfort and protection at a patient's surgical site.
- Used Book Collection - March/April 2020 - We donated approximately 100 young adult and children's books to the Read2Grow Foundation.
- Documentary "In the Name of Your Daughter" Screening - June 2020 - We raised €181 for Target Project S.A.F.E.
- Swap & Shop Clothing Event - September 2020 - We raised €190 for Target Project S.A.F.E. through a "Clothes Swap" which allows unworn clothes to get a new lease of life in someone else's wardrobe.
- Making Masks for Members - May 2020 - We raised €666 (donation still in reserve for a charity) by hand-making quality face masks for our members.
- Toy & Toiletries Drive - November/December 2020 - We raised €1,200, plus we received more than €400 of donated items to make 60 wrapped gifts for kids of all ages and 70 toiletry bags for the young mothers at De Oase Foodbank and the Salvation Army's Vliet en Burgh Children's Home.
- Jessie Rodell Education Award - December 2020/January 2021 - The Rodell family started a new FAWCO Education Award in memory of Jessie Rodell, longtime AWC The Hague member who passed away in January 2021.

Respectfully submitted,  
Molly Boed  
AWC The Hague FAWCO Rep

**The American Women's Club of Luxembourg (AWCL)** is a non-profit, volunteer-run group serving women in Luxembourg and the surrounding region. The majority of our members are actually not American - 60% come from almost 40 other countries around the world. We celebrate this diversity as each member brings to the Club unique experiences and a culturally rich background that we all benefit from. Our goal is to provide opportunities for women to meet new friends, become involved in the community and enjoy their time in Luxembourg.

Respectfully submitted,  
Mary-Rose De Vries  
Chérine Makram  
AWC Luxembourg Co-Reps

## Belgium

### American Women's Club Antwerp

**Website:** [awcantwerp.org](http://awcantwerp.org)

**Founded:** 1929

**Joined:** 1931

**Membership Type:** Associate – Americans less than 60% voting membership

**Membership Total:** 120

**Dues:** €80

**Mission:** Our purpose is to create a center for social, cultural and philanthropic activities for American women in the Antwerp area.

**Charities:** University Hospital Middelheim/Caring Hearts (€10000)

Caring Heart's Pillow Project

Royal Ballet School Flanders

Sisters of the Little One

FAWCO Target Project



### American Women's Club of Brussels

**Website:** [awcb.org](http://awcb.org)

**Founded:** 1949

**Joined:** 1950

**Membership Type:** Regular – 60% voting membership is American

**Membership Total:** 110

**Dues:** €90

**Mission:** Create a welcoming and supportive community where members and their families share interest in American Culture and the English language. Provide social, cultural, and philanthropic activities to help our members and their families achieve their fullest potential. Encourage an awareness and understanding of Belgian culture.

**Charities:** Residence Tombeekheyde

Red Cross Refugee Center Alseberg

Centre de Prévention des Violences Conjugales et Familiales

Oasis Belgium

La Cite Joyeuse

Centre Nos Pilifs

AOMDA

FAWCO Target Projects

## Luxembourg

### American Women's Club of Luxembourg

**Website:** [awcluxembourg.com](http://awcluxembourg.com)

**Founded:** 1959

**Joined:** 1961-65, 1985

**Membership Type:** Associate – Americans make less than 60% voting membership

**Membership Total:** 280

**Dues:** €60

**Mission:** The American Women's Club of Luxembourg was founded in 1959. Its mission is to foster and encourage social, educational, cultural and philanthropic activities among its members in Luxembourg and to assist in furthering American-Luxembourg relations.

**Charities:** Gifts for Kids

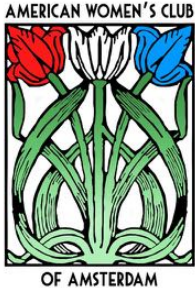
International Bazaar

Ramadan-in-a-Basket



Christmas-in-a-Basket  
 Refugee Clothing Drive  
 Lion's Club  
 St. George's International School  
 Handicap International

## The Netherlands



### American Women's Club of Amsterdam

**Website:** [awca.nl](http://awca.nl)

**Founded:** 1927

**Joined:** 1971

**Membership Type:** Regular – 60% voting membership is American

**Membership Total:** 345

**Dues:** €100

**Mission:** The AWCA emphasizes a cohesive and nurturing community for American women and international women with close American ties. The Club works closely with local charities and liaises with Dutch/American businesses and organizations. The AWCA

is about: Experiencing the Netherlands while honoring American traditions • Involving members in the community and with philanthropic causes • Participating in cultural, educational, sport, and family activities • Supporting one another and building lifelong friendships • Networking with other professionals

**Charities:** FAWCO Target Project – Free the Girls

Scholarships

Safe Spaces

Not For Sale

De Kloof

### American Women's Club of The Hague

**Website:** [awcthehague.org](http://awcthehague.org)

**Founded:** 1930

**Joined:** 1931

**Membership Type:** Regular – 60% voting membership is American

**Membership Total:** 135

**Dues:** €110

**Mission:** Our primary goal is to serve as a support network for American women living and working in The Netherlands.

**Charities:** FAWCO Target Project Hope Beyond Displacement

Heart Pillow Project



## Region 5: Austria and Germany

Region V is the region that rocks. There are 9 active clubs, most of them with a very international membership, all of them involved in welfare activities. Most of them have members on the FAWCO board and/or in committee positions.

Since no club stepped forward to host a Regional, Angelika McLarren, the current RC, and Frauke Rademacher-Heidemann, the ex RC, organized a meeting in Leipzig Nov 15-17, 2019. Being in a very historic city, we had a speaker to talk about the events 30 years ago that led to the fall of the wall, but also tours to the cultural highlights of the city. The theme of the Regional was "Health." An expert on immunology briefed us on the importance of vaccinations at any age. Some 60 women from all over Europe attended.

**Augsburg** — Looking back we are thankful for everything positive we were lucky enough to experience in AIWA during 2020, a really difficult year. Although we had to scrap a lot of planned events, we still enjoyed: a French



Afternoon in January offered by two of our French members, our three Ladies Night Out and Lunch events, one family Summer Get-together, one family hiking event and, against all odds, our glamorous 10th Anniversary Party. During the lockdown, we had our “Quarantini”, our online get-together events that offered the opportunity to chat and vent, and our three cooking sessions via Zoom. Our book club was a big success throughout the year. We also had two quiet, yet very warm farewell parties for two of our members, who left the country. All in all, we bid farewell to 5 of our members and were more than happy to welcome 3 new ones during the year. We currently count 46 members. Our news-letters went out regularly on the 1st of each month.

In 2020 we supported the local “Tür an Tür – miteinander wohnen und leben e.V.” as well as the FAWCO Target Project. Above all, we are happy to know the ties among our members grew stronger, and that with AIWA our members and their families feel they are part of a big happy family.

Charikleia Chalividou (President, Augsburg IWA)

**Berlin — The American Women’s Club (AWC) of Berlin**, In 2020, the American Women’s Club of Berlin (AWC Berlin) marked the fifth anniversary of our Club’s 2015 relaunch, and we currently have 250 members. Americans (which include US passport holders and wives and children of US citizens) make up 70% of our membership, while the remaining 30% come from nearly 30 different countries.

AWC Berlin persevered during an extraordinary year that was defined by the COVID-19 pandemic. The Club not only adapted its regular programming to the virtual environment, but it also continued its philanthropic efforts. In only our second year with a Philanthropy Chair, we launched the “Summer of Fun-Raising” initiative, which offered 42 fundraising events via Zoom, created by and for AWC members, in support of The FAWCO Foundation. The virtual environment allowed us to offer some wonderful events by members of FAWCO sister clubs (AAWE, AIWC Rabat among others). With the money raised, AWC Berlin funded a FAWCO Foundation Education Award for the first time, named in honor of our late member, Rhonda Staudt. We also contributed to the Target Project, S.A.F.E., and we’re proud to have reached the Topaz donor level.

Locally, the Club concluded its two-year commitment to JACK Berlin, a Berlin charity helping marginalized women refugees and their children. For 2021–2022, our membership selected a new local charity, PAPATYA, which provides shelter for girls and young women who have fled their homes —threatened by family members following cultural and personal conflicts. We also supported the Ronald McDonald House in Berlin-Wedding through volunteer work and financial sponsorship of one of its apartments.

During Germany’s lockdowns, we learned to be Zoom “Zen masters.” We held our first-ever virtual Annual General Meeting in December 2020 and implemented our first digital ballot to enable the election of the 2021 Board. When asked to participate in our first-ever, Club-wide “Voice of the Member” survey, 84 members (34% of membership) responded. By listening to members’ voices, our Board learned how to better shape the Club’s direction to meet members’ needs.

Administratively, we have expanded the use of Wild Apricot beyond membership management to include event registration and communications. Our members can now access Club information on the go from their mobile devices with the Wild Apricot app.

The more than 240 events and programs in 2020 show the strength of our ongoing commitment to the AWC Berlin and its constituents. We continue to connect women and their families in Berlin and beyond as part of the FAWCO network.

**Cologne — AIWC Cologne** Since mid-March, other than a few smaller activities and a socially-distanced outdoor “Welcome Back Brunch” in September, the AIWCCologne has been mostly online in 2020.

COVID-19 has had us seeking creative ways to stay positive, connected and to support our members. All on Zoom, we’ve hosted monthly meetings, book discussions, coffee chats, family activities, meditation sessions and “Girl’s Night In” evenings as well as encouraged our members to join the FAWCO Zoom offerings. We’ve sewn and donated masks to our local charity and University Hospital.

In both April and November volunteers phoned every member just to check in and ask, “How are you?” and received an overwhelmingly positive response. We have a strong social media presence with FB and IG and in

November we had a social media “Month of Gratitude”. A group has been meeting to follow Yale University’s “Science on Well-Being” online course, and in December we’ve had a “Spread the Joy: Holiday Gift Exchange”.

Pre-Covid, we hosted 2 of our yearly favorite fundraisers:

-- “Sustainable Fashion Bash”. We resell our gently used clothing to each other and had a grand time raising 3100 Euros for our Charity Fund.

--Trivia Night: Much silliness and good times together while raising over 1,000 Euros.

We support not only the FAWCO Target Project, but also a local charity (Bunter Kreis Rheinland). In June we also made a donation to “A Mothers Love Initiative” in support of Black Lives Matter.

AIWC Cologne is very FAWCO-friendly with many of our members on the board or committees. We’ve had an SDG team gather 17 members for the FAWCO SDG Photo Project. We had a GOTV (Get out the Vote) team coordinating with FAWCO’s leadership to encourage overseas voting and we even printed AIWCC business cards with voter registration information on the back.

AIWC Cologne currently has 149 members and is gearing up for a 60th birthday celebration in 2021.

Kathy McMillan Wilhelm (FAWCO Rep, AIWC Cologne)

**Düsseldorf** — Our club organized so many special projects to keep our members involved, even during the COVID-19 lock down where there were no more face-to-face meetings, by creating Zoom sessions on everything from cooking classes, game-nights, to Black Lives Matter discussions. There were so many fantastic guest speakers (artists, authors, make-up experts, chefs, even someone from the Smithsonian Institute) that our members had so many interesting and diverse Zoom activities to choose from. In addition, we reached out to our new members for ideas and created a "Cards of Kindness" activity whereby members reached out to some of our older members, or those who aren't comfortable using Zoom, and sent them cookies and letters of encouragement. In addition, we continued providing support to our local charities (SOS Kinderdorf, KnackPunkt, Heart to Heart, to name a few), and also, of course, the Health Target Project of the FAWCO Foundation. So despite this strange year, I believe our club responded with agility and care!

We were pleasantly surprised to have about 60 new members join us over the year, which replaced those members who had moved away. And lastly, our club was very active in ensuring our members understood how to Vote from Abroad, where we held a few Zoom sessions and provided a lot of the information from FAWCO to our members on how to vote from abroad. Having access to all this information through FAWCO was a very much appreciated benefit of being a FAWCO member! We look forward to seeing what 2021 has in store and will continue to help keep our club and members resilient.

Paula Hemdal (FAWCO Rep, AIWC Düsseldorf)

**Frankfurt** — When women work TOGETHER, great things happen. Our Executive and General Board, led by Danita Waterfall-Brizzi, exhibited exemplary energy and team spirit in 2020 in spite of the pandemic. Board members found creative ways to navigate through these uncertain times and a few also donated materials. For example, Mary Grace, Secretary, offered her personal Zoom account for board meetings and Nicole Grillo, Newsletter Editor, donated her Quickbooks to publish Zusammen (Together), the club newsletter.

Some of our main club accomplishments included: a record setting membership drive with 54 members recruited at our Activity Fair in September; revising the charter, and changing the gala from one event to smaller fundraising events. Club members also stepped it up with fundraising activities including cooking classes, pilates, jewelry making, and wreath making.

Other accomplishments included replacing the office accounting system; staffing a booth at the Newcomers Festival in Frankfurt; increasing our social media presence; attending back to school nights; standardizing the new member welcome process; establishing a Corona Sensitivity Outreach; rolling out the Amazon Smile program to club members in order to benefit our selected charities; and revising the Website to attract new members and to make it easier for current members to use.

Other highlights: Alisa Kennan, daughter of Didem Kennan, won the FAWCO Foundation Dual Cultural Education Award to attend a Harvard summer program (postponed until 2021). Also, Laureen Scharps reintroduced the speaker series in coordination with our local club and FAWCO. As part of this series, we hosted a joint Region 5 FAWCO screening of “In the Name of Your Daughter” for the Target Project S.A.F.E. with speakers Tharien van Eck and filmmaker Giselle Portenier. The Charity committee began fundraising for the Tanzanian girls of S.A.F.E. with walks in the forest.

One of the Club goals has been to increase revenue. This is being accomplished by attracting new members, increasing sponsorship and donations; and finding new advertisers. The marketing team worked on colorful flyers with consistent branding for various events. The board also voted to decrease club cost by moving the office to a virtual office in 2021.

Additional fun club activities have included tennis league, board games, daytime coffees, MOT (Mothers Of Teenagers), MOCAK (Mothers of College Age Kids), hiking and biking. Club members have been dazzled with the online Closet Treasures coordinated by Angela Shi and Dima Hausser.

A membership survey sent out in November generated lots of new ideas such as meeting dates and time preferences and types of activities that are attractive. Great fun awaits us in 2021 as plans have already begun for our 50-year Anniversary celebration.

Laureen Scharps (FAWCO Rep, AIWC Frankfurt Taunus Rhein-Main)

**Hamburg — AWC Hamburg** The American Women's Club of Hamburg e.V. has been bringing women of all nationalities together since 1956. It currently supports more than 200 members. They participate in social, cultural, and educational activities in and around Hamburg and promote philanthropic causes. There is no better way to connect and make friends than to share fun and inspiring activities and join together to give back to the community—near and far.

We are an open and welcoming community of international women connecting to support each other, to engage in cultural and social activities, to foster awareness of local and global women's issues, and to make a difference.

2020 was off to a good start with our Annual General Meeting at which we hold our Silent Auction in aid of the FAWCO Target project. We also restarted our Walking Groups, Stitch & Bitch, German Circle, Book Club, Environmentally Mindful Team, Women's Circle, and Getting to Know FAWCO meetings. We held two F2F FAWCO Workshops on US Taxes with MyExpatTaxes. The next months we moved what we could move online and like much of the world discovered “virtual gatherings” for all their upside and downside. Our creative members came up with new online activities such as a Garden Challenge, Art Challenge, Let's Laugh Yoga, Getting to know FAWCO, FAWCO Workshop series Creating Connections, SDG support presentations, Juneteenth, Virtween (Halloween online), and a Thanksgiving Art Presentation and finally a Virtual Scavenger Hunt. During the months we could meet outside we took advantage and hosted New Member Get Togethers, Bingo in the Park, Harbour Explorers and Bike Tours.

Our fundraising for 2020 included: a Book Exchange, a production of The Vagina Monologues, participation in Laugen Gegen Gewalt (a run against violence), we produced a new cookbook Let's Stay In, India Evening in aid of the Nandavan Trust Charity, a member donated funds from Mask sales and an inaugural Online Auction for Hope. raising funds for the Target Project. To finish the year we had a food drive for the Hamburger Tafel.

Christine Riney (AWC Hamburg)

**Heidelberg International Women's Club** The Heidelberg IWC completed its third year that was largely affected by the Covid-19 pandemic, like most clubs. The Club was supported by members in coordinating positions for membership, social media, activities, events and charities to help guide and manage the Club. They held an in-person AGM in January and a few in-person events throughout February. Since March almost everything has been virtual. The Club organized virtual activities and events including: Let's Speak German, evening discussions, guest speakers, Book Club, Sidewalk Talk, Games and Trivia Nights, Meet & Greet, and a Secret Santa Gift Exchange. They hosted a FAWCO workshop, “What is S.A.F.E. and FGM?” and a FAWCO Virtual Documentary Screening of “In the Name of Your Daughter”. These events inspired HIWC to develop a project to

raise money, with a particular global pandemic angle, to support the FAWCO Target. That project became the Meaningful Masks Project.

The HIWC finished up the year with 43 members and looks forward to celebrating the Club's third birthday in January 2021.

**The Munich International Women's Club (MIWC)** The Munich IWC had another successful year in 2020, despite the difficulties which we all experienced during the coronavirus pandemic. Our membership remained at about 200 women from about 30 countries, with about 60 participating on either our Committees or as Activities Leaders. We celebrated our 30th year in 2020, albeit in a very subdued Zoom manner, and plan to really celebrate in 2021! On the other hand, we were lucky to have held our biennial Auction of Talents charity fundraiser in February, and so our coffers were filled and our charitable donations remained as strong as ever. We continue to support our local Frauenhaus (women's shelter) as well as a student through NEEED and the SAFE House in Tanzania, directly and through The Target Project. A downside to our club activities is that they have been limited, given the restrictions on getting together in person, but an upside is that alumni from around the world have joined in with regularity. And, several new activities were introduced and heartily embraced during the pandemic, including Geocaching, Drawing Lessons, Restorative Yoga and Tournament Bridge. All in all, we remain a happy, healthy club and optimistic for 2021.

Cecily Garver (FAWCO Rep, Munich IWC)

**AWA Vienna** As many of you know it has been a rough year for everyone as well as for AWA Vienna. Even so our membership remained steady and our active group of organizers moved as much as possible online. While staying home we still meet up on Zoom for coffee mornings and wine evenings. These activities allow members to stay in touch while isolating. We have around 15 repeating activities including language courses, Quiz nights, Trivial Pursuit nights, as well as cook alongs, a drawing group and virtual walking groups. Throughout the pandemic we found it difficult to raise money for our chosen charity, Die Moewe. We were able to provide cookies and hand knit hats for the Franziskanerkirche who provides for the homeless in our community. 2020 was a difficult but successful year at AWA Vienna, we are continuing in 2021 with online activities and looking forward to vaccinations and summer.

Bev Bachmayer (FAWCO Rep, AWA Vienna)

Respectfully submitted,  
Angelika McLarren (AWC Berlin)  
Coordinator Region 5

## Austria



**American Women's Association of Vienna**

**Website:** [awavienna.com](http://awavienna.com)

**Founded:** 1924

**Joined:** 1931

**Membership Type:** Associate – Americans less than 60% voting membership

**Membership Total:** 250

**Dues:** €96

**Mission:** AWA Vienna is an international community of English-speaking women with over 250 members from 40 countries. Our purpose is to provide a social network for international women, and to enhance cultural exchange and cooperation between our members and our Austrian host country community. We also raise funds and provide assistance to community organizations that help women, children and families.

**Charities:** Caritas

DieMoewe

## Germany

### Augsburg International Women's Association e.V.

**Website:** [augsburg-iwa.org](http://augsburg-iwa.org)

**Founded:** 2010

**Joined:** 2010

**Membership Type:** Associate – Americans less than 60% voting membership

**Membership Total:** 50

**Dues:** €50

**Mission:** The Augsburg International Women's Association e.V. (AIWA) was founded in 2010 to bring together women of all nationalities who reside either temporarily or permanently in Augsburg and to adjust newcomers to their life in Augsburg and Germany. It promotes social and cultural exchange between women of all nationalities in the spirit of mutual friendship and understanding through meetings, activities and presentations. AIWA is a non-religious, non-political and non-profit organization, and membership is open to women of all nationalities and ages. The working language of the club is English. AIWA offers a wide range of activities and services to our members, including social, cultural and professional enrichments. All of these activities and programs are designed to get members involved and connected. In joining the Club and participating in its activities, women can meet other members from around the world reflecting their varied interests, talents, experiences and professions.

**Charities:** Kinderchancen

Target Project



### American Women's Club of Berlin

**Website:** [awcberlin.org](http://awcberlin.org)

**Founded:** 1931, 1994

**Joined:** 1994

**Membership Type:** Regular – 60% voting membership is American

**Membership Total:** 250

**Dues:** €50

**Mission:** is a social network with a charitable calling. The AWC Berlin provides a forum for women to share information and experiences, to meet friends and engage in inspiring and fun activities, all while helping and empowering others along the way.

**Charities:** Ronald McDonald House

JACK Berlin

Ascend Athletics

**American International Women's Club of Cologne****Website:** [aiwccologne.org](http://aiwccologne.org)**Founded:** 1961**Joined:** 1971**Membership Type:** Associate – Americans less than 60% voting membership**Membership Total:** 149**Dues:** €60

**Mission:** The American International Women's Club of Cologne e.V. ("Club") shall pursue, exclusively and directly, social and charitable goals relating to furthering understanding among peoples, within the meaning of the section of the German tax laws defining "steuerbegünstigte Zwecke" (tax privileged purposes). A. The purpose of the Club shall be achieved as follows: 1. The support of members and their families living in the Cologne area as they adjust to life in Germany, through information and advice relating to life in Cologne, as well as through the provision of contact persons with common cultural interests etc. 2. The provision of a forum in which to speak English. 3. The advancement of cultural exchange among Americans, Germans, and other nationalities via discussion and activities relating to themes of common interest, as well as through the offer to make instruction in the English language available to schools in Cologne. 4. The support of local and world-wide initiatives.

**Charities:** Handwerkerinnen Haus e. V. Köln

Target: CRP

**American Women's Club of Düsseldorf, e.V.****Website:** [awcduesseldorf.org](http://awcduesseldorf.org)**Founded:** 1959**Joined:** 1971**Membership Type:** Regular – 60% voting membership is American**Membership Total:** 243**Dues:** €65

**Mission:** Our Constitution states: The purpose of the Club is: 1. To advance international understanding; to assist Americans and their families living in the Düsseldorf area; to provide support as they adjust to life in Germany; to advance cultural exchanges among Americans, Germans, and other nationalities; and to inform members about issues of interest to Americans; 2. To support education, the upbringing of minors, the care of the elderly, and the assistance of those in need within the scope of Section 53 of the German Tax Code (AO).

**Charities:** Mitternachtsmission

Frauenberatungsstelle Neuss

German-American Friends Niederrhein

International Library

Frauen Helfen Frauen Düsseldorf

Knackpunkt

**American International Women's Club Frankfurt Taunus Rhein-Main****Website:** [aiwcfrankfurt.org](http://aiwcfrankfurt.org)**Founded:** 1971**Joined:** 1978**Membership Type:** Regular – 60% voting membership is American**Membership Total:** 284**Dues:** €75

**Mission:** The AIWC provides friendship and support amongst women and families, who are living in the Rhein-Main area, and facilitates their efforts to integrate into the German community and stay connected with a variety of activities, services, and social, sports, and hobby groups. Additionally, we take great pleasure and pride in serving our community throughout the year. Every year we raise money from our AWCT events, such as at our yearly Spring Charity Event, to give to local charitable organizations. Our members have volunteered in a variety of ways such as supporting children's pediatric units, training dogs for the disabled, establishing scholarships for local children and assisting women's organizations.

**Charities:** 2AID

Frauen Helfen Frauen  
 Hilfe für Krebskranke Kinder  
 NETZ Bangladesch  
 Femja  
 Zubaka

**American Women's Club of Hamburg****Website:** [awchamburg.org](http://awchamburg.org)**Founded:** 1956**Joined:** 1976**Membership Type:** Regular – 60% voting membership is American**Membership Total:** 160**Dues:** €39

**Mission:** Our club purpose is to advance international understanding; to assist American women and their families living in the Hamburg area and to provide support as they adjust to life in Germany; to advance cultural exchanges among American, German and other nationalities; and to inform members about issues of interest to Americans. We support education, the upbringing of minors and the assistance of those in need within the scope of the German tax laws. The AWC Hamburg pursues, exclusively and directly, social and charitable goals.

**Charities:** From the Heart Pillow

FAWCO Target Project 2019–2021

Hamburger Tafel  
 Integral Tribal Watershed Development Programme  
 Frauenhaus 5

**Heidelberg International Women's Club****Website:** [heidelbergiwc.org](http://heidelbergiwc.org)**Founded:** 2018**Joined:** 2018**Membership Type:** Associate – Americans less than 60% voting membership**Membership Total:** 60**Dues:** €50

**Mission:** The Heidelberg International Women's Club is a new club for English-speaking women living in Heidelberg and the surrounding Rhine-Neckar region. We are an all-volunteer, non-political, non-religious charitable nonprofit organization. Women of all nationalities, ages and backgrounds are welcome! In addition to being a connection point and support network for each other, we give back to our local and global community through volunteering and charitable fundraising. We support efforts that focus on women and girls and currently are engaged in a few charitable projects.



**Charities:** Cooking for Hope  
FAWCO Target Project  
NCT Cancer Research & Family Support  
Children's Future International



**Munich International Women's Club**

**Website:** [internationalwomensclub.org](http://internationalwomensclub.org)

**Founded:** 1990

**Joined:** 2010

**Membership Type:** Associate – Americans less than 60% voting membership

**Membership Total:** 200

**Dues:** €50

**Mission:** The Munich International Women's Club e.V. (MIWC) is a social club acting as a source of contact to English-speaking women of all ages and nationalities living in Munich and the surrounding region. We became a member of FAWCO in 2010 and through this umbrella organisation have contact with other German groups, as well as those in other countries.

**Charities:** Frauenhaus  
NEED Burkina Faso  
FAWCO Target Project  
Safe House

## Region 6: Liechtenstein and Switzerland

Region 6 is a small region of 4 clubs located in Switzerland and Liechtenstein. It is composed of AWC Basel, Bern, Zürich and Liechtenstein.

**American Women's Club of Liechtenstein** I am happy to report that the American Women's Club of Liechtenstein is still thriving and growing with some newly enrolled younger members. It has indeed been a challenging year. We started 2020 out strong and managed to actually have our annual general meeting in Feldkirch, Austria in February. After that we pretty much were at a standstill with only online events due to the COVID-19 pandemic. We compensated with a few game nights and happy hours on Zoom. When lockdown restrictions were eased we had a visit to the Buddhist Monastery in Feldkirch, Austria and a few organized nature walks. We had a lovely 4th of July catered picnic with a good turnout at a local restaurant near the Rhein. Again as COVID-19 Restrictions took effect in the Fall our activities became limited with the last being a Holiday nativity walk in Balzers, Liechtenstein followed by warming drinks and roasted chestnuts. Our biggest dilemma along with the pandemic has been the disharmony among members regarding funds our club has collected over many years. Our club members are divided and in disagreement about what amount to donate. The issue has now dragged on since our emergency General Meeting in August. Many present members and others who have moved or passed on worked hard to raise this money through their volunteer contributions. Hopefully, our club will come to a decision soon and donate a generous amount to help deserving women in need. Wishing everyone everywhere good health and contentment.

Maria Huarte (FAWCO Rep, AWC Liechtenstein)

**AWC Zürich** — Despite having to cancel all fundraising events for the year, we still managed to raise nearly \$1,000 for the Target Project through a program called "The Giving Tree." Members could either donate in person while visiting the Clubhouse for our Library or online.

Laurel McDonald (FAWCO Rep, AWC Zürich)

Respectfully submitted,  
Marie-Bénédicte Luxem  
Region 6 Coordinator



## Liechtenstein

### American Women's Club of Liechtenstein

**Website:** [awc-fl.net](http://awc-fl.net)

**Founded:** 1994

**Joined:** 1995

**Membership Type:** Regular – 60% voting membership is American

**Membership Total:** 26

**Dues:** CHF 75

**Mission:** We are located in the Rhein Valley and have members from three countries: Liechtenstein, Switzerland and Austria.

**Charities:** JAM CH

Theodora Stiftung  
Ronald Mc Donald Kinderstiftung



## Switzerland



### American Women's Club of Basel

**Website:** [awcbasel.org](http://awcbasel.org)

**Founded:** 1947

**Joined:** 1952

**Membership Type:** Regular – 60% voting membership is American

**Membership Total:** 110

**Dues:** CHF 80

**Mission:** The American Women's Club of Basel is a nonprofit social and philanthropic organization that was founded in 1947 and currently has about 82 members. It is a group of very diverse backgrounds, interests and ages, but all with a connection to the USA.

Membership is open to English-speaking women that would like to participate in AWC Basel activities. Our members support a variety of philanthropic causes, have fun, make life-long friends and find the support they need while facing the challenges of living abroad.

**Charities:** SAHARA

Future For Ritschow  
Beautiful After Breast Cancer

### American Women's Club of Bern

**Website:** [awcbern.org](http://awcbern.org)

**Founded:** 1949

**Joined:** 1986

**Membership Type:** Regular – 60% voting membership is American

**Membership Total:** 120

**Dues:** CHF 60

**Mission:** AWC Bern is a non-political organization sponsoring social, cultural and charitable activities in and around Bern, Switzerland. Major programs include coffee mornings, holiday celebrations, speakers, tours, family events, discussion groups and charity fundraisers.

**Charities:** FAWCO Foundation

Profinic  
Trash Heroes



### American Women's Club of Zürich

**Website:** [awczurich.org](http://awczurich.org)

**Founded:** 1931

**Joined:** 1931

**Membership Type:** Regular – 60% voting membership is American

**Membership Total:** 240

**Dues:** CHF 175

**Mission:** Founded in 1931, the American Women's Club of Zürich welcomes US and North American citizens and women of all nationalities who appreciate the American way of life. We are a not-for-profit, volunteer-run organization dedicated to providing opportunities for friendship and personal development. We also actively engage in philanthropic and community service projects in the greater Zürich region, throughout Switzerland and in the larger global community.

**Charities:** FAWCO Target – Hope Beyond Displacement

Tischlein Deck Dich

FIZ (Advocacy and Support for Migrant Women and Victims of Trafficking)

Terre des Hommes

## Region 7: Africa

Region 7 - Morocco; Casablanca, Rabat, Marrakech, Lagos, Nigeria and Kenya. Region 7 of FAWCO is all of the African countries and covers thousands of miles from the NW of Africa in Morocco to the SE in Kenya. In addition, other than the three clubs in Morocco it is logistically difficult and expensive for the other clubs to attend the regional meetings as well as the annual FAWCO meeting. Even for the Morocco clubs, attending the FAWCO meetings cost hundreds more dollars than those in the European clubs. These clubs are also in poorer countries and a great deal of the local clubs time and energy is spent fundraising for local charities.

**AIWC Casablanca** —We started 2020 with the annual Region 7 InterMorocco meeting at the end of January. Members from AIWC/Casablanca, AIWA Rabat and AIWA Marrakech attended as well as the FAWCO President and VP-Member Clubs. It was an interesting meeting with speakers from some of the various associations supported by AIWCC speaking as well as a presentation about FAWCO and the Foundation. March found us in lockdown and we started having both board and general meetings by Zoom. Responding to the crisis in Morocco the board approved on March 30– emergency funds of 33,300 Dh each (\$3500) to Mouley Youssef Hospital, Jool Association for the homeless and El Fida/Mer Sultan social services for families in the informal sector.

In May 2020- Additional emergency funds of 25,000 Dh (\$2600) each given to Les Anges d'espoir, IDMAJ-handicapped, INSAF - single mothers, and Nour Echabab (boy's orphanage)

In the Fall 2020 we gave our annual checks to some of the associations who requested (25,000 dh each- \$2600) IDIMAGE, Goutte de lait, SILSILA, AGORA, Association inclusion et insertion, and AMES, RITAJE ELKHAIR.

In the fall we reassembled an environment committee with the goal of planting trees with money that had been donated for trees. We lost our long time member Donna Sebti in 2019 and Stella Fizazi in 2020 and have planted trees in their memory. We are now working with some of the associations to plant trees on their premises.

Because of COVID-19 we were unable to have our annual Xmas Fundraising Fair. We set up an online site with our usual vendors and have publicized on social media and a link on our website. We are also looking to do short term fundraisers on line for specific projects but the currency and banking rules in Morocco have made this complicated. We are hopeful that we can set it up.

Because we have temperate weather for the most part, the club has been able to have meetings (limited numbers and masked) in The Churchill Club. Some of the regular activities have also continued including the very popular walking/running group. The members have found that, this year especially, we appreciate each other's support.

Cynthia Smith-Ayed (FAWCO Rep, AIWC Casablanca)

**AIWA Marrakech** — Since the beginning of 2020, AIWAM has not met as a club. Its members (a very small number) have been scattered in different cities and countries since the start of the COVID-19 pandemic. Attempts at Zoom meetings were not popular or successful. I hope to have more positive news in the months ahead and hopefully AIWAM will come out of hibernation once members return to Morocco and normal life.

Gwendolyn Dellar (FAWCO Rep, AIWA Marrakesh)

**AIWA Rabat** — Community Development Committee Annual Report

January      60 blankets for ENSIAS students: amount given - 10,200dh  
 Inb Baithar Asso. - helps rural associations improve their performance and market their products: amount given - 5000 dh: to buy dates palm.  
 Amos: kindergarten in the suburb of Temara: amount given - 24000dh to sponsor 20 children.  
 Dar Taliba, Sidi Yahya Zaer: This is a full boarding for students (females) living far from high schools): amount given: 22000 dh for new mattresses and pillows.  
 Les Amis des Écoles: amount given - 23746dh for construction of the sanitary block.  
 CDC also offered parcels of winter clothes and boxes of books for the students in the mountains.  
 Worked with Bank Alimentaire for Dar Taliba who offered plenty of groceries.

February and beginning of March

Noussaibahome that feeds and houses women with cancer during their stay in Rabat: amount given - 25000 dh).

March and April: Lock down

Ramadan food baskets. We helped 7 associations: amounts given - 5 with 5000 dh each; one with 10000 dh and another one with 15000 dh  
 ENSIAS: 5000dh  
 Rug coop: 10000dh  
 Migrants: 15000 dh  
 Baraka Angels: 5000dh  
 Ikhae: 5000dh  
 Myopathy Asso: 5000dh  
 Patrimoine Culturel: 5000dh  
 Total 50,000dh.

May-September

CDC served also as an intermediary to transfer a private donation of 1200 dh to buy milk for the twins of Tata.  
 After the summer break, in September, we had a request from a school in Sale suburb: 5000 dh to buy school supplies for poor children. Most of them are orphans. +1500dh and books offered by a generous CDC member

October-November:

Sorting out clothes for distribution to several centers.  
 Dar Taliba in Sidi Yahya  
 Ain Atiq center  
 Dar Taliba in Khemisset  
 La femme rurale in Romani  
 École Ahmed El Jariri in Sale

December

The CDC received 2 requests that have not been completed for a rug co-op and to furnish a preschool class in Ain Atiq.

Nancy H Lukas-Slaoui (FAWCO Rep, AIWA Rabat)

**AWA Kenya** —Greetings from AWA of Kenya

“A truly happy person is one who can enjoy the scenery while on detour.” — Anonymous

The energy in our AWA was positively infectious as we started the new 2020 decade. We had a good turnout for our AGM in January and in February we started with a celebratory launching of Mardi Gras, followed by our General Meeting and ended with an “Out & About” visit to a School for children with special needs.

Our monthly Coffee Morning took place the first week in March in the beautifully landscaped garden of an AWA member. Plans for our monthly General Meeting, a Bohra Cultural and Cuisine experience and fun filled Bowling Games with Tapas were scheduled. Sadly, due to the COVID-19 pandemic, Kenya went into lockdown mid-March and our remaining activities were cancelled.

From April - September, we literally sheltered at home, held virtual Board meetings and communicated with members via our Newsletters. In October, our Welcome Back Tea was held in the lovely garden of another AWA member, while wearing masks and socially distancing. Other planned activities followed with a hike in our famous Karura Forest followed by coffee, virtual General Meeting with a floral arrangement demo, and a virtual “Sip & Shop” experience with local vendors. Mid-December, we were able to host our annual Christmas Lunch with a traditional menu at a popular outdoor facility.

As quoted above, happiness can be enjoyed while on “detour.” So far, we have all managed to cope with the pandemic and are slowly adjusting to the “new norm” in the process. AWA of Kenya is planning more virtual meetings and will periodically host face-to-face activities while enjoying the “scenery,” wearing our masks and observing social distancing.

Fannie Kakonge (Chairwoman and FAWCO Co-Rep, AWA Kenya)

Pat Jentz (FAWCO Co-Rep, AWA Kenya)

**AWA Lagos** (Nigeria) — They too support local charities for street children, a maternity clinic, primary schools and families in rural areas in need. They have regular meetings for members, organized activities and outings.

Respectfully submitted,  
Cynthia Smith-Ayed, AIWC Casablanca  
Region 7 Coordinator

## Kenya

### American Women’s Association of Kenya

**Website:** [awakenya.org](http://awakenya.org)

**Founded:** 1958

**Joined:** 1992

**Membership Type:** Regular – 60% voting membership is American

**Membership Total:** 179

**Dues:** KES 3000

**Mission:** American Women’s Association of Kenya is a nonprofit, charitable organization – established 1958. We are “Focused on Uniting Women from around the world”, by introducing new friends and enriching your time in Kenya through community services and volunteering opportunities in the Nairobi Area. We raise funds through our many social and educational activities.

**Charities:** Kariobangi Cheshire Home

Pat Dixon

SJT Amka Health Project

Franciscan Sisters of Sacred Heart

Hope House

St. Euphrasia

Zaidi Ya Dreams



## Morocco



### American International Women's Club of Casablanca

**Website:** [aiwccasablanca.com](http://aiwccasablanca.com)

**Founded:** 1962

**Joined:** 1979

**Membership Type:** Associate – Americans less than 60% voting membership

**Membership Total:** 88

**Dues:** \$55

**Mission:** To provide financial and other support to those, in Morocco, who are most vulnerable. To promote a better understanding of Morocco. To unite English-speaking women of all nationalities, especially in welcoming newcomers to our community.

**Charities:** Mouley Youssef Hospital

Jool Association for the homeless

El Fida/Mer Sultan social services for families in the informal sector

Les Anges d'espoir

IDMAJ- handicapped

INSAF- single mothers

Nour Echabab(boys orphanage)

IDMAGE

Goutte de lait

SILSILA

AGORA

Association inclusion et insertion

AMES

RITAJE ELKHAIR

### American International Women's Association of Marrakesh

**Founded:** 2011

**Joined:** 2011

**Membership Type:** Regular – 60% voting membership is American

**Membership Total:** 14

**Dues:** \$30

**Mission:** AIWAM Mission Statement: To provide financial and other support to those, in Morocco, who are most vulnerable; To provide a better understanding of Morocco; To unite English-speaking women of all nationalities, especially in welcoming newcomers to our community.

**Charities:** Association ILA NAJAH (kids for success is directed towards kids in very poor neighborhoods in Marrakesh Medina)

Amal Women's Training Center

ABEED (€300)



### American International Women's Association of Rabat

**Website:** [aiwarabat.org](http://aiwarabat.org)

**Founded:** 1962

**Joined:** 1996

**Membership Type:** Associate – Americans less than 60% voting membership

**Membership Total:** 100

**Dues:** \$60

**Mission:** AIWA-Rabat has a dual mission. The first is to support and encourage intercultural exchange and understanding. The second mission is to provide humanitarian assistance to those in need in the Rabat community.

**Charities:** ENSIAS

Inb Baithar Asso  
 Amos  
 Dar Taliba, Sidi Yahya Zaer  
 Les Amis des Écoles  
 CDC  
 Dar Taliba in Sidi Yahya and in Khemisset  
 Noussaibahome  
 Rug coop  
 Migrants  
 Baraka Angels  
 Ikhae  
 Myopathy Asso  
 Patrimoine Culturel  
 Ain Atiq center  
 La femme rurale in Romani  
 École Ahmed El Jariri in Sale

**Nigeria****The American Women's Club of Lagos****Website:** [theawclagos.com](http://theawclagos.com)**Founded:** 1961**Joined:** 2009**Membership Type:** Regular – 60% voting membership is American**Membership Total:** 45**Dues:** \$25

**Mission:** The American Women's Club (The AWC) strives to: provide a 'soft place to land' for American Expatriate Women in Lagos. foster goodwill and mutual understanding between our Nigerian Host Country and the American Expatriate Community. promote philanthropy, scholarship and the rights of women and children.

**Region 8: Greece and Italy**

## Region 8

**AIWC of Genoa** is a club that has tried to keep our members connected through social, cultural and on-line events and we try very hard to also connect with newcomers to our city. Last year we welcomed two new members. Finding new younger members is a continued challenge. During this unusual and difficult year of COVID-19 we were able to have only two in person monthly general meetings (Jan. & Feb.), two book club meetings (Jan. & Feb.) and one welcome back coffee morning (Oct.). On-line Zoom meetings were a new thing for many members. Some ladies had difficulties at the beginning and got the hang of it and others gave up interest. Our on-line yoga lessons did have the best attendance. Our main goal this year has been to maintain our charitable responsibilities to our local charities. We are very proud to have been able to donate 4,000 euro to IST Breast Cancer Unit department of Professor Daniele Friedman to which our dedicated members have been sewing heart pillows for the past 10 years. We had our fourth member featured in the FAWCO Inspiring Women magazine. This year we were unable to hold our annual Christmas Bazaar due to COVID-19 restrictions and we didn't have the woman power to do an on-line bazaar so we have rescheduled our already booked location for June with the idea of our first garage sale. We'd like to present another American idea and way of fundraising to our community.

We were unfortunate that due to COVID-19 restrictions this year, so many of our traditional activities could not be held. However, we did rent a storage unit where we keep the donated items for our future events when we

will be able to have them. So all in all the membership's enthusiasm remains fairly high and planning for next year's bazaar has already begun.

Ann De Simoni (FAWCO Rep, AIWC of Genoa)

**AIWC Naples** This year was difficult for the Club, as for the world, due to the COVID-19 pandemic. Our first monthly General Meeting took place in January in our rented hall behind the English Church. All attendees brought fresh vegetables and we prepared our annual "Stone Soup" lunch and had a bring & buy table as a fundraiser.

The February Meeting celebrated Valentine's day with a heart-shaped chocolate gifted to all. Our proposed new FAWCO Rep was introduced, who sadly left Naples, so we are currently Rep-less! The plans for the Club's 3-day 50 year celebration event in October were unveiled. Unfortunately both this event and ALL activities from March until August had to be cancelled due to COVID-19 restrictions.

After the summer we held two General Meetings in spacious open air cafès. Our September meeting attracted newcomers as well as old friends, which was promising. The October covid-compliant meeting was also well-attended, offering free gifts, fund-raising sale of Christmas items, and free raffle. Many new members enrolled, and we celebrated National Breast Cancer Awareness month. We held two Women's Walks in different Naples parks (Women in Motion!) with coffee at an outdoor cafè, as well as a pizza night with members, newcomers, and partners. Since November, Italy has again been in different phases of lockdown, and we cannot foresee when our next group event will be.

Notwithstanding the difficulties, we currently have 45 members ranging in age from 25 to 93. We produced five Newsletters from February through November 2020, with interesting articles from and about our members and Board. Our Facebook Page is a continuous source of information for our members, and we also keep contact through emails and Whatsapp. We look forward to the time when we can again share friendship in person, with smiles instead of masks!

Liz Shine (President, AIWC Naples)

### **The American Women's Association of Rome**

All through this COVID related troubled year, especially in Italy's Roman region, AWAR nevertheless witnessed a strong resilience and strength among its membership. A new Board was elected in May 2020 with the re-election of our President, Jennifer Landini.

Thanks to a great internet system of the Association we could reach out constantly to all our members and keep alive the many social activities online such as the Film and Book Club, social get-togethers and monthly General Meetings. A great event to celebrate our Association's 65 anniversary was the publication of the AWAR Cookbook, AWAR Roman Kitchen, produced by many of our members and leaving behind a legacy for many generations of AWAR. An amazing cookbook telling the story, through their experiences in their own Roman kitchens, of adventurous, inquisitive, creative, active women from all over the world.

AWAR could also contribute financially with a generous amount of over US \$ 1100 to the FAWCO Target Project 2020-22, Safe Alternatives for Female Genital Mutilation Elimination in Tanzania, thanks to our members. Further funding for this noble cause and other local community services is promoted through the selling of the AWAR Cookbook advertised on the AWAR website and the FAWCO website, Books by Clubs.

AWAR maintained its traditional funding donation to the United States Consulate in Rome to help support Americans in distress during visits to Rome.

Hilde Niggemann (FAWCO Rep, AWA Rome)

**AIWC Sorrento**, The AIWC went virtual this year, hosting its first ever Zoom Town Hall in May 2020. As AIWC Sorrento is a new club, it continues to grow virtually, hosting a series of Town Halls and Workshops for its

members. Moving into 2021, AIWC Sorrento plans to continue introducing FAWCO to the many anglophone and international women who live on the Gulf of Sorrento and the Amalfi Coast. We hope to continue our virtual work even as we resume in person meetings. In the coming months, we will host a series of virtual cooking classes.

Respectfully submitted,  
Sylvia Behrman, AILO Florence  
Region 8 Coordinator

## Greece



### American Women's Organization of Greece

**Website:** [awog.gr](http://awog.gr)

**Founded:** 1948

**Joined:** 1952

**Membership Type:** Regular – 60% voting membership is American

**Membership Total:** 115

**Dues:** €40

**Mission:** Founded in 1948, to help the people of Greece after World War II, by Lucretia Brady, wife of the US Ambassador to Greece, Henry F. Grady. Her efforts were supported by 1948 Secretary of State, George Marshall, who authored the Marshall Plan, to help rebuild Europe. As the Club began to grow and as more Americans settled in Greece, the club's scope stretched by bridging the cultural gap for the American ex-patriots living in Greece. Since then, the acronym AWOG has also come to mean A Way Of Giving! 2017 celebrates 69 years of giving as a cultural/philanthropic organization.

**Charities:** MERIMNHS

American Farm School

Ag.Christoforos help for persons w/ muscular dystrophy

FLOGA

Lighthouse for the Blind

Deree College Scholarship

Caritas

Kalo Samaritis

## Italy

### American International League of Florence

**Website:** [ailoflorence.org](http://ailoflorence.org)

**Founded:** 1975

**Joined:** 1977

**Membership Type:** Associate – Americans less than 60% voting membership

**Membership Total:** 158 (including male members)

**Dues:** €80

**Mission:** The sole purpose of this non profit organization shall be to contribute to the community well-being through programs of social assistance and fundraising for charity.

**Charities:** Banco Alimentare della Toscana

LILT

ERAM

Pro Animals

APES Onlus

OASI

Associazione Insieme Onlus

Associazione Toscana Cure e Ricerche Oncologiche





**American International Women's Club of Genoa****Website:** [aiwcgenoa.org](http://aiwcgenoa.org)**Founded:** 1957**Joined:****Membership Type:** Associate – Americans less than 60% voting membership**Membership Total:** 58**Dues:** €90**Mission:** Founded 1957. Dedicated to fostering the appreciation of the cultural riches our host country has to offer and supporting the following Genoese charities: Patronato S. Vincenzo, Piccole Sorelle dei Poveri, G. Gaslini, La Scaletta and emergencies as they arise.**Charities:** IST Breast Cancer Unit department of Professor Daniele Friedman**American International Women's Club of Naples****Website:** [facebook.com/AmericanInternationalWomensClubOfNaples](https://facebook.com/AmericanInternationalWomensClubOfNaples)**Founded:** 1970**Joined:** 1972**Membership Type:** Associate – Americans less than 60% voting membership**Membership Total:** 45**Dues:** €30**Mission:** AWC Naples offers information on life, history and culture of Naples, offering friendship and socialization for long-standing members and helpful resources for newcomers to Naples.**American Women's Association of Rome****Website:** [awar.org](http://awar.org)**Founded:** 1955**Joined:** 1964**Membership Type:** Regular – 60% voting membership is American**Membership Total:** 1148**Dues:** €60**Mission:** Promotion of friendship among its members and understanding between Italy and the United States through community service, cultural and social activities.**Charities:** Oasi Celistina Donati

Citta Della Ragazzi (€500)

Alzheimer's Association

Casa di Kim

Americans in Distress

Differenza Donna

### American International Women's Club of Sorrento

**Website:** [facebook.com/groups/2520131334909874](https://facebook.com/groups/2520131334909874)

**Founded:** 2019

**Joined:** 2019

**Membership Type:** Regular – 60% voting membership is American

**Membership Total:** 10

**Dues:** €65



### International Women's Club of Torino

**Website:** [iwct.it](http://iwct.it)

**Founded:** 1960

**Joined:** 1978

**Membership Type:** Associate – Americans less than 60% voting membership

**Membership Total:** 163

**Dues:** €55

**Mission:** The purpose of this self-governing, non-profit organization is to promote friendship and professional networking between its members and the Italian community as well as to provide social and philanthropic opportunities.

**Charities:** Istituto Alfieri-Carrù

### American International Women's Association of Venice

**Website:** [facebook.com/American-International-Womens-Association-of-Venice-108991563835244](https://facebook.com/American-International-Womens-Association-of-Venice-108991563835244)

**Founded:** 2019

**Joined:** 2019

**Membership Type:** Regular – 60% voting membership is American

**Membership Total:** 7

## Region 9: Middle East

**The American Women's Club of Lebanon** Established in 1953, the AWC Lebanon has gone through good times and bad, but 2020 has hit everyone hard. The economic and financial crisis started in August 2019, COVID-19 and finally, the explosion at the Port of Beirut in August of 2020, caused a general exodus of all who can leave legally to pursue opportunities abroad including many of our members. Our membership is presently 57.

The collapse of the local currency has led to triple-digit inflation rates, and many AWC members feel increasing financial pressure. To help, the board decided to reduce the fees by 70%. The staggering inflation has also made our charity donations more difficult. We continued this necessary work by helping where we could, especially after the Beirut port explosion. By co-coordinating with the FAWCO leadership, we set up a voluntary donation site on the FAWCO website to help the 6,500 injured and estimated 300,000 homeless through local NGOs and charities. We aided Ayadina with their soup kitchen, Dialeb got help purchasing diabetes medication, Bayna Baytak received burner stove-tops for families affected by the Port blast, a collection of used household items went to Beit el Baraka for those in immediate need who lost everything. Volunteers Together got blankets and Father Robert Institute for the Deaf and Mute were provided with a space heater, clothes and toys. In memory of three long-time members, the club planted three cedar trees in the Shouf Biosphere Reserve. And finally our Heart Pillow Project continued; we provided 30 pillows per month to the Cancer Center throughout the year.

Due to COVID-19 restrictions, we are only meeting in small groups either online or outdoors. As a result our 2020 elections were electronic this year.

**The American Women of the Eastern Province** sadly decided to cease operations in 2020.

Respectfully submitted,  
June Bechara (AWC Lebanon)  
Region 9 Coordinator

## Lebanon

### American Women's Club of Lebanon

**Website:** [awc-lebanon.org](http://awc-lebanon.org)

**Founded:** 1953

**Joined:** 2000

**Membership Type:** Regular – 60% voting membership is American

**Membership Total:** 57

**Dues:** \$110

**Mission:** To give the AWC members an opportunity to contribute to Lebanese society through charitable activities as well as to bring a sense of American culture to AWC members.

**Charities:** Beit El Hanane  
Lebanese Breast Cancer Foundation



## Saudi Arabia



### American Women of the Eastern Province

**Founded:** 1993

**Disbanded:** 2020

**Joined:** 2003

**Membership Type:** Regular – 60% voting membership is American

**Membership Total:** 84

**Dues:** USD (\$) 40 initiation fee & USD (\$) 27 annual dues

**Mission:** To serve North American women in attaining a positive, dynamic living experience in the Kingdom of Saudi Arabia, by providing an atmosphere of assistance, learning, growth and community.

**Charities:** Casting For Recovery  
National Breast Cancer Foundation  
Battle Continues  
Fistula Foundation  
National Center for Missing and Exploited Children  
Intrepid Fallen Heroes Fund  
Toys for Tots

## Region 10: The Americas

Region 10 (The Americas) comprises three clubs: AWC Curaçao, AWC of Bogotá and IWC of Antigua & Barbuda. AWC Curaçao is the oldest club (1948), and AWC of Bogotá is the largest club with 215 members. IWC of Antigua & Barbuda welcomes women of all nationalities to its membership. Vast distances and different cultures separate our clubs, but we are united in our efforts to provide a welcome and friendship to newcomers, and in our efforts to assist the neediest in our communities.

There are 40 registered members in AWC Curaçao. It operates with a "rotating board" of 10-15 active members. Club activities are mainly get-togethers for coffee and planning for fundraisers. This money was donated to local charities which met the needs of children and families, special care groups and animal shelters. At Christmas, gifts were distributed to underprivileged children, thereby brightening their holidays and continuing a 50 plus year old AWC of Curaçao tradition.

**AWC Antigua and Barbuda** — 2020 certainly presented its challenges to the IWC of Antigua & Barbuda. We were only able to hold our monthly general meetings during January, February, March, November and

December due to COVID-19 restrictions. Collectively, these meetings allowed us to attend an historical lecture, tour a botanical garden, participate in a cooking class, paint some pottery and hold our Annual General Meeting. In spite of COVID-19 constraints, we were also able to distribute our Annual Scholarship Awards (July), and to assemble and distribute 216 sets of Christmas Hampers (December) to needy seniors and families with children. In both cases, the charitable activities were carried out with COVID-19 protocols in mind.

**AWC of Bogotá** — While 2020 held many challenges, AWC of Bogotá continued to facilitate friendship for its members, welcome new expats to Bogota, and serve its community. The Club's many modes of electronic communication kept members in touch during the difficult period. Member-led activity groups provided much-needed social opportunities including masked hiking and bicycle outings and virtual activities including cooking classes, Zumba, book clubs, and cultural and environmental lectures. Before COVID-19 restrictions, early year highlights included a trip to the Zipaquirá Salt Cathedral and a shopping outing to Escuela de Artes y Oficios Santo Domingo to see and purchase artisan work. In addition, before the COVID-19 quarantine, a former First Lady of Colombia gave members a tour of a technical high school for girls that is supported with scholarship funds.

Last year saw the creation of four new member-led groups: (1) an environmental group that aims to live in more sustainable ways, (2) a COVID-19 information exchange group to help members navigate the frequently changing environment, (3) a volunteer group that was able to serve at a dog rescue between quarantines, and (4) a bicycling group that gets together for bike outings especially during Bogota's famous Sunday Ciclovía, where miles of city streets are closed down to allow for families and individuals to bike, walk, and run across the city without traffic.

The Club regularly supports ten local organizations that serve a variety of Bogota's most vulnerable children, elderly, and disabled residents through boarding homes, education, nutrition, and community centers. While some organizations unfortunately closed down due to the COVID-related quarantines, the Club provided approximately \$4,000 in milk, \$3,600 in groceries, \$1,300 in computers, and \$2,900 in scholarships to those organizations still operating.

The Club closed the year with 187 members and a newly elected nine-member board.

Jessica Cagley (President and FAWCO Rep, AWC Bogota)

Respectfully submitted,  
Kathi Savoury (IWC of Antigua & Barbuda)  
Region 10 Coordinator

## Antigua and Barbuda



### International Women's Club of Antigua and Barbuda

**Website:** [iwcantiguabarbuda.org](http://iwcantiguabarbuda.org)

**Founded:** 1986

**Joined:** 1990

**Membership Type:** Associate – Americans less than 60% voting membership

**Membership Total:** 187

**Dues:** \$28

**Mission:** Our club membership is open to women of all nationalities. We gather to form new friendships, learn more about the history, culture and landscape of our twin island nation and to contribute to its future by funding worthy causes and projects that will benefit the people of Antigua & Barbuda.

**Charities:** IWC of Antigua & Barbuda Annual Scholarships for Women

Annual Christmas Hampers for Needy Seniors

Wadadli Pen (Young Writers) Competition

Back to School Backpack Project

## Colombia

### American Women's Club Bogotá

**Website:** [awcbogota.org](http://awcbogota.org)

**Founded:** 1947

**Joined:** 2003

**Membership Type:** Associate – Americans less than 60% voting membership

**Membership Total:** 150

**Dues:** USD (\$) 50.00

**Mission:** Our club is well known throughout the Colombian community for its fundraising and charitable activities.

**Charities:** Asociacion Barranquillera De Caridad

Casa De La Esperanza

Fundación Amigos De Jesus Y Maria

Fundacion FE

Hogar De La Niña De Veracruz

Hogar San Miguel

Hogar San Rafael Carrera



## Curaçao



### American Women's Club of Curaçao

**Website:** [facebook.com/American-Womens-Club-of-Curacao-877203265664006](https://facebook.com/American-Womens-Club-of-Curacao-877203265664006)

**Founded:** 1938

**Joined:** 1989

**Membership Type:** Regular – 60% voting membership is American

**Membership Total:** 40

**Dues:** USD (\$) 40

**Mission:** We focus on twin goals of friendship and philanthropy.

## Region 11: Asia/Pacific

Although the **American Women's Club of the Philippines** (AWCP) has only 120 members, the club was able to help about 15 Philippine charities during 2019. The AWCP mainly helps women's and children's health and educational institutes.

The primary income for the club is a monthly bazaar, in which 100% of the net profit benefits charity. The AWCP arranges the venue and vendors. It is a big undertaking with over 200 vendors each month in January-August and 300 vendors in September-December. It takes about 50 hours from volunteers to be able to run the bazaar on the day, besides the planning. Income from the bazaar comes from the vendors, as well as the shoppers.

In October, a dinner celebrating the 40<sup>th</sup> anniversary of the AWCP was held at the new Manila Hilton. There were about 70 people in attendance. During the dinner, a silent auction and a raffle raised money to assist the New Beginnings group at CRIBS. This is a group of girls that have been removed from their home due to abuse.

The AWCP's members are dedicated to helping our membership settle into the Philippines as well as helping the Filipino community.

The **AWC Perth** has nothing to report. 2019 was a year of consolidation and re-orientation as we worked to bring AWC back up to speed following a difficult 2018 and a huge drop in membership due to those difficulties. We're back on track now but did nothing in the way of FAWCO. We look forward to future FAWCO involvement

The **American Women's Club of Korea** (AWC Korea) has undergone significant changes in the past two years

driven by several factors: (1) The move of the local US Army Base to a location two hours south of Seoul, (2) the evolving changes in the business environment within South Korea, and (3) the effects of the pandemic. AWC Korea once boasted membership of over 100 women who actively took part in cultural, social, and charitable functions, whereas the organization now has 35 members. Our smaller group still enjoys learning about the cultural and social treasures to be enjoyed in Seoul, and we take part in charitable works that benefit the local community.

Respectfully submitted,  
Cecilia Zhuang-Hass (AWC Philippines)  
Region 11 Coordinator

## Australia

### American Women's Club of Perth

**Website:** [awcperth.com.au](http://awcperth.com.au)

**Founded:** 1967

**Joined:** 1968

**Membership Type:** Regular – 60% voting membership is American

**Membership Total:** 85

**Dues:** AUS \$60 new member, AUD (\$) 50 renewal, AUD (\$) 40 retirees

**Mission:** To promote good fellowship and cooperation among American and Australian women of Western Australia. To promote & facilitate communication between American Women To sponsor social, recreational, cultural and welfare activities. To encourage and promote understanding and goodwill between the people of the United States and Australia. To do all such other things as are incidental or conducive to the attainment of the objects and exercises of the powers of the club.

**Charities:** Operation Christmas Child



## India



### American Club for International Women – Mumbai

**Website:** [aciwmumbai.org](http://aciwmumbai.org)

**Founded:** 1928

**Joined:** 1954

**Membership Type:** Associate – Americans less than 60% voting membership

**Membership Total:** 147

**Dues:** \$18 joining fee

**Mission:** To promote social and cultural activities within the Club, to encourage members to support charitable and cultural activities in Mumbai and to welcome and assist all newcomers to Mumbai.

## Korea

### American Women's Club of Korea

**Website:** [awcsouthkorea.com](http://awcsouthkorea.com)

**Founded:** 1964

**Joined:** 1987

**Membership Type:** Regular – 60% voting membership is American

**Membership Total:** 35

**Dues:** \$ 50

**Mission:** AWC Korea serves a dual role in Seoul. It is a community for expat Americans providing social, familial and daily living support as well as engaging in fundraising activities to support the local Korean community.



## Philippines



### American Women's Club Philippines

**Website:** <http://www.awcphilippines.net>

**Founded:** 1979

**Joined:** 1979

**Membership Type:** Regular – 60% voting membership is American

**Membership Total:** 120

**Dues:** \$58

**Mission:** A strong community based philanthropic club that supports local charities with enthusiasm and joy to help others.

# The FAWCO Foundation Report

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



## 2019–2021 FAWCO Foundation Board of Directors

President	Barbara Bühling (AIWC Düsseldorf)
Vice President Communications	Tracy Moede (AWC Hamburg)
Vice President Fundraising	Lauren Mescon (AWC Amsterdam)
Vice President Programs	Angie Aebersold (AWC Bern)
Treasurer	Kathy DeBest (FAUSA)
Secretary	Louise Greeley-Copley (FAUSA)
Parliamentarian	Janet Davis (AIWC Cologne)

### *Special Appointment to the Board (non-voting)*

FAWCO President	Emily van Eerten (AWC The Hague)
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### *Presidential Appointments (non-Board members)*

Archive Team Lead	Liz Janson (FAUSA)
Counselors' Liaison:	Suzanne Wheeler (AAWE Paris & FAUSA)
Development Grants Administrator	Nan de Laubadère (AAWE Paris & FAUSA)
Education Awards Administrator	Shelly Schoeneshoefer (AWC Hamburg)
Target Fundraising Coordinator	Julie Lehr (AWC Amsterdam)
Historian/ Quilts	Roberta Zöllner (Munich IWC)

## 2020 Board Reports

### President

This has been a year full of challenges for The FAWCO Foundation Board. We are grateful that we had one year to work together before we were confronted with COVID-19 and the need to shift all fundraising plans, moving into uncharted territory. I have been amazed and impressed with my fellow board members and their determination, perseverance and creativity.

**2020 has been a year of firsts:** We were the first Foundation board to host a virtual Live Auction. VP Fundraising Lauren Mescon (AWC Amsterdam), Julie Lehr (AWC Amsterdam), Carol-Lyn McKelvey (FAUSA/AIWC Cologne) and Aurora Silvestri (FAUSA) worked tirelessly with Auctioneer, Alicia Santiago (AWC Zürich), to make the event a success. Well done!

We were the first Foundation board to launch a Target Project virtually. The Target Fundraising Team includes Lauren Mescon, Target Fundraising Coordinator Julie Lehr and myself. We have had many hours of discussion, considering how best to fundraise virtually for the Target Project S.A.F.E. and working together with the rest of the Target Team: Mary Dobrian (AIWC Cologne), Target Chair Tharien van Eck (AWC Antwerp) and Martha Canning (AWC Amsterdam). As with any fundraising project, there have been many successes and then some lesser successes. All in all, we are on "target" having already raised more than half of our \$140,000 goal, despite the Covid-based restrictions. We are thrilled!



We were the first Foundation board to hold an extended Face-to-Face board meeting virtually. The meeting held in October was both productive and fun. What a relief!

We were the first Foundation board (that I know of) to organize a 144 Envelopes fundraising event which was held at the virtual Open Regional in November. Although there were a few snafus along the way, Lauren and Julie did an excellent job maintaining the energy necessary to make it a successful event. Whew!

We were also the first Foundation board to host a fundraising event on Giving Tuesday. It was definitely a fun event thanks to all who put it together including Lauren Mescon, Julie Lehr, Kristin Melia and Carol-Lyn McKelvey and to those who attended. Bravo!

I was delighted to appoint Kristin Melia (AWC Sorrento) as our Donor Development Coordinator. Kristin's contributions and technical skills have been a breath of fresh air. Welcome Kristin!

I think that each and every board member can safely say that she has improved her technical knowledge and skills in the past year. Angie Aebersold has become an expert at creating video slide presentations and I have learned how to create a slide presentation with audio. In addition, we have all become more proficient at design programs. We have worked hard and have had a great time working together!

As our term comes to an end in March, I would like to take a moment to thank our Secretary, Louise Greeley-Copley, who will be stepping down at the end of her second term as Secretary. Louise has certainly become a Google maven in the last few years and we are grateful for her knowledge and support. Thank you, Louise - we look forward to continuing to work together in the Archives!

The Foundation Archives continues to be a work in progress and will be a focus in 2021. Many thanks to the entire Archives Team: Liz Janson, Patti Meek, Janet Davis, Margaret Hilditch and Louise Greeley- Copley.

Respectfully submitted,  
Barbara Bühling (AIWC Düsseldorf)  
President

## **Vice President Communications**

The Foundation Communications job has continued to keep me very busy in the 2020 COVID-19 year. The FAWCO Foundation website remains visually exciting and user-friendly. We continue to add and edit content and are giddy with excitement when we see how many hits a certain page gets.

Due to the quick switching of gears between a physical and virtual Interim Meeting in March 2020, updates and edits which kept the FAWCO membership up to date on the Foundation's fundraising efforts were a challenge. Communication between Barbara Bühling (TFF President), Lauren Mescon (VP Fundraising) and me was crucially important and I think we mastered that throughout the virtual IM and continued with that motivation throughout the entirety of 2020 with other fundraising activities.

There continues to be a learning curve, though. I am often confronted with technology I have never needed before and have relied on the expertise of Cat Conner (AWC Hamburg), the TFF webmaster, for her unflagging help and advice. I now can confidently post videos to the FAWCO Foundation YouTube page, edit and post to the Target Donor Wall, and edit the FAWCO Friendship Quilt Gallery, to name a few new talents. I also spent two weeks cleaning up and re-sorting the website document storage. This caused many dropped links on our website which then needed to be updated.

There will be an addition to the Foundation website in 2021 as I will be creating a charm page; this will showcase the charms that have been sold since the 2009 conference in Vilnius. These charms commemorate each FAWCO Biennial Conference and Interim Meeting as well as each of the Target Projects and are sold to support The Foundation's programs. They are an important part of The Foundation's fundraising history and need to be documented.

The NEWS continues to be a cornerstone for communication for The Foundation and Constant Contact, the email marketing software used to produce and mail the NEWS, remains our platform. Our publication is sent

quarterly, bringing our subscribers information that is useful, timely and entertaining. The NEWS seeks to keep FAWCO members informed about what is currently happening with The Foundation including details regarding the fundraising activities at the annual conference/meeting, Education Awards and Development Grants, fundraising for our programs, current and new programs and initiatives, and valuable information for our member clubs. Anyone who wishes to receive the NEWS can sign up on the Foundation homepage.

This year, I chose a new format and layout for the NEWS, giving it a gentle facelift that now matches the current, sleeker trend of clean lines, muted colors, bold headlines, less text and more links. Feedback has been requested and the responses have been overwhelmingly positive.

Additionally, I reviewed and updated over 870 email addresses of NEWS subscribers, deleting over 300 non-existent and bouncing emails, including emails whose owners have not opened an issue of NEWS for over five years.

I have continued writing and editing the handbook I began in 2019. This handbook offers detailed step by step instructions for the jobs and work processes for the communications position. The learning curve is steep for someone who started this job with very little website experience, namely me. Hopefully, this will make future transitions easier and less anxiety provoking.

Social media has been my problem child. The FAWCO Foundation Friends closed Facebook group has been the social media platform of choice and has been greeted enthusiastically by its membership. Posting by members has increased and has led to better dialog among the members.

However, The Foundation public Facebook page, Instagram and Twitter continue to lag far behind the closed Facebook group in regard to how many people are reached. Admittedly, the FB page, IG and Twitter are open to the public where FB is a closed group and sensitive information is not posted to these accounts.

An application I have been trying to master is IFTTT (If This, Then That), which in theory connects these social media platforms. Unfortunately, I am still struggling with it. The Foundation's Donor Development Coordinator, Kristin Melia, should be able to help with this problem as she uses these social media outlets far more than I do.

I have invested time in learning how to use two graphic design websites, Canva and BeFunky, having more success with BeFunky, because it is just really, truly uncomplicated. Graphics I have designed on BeFunky have been used on the TFF website and in the NEWS, as well as TFF Friends Facebook group and Instagram. I will be participating in an online course for Canva in January 2021.

Our yearly costs for website hosting, Constant Contact (our email program) and IT support (Cat Conner) have been consistent since 2015. Of course, there are still "emergency" emails and Skypes throughout the year that require her attention, but nothing that will explode the budget.

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

Respectfully submitted,  
Tracy Moede (AWC Hamburg)  
Vice President Communications

## **Vice President Programs**

### **2020 Development Grant Recipients**

In 2020 there were a total of 20 applicants for Development Grants and nine recipients. Progress reports from the recipients are due at the end of January 2021 so updates about them and their programs will be shared at the Virtual Biennial Conference in March. These projects, in total, received \$45,000, which were funded by

donations from FAWCO clubs or individual members or from The Foundation's funds. A small number of the organizations requested that they be granted an extension to complete their projects as a result of COVID-19 restrictions. The recipients, award sponsors and nominating clubs were:

## EDUCATION

### **AW of Surrey Hope Through Education** \$5000

Recipient: Hope Schools Library, East London South Africa

Nominated by: AWC Antwerp

Hope Schools caters to children infected, affected and/or orphaned by HIV/AIDS. Hope Schools would like to develop a classroom into a much-needed library in order to advance their reading program. The Grant will assist in the purchase of vital construction materials, as well as books and stationery that will make this project possible. As part of their Skills Development program, they want to train all 39 of their high school girls (ages 14 – 17) in carpentry skills (designing and building of the shelving for the library) and in sewing skills (designing and making the cushions for the "reading for pleasure corner.") The DG funds will provide the opportunity to equip and empower these girls to become skilled members of their community.

### **Educating Women & Girls Worldwide** Sponsored in part by Renuka Matthews \$5000

Recipient: The Kiran Anjali Project Gender-Equality Curriculum, Slums of Bangalore, Delhi, Hyderabad and Secunderabad India

Nominated by: AWC Amsterdam

The preference for a male child over a female child is deeply entrenched in India. As of 2019, there are 70 villages where girls have not been born in the last ten years. The rape vulnerability is twice what it was 17 years ago. Boys have to be part of the conversation and the solution. It is their goal to start gender equality teachings in pre-school so that the education becomes as normative as math and science. A preschool has been identified for the pilot. The DG funds will be used to work with scholars and educators to develop a gender-equality curriculum that starts at age 3 and addresses specific cultural issues and norms faced by the children living in the slums of India.

### **Pam Dahlgren Educating Africa's Children** \$5000

Recipient: Water and Sanitation for the White House Academy, Voi Kenya

Nominated by: AWC Bern

A toilet is not just a toilet. It is a lifesaver, dignity-protector and opportunity-maker. Whoever you are, wherever you are, sanitation is your human right. The DG funds will provide 8 toilets and a safe, clean solution that will serve the school and community for generations to come. The construction and installation of a sanitation system at the New White House Academy School will foster appropriate hygienic behavior, decreasing the spread of disease. The new toilets and sanitation system will promote gender-neutral division of hygiene-related tasks such as cleaning toilets, fetching and boiling water and taking care of school property. In addition, the ongoing management of a clean wastewater solution will develop skills that can be transferred to other schools and community plans.

## ENVIRONMENT

### **Nurturing Our Planet** \$5000

Recipient: Trees for Sustainability, Maharashtra India

Nominated by: AWC Hamburg

Seasonal migration for work from rural to urban areas in Maharashtra, India is a survival strategy for tribal households, amongst the poorest in the world. The region's semi-arid topography allows for one crop during the monsoon and forces families to migrate in the dry season. Migration deprives the households of hope, stability, healthcare, and education—leading to depression, malnutrition, alcoholism, and a bleak future. Building on the success of the Nandanvan watershed “Catching the Rain” in a mountainous region of Maharashtra, the DG funds will support the planting of 1500 cashew trees on 40 acres. The trees will provide a second crop for cash income for 40 households (235 persons), stopping the devastating migration, and ensure ecological sustainability of the watershed for future generations.

## HEALTH

**Critical Health Concerns** \$5000

Recipient: 1 Million in Mind, Murang'a Kenya

Nominated by: AWC The Hague

1 Million in Mind is a project which seeks to create sustainable change through improving case management and counselling support with a focus on providing critical training to improve referrals, health (including mental health) and well-being. The DG funds will help hire a lead Counselor in collaboration with the Department of Children's Services, the Ministry of Health, and the Office of the Governor, the grant will allow the Stahili Foundation to further develop training materials and provide technical assistance through training. This will build the capacity, skills, and knowledge of health and social service professionals and paraprofessionals to support and promote the health and well-being of children throughout Murang'a County which is home to one million people, more than half of which are children.

## HUMAN RIGHTS

**Breaking the Cycle** Sponsored in part by AW Eastern Province \$5000

Recipient: Veronica's Voice: Magdalene KC, A Just Cause, Kansas City Kansas USA

Nominated by: FAUSA

Veronica's Voice residential program, Magdalene KC, provides women the sanctuary they need to focus on deep healing and next steps when in recovery from abuse, violence, sex trafficking and addiction. The program provides women exiting 'the life' up to two years of free transitional housing, food, and basic necessities in a supportive, non-judgmental environment. Its social enterprise, A Just Cause, provides opportunities to residents to gain job skills through the development, marketing and sales of various products. The DG funds will be used for job skills training for survivor leaders and residents and for support and expenses for survivor residents. The results from receiving this grant will be greatly felt as each woman develops a healthy safety net, achieves gainful employment, and gives back to her community.

**FAUSA Effecting Change For Women and Children at Risk** \$5000

Recipient: Karikal - The Right to a Better Life, Tamil Nadu India

Nominated by: AWG Languedoc-Roussillon

In India, it is common for men to remain with their parents after marriage, but a widow or abandoned wife is often rejected by her husband's family for financial reasons. This project aids these marginalized women and children by helping to pay for schooling, health care, food, and accommodations, as well as helping the mothers to find jobs. Schooling in anglophone establishments for higher education is a priority. Without an anglophone education, it is difficult to find a good job, particularly in public service, commerce and tourism, but anglophone schools are costly. The DG funds would fund scholarships, particularly for girls, who are often rejected by the system. The scholarships would enable them to attend anglophone universities, and would open the gate to a better life.

**Safe Haven**, sponsored in part by Friends and Family of Louise Greeley-Copley \$5000

Recipient: Bridge2Hope Academy, Amsterdam The Netherlands

Nominated by: AWC The Hague

The Bridge2Hope Foundation provides social services to undocumented victims of human trafficking. Most undocumented victims were smuggled as children into the Netherlands under false pretenses and have been sexually abused and criminally exploited for decades. Bridge2Hope stands for Advocacy, Research, and Training. Our Academy is unique because we combine social field expertise with behavioral science research. We use a group mentoring method to stabilize, rehabilitate and reintegrate sexually exploited victims. The DG funds will provide physical, psychosocial and medical support for stabilization. In this phase, we create a safe space in the community to gain victim trust needed to recover from psychological traumas. Attention is focused on the benefits of regular attendance and nutrition. Our motto is “no psychotherapy on an empty stomach.”

### Global Issues

**Close to Home** \$5000

Recipient: Sexual Life Kit Project, Cundinamarca Colombia

Nominated by: AWC Bogotá

Lack of access to sexual and reproductive health care is a major factor in adolescent pregnancies and genital diseases, stunting the girl’s education and economic opportunities. The municipality of Soacha is one of the worst in Colombia, accounting for 22% of girls ages 10-19 giving birth. Sexual Life Kit Project will serve the entire population (children, youth, and their families) of Fundación Proyecto de Vida’s site in Comuna 6, Soacha, (Cundinamarca, Colombia) with comprehensive sexual and reproductive health care through a day clinic and a follow up visit. It will offer contraception options (IUD, hormonal injection, and condoms), genital disease testing (Pap smear and HIV), and education services. The DG funds will help reach 450 participants, which will cover the costs of the contraceptives and the tests.

The Foundation thanks Nan de Laubadère and her committee for overseeing the 2020 DG program.

In 2021 The FAWCO Foundation is pleased to be able to offer nine Development Grants, each worth \$4,000, again almost entirely sponsored, fully or partially, by FAWCO clubs or individual members. These grants are:

A Stitch in Time - Hope Through Education	\$4000
In honor of 25 years of FAWCO Friendship Quilts and the quilters who made it possible	
Educating Women and Girls Worldwide, sponsored in part by Renuka Matthews	\$4,000
Pam Dahlgren Educating Africa's Children	\$4,000
Nurturing Our Planet - Sponsored by Patti Meek of AWC Dublin, in memory of her parents, James and Ethel Meek	\$4,000
Critical Health Concerns	\$4,000
Breaking the Cycle, sponsored in part by AW of Eastern Province - The Foundation	\$4,000
would like to recognize and thank AWEP for their longtime support of the DGs	
FAUSA Effecting Change For Women and Children at Risk	\$4,000
AWC Amsterdam Tulip DG - Targeting human rights projects for women and children	\$4,000

in Europe. This will be awarded to the human rights-focused nominated project which receives the most votes.

Global Issues, Close To Home

\$4,000

### **2020 Education Award Recipients**

In 2020 there were a total of 47 applicants for Education Awards and nine EAs were awarded. Progress reports from these recipients are due at the end of January 2021 so updates about them and their programs will be announced at the Virtual Biennial Conference in March. These awards, in total, received \$45,000, all of which was funded by FAWCO clubs or individual member support. The recipients, award sponsors and nominating clubs were:

#### **ACADEMIC STUDIES AWARDS**

For Children of FAWCO and FAUSA members

##### **Arts Award**

\$5,000

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

Recipient: Phoebe Turner

Mother and club: Brooks Turner - AWC Hague

She plans to study anthropology and theater, because there are always important and pressing issues to better understand. She learned that refugees have desires and hopes on a level she had never understood before and wishes to learn to convey important and heartfelt messages.

**Sciences Award** - Sponsored in part by AIWC Genoa and the Bacigalupo family,

\$5,000

in memory of Frieda Bacigalupo Natali

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

Recipient: Catherine Bessenger

Mother and club: Monique Rüster - AWC Antwerp

She has applied to study a double Bachelor in Applied Physics and Applied Mathematics at the Delft Technical University. Afterwards she plans to pursue a Master's degree in Theoretical Physics or Astronomy.

##### **Humanities Awards**

\$5,000

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

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

Recipient: Robin Neuhaus

Mother and club: Cecily Garver - Munich IWC

In her final doctoral program year, she will work on her dissertation which will examine how research and the media contribute to the emergence and persistence of pervasive messages such as "bullying toughens kids up." Using search traffic and social media interaction data she will statistically analyze how these messages relate to

news events, policy changes and the publication of research. Then she will conduct interviews with parents from a wide range of cultural and socioeconomic backgrounds to explore how these messages are interpreted in other contexts.

**Vocational Award**

\$5,000

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.

Recipient: Kaden Scoles

Mother and club: Emily Nicole Scoles - AWC Basel Switzerland

His career path has been made possible by a vocational apprenticeship. He is working on his certification as a Logistics Specialist (Logistik Fachmann) and plans to earn a Bachelor's degree in Supply Chain Management at the Fachhochschule in Basel. He has also been invited to be a representative for CareerWise America which works in partnership with the American Embassy in Bern, Switzerland.

**DUAL CULTURAL AWARD**

\$5,000

For Children/Grandchildren of FAWCO members - one Parent/Grandparent must be American

Sponsored in part by the AWC Bern, Donna Erismann in memory of Susanne Erismann, and Elaine Terlinden of AIWC Düsseldorf

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

Recipient: Alisa Kennan

Her plan is to attend Harvard University's two-week summer school pre-college program for the "Promises of Regenerative Medicine" course. She also plans to do a two-week internship on Regenerative Medicine in Dr. John Barker's lab at Goethe University in Frankfurt. These courses will help her in her interest in helping those suffering from debilitating injuries, and understanding how scientists manipulate stem cells.

Note: at Alisa's request, the Foundation Board has agreed to postpone her program for one year due to the pandemic.

**MEMBER AWARDS**

For FAWCO and FAUSA members

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

**FAUSA Skills Enhancement Award**

\$5,000

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

Recipient: Makia Motton Matheis, (AWC Hamburg)

She is currently a licensed Independent Clinical Social Worker. She plans to become a certified Theraplay practitioner by attending courses at the Institute in the UK. She will have 28 hours of supervised sessions along with 32 hours of unsupervised sessions in order to achieve this goal.

**Women in STEM**

\$5000

In Honor of AWA Dubai's 21 years serving the international community of Dubai

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

Recipient: Kirstin Bayer (AWC Berlin)

She wishes to continue taking analytical courses in the Bachelor of Sciences Economics program at the Humboldt University in order to qualify for a Master's of Economics degree program in Germany. Since a radiocarbon dating lab in America hired her and she has many clients that were climate researchers, she became more interested in the environment and started to think about how she could be a part of the solution to global economic and environmental crises.

**Continuing Education Award**

\$5,000

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

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

Recipient: Jane Joo Park (AIWC Düsseldorf)

She has decided to pursue the Certified Fund-Raising Executive (CFRE) certification. The CFRE is an internationally recognized qualification and one increasingly promoted in Germany through the German Fundraising Association (DFV). This would boost her professionalization of fundraising in Germany and wherever she pursues her work in the world. She will start the CFRE qualification process which is based on a points system accumulated over the course of five years in three categories: Education, Professional Practice, and Professional Performance.

**Shirley Kearney University Study Degree Award**

\$5000

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

Recipient: JeviRei Best (American Women's Club of Bogotá)

She currently enrolled in the MA in International Relations program through American University in Washington, D.C. She is concentrating on International Development because she has a background in education and community development programs as well as having been an Education USA Advisor in Rwanda where she assisted students with their post-secondary educational goals. She will use this award to help her to go back to the Philippines for a practicum in which she could help the Child Protection Network develop better monitoring tools.

The Foundation thanks Shelly Schoeneshoefer and her committee for overseeing and administering the 2020 Education Awards Program.

In 2021, The FAWCO Foundation is thrilled to offer nine Education Awards, each in the amount of \$4,000, and they are mostly sponsored, fully or partially, by FAWCO clubs or individual members. These awards are:



**Academic Awards**

Arts Award	\$4,000
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Sciences Award	\$4,000
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Sponsored in part by AIWC Genoa and the Bacigalupo Family, in memory of Frieda Bacigalupo Natali

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

Vocational Award	\$4,000
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Dual Cultural Award	\$4,000
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Sponsored in part by the AWC Bern, Donna Erismann in memory of Susanne Erismann

**FAWCO and FAUSA Member Awards**

Shirley Kearney University Study Degree Award	\$4,000
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FAUSA Skills Enhancement Award	\$4,000
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Women in Sciences, Technology, Engineering, Mathematics and Medicine	\$4,000
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Sponsored by AWC Berlin, in memory of Rhonda Staudt

Continuing Education Award	\$4,000
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Sponsored by Mary Stewart Burgher of the AWC Denmark, in memory of her mother Pauline “Pete” Arnold Schweppe

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

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

**VP Fundraising**

**Fundraising in 2020** - a new virtual world. While Foundation Night in Luxembourg went by the wayside, we held a Live Auction on Facebook that raised \$24,800! We continued our silent auction in dribs and drabs and have raised funds in a Girl Scout Cookie sale, a Suffrage Swag sale, a 144 Envelopes fundraiser and a Giving Tuesday auction.

Details of the Silent Auctions are below. We also initiated a Giving Tuesday event this year which combined both live and silent auction elements. This effort netted \$2250.00.

Target fundraising has been going very well. Showings of “In the Name of Your Daughter,” a documentary focusing on FGM, have yielded great results. Often combined with a speaker presentation, these viewings proved to be a powerful fundraising tool. The total raised for Target as of December 31, 2020 was \$78,408.55. \$40,000.00 has already been disbursed.

**Annual Fundraising Activities-** Friendship Quilt Raffle: The 2020 quilt - “A Stitch in Time” - celebrated 25 years of FAWCO Friendship quilts. As always, it was designed and completed by our Quilt Mistress, Roberta Zöllner; it

contained 121 squares donated by 47 donors from 17 clubs. The Quilt raffle raised \$3,546.00. Suzanne Dundas, a long time quilt square contributor from AWC The Hague, won the quilt raffle.

In honor of Roberta's 25 years of dedication to this wonderful tradition, Tracy Moede (AWC Hamburg) put together a beautiful photo album of all the quilts; this was presented to Roberta.

Additionally, a tea towel was created, featuring all 25 quilts. Nan de Laubadère (AAWE) very generously donated the tea towels. The towels were then sold for €15/\$15. Shipping costs were incurred. Profits from sales of the tea towels will be used to fund an Education Development Grant in Roberta's honor.

**High End Raffle-** No high end raffle took place.

**Benefactors-** The Benefactors program continued. There were only six benefactors but the program yielded a total of \$2250.00 in funds. We had nice incentives and felt very fortunate that our members continued to be generous, despite our inability to physically gather.

**Charms and Charm Bracelets-** The charms this year came from China, pre-Covid, and were much less expensive than in previous years. We sold 41 charms: four went to benefactors, one was a gift to the charm designer, I still have 30 in Europe and Aurora Silvestri holds 15 in the States. Charm sales raised \$788; this trails last year's figure by more than \$1,000. The lower sales were understandable considering the circumstances. We have started giving the remainders away as prizes for various events. Some were awarded at the Open Regional in November.

**Backing Women Boutique-** This is a challenge in our virtual world. Prior to COVID-19 restrictions, the BW Boutique and raffles had raised only a minimal amount. With no in-person gatherings, minimal BW sales have taken place since then.

**Foundation Night 2020-** The planned theme was to celebrate women's right to vote. We still have 100 beautiful invitations to Foundation Night 2020 Victory Is In The Vote: Celebrating Women's Right to Vote - From New Zealand to Saudi Arabia. Currently we have lots of suffrage sashes (in yellow, green and purple), a great deal of ribbon for table decorations and three life size posters of suffragettes.

**Live Auction-** The Live Auction was held on Facebook on March 21 with Alicia Santiago from Switzerland serving as our live auctioneer. We sold 12 items, three of which were sold twice. All three items with minimum bids were met. Although there were glitches as this was our first time, it was a huge success and I believe the winners were happy. All donors agreed to extend their properties to 2021. We raised \$24,800.00, which positioned us well heading into the pandemic.

**Silent Auction-** Carol-Lyn McKelvey of AIWC Cologne/FAUSA has worked tirelessly to adapt to this new virtual fundraising world. She conducted a Girl Scout Cookie silent auction and a Suffrage Swag silent auction. Combined we raised \$1626, \$999 of which went to Target. On December 1, Giving Tuesday, we held what had been touted as our "Glam It Up in Fall" event; this was rebranded as "Glam It Up in Winter." We used the OneCause platform and found it worked well. We also had the live part of the auction on Zoom which also worked well. The following were auctioned off: a Burberry purse, an MCM purse (both donated by FAUSA), a custom-made cape donated by AWC Madrid, Belgian fudge donated by Rozanne van Rie of AWC Antwerp, and a custom leather and gemstone necklace donated by Michele Kuhlen of AWO Moscow. Proceeds from these items were designated to fund the Development Grants and Education Awards. Additionally, an art piece was auctioned with proceeds going to Target. We also had a donate button on the One Cause platform. The evening raised \$2250.

**Foundation Night at the Open Regional-** At the Open Regional in November, we attempted to conduct a Target Fundraiser with 144 Envelopes. Envelopes were sold via jot form; one downside was the duplication of some envelope numbers as it was not possible to prevent this. We sold additional envelopes during the live portion of the event.

The live event took place on Saturday night. We drew names from those who had bought an envelope and gave away prizes from the WBW boutique. We then auctioned off a single piece of art donated by Heather Davis of AWC Antwerp. The total raised was \$4,057.83. All proceeds from this event went to Target. Although the event

itself was a success, the Hopin platform made it a bit difficult given the limitation of 20 people “onscreen” at a time; the rest of the participants took part via the Chat window.

**Other programs from Foundation Night-** Other things planned for the in-person Foundation Night such as March to the Ballot Box and a Coin Toss could not take place and could not be recreated virtually.

**Target Program-** The Target Project S.A.F.E., Safe Alternatives for FGM Elimination, was selected. While the announcement occurred after the pandemic began and was done virtually, it was received well. Fundraising had already begun and as of December 31, we have raised \$78,408.55. We have had more individual donations than usual due to the pandemic and the Virtual Mission.

The Virtual Mission, in which FAWCO members have combined walking, biking, running and exercising miles to virtually walk around the globe from our first club in London to New York (with stops in Tanzania to see the project) was started. We created a Donate Now button to make it easier to donate directly to The Foundation. As of December 31, \$5,545.69 had been raised and The Foundation will add another \$5,000 (we had agreed to match once the amount raised reached \$5,000).

**Noteworthy Club Contributions-** Berlin created an entire series of Zoom classes called Summer Fun Raising and funded a DG with the remainder going to Target; Heidelberg started a mask project, raising \$1400 as of the end of August; and Antwerp initiated “Cherries for Hope,” a project which raised €1005 for Target. Amsterdam’s “Share Your Gifts for Good” event raised over \$6,000.00 for Target.

In September we began a fall campaign, “Walk to School.” Unfortunately, this project didn’t really seem to take off, however, with more advanced publicity, we might be able to make this a successful initiative in the future.

In October, we created collateral material for our members which specified predetermined amounts for Target - i.e. \$60 for a counseling session or \$125 for 3 days of peer training.

We are working very closely with Tharien van Eck on fundraising for the project. She has donated proceeds of her art work; this has brought in over \$5,000 through November! She donates quarterly and is very prolific.

**DGs and EAs-** As the first year of the Target Project focused on raising awareness, my goal was to increase funding for DGs and EAs. Here’s how we did it:

Louise Greeley-Copley was the first to step up to the plate, creating a Facebook fundraiser for her birthday. She and her friends raised \$2514.00 and partially funded a DG in the area of Human Rights in 2020.

AWC Amsterdam also stepped up and will sponsor a new DG for 2021 - Human Rights for Women and Girls in Europe.

Berlin came forward to fully fund the Women in STEM award!

The Friendship Quilt 25th Anniversary Tea Towel sales will partially fund a 2021 DG in Education, honoring Quilt Mistress, Roberta Zöllner.

Georgia Regnault offered proceeds from a limited number of copies of her self-published book.

A new Foundation program, Giving From the Heart, kicked off in November in hopes of raising individual donations to round out funding for the Close to Home DG.

#### **Miscellaneous:**

#### **Post-Foundation Night Donations:**

As soon as the IM was cancelled, we developed a donor letter, inspired by a very generous (anonymous) donation. Ultimately the letter was published in the NiB and Foundation Newsletter and sent to our contact database. Unfortunately, it didn’t resound with our membership, yielding only \$400 in donations. We may consider a revision and resend it next year based on where we stand financially.

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

**Donation Cards:** This is what I said in my first report: “I am not sure how effective this has been and would like to review whether it is a viable fundraising tool....” I still do not think it is very effective but that could be simply lack of advertising on the part of The Foundation; the FAWCO family may simply be unaware of the program’s existence. With more widespread advertising, results might be better. Since I became VP Fundraising, we have raised \$150 and sent out four cards.

**Cruise:** There was no cruise this year. This was a Foundation event in 2014. In October 2018, it was done by the Genoa club and the money was designated for Target 3.0.

Respectfully submitted,  
Lauren Mescon (AWC Amsterdam)  
Vice President Fundraising

## Secretary

2020 has been a momentous year for all. Sadly some of us have lost loved ones and have felt the impact of this pandemic. Despite the massive upheaval, I am really proud of how quickly and successfully the FAWCO organization including The FAWCO Foundation and FAUSA has pivoted to our new virtual reality. This has enabled our organizations to expand and become more inclusive with the increase of virtual meetings, webinars and discussions. As a team we have held several fun fundraising events, learned new skills, and continued to support our programs and FAWCO members. Best wishes to all in our FAWCO family for a safe and healthy 2021!

As Secretary I have accomplished the following in 2020:

Organized folders and agendas for monthly Google Meet meetings and the annual Face2Face meetings or Virtual AIM for 2020.

- Took minutes of all company meetings.
- Processed the minutes: checking content, formatting, attaching addendums, release for timely editing, and processing all edits and suggestions. Once approved, converted the minutes document into a PDF and placed all the financial documents into the addendums.
- Maintained motions, proxy and action items log.
- Completed 2020 annual registration with the state of Missouri.
- Revised Google form created prior to this term for the “Acknowledgements of Policies” regarding Disclosures and Conflict of Interest for all FAWCO Foundation volunteers.
- Contributed to discussions on Fundraising, Programs, Administration and Archival issues.
- Served as administrator for The FAWCO Foundation Gsuits drive and apps: Created or deleted user accounts for The FAWCO Foundation board, counselors, and committees.
- Created shared drives for teams
- Created user groups
- Helped with user issues, lockouts, and resetting of passwords
- Helped troubleshoot changes made to the drives
- Redirected mail when the incorrect email address to our domain was used and landed in The Foundation “catchall” folder
- Researched updates to the Google products to see how they might affect the FAWCO Foundation. This year Google announced a major change to GSuites as it transitions to Google Workspace.
- Created backups of The Company Drive and The Archives to an external hard drive a few times a year
- Served as a member of The FAWCO Foundation Archive Team. This year has been a quiet one for the team. Moving forward, we are looking at ways to eliminate duplicates and make the archives more accessible. My appreciation to all the members who have spent the last four years scanning forty years of documents.
- Found ways to support the FAWCO Foundation mission, by contributing ideas and making donations.

- Researched best practices and trends in Fundraising and Nonprofit management and explored ways they can be applied to The FAWCO Foundation. This year I have participated in several webinars for fundraising. I will be creating a Shared Drive with articles on best practices.

After three years as the administrator of The Foundation Twitter account, I turned this over to the VP Communications in September. Worked to train and transition my position to the incoming Secretary.

Respectfully submitted,  
Louise Greeley-Copley (FAUSA)  
Secretary

## Parliamentarian

The Parliamentarian is appointed by the President to serve as a non-voting member of the Board. Over the course of 2020, in my role as Parliamentarian I have:

- Continued to assist our President, Barbara Bühling, with whatever she deems necessary
- Served in an advisory capacity to the Board
- Worked on content and writing/editing of the News in Brief
- Helped with writing/editing of publication pieces from The Foundation
- Reviewed and made suggestions to the current AGs and Bylaws for approval by the Board.
  - Rewrote and streamlined the Policies section for clarification.
  - Worked on a new General Policies form that all Foundation members must sign. This is currently being finalized.
  - Reorganized Development Grant and Education Awards procedures sections.
  - Guided Board members in editing their job descriptions outlined in the AGs.

Archives:

The Archives Team did not meet for many months once COVID-19 took over all of our lives. Beginning in the fall, we met once again to discuss how to move forward. We have spent time going through the files and discussing both organization strategies and plans for eliminating unnecessary duplicate copies of documents. The plan is to now set up individual meetings with each TFF Board member to go through their files (in coordination with the Document Retention Schedule) and help ascertain documents/emails to keep and/or discard. It's a large task.

On a personal note - It was a truly difficult year for all of us and I am, as always, very grateful to be connected with the wonderful women of FAWCO and especially my co-members of The Foundation Board. We rely on each other for strength, support and sanity! I optimistically anticipate 2021 being a far better year. I wish you all good health and much happiness.

Respectfully submitted,  
Janet Davis (AIWC Cologne)  
Parliamentarian

## Treasurer

The following pages include the financial statements for the FAWCO Foundation for 2020, with a comparison to 2019. 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 2019, is attached.

**Summary:** The Foundation is in sound financial condition.

The Foundation had \$390K of cash assets at the end of 2020. \$144K is restricted funds and \$246K is unrestricted funds providing a solid financial basis from which to continue to drive and support the Foundation's programs. In 2020, the Foundation had income of \$159K and made disbursements totaling \$132K. The additional \$27K is due to funds collected that will be disbursed in the future, including Target.

**Balance Sheet-** At the end of December 2020, the Foundation had total assets in cash of \$390K.

The Restricted Fund (\$144K) is comprised of two elements:

Temporarily Restricted Funds (\$134K) representing donations from donors who have specified that the funds be used for specific Foundation programs (Education Awards, Development Grants and the Target Program) beyond the current year's end with some disbursements to be made over several years into the future.

Restricted - Endowment Funds (\$10K) are donations collected in the past in response to a call to establish an Endowment Fund. There has been no activity related to this Fund in recent years.

The Unrestricted Fund (\$246K) also comprises two elements:

Board Designated Reserve Funds (\$123K) established several years ago to provide a safety net to ensure the Foundation's programs would be funded for at least two years without any external donations.

Unrestricted Funds (\$123K) is everything left after deducting the restricted and reserved funds from the total cash assets. Overtime, these funds are used to supplement EAs and DGs, Foundation Donations and expenses.

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

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

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

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

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

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

## **Types of income**

### **Donations**

#### **Award and Grant Programs Donations**

With our VP of Fundraising's focus on increasing Awards and Grants, we have seen a nice increase in support: AWC of Amsterdam has fully funded a new grant for women and children in Europe, Berlin has fully funded a STEM EA where we had lost funding, a generous individual donor has fully funded the Environment DG which has been unfunded for several years, the sale of tea towels and individual donations in honor of 25 years of FAWCO quilts has almost fully funded the "A Stitch In Time" EA, and a new initiative has been started, "Giving From The Heart" to raise funds for a Close to Home DG. On the other hand, the larger-longer term donations

are being used up and not replenished at the same rate. The Foundation continues to supplement the funding of the Awards and Grants programs from Fundraising activities and unrestricted funds.

### **Target Project Donations**

We are making excellent progress towards our goal of \$140K for Target 4.0, Safe Alternatives For FGM Elimination (S.A.F.E.). \$78K has been raised to date, with 15 months to go. There has been a significant shift from club donations to personal donations and fundraising by the Foundation.

### **Other Program Donations**

A few FAUSA members, along with a company matching program, have generously contributed funds to be used for a future US Conference.

### **General Donations**

These donations are from individuals and institutions (such as AmazonSmile and iGive) to the Foundation's General Fund which is unrestricted. In 2020, the Foundation received an unexpected \$8K from a very generous member.

### **In-Kind donations**

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

### **Fundraising Income**

The Foundation has done an incredible job of reinventing fundraising for 2020 resulting in a successful year. New sources included a Virtual Live Auction in place of Foundation Night, a newly initiated Giving Tuesday auction event, an online Quilt Raffle, online sales of conference charms and tea towels, and two other small online silent auctions. With the difficulty of mailing merchandise, Backing Women sales have been mostly nonexistent.

The Foundation has also sponsored several events specifically for Target: the Virtual Tour, 144 Envelopes, the Girl Scout Cookie Auction and auctioning two pieces of art raising \$15,748.

### **Other Income**

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

### **Types of Expenses**

#### **Program Disbursements**

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

**Awards and Grants-** \$90K was awarded in 2020 with \$85K being disbursed, due to one recipient postponing her project due to COVID-19. In addition, 3 awards from 2019 recipients have been returned for various reasons, totaling \$15K. Of the \$90K awarded, \$42K was funded by donors and \$48K was funded by the Foundation's use of Unrestricted Funds.

**Target Program** - \$40K has been disbursed to S.A.F.E. Another \$38K will be disbursed in January 2021.

**Foundation Donations-** The Foundation donated \$5000 to the Target Project, matching the Virtual Tour raising \$5000.

**Fundraising Expenses-** Fundraising expenses are way down due to purchasing very limited Backing Women Boutique items, no conference or Target charms, and not holding Foundation Night. We did incur some costs for software used for online ordering like Raffle tickets, supporting the Virtual Tour participants, and mailing costs.

The net fundraising funds are used to supplement the Awards and Grants programs, some of which are either partially or fully funded by The Foundation, as well as support The Foundation's administration expenses.

**Operating Expenses-** These expenses totaled \$7K in 2020 compared to \$29K in 2019. The significant reduction is due to NO traveling or conference fees for our board members. Typically, there are two face-to-face board meetings each year. One coincides with the FAWCO Conference and the second takes place during the summer.

On the following pages are the Balance Sheets and Summaries of Income and Expense for 2020 and 2019. There are also two pie charts- Sources of Income shows source of support: from individuals, Member Clubs and Foundation fundraising efforts and Disbursements and Expenses show spending for Programs, Fundraising and Administration.

Respectfully submitted,  
Kathy DeBest (FAUSA)  
Treasurer

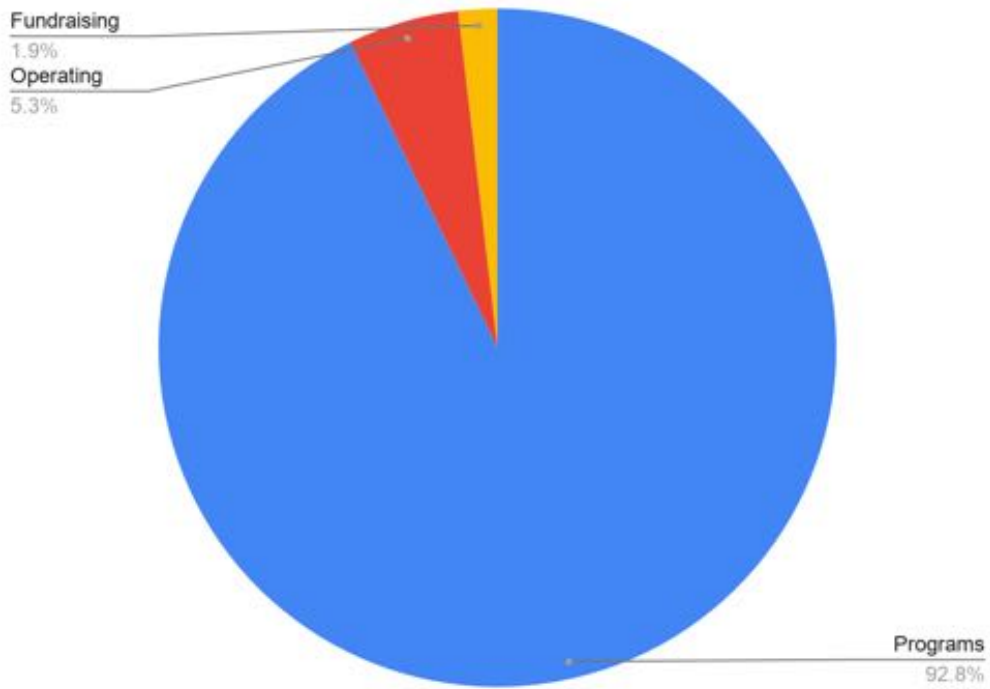
<b>The FAWCO Foundation Balance Sheets As of December 31</b>		
	2020 Unreviewed (USD)	2019 Reviewed (USD)
<b>ASSETS</b>		
Cash Accounts	259,118	232,631
Certificates of Deposit	130,581	129,820
	389,699	362,451
<b>TOTAL ASSETS</b>	<b>389,699</b>	<b>362,451</b>
<b>NET ASSETS</b>		
Unrestricted Funds	122,492	129,775
Board Designated Reserve Funds	123,500	123,500
Total Unrestricted	245,992	253,275
Temporarily Restricted Funds	133,916	99,385
Restricted - Endowment Funds	9,791	9,791
Total Restricted	143,707	109,176
<b>TOTAL NET ASSETS</b>	<b>389,699</b>	<b>362,451</b>



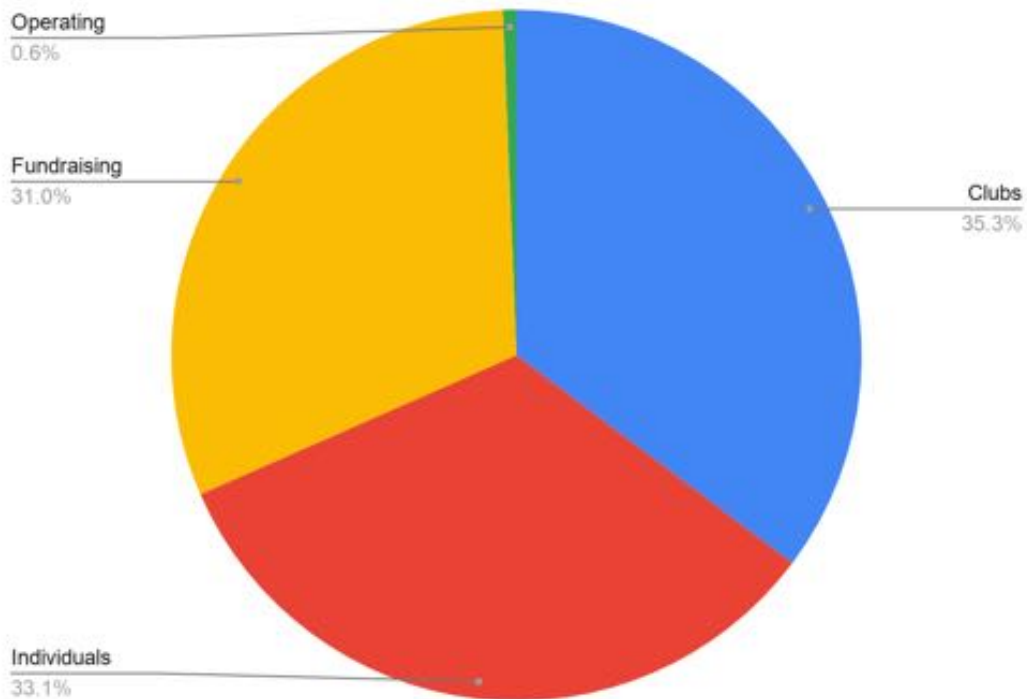
**The FAWCO Foundation**  
**Income and Expense Statements**  
**For the 12 months ended December 31**

	2020 Unreviewed (USD)	2019 Reviewed (USD)
<b>Income</b>		
Foundation Donations		
Education Awards	8,278	8,164
Development Grants	23,043	12,086
Target Program	45,443	43,679
Other Program Donations	20,389	0
In-Kind Donations	16	990
General Donations	11,494	10,401
Total Donations	<u>108,663</u>	<u>75,320</u>
Fundraising Income		
Fundraising Income	33,443	38,707
Fundraising Income - Target	15,748	0
Total Fundraising	<u>49,191</u>	<u>38,707</u>
Other Income	996	1,059
<b>Total Income</b>	<b><u>158,850</u></b>	<b><u>115,086</u></b>
<b>Expense</b>		
Foundation Program Disbursements		
Administered Awards	7,000	7,000
Education Awards	30,175	45,000
Development Grants	40,015	38,500
Target Program	40,000	40,002
Foundation Donations	5,000	6,417
Total Program Disbursements	<u>122,190</u>	<u>136,919</u>
Fundraising Expenses	2,449	10,847
Operating Expenses	6,964	29,044
<b>Total Expense</b>	<b><u>131,603</u></b>	<b><u>176,810</u></b>
<b>Net Surplus (Deficit)</b>	<b><u>27,248</u></b>	<b><u>(61,724)</u></b>

### Disbursements and Expenses 2020



### Income By Source 2020





Cheryl Rohits & Associates, Ltd.  
Certified Public Accountants

### **Independent Accountant's Review Report**

April 27, 2020

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, 2019 and 2018, and the related statements of support, revenues, and expenses - cash basis and functional expenses - cash basis for the years then ended, and the related notes to the financial statements. A review includes primarily applying analytical procedures to management's financial data and making inquiries of management. A review is substantially less in scope than an audit, the objective of which is the expression of an opinion regarding the financial statements as a whole. Accordingly, we do not express such an opinion.

#### **Management's Responsibility for the Financial Statements**

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

#### **Accountant's Responsibility**

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

#### **Accountant's Conclusion**

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

401 Huehl Road, Suite 1E • Northbrook, IL 60062 • Phone: 847-753-9200 • Fax: 847-753-9212

**Cheryl Rohlfis & 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 Rohlfis & Associates, Ltd.*  
**CHERYL ROHLFIS & ASSOCIATES, LTD.**  
Northbrook, Illinois

Respectfully submitted,  
Kathy DeBest (FAUSA)  
Treasurer

## FAWCO Foundation Conclusion

In conclusion, 2020 was a productive year for The FAWCO Foundation, as we successfully faced new challenges. A heartfelt thank-you to all our volunteers, donors and supporters in whatever capacity your support manifested. None of our work would be possible without you. It is always remarkable what we can achieve when we all work together. That is why we are The FAWCO Foundation -- your passions, your projects

Respectfully submitted  
Barbara Bühling (AIWC Düsseldorf)  
FAWCO Foundation President 2019-2021

## FAWCO Alumnae USA Report

FAUSA is the alumnae arm of FAWCO, and a not for profit 501(c)(3), incorporated in the state of Texas.



### The FAUSA Board of Directors

President	Rick Chizmadia
1 <sup>st</sup> VP Communications	Liz Janson
2 <sup>nd</sup> VP Membership	Yolanda Henry
Secretary	Aurora Silvestri
Treasurer	Peggy Dauser
Director of Philanthropy	Marilee Watts
FAWCO Liaison	Leslie Nelson
Parliamentarian	Jane Indreland (Presidential appointment)
Social Media	Karen O'Shaughnessy
Newsletter Editor	Brenda Brinkley
Sunshine	Judy Treanor
Virtual Activities	Jenifer Padfield
Archives	Louise Greeley-Copley
Website	Debbie Hastings

FAUSA, celebrating its 20th year, has had an exceptional year despite the challenges of COVID-19. We have increased our membership and increased the virtual activities for membership value. Participation and member satisfaction has been at an all time high. COVID-19 has made us realize that the tools that we needed to connect virtually have always been there and forced to use them. The Zoom and Google Meet platforms have also allowed our members to reconnect to their former FAWCO clubs around the world, joining them for social activities. Being virtual has also allowed for increased FAUSA participation in The FAWCO Foundation activities.

We are very proud of our accomplishments; they were made possible as a direct result of having a strong board and volunteers.

**Annual Getaway and Fundraising** — Our Virtual Annual meeting had a record enrollment – 75 people. For the first time both the presidents of FAWCO and The FAWCO Foundation were able to address the FAUSA membership. We divided the event into sections - the annual meeting in morning and in the evening, we had the Dress Up From Waist Up Fundraising Gala. Through the live auction held that night and an online silent auction taking place for an entire week, we raised a record amount of just under \$18,000.00. For the first time we aligned our annual grant to the UN Sustainable Development Goals, and the recipient was Veronica's Voice. We also donated \$500 each to the other applicants - Love People not Pixels and Operation Bootstrap Africa. We also donated \$4000 to support the Target Project.

**Virtual Activities** During COVID-19 it has been important to keep our members engaged through virtual opportunities as replacements for in-person events. Through Zoom we increased the number of virtual

activities ten fold. We also made Zoom available to our metro groups so that they could retain their monthly meetups. The results in terms of member engagement and membership retention have been excellent.

This is a list of our virtual activities:

- Wine Time with Amy
- Film Club
- FAUSA Makers Craft Group
- Yoga
- Bridge
- Virtual Mah Jongg
- FAUSA in Motion
- 7 book clubs including the newest - Political Book Club and the Texas Book Club

We set up the following Metro Meet Ups on Zoom:

- Livingston-Bozeman Montana Social Hour
- Great Lakes
- NY, CT & NJ
- Pacific Northwest
- Florida
- Houston/Austin TX
- Washington DC
- Colorado

We hold monthly social activities which include a holiday cocktail hour, a showing of *"In the Name of your Daughter,"* a Scavenger Hunt and the upcoming participation in the LUNAFEST, Women's Film Festival that will raise money for the FAWCO Target Project.

**Other FAUSA Accomplishments:** The 20th anniversary edition of Highlights magazine was published in digital form with print copies available. This is the largest most comprehensive magazine to date and you can view it here:

<https://www.yumpu.com/en/document/view/65269870/2020-20th-anniversary-highlights-interactive-magazine>

We have expanded our membership newsletter with new content, and readership is up. A big thank you to Brenda Brinkley for heading up the newsletter. We have increased our presence in social media on Facebook and Instagram thanks to Karen O'Shaughnessy and invite everyone to like us on Facebook and follow our Instagram page.

Our final big accomplishment is the complete rewrite of the FAUSA website from bottom up. Thanks to the leadership of Liz Janson and Webmaster Debbie Hastings for making this happen. It is colorful, easy to navigate and has all the information about FAUSA today, and we are certain that all of our members are going to love it. Visit the website at [fausa.org](https://fausa.org)

Please visit us in our Expo booth to meet us and learn more about FAUSA.

Respectfully submitted,  
Rick Chizmadia  
FAUSA President 2019–2021

# FAWCO Board



**Emily van Eerten**  
FAWCO President

AWC The Hague  
president@fawco.org



**Ann Marie Morrow**  
FAWCO 1st Vice President  
Communications

AWC Finland  
vp-communications@fawco.org



**Rozanne Van Rie**  
FAWCO 2nd Vice President  
Member Clubs

AWC Antwerp  
vp-memberclubs@fawco.org



**Mary Dobrian**  
FAWCO 3rd Vice President  
Global Issues

AIWC Cologne  
vp-globalissues@fawco.org



**Amanda Drollinger**  
FAWCO Secretary

AWC Central Scotland  
secretary@fawco.org



**Alisa Cook-Roehs**  
FAWCO Treasurer

AIWC Düsseldorf  
treasurer@fawco.org



**Tricia R. Saur**  
FAWCO Parliamentarian

AIWC Cologne  
parliamentarian@fawco.org

## The FAWCO Foundation Board



**Barbara Bühling**  
FAWCO Foundation President

AIWC Düsseldorf  
president@fawcofoundation.org



**Tracy Moede**  
FAWCO Foundation  
Vice President Communications

AWC Hamburg  
vpcommunications@fawcofoundation.org



**Lauren Mescon**  
FAWCO Foundation  
Vice President Fundraising

AWC Amsterdam  
vpfundraising@fawcofoundation.org



**Angela Aebersold**  
FAWCO Foundation  
Vice President Programs

AWC Bern  
vpprograms@fawcofoundation.org



**Louise Greeley-Copley**  
FAWCO Foundation Secretary

FAUSA  
secretary@fawcofoundation.org



**Kathy DeBest**  
FAWCO Foundation Treasurer

FAUSA  
treasurer@fawcofoundation.org



**Janet Davis**  
FAWCO Foundation  
Parliamentarian

AIWC Cologne  
parliamentarian@fawcofoundation.org



# FAUSA Board



**Rick Chizmadia**  
FAUSA President

[president@fausa.org](mailto:president@fausa.org)



**Liz Janson**  
FAUSA 1st Vice President  
Communications/PR

[1stvp@fausa.org](mailto:1stvp@fausa.org)



**Yolanda Henry**  
FAUSA 2nd Vice President  
Membership

[2ndvp@fausa.org](mailto:2ndvp@fausa.org)



**Aurora Silvestri**  
FAUSA Secretary

[secretary@fausa.org](mailto:secretary@fausa.org)



**Peggy Dauser**  
Treasurer

[treasurer@fausa.org](mailto:treasurer@fausa.org)



**Marilee Watts**  
Director of Philanthropy

[philanthropy@fausa.org](mailto:philanthropy@fausa.org)



**Leslie Nelson**  
FAWCO Liaison

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**Jane Indreland**  
Parliamentarian

[parliamentarian@fausa.org](mailto:parliamentarian@fausa.org)

# 2019-2021 FAWCO Volunteers



**Mary Adams**  
AWC The Hague  
Education Team



**Angela Aebersold**  
AWC Bern / FAUSA  
FAWCO Events Chair  
Foundation VP Programs  
Target Selection



**Patricia Aeby**  
AWC Bern  
Assistant Treasurer  
Conference Accountant  
Finance Committee



**Susan Alexander**  
AWC Bern  
Human Rights Team



**Tosin Arowojolu**  
Individual Member  
Human Rights Team



**Emma Avila**  
AWC Bogotá  
Education Team



**Ellie Badanes**  
AW Surrey / FAUSA  
Twitter Manager  
Foundation Counselor  
PR & Media Team



**Melanie Baur**  
AWC Berlin  
Club Workshops Coordinator  
Brand Strategy TF Force Chair  
U40 Task Force  
FAWCO Nominating Committee



**June Bechara**  
AWC Lebanon  
RC Region 9  
Health Team



**Sylvia Behrman**  
AIILO Florence  
RC Region 8  
Health Team



**Stephanie Biery**  
AWC Berlin  
Health Team



**Ann Birot-Salsbury**  
AAWE Paris  
FAWCO Refugee Network



**Karen Boeker**  
AWC Denmark  
IW Team  
Education Team



**Elsie Bose**  
AWG Paris / FAUSA  
FAWCO Advertising Manager  
IW Founder/Team  
Foundation Counselor



**Meg Brew**  
AWC Amsterdam  
FAWCO Youth Co-Chair



**Brenda Brinkley**  
FAUSA  
FAUSA Newsletter Editor



**Deanna Brittain**  
AWC Basel  
R&R Committee



**Laurie Brooks**  
AWC Amsterdam/The Hague  
Finance Chair / IW Team  
G Suite Administrator



**Celeste Brown**  
AWC The Hague  
FAWCO Counselor  
Health Team



**Barbara Bühling**  
AIWC Düsseldorf  
Foundation President



**Mary Stewart Burgher**  
AWC Denmark  
Voting Chair / Health Team  
Diversity & Inclusion Team  
IW Proofing Team



**Devinder Buttar**  
AWC London  
Education Team  
Health Team



**Martha Canning**  
AWC Amsterdam  
Target Health Education  
Target Selection



**Karen Castellon**  
AWC Berlin  
UN Rep — At-Large  
Human Rights Chair



**Sallie Chaballier**  
AAWE Paris  
FAWCO Counselor  
FAWCO Nominating Chair  
Website Content Administrator  
PR & Media / IW Proofing



**Rick Chizmadia**  
FAUSA  
FAUSA President



**Grace Christovasilis**  
AWO Greece  
UN Rep — Athens



**Rheagan Coffey**  
AWC Dublin  
Web Hosting Coordinator



**Catherine Conner**  
AWC Hamburg  
Website Manager



**Alisa Cook-Röhs**  
AIWC Düsseldorf  
FAWCO Treasurer  
Finance Committee



**Stevie Coppin**  
FAWCO Counselor



**Arline Burns Coward**  
Barcelona Women's Network  
FAWCO Counselor  
Membership Co-Chair



**Juliet Cutler**  
FAUSA  
Education Team



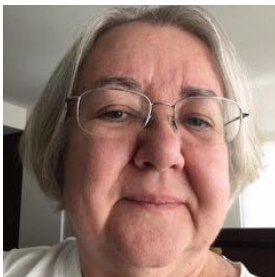
**Paula Daepfen**  
AWC Zurich  
UN Rep — Geneva  
Environment Team



**Janet Darrow**  
AWA Vienna / FAUSA  
Events Team  
FAUSA Counselor



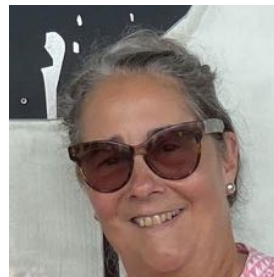
**Asma Darwish**  
AAWE Paris  
FAWCO Refugee Network  
Diversity & Inclusion Team



**Peggy Dauser**  
FAUSA  
FAUSA Treasurer



**Janet Davis**  
AIWC Cologne  
IW Proofing Team



**Nan de Laubadère**  
AAWE Paris / FAUSA  
Development Grants  
Administrator



**Kathy DeBest**  
FAUSA  
Foundation Treasurer



**Rebecca DeFraités**  
AWG Paris  
Membership Co-Chair



**Arandeeep Degun**  
AIWC Cologne  
Education Team



**Jule Deleroi**  
Augsburg IWC  
Environment Team 2019



**Kristina Didouan**  
AAWE Paris  
Forum Editor



**Johanna Dishongh**  
FAUSA  
US Liaison  
Finance Committee



**Mary Dobrian**  
AIWC Cologne  
FAWCO VP Global Issues  
Human Rights Team  
IW Proofing Team  
Target Selection



**Amanda Drollinger**  
AWC Central Scotland  
FAWCO Secretary  
U40 Task Force  
Environment Team



**Sue England**  
IWC Munich  
Human Rights Team  
UN Rep — At-Large



**Joan Evers**  
AWC Madrid  
Environment Team



**Cathy Farnan**  
AWG Paris  
Target Selection



**Susan Frick**  
AWC Brussels / FAUSA  
RC Region 4



**Christine Funke**  
Heidelberg IWC  
2019 U40 Task Force Chair



**Judith Furukawa**  
AWC Brussels  
Citizenship Chair



**Valerie Garforth**  
FAUSA  
Environment Team



**Marie Gibbons**  
AWC Brussels  
U40 Task Force  
Brand Strategy Task Force



**Caroline Graves**  
AWC Central Scotland  
FAWCO Virtual Tour Admin



**Louise Greeley-Copley**  
FAUSA  
Foundation Secretary  
FAUSA Counselor



**Shweta Gupta**  
AWC Berlin  
Diversity & Inclusion Team



**Kristin Haanæs**  
AWC Oslo  
Web Update  
FORUM Layout



**Therese Hartwell**  
FAUSA Counselor  
Target Selection  
Human Rights Team  
TFF Nominating Committee



**Linda Harvan**  
FAUSA  
Past Health Co-Chair  
Health Team  
Target Selection



**Debbie Hastings**  
FAUSA  
FAUSA Webmaster



**Michele Hendrikse  
Du Bois**  
FAUSA, Munich IWC  
FAWCO Virtual Tour Guide  
IW Team  
Foundation Counselor



**Yolanda Henry**  
FAUSA  
FAUSA 2nd VP



**Erica Higbie**  
FAUSA  
UN Rep — At-Large  
Human Rights Team  
Target Selection



**Kanika Holloway**  
AWC Antwerp  
Club Presidents'  
Coordinator



**Christine Humphreys**  
AW Surrey  
RC Region 1



**Mouda Iken**  
AWC Bogotá  
Health Team



**Jane Indreland**  
FAUSA  
FAUSA Parliamentarian  
FAUSA Editor



**Liz Janson**  
FAUSA  
FAUSA 1st VP  
PR & Media Team  
Foundation Archivist



**Monica Jubayli**  
AWC Lebanon  
FAWCO Counselor  
Documents Manager



**Janis Kaas**  
AAWE Paris, FAUSA  
IW Proofing Team



**Georgia Kallis**  
AWO Greece  
Human Rights Team



**Azadeh Khadkhodazadeh**  
Heidelberg IWC  
FAWCO Refugee Network



**Stacey Kimmig**  
AIWC Cologne  
UN Rep — Bonn



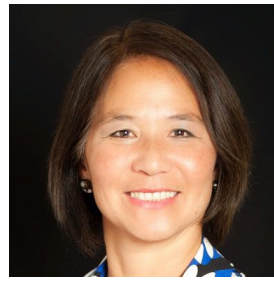
**Hari Kitching**  
AWC London / FAUSA  
Human Rights Team



**Olga Kocybik**  
AIWC Düsseldorf  
US Tax & Banking



**Michele Kuhlen**  
AWO Moscow  
U40 Task Force 2019



**My-Linh Kunst**  
AWC Berlin  
FAWCO Counselor  
FAWCO Youth Co-Chair



**Danielle Kuznetsov**  
AWO Moscow  
Health Chair  
PR & Media Team



**Amal Lahlafi**  
AIWA Rabat  
Environment Team



**Julie Lehr**  
AWC Amsterdam  
Target Fundraising Coordinator  
Target Selection



**Jonelle Lemcke**  
AWC Denmark  
RC Region 2



**Rena Levin**  
AWC Oslo  
Environment Team



**Karen Lewis**  
FAUSA  
Human Rights Team



**Deborah Lillian**  
AAWE Paris  
RC Region 3



**Adrienne Lind**  
AWCs Gothenburg,  
Malmö, Stockholm  
D&I/Education/Health/  
Human Rights/R&Rs Teams



**Marie-Bénédicte Luxem**  
AWC Zurich  
RC Region 6  
2019-2020 IW Team Events  
Team



**Suzanne MacNeil**  
AWC The Hague  
2019 PR & Media Team



**Liz MacNiven**  
AIWC Cologne  
Inspiring Women Editor  
TFF Nominating Committee



**Katja Malinowski**  
AWC Berlin  
SDG Team Leader  
FAWCO U40 Team



**Marelle Manders**  
Heidelberg IWC  
U40 Task Force



**Merideth Mani**  
AWC Amsterdam  
Diversity & Inclusion Team



**Renuka Matthews**  
Individual Member  
Environment Co-Chair



**Tammy Mayer**  
AAWE Paris  
2020 SDG Coordinator



**Ines Mayoral**  
AWC Bogotá  
Human Rights Team



**Carol-Lyn McKelvey**  
AIWC Cologne / FAUSA  
Education Co-Chair  
Silent Auction  
IW Proofing Team



**Angelika McLarren**  
AWC Berlin  
RC Region 5



**Patti Meek**  
AWC Dublin  
Foundation Counselor  
Nominating Committee



**Kristin Melia**  
AIWC Sorrento  
Foundation Donor  
Development Coordinator



**Lauren Mescon**  
AWC Amsterdam  
Foundation VP Fundraising  
Human Rights Team  
IW Proofing Team



**Rebecca Moede**  
AWC Hamburg  
FAWCO U40 Task Force



**Tracy Moede**  
AWC Hamburg  
Foundation VP  
Communications



**Hope Moore**  
Munich IWC  
R&R Committee  
Foundation Nominating Chair



**Lisa Morgan**  
AWG Paris, FAUSA  
Human Rights Team



**Ann Marie Morrow**  
AWC Finland  
FAWCO VP Communications



**Ayuska Motha**  
AIWC Cologne  
Environment Team  
UN Rep — Bonn



**Julie Mowat**  
AWC The Hague / FAUSA  
Human Rights Team





**Ulrike Näumann**  
Heidelberg IWC  
FAWCO Refugee Network  
Human Rights Team



**Leslie Nelson**  
FAUSA  
FAUSA — FAWCO Liaison



**Hollie Nielsen**  
AW Eastern Province  
Education Chair



**Lindsay Nygren**  
AWC Central Scotland  
Education Team



**Lisa O'Hearn**  
Munich IWC  
Health Team



**Karen O'Shaughnessy**  
FAUSA/AWC Hamburg  
FAWCO Under 40 Chair  
Happy Hour Hangouts  
FAUSA Social Media  
PR & Media Team



**Jennifer Padfield**  
FAUSA / AWC Berlin  
FAUSA Activities Chair



**Maggie Palu**  
AW Aquitaine  
Clubs in Motion



**Dawn Parker**  
AW Aquitaine  
Health Team



**Caroline Pekarek**  
AWC Bern  
Club Workshops 2019-20  
FAWCO Nominating Committee



**Robynne Pendaries**  
AAWE Paris  
Health Team



**Pam Perraud**  
AAWE Paris/FAUSA  
UN Rep — At-Large  
Education Team



**Jane McCall Politi**  
AWA Rome  
UN Rep — NY



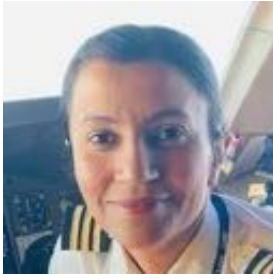
**Lindsay Porras**  
AWC Bogotá  
Human Rights Team



**Meenakshi V. Rai**  
ACIW Mumbai  
PR & Media Chair  
Environment Team



**Georgia Regnault**  
AWC The Hague / FAUSA  
FAWCO Counselor  
Archives Co-Chair  
Co-Editor FAWCO History



**Rachna Reiter**  
AWC Berlin  
Education Team



**Laurie Richardson**  
AWA Vienna  
UN Liaison  
UN Rep — Vienna  
Human Rights Team



**Christine Rigby-Hall**  
AWC Amsterdam  
R&R Chair  
Target Selection Chair



**Christine Riney**  
AWC Hamburg  
AWC London  
Health Chair  
Environment Team



**Anne Riz**  
AWC Bern  
UN Rep — Geneva  
Target Selection



**Julia Rodriguez-Buis**  
AWC Hamburg  
SDG Team



**Karen Rudin**  
AWC Zurich  
Environment Team



**Tricia R. Saur**  
AIWC Cologne  
FAWCO Parliamentarian  
Target Selection  
Bylaws



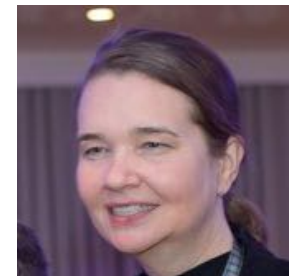
**WangDi Schadendorf**  
AWC Hamburg  
Environment Team



**Julia Schechter**  
AWC London  
Education Team



**Shelly Schoeneshoefer**  
AWC Hamburg  
Education Awards  
Administrator



**Tara Scott**  
AWC Central Scotland  
UN Rep — At Large  
Education Team



**Aurora Silvestri**  
FAUSA  
FAUSA Secretary



**Kathleen Simon**  
AWC Bern  
FAWCO Counselor  
Counselors' Coordinator



**Clara Siverson**  
AAWE Paris / AWG Paris  
Human Rights Team



**Anna Sizorina**  
AWC Hamburg  
Health Team



**Elizabeth Slaughter-Ek**  
AWC Malmö  
Website Registration  
Manager



**Cynthia Smith-Ayed**  
AIWC Casablanca  
RC Region 7  
TFF Nominating Committee



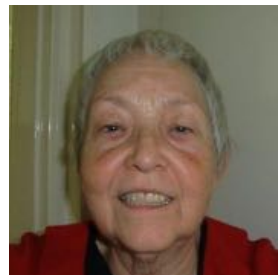
**Mary Stange**  
AWC Bogotá  
2019-2020 Social Media Manager,  
PRM Team  
U40 Task Force  
Human Rights Team  
FAWCO Nominating Committee



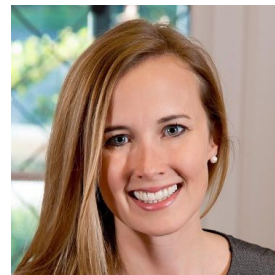
**Rhonda Staudt**  
(† 2020) AWC Berlin  
Diversity & Inclusion Team  
Human Rights Team  
UN Rep — At-Large



**Blandina Steinhauslin**  
AIWC Florence  
Health Team



**Rebecca Tan**  
AWC Hamburg  
FAWCO Counselor



**Suzi Tart**  
AAWE Paris  
Environment Team



**Jenny Taylor**  
AIWC Cologne  
AIWC Düsseldorf  
IW Proofing Team



**Tonya Teichert**  
AIWC Frankfurt/Taunus  
Diversity & Inclusion Chair  
Human Rights Team (Ending  
Violence)



**Nancy Thornley**  
FAUSA/AWA Rome  
Co-Editor FAWCO History



**Berit Torkildsen**  
AWC Oslo  
IW Social Media  
U40 Task Force



**Anne-Marie B. Tracey**  
AWC London  
Education Team



**Julie van der Wolf**  
AWC The Hague  
Archives Chair



**Tharien van Eck**  
AWC Antwerp  
Target Health Chair  
Target Selection



**Emily van Eerten**  
AWC The Hague  
FAWCO President  
FAWCO Counselor



**Anne van  
Oorschot-Warwick**  
AWC The Hague  
Environment Chair



**Rozanne Van Rie**  
AWC Antwerp  
FAWCO VP Member Clubs  
Health Team



**Alexandra Vo-De Jager**  
AWG Paris / FAUSA  
SDG Team Leader  
UN Rep — NY  
Environment Team



**Jordan Beck Wagner**  
AWC Hamburg  
Brand Strategy Task Force



**Sarah Wallace**  
AIWC Genoa  
Environment Team 2019



**Keziah Watatua**  
AWA Kenya  
Education Team



**Marilee Watts**  
FAUSA  
FAUSA Philanthropy Chair



**Vera Weil-Halle**  
AWA Rome  
Human Rights Team



**Suzanne Wheeler**  
AAWE Paris, FAUSA  
Foundation Counselor  
Liaison



**Michele Wirt**  
AWC London  
Brand Strategy Task Force



**Cecilia Zhuang-Haas**  
AWC Philippines  
RC Region 11  
UN Rep At-Large



**Roberta Zöllner**  
Munich IWC  
Foundation Quilts



**Ann Zulliger**  
AWC Zurich  
Environment Team