

# Europe/UK Committee

## Committee Members

Co-Chairs: Tracey Jordal, Susi de Verdelon

Members: Simona Composta, Vanessa Battaglia, Nafisa Yusuf, Nichola Hunter, Eunice Zhu, Emma Dwyer

WIFM Liason: Alexa Simone

Spend Forecast for 2023FY: **TBD – forecasting will commence in Q2**

GOALS (2024)	LEADS	KPIS	PLAN DATE	RATING	TREND
<b><u>GOAL 1: SIGNIFICANT ACCELERATION ON EVENT SCHEDULE</u></b>	Nafisa, Simona + EU WG	<ul style="list-style-type: none"> <li>EU Gala to host 100</li> <li>6 events hosted by WIFM Europe (Flagships, Charity Socials, excl. EU Gala) of which 2 in Paris and Dublin.</li> <li>6 conferences attended by WIFM Europe</li> </ul>	Dec 24		
<b><u>GOAL 2: EXPAND WIFM PRESENCE IN EUROPE</u></b> <ul style="list-style-type: none"> <li>WIFM Board members expansion</li> <li>Ambassadors expansion</li> </ul>	Tracey	<ul style="list-style-type: none"> <li>[X] board members for Europe</li> <li>10 Ambassadors</li> <li>20 Working Group Member</li> <li>Clear trajectory and selection criteria for board</li> </ul>	Dec 24		
<b><u>GOAL 3: GROW MEMBERSHIP IN EUROPE</u></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>	Nichola, Vanessa + EU WG	<ul style="list-style-type: none"> <li>2000 members by YE 2024</li> <li>Assess membership in Europe</li> <li>Connect with 10 missing firms</li> <li>Partner with 5 local women's networks (BlackRock, GS)</li> <li>Manage EU/UK HQ Firms (LSEG, Options Group)</li> </ul>	Dec 24		
<b><u>GOAL 4: OPERATING FOUNDATIONS FOR EUROPE</u></b>		<ul style="list-style-type: none"> <li>Collaborate on leadership programmes in region</li> <li>Work with Marketing/Communication Ctte on specific in region deliverables &amp; ring-fenced budget if needed</li> <li>Set up payment capabilities locally</li> </ul>	Dec 24		

## Executive Summary on Q1 Progress:

- Q1 saw the completion of 3 events – 1 in Milan, 1 in Frankfurt (EUREX Conference) and 1 EU Flagship on 20<sup>th</sup> March
- EU Gala in advanced planning stage with several venues being scouted
- EU WG: 14 members, EU Ambassadors: 6 members in Q4
- Exciting addition of LEAN IN group with an emphasis on Leadership programmes
- Membership analysis for Europe completed – awaiting launch of CRM in early April, for KPI's
- Monthly committed restructured, with improved 'swimlanes' and global board 'buddies' to ensure the broad scope in Europe is well covered

# 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 (February 6), BBG, DTCC (June TBD), LSEG/LCH (June 18), Options Group (May 16), 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>ISDA AGM – WIFM ICE panel</li> <li>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 2Q2024 events is underway
- Summer development / leadership virtual series with Mandy Lehto (June, July, August, October)

## Discussion Items

- Discuss event opportunities outside of New York and London

# Nominating and Governance Committee

**Committee Members**  
 Chair: Jackie Mesa  
 Committee Members: Tracey Jordal, Cassandra Seier, 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	Seier	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. Two board members have indicated a desire to step down in 2024. The Committee would like to present three new board members for consideration: 1) Samantha DeZur, 2) Marta Poleszczuk, and 3) Margoth Pilla. This takes the number to 18 but we intend to add 1-2 in UK/EU and another in the US.
- Advisory Council (Dawn Stump, Angie Karna; Rachana Bhide, Georgie Dickins, Kay Swinburne and Supurna Vedbrat) is intended to be a small group of women to occasionally advise the WIFM board.
- Continued succession planning and discussion ongoing.
- WIFM Ambassadors continue to help with programming and WIFM committees. The Committee has established nomination and expectations for the Ambassadors.

**Discussion Points**

- Presenting Samantha DeZur, Marta Poleszczuk and Margoth Pilla for nomination to the board.
- Will be sending the annual board assessment to board members to complete before the annual June meeting.
- Note the new forms for Ambassador nomination and expectations.

# Finance Committee

## Committee Members

Chair: Julie Winkler

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

Goals (2024 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 2024 best case \$30K in fundraising to support marquee events throughout the year.	All year		
Propose and maintain oversight of budget and finances for WIFM. Work collaboratively with other Committees to support their financial needs	Margoth	Meet our budget for 2024 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 \$467K in the Vanguard account and \$234K in the operating accounts.
- March YTD Net income came in at a loss of \$163K. This is in line with with budget and our goal to use the cash that we have accumulated from prior years. However, we will need to keep a close eye on cashflow if 2024 gala sponsorship payments are slow to come in.
- All 2023 Gala sponsorship money was received.

# Leadership Committee

## Committee Members

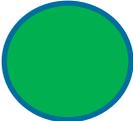
Chair: Petal Walker Committee Members Deborah North, Kyle Brandon, Karen Wares, Claudia Downing, Tracey Rucker-Wilson, Jackie Mesa, Cassandra Seier, Marisol Collazo, Joyce Thormann, Tracey Jordal

Goals (1/24-12/24)	Leads	KPIs	Plan Date	Ratings
Refine / execute cohorts		Meet to set up the cohorts (DONE)	Q1	
		Revise the trailblazer program (DONE)	Q1	
		Execute cohort events (DONE)	Q2	
		Assess effectiveness of program	Q3	
Continue allyship		Check-in with board member mentors	Q3	
		Assess effectiveness of program	Q4	
Continue Wolfpacks		Create packs (DONE)	Q1	
		Have first facilitator coaching sessions (DONE)	Q1	
		Check-in with packs (DONE)	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	

# 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	Ratings
Deploy curriculum		Assess 2023 curriculum program (DONE)	Q1	
		Initiate coach selection process (DONE)	Q1	
		Complete coach selection (DONE)	Q1	
		Conduct mid-term assessment of program	Q3	
		Conduct graduation events	Q4	
		Assess effectiveness of program	Q4	
Establish mentoring		Complete matches (DONE)	Q1	
		Conduct mentorship training session (DONE)	Q1	
		Conduct mid-year checks with mentors / mentees	Q2	
		Assess effectiveness of program	Q4	
Establish conference		Finalize panels (DONE)	Q1	
		Finalize non-panel items (networking, happy hour) (DONE)	Q1	
		Complete invitations (DONE)	Q1	
		Have conference (DONE)	Q1	
		Assess effectiveness of conference (DONE)	Q1	

# Sponsorship Committee

## Committee Members

Chair: Karen Wares

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

Goals (2024 goals)	Leads	KPIs	Plan Date	Rating
Plan WIFM Annual Gala 2024	Melody	<ul style="list-style-type: none"> <li>Date Finalized (September 25, 2024)</li> <li>Edison Ballroom in NYC</li> <li>Estimate ~200-250 attendees</li> <li>Cost estimate \$150-\$175K</li> </ul>	Q1 2024	
Board / RMs to outreach to 2023 sponsors to confirm commitment to 2024, Introduce relationship managers (where applicable), and engage 3 new participants	Karen / WIFM Board	<ul style="list-style-type: none"> <li>40 Sponsors in 2023 to re-commit and/or uplevel</li> <li>Each board member to outreach to 3 new sponsors</li> </ul>	March-April 2024	
Plan Sponsor Event for 2024	Karen	<ul style="list-style-type: none"> <li>Identify location</li> <li>Have board members invite 1 individual from each sponsor firm</li> </ul>	June 2024	
Confirm final sponsorship and nominees	Karen/WIFM Board	<ul style="list-style-type: none"> <li>Goal: \$700k</li> <li>Board to confirm levels of each sponsor commitment and nominees for awards</li> </ul>	August 2024	

## Executive Summary on Progress

- Gala date confirmed
- Sponsorship engagement strategy complete
- Board to finalized sponsor outreach (TCW, CME, RBC and Katten confirmed sponsors - raised \$90k in first 2 weeks!)

## Discussion items

- EMEA/Global sponsor strategy
- Advisory board engagement on sponsor outreach
- Endowments