

# 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 (1/23-12/23)	Leads	KPIs	Plan Date	Rating
Establish Cohorts	Karen, Julie, TRW, Claudia, Kyle, Tara, Julie, Ying, Deborah	Finalize lists of cohorts (done)	Q1	
Continue Cohort Program	Karen, Julie, TRW, Claudia, Kyle, Tara, Julie, Marisol, Deborah	Host social/support/other events for the 3 cohorts	Q2	
Establish Allyship training	Karen, TRW	Conduct training sessions for Allies	Q2	
Establish Wolfpacks	Petal, Karen	Establish Wolfpacks (done) Host facilitator training (done)	Q2	
Revise Scholarship Offerings	Petal, Jackie, Deborah	Create new scholarship offering (done)	Q2	
Payout Scholarship Offerings	Petal, Jackie, Deborah	Initiate scholarship offering (done)	Q3	
Start Curriculum	Claudia, Kyle, Tara, Julie, Marisol, Deborah	Start curriculum classes (done)	Q2	
Create Mentorship program	Petal	Create applications, timeline and guidelines	Q3	
WIFM Conference	Petal, Jackie, Kyle, Tara	Create inaugural conference	Q4	

## Executive Summary on Progress

**Cohort Program:** Cohorts have begun and are in full swing. We have been conducting mid year surveys for feedback.

**Allyship Program:** Cohort 2 had it's kick off meeting and first session with Coach Julie. Board members will be assigned an Ally.

**Wolfpack Program:** Had 2 sessions with Dr. Baro which was received very well. Starting to wrap up the year and begin plans for next year.

**Scholarship Program:** Scholarships have been coming in and the committee will convene at the start of December to review.

**Curriculum Program:** Curricula are underway for each cohort; leaders are meeting to coordinate "graduation" activities.

**Mentoring Program:** Program has been kicked-off. More mentee applicants than mentor; doing a special call for mentors.

**Conference:** Committee has been working on the agenda and speakers for the Conference. Date: Feb 29, 2024.

# 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 2023	Karen, Julie, TRW	<ul style="list-style-type: none"> <li>Date Finalized, 11<sup>th</sup> October 2023 at Edison Ballroom in NYC</li> <li>Estimate ~200-250 attendees</li> <li>Cost estimate \$150-\$175K (under budget)</li> </ul>	Q3 2023	
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 2023	
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>	Q2 2023 (April)	

## Executive Summary on Progress

- Raised \$602,835 with sponsorship and donations. Impressive in tough year for markets/economy, thank you to board for their engagement and persistence!
- Had close to 250 people in attendance – biggest Gala to date, very positive feedback from attendees and outreach to join organization on back-end of publicity
- Budget: Gala came in at \$119, 238.96 (NY and EMEA) vs \$240K we budgeted for

## Noteworthy Items

- Start planning gala for 2024
- Determine other ways to get sponsorship throughout the year (mention at events event with QR codes, etc)
- Think about new partnerships we can establish and how to ‘uptier’ silver sponsors
- Will be deriving strategy for board members to keep sponsors and award winners engaged with WIFM

# Nominating Committee

## Committee Members

Chair: Jackie Mesa

Committee Members: Tracey Jordal, Cassandra Tok, Marisol Collazo

Goals (2023 goals)	Leads	KPIs	Plan Date	Rating	Trend
Add 4 more Board Members ultimately bringing Board to 20 members	Mesa	Increase in size of Board Members YOY	Q4		
Continue engagement of Advisory Council	Jordal	Adding 2-3 more to Advisory Council bringing total to 5	Q1-Q4		
Succession Planning for Board Leadership Roles	Collazo	Roll out of succession plan	Q3-Q4		
Engage and grow WIFM Ambassadors	Mesa/Tok/Collazo/Jordal	3-5 minimum added to create a WIFM Ambassadors	Q1-Q2		

## Progress Report

- Total of 17 WIFM board members currently. We are in near final stages of vetting and plan to present the board with 1-2 more board members by end of year. One additional potential board member is in short-term vetting, bringing the number to 20 in early 2024.
- Advisory Council (Dawn Stump, Angie Karna; Rachana Bhide, Georgie Dickins, Kay Swinburne and Supurna Vedbrat) will meet in December 11.
- Continued succession planning and discussion ongoing.
- WIFM Ambassadors are engaged to assist with programming in US and London and in the gala. Each Ambassador assigned to 1-2 Committees.

## Key Issues

- Continue to prioritize London and buy-side adds to the board. Have also identified trading as a gap for the board.
- We also realize that the path from Ambassador to board member should not be an impossible step. We should show outstanding contribution to WIFM and requisite seniority in the industry will earn a board seat.

# 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 (1/2023-12/2023)	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 (\$25k budget each) – Citadel, Nomura</li> <li>Platinum (\$10k budget each) – BAML, BBG, DTCC, LCH, 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 (Q4 2023)

- We have started to leverage WIFM ambassadors – Katherine Oliverio orchestrated the planning for the Leadership Series (September virtual; December hybrid with in person NYC networking).
- Two-Part Virtual September Series: **Navigating Imposter Syndrome** with [Dr. Mandy Lehto](#) and **Effective Communication** with [Sahar Paz](#).
- Final event of 2023 will be December 6 in NYC, offered via Zoom to members in other locations. Alison Levine, mountain climber, sportswoman, explorer, and leadership consultant will be our keynote speaker.
- Drafting a new protocol and process for evaluating new events to review 1Q2024.
- Planning for 1Q2024 events is underway.

## Discussion Items

- Feedback on event 2023 events.
- Suggestions for 2024 events.

# 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

- A highly successful gala for fundraising which led to great engagement for our sponsors and supporters. Margoth busy to pay expenses from the Gala and ensure all sponsor money has come in (still tracking down 8 sponsors.)
- Expenses from Leadership Committee continue to be below budget and they are assessing what additional spend will come in before year end.
- Incorporated feedback into the 2024 budget and will review at Nov Board meeting.
- Only one \$10K sponsorship from Laguna so will not meet \$40K best case fundraising KPI.

## Noteworthy Items

- N/A

# Europe/UK Committee

## Committee Members

Co-Chairs: Tracey Jordal, Susi de Verdelon

Members: Simona Composta, Vanessa Battaglia, Nafisa Yusuf

WIND Liason: Alexa Simone

Spend Forecast for 2023FY: **GBP 5.3k** (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 WIND awards</li> <li>Any other nominations from global WIND 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>AT RISK</b></li> </ul>	• Dec 23		
<b>B) Expand WIND presence in Europe:</b> <ul style="list-style-type: none"> <li>WIND Board members expansion</li> <li>Ambassadors expansion</li> </ul>	Liaison with Nomination Ctte	<ul style="list-style-type: none"> <li>3 WIND 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 WIND 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)
- Remaining for 2023:
  - December – Milan Derivatives Litigation Event
  - December – End of Year Roundtable EU Ctte, EU WG
  - December – End of Year Objectives & Goal setting for the EU WG, Q1 Event Planning