

# Restless Development Minutes of Trustee Meeting

**Attendance:** See table at end of document

**Date:** 13/12/2023

**Recorder:** Richa Sinha

**Location:** Zoom

**Time:** 12.00pm - 3.00pm GMT

**Approved:**

Agenda	1. Welcome and Approval of Previous Members	2. Trustee Spotlight (Pooja)	3. Global Leadership Conference (AK, KM and Jenny)	4. State of the Agency Report (AK)	5. Governance (KM)	6. Break	7. Risk Approach(KM)	8. People Committee (OJ / KM)	9. Strategy Committee (PW, NA)	10. Business Committee (LM)	11. Youth Spotlight (Jimena)	12. AOB (Jenny)(AK and KM)	13.
Actions Updates	Actions from Meeting(s)	Lead	Status update/timeline	Progress									
1.	Document past actions to build the connection between national and global board	Kate	ASAP										
2.	AI to share detail in the January paper on conversion rates in different hubs.	AI	January										
3.	Sunil to share via the Q1 reforecast which hubs are a priority for fundraising support plans.	Sunil	January										
4.	Invite Trustees to the annual Safeguarding Training	Kate	January										

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Agenda	Minutes
Welcome (AK)	Jenny welcomes everyone and invites updates from Trustees. Apologies sent by DU, BM, EJ and OJ
Trustee Spotlight (Pooja)	<p>Pooja Singh gave an update on the leadership conference '<i>Shaping feminist foreign policy conference</i>' that she attended on behalf of Restless, in the Netherlands in November (at the start of the Walking the Talk programme). She shared insights and experiences on Feminist Foreign Policy, global learning of feminist interventions and the context of CSOs organising in India. She stressed the importance of accountability in the context of feminist foreign policy, suggesting that there is work to be done in ensuring that initiatives are effective and impactful.</p> <p>FB commented that she is forever inspired by the stories and work of Restless development and wants to hear more updates in future.</p>
Global Leadership Conference	<p>AK, KM, and JW provided an update about the <b>Global Leadership Conference</b> in Tanzania. The Feminist leadership approach highlighted particularly established feminist teams of engagement, collectively ensured the space for wellbeing, shared leadership, a commitment to identify leaders, and ideas to support more young people specially among young women into the leadership space.</p> <p>AK: Shared the conference presentation, talking through selected slides speaking to the formation of Buddy Groups to support participants in their collective journey and emphasised the importance of making connections and opportunities for people to pair up and provide support beyond the conference. She started with the first day of conference by linking Hub spotlights with programmes and Hub Directors all had 15-minute spotlights on their hubs during the conference - links in the presentation to five-minute videos showcasing various programmes for a more comprehensive understanding.</p> <p>AK described 'Tree of Joy' to recognize and celebrate the successes we have achieved over the past year. The tree also described the challenges we faced. The tree remained throughout the week and was referred back to throughout different exercises that suggested some practical solutions of the challenges. AK flagged about the 'Director Spotlights: Collective Problem Solving', in which Hub directors shared key challenges to collectively problem-solving in groups.</p> <p>AK shared that <b>Chanda Chisenga got the Batfox Award 2023</b> for leading her team to establish the Hub as experts in youth leadership and gender transformative approaches. Chanda, who leads the Zambia Hub, is an incredible leader and is very high performing.</p> <p>Day 2 was focussed on the youth collective. AK talked about Powering up the youth collective focusing on youth collective action, key</p>

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	<p>insight and learnings from the processes by the Alliance Building, SRHR Alliance in India, Flexible Funding for education in Sierra Leone and collective work across Latin America done by Jimena as only staff in Costa Rica.</p> <p>AK added that Day 3 started with half of team having strategic meeting with the Minister for Information, Youth Culture, and Sports in Zanzibar - part of Tanzania’s efforts in signing an MOU to engage with the youth population in Tanzania, whilst the other half of team joined a mini Youth Hack initiative, a youth-led effort to build a contextual understanding of challenges of young people in Zanzibar.</p> <p>Further AK discussed day 4 schedule that was focussed on new financial model and highlighted several global programs, including the Young Gamechanger Fund, Digital Health &amp; Rights, Walking the Talk, and the Global Girls Climate Coalition, and then the agency model that lines up with latest strategy that is all about taking a power shifting approach in everything we do. The Governance session allowed all participants to explore what collective global governance could look like for Restless, whilst ensuring a common understanding that the actual vision and decision would fall with our existing governing bodies. Participants also met the wider Tanzania Team and a formal meeting with the Tanzania Board took place.</p> <p>AK commented that on the last day they focussed back on intersectionality, feminist policy and powershifting. AK concluded with the Dar declaration that toutlined our commitments over the coming 12 months.</p> <p>Finally, AK shared that NA won the first ever “Cosmic Cow Toad” 2023 award - recognition as the GLG member of the year (named through a collaborative progress!)</p> <p>JW further added about the Know Your Bias training that was getting everybody to think about their unconscious bias and expressed her happiness in joining the team in Dar Es Salaam. JW appreciated the approaches and conversations which were amazing and brought out three things that included power shifting approach, operations and emphasis on the new agency plan. JW challenged to GLG to think bigger &amp; bolder, and to focus on the next generation of leaders and succession planning.</p>
State of agency	<p>AK discussed the State of Agency report: commenting on metrics of Youth power, and their direct impact on priority areas. And the role of our power shifting approach, and our updated agency plan influencing the wider development sector.</p> <p>AK highlighted the significant shift in power dynamics towards the youth collective, moving beyond Restless staff, programs, and hubs. She talked about recognizing and addressing young people’s needs, enabling &amp; empowering their voices, and providing opportunities led by young individuals. Also mentioned about the need to advocate for better youth powered funds.</p>

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<p>Governance</p>	<p>KM: Spoke about the significant and the biggest transformative shift, particularly demonstrated in Tanzania, in our global leadership - not just structurally but in how we lead and make decisions. From the entire senior leadership team being a small team in the UK 10 years ago, to the global leadership group we have today has worked magic in terms of getting more courageous and brave people all over the agency, together we are much louder and more influential.</p> <p>KM: Discussed about how the shift in the Global Leader Group (GLG) needs to be mirrored in the global Governance structure to reflect our deepest power shifting approach at the governance level as well as programmatic and operational level. KM explained the processes that began from research, GLG discussions, individual board conversations and now needs to shift to a process design phase owned by Trustees and facilitated by members of the GLG. KM further shared examples of other governance structures in the sector from which we could learn. Trustees spent time in groups discussing what this design process could look like, what information would be needed and who should be involved, and then shared these ideas back with the full Board.</p> <p>KM shared that we are considering how best we can tell our power shifting story, from the early days of the agency which was initiated in 1985 to the position where we are now as restless, very candidly and honestly tell the power shifting story.</p> <p>KM also cited that consultations will be opened with all national boards on the proposed financial model in the new year.</p> <p>PS asked whether we have had any conversations with the national board and what the recommendations from them are. KM answered that we have spoken with 5 boards to gauge where their appetite for the global agency and global governance is, whilst sharing the broad ambition of a truly collective global governance body which would have oversight of the group of 9 entities and how they can work well and feel more connected .</p> <p>EK asked if national boards also feel connected to each other or if it's just the global board they feel disconnected with. KM added that there is little to no connection between any Boards, and that generally national Boards feel like decisions are made by the global Board and then shared with them, rather than being part of the decision or even being consulted.</p> <p>JD suggested having a written/working document detailing what initiatives have been there in the past to build connections and whether they have been successful as this would inform the process and suggestions which may come out. KM put this as her action.</p> <p>AR: shared here that her experience with the Tanzanian Board last September was far from collaborative so it was good to hear that they expressed a wish to work together during the meeting with them in Dar Es Salaam.</p>
<p>Risk Approach (KM)</p>	<p>Whilst the top 10 risks had been reviewed by each Committee, KM proposed a new approach to risk, explaining the process the GLG had gone through to identify the 6 key 'barriers' which could present themselves to us achieving our commitments for the year. KM</p>

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	suggested that these be recognised as our risks going forwards and be discussed in the full context of the Strategy / Business Development / People and Culture context. The 6 new risks would be shared with each Committee next quarter for review, and then presented to the Board at the next meeting. Trustees agreed for this proposed change.
People Committee (KM)	KM updated on the People Committee meeting, highlighting the progress in the Head of People recruitment, and the success of the annual performance review process in BambooHR (completed for 90% of staff).
Strategy Committee (NA)	NA pulled out the key points from the strategy report, starting with a sector scan. Led to a much wider discussion on the damage and impact of funders, late disbursement and what Restless Development can do to highlight the issue, as one of the key issues that is hurting the sector, especially youth civil society.
Business Committee (LM)	Building on the highlights from the Strategy Committee update, LM concluded this discussion by sharing that the Committee had received a preview of the proposed financial model and how it aimed for stronger sustainability and building youth power funding into our agency.
Youth Spotlight (Jimena)	<p>Jimena Cascante: Shared her experience as a young leader at Restless, and only staff member in Latin America. JC shared some impactful and diverse initiatives focused on youth and rights in Latin America, including working with young leaders from 9 countries across the region. JC talked about the collaboration with FACM, rights holders in Guatemala and Honduras, youth-led research, pertinent issues and advocacy for young women with HIV, young women with disability, young LGBTQI+ women. JC also discussed Leadership Labs workshops in 2022 and 2023 that showed a sustained effort towards meaningful youth engagement.</p> <p>Later JC talked about workshops held in Honduras, Costa Rica and Uruguay, provided an insight on global partnerships and panels which she had been invited to join in the region on behalf of Restless Development. JC also shared her focus on creating a network in the region.</p>
AOB (JW)	<p>JW gave a couple of AOBs.</p> <ul style="list-style-type: none"> <li>• Safeguarding training for board members is due and invitations for a session will be shared. The annual training will include an overview and understanding of safeguarding and Board responsibilities.</li> <li>• Reminded of AK's email about the triathlons and encouraged all Board members to attend at least one.</li> </ul>

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

<b>Attendance: Trustees</b>	1st Feb 2023	3rd May 2023	2nd Aug 2023	13th Dec 2023	<b>Attendance: Staff</b>	1st Feb 2023	3rd May 2023	2nd Aug 2023	13th Dec 2023
Bella Mosselmans	○	●	●	○	Candie Cassabalian	○	○	●	○
Jenny Wilson	●	●	●	●	Alex Kent	●	●	●	●
Paul Wafer	●	○	●	●	Natalie Agboeze	●	●	○	●
Mafipe Chunga	●	●	○	●	Kate Muhwezi	●	●	●	●
Oyindamola Johnson	○	○	○	○	Sunil Mahawar	●	●	●	●
Tom Allen	●	○	○	●	Genevieve Seddon	○	○	●	○
Lucinda Moore	●	●	●	●	Nikita Khanna	●	●	○	○
Diwakar Uprety	●	●	●	○	Nalini Paul	●	●	○	●
Amisa Rashid	○	○	○	●	Yande Kalengo	○	●	●	●
Edleen John	●	●	●	○	Al Farrington	●	●	●	●
Pooja Singh			●	●	Richa Sinha			●	●
Nicola Dean			●	●					
Justin Derbyshire			●	●					

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Francesca Bowen			•	•					
Eshban Kwesiga			•	•					

● In attendance

○ Absent/Apologies

☒ Not a Trustee/Resigned

\* Via Zoom