

Minutes of Trustee Meeting 2nd August 2023

Attendance is reflected in the table below. Members of the Global Board of Trustees are listed first; Global Leadership Group members are listed subsequently.

Attendance: Trustees	1st Feb 2023	3rd May 2023	2nd Aug 2023	13th Sep 2023	Attendance: Staff	1st Feb 2023	3rd May 2023	2nd Aug 2023	13th Sep 2023
Charlotte Eaton	•	•	•		Candie Cassabalian	○	○	•	
Hannah Bronwin	○	○	☒		Alex Kent	•	•	•	
Bella Mosselmans	○	•	•		Natalie Agboeze	•	•	○	
Jenny Wilson	•	•	•		Kate Muhwezi	•	•	•	
Paul Wafer	•	○	•		Sunil Mahawar	•	•	•	
Mafipe Chunga	•	•	•		Genevieve Seddon	○	○	•	
Oyindamola Johnson	○	○	○		Keith Short	○	○	•	
Tom Allen	•	○	○		Nikita Khanna	•	•	○	
Lucinda Moore	•	•	•		Rebecca Cox	•	•	☒	
Diwakar Uprety	•	•	•		Nalini Paul	•	•	○	
Amisa Rashid	○	○	•		Jen Codman	•	•	•	
Edleen John	•	•	•		Yande Kalengo	○	•	•	
Pooja Singh	☒	☒	•		Al Farrington	•	•	•	

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Nicola Dean	☒	☒	●		Freya Seath	●	●	○	
Justin Derbyshire	☒	☒	●		Sachin Saini	●	●	●	
Francesca Bowen	☒	☒	●						
Eshban Kwesiga	☒	☒	●						

● In attendance ○ Absent/Apologies ☒ Not a Trustee/Resigned

1. Welcome (CE)

CE stepped down as Chair and introduced JW as a new Chair of Trustees and MC as new Deputy Chair. Board unanimous vote accepting the change. JW introduced 5 new trustees in the meeting - board unanimous vote welcoming them onto the board. Welcome and introductions of Eshban Kwesiga (People & Culture Committee), Pooja Singh and Nicola Dean (Strategy Committee), Fran Bowen and Justin Derbyshire (Business Committee).

2. Youth Spotlight

Sepiso Deam Mwamelo (SDM) and Maria Malomalo (MM) shared their experience of working on the report of SOYCSR 2023 '[Young, Feminist and Fearless: Holding the Line](#)' the line. Shared an overview of the report noting how many young feminists from all over the world were interviewed. But even with the extensive safeguards in place to protect anonymity, many still chose not to participate which highlights the daily challenges young people are facing. The second takeaway is the explanation of the uniqueness in the feminist movements in different countries. The experience and hope related to solidarity and sense of togetherness even within the differences was discussed. SDM shared her hope that the report can be used as a tool to magnify the voices of young people and be used as a living document to galvanise change. Reflections on putting self-care at the heart and thinking about security and safeguarding, reviewing MEL policies and the importance of taking an intersectional approach to all programmes. On-going need to highlight feminist principles and understanding of a feminist approach. Need to create a safe space for young feminist organizations to collaborate online, and the importance of allies to protect this space. *'Be an activist for the activist. For the activist to stand up for young feminist movement to ensure that they have adequate funding and they have good spaces to grow'*.

3. State of the Agency

AK highlighted that over the last quarter along with our work on feminist agenda, our work has also shifted to focus more on Climate. AK reminded everyone of the video that came from the India hub and talked about how we are going to take our work to COP and Africa Climate Summit. AK discussed different funding statuses of the hubs and on-going fundraising efforts. We have put in a large number of proposals but are still waiting for the bigger strategic funding. AK further added that in the UK the Young Gamechangers fund is starting which is an amazing new focus for us on UK Youth and re-granting. Other significant changes in the US, where we are recruiting a new Partnerships Manager and recruiting a new Chair and President of the US

board of Trustees. Next annual leadership conference will take place in Tanzania attended by the Global Leadership Group and JW.

4. Internal Audit

SS gave an overview of the result of the Internal Audit. SS shared details hub by hub and also shared our approach: risk based selection, different test areas etc, international lead for training and support, comparison with last year audit result. SS confirmed that we found a positive change in two or three areas as compared with last year. Hubs performance has also improved compared to last year. SS further added that we have not done an audit of the USA as we have no staff there during last year. Discussion of the top 10 risk areas. Discussion on any surprises - the extent to which some of the hubs had improved from last year. Other things that surprised me were how well virtual audit works, as well as internal auditors with no financial background. Next year the new internal audit will use the new Quality Assurance framework.

5. Financial Position - Q3 and Year End

SM talked through the secured income, 4% increase in income, pipeline and risks. India hub has a post-pipeline surplus all other hubs are balanced. Discussion on managing deficit, waterworks and agency contribution and new financial model, to address the trend of reduced agency contribution. Finalising budgets for next year, already in a healthier position than this time last year. SM confirmed a secure cash flow for the next 6 months.

AF talked through Resource Mobilisation and Fundraising, sharing updates about current funders and new proposals. Lots of proposals submitted in the last quarter and many for a significantly higher amount - this is the change we are trying to make - going for higher amounts and going in as the Prime on some of these proposals.

6. People Committee

YK and JC shared updates on work priorities over the last quarter: we have started putting together our ambition and targets from an operation lens to agency plan. This year's Values day was under the theme Power shifting - and started the process of updating our values, and the Restless Lexicon - that includes Power Shifting language. Next quarter we'll be doing a Power Shifting report, against our Power Shifting Checklist - designing hub self assessment as a tool as well as implementing the findings from State of youth civil society research i.e feminist approach across agency from power shifting Lens. JC updated on safeguarding paper. One cause of concern was reported but resolved and enhanced safeguarding training was held with GLG. All Hub safeguarding leads were also trained and checked. Furthermore we've now reviewed our people paper pages on our website

7. Strategy Committee

KS updated that we were focussed on the young feminist and fearless research and dissemination plan on that. Now in the global annual planning process pulling together top line strategic plans, cross cutting themes that we could create agency wide priorities. Focusing efforts on the Youth Collective, Climate Justice and resource mobilisation. In the coming weeks we'll be taking part in the African Climate summit in Nairobi in September and SDG summit in Zambia.

8. Business Committee

AF confirmed that everything has already summed up in the financial position. KM informed the trustee that our current auditor came up with double the



fee for next year. SM and GS would work on it and would update more in September when we formally appoint an auditor. We are looking at different options at this moment.

AOB (JW)

Approved minutes from the last meeting and updated on actions. Setting up a voluntary Whatsapp group for trustees.

Thanks to Hannah Bronwin for all her time at Restless Development, from starting as a volunteer and serving 8 years on the board.

Final thanks to Charlotte Eaton for serving as Chair for the last 6 years and sitting on the board for years prior. Thanks were given by several staff and Trustees. Prior to Jenny, Charlotte bucked the trend as a young female Chair and has in her tenure overseen some significant changes as the agency has steered through significant funding cuts, changes to FCDO, a pandemic and geographic shifts. She's been a committed leader always lending a hand and advice when needed and supporting leadership transitions. A huge thanks and best wishes were given by the board to Charlotte Eaton.