

# Europe/UK Committee

## Committee Members

Co-Chairs: Tracey Jordal, Susi de Verdalon

Members: Simona Composta, Vanessa Battaglia, Nafisa Yusuf

WIFM Liason: Alexa Simone

Spend Forecast for 2023FY: **GBP 9.1k** (vs Budget of GBP 15k excl Post-Gala event)

Goals (2023)	Leads	KPIs	Plan Date	Rating	Trend
<b>A) Create a separate “first links” list for UK/EU members:</b> <ul style="list-style-type: none"> <li>Board or committee members</li> <li>On cohort programmes currently</li> <li>On cohort programmes historically</li> <li>Historic applicants or winners of WIFM awards</li> <li>Any other nominations from global WIFM board</li> </ul>	Susi & Alexa	<ul style="list-style-type: none"> <li>Build out mailing list &amp; database - <b>DONE</b></li> <li>Increase membership to 1400 (+100%) – <b>DONE</b></li> </ul>	• Dec 23		
<b>B) Expand WIFM presence in Europe:</b> <ul style="list-style-type: none"> <li>WIFM Board members expansion</li> <li>Ambassadors expansion</li> </ul>	Liaison with Nomination Ctte	<ul style="list-style-type: none"> <li>3 WIFM Board members (Current: 2) - <b>DONE</b></li> <li>6-8 Ambassadors (Current: 3) – <b>DONE</b></li> </ul>	• Dec 23		
<b>C) Target events in UK and EU:</b> <ul style="list-style-type: none"> <li>2-4 Marquee events p.a.</li> <li>Participate in larger industry conferences on panels where WIFM can have a presence (ISDA, FIA, EUREX, others)</li> <li>Smaller roundtable discussions in various cities (London, Dublin, Frankfurt, Paris, Madrid)</li> </ul>	Simona, Vanessa & Nafisa	<ul style="list-style-type: none"> <li>5 Marquee and industry events (Prior Year: 2) - <b>DONE</b></li> <li>Milan - Derivatives Litigation Event (Prior Year: 0) - <b>DEC</b></li> <li>Social Sporting Event (Prior Year: 0) – <b>Q1 2024</b></li> </ul>	• Dec 23 + see Pipeline		

## Executive Summary on Progress:

- Please see YE recap (separate document)
- Completed in Dec:
  - End of Year Objectives & Goal setting for the EU WG, EU Ctte, Q1 Event Planning
  - EU Membership Analysis – to be presented in January Ctte meeting

# Finance Committee

## Committee Members

Chair: Julie Winkler

Committee Members: Marisol Collazo, Cassandra Seier, Margoth Pilla, & Tracy Wilson

Goals (2022-2023 goals)	Leads	KPIs	Plan Date	Rating	Trend
Work closely with the Fundraising Committee to align on revenue goals and collect sponsorship funds	Events committee	Meet or exceed best case \$40k in fundraising to support marquee events throughout the year.	All year		
Propose and maintain oversight of budget and finances for WIND. Work collaboratively with other Committees to support their financial needs	Margoth	Meet our budget for 2022-2023 year	All year		
Complete tax filings and maintain not-for-profit status	Margoth	Ensure fillings are done on time	All year		

## Executive Summary on Progress

- We continue to be in a strong financial position with \$461K in the Vanguard account and \$355K in the operating accounts.
- Net income for the year is \$76k. It is better than budget by \$527K and primarily driven by lower than budgeted expenses pretty much across the Board.
- All 2023 Gala sponsorship money was received except for four sponsors (\$60K). Cap Gemini, RBC, Barclays, and LCH, monies still not received.
- OJ Flanagan performed a review of the 2022 financials per NYS tax filing requirements and found no areas of concern.
- The final version of the 2024 budget will be presented for Board approval at the Finance Committee's recommendation.
- .

# Leadership Committee

## Committee Members

Chair: Petal Walker  
 Committee Members: Deborah North, Kyle Brandon, Karen Wares, Claudia Downing, Tracey Rucker-Wilson, Jackie Mesa, Cassandra Seier, Marisol Collazo, Joyce Thormann, Tracey Jordal

Goals (1/24-12/24)	Leads	KPIs	Plan Date
Refine / execute cohorts		Meet to set up the cohorts	Q1
		Revise the trailblazer program	Q1
		Execute cohort events	Q2
		Assess effectiveness of program	Q3
Continue allyship		Check-in with board member mentors	Q3
		Assess effectiveness of program	Q4
Continue Wolfpacks		Create packs	Q1
		Have first facilitator coaching sessions	Q1
		Check-in with packs	Q2
		Have second facilitator coaching session	Q3
		Assess effectiveness of program	Q4
Distribute Scholarships		Have planning meeting	Q1
		Send out the scholarship applications	Q2
		Collect and decide on the winners	Q4
		Dispense 2023 scholarships	Q4
		Assess effectiveness of program	Q4
Deploy curriculum		Assess 2023 curriculum program	Q1
		Initiate coach selection process	Q1
		Complete coach selection	Q1
		Conduct mid-term assessment of program	Q3
		Conduct graduation events	Q4
		Assess effectiveness of program	Q4
Establish mentoring		Complete matches	Q1
		Conduct mentorship training session	Q1
		Conduct mid-year checks with mentors / mentees	Q3
		Assess effectiveness of program	Q4
Establish conference		Finalize panels	Q1
		Finalize non-panel items (networking, happy hour)	Q1
		Complete invitations	Q1
		Have conference	Q1
		Assess effectiveness of conference	Q1

# Leadership Committee

- **Executive Summary on Progress**
- **Cohort Program:** Accepting nominations from sponsorships and will be creating 2024 cohort groups.
- **Allyship Program:** Had 2 sessions with the allies. Board members have been assigned to Ally. Will be meeting with the sponsees later this month.
- **Wolfpack Program:** Close to 300 applicants for the Wolfpack, in the process of creating Packs. Facilitator training with Dr. Baro scheduled.
- **Scholarship Program:** 30 applicants came in and the committee chose 20 winners. Will meet in late Feb to plan this year's program.
- **Curriculum Program:** Will have meeting in January to discuss lessons learned and plan for this year.
- **Mentoring Program:** Committee is reviewing the applications and creating the matches. Mentor training with Dr. Baro scheduled for mid January. .
- **Conference:** Vast majority of speakers have been confirmed. Committee is focusing on finalizing panels, happy hour, invitations, etc.

# Nominating and Governance Committee

**Committee Members**  
 Chair: Jackie Mesa  
 Committee Members: Tracey Jordal, Cassandra Tok, Marisol Collazo

Goals (2024 goals)	Leads	KPIs	Plan Date	Rating	Trend
Add 4 more Board Members ultimately bringing Board to 21 members	Mesa	Increase in size of Board Members YOY	Q4		
Continue engagement of Advisory Council	Jordal	Continue to engage the members for ideas	Q1-Q4		
Succession Planning for Board Leadership Roles	Collazo	Roll out succession plan	Q1-Q2		
Engage WIFM Ambassadors	Mesa/Tok/Collazo/Jordal	Create Ambassador on-boarding guidelines and monitoring reporting for the 2 year terms	Q1-Q4		

**Progress Report**

- Total of 17 WIFM board members currently. In 2024, 4 board members terms are up and may be renewed for another three years (Petal, Julie, Deborah, Karen). We want to keep board around 20. Presenting one member now and there are 2 more in London that will be presented in March.
- Advisory Council (Dawn Stump, Angie Karna; Rachana Bhide, Georgie Dickins, Kay Swinburne and Supurna Vedbrat) met December 11 and discussed how to utilize gala sponsors for board members, succession planning and providing WIFM mementos.
- Continued succession planning and discussion ongoing.
- WIFM Ambassadors continue to help with programming and WIFM committees. Leadership of committees should feedback on engagement of ambassadors.

**Discussion Points**

- Presenting Victoria Greenberg for membership to the board.
- Creating a report for committee leads to fill out to monitor Ambassadors' engagement in committees.

# Fundraising Committee

## Committee Members

Chair: Karen Wares

Committee Members: Cassandra Seier, Tracy Rucker-Wilson, Julie Winkler Margoth Pilla, Tara Dziedzic & Marisol Collazo

Goals (2023-2024 goals)	Leads	KPIs	Plan Date	Rating
Plan WIND Annual Gala 2024	TBD	<ul style="list-style-type: none"><li>Looking fo finalise date</li><li>Edison Ballroom in NYC</li><li>Estimate ~200-250 attendees</li><li>Cost estimate \$150-\$175K</li></ul>	Q1 2024	
Update sponsorship outreach to include firms that are members but not sponsors and assign board members to do outreach	Karen, WIFM Ambassadors	<ul style="list-style-type: none"><li>~10-15 new firms to do outreach to based on new membership/participation</li></ul>	Q1 2024	
Reach out to WIFM Board to engage sponsors	Karen, WIND Ambassadors	<ul style="list-style-type: none"><li>Spreadsheet being worked through, expect there to be ~50 firms to engage</li><li>Board members will be assigned based on relationships with new firms</li></ul>	Q1 2024	

## Executive Summary on Progress

- Planning for 2024 is underway
- Working on sponsorship engagement strategy

## Noteworthy Items

# Events Committee

## Committee Members

Co-Chairs: Tracy Rucker-Wilson, Bari Trontz

Committee Members: Kyle Brandon, Deborah North, Jackie Mesa, Petal Walker, Cassandra Tok, Marisol Collazo

Goals (2024)	Leads	KPIs	Plan Date	Rating	Trend
1. <b>Sponsor</b> - Deliver high quality industry-related Marquee/large events to WIFM sponsors	TRW/Trontz	<ul style="list-style-type: none"> <li>Partner with WIFM gala sponsors to deliver 6 high quality events this year                             <ul style="list-style-type: none"> <li>Diamond (\$15k budget each) – Nomura</li> <li>Platinum (\$10k budget each) – BAML, BBG, DTCC, LCH, Options Group, S&amp;P</li> </ul> </li> </ul>	All year		
2. <b>Industry</b> - Sponsor/participant key industry events	Kyle/Deborah/others	<ul style="list-style-type: none"> <li>FIA SIFMA AGM, ISDA AGM, Eurex derivatives forum</li> </ul>	All year		
3. <b>Expansion</b> - Deliver virtual/regional small scale events to expand WIFM membership and engage with WIFM members outside of LDN and NYC	tbd	<ul style="list-style-type: none"> <li>Engage with partners and/or local WIFM ambassadors/members to organize 4 smaller scale events outside of NYC/LDN and attract new WIFM members to increase our membership</li> </ul>	All year		
4. <b>All-member</b> - Partner with leadership committee to deliver all-membership events to all WIFM members	TRW/Trontz	<ul style="list-style-type: none"> <li>2 WIFM ambassadors to own the executions of the all-member leadership events. (ideals + execution)</li> <li>Baseline - host 1 all-membership leadership event (in-person or virtual serious) per quarter (4 in total)</li> </ul>	All year		

## Executive Summary on Progress (Q1 2024)

- Planning for 1Q2024 events is underway including Women's History Month Webinar Series

## Discussion Items