

**Restless Development  
Minutes of Trustee Meeting 10<sup>th</sup> September 2019**

Restless Development Minutes of Trustee Meeting 10<sup>th</sup> September 2019. Attendance is reflected in the table below. Members of the International Board of Trustees are listed on the left; Senior Leadership Team members are listed on the right. Charlotte Eaton, the chair, opened the meeting and welcomed all those attending. Apologies were sent by Mark Dickinson, Matt Beard, Amelia Pan, Lucinda Moore, and Isabella Mosselmans. Jenny Wilson, Paul Wafer, Ed Francis and Hannah Bronwin joined remotely.

Meeting Dates	24 Apri l	24 July	7 Aug	11 Sept	20 Nov	29 Jan	23 Apri l	23 July	10 Sept		24 Apri l	24 July	7 Aug	11 Sept	20 Nov	29 Jan	23 Apri l	23 July	10 Sept
Hannah Bronwin	●	○	●	●	●	●	●	○	*	Ed Francis	●	*	○	*	●	●	*	*	*
Affan Cheema	●	●	*	●	●	●	●	●	●	Gemma Graham	○	○	●	○	○	●	*	●	●
Jon Gorrie	●	●	○	○	●	●	●	○	●	Perry Maddox	●	●	●	●	●	●	●	●	●
Carol Monoyios	●	*	*	*	●	☒	☒	☒	☒	Alex Kent	○	○	○	○	○	○	●	●	○
Bella Mosellmans	●	●	●	●	○	●	●	●	○	Kate Muhwezi	●	●	●	●	*	*	●	●	●
Jim Sewell	●	○	●	●	☒	☒	☒	☒	☒	James Sole	●	○	○	●	●	●	○	●	●
Myles Wickstead	●	●	●	●	☒	☒	☒	☒	☒	Graham Leigh	●	●	●	●	●	☒	☒	☒	☒
Charlotte Eaton	●	●	●	●	●	●	●	○	●	Katie Rowberry	●	○	●	●	●	●	○	●	●
Anand Aithal	●	●	●	*	*	●	*	●	●	Christina Lewis	●	●	●	●	●	●	●	●	●
Jenny Wilson	☒	●	○	●	●	●	●	●	*	Alex Stewart	☒	●	●	○	●	●	●	☒	☒
Mark Dickinson	☒	☒	☒	●	○	●	○	●	○	Nazzy Amin	☒	☒	☒	☒	☒	☒	☒	☒	●
Paul Wafer	☒	☒	☒	●	●	●	●	●	*										
Antoinette Boateng	☒	☒	☒	●	*	●	●	*	●										
Amelia Pan	☒	☒	☒	☒	●	●	●	○	○										
Matt Beard	☒	☒	☒	☒	●	*	○	○	○										
Tom Allen	☒	☒	☒	☒	●	●	●	●	●										



- o Amelia Pan
- o Paul Wafer

Charlotte proposed the reappointment of all these directors. Jon seconded this and all other Board members were in favour.

**Budgeting & Planning Presentation.** The CEO, Perry; Finance Director, James; Programmes Director, Ed; Business Director, Gemma and Operations Director, Kate presented the FY 1920 budgeting and planning presentation for the trustees. The Finance Director started the presentation by thanking the Senior Leadership Team (SLT) and all Restless Development staff for their hard work on this year's budget planning, specially thanking the Finance and Audit Committee for their input. He outlined the main headlines of the presentation: building from a foundation of strong delivery against FY 18/19 strategic priorities; a FY 1920 budget that will resource our strategy. The CEO presented the Strategic Context and Priorities, reflecting on the decisions made in last year's budget and highlighting how they paid off against the agency stretch goals, considering success factors such as strong agency contribution and waterworks, reserves rebuild, systems and people investment, alongside investment into Unrestricted, Fundraising and Strategic Partnerships. He then explained how the focus areas in this 4<sup>th</sup> year of the Global Strategy are reflected in the overall FY 19/20 strategic budgeting priorities. He outlined the strategic priorities as being: to drive change within this current strategy to lead the agency to its next one; that we need to be able to understand Business Development and Resourcing as a manifestation of our mission; and, that doubling down on Restless Leaders will really help the agency achieve a wide range of goals, including its commitment on diversity and inclusion whilst complementing our push on Quality, Compliance, Safeguarding and Governance. He then outlined other priorities as being: investment in waterworks and unrestricted income for growth especially in the USA and South Africa; leveraging big wins to accelerate external engagement and programmes and accelerating the idea of an agency driven by hubs. He noted that strategically, SLT and all staff members will be asking questions on issues of Climate, Youth Leadership and Data to help lead toward our next Global Strategy.

The Programmes Director then moved onto how the strategy will be delivered through this budget. He gave an overview of the changing shape of programmes due to reduced funding in some hubs and therefore a smaller reach in individuals but reminded the Trustees that a substantial pipeline will grow reach numbers over the year. He outlined how new initiatives like the Development Alternative and Bill and Melinda Gates Foundation will advance key areas of our Theory of Change and strategy. He then presented the 2019/20 program aims, which were: 45 programmes reaching 139,523 people and unleashing 49,279 changemakers; working with 2,927 volunteers and engaging 751 partners. He highlighted that there will be a focus on Directors leading on the quality of programmes, dynamic accountability and outcome monitoring. Lastly, he gave an overview of the Development Alternative initiative and mentioned how it will help test/prove our theory of change and well as to help sustainably resource the agency.

The Finance Director then explained to Trustees the request for them to approve the overall budget, giving special consideration to three key areas: Global Salary Scale; investment in South Africa and USA; and planned contribution to Reserves. The Business Director then presented on income, sharing with the Trustees the opening income for the year as £10.6m and an estimated growth of £2.5m over the course of the year. She specifically pointed out that this year the agency has introduced financial sustainability plans that will help to combat the lower income levels in some hubs, noting that it is a good time for us to be working on a new Global Business Strategy. She presented the top 10 Donors and their percentage contributions towards the agency and showed on a graph the changing landscape of income over the years.

The Operations Director then presented the plan for the Global Salary Scale, which is in its 4<sup>th</sup> year. The Finance Director then went over the Reserves contribution in this budget, built through unrestricted funding. The Financial Director ended the presentation by reminding the Trustees of the headlines mentioned at the beginning of the presentation and asked them to approve the Global Salary Scale; Investment in the South Africa and USA hubs and the planned contribution to Reserves. He proposed the budget for review and discussion.

**Budget Discussion and Approval.** All Trustees gave their approval for the budget. They thanked the Finance Director for all his efforts in sorting out the proposal.

**AOB.** Charlotte, Board Chair, informed the Board that Hannah Bronwin will now be taking on a legal board level role rather than being part of a particular committee. Perry, CEO introduced Nazzy Amin as the new Executive Assistant, who will now attend and minute all Trustee meetings. He then invited the Trustees to join select sessions during the Directors Conference in October.

**Meeting close.** At 18:50 the meeting closed.