



FAWCO

Inspiring Women Worldwide

FAWCO Annual Report 2019

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President's Message

As FAWCO's 2019 Annual Report is being finalized, the world is grappling with the spread of a new coronavirus, a darkening shadow over 2020. It is therefore with relief and pleasure that the Board submits this report of the substantial and beneficial work of FAWCO during the course of 2019. I urge you to read through these reports reflecting on the four pillars of the FAWCO focus: Global Issues, US Issues, Philanthropy and Club Support. Each one represents work not just of our FAWCO volunteers, but of you and your clubs as you embrace the issues and initiatives that bring us together.

2019 had many hallmarks: it marked the successful conclusion of our third Target Project focusing on Education, Hope Beyond Displacement, and the start of our fourth project focusing on Health. FAWCO continued to expand our engagement with the United Nations, while our Global Issues Teams have been active, gathering and reporting on information to share with our impressively engaged members. Our US Issues Team has been knocking on Congressional doors at Overseas Americans Week, keeping us up to date on citizenship and tax issues and preparing us for the Presidential election year with information about voter registration. FAWCO Youth met in Athens for a transformative week learning about another culture and global citizenship. Two Task Forces have also fulfilled their missions to guide FAWCO and our clubs with respect to branding and engaging our younger members.

As we approach FAWCO's 90th Anniversary year in 2021, it is right that we look back on the extraordinary accomplishment that is the FAWCO Network, especially when you consider that the success that FAWCO has accumulated happened at the hands of volunteers — countless competent, committed volunteers. We hope that as you read through the achievements of 2019 that you will be inspired to help us exceed our goals in the coming decade.

Emily van Eerten (AWC The Hague)
FAWCO President 2019–2021

Parliamentary Procedure

The rules contained in Robert's Rules of Order Newly Revised – 11th Edition, shall govern the Annual Meeting on all cases to which they are applicable and in which they are not inconsistent with our Bylaws and Administrative Guidelines.

Each club is entitled to a delegation of two (2) which will vote as one – hence each club has one vote, which is to be cast by the FAWCO Representative, or other approved club member, if she is present. Member clubs, unable to send a delegate to the Interim Meeting, may send in a vote, in writing, on the matters submitted to them, prior to the meeting.

Although the Board of Directors, Counselors, Committee and Team Chairs, Liaisons, Regional Coordinators, the Presidents of the FAWCO Foundation and FAUSA, and other club participants have no voting rights, they may participate fully in all Annual General Meeting floor discussions.

Please wait to be recognized by the Chair before speaking, and wait for the microphone. Before proceeding, **state the name of your club and your name.**

Please address all remarks through the Chair. Discussion by any individual on any question will be limited to **once for two minutes.** If a motion is made, it must be seconded before discussion is allowed. Any amendments proposed and seconded must be voted on (in reverse order) before the vote on the original motion. No more than two amendments can be on the floor at the same time. The maker of a motion may answer any questions posed, may withdraw the motion, and may speak again in rebuttal and in conclusion.

For voting purposes, each delegation has been provided with a club sign. **When voting, please raise your sign clearly and wait for completion of the count before lowering it.**

Conference Procedures

The FAWCO President, the three Vice Presidents, the Secretary and the Treasurer are elected at the Biennial Conference and serve for a two-year period, as do their appointees. Elections and terms of office are governed by the Bylaws. All voting that takes place during a Biennial Conference or Interim Meeting is limited to one vote per regular (at least 60% American membership) or associate (English the predominant language and consistently active participation of Americans in the leadership) Member Club. The Board of Representatives at a Conference must vote on the budget, all changes in dues and amendments to the Bylaws. The financial records of FAWCO are open to inspection by Member Clubs.

The FAWCO Organization

FAWCO was founded in 1931 when seven Clubs came together to form the Federation of American Women's Clubs in Europe, which evolved into the broader-based Federation of American Women's Clubs Overseas in 1935.

FAWCO Mission Statement

FAWCO is an international federation of independent organizations whose mission is:

- to build strong support networks for its American and international membership;
- to improve the lives of women and girls worldwide;
- to advocate for the rights of U.S. citizens overseas; and
- to mobilize the skills of its membership in support of global initiatives for education, the environment, health and human rights.

The FAWCO Board of Directors 2019–2021

President	Emily van Eerten (AWC The Hague)
First Vice President for Communications	Ann Marie Morrow (AWC Finland)
Second Vice President for Member Clubs	Rozanne Lofaso Van Rie (AWC Antwerp)
Third Vice President for Global Issues	Mary Dobrian (AIWC Cologne)
Secretary	Amanda Drollinger (AWC Central Scotland)
Treasurer	Alisa Cook-Roehs (AIWC Düsseldorf)
<i>Board appointments (non-voting)</i>	
Parliamentarian	Tricia R. Saur (AIWC Cologne)
Assistant Treasurer	Patricia Aeby (AWC Bern)
FAWCO Foundation President	Barbara Bühling (AIWC Düsseldorf)

Board of Representatives

One FAWCO Representative from each Member Club

Council

Board of Directors
 Board of Representatives
 Committee/Task Force Chairs*
 Liaisons/Club Presidents' Coordinator*
 Regional Coordinators*
 Counselors (Past FAWCO Presidents)
 President of The FAWCO Foundation
 President of FAWCO Alumnae USA (FAUSA)
 * *Appointed with the approval of the FAWCO President*

FAWCO Counselors

Past FAWCO Presidents serve in an advisory capacity

FAWCO Committees, Teams and Programs

The FAWCO Committees, Teams and Programs give Member Clubs and members from the Clubs a chance to participate in FAWCO's work worldwide in an area of specific interest.

Administrative Committees

Archives
 Events Planning
 Finance
 Membership
 Special Committees and Task Forces

Biennial Conference Committees

Nominating
 Resolutions and Recommendations

Global Issues Teams

Education
 Environment
 Health
 Human Rights

Global Issues Programs

Target Program
 Youth Program

US Issues Committees

US Citizenship
 US Tax and Banking
 US Voting

Presidential Appointees (non-Board members)

Reporting to the President

Biennial Conference/Interim Meeting Chair(s)
 Biennial Conference Committee Chairs:
 Nominating
 Resolutions and Recommendations
 Counselors' Coordinator
 Events Planning Committee Chair(s)
 Finance Committee Chair(s)
 Special Committee and Task Force Chairs
 UN Liaison
 US Liaison

Reporting to the 1st Vice President

Advertising and Sponsorship Manager
The FORUM Editor
The FORUM Layout Editor
Inspiring Women Editor
 Public Relations and Media Chair
 Documents Manager
 Social Media Manager
 Web Hosting Coordinator
 Web Registration Coordinator
 Website Manager

Website Content Administrator
Web Update Coordinator

Reporting to the 2nd Vice President

Club Presidents Coordinator
Club Workshops Coordinator
Membership Chair
Regional Coordinators

Reporting to the 3rd Vice President

Global Issues Team Chairs
Education
Environment
Health
Human Rights
Target Program Chair
Youth Program Chair

Reporting to the Treasurer

Assistant Treasurer

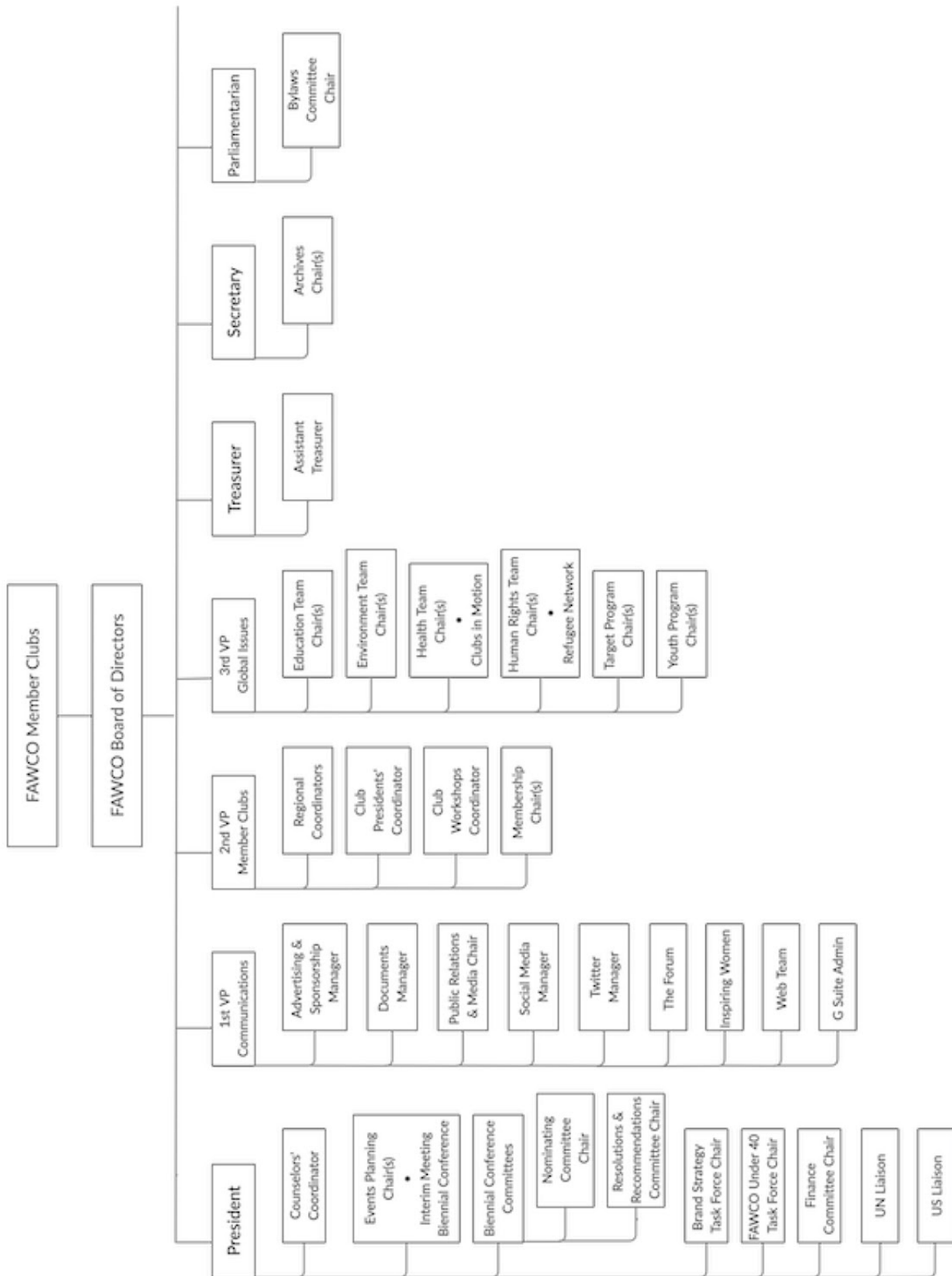
Reporting to the Secretary

Archives Committee Chair

FAWCO Regions

Region 1: United Kingdom and Ireland
Region 2: Nordic Countries and Russia
Region 3: France and Spain
Region 4: Belgium, Luxembourg, and the Netherlands
Region 5: Austria and Germany
Region 6: Liechtenstein and Switzerland
Region 7: Africa
Region 8: Greece and Italy
Region 9: Middle East
Region 10: The Americas
Region 11: Asia/Pacific

FAWCO Organizational Chart



FAWCO Officers' Reports

President's Report

Shortly before the 2019 Biennial Conference in Edinburgh, Hope Moore (Munich IWC), the nominee for FAWCO President, had to withdraw her candidacy. The Nominating Committee approached me to consider taking on the position, one I had held previously from 2005-2007. I am grateful to Hope, Sallie Chaballier (AAWE Paris), and the previous board for their stewardship of the organization such that the transition for me and the other new board members was very smooth.

Meetings

FAWCO is an organization with many moving parts, not the least of which is the evolving memberships within clubs. We must constantly introduce ourselves to new members unfamiliar with our organization, while keeping the information fresh and relevant to long term supporters. Since Edinburgh, in my role as FAWCO President, I have attended five regional meetings in London, Amsterdam, Leipzig, Casablanca and Madrid (Regions 1, 4, 5, 7 & 3) and have visited or spoken at three clubs (AWC Amsterdam, AWC The Hague, AWC Antwerp). Each of our regions — each of our clubs — has its own personality, its own traditions and its own challenges, but by gathering together it is always gratifying to realize that FAWCO clubs all have much in common and much to offer each other in the way of inspiration and support.

I further attended the Foundation Board Face2Face board meeting in Düsseldorf and I toured the Luxembourg Parc Alvisse Conference hotel. Virtually, I have participated in the monthly Board Hangouts with the FAWCO and Foundation boards and with member club boards. It is a genuine privilege to represent FAWCO at these meetings and get to know the character and nuances found in the different regions of our extensive network.

Administration and Organizational Needs

Much of FAWCO's core work is handled by dedicated and specialized volunteers working with passion and commitment on the issues important to us all. Please read their reports that follow. But it is vital to maintain the framework and infrastructure which supports their work. In that respect, I will share some of the background work that falls under me as president:

Communications — FAWCO's dedicated Vice President for Communications, Ann Marie Morrow (AWC Finland) has the primary responsibility over FAWCO Communications. As President, however, I publish the quarterly *Connections — Letter from Headquarters* to update the membership about FAWCO business. I contribute monthly to the *News in Brief*, am responsible for the *Spotlight on Luxembourg* bulletins, as well as maintaining a regular presence on FAWCO Social Media. Communication also involves many one-on-one exchanges with FAWCO volunteers, club Presidents and Reps about issues of importance to clubs. FAWCO makes every effort to facilitate connections and be a resource in every way possible.

Conference Planning — Following feedback from the Edinburgh conference and discussions with the Events Planning team, debriefings with AWC Central Scotland volunteers, I investigated several conference planning software programs only to learn that FAWCO's existing open source software, CiviCRM, already possessed the desired capabilities we needed to modernize our conference registrations. For the Luxembourg registration, I worked with our FAWCO Web Manager, Catherine Conner (AWC Hamburg), to (re)configure the software. This has provided significant advances in functionality, including being able to generate regular reports and subreports, automate subscription to the conference mailing list and integrate payment capabilities and tracking. Following the success of this registration process, we hope to integrate our website database into the same system which will help streamline GDPR compliance and improve data accessibility with respect to keeping Club Profiles, President and FAWCO Rep information up to date.

Biennial Conference planning is also well underway, with an announcement to be made at this conference about the 2021 location. We are very excited about our plans, not only for the conference, but for our 90th Anniversary celebrations which will take place during the event.

Membership — FAWCO is delighted to welcome the American International Women’s Association of Venice as the newest member of FAWCO and the AIWC Sorrento, welcomed in Edinburgh. We are in contact with a couple of individuals who are interested in starting new clubs, so we hope to welcome them in the coming year. As always, our best recruitment comes from our membership moving to a new location. We thank those of you who help bring FAWCO to new locations.

Email — An initial survey of FAWCO communications tools revealed that the transition to @FAWCO.org email addresses was not yet complete. The first month of office was spent surveying the use of existing emails, eliminating those not in use, instructing volunteers in the consistent use of @FAWCO.org email address and retiring the last vestiges of @gmail.com addresses. A new FAWCO Email Policy was created and distributed to FAWCO volunteers.

G Suite — The FAWCO Board and organization are using G Suite for Nonprofits. By consistent use of the online Google applications, FAWCO volunteers have streamlined and integrated much of our collective and collaborative work. Of particular note is the creation this year of an Administrative Resources Shared Drive. This has become the permanent home for documents of ongoing relevance to FAWCO Volunteers, and includes documents like our Bylaws, AGs, R&Rs, Position Handbooks, but also information about our current clubs, and logo master files. It is not meant to be an archive, but rather the go-to home for the final and up-to-date version of FAWCO resource materials which our volunteers often need to access, reference and update, and as such we hope to reduce duplication and confusion.

Hangouts — One of the first requests from the new FAWCO U40 Task Force members was for FAWCO to provide more opportunities to connect virtually. G Suite Hangouts/Meets allow FAWCO to reach out to our membership and provide this connection. We were able to adapt quickly to this technology and I’m happy to report that the FAWCO organization has embraced Hangouts. This past year we used Hangouts for all of our board meetings. Various FAWCO leaders have also hosted Hangouts open to Teams, Reps, Presidents, and Members. As President, I have also given presentations via Hangouts with member clubs as a way to introduce FAWCO to club boards and interested members.

GDPR — The General Data Protection Regulation is a European regulation which provides protections to living individuals in Europe. As an organization which collects data which falls under this regulation, I attended an online course explaining the Fundamentals of the GDPR. After the class I hosted an online FAWCO Hangout for FAWCO clubs who also must comply. The session was well attended by 14 individuals with varying levels of GDPR experience and a follow up session will be planned for 2020. Guidance documents and materials are available for other clubs who are addressing this new regulation.

Copyright and Privacy — In addition to GDPR compliance, FAWCO has redoubled efforts to ensure that all material published in our newsletters, on our social media and on our website is used with appropriate permissions. It has been our policy for years to use Public Domain photos and graphics to illustrate our articles, but this year we were contacted by copyright holders in two instances where we inadvertently had used photos that were not in the public domain. In resolving those complaints we have revised our policies to ensure that every image that accompanies any of our material has been checked at least twice before publication. FAWCO clubs are allowed and encouraged to republish the articles written by our Global Issues teams and other volunteers or found in our *News in Brief* or *Connections*.

Teams and Committees Reporting to the President

Two Task Forces were convened this year to advise the board on moving forward with a more cohesive Brand Strategy and to make recommendations to the board and our member clubs about ways to recruit and retain younger members. Christine Funke (Heidelberg IWC) chaired the U40 Task Force which had an immediate impact on the organization by encouraging more virtual access through the use of Hangouts and online tools. Although the group did not recommend a permanent Under Forty Team, their suggestions for ways to include younger members in all aspects of FAWCO work have been embraced by the board and the organization.

As well, even as Chair Melanie Baur (AWC Berlin) and the Brand Strategy Task Force got up and running we did not hesitate to start enacting some of their recommendations. The PR & Media Team made several new appointments to increase our social media presence, the board began to encourage more consistent branding on our documents, slideshows and web presence.

The FAWCO Counselors (past presidents) coordinated by Kathleen Simon (AWC Bern), remain extraordinarily engaged in the organization. They follow FAWCO publications and serve as a resource for history, information and advice to the FAWCO President. I am particularly grateful to Sallie Chaballier (AAWE Paris), immediate past president, who has answered my every question and now serves as a proofreader for our publications and Web Content Manager to keep our website as current as possible. Monica Jubayli (AWC Lebanon) has also been very helpful as Document Manager, and Kathleen Simon has been a tremendous help with contacts and information with respect to the 2016 rebranding process as we try to implement previous recommendations.

The Events co-chairs are working diligently with plans for Luxembourg and in concert with Janet Darrow (AWA Vienna and FAUSA) in the US as they prepare their proposal.

The US Liaison, Johanna Dishongh (FAUSA), and team were very active and effective at Overseas Americans Week this year, submitting material for the website and US Issues Bulletins.

Finally, the UN Team continues to expand under the leadership of Laurie Richardson (AWA Vienna). Laurie has submitted several statements requesting that the board authorize adding FAWCO as a signatory for issues important to FAWCO. Board members are asked to consider each statement in light of the FAWCO Mission Statement and Resolutions and Recommendations (R&Rs) approved in Edinburgh for 2019-21. FAWCO will be appointing a new Resolutions and Recommendations Chair and Committee in Luxembourg to work on R&Rs for 2021-23. These recommendations serve as guidelines for our organization as a whole, but particularly with respect to our UN participation, the R&Rs help set the parameters for how we share our voice with others outside of FAWCO.

Donations

Nearly \$4000 has been raised to honor the memory of past president and US Liaison Lucy Stensland Laederich (1944-2019) in furtherance of FAWCO's US Issues and Advocacy at the Overseas Americans Week and beyond. The FAWCO board voted to use a portion of this money as a donation to the Turning Point Suffragist Memorial, a monument to all those women who sacrificed and campaigned for the rights of US women to vote. Once this donation had been announced, there was an upsurge of support and another \$1000 of donations came into the Founder's Circle so that FAWCO might make a second donation to Turning Point. FAWCO's name will join Lucy's on the Turning Point Suffragist Memorial Donor Wall.

FAWCO maintains a Founder's Circle fund which is available to supplement the budget and aid our volunteer teams when needed. The board this year has authorized money from this fund to be available to certain volunteers who travel to present at regional meetings and club workshops. FAWCO is extremely grateful to Johanna Dishongh (FAUSA), the AILO Florence and the AWC Amsterdam, who all made donations to the Founder's Circle in 2019. Supporting FAWCO in this way helps make our collective work possible, which in turn inspires people toward action, joining in our initiatives and contributing to our FAWCO Foundation.

This first year of my term has flown by. As always, I'm very impressed with the quality and commitment of all those who volunteer and join together to tremendous effect. I'm particularly impressed with — and grateful to — this board. We are all volunteers. As individually we sometimes must pull back to face personal challenges, the group fills in as needed. It is a pleasure and honor to work with and for FAWCO!

Respectfully submitted,
Emily van Eerten (AWC The Hague)
FAWCO President 2019-2021

First Vice President's Report

The First Vice President's responsibilities include overseeing all FAWCO communications, publications, the

FAWCO website, web services, public relations, media, advertising and sponsorship activities. The Communications Team is diverse, hard-working, and amazing. It has been a privilege to work with them this past year and I am grateful for their experience and support throughout the transition period before and after the Conference in March when my term started.

Publications

A publications calendar is used to schedule all of the various publications distributed by FAWCO. The calendar is within G Suite and has been an efficient tool to keep everyone aware of distribution dates and related deadlines. Mailchimp has been used to distribute all publications in 2019. Subscription rates continue to increase month-on-month and open rates continue to rise as well or remain steady. Feedback has been taken into consideration concerning the number and length of publications and we are striving to keep a balance. I want to thank everyone involved in the publication chain – from authors on teams to VPs to editors and proofers. “Many hands make light work” and so it is when everyone plays their part. I hope that readers appreciate all the effort behind the scenes in sharing FAWCO news and enjoy the publications as we keep the motto “news you can use” in mind.

2019 Publication Distribution via Mailchimp: *News in Brief (NiB)*, first Tuesday monthly, 11 issues; *Target Bulletin*, second Tuesday monthly, 12 issues; *Global Issues Digest (GID)*, fourth Tuesday monthly, 10 issues; *UN Liaison Bulletin*, 2 issues; *US Liaison Bulletin*, 3 issues; *Club Presidents’ Post*, 4 issues; *Connections from HQ*, 3 issues; *Inspiring Women*, 4 issues; *Spotlights* and *Special Mailings*, 12 issues.

Inspiring Women — In 2019 *Inspiring Women (IW)* published four issues that were distributed online and one *Highlights* edition that was printed and distributed at the Biennial Conference in Edinburgh. During the year a total of fifty FAWCO members from all but one of the FAWCO regions were interviewed and featured.

Direct subscribers almost doubled in number in 2019 to 418 and the average number of online readers has been almost 2200 per issue. The Spring issue focused on Women Who Persist and told the stories of nine FAWCO women from six regions. The Summer issue focused on Women and Travel and told the stories of fourteen FAWCO women from nine regions. The Fall issue focused on Women and Health and Well-Being and told the stories of fourteen FAWCO women from eight regions. The Winter issue focused on Women and Food and Drink and told the stories of fourteen women from nine regions.

The IW Team now has five members: Liz MacNiven (AIWC Cologne), Editor in Chief, Elsie Bose (AWG Paris), Founder and Advertising Manager, Marie-Bénédicte Luxem (AWC Zürich), Cover Photo Coordinator, Karen Boeker (AWC Denmark), Distribution Manager and a new team member in 2019, Berit Torkildsen (AWC Oslo), to look after IW’s Social Media presence.

IW is most grateful to their advertisers from 2019: Create Hub, Dalmahoy Hotel, My Expat Taxes, London & Capital, Janet Darrow Real Estate, La Grenadine Hotel and The Pajama Company.

Advertising and Sponsorship — Thanks again to the dedicated and talented work of Advertising and Sponsorship Manager, Elsie Bose (AWG Paris), an estimated total of \$13,082 was received from advertisers and sponsors in 2019. (Due to accounting rules the sold advertising will not tie to the advertising in the financial statements as the amounts are pro-rated across years according to the period that the advertising covers.)

Many thanks to our Advertisers and Sponsors of 2019: Esquire, a renewing advertiser; London & Capital, a conference sponsor and renewing advertiser; Reilly Financial Advisors, advertisers since 2018; BetterHelp, renewed for a third year; CreateHub, a new advertiser and workshop sponsor; Janet Darrow Real Estate, continued conference and meeting sponsor as well as advertiser; The Pajama Company, a member advertiser since 2017; My Expat Taxes, a new member advertiser; and La Grenadine Hotel, a new member advertiser.

G Suite — Much appreciation and credit goes to Laurie K. Brooks (AWC The Hague and AWC Amsterdam), G Suite Administrator and 1st VP 2017-2019, for the successful migration and management of all of FAWCO’s work to G Suite for Nonprofits in 2019. This platform greatly increases the professionalism and collaboration efforts of all FAWCO team members. Emily van Eerten (AWC The Hague), FAWCO President, has also been instrumental in getting everyone on board and utilizing as many of the benefits of G Suite as possible. These

include extensive use of Hangouts for online meetings and workshops. We continue to explore and utilize the platform going into the future.

Website, Web Services and GDPR — The Website Manager Catherine “Cat” Conner (AWC Hamburg) has done a great job again in keeping the website up and running. I’m especially in debt to the onboarding she provided and continues to provide in getting me up to speed with all of the finer details of the work needed behind the scenes. We have strived to maintain the integrity of the website structure and streamline and simplify the posting procedures for those behind the scenes. Work on updating content and fixing broken links continues. Remaining compliant with all privacy, copyright and GDPR policies on the website, behind the scenes and within all communications on the website and on social media platforms is imperative and a main focus.

In 2019 we had 52,386 sessions (site visits) by 36,542 users. This is an increase of almost 11,000 visits and 7,800 users from the previous year and is due to increased traffic from articles published by the Global Issues Teams and from links to articles on social media platforms.

FAWCO web hosting services are offered as a benefit to all member clubs. Those who use this service benefit from a continuity of service and the ongoing connection with FAWCO’s Web Services Team. Rheagan Coffey (AWC Dublin), Web Hosting Coordinator, is the backbone of this and her expertise is truly valued. Clubs may not always realize the importance of this service, but I have seen it as such a vital benefit and I’m glad we can continue to offer it. We also renewed and updated the discount offered (20%) by Wild Apricot to FAWCO members this year. 34 Clubs serviced in some capacity by FAWCO Webhosting Services: 37 domain names registered with us; 24 websites hosted via FAWCO; 1 SSL certificate that we purchase and that is for FAWCO.org; 5 clubs with email hosting only.

FAWCO Documents — The position of FAWCO Documents Manager was created so that FAWCO documents can be constantly reviewed and updated by a volunteer not caught up in the day to day operation of FAWCO. Documents are reviewed and shared with all involved in the document to make sure that it is up-to-date and consistent with other FAWCO documents. Monica Jubayli (AWC Lebanon), as FAWCO Documents Manager, has during the past year reviewed and updated several Handbooks (Administrative Committees, US Issues, UN Issues) and the Second and Third Vice President’s documents. As well, working in conjunction with Tricia R. Saur (AIWC Cologne), FAWCO Parliamentarian, a spreadsheet was created so that all FAWCO documents can be tracked. In this way there is a record of all FAWCO documents, where they are located, when they have last been updated and when the next update is due.

Public Relations and Media Team — The Public Relations and Media (PRM) Team really took off in 2019 with a launch at the Biennial Conference in Edinburgh in March under the leadership of PRM Chair Meenakshi Advani Rai, (ACIW Mumbai). Mary Stange (AWC Bogotá) came onboard as Social Media Manager in the summer. She helped harmonize and systematize a posting schedule (using Later) to create consistent and engaging communication both within FAWCO for private groups, but also for outward facing communication on public channels. A social media planning spreadsheet was implemented that enables the drafting and reviewing of posts across all platforms. In addition, a form for posting on Social Media was created so it is easy for contributors to write their caption, share a link and include photos. This ensures that content is provided within the guidelines. Sister organisations, The FAWCO Foundation and FAUSA, are included by sharing their relevant information on FAWCO platforms.

At the end of 2020 the main social media platforms of engagement were: FAWCO Private Member Facebook page, 843 followers; FAWCO Public Facebook page [facebook.com/FAWCO](https://www.facebook.com/FAWCO), 1558 followers; FAWCO LinkedIn, 301 followers; FAWCO Instagram @FAWCOofficial, 429 followers; FAWCO Twitter twitter.com/FAWCO, 506 followers. Nine dynamic team members from across FAWCO and over 14 time zones come together to work towards a thorough and consistent message to connect all of FAWCO’s audiences. The PRM Team is supported by Counselors and mentors Monica Jubayli (AWC Lebanon) and Kathleen Simon (AWC Bern). The PRM Team looks forward to aligning with the Brand Strategy Task Force in preparation for FAWCO’s 90 years at the Biennial Conference in 2021.

Thanks — Sallie Chaballier (AAWE Paris), Website Content Administrator and President 2017-2019, acted as advisor to the PRM Team, but also as editor, proofer and advisor for all FAWCO communications in 2019. I’d like

to extend my sincere thanks to her for all of her hard work day in and day out and for her support and guidance throughout the year.

So many volunteers come together to help support FAWCO through the Communications Team – I am continuously grateful and yes, inspired. Each and every name in the volunteer directory has helped me and FAWCO throughout the year. Thank you to all of you! Getting to know you and working with all of you has been an honor. I look forward to our 2020 together!

Respectfully submitted,
Ann Marie Morrow (AWC Finland)
FAWCO 1st Vice President — Communications

Second Vice President's Report

This has been the first of a two year commitment as 2nd VP of FAWCO. One might say that the most important job of the 2nd VP is to facilitate communication among the sixty one Member Clubs, the Regional Coordinators, FAWCO Reps and Presidents. I might agree.

FAWCO comprises eleven regions and the FAWCO Board. I am immensely grateful to the women who have taken on the responsibilities of leading their regions.

However, I have found that communication with the Member Clubs is only as good as the updated Profiles; we must know whom we are trying to reach. The challenge is to keep club information as current as possible. As of this writing, the clubs' information on the website is fairly accurate. I find that 100% is not an achievable goal as things change very quickly.

The FAWCO 1st VP for Communications is consistently working on how to make it easier to track changes to the club profiles. One difficulty is that some Clubs may work on a two-year cycle ending in June and another may work on a one-year cycle ending in December, etc. and this not only affects their online Profile but their dues paying scheme as well. The trick for the 2nd VP is to stay on top of these changes.

Membership Chair Rebecca DeFrait (AWG Paris), has been very active in contacting prospective American Women's Clubs as well as International Women's Clubs and following up with them. FAWCO was delighted to welcome two new Clubs in 2019. After many conversations and meetings, a very well-nurtured new club in Venice joined. Barbara Grigoletto has founded the American International Women's Association of Venice. And in Sorrento, we have a club begun by Kristin Melia, the American International Women's Club of Sorrento.

An important role of the 2nd VP is to produce the monthly *News in Brief (NiB)* which, ideally, goes to all club Reps and Presidents. Again, this has been a steep learning curve for me and the FAWCO Board has been immensely supportive. I especially want to thank Hope Moore (Munich IWC), my predecessor, who has demonstrated measured patience consistently and repeatedly in guiding and mentoring me with this. She is one of the most talented, encouraging, positive women that I have met on this journey and Thank You somehow doesn't seem to be enough. Sallie Chaballier (AAWE Paris) made a comment recently about something that seems fitting here for Hope: "But of course...it is the FAWCO Way!"

Our *NiB* team also includes Sallie, our inordinately experienced Editor and Web Content Manager, Mary Dobrian (AIWC Cologne) our VP for Global issues and Ann Marie Morrow (AWC Finland), our 1st VP of Communications, who is the person that initiates the process each month, puts it all together and then makes sure that you all get it into your mailboxes!

It is at times a challenge to get people to subscribe to and read the *News in Brief* but the "open" rate is increasing annually. Some Clubs have actually had "sign up here" meetings to increase following!! The *NiB* is a great way to get the tidbits of information which can link one to the most important work of our Teams, our UN and US Liaisons, FAUSA, our Youth Groups, the Target Program, *Inspiring Women*, our FAWCO Foundation and all of the Awards, and our newly created U40 group! Of course, we are so appreciative of our sponsors that Elsie Bose (AWG Paris), our Advertising Manager, works tirelessly to procure.

The *NiB*, which is published monthly, also highlights the work of our Club Workshops Coordinator, Caroline Pekarek (AWC Bern), who also reports to the 2nd VP. Caroline has simply done a stellar job! There is so much to gain from utilizing Club Workshop opportunities, including Board Development. The Club Development Workshops program is truly a gem as is the online Best Practice Library. Our challenge continues to lie in motivating our Clubs to make use of these members-only resources. Our Club Workshops Coordinator, Caroline, is relocating back to the US shortly after the 2020 Luxembourg IM, so in April her position will be open. She will leave an outstanding source of information for her replacement to utilize and very big shoes to fill!!

The Club Presidents Coordinator also reports to the 2nd VP. I have had the distinct pleasure of getting to work with Kanika Holloway (AWC Antwerp) who has excelled in this position. She continues to offer “for Presidents only” Hangouts providing a forum for Club Presidents to discuss their successes, challenges and insights with fellow Member Club Presidents.

The Regional Coordinators also report to the 2nd VP. Although I have not been able to meet with all 11 of our Regional Coordinators, I have been in contact with each of them in some manner and several have joined our Hangouts meetings. Each and every region has a particular character. This always needs to be appreciated and nurtured. Region 11 has been in transition mode especially since Mumbai had their phenomenal Conference and hosted the FAWCO Youth group. We will work on this with our RC, Cecilia Zhuang-Haas (AWC Philippines) in the upcoming year.

Occasionally there have been some inter-regional issues which will be addressed by the RCs in their Regional reports. There are always the usual challenges that one might imagine: financial issues, how to encourage a club to become more FAWCO oriented and more interesting to their Membership, answering the question “Why is FAWCO so important?” to a Club. Hopefully, we can all still keep reminding them about the immense benefits of being a FAWCO Club!

Attending Regional meetings is a key function of the 2nd VP in her role of working with Clubs. One goal is to promote understanding between Clubs and Regions. It is a vital link in order to keep our members connected in a face-to-face manner. I strongly urge you to consider attending a Regional meeting outside of your own. The warmth and comradery is incomparable!!!!

In November, Angelika McLarren (AWC Berlin), Frauke Rademacher-Heidemann (AWC Hamburg) and their team held an outstanding Region 5 meeting in Leipzig, Germany. As a Board, we decided to hold off on my going this year in order to preserve some precious financial funds.

At the Biennial Conference in Edinburgh in 2019, Hope Moore (Munich IWC), 2nd VP 2017-2019, gave the prestigious FAWCO Rep Appreciation Awards to Cecily Garver (Munich IWC) and Karen Castellon (AWC Berlin).

Hangouts...a new way of communicating. The FAWCO Foundation VP for fundraising, Lauren Mescon (AWC Amsterdam) and I facilitated several in 2019, one specifically for the Regional Coordinators and one for the FAWCO Reps. The format was to have two guest speakers for each of our one hour sessions. We hope that this method of communicating will be helpful and will generate increased interest and awareness among our population in the future. Perhaps a monthly session may be in order for the upcoming year. I also aim to connect our Reps and RCs to The FAWCO Foundation in particular to learn about Development Grants and Education Awards and this year as we prepared for the unveiling of the Target Project in 2020.

As my second year as FAWCO Second Vice President approaches, and with much needed information and experience under my belt, I hope to be more effective as I work to inform and support our network of FAWCO Reps and Presidents as well as our Regional Coordinators.

FAWCO is continually expanding ideas and activities. This is clearly evident through the Youth Program and the UN team, thereby increasing the value of FAWCO membership to our Clubs. A goal has been to help clubs become aware of and take advantage of the benefits available to them through the FAWCO Network. Member Club Support is one of FAWCO's four “pillars,” and I believe of paramount importance. It will be a continued effort to update and create the online document guides and toolkit. Ann Marie Morrow (AWC Finland) and Monica Jubayli (AWC Lebanon) have been busy with this ongoing evolution.

I will make it a priority to keep in touch with Club Reps, Presidents and RCs, as well as welcoming and giving orientation to new Reps, Presidents and RCs. Once again, I can not thank the FAWCO Board enough for their friendship, intelligence, brainstorming, always available support and limitless patience. I have learned so much. I have been truly inspired and I thank you all.

It has been a privilege and a pleasure to serve as FAWCO 2nd Vice President.

Respectfully submitted,
 Rozanne Lofaso Van Rie (AWC Antwerp)
 FAWCO 2nd Vice President — Member Clubs

FAWCO Club Workshops Coordinator Report

“Amazing things happen when women help other women”— Kasia Gospos, founder of Leaders in Heels. This quote beautifully summarizes the guiding principle of our FAWCO Club Workshops Program!

The FAWCO Club Workshops program continues to expand and adapt to the needs of our member clubs as we move forward with our mission to provide value to our clubs in the form of member education and enrichment. Club Workshops has facilitated several events during 2019, including workshop requests focused on the Basics of FAWCO, The FAWCO Foundation, Team Building, and Foundation Development Grants and Education Awards. Thank you kindly to the many presenters and facilitators who give so graciously of their time and experience. The momentum is not slowing down, and we look forward to empowering the benefits of the Club Workshops program in 2020.

With the assistance of the VP of Communications, the Workshops web page has been updated and greatly improved to become more user-friendly. Twenty-two workshops are now separated into five categories:

- See the Big Picture of FAWCO
- FAWCO in Support of Women
- Expat Tax & Investment Support
- Club Development
- Member Enrichment

Club Workshops sponsor CreateHub additionally provides opportunities for individuals to expand their artistic abilities through a variety of workshops offered by experts in their field.

Time and budgetary limitations are important considerations as the Workshops program grows. In the past, the majority of our speakers have traveled to member clubs when presenting a workshop. Given advances in technology and our members’ comfort in using it, we are encouraging virtual workshops when possible, a real bonus in support of our remote clubs!

Respectfully submitted,
 Caroline Pekarek (AWC Bern)
 FAWCO Workshops Coordinator

FAWCO Club Presidents’ Coordinator

This year has started off with the momentum of sharing, learning and communication between the Presidents. Communication is the goal in keeping momentum around FAWCO and how it is interesting and helpful for clubs.

I kicked off the year with the first *Club Presidents’ Post* and the first Skype call for the year which set the tone for best practices for Presidents to keep their boards running smoothly. We discussed 11 interesting and different topics about the areas and goals for the clubs and what they are experiencing and want to work on.

Meeting new people at the Regional Meetings/Conferences helps people who need to make relationships outside of their individual clubs. I attended the Region 4 Meeting in Amsterdam and presented about *Sharing your Passion* to help gather some commitment from the attendees to take back to their clubs and inspire them to participate in FAWCO.

The 2nd Presidents Hangouts call was in October. Starting off on the heels of the Regional Meeting in Amsterdam and the presentation that I made there for *Sharing your Passion and What Motivates You*, set the tone for this call. Emphasis was again placed on being the champion for FAWCO and bridging the gap from the board to the club as a team with the FAWCO rep in sharing FAWCO information with the club members. Utilizing energy and enthusiasm to get people interested is key in the communication style. Presidents also shared why they are passionate about being president of their clubs.

What has become a new topic among boards is the relevance of paying FAWCO dues and the benefit of remaining a member club of FAWCO. As membership numbers do not improve, the budgets of clubs are scrutinized closely. This is something that I would like to address and take on the task in the Presidents parallel meetings at the conference in Luxembourg.

The 4th *Club Presidents' Post* for the year went out in December. In that newsletter, I thought it was important to impress upon the Presidents to engage their boards in an actionable activity to review success and opportunity areas and include FAWCO as a backbone and support for Presidents, boards and club members.

In closing, I believe that consistent communication between FAWCO and Presidents throughout the year is critical to reminding them that they are not alone and FAWCO is here for them. I look forward to sharing tools that motivate and inspire Presidents to have a positive mindset when incorporating FAWCO and its relevance to club success

Respectfully submitted,
Kanika Holloway (AWC Antwerp)
FAWCO Club Presidents' Coordinator

Third Vice President's Report

I took on the position of 3rd Vice President – Global Issues as of the Biennial Conference in Edinburgh in March 2019. The 3rd Vice President oversees FAWCO's four Global Issues teams in the areas of Education, Environment, Health and Human Rights as well as the FAWCO Youth and Target Programs. She is responsible for the publication of the monthly *Global Issues Digest* and contributes to the monthly *News In Brief* publication.

Global Issues Digest — The *Global Issues Digest (GID)* format was adopted in the fall of 2018, when FAWCO switched its publication platform from Constant Contact to Mailchimp. The *GID* replaced the individual bulletins that each of the Global Issues teams had previously published. The *GID* is a Mailchimp publication with a minimalist format, containing links to articles that the Global Teams publish on the FAWCO website. The advantage of this format is that all articles written by Global Issues team members remain the property of FAWCO and are accessible on our website.

At the time that I began in my position, there was frustration among the teams about the *GID*. Its appearance was very bare-bones, containing nothing but links, and readership was low. Team members felt that they had no venue for “personal” interaction with the FAWCO membership. Given this situation, improving the *GID* and boosting its readership became a major goal for me as 3rd VP. Starting with a closed meeting at the Edinburgh Conference and continuing through the early months of my term, I brainstormed with the Team chairs on how to make small changes that would make the *GID* more attractive. We began adding short blurbs or teasers to introduce each article featured in the *GID*, as well as a photo at the top of each Global Team's section that related to the content of the article and made the publication more eye-catching.

I am extremely grateful to all of the Global Team Chairs for their dedication and patience in working with me as I learned the ropes of my job and tried out new ideas. And our efforts have paid off! As the year went on, all of the teams published larger numbers of articles (at least one per team per month, but often more), the *GID* took on an attractive but still clean appearance, and our readership grew steadily. The *Global Issues Digest* now has the highest readership of any FAWCO publication except *Inspiring Women!*

Another major factor in the success of the *Global Issues Digest* has certainly been the engagement of the PR and Media Team, with the outstanding organization of Mary Stange (AWC Bogotá). The fact that Global Issues articles are regularly featured on FAWCO's social media has led to a significant rise in the number of clicks they

receive and the number of readers who are drawn to the FAWCO website. First VP Ann Marie Morrow (AWC Finland) has also added social media links to the articles on the website, making it easier for readers to share them with their friends and acquaintances.

One challenge that the Global Issues teams and I have faced in publishing articles on the website is that of complying with copyright restrictions, particularly on photos and other images. This was not a major issue for FAWCO publications in the past, but in recent years, automated tools for detecting copyright violations have become very sophisticated, and we run a risk of being pursued with legal action if we use images that we do not own. It has been necessary to educate ourselves on determining whether images are free to use, locating license-free material and giving proper attribution. Learning how to do this – and helping Team members understand the necessity for it – has been a challenge at times. I owe great thanks to Ann Marie Morrow (AWC Finland) for her extensive research and ongoing diligence in this area.

Work with the Teams — Besides producing the *Global Issues Digest*, I have done my best to support the four Global Issues Teams in all of their activities and communications. In addition to calls and emails with individual Team chairs, I held several Google Hangouts meetings with all of the Team chairs to give them an opportunity to ask questions, voice their concerns and share ideas. The individual teams are free to communicate with their members and divide responsibilities as they choose, and each one operates a little differently. However, I have encouraged regular meetings among Team members via Hangouts or other meeting platforms, since many of us are far apart geographically.

In November we also tried out a “Meet the Global Issues Teams” Hangout that was open to all members. The idea was to recreate something like the experience that is available in the Face2Face session at annual conferences (often the only opportunity members have to interact with the Team chairs). At least one chair was available from each Team to talk about their respective issues and encourage members to get involved. We plan to do Hangouts of this kind 2-3 times per year in the future.

Global Issues Teams

The **Environment Team** is chaired by Anne van Oorschot (AWC The Hague) and Renuka Matthews (Dubai Individual Member), with an additional 16 members as of this writing. With climate change and environmental concerns much on everyone’s minds, there has been strong interest in the Environment Teams articles and work over the past year. Two members of the Team, Ayuska Motha (AIWC Cologne), also a UN Rep and Joan Evers (AWC Madrid) were able to attend the UN Climate Conference in Madrid in December 2019 and report back to FAWCO in a blog and articles. The Environment Team added a “Recommended Books” section to their page on the FAWCO website – a great idea that we hope will be picked up by other Global Teams. Please see the Environment Team’s individual report for more details on their activities in 2019.

The **Education Team** was chaired by Carol-Lyn McKelvey (AIWC Cologne, FAUSA) and Arandeep Degun (AIWC Cologne), with a current team of eight additional members. The team has focused its articles on four areas of emphasis related to UN Sustainable Development Goal 4 (Quality Education), as well as an ongoing series, “*Education around the World A-Z.*” For the third year in a row, the Team encouraged FAWCO members to participate in a Global Book Read, this time with the book *I Believe in Zero* by Caryl M. Stern, former president of the US Fund for UNICEF. They also encouraged participation in UN activities such as the SDG Global Festival of Action and the SDG Media Zone. Unfortunately, Carol-Lyn and Arandeep stepped down from their co-chair positions in October 2019. New chairs will be announced at the Interim Meeting in Luxembourg in March 2020. Please see the Education Team’s individual report for more details on their activities in 2019.

The **Health Team** has been chaired by Linda Harvan (FAUSA) and Blandina Steinhauslin (AILO Florence) with an eight-member team as of this writing. They aim to increase awareness of health issues that affect women and girls worldwide, focusing on UN Sustainable Development Goal 3 (Health and Well-Being) and the World Health Organization’s top ten issues for women’s health. The team published 14 excellent and timely articles on the FAWCO website in 2019. With the new Target Program cycle focused on women’s and girls’ health, there has been a good exchange of information and mutual support between the Health Team and the Target Program. Linda also represented the Health Team on the Target 4.0 Selection Committee.

The Health Team also encompasses Clubs in Motion, the FAWCO-wide fitness initiative chaired by Maggie Palu (AW Aquitaine), who enthusiastically reports on clubs' movement activities and encourages healthy movement among all members.

Linda and Blandina have announced their wish to step down as Health Team co-chairs as of the 2020 Interim Meeting. New co-chairs will be announced at the IM in Luxembourg in March 2020. Please see the Health Team's and Clubs in Motion's individual reports for more details on their activities in 2019.

The **Human Rights Team** is chaired by Karen Castellon (AWC Berlin), who leads a team of 23 members, as of this writing. The Team holds monthly Hangouts calls to plan activities and exchange ideas. The Human Rights Team has traditionally encouraged participation in the 16 Days of Activism Against Gender-Based Violence campaign; this year they assembled a toolkit to share resources among FAWCO member clubs. In celebration of Human Rights Day, December 10, Team members and friends recorded a multilingual reading of the Universal Declaration of Human Rights. The team posts original articles on the FAWCO website as well as using the *Global Issues Digest* and *News in Brief* to share important information from outside sources. The Human Rights Team also encompasses the FAWCO Refugee Network, currently chaired by Ann Birot-Salsbury (AAWE-Paris) and Ulrike Näumann (Heidelberg IWC). Please see the Human Rights Team's individual report for more details on their activities in 2019.

Global Programs

The FAWCO Youth Program is co-chaired by My-Linh Kunst (AWC Berlin) and Meg Brew (AWC Amsterdam). I co-chaired the team until March 2019, when I stepped into my role as 3rd VP – Global Issues. The Youth Program's mission is to promote cultural understanding and raise awareness of global issues among young FAWCO family members. The Program's flagship module, the Cultural Volunteers Program was held in Athens, Greece in October 2019, hosted by the American Women's Organization of Greece. Twelve FAWCO teens, ages 14-17 participated in the week-long program which included cultural outings, volunteer work and meeting with refugee teens. My-Linh and Meg updated FAWCO's Americana program, which is again being offered to member clubs as a resource for younger children. The next Cultural Volunteers Program is already planned for June 2020. Please see the FAWCO Youth Program's individual report for more details on their activities in 2019.

Target 3.0 – Education — The Target Program in Education concluded in March 2019, at the Biennial Conference in Edinburgh. Fundraising for the Target Project, Hope Beyond Displacement, exceeded all expectations, at a total of \$191,502. FAWCO's funding directly benefited 1,943 participants in the Collateral Repair Project's education programs in girls' education, women's vocational training and women's rights and leadership, with an additional impact on over 10,000 indirect beneficiaries in the greater CRP community. Target Program Chair Tricia R. Saur (AIWC Cologne) did an exemplary job of managing and organizing all phases of the Target Program, keeping FAWCO clubs constantly informed and engaged and working closely with Amanda Lane and the CRP staff to monitor the progress of the program modules. For more details on the conclusion of Target 3.0 – Education, please see the individual Target Program report.

Target 4.0 – Health — The Biennial Conference in Edinburgh in March 2019 also saw the launch of a new Target Program cycle with the theme of Health – Promoting Well-Being and Healthy Lives for Women and Girls. Tharien van Eck (AWC Antwerp) was appointed Target Program Chair, with Christine Rigby-Hall (AWC Amsterdam) as Target Selection Chair and Martha Canning (AWC Amsterdam) as Target Health Education Chair. For the FAWCO Foundation, Julie Lehr (AWC Amsterdam) was appointed Target Fundraising Coordinator. Previous Target Chair Tricia R. Saur (AIWC Cologne) has assisted the team with her vast expertise and experience in the process.

Much of the work in 2019 was devoted to awareness-raising on topics of women's and girls' health, through the Target Bulletin, Target Blog: Health Matters and social media. Simultaneous to this, the important work of selecting the next Target Project began. An application packet was made available on May 1, 2019, and members were invited to submit proposals up until September 30. A total of 15 proposals were submitted.

Led by Christine Rigby-Hall, a 12-member Selection Committee was assembled, representing members from a variety of geographic areas and different areas of FAWCO. I had the privilege of serving on the Selection

Committee. Over the course of the fall, we carefully evaluated the submitted proposals and narrowed them down to a short list of three projects:

- Improving access to family planning and healthcare in rural Kenyan communities
a project of CHASE Africa - submitted by Sonal Perry of the American Women of Surrey
- S.A.F.E (Safe Alternatives for FGM Elimination)
a project of Hope for Girls and Women Tanzania - submitted by Jane Romain of the Munich IWC
- Stepping Stones to Health and Well-Being
a project of Safe Spaces Foundation - submitted by Sherrie Zvail Enderman of AWC Amsterdam

Member club voting took place in February 2020; the selected Target Project will be announced at the Interim Meeting in Luxembourg on March 21, 2020.

For more detailed information on Target 4.0 – Health, please see the individual Target Program report.

Thanks — Serving as VP for Global Issues for the past year has been a joy and an honor for me – as well as a huge learning curve! I wish to extend my thanks to all the intelligent and committed women who have helped me along the way: all the members of the FAWCO Board and most especially Ann Marie Morrow (AWC Finland), Laurie Brooks (AWC The Hague and AWC Amsterdam) and the ever wise, patient and generous Sallie Chaballier (AAWE Paris).

Likewise, I wish to thank all the Team and Program Chairs with whom I have had the good fortune to work for the past year. Your passion and dedication to Global Issues are a continual inspiration to me.

Respectfully submitted,
Mary Dobrian (AIWC Cologne)
3rd VP for Global Issues

Secretary's Report

I took office at the 2019 Biennial Conference in Edinburgh and during my term, I took minutes of Skype/ Google Hangouts calls and face-to-face Board meetings, circulated them and ensured their finalization and archiving. I assisted the President as I am able with various tasks in preparation for the upcoming conferences. I updated the Directory of Volunteers for publication on the website. I am grateful to have had this opportunity to serve and enjoy getting to know the many depths of FAWCO.

Respectfully submitted,
Amanda Drollinger (AWC Central Scotland)
FAWCO Secretary

Treasurer's Report

Annual Report for the transition fiscal year 2019

(May 1, 2019-December 31, 2019)
(Figures rounded – e.g. \$7,621 = \$7.6K)

General Comments — As we advised during last year's conference as well as in last year's annual report, we are changing our presentation of financials with the goal of not only showing more timely results, but also providing additional transparency. At last year's conference we voted to change the fiscal year-end from April 30 to December 31. Based on this change we are able to present the preliminary unreviewed numbers for the year ending December 31, 2019. Before this change, due to a fiscal year-end that closed shortly after the conference, our membership had to wait almost 11 months to get the financial results for the prior fiscal year.

As standard practice for the future, the annual report will always include the reviewed financials for the previous year. The financials for the current year will be presented at the conference, along with the budget for the following year. The reason for not including the current financials in the annual report is the January print

deadline that does not allow the Treasurer enough time for a thorough review of the year-end results. By the conference in March however, a draft of the financials will be ready to present. During the following year the financials will be reviewed by a third party and the report of such review will be included in the next annual report. If the review results in any adjustments to the financials presented at the conference, these will be explained at the following conference.

Summary of Fiscal Year Ending April 30, 2019 — The budgeted loss for the year ended April 30, 2019 was \$11.8K. The actual result was a loss of \$0.5K, or a positive variance of \$11.3K. There were a number of items that caused this variance, with the most substantial one being the Biennial Conference profit, after allocation of board expenses, of \$1.5K, against a budgeted loss, after board expenses of \$9.8. Note that the addition of the board expenses incurred to run the conference, to the basic conference results, is different this year and is based upon the new requirement for a statement of functional expenses in our review report.

The conference profit outlined above was no surprise to the Board as when the Board evaluated the proposed budget, they understood that FAWCO could not afford to operate with such losses on an ongoing basis. They therefore chose to price the conference to cover all of the costs of the conference, including board attendance, a practice that had been accounted for differently in the past. In addition to this conscious decision by the board, the attendance at the conference was higher than expected, thus resulting in the above referenced profit of \$1.5K.

Other positive variances included an additional \$1K in advertising thanks again to the fantastic work of Elsie Bose, \$1.5K in unspent monies to maintain the website, \$6.5K in travel expenses allocated and \$4.7K in donations. On the negative side, our membership dues were \$0.7K under budget (the majority of the dues increase is not reflected until the following year), and UN dues were \$0.4K over budget (due mostly to a missing payment from a previous year).

In addition to the above, currency fluctuations resulted in a currency loss of \$2.8K. Note that the prior year showed positive currency fluctuations of \$4.9K. One of the reasons that FAWCO is moving away from operating in dual currencies as a regular practice (dues and conferences) is to steady this confusing and unnecessary currency fluctuation that will not be an issue starting in 2020, as we use the rest of our Euro reserves. Without this negative currency fluctuation, as well as the generous donations received over the year, FAWCO would have had a loss of \$2.4K, as compared to the budgeted loss of \$11.8K.

Other Financial Changes — For the last conference in Edinburgh, FAWCO changed the practice of billing in foreign currencies and billed only in USD. The Board has communicated the reasons for this change over various channels, but to reinforce the three main reasons: FAWCO is a US organization with a functional currency of USD's and should therefore conduct its business in USD unless otherwise dictated, FAWCO wishes to be fair to all worldwide Clubs and to use the organizational currency and not an additional currency that covers only one part of the world, and finally, to simplify the financial statements, taking out all the currency translation that can swing wildly from year to year, thus skewing the financial reports. As noted above, last year we had a positive currency result of \$5K and this year a negative result of \$3K. If we stop operating in multiple currencies, this risk goes away and the financials better represent the true operations of the Club.

This year we took the change one step further and priced not only our conference in USD, but also our dues, for the same reasons as outlined above. For our Euro based Clubs the changes mean it is a little harder to make payments, but this service was only for Euro based Clubs in the past and now all Clubs face the same issue of paying in USD. The use of Paypal and/or credit cards makes it possible to pay in a foreign currency and for those Clubs that do not have such options, they can normally rely on a Club member to make the payment and be reimbursed.

In closing, I want to once again thank Patricia Aeby who has continued as Conference Treasurer as well as taking over the position of Assistant Treasurer. She has been a stellar pillar of support for not only myself, but also for FAWCO due to her many years of continuing service.

If anyone would like further detail to any of the accounts, feel free to ask me in person, or to email me at treasurer@FAWCO.org.

Respectfully submitted,
Alisa Cook-Roehs (AWC Düsseldorf)
FAWCO Treasurer

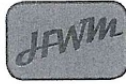
FEDERATION OF AMERICAN WOMEN'S CLUBS
OVERSEAS, INC.

REPORT ON FINANCIAL STATEMENTS

APRIL 30, 2019 and 2018

FEDERATION OF AMERICAN WOMEN’S CLUBS
OVERSEAS, INC.
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INDEPENDENT ACCOUNTANTS' REVIEW REPORT

To the Board of Directors
Federation of American Women's Clubs Overseas, Inc.

We have reviewed the accompanying financial statements of the Federation of American Women's Clubs Overseas, Inc. (a nonprofit organization), which comprise the statements of financial position, as of April 30, 2019 and 2018, and the related statements of activities, cash flows and functional expenses for the years then ended, and the related notes to the financial statements. A review includes primarily applying analytical procedures to management's financial data and making inquiries of management. A review is substantially less in scope than an audit, the objective of which is the expression of an opinion regarding the financial statements as a whole. Accordingly, we do not express such an opinion.

Management Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of the financial statements that are free from material misstatement whether due to fraud or error.

Accountants' Responsibility

Our responsibility is to conduct the review in accordance with Statements on Standards for Accounting and Review Services promulgated by the Accounting and Review Services Committee of the AICPA. Those standards require us to perform procedures to obtain limited assurance as a basis for reporting whether we are aware of any material modifications that should be made to the financial statements for them to be in accordance with accounting principles generally accepted in the United State of America. We believe that the results of our procedures provide a reasonable basis for our conclusion

Accountants' Conclusion

Based on our reviews we are not aware of any material modification that should be made to the accompanying financial statements in order for them to be in accordance with accounting principles generally accepted in the United States of America.

Howard W. Masini CPA, P.C.

Howard W. Masini CPA, P.C.
Lakewood, CO
December 13, 2019

FEDERATION OF AMERICAN WOMEN'S CLUBS OVERSEAS, INC.
STATEMENTS OF FINANCIAL POSITION
APRIL 30, 2019 and 2018

	<u>2019</u>	<u>2018</u>
ASSETS:		
Cash and cash equivalents - without donor restriction	\$ 109,150	\$ 115,594
Cash and cash equivalents - with donor restriction	3,750	-
Due from members	407	114
Due from related party	-	2,125
Prepaid expenses and other	4,499	6,493
Inventory	527	11
Investments - certificates of deposit	<u>99,636</u>	<u>99,200</u>
TOTAL ASSETS	\$ <u>217,969</u>	\$ <u>223,537</u>
LIABILITIES AND NET POSITION:		
Accounts payable	\$ 5,090	\$ 5,722
Accrued expenses	-	1,239
Deferred income	<u>11,923</u>	<u>15,130</u>
TOTAL LIABILITIES	<u>17,013</u>	<u>22,091</u>
NET POSITION:		
With donor restriction	3,750	-
Unrestricted - without donor restriction	107,194	110,216
Unrestricted - foreign currency translation	(5,258)	(2,446)
Designated - workshop reserves	1,500	1,500
founders circle	13,120	12,176
quasi endowment fund	80,000	80,000
United States liaison conference	<u>650</u>	<u>-</u>
TOTAL NET POSITION	<u>200,956</u>	<u>201,446</u>
TOTAL LIABILITIES AND NET POSITION	\$ <u>217,969</u>	\$ <u>223,537</u>

The accompanying notes and accountants' review report
are an integral part of these statements.

FEDERATION OF AMERICAN WOMEN'S CLUBS OVERSEAS, INC.
STATEMENTS OF ACTIVITIES
FOR THE YEARS ENDED APRIL 30, 2019 and 2018

	2019			2018
	Without Donor Restrictions	With Donor Restrictions	Total	
Revenues and other support:				
Membership dues	\$ 11,776	\$	\$ 11,776	\$ 12,071
Conferences and workshops				
Conference fees	82,935		82,935	47,657
Conference meals	8,872		8,872	-
Sponsorship	4,200		4,200	7,000
Conference extras	-		-	7,793
Cancellation fees	579		579	123
Contributions: individuals and clubs	944	3,750	4,694	3,526
Gifts in kind	939		939	100
Advertising income	8,615		8,615	11,066
Credit card use surcharge				982
Investment income - interest	468		468	470
Domain registration fees and other income	670		670	493
Web hosting fee	2,302		2,302	2,175
Sales				
SMART pins and bags	\$ 401			425
Cost of goods sold	(254)		147	(280)
Total revenues and other support	<u>122,447</u>	<u>3,750</u>	<u>126,197</u>	<u>93,601</u>
Expenses:				
Program services	96,614		96,614	64,719
Management and general	23,178		23,178	17,015
Fundraising	4,083		4,083	4,796
Total expenses	<u>123,875</u>	<u>-</u>	<u>123,875</u>	<u>86,530</u>
Foreign currency translation:				
Foreign exchange gain (loss)	(2,812)	-	(2,812)	4,844
Increase (decrease) in net assets	(4,240)	3,750	(490)	11,915
Net position, beginning of year	<u>201,446</u>	<u>-</u>	<u>201,446</u>	<u>189,531</u>
Net position, end of year	<u>\$ 197,206</u>	<u>\$ 3,750</u>	<u>\$ 200,956</u>	<u>\$ 201,446</u>

The accompanying notes and accountants' review report
are an integral part of these statements.

FEDERATION OF AMERICAN WOMEN'S CLUBS OVERSEAS, INC.
STATEMENTS OF CASH FLOWS
FOR THE YEARS ENDED APRIL 30, 2019 and 2018

	<u>2019</u>	<u>2018</u>
CASH FLOWS FROM OPERATING ACTIVITIES		
Increase (decrease) in net assets	\$ (490)	\$ 11,915
Adjustments to reconcile changes in net assets to net cash provided (required) by operating activities		
Increase (decrease) in:		
Due from members	(293)	442
Due from related party	2,125	2,003
Prepaid expense and other	1,994	(5,549)
Inventory	(516)	379
Accounts payable	(632)	(6,439)
Accrued expenses	(1,239)	(10,985)
Deferred income	(3,207)	1,662
Net cash required by operating activities	<u>(2,258)</u>	<u>(6,572)</u>
CASH FLOWS FROM INVESTING ACTIVITIES		
Purchase of certificates of deposit	(99,636)	98,798
Proceeds from maturities of certificates of deposit	<u>99,200</u>	<u>(99,232)</u>
Net cash required by investing activities	<u>(436)</u>	<u>(434)</u>
Net decrease in cash and cash equivalents	(2,694)	(7,006)
Cash and cash equivalents, without donor restriction and with donor restriction, beginning of year	<u>115,594</u>	<u>122,600</u>
Cash and cash equivalents, without donor restriction and with donor restriction, end of year	\$ <u><u>112,900</u></u>	\$ <u><u>115,594</u></u>

The accompanying notes and accountants' review report
are an integral part of these statements.

FEDERATION OF AMERICAN WOMEN'S CLUBS OVERSEAS
 STATEMENT OF FUNCTIONAL EXPENSES
 FOR THE YEAR ENDED APRIL 30, 2019

	Program Services	Management and General	Fundraising	Total 2019
Conference costs - Edinburgh	\$ 95,124	\$ -	\$ -	\$ 95,124
Workshop costs	249	-	-	249
Travel/meetings transportation	-	15,384	1,682	17,076
Board and other registration fees	-	602	-	602
Printing and copying	-	1,328	-	1,328
Professional fees - web managing	154	1,595	1,595	3,344
Bank and service fees	-	200	-	200
Accounting	-	2,200	-	2,200
Dues and subscriptions	-	972	-	972
Domain registration	494	-	13	507
Web hosting fees	593	-	593	1,186
Postage and shipping	-	478	-	478
Office and miscellaneous	-	409	-	409
Donations	-	-	200	200
Total expenses	\$ 96,614	\$ 23,178	\$ 4,083	\$ 123,875

The accompanying notes and accountants' review report are an integral part of these statements.

FEDERATION OF AMERICAN WOMEN'S CLUBS OVERSEAS
STATEMENT OF FUNCTIONAL EXPENSES
FOR THE YEAR ENDED APRIL 30, 2018

	Program Services	Management and General	Fundraising	Total 2018
Conference and hotel costs - Hague	62,475	-	-	62,475
Workshop costs	371	-	-	371
Travel/meetings transportation	-	9,793	2,163	11,956
Board and other registration fees	-	-	-	-
Printing and copying	-	1,090	-	1,090
Professional fees - web managing	924	2,079	2,079	5,082
Bank and service fees	-	284	-	284
Accounting	-	1,900	-	1,900
Dues and subscriptions	-	775	-	775
Domain registration	408	-	13	421
Web hosting fees	541	-	541	1,082
Postage and shipping	-	334	-	334
Office and miscellaneous	-	760	-	760
Total expenses	\$ 64,719	\$ 17,015	\$ 4,796	\$ 86,530

The accompanying notes and accountants' review report are an integral part of these statements.

FEDERATION OF AMERICAN WOMEN'S CLUBS OVERSEAS, INC.
NOTES ON FINANCIAL STATEMENTS
APRIL 30, 2019 and 2018

Note 1 – Organization

The Federation of American Women's Club Overseas, Inc. (FAWCO) was founded in 1931. FAWCO is an international network of independent volunteer clubs and associations. There are more than 60 member clubs in 34 countries worldwide, with a total of approximately 10,000 members. FAWCO serves as a resource and channel of information among its members, promotes the rights of U.S. citizens overseas; is active as a Non-Governmental Organization (NGO) with consultative status to the UN Economic and Social Council. FAWCO contributes to the global community through its Task Forces and The FAWCO Foundation, which provides development grants and education awards. FAWCO and The FAWCO Foundation also collaborate on emergency funding for disaster relief.

Note 2 - Summary of Significant Accounting Policies

A. Basis of Accounting

The financial statements of FAWCO have been prepared on the accrual basis of accounting, and accordingly reflect all significant receivables, payables and other assets and liabilities.

B. Basis of Presentation

FAWCO implemented and applied retroactively the requirements of Accounting Standards Update No. 2016-14 "*Presentation of Financial Statements for Not-for-Profit Entities*" (ASU No. 2016-14) during the year ended April 30, 2019.

Financial statement presentation follows the recommendations of the Financial Accounting Standards Board in its Codification, FAWCO is required to report information regarding its financial position and activities according to two classes of net assets: net assets without donor restrictions and net assets with donor restrictions.

Net assets without donor restrictions are resources available to support operations. The only limits on the use of unrestricted net assets are the broad limits resulting from the nature of the Organization, the environment in which it operates, the purposes specified in its corporate documents and its application for tax-exempt status, and any limits resulting from contractual agreements with creditors and others that are entered into in the course of its operations.

Net assets with donor restrictions are resources that are restricted by a donor for use for a particular purpose or in a particular future period. FAWCO's unspent contributions are reported in this class if the donor limited their use, as are promised contributions that are not yet due. The unspent appreciation of the Organization's donor-restricted funds is reported as net assets with donor restrictions.

Financial statement presentation follows the recommendations of the Financial Accounting Standards Board in its Codification, FAWCO is required to report information regarding its financial position and activities according to three classes of net assets: unrestricted net assets, temporarily restricted net assets, and permanently restricted net assets.

FEDERATION OF AMERICAN WOMEN'S CLUBS OVERSEAS, INC.
NOTES ON FINANCIAL STATEMENTS
APRIL 30, 2019 and 2018

Note 2 - Summary of Significant Accounting Policies – (continued)

C. Cash and Cash Equivalents

FAWCO considers all unrestricted highly liquid investments with an initial maturity of three months or less to be cash equivalents.

D. Investments – Certificates of Deposit

Investments are recorded in accordance with Financial Standards Board Codification Section (FASB ASC) 958-325-30 relating to investments and nonprofit organizations (formerly SFAS No. 124, "Accounting for Certain Investments Held by Not-for-Profit Organizations") during the year ended April 30, 2019. The Codification requires investments in marketable securities with readily determinable fair values and all investments in debt securities are valued at their fair values in the statement of financial position. Unrealized gains and losses, if any are included in the change in net assets. FAWCO has elected to include certificates of deposit as investments.

In accordance with FASB ASC 820, *Fair Value Measurements and Disclosure* (formerly, SFAS No. 157, *Fair Value Measurements*), the FAWCO investments are considered Category 1 investments. FAWCO reviews its holdings on a regular basis to determine if any investment has experienced other than a temporary decline in value.

E. Inventory

Inventory is stated at lower of cost or realizable value.

F. Due from Members

The amount due from members represents uncollected annual dues as of April 30, 2019. The dues are nonrefundable and no allowance for doubtful accounts is deemed necessary at April 30, 2019.

G. Deferred Income

Membership dues renew annually on a calendar year basis. Membership dues received by April 30, 2019 but not earned are considered deferred income.

FEDERATION OF AMERICAN WOMEN'S CLUBS OVERSEAS, INC.
NOTES ON FINANCIAL STATEMENTS
APRIL 30, 2019 and 2018

Note 2 - Summary of Significant Accounting Policies – (continued)

H. Revenue Recognition

The Organization reports gifts of cash and other assets as restricted support if they are received with donor stipulations that limit the use of donated assets. When a donor restriction expires, that is, when a stipulated time restriction ends, or purpose restriction is accomplished, net assets with donor restrictions reclassified to unrestricted net assets and reported in the statement of activities, as net assets released from restrictions.

All donor-restricted support is reported as an increase in net assets with donor restrictions depending on the nature of the restriction. When a restriction expires (that is, when a stipulated time restriction ends, or the purpose of the restriction is accomplished), net assets with donor restrictions are reclassified to net assets without donor restriction and reported in the statement of activities as net assets released from restrictions. If donor restricted support is received and released within the same reporting period, the transaction is reported as an increase in net assets without donor restriction.

I. Functional Reporting of Expenses

For the years ended April 30, 2019 and 2018, the costs of providing various programs and other activities have been summarized on a functional basis in the statement of activities. Accordingly, certain costs have been allocated among the programs and supporting services benefitted.

J. Income Taxes

FAWCO is exempt from federal income taxes under Internal Revenue Code Section 501(c)(3). Accordingly, no provision or liability for income taxes has been provided in the accompanying financial statement.

K. Estimates

The preparation of financial statements in conformity with a comprehensive basis of accounting other than generally accepted accounting principles requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results could differ from those estimates.

L. Subsequent Events

Management has evaluated subsequent events through the report date of December 13, 2019 which is the date the financial statements were available to be issued.

FEDERATION OF AMERICAN WOMEN'S CLUBS OVERSEAS, INC.
NOTES ON FINANCIAL STATEMENTS
APRIL 30, 2019 and 2018

Note 3 - Investments – Certificates of Deposit

Investments are stated at fair value and are summarized as follows as of April 30, 2019 and 2018. All FAWCO investments are considered Category 1 in accordance with Statement of Financial Accounting Standards Board Codification Section 820.

April 30, 2019			
	Cost	Fair Value	Carrying Value
Certificates of Deposit	\$ 99,636	\$ 99,636	\$ 99,636
	<u>\$ 99,636</u>	<u>\$ 99,636</u>	<u>\$ 99,636</u>
April 30, 2018			
	Cost	Fair Value	Carrying Value
Certificates of Deposit	\$ 99,200	\$ 99,200	\$ 99,200
	<u>\$ 99,200</u>	<u>\$ 99,200</u>	<u>\$ 99,200</u>

The following schedule summarizes the unrestricted investment return and its classification in the statements of activities for the years ended April 30, 2019 and 2018.

	2019	2018
Interest	\$ 468	\$ 470
Total investment income	<u>\$ 468</u>	<u>\$ 470</u>

Note 4 - Concentration of Credit Risk

Financial instruments that potentially subject FAWCO to concentration of credit risk consist primarily of temporary cash investments. FAWCO restricts investment of temporary cash investments to financial institutions with high credit standing. At times, such investments may be excess of the FDIC insurance limit.

FAWCO has amounts with PayPal Holdings Inc. and Stripe in order to facilitate certain transactions. These funds are not covered by FDIC insurance, however, funds remain in the accounts on a short term basis.

FAWCO has three accounts at Associated Foreign Exchange, Inc. in order to facilitate the conversion of currencies in Euros, British Pounds and the United States Dollar. Funds maintained in these accounts are not covered by FDIC insurance.

FEDERATION OF AMERICAN WOMEN'S CLUBS OVERSEAS, INC.
NOTES ON FINANCIAL STATEMENTS
APRIL 30, 2019 and 2018

Note 5 - Foreign Currency Translation

The Organization maintains several bank accounts that are reported in Euros. The exchange rate was \$1.1204:1euro and \$1.2099:1euro as of April 30, 2019 and 2018, respectively.

The Organization also maintains a bank account that is reported in British Pounds. The exchange rate was \$1.2994:1euro as of April 30, 2019.

The historical foreign currency loss is \$5,258 as of April 30, 2019.

Amounts reported in the Statement of Activities are translated using an average annual exchange rate. Amounts reported in the Statement of Net Position are translated using the exchange rate as of April 30, 2019.

Note 6 - Designated Net Assets

Designated net assets have been reserved by the Board of Directors for the following purpose.

Workshop reserves	\$	1,500
US Liaison Conference		650
Founders Circle		13,120
Quasi endowment fund		80,000
Total	\$	<u>95,270</u>

Note 7 - Net Assets with Donor Restrictions

Net assets with donor restrictions are for the Laederich Memorial Fund. Unspent funds at April 30, 2019 were \$3,750 and are to be used specifically for United States related issues.

Note 8 - Implementation of New Accounting Pronouncement

The Organization implemented and applied retroactively the requirements of Accounting Standards Update No. 2016-14 "*Presentation of Financial Statements for Not-for-Profit Entities*" (ASU No. 2016-14) during the year ended April 30, 2019.

The following information is reported in accordance with ASU No. 2016-14:

Disclosure of Availability

The following reflects the financial assets as of April 30, 2019, reduced by amounts not available for general use because of contractual or donor-imposed restrictions within one year of April 30, 2019.

Financial assets at year end	\$	118,333
Less assets unavailable for general expenditures within one year due to:		
Restriction by donors for memorial fund		<u>(3,750)</u>
Financial assets available to meet cash needs for general expenditures within one year	\$	<u>114,583</u>

FEDERATION OF AMERICAN WOMEN'S CLUBS OVERSEAS, INC.
NOTES ON FINANCIAL STATEMENTS
APRIL 30, 2019 and 2018

Note 8 - Implementation of New Accounting Pronouncement (continued)

Disclosure of Liquidity

The following summarizes the financial assets available within one year of April 30, 2019 for general expenditures.

Cash and cash equivalents - unrestricted	\$ 109,150
Cash and cash equivalents – donor restricted	3,750
Due from members	407
Inventory	527
Prepaid expenses and other	<u>4,499</u>
Financial assets	<u>\$ 118,333</u>

Parliamentarian's Report

The Parliamentarian is appointed by the President as an ex-officio, non-voting member of the Board at the beginning of the term for a 2-year period. She attends all board meetings to ensure meetings are conducted according to Robert's Rules of Order, Newly Revised and to advise on procedures related to FAWCO ByLaws and Administrative Guidelines.

At the beginning of this term, the position of Bylaws Committee Chair was assigned to the Parliamentarian. This decision was based on the fact that the Parliamentarian is actively involved in all board meetings and therefore more aware of matters which may require an amendment. Proposed amendments are outlined in the Administrative Committee Reports.

The Parliamentarian is also responsible for maintaining the Administrative Guidelines (AGs). After an initial review, the Board agreed the AGs should be fully revised and updated. Steps to begin this process have begun, and will continue into the coming year with a goal of completion by the Biennial Conference in 2021.

Respectfully submitted,
Tricia R Saur (AIWC Cologne)
FAWCO Parliamentarian

2019 Biennial Conference Report

Edinburgh, Scotland was the site of FAWCO's 44th Biennial Conference from March 21st through March 24th 2019. The American Women's Club of Central Scotland planned and hosted the conference. This was the first time the FAWCO Biennial Conference has been held in Scotland. The full four days took place in The Dalmahoy Hotel and Country Club with 254 different delegates, guests, speakers and volunteers participating over the four full days, with representatives from all 11 FAWCO Regions. Amanda Drollinger was the Biennial Conference Chair supported locally by Joyce Halsan as the Registrar, Nancy Lynner as the Conference Speaker Coordinator and a host of 25 AWC Central Scotland members. Pre-Conference tours and day tours were set up by Co-chair Tara Scott. The Conference theme was *Bonnie Brave and Beneficent*, showcasing Scotland and the four pillars of FAWCO -Education, the Environment, Health and Human Rights.

AWC Central Scotland created a range of local events leading up to the Conference to prepare for the conference and generate interest and participation among local members. AWCCS designed and silk screen printed the conference welcome bags, made the conference lanyards from four different Scottish tartans (chosen from the family tartans of local members), and designed and made the silver conference charms for the FAWCO Foundation.

The Agenda was jam packed with AGM sessions, FAWCO speakers and local speakers. Each of the four days with speakers roughly falling into one of the four Global Issues categories and ending with Health as FAWCO's Target Projects shifted from Education to Health. With Health taking the lead for the incoming Target Project each morning started with an optional walk around part of the 1000 acre grounds surrounding the hotel building on FAWCO's Clubs in Motion mileage.

The opening day featured: a welcome from Ellen Wong, Principal Office of the US Consulate Edinburgh; Opening KeyNote speaker Alice Thompson co-founder of Social Bite; a range of Edinburgh and Scotland themed FAWCO workshops; and local workshops from the Nation Trust for Scotland, The Edinburgh Fringe Festival, and a Ceilidh dancing lesson. The opening night dinner featured a Scottish Ceilidh dance with music from a member's local Ceilidh band and traditional Burns night Address to the Haggis. The Dalmahoy hosted a welcome drinks reception and Richard King (Judy Furukawa's husband) played the bagpipes and piped us into dinner.

The second day of the conference launched the FAWCO Public Relations and Media Committee Chaired by Meenakshi Advani Rai (ACIW Mumbai) and the Target Program wrap-up for Hope Beyond Displacement, an initiative of the Collateral Repair Project in Amman, Jordan. The wrap-up showcased the amazing work in part

made possible through the FAWCO combined donations of \$190,000 over the two year fundraising period as well as the FAWCO site visit to Amman, Jordan to see the work of Collateral Repair in action. The evening was capped off with the Scottish-American musical fusion that is Bluegrass music performed by a local member's band called Okefenokee Reunion.

Saturday's AGM session began with a tribute to the long time FAWCO contributor Lucy Laederich (AAWE Paris). She passed away earlier in the year and FAWCO established a Lucy Laederich fund in her honor. The day was filled with a wide range of FAWCO and local workshops centered around the environment and human rights and the option for a pitch and putt session on the course on the hotel's grounds. In the evening FAWCO partied the night away with Foundation Night's theme of "Be True to your School". The evening saw 220 delegates and guests dressed up in school colours and costumes. The night featured raffles, live and silent auctions and direct donations. Raising around \$30,000 for The FAWCO Foundation.

The conference concluded on Sunday with the new FAWCO and Foundation Boards being elected. The closing speaker was Gerda Stevenson with readings from her book *Quines: Poems in Tribute to Women of Scotland*. A panel discussion was held on the current research being done in stem cells. The Conference concluded with the flag ceremony and the announcement of the 2020 IM in Luxembourg.

The 2019 Edinburgh Biennial Conference was well attended, filled with FAWCO fun, and educationally and culturally enriching workshops.

Respectfully submitted,
Amanda Drollinger (AWC Central Scotland)
FAWCO Biennial Conference Chair 2019

Special Task Force Reports

FAWCO Brand Strategy Task Force

The FAWCO Brand Strategy Task Force was charged to brainstorm, collect, and identify solutions and best practices that the FAWCO Board can implement to improve the organization's branding and marketing strategies. The Task Force was formed in September 2019 and consisted of four team members including Chair Melanie Furey Baur (AWC Berlin), Maire Gibbons (AWC Brussels), Jordan Wagner (AWC Hamburg) and Michele Wert (AWC London).

The Task Force met five times to discuss and form recommendations for the FAWCO Board to consider. In order to get a better understanding of the task at hand, the Task Force used the process of creating audience personas to help curate and understand FAWCO's target audience. From the insights gained in this process, the Task Force developed a list of branding strategy recommendations.

In summary, the six recommendations include:

1. **Globally Minded Women Campaign:** As an ongoing brand campaign that showcases the theme of global-minded women, the purpose of this recommendation is to build an image of strong women from all backgrounds connecting and making an impact in their community. The task force recommends this is to be done in collaboration with the Public Relations and Media Committee and the Inspiring Women's Magazine.
2. **Paid Social Media Advertising:** This recommendation lays out how FAWCO can most effectively use paid social media advertising to connect to both FAWCO members and non-members, while also clearly explaining the disadvantages of this approach.
3. **FAWCO Tool Kit:** To support the globally-minded women campaign, and FAWCO in general, creating a media kit/tool kit will make it easy for member clubs and individual members to serve as FAWCO brand ambassadors and share FAWCO's story.
4. **One on One Communication:** Partnering with member clubs and using the FAWCO Tool Kit, the Task Force recommends encouraging member clubs, FAWCO reps, and brand ambassadors to attend local

events and speak to individuals one on one about the power of FAWCO. This activity would be intricately linked and supported by the other activities that are outlined in this report.

5. **Elevate and Professionalize Language and Look:** To facilitate success for the above recommendations, FAWCO needs to take steps to elevate and professionalize the brand image of the organization. This includes establishing one voice to consistently spread the mission and values of the organization as well as improving the quality and standard of all electronic and print materials used and distributed to market FAWCO.
6. **Survey/Data Collection on Member Clubs' Members:** In order to make informed marketing and brand strategy decisions, FAWCO needs to have a clearer understanding of who makes up their member clubs. By conducting a broad survey sent to member clubs, FAWCO can gain a better understanding of the demographics of the organizations and make informed decisions across multiple aspects of the organizations.

Respectfully submitted,
Melanie Baur (AWC Berlin)
Brand Strategy Task Force Chair

FAWCO Under 40 Task Force

The FAWCO Under 40 Task Force was established in May 2019 out of a need to secure the future of the organization by engaging and involving the younger members of FAWCO and to provide guidance to Member Clubs about recruiting and retaining younger members. The Task Force was comprised of members under or around the age of 40 with various experience with FAWCO. The Task Force met virtually over nine months and prepared two reports, one for the FAWCO Board and one for Member Clubs, which is available in full on the [FAWCO website](#).

Under 40 Task Force Members: Chair Christine Funke (Heidelberg IWC), Amanda Drollinger (AWC Central Scotland), Berit Torkildsen (AWC Oslo), Karen Eve O'Shaughnessy (FAUSA & AWC Hamburg), Marelle Manders (Heidelberg IWC), Marie Gibbons (AWC Brussels), Mary Stange (AWC Bogotá), Melanie Baur (AWC Berlin) and Michele Kuhlen (AWO Moscow).

Through our discussions and our experience with our own Member Clubs, two major conclusions became clear and are woven throughout the recommendations:

1. Younger members should be recruited and asked to take on volunteer positions or be a part of a team or group as often as possible so that they can learn more about the operations of the organization and they can contribute their knowledge and experience. Bringing more variety in terms of age and experience to all parts of your Club will create multifaceted ideas, solutions, and initiatives that will propel your Club forward.
2. The use of technology is imperative for FAWCO and Member Clubs in the future and younger members will expect to use collaborative programs and mediums to work on business and tasks and to engage with your members. While skills and experience in technology among younger generations may vary, use of these tools will show that your Club is modern and savvy, which will keep the next generation engaged, and will protect the future of your Club.

These are the recommendations that we suggest and support that will make a difference in attracting young women to your Club and keeping them engaged. The descriptions and their benefits are listed here; details of making the recommendations happen are provided in more detail in the full report.

- **Update Website and Social Media With Images Also Showing Younger Members** — If you can see it, you can be it. Potential members under 40 may be discouraged to join an American or International Women's Club, if all they see during their online research is more mature women in "The Old Lady's Club". Therefore, your website and social media coordinators should make sure younger members are clearly shown in your photos on all media channels.
- **Get Active on Social Media** — Most U40 Members' everyday lives happen and evolve on and around social media. Social media is their main source of information, and lifestyle, fashion and political news

is consumed in short snippets via tweets or bloggers' stories. This is where our (young) members are active, so we need to grab this opportunity of attention. Social media is more than just being "there"; infamous algorithms and system set-ups make it necessary to get involved on your accounts and "share", "like", "tag", and "repost" with your community in addition to posting your activities and events.

- **Use Technology to Manage Your Club** — Using technology to manage your Club's business and to automate regular systems (like member registration forms or registering for events) will prevent you from turning younger members away from your club. Using technology should be standard for most parts of your club operations as younger members will expect to be able to do things online.
- **Encourage Younger Members to Start and Lead Activities or Events** — When your Club has member-led activities, encourage younger members to start one that will fit in with their interests and availability. Younger members who lead an activity will become more invested in your Club and staying involved, plus you can promote those activities to current younger members and to recruit potential new members.
- **Hold Activities and Events in the Evenings** — Many young women living overseas work in some capacity so they might not be available at the typical weekday morning time slots, so start an evening or weekend activity, like a happy hour, discussion group, a dinner club, or an activity for partners. You may also want to consider holding a session or two of your popular events, like a Monthly Meeting or cultural outing, in the evening as well.
- **Recruit at Local Events with Younger Women** — In the extensive network of your individual club, partner clubs, groups, and companies often host parties and events targeted at younger people. Your Club is encouraged to set up a "promotion booth" to introduce your organization and activities at exactly those events.
- **Recruit Through Local Facebook Groups for Expats and/or Americans** — Many young expats are often not aware of American or international women's clubs and tend to organize and connect via virtual groups on social media (especially Facebook Groups). The issues and problems of these people living in a strange country are the same though, so everyday questions about English speaking playgroups, Thanksgiving Dinners, doctor recommendations etc. come up regularly, especially around the holidays. When they do, a volunteer from your Club should be pointing them to your Club's events, activities and support system by commenting on posts or even direct messaging the people that posted a question directly.
- **Recruit on Meetup** — Meetup is an online platform for getting people with similar interests together in person. It is a place where mostly young people are actively looking for things to do where they live and therefore it could be a place for Clubs to publicize their events that are open to the public for the primary purpose of recruiting new members.
- **Recruit American University Students Studying Abroad**— American university students studying abroad have many similarities and needs to expats living and working abroad. Needs such as help understanding their new environment, a need to identify with a community they are familiar with especially when feeling home sick and being part of a larger relatable community outside of campus life. Advertising your club through the different university media and having a presence on opening days and on campus special events, gives your club a first hand opportunity in recruiting younger members.

Respectfully submitted,
Christine Funke (Heidelberg IWC)
FAWCO Under 40 Task Force Chair

Global Issues

UN Liaison Report

In 2019, FAWCO UN Reps continued to strengthen our advocacy and activism on gender equality, human rights, climate action and migration, and promoted the UN's Sustainable Development Goals. Highlights of the year included the UN Commission on the Status of Women (CSW63) where FAWCO presented our first event at the NGO Forum and delivered an oral statement; and active participation at the Beijing+25 Regional Review meetings in Geneva and the Climate Change Conference of the Parties (COP25) in Madrid. Four new members joined the FAWCO UN Reps Team in 2019: Karen Castellon (AWC Berlin), Sue England (Munich IWC), Rhonda Staudt (AWC Berlin) and Cecilia Zhuang-Haas (AWC Philippines). UN Reps increased awareness of our work by engaging with FAWCO social media, blogging about UN conferences, publishing the UN Liaison Bulletin, leading virtual information sessions, and contributing to FAWCO regional meetings.



Gender Equality — The UN Commission on the Status of Women (CSW) is the largest global gathering of activists for women's rights and gender equality; in 2019, over 5,000 women and men from around the world attended. FAWCO's delegation of 16 to CSW63 included Anette Arnold (AWC Berlin), Karen Boeker (AWC Denmark), Karen Castellon (AWC Berlin) and her daughter Claire, Alexandra De Jager (FAUSA), Yolanda Henry (FAUSA), Hari Kitching (FAUSA), Claire Mathijssen (AAWE Paris) and her Kenyan colleague Elizabeth Tunoi, Pam Perraud (FAUSA and AAWE Paris), Jane Politi (AWA Rome), Melissa Ruggles (AWC Amsterdam), Dorothy Wagle (ACIW Mumbai) and Amanda Lane (CRP) and her daughter.

For the first time, FAWCO held an NGO Forum event at CSW: "Fulfilling Unmet Needs: NGOs Leaving No One Behind". On March 14, a panel of FAWCO women spoke about their work with grassroots organizations in Cambodia, India, Kenya and Jordan, providing housing, water, women's health, nutrition, vocational training, and psychosocial support in their communities. The panelists were Yolanda Henry, Dottie Wagle, Claire Mathijssen and her colleague Elizabeth Tunoi from Kenya, and Amanda Lane.

FAWCO is a member of the US Women's Caucus at the UN. Pam Perraud (FAUSA and AAWE Paris) and Erica Higbie (FAUSA) are active members of the Caucus, contributing to policy and advocacy work.

Eight FAWCO members took part in the UN Economic Commission for Europe Beijing+25 Regional Review Meetings and Civil Society Forum in Geneva from October 28-30: Sallie Chaballier (AAWE Paris), Paula Daepfen (AWC Zürich), Georgia Kallis (AWO Greece), Pam Perraud (FAUSA and AAWE Paris), Anne Riz (AWC Bern), Tara Scott (AWC Central Scotland), Rhonda Staudt (AWC Berlin), and UN Liaison Laurie Richardson (AWA Vienna).

New FAWCO UN Rep Cecilia Zhuang-Haas (AWC the Philippines and Regional Coordinator for Region 11) is the first UN Rep in the Asia-Pacific Region. When she was a member of AWC Rabat, she organized "Realizing Women's Potential at the Workplace," an event on elimination of cultural and social obstacles to gender equality in the MENA region. Cecilia received the Outstanding Volunteerism Abroad award from the US Department of State Bureau of Near Eastern Affairs.

NGO Committees on the Status of Women — Erica Higbie (FAUSA) works with the NGO CSW NY Generation Equality Forum Advisory Working Group to ensure they represent the needs and carry forward the mandates of global civil society. She is a member of the Beijing+25 working group on participation, accountability and gender-responsive institutions.

Anne Riz (AWC Bern) is Treasurer of NGO CSW Geneva. Paula Daepfen (AWC Zürich) is NGO CSW Geneva Parliamentarian and Advisor. She is a member of the new finance committee, which will also address membership recruitment and retention.

UN Liaison Laurie Richardson (AWA Vienna) serves as Chair of NGO CSW Vienna and is FAWCO's representative on the Board of the Conference of NGOs in Consultative Relationship with the UN (CoNGO).

Human Rights — Karen Castellon (AWC Berlin), Chair of the Human Rights Team, joined the UN Reps Team to follow the work of the UN Human Rights Council (HRC) along with Sue England (Munich IWC). They covered meetings of the HRC via livestream. Rhonda Staudt (AWC Berlin), a new UN Rep, also a member of the Human Rights Team, focused on women's and children's rights. Many members of the UN Reps Team joined in the 16 Days Campaign project reading the UN Declaration of Human Rights.

Climate Change — FAWCO UN Reps Ayuska Motha (AIWC Cologne) and Stacey Kimmig (AIWC Cologne) are actively engaged with the work of the UN Framework Convention on Climate Change (UNFCCC) in Bonn. FAWCO co-sponsored a side-event on climate-induced migration with other members of the Women and Gender Constituency (WGC): "Climate-induced migration: understanding systemic drivers and symptomatic responses to vulnerabilities." Ayuska and Stacey attended the Conference of the Parties (COP25) in Madrid, along with Joan Evers (AWC Madrid), a member of the Environment Team. FAWCO co-sponsored a side event at COP25: "Beyond Labels, Beyond Borders: Advancing Rights-Based Protection of Climate-induced Migrants." Ayuska and Stacey participated in regular meetings with the WGC and the Human Rights and Climate Change working group. Ayuska is also a member of FAWCO's Environment Team.

Migration — Jane McCall Politi (AWA Rome) is Vice-Chair of the NGO Committee on Migration in New York, and co-convenor of the Migrant and Refugee Subcommittee, promoting early childhood development for children in migration contexts. FAWCO co-sponsored side events and signed statements on "Social Protection for Migrants and Refugees: A Tool for Building Peaceful & Inclusive Societies"; "Migrant and Refugee-Led Social Protection Measures: A Child Sensitive Approach"; and "Social Protection in Migration Contexts: Women- and Child-Sensitive Approaches". Jane attended the annual UN High Commission for Refugees (HCR) NGO Consultations in Geneva in July.

Grace Christovasilis (AWO Greece) worked with the UNHCR Inter-Agency Consultation Forum (IACF) as FAWCO UN Rep to UNHCR in Greece. She is a member of the UNHCR-led IACF with over 34 participating NGO partners. She attended a conference organized by the National Commission for Human Rights and UNHCR Greece, "Social Integration of Beneficiaries of International Protection in Greece: Achievements, Challenges and Prospects for the Future". Grace connected the founder of Habibi.works, an NGO working with refugees in Ioánnina, with members of the FAWCO Refugee Network and AWC Heidelberg and Basel.

UN Sustainable Development Goals (SDGs) — Tammy Mayer (AAWE Paris) worked on the development of a new FAWCO SDG Awareness Project and an SDG Toolkit for FAWCO clubs, to be launched in 2020. She presented the UN program and the SDGs at a regional meeting in London. Melissa Ruggles (AWC Amsterdam) analyzed how FAWCO Foundation Development Grants have helped to achieve the SDGs, and made a presentation on FAWCO's UN activities at a regional meeting in Amsterdam.

Advocacy — As an active member of the UN NGO community, FAWCO joins with other civil society organizations in developing and promoting advocacy through statements, position papers and letters to UN agencies and commissions. These advocacy statements are posted on FAWCO's website ([FAWCO.org/un-advocacy/FAWCO-at-the-un/advocacy](https://www.fawco.org/un-advocacy/FAWCO-at-the-un/advocacy)).

For the regional review of Beijing+25, FAWCO signed a Beijing+25 Statement developed by the NGO Committee on the Status of Women Vienna, stating that we must continue to advocate and stand up for women's rights, especially in times of anti-rights push back.

FAWCO endorsed an oral statement that Laurie Richardson delivered at CSW63, calling for re-allocation of military budgets to achieve the SDGs and create a more peaceful planet.

FAWCO signed on to five written statements submitted to UN Women for CSW63 on the priority theme "Social protection systems, access to public services and sustainable infrastructure for gender equality and the empowerment of women and girls".

FAWCO and other NGOs signed an open letter to UN Member States, Secretary-General and High Commissioner for Human Rights, against the postponement of sessions of the Convention on the Elimination of all forms of Discrimination Against Women, due to UN funding shortfalls.

FAWCO joined the US Women's Caucus at the UN in signing a letter to US Secretary of State Pompeo condemning the US State Department's policies on women's human rights, especially sexual and reproductive health and rights.

For the 41st session of the UN Human Rights Council, FAWCO signed a statement on women's health and rights and climate change.

November 20 marked 30 years since the 1989 adoption by global leaders of the UN Convention on the Rights of the Child (CRC). FAWCO advocates for ratification of the CRC by the US (the only UN Member State which has not ratified it).

Respectfully submitted,
Laurie Richardson (AWA Vienna)
FAWCO UN Liaison

Education Team Report

Remaining true to our mission statement, we continue to increase awareness in education through our four areas of emphasis: Global Citizenship (SDG 4.7), Literacy (SDG 4.6), Equal Access (SDGs 4.2 & 4.5) and Bridging the Gap (related to SDGs 4.3 & 4.4). We continue to adhere to this mission by disseminating vital relevant information through the FAWCO e-communications.



Here follows a brief report of our activities from January 2019 – December 2019.

The year began enthusiastically with the introduction of two new members: Lyndsay Nygren (AC Lyon) and Hollie Nielsen (AWEP). And of course, the excitement around preparing for the conference in Edinburgh. The preparations for the very successful conference were spearheaded by our very own Tara Scott (AWC Central Scotland).

The January and February theme being **Bridging the Gap**, related articles were posted in the *Global Issues Digest*, including a very informative article on SDG 4.4: **By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship** by Lindsay Nygren.

The theme for March and April was **Global Citizenship**. We therefore encouraged our FAWCO peers to attend the dynamic SDG Global Festival of Action (May 2-4, 2019) held in Bonn. It was attended by a fellow FAWCO member, Stacey Kimmig (AIWC Cologne) and myself. A video clip related to our theme, **Global Citizenship Education: Taking it local** was posted in our FAWCO e-communications. An article for the Education Around the World A-Z series, namely "Q is for Qatar" was also posted.

Literacy being the theme for May and September 2019, members of our team Keziah Watatua (AWA Kenya) and Hollie Nielsen (AWEP) contributed great *GID* articles. Keziah wrote on "The Role of Oral Literature in Reading" and Hollie wrote on "Literacy in Saudi Arabia: Striving for Excellence." News related to our theme topic, including "How Mothers in Benin are Tackling Literacy Challenges" and an interesting video clip by the World Economic Forum on how Lego proposes to help blind children read were also posted. The article "R is for Russia" was also included in the *GID*.

Before the summer break, we announced the FAWCO Summer Global Book Read 2019: *I Believe in Zero* by Caryl M. Stern. We encouraged FAWCO members to read this book and hold book discussions. We also presented

them with an opportunity to attend the UN Summer Academy in Bonn (August 26-30, 2019) by posting the relevant information on the FAWCO e-communications.

In September, we encouraged FAWCO members to take the opportunity to be a part of the UN Assembly through the SDG Media Zone (September 21-27, 2019) by posting the relevant information. The article “*S is for Syria*” was also posted in the *GID*.

Our theme for October and November was **Equal Access**. Mary Adams (AWC The Hague) contributed a great article, “*Mobile Learning for Equal Access*” for the October 2019 *GID*. The *News in Brief* for December 2019 covered Karen Boeker’s (AWC Denmark) very interesting article: “*The Challenges Faced by Girls and Women to Gain Equal Access to Education.*” The November *GID* also included the “*T is for Tanzania*” article.

In November, our third Summer Global Book Read Discussion was held in Cologne. It was an interesting, informative and educational journey with Caryl M. Stern through her travels, giving us great insight as an honest and powerful witness to all the different challenges of global issues faced, shared in her book: ***I Believe in Zero***. To wrap up the ***A-Z Global Countries Education*** series, an article with links to the remaining countries (U, V, Y and Z) was posted to the Education section of the Global Issues website.

In October 2019, after having served for five years as co-chairs Carol-Lyn and Arandeep stepped down. They had a very memorable journey with this super enthusiastic team. New co-chairs will soon be announced by the FAWCO Board.

Respectfully submitted,
 Carol-Lyn McKelvey (FAUSA)
 Arandeep D. Degun (AIWC Cologne)
 Education Team Co-Chairs

Environment Team Report

With forest fires raging in Australia and glaciers melting in Iceland, climate change is becoming an ever increasing problem and an increasing threat. The vast majority of FAWCO members surveyed identify climate change as the #1 environmental problem. As this awareness grows, so does the Environment Team; with several new members, our team is now 18 passionate and committed women strong, with members coming from 14 different clubs plus FAUSA.



We conducted an informal environmental survey at the Conference in Edinburgh, and over half of the 47 respondents indicated that they were subscribed to the *Global Issues Digest (GID)*. About 50 percent said that our articles have changed their thinking in some way and that they pass our articles on to others via forwarding and inclusion in their club publications. This is great news! The survey also allowed us to hear directly which topics members were interested in learning more about, with the top four topics being climate change, how to make an individual positive impact, water conservation and making good food choices.

Our goal remains to publish monthly articles 10 months of the year, the links of which are then sent out in the *GID*. We keep encouraging members to “cut and paste” the information for inclusion in their club newsletters/magazines to extend FAWCO’s information into clubs. Such a big team has made it possible for us to exceed our goals this past year, and we have published 11 articles since the Conference in Edinburgh! We have also created a new tab on our website – Recommended Books, where we provide reviews of good environmental books we have read. The click numbers for each article show that our articles generate a lot of interest:

- April 2019 - “*Our Personal Food Choices for Health and Environment*” (547 clicks)
- May 2019 - “*Climate Change and its Impact on Animals*” (2937)
- June 2019 - “*Three Clubs’ Environmental Initiatives*” (315)
- September 2019 - “*The Environment Team...What’s in It for Me?*” (157)
- September 2019 - “*Consumers, Brands and Climate Action*” (369)

- October 2019 - *“Special UN Climate Action Summit”* (133)
- October 2019 - *“Clubs in Action: Global Climate Strikes”* (203)
- October 2019 - *“Tending to Zero - Using the 5 R’s to Combat Climate Change”* (230)
- November 2019 - *“The Blue COP: Why we must focus on ocean health and not ocean mitigation”* (193)
- December 2019 - *“COP 25 – Interview with Dr. Lara Lazaro”* (97)
- December 2019 – *Book review: What We Think About When We Try Not to Think About Global Warming* (33)
- January 2020 - *“Health and Climate Change”* (just published - click rates not yet available)
- January 2020 - *“Gender and Climate Change”* (just published - click rates not yet available)

We look forward to continuing our efforts to inform FAWCO members about current environmental issues and challenging them to become even better environmental stewards!

Task Force Members: Alexandra Vo de Jager (AWG Paris, FAUSA), Amal Lahlafi (AIWA of Rabat), Amanda Drollinger (AWC Central Scotland), Ann Zulliger (AWC Zürich), Ayuska Motha (AIWC Cologne), Christine Riney (AWC Hamburg), Joan Evers (AWC Madrid), Jule Deleroi (Augsburg IWC), Karen Rudin (AWC Zürich), Meenakshi Advani (AIWC Mumbai), Paula Daeppen (AWC Zürich), Rena Levin (AWC Oslo), Sarah Wallace (AWC Genoa), Suzi Tart (Maurice) (AAWE – Paris), Valerie Garforth (FAUSA) and WangDi Schadendorf (AWC Hamburg).

Respectfully submitted,

Anne van Oorschot (AWC The Hague)
Renuka Matthews (Individual Member, Dubai)
Environment Team Co-Chairs

Health Team Report

The Health Team is chaired by Blandina Steinhauslin and Linda Harvan. Currently, the confirmed members of the Health Team include: Danielle Kuznetsov (AWO Moscow), Lisa O’Hearn (Munich IWC), Stephanie Biery (AWC Berlin), Christine Riney (AWC Hamburg), June Bechara (AWC Lebanon), Dawn Parker (AWEP), Mary Stewart Burger (AWC Denmark), Sylvia Behrman (AILO Florence) and Maggie Palu (AW Aquitaine) for Clubs in Motion.



Blandina led the planning and coordinated with the team members about articles, and Linda covered the technical aspects of editing and uploading articles to the FAWCO website. We also shared responsibility for writing the *News in Brief* articles. Linda represented the Health Team on the Target Project Selection Team to help select three projects for the FAWCO clubs to vote on in early 2020.

The Health Team and Clubs in Motion reported in the *News in Brief* in each of the eleven issues produced in 2019. Each month, Maggie not only presents reports from FAWCO clubs with activity but encourages other clubs and members to get active and join the Clubs in Motion initiative.

The Health Team articles were uploaded directly to the FAWCO website for each month’s *Global Issues Digest*:

January	<i>“Alternative or Complementary Medicines”</i> by Sylvia Behrman (AILO Florence) <i>“Diagnosis: Human Trafficking”</i> by Mary Adams (AWC The Hague)
February	<i>“The Impact of Sexually Transmitted Infections (STIs) on Women’s Health”</i> by Orla Blundell (AWG Languedoc-Roussillon) <i>“Has Poliomyelitis Been Eradicated?”</i> by Blandina Steinhauslin (AILO Florence)
March	<i>“Getting Older: Osteoarthritis”</i> by Blandina Steinhauslin (AILO Florence)
April	<i>“Hepatitis: A Largely Unknown Disease as a Health Threat in Much of the World”</i> by Blandina Steinhauslin (AILO Florence) and Linda Harvan (FAUSA)

May	<i>"Measles: The Point on a New Epidemic"</i> by Blandina Steinhauslin (AILO Florence)
Summer	<i>"A Road Map for Mental Health"</i> by Danielle Kuznetsov (AWO Moscow)
September	<i>"The Specter of Dementia"</i> by Christine Riney (AWC Hamburg) <i>"Maternal Depression – Not Only Reserved for the Wealthy"</i> by Dawn Parker (AWEP) and Richard Ferreira, RN
October	<i>"Heart Pillow Project"</i> by the Health Team with reports from Georgia Kallis (AWO Greece) and Ann de Simoni (AIWC of Genoa) <i>"Stayin' Alive"</i> by Danielle Kuznetsov (AWO Moscow)
November	<i>"What Time is it?"</i> by Stephanie Biery (AWC Berlin)
December	<i>"Could an Apple a Day Really Keep the Doctor Away?"</i> by Lisa O'Hearn (Munich IWC)

The team also contributed articles to the *News in Brief* on a variety of topics:

January	Healthy and Balanced Diet
February	Polio
March	Target Program
April	World Health Day/Osteoarthritis
May	Hepatitis
June	Menstruation/Measles
July/August	Vaccine Hesitancy
September	World Humanitarian Day
October	Pharmaceutical residue
November	Corri la Vita in Florence
December	Mosquito sterilization

The Health Team's main goal is to increase awareness on health issues that affect women and girls around the world, especially in areas where FAWCO members and clubs could make a difference through volunteerism and/or charitable giving based on the [UN Sustainable Development Goal #3](#). Secondly, we wish to promote good health among FAWCO Members through the [WHO top ten issues for Women's Health](#). We ask members to write articles based on those topics. In addition, we use the *News in Brief* to inform FAWCO members about health issues currently in the news and health awareness days. We hope to strengthen the team by encouraging more FAWCO members at the Interim Meeting to join the team and commit to submitting articles.

Respectfully submitted,

Linda Harvan (AW Eastern Province)
Blandina Steinhauslin (AILO Florence)
FAWCO Health Team Co-Chairs

Clubs in Motion

There are currently 38 clubs on the Clubs in Motion mailing list. Four clubs have been reporting their activities fairly regularly and sending photos. A few more sent info just after the conference in Edinburgh (when CiM reported having virtually walked the circumference of the earth) or when activities resumed in the autumn. Three clubs have reported that they are interested in CiM, but have not yet organized any events. Eight clubs replied to a request for an up-date at the beginning of February, but 14 clubs have been silent as lambs. This, of course, does not take into consideration all the clubs who have never asked to be included in the CiM family.

The clubs that do participate send some great reports and photos, and once a year the CiM album is shared with all the participating clubs. There is also Motion activity at Regional meetings, and this year the big news is that FAUSA is also participating. They organize a monthly "virtual" walk, when members spread out across the North American continent walk on the same day, and send photos. Although the stress is on CLUBS in Motion, there are also individual efforts that should not go unnoticed, such as marathons, vertical or otherwise,

segments of the Camino de Santiago, and step-counting on a daily basis (at this writing, 12,000 per day for 630 consecutive days).

It should also be noted that members of four clubs, AAWE Paris, AWG-LR, AWAquitaine, and AWC Central Scotland, participated in the 14th annual La Rochambelle, a walk or run of solidarity in the fight against cancer, in Normandy in June. AWC Casablanca, AWC Amsterdam, AILO Florence, and AWC Denmark also reported participation in fundraising walks and runs.

Respectfully submitted,
Maggie Palu (AWA Aquitaine)
Clubs in Motion Chair

Human Rights Team Report

As a Human Rights team, we are trying to embody intersectionality, the concept of representing diverse viewpoints in our members, our discussions and our actions as a FAWCO global team. One goal was to increase membership so that every FAWCO region is represented on the Human Rights team; we are at 72% (including FAWCO regions 1, 2, 3, 4, 5, 6, 8, 10) – very European and Americas heavy. We still seek representatives from three other FAWCO regions: 7 Africa (Kenya, Morocco); 9 Middle East (Lebanon, Eastern Province); and 11 Asia Pacific (Mumbai, India; Philippines; Perth, Australia; Seoul, Korea.) This seems critical in light of the next Target Health Project in either Kenya or Tanzania.



Innovation for 2019: For the 16 Days of Activism Against Gender-Based Violence, the committee introduced a Google page to offer and share resources with FAWCO member clubs. Further, we encourage clubs to choose their own timeline for their 16 Days of Activism, which are traditionally November 25 to December 10.



For the first time, FAWCO members recorded the Universal Declaration of Human Rights as a virtual celebration of the final day of the 16 Days, December 10th. Video: youtu.be/6gyCbjTqv04 Mary Stange (AWC Bogotá) served as artistic director and video editor to produce the video with audio recording artists from 12 clubs. Tonya Teichert (AIWC Frankfurt/Taunus) created the unique #FAWCO16Days logo using the colors of the Rutgers group that started the 16 Days campaign, and Rhonda Staudt (AWC Berlin) made logo stickers for her club which produced their own recording of the Declaration.

Members of the Human Rights team endeavor to raise awareness and encourage action on human rights themes in their FAWCO clubs and by partnering with other organizations in their local areas. Global events related to human rights for women and girls include:

- Black History Month (February)
- One Billion Rising (Feb. 14)
- Women's History Month (March)
- Take Back the Night takebackthenight.org/plan-an-event/
- International Women's Day (Mar. 8)
- 50/50 day in 2020 in connection with the 100th anniversary of women's suffrage in the US. letitripple.org/films/50-50/5050-day-2/

As a team we currently have 5 committees: Economic Empowerment led by Vera Weill-Halle (AWA Rome), Political Empowerment led by Erica Higbie (FAUSA), Ending Violence against Women and Children led by Tonya Teichert (AIWC Frankfurt/Taunus); Women, Peace and Security (currently needs a new chair); FAWCO Refugee Network led by Ann Birot Salisbury (AAWE Paris) and Ulrike Naeumann (Heidelberg IWC). Human Rights encompasses every one of the United Nations 17 Sustainable Development Goals for 2030, and uses Goal #5 Gender Equality as its visual logo.

In addition, Karen Castellon (AWC Berlin) and Sue England (Munich IWC) became United Nations representatives for FAWCO and blogged about the Human Rights Council proceedings which they followed via the internet in June/July and September 2019.

The following amazing women participated in our connecting conference calls between May 2019 and January 2020: Ann Birot-Salsbury (AAWE Paris), Clara Siverson (AAWE Paris), Constanza Cediell (AWC Bogotá), Erica Higbie (FAUSA), Georgia Kallis (AWO Greece), Hari Kitching (AWC London), Inés Mayoral (AWC Bogotá), Julie Mowat (AWC The Hague), Karen Castellon (AWC Berlin), Karen Lewis (FAUSA), Kate Engberg (AWC Gothenburg), Laurie Richardson (AWA Vienna), Lisa Morgan (AWG Paris), Lyla Taylor (AWC Zürich), Marelle Manders (Heidelberg IWC), Mary Stange (AWC Bogotá), Mary Dobrian (AIWC Cologne), Melissa Ruggles (AWC Amsterdam), Rhonda Staudt (AWC Berlin), Sue England (Munich IWC), Therese Hartwell (FAUSA), Tonya Teichert (AIWC Frankfurt/Taunus), Ulrike Naeumann (Heidelberg IWC) and Vera Weill-Halle (AWA Rome).

The Human Rights Team contributes to the *Global Issues Digest* and *News in Brief* and actively maintains the Human Rights articles on the FAWCO website. We support Pathways to Safety pathwaystosafety.org, which offers services to Americans traveling abroad who become victims of crime. crisis@pathways.org provides email support in a 48-72 hour turnaround. The Human Rights Team roster and agendas and notes from all Human Rights team calls are available on the Google drive.

Respectfully submitted,
Karen Castellon (AWC Berlin)
Human Rights Team

FAWCO Youth Program

Launched in 2013, the FAWCO Youth Program's mission is to promote cultural understanding and raise awareness of global issues in our youth and help them develop into responsible and caring global citizens. Our main module, the Cultural Volunteers Program was held October 16-23, 2019, hosted by the American Women's Organization of Greece (AWOG), under the leadership of Program Chairs Georgia Kallis and Stacey Harris-Papaioannou of AWOG with chaperone assistance from program alum Danielle Termote (AWC Amsterdam).



The program was oversubscribed, with 14 applicants for 8 spots. In the end, we were able to accommodate 12 teens (14-17 years old) from AWC Amsterdam, AWC Berlin, AW Berkshire Surrey, AIWC Cologne, AIWC Genoa, AWG-Languedoc Roussillon, AAWE Paris, IWC Torino, and AWC Zürich. Besides cultural outings, the teens served meals and sorted clothes at a Caritas soup kitchen, sewed Heart Pillows with AWOG members, visited the Sea Turtle Rescue Center, and made art for cancer patients at Pame Mmazi, the art therapy program at Agoi Anargyri Hospital. They also interacted with refugee teens, currently housed at the Merimna center for unaccompanied refugee boys. The participants submitted a group video and individual essays and a poem, available on the FAWCO website.

This year, the FAWCO Youth Ambassador Program was retired due to lack of demand since its pilot in 2014. We reviewed and updated the materials for the AMERICANA program and promoted it in our communications. We were active on social media with the private Facebook group for Athens 2019 and five public posts on FAWCO's Facebook channel to introduce the Co-Chairs (June), to promote the FAWCO Youth Program (July), to promote the Cultural Volunteers Program with the Berlin 2018 video (September), to promote the AMERICANA Program (October), and to highlight the Cultural Volunteers Program 2019 with the video from Athens (December). Outreach to clubs included two Google Hangouts Meetings with AWC Bogotá and FAWCO Reps and presentations at regional meetings by FAWCO President Emily van Eerten (AWC The Hague). Preparations are underway for the 2020 Cultural Volunteers Program.

Respectfully submitted,
Meg Brew (AWC Amsterdam)
My-Linh Kunst (AWC Berlin)
Youth Program Co-Chairs

Target Program Reports

FAWCO Target Program 2016 - 2019

Education • Empowering Women and Girls through Knowledge and Skills
Target Project • Hope Beyond Displacement, an initiative of Collateral Repair Project (CRP)



2019 saw the conclusion of the Target Program for Education. The program wrapped up at the FAWCO Biennial Conference in Edinburgh on March 22, 2019 with a joint presentation by Target Chair, Tricia R Saur (AIWC Cologne) and VP of Fundraising, Barbara Bühling (AIWC Düsseldorf).

The presentation began with a pop quiz, testing what attendees had learned over the past three years. Everyone received a green pencil with the words “Hope Beyond Displacement” printed on it.



The presentation continued with deep appreciation for the many individuals and Member Clubs who contributed to the success of the program, both in terms of awareness raising and fundraising. The session concluded with a video clip with a word of thanks from Amanda Lane, Executive Director of CRP.

Ultimately, \$191,502 was raised for the Target Project, well exceeding any expectations. The original goal of \$125,000 was achieved within the first year of fundraising, so in collaboration with CRP, a new goal of \$173,000 was set.

Programming for Hope Beyond Displacement extended into the fall of 2019. In November, CRP submitted an end-of-project report to FAWCO and The FAWCO Foundation. It outlines the full scope of the Target Project for Education and how the additional funding will be spent. The Final Report, along with videos and monthly updates can be found here: FAWCO.org/global-issues/target-program/education/target-project
Here are some highlights:

- Sent 866 girls to school over two years
- Funded the creation of the SuperGirls curriculum and its translation into Arabic
- Funded eight SuperGirl groups serving 135 girls ages 6-12
- Renovated the CRP playground
- Launched the After School Club at the new Downtown Center, serving 205 children
- Women’s Vocational Training
- Provided 106 women International Computer Driving License (ICDL) computer skills training
- Taught 72 women HTML and CSS coding skills
- Trained 87 women in beauty and self-employment skills
- Supported the creation of a dedicated space for women to learn and train
- Women’s Rights and Leadership
- Sponsored the participation of 191 women in the Women’s Empowerment 101 Program
- Sponsored the participation of 148 men in gender-based violence training
- Engaged youth in awareness-raising workshops on issues related to gender-based violence
- Funded a 5-day Training of Trainer workshop with 15 participants, ensuring the continuation and sustainability of these trainings
- Funded two Leadership in Action Programs, resulting in the women leading five community projects dealing with issues including cyber safety, child labor, violence against women and a disabilities community for the elderly.
- Funded three Leadership in Action Programs for Teens, resulting in six community projects ranging from community beautification, services to orphans and literacy to enterprise opportunities for craftspeople.
- So Much More
- 1,943 direct beneficiaries
- Employed and increased skills levels of 91 full- and part-time staff and volunteers.

- Facilitated dialogue between members of diverse national (i.e., Ethiopian, Iraqi, Jordanian, Somali, Sudanese, Syrian, Yemeni) and religious groups.
- By end-of-project, Hope Beyond Displacement had an impact on over 10,000 indirect beneficiaries including family members and the greater community.
- As a result of the additional funds raised, many more individuals will be reached, as we support key positions into 2020: Women's Coordinator, ICDL Coordinator, Beauty Coordinator and the GBV/Women's Empowerment 101 Coordinator.

Respectfully submitted,
Tricia R Saur (AIWC Cologne)
Target Program Chair, 2016 - 2019

FAWCO Target Program 2019 - 2022

Health • Promoting Well-Being and Healthy Lives for Women and Girls

In March 2019, at the FAWCO Interim Meeting in Edinburgh, Health – Ensuring Healthy Lives and Promoting Well-Being to Improve the Lives of Women and Girls, was announced as the overarching theme for the FAWCO Target Program 2019 – 2022.



Target Issue Education and Awareness — The awareness raising campaign launched during the Interim Meeting with a presentation from Target Education Chair, Martha Canning (AWC Amsterdam), discussing barriers to health and well-being women and girls face around the globe. This was followed with a presentation on Health and Well-being in Girls and Women at the Region 4 meeting hosted by AWC Amsterdam (October 2019) and at the Region 5 meeting in Leipzig (November 2019).

The central and ongoing components of the awareness raising campaign are the Target Bulletin, Target Blog: Health Matters and use of social media. Through these mediums we deep dive to learn what matters in the health and well-being of women and girls around the world; we are exploring the issues which prevent millions of women and girls living the healthiest lives they deserve; we are becoming familiar with the goals established by world leaders in health and well-being to remedy this injustice; we are looking at the impact of improved health literacy on the lives of women and girls, their families, their communities and society and finally, we strive to enhance health literacy of the FAWCO membership through the information that we share.

Target Project Selection — The selection process kicked off on May 1, 2019 with the release of the Application Packet. Fifteen project proposals were received by the September 30, 2019 deadline. Participation across FAWCO was excellent with submissions coming from six of eleven Regions plus FAUSA. Regions 1, 2, 4, 5, 8, and 10 were represented.

Project Name:

1 Million in Mind
Friendship Bench - Access to mental health care
Caring for Cambodian Women
Days for Girls
Health Care for Freedom
Improve the Survival Rate of Children with Brain Cancer
Improving access to family planning & healthcare in rural Kenya
Plan for Tomorrow, Educate for Today (PFTET)
Reducing Childhood Blindness in Bihar
S.A.F.E (Safe Alternatives for FGM Elimination)
SHE - Sexual Health Empowerment
Stepping Stones to Health and Well-Being
Te Veo/"I see you"
Weaving a Healthy Future

Submitted by:

Michelle Oliel (AWC The Hague)
Danielle Kuznetsov (AWO Moscow)
Yolanda Henry (FAUSA)
Robin H Ford (AWC Amsterdam)
Jackie Sutter (American Women of Surrey)
Magdolna Honffy (AWC of Antwerp)
Sonal Perry (American Women of Surrey)
Sarah Wallace (AIWC Genoa)
Sonal Perry (American Women of Surrey)
Jane Romain (Munich IWC)
Magdolna Honffy (AWC Antwerp)
Sherrie Zvail Enderman (AWC Amsterdam)
Mary Stange (AWC of Bogotá)
Karen Castellon (AWC Berlin)

Women's Health Project

Blandina Steinhauslin (AILO Florence)

A twelve-member Target Project Selection Committee representing a cross section of FAWCO with members from four Regions and FAUSA representing interest areas of the UN, the Health Team, the FAWCO Foundation, and FAWCO was appointed by FAWCO President, Emily van Eerten (AWC The Hague).

Angie Aebersold (AWC Bern) | VP Programs Foundation
 Anne Riz (AWC Bern) | UN Rep in Geneva
 Cathy Farnan (AWG Paris) | Financial Advisor
 Christine Rigby-Hall (AWC Amsterdam) | Target Project Selection Chair
 Erica Higbie (FAUSA) | UN Rep New York
 Julie Lehr (AWC Amsterdam) | Target Fundraising Coordinator
 Linda Harvan (FAUSA) | Global Issues Health Team Co-Chair
 Martha Canning (AWC Amsterdam) | Target Program for Health - Education Chair
 Mary Dobrian (AIWC Cologne) | FAWCO 3rd VP Global Issues
 Tharien van Eck (AWC Antwerp) | Target Program Chair 2019-2022
 Therese Hartwell (FAUSA) | President FAUSA 2017-2019
 Tricia R Saur (AIWC Cologne) | Parliamentarian and Target Program Chair 2016-2019

The Selection Committee was tasked with the job of reviewing and evaluating each project proposal. The committee was assisted by a financial specialist, Cathy Farnan (AWG Paris), who reviewed the financial statements of the organizations and provided expert analysis. The Selection Committee met via Hangouts throughout the fall for rigorous discussion and project selection.

Each proposal was evaluated on criteria outlined in the Target Project Guidelines, Selection Criteria, and Application and rated in three areas: The Project (40%), The Organization (30%), and Fundraising and Promotion Potential (30%). The committee's challenge was to select a shortlist of three projects to present to FAWCO Member Clubs:

1. Improving access to family planning and healthcare in rural Kenyan communities
a project of CHASE Africa - submitted by Sonal Perry of the American Women of Surrey
2. S.A.F.E (Safe Alternatives for FGM Elimination)
a project of Hope for Girls and Women Tanzania - submitted by Jane Romain of the Munich IWC
3. Stepping Stones to Health and Well-Being
a project of Safe Spaces Foundation - submitted by Sherrie Zvail Enderman of AWC Amsterdam

The shortlisted projects were announced on January 6, 2020 via Special Bulletin, on social media and through the FAWCO website. Project summaries were made available to members to learn more about the projects. Following the announcement, the Selection Committee provided feedback to applicants whose projects were not shortlisted. On February 1, 2020, ballots were sent to all FAWCO Representatives for them to cast a vote on behalf of their club by February 15, 2020. The winning project will be announced at the Interim Meeting in Luxembourg on March 21, 2020.

Target Project Fundraising — Fundraising for the 2019 - 2022 Target Program will officially begin at the Interim Meeting in Luxembourg. The FAWCO Foundation will launch a fundraising campaign for the Target Project under the direction of the Target Fundraising Coordinator, Julie Lehr (AWC Amsterdam). Please refer to The FAWCO Foundation's report for further information.

Respectfully submitted,
 Tharien van Eck (AWC Antwerp)
 Target Program Chair, 2019 – 2022

US Issues

US Liaison Report

The US Liaison attended the 4th International Conference on Taxpayer Rights hosted by the National Taxpayer Advocate in May. It was quite beneficial in the contacts made within both the IRS, the National Taxpayer Advocate (NTA) office and other private advocates for US citizens living abroad.



FAWCO joined once again with AARO in Overseas Advocacy Week (OAW) in Washington, DC from June 9-14, 2019. The seven AARO/FAWCO delegates participated in 80 meetings with congressional staff, governmental agencies, including the Taxpayer Advocate's and Assistance offices for the IRS, the Overseas Citizens Services of the State Department, the General Accountability Office (GAO), the US Election Assistance Commission, the American Banking Association and the head of the Middle Eastern Chambers of Commerce. Since our main issues were Residence Based Taxation and FATCA, members of the House Ways & Means and Senate Finance Committees were particularly focused. We also met with the co-chairs of the Americans Abroad Caucus. The initial meeting with Carolyn Mahoney's office was not well received by the delegation, our displeasure was voiced on the lack of action by the caucus and a follow up was scheduled for the end of the week. During this meeting, the delegation was informed that Rep Maloney would be introducing the Same Country Exclusion amending FATCA and Commission on Americans Abroad bills soon. The following week FAWCO was contacted for a statement and which was used in the press release when the bills were introduced into the 116 th Congress. Although continued communication was maintained with Reps Maloney' and Meadow's office, to date there has been no movement on either bill.

Three Bulletins were published throughout the year, as well as several articles outlined below by members of the Committee. In November, the recommendation was made to the board and to amend the Administrative Guidelines (AG's) to reflect the working name of the Voting from Overseas Committee. The Board agreed and the name was officially changed to US Voting.

Respectfully submitted,
 Johanna Dishongh (FAUSA)
 FAWCO US Liaison

US Citizenship Committee Report

The topics of note for this past year:

Medicare — Members are reminded that they have a six month period (three months before and three months after) their 65th birthday to sign up for Medicare Part A at no cost if they meet the 40 quarter qualification. If still covered by another insurance plan, Part B or other parts are not necessary as long as the current coverage is the same as Part B. Once you return to live in the US and/or are no longer covered by a health insurance plan, go to the local Social Security Office to enroll in the other parts of Medicare. In some cases, you may be subject to late penalties if you do not sign up for Part B during your original enrollment. If you are unclear as to whether you need Part B or any of the other plans for which you would pay a fee, it's best to go to the local Social Security Office and talk to their Medicare person during a visit to the US. The Rome office of Social Security is well intentioned, but the officer may not be well-versed in some of the finer points of when you should sign up for the other Parts, other than Part A. Even if you are advised to enroll in Part B to avoid future penalties, remember that Medicare is only good in the United States, not outside its borders.

Automatic Citizenship — Nothing has changed as far as if one or both parents of a child born outside the US and its territories are able to confer citizenship (because they have been physically present in US territory for a total of 5 years, two of which were after their 14th birthday). A new interpretation from the Acting Director of

USCIS, however, states that the same rules will now apply to children born abroad whose parent(s) is in the US Foreign Service or serving in the US Military. Previously such children were automatically deemed US Citizens at birth, even if born abroad. This is only expected to affect a few hundred children world-wide. If the mother of the child is able to be in US territory at the time of birth, the child will be a US citizen.

REAL ID is coming - starting October 1, 2020, US domestic air carriers will require state issued identification that has a star in the upper right-hand corner. This can be a state issued ID card or a driver's license. One can of course use a valid passport and certain other forms of acceptable identification, see [tsa.gov/travel/security-screening/identification](https://www.tsa.gov/travel/security-screening/identification) for a complete listing. Children under the age of 18 will not need the "REAL ID". If they are travelling with an adult, however, the adult will need it. If the passenger is not in possession of one of the acceptable IDs, s/he will not be allowed to board the aircraft.

If you have travelled in the Middle East - be warned that you may be subject to secondary inspection. This is particularly true if you have a visa for the Kingdom of Saudi Arabia. Those without a US passport who normally are able to enter the United States on the visa waiver ESTA program, are nevertheless required to apply for a visitor visa if they have travelled to Syria, Iraq, Iran or Sudan. It is necessary to apply for a visitor visa at the US Consulate prior to travelling to the US.

Respectfully submitted,
Judith Furukawa (AWC Brussels)
US Citizenship Committee Chair

US Tax & Banking Committee Report

The Committee kept membership apprised of changes with regard to Child Tax Credit and Expatriates; Filing 2018 U.S. Tax Returns Under the New Tax Reform Law; GILTI and Section 965 Transition Tax and 2017 Tax Reform Changes Affecting Shareholders in Foreign Businesses.

In addition, the committee monitored current issues and will continue to update membership on Tax Fairness for Americans Abroad (in support of residence-based taxation and Transition Tax Litigation (Federal Court)) by Silver & Co Attorneys at Law.

Respectfully submitted,
Olga Kocybik (AIWC Düsseldorf)
US Tax & Banking Chair

US Voting Report

During this year, the Committee announced and encouraged overseas voting in special federal, state and local elections in the United States; regularly updated the US Voting section of the FAWCO [website](#); contributed material to the *US Issues Bulletin* and *News In Brief*; circulated monthly email messages to Committee members; communicated with FAWCO partners the [US Vote Foundation](#) and the [Federal Voter Assistance Program](#); and answered questions sent to the voting@FAWCO.org address.

It also prepared to launch a larger FAWCO registration and voting campaign in 2020, which is not only a presidential election year but also the 100th anniversary of the coming into force of the Nineteenth Amendment to the US Constitution, which enabled American women to vote in a national election for the first time. These preparations included liaising with FAWCO's Social Media team and preparing monthly messages to be distributed by them.

Respectfully submitted
Mary Stewart Burgher (AWC Denmark)
US Voting Chair

Administrative Committees

Archives Committee Report

As has appeared in reports in 2016, 2017, 2018 and 2019 by former Archives Chair, Emily van Eerten (AWC The Hague), the FAWCO Archives were 'given' on permanent loan to the Expat Archive Center (EAC) in The Hague some 5 years ago. Since then volunteers of the Center, which included Julie van der Wolf (AWC The Hague) and myself have been indexing in an excel program, the contents of the enormous number of files: all conference reports, minutes, scrapbooks, books and miscellaneous loose papers. Our task has finished now and Phase II has begun at the EAC, namely the transfer of the information on the excel sheets into AdLib, a professional archiving software. The final stage will be the scanning of all the materials, so that it will be available to both FAWCO members and historians.

The last report from EAC is that it is being processed, but time availability at EAC restricts this work to only once a week, thus becoming a test for us to exhibit patience in having the final product completed.

In 2019 one of the volunteers at EAC, Simon Taylor, a student at the University of Amsterdam's Master's program – Heritage and Memory Studies, wrote an in- depth article on FAWCO's beginnings, entitled: *Tea with National Socialists: How the Federation of American Women's Clubs Overseas Tried to Maintain International Peace in the 1930's*. Should anyone like a copy of this article, feel free to write us at archives@FAWCO.org.

In 2021 FAWCO will be celebrating its 90th birthday, and it is the plan of the Archives Committee to assist with those working on a publication commemorating this milestone. FAWCO has a long and very rich history and it is so worthwhile that it is being preserved in this way.

Respectfully submitted,
Georgia Regnault (AWC The Hague)
Julie van der Wolf (AWC The Hague)
FAWCO Archives Committee Co-Chairs

Bylaws Committee Report

At the beginning of this term, the position of Bylaws Committee Chair was assigned to the Parliamentarian. This decision was based on the fact that the Parliamentarian is actively involved in all board meetings and therefore more aware of issues which may require an amendment.

The below amendments (changes are indicated in italics) to the FAWCO Bylaws shall be put forth for a vote at the FAWCO Interim Meeting in Luxembourg, March 20-22, 2020:

Last year at the Biennial Conference, the Council voted to change the Corporation's fiscal year to align with the calendar year. As a result a series of amendments need to be made to the Bylaws. The American International Women's Club of Düsseldorf proposes the following changes to the FAWCO Bylaws:

ARTICLE IV OFFICERS

SEC. 5. TREASURER

The Treasurer shall collect and, under the direction of the Board of Directors, disburse the funds of the Corporation, which shall at all times be open to the inspection of the Council. She shall report in writing at every meeting of the Corporation, giving the balance of money on hand and the outstanding obligation of the Corporation, with a full report of the receipts and payments of the past years and with all such suggestions as to the financial management of the Corporation as she shall deem proper. She shall send a yearly statement to each of the member clubs. The Treasurer shall be empowered to sign or endorse checks and to disburse funds

for administrative purposes and for money-raising projects. The Treasurer shall send dues notices to member clubs before January 1st of every year. The Treasurer is responsible for all financial records up until the end of each fiscal year of her term (terms) of office, and must have these records independently reviewed by a professional accountant before relinquishing her duties.

To become:

ARTICLE IV OFFICERS

SEC. 5. TREASURER

The Treasurer shall collect and administer the funds of the Corporation in consultation with the Board of Directors. She shall report the Corporation's fiscal status to the Council with a full profit and loss statement and balance sheet at the annual meeting and provide a written account in the annual report. The Corporation's accounts shall be open for inspection by the Council upon request. The Treasurer is responsible for all financial records for her time in office. The Treasurer shall ensure that an independent review of the books through the end of the most recent fiscal year is conducted prior to relinquishing her duties. The Treasurer shall send dues notices to member clubs during the last quarter of the fiscal year.

JUSTIFICATION:

This section was updated to reflect the changes to the timeline of the Treasurer's responsibilities as a result of the new fiscal year. We took this opportunity to clean up the wording to be more concise and clear.

ARTICLE XIV FINANCIAL ADMINISTRATION

SEC. 2. FINANCIAL SUPPORT

- a. Dues. The amount of the annual dues to be paid by member clubs may be reviewed and changed by a vote at the Biennial Conference or Interim Meeting. All dues shall be payable by the last day of February.

To become:

ARTICLE XIV FINANCIAL ADMINISTRATION

SEC. 2. FINANCIAL SUPPORT

- a. Dues. The amount of the annual dues to be paid by member clubs may be reviewed and changed by a vote at *the Annual Meeting* ~~the Biennial Conference or Interim Meeting~~. All dues shall be payable by the last day of *January* ~~February~~.

JUSTIFICATION:

While dues cover the calendar year and should be paid before services begin (i.e. before January), some clubs wish to pay their dues within the calendar year covered. FAWCO is willing and able to accommodate this request but also wishes to reduce the time needed to track membership standing and reconciling accounts. Given that dues notices are sent out in the fall, clubs should be well enough positioned to schedule payments 30 days into the new year.

ARTICLE XIV FINANCIAL ADMINISTRATION

SEC. 3. BUDGET

- a. The Finance Committee shall submit for approval to the Council, at the Biennial Conference, a proposed budget for the ensuing two years.

To become:

ARTICLE XIV FINANCIAL ADMINISTRATION

SEC. 3. BUDGET

a. The Finance Committee shall submit *an annual budget* for approval to the Council *at the Annual Meeting.* ~~at the Biennial Conference, a proposed budget for the ensuing two years.~~

JUSTIFICATION:

At the last annual meeting, the fiscal year was changed to align with the calendar year, which resulted in the budget cycle being out of sync. This is a perfect time to shift from a two-year budget cycle to an annual cycle, which will allow the Finance Committee to provide members with more timely and accurate budgeting information.

ARTICLE XIV FINANCIAL ADMINISTRATION

SEC. 5. AUDIT

An accountant, who shall not be a Director of the Corporation, shall be appointed each year by the President, with the advice and consent of the Board of Directors, to examine all the accounts of the Treasurer and the vouchers in hand. The accountant shall report these results in writing to the Board of Directors prior to the Biennial Conference and Interim Meeting, and such report, together with the Treasurer's report shall be presented at the Biennial Conference and Interim Meeting.

To become:

ARTICLE XIV FINANCIAL ADMINISTRATION

SEC. 5. *REVIEW*

Prior to the Biennial Conference, the Finance Committee shall recommend a professional accountant to the Board of Directors to perform an independent review of the accounts. The accountant shall not be a Director of the Corporation. The accountant's report shall be provided in writing to the Board of Directors upon completion, presented at the following Interim Meeting and published in the annual report.

Prior to the Interim Meeting, the President shall appoint a Member with financial experience to make a limited review of the accounts and provide a written report to the Board of Directors, including any concerns.

JUSTIFICATION:

As written, there is an incongruity between this section and Article IV, Section 5. The previous requires an independent review only before the Treasurer relinquishes her duties while this section required an annual audit. Keeping inline with actual practice and what is deemed appropriate for an organization of our level, we recommend an independent review be performed every two years and a limited internal review be performed in the alternate years.

Last year at the Biennial Conference, the Council voted to change the Corporation's fiscal year to align with the calendar year. This requires an amendment to Section 6 of Articles X and XI. In reviewing the Article X and XI, The American Women's Club of Bogotá proposes they be consolidated. The justification for this is to streamline the FAWCO Bylaws, reduce repetition and likelihood of error as they relate to the Annual Meetings.

<p>ARTICLE X BIENNIAL CONFERENCE</p> <p>SEC. 1. PLACE AND DATE</p> <p>A Biennial Conference of the Corporation shall be held biennially at a place determined by the FAWCO</p>	<p>ARTICLE XI INTERIM MEETING</p> <p>SEC. 1. PLACE AND DATE</p> <p>An Interim Meeting of the Corporation shall be held in the interim year between Biennial Conferences, at</p>
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<p>President and Board of Directors upon approval of a Pro Forma Budget submitted by the member club/FAUSA/Professional Conference Organizer(s) bidding to host the Conference. All arrangements for the Biennial Conference shall be made by the President in conjunction with the conference organizer(s). The date shall be announced no later than the prior Interim Meeting.</p>	<p>a time and place determined by the FAWCO President and Board of Directors upon approval of a Pro Forma Budget submitted by the member club/FAUSA/conference organizer(s) bidding to host the Conference. All arrangements for the Interim Meeting shall be made by the President in conjunction with the conference organizer(s). The date shall be announced no later than the prior Biennial Conference.</p>
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To become:

ARTICLE X *ANNUAL MEETING*

SEC. 1. PLACE AND DATE

- a. A Biennial Conference of the Corporation shall be held *in odd years biennially* at a place determined by the FAWCO President and Board of Directors upon approval of a Pro Forma Budget submitted by the member club/FAUSA/Professional Conference Organizer(s) bidding to host the Conference. All arrangements for the Biennial Conference shall be made by the President in conjunction with the conference organizer(s). The date shall be announced no later than the prior Interim Meeting.
- b. An Interim Meeting of the Corporation shall be held in the *even years interim year between Biennial Conferences*, at a time and place determined by the FAWCO President and Board of Directors upon approval of a Pro Forma Budget submitted by *the Interim Meeting Planning Team the member club/FAUSA/conference organizer(s) bidding to host the Conference*. All arrangements for the Interim Meeting shall be made by the President in conjunction with the *Interim Meeting Planning Team conference organizer(s)*. The date shall be announced no later than the prior Biennial Conference.

JUSTIFICATION:

Additional wording revisions were made in relation to the planning of the Interim Meeting to reflect the fact that there is a dedicated IM Planning Team in place.

<p>ARTICLE X BIENNIAL CONFERENCE</p> <p>SEC. 2. AGENDA</p> <ul style="list-style-type: none"> a. The President, in consultation with the Board and the Conference organizers, shall arrange the agenda for each Biennial Conference. b. A preliminary agenda will be sent to the Council and conference participants three months prior to the Conference. The final agenda shall be given to each delegate on the first day of the Conference. 	<p>ARTICLE XI INTERIM MEETING</p> <p>SEC. 2. AGENDA</p> <ul style="list-style-type: none"> a. The President, in consultation with the Board and the Conference Organizer(s), shall arrange the agenda for each Interim Meeting. b. A preliminary agenda will be sent to the Council and conference participants three months prior to the Conference. The final agenda shall be given to each delegate the first day of the Interim Meeting.
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To become:

SEC. 2. AGENDA

- a. The President, in consultation with the Board and the Conference organizers, shall arrange the agenda *for the Annual Meeting*.
- b. A preliminary agenda will be sent to the Council and conference participants three months prior *to the Annual Meeting*. The final agenda shall be given to each delegate on the first day of the *Annual Meeting*.

JUSTIFICATION:

Changes reflect use of the term Annual Meeting in place of terms referring to the Biennial Conference or Interim Meeting.

<p>ARTICLE X BIENNIAL CONFERENCE</p> <p>SEC. 3. COMPOSITION The Biennial Conference shall consist of the Board of Directors, the Board of Representatives, the Delegates in the number provided in Sec. 4 of this article, the Assistant Treasurer, Committee Chairs, Regional Coordinators, Liaisons, Counselors, The President of The FAWCO Foundation and the President of FAUSA. Members of member clubs and FAUSA may attend a Biennial Conference as participants.</p>	<p>ARTICLE XI INTERIM MEETING</p> <p>SEC. 3. COMPOSITION The Interim Meeting shall consist of the Board of Directors, the Board of Representatives, Delegates, the Assistant Treasurer, Committee Chairs, Regional Coordinators, Liaisons, Counselors, the President of The FAWCO Foundation and the President of FAUSA. Members of member clubs and FAUSA may attend an Interim Meeting as participants.</p>
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To become:

SEC. 3. COMPOSITION

In addition to the Council, members of member clubs and FAUSA, individual members of FAWCO, and invited guests, may register to attend the Annual Meetings as participants.

JUSTIFICATION:

Groups who are members of the Council are no longer identified individually, but more concisely as the Council. This simplification makes it clearer who in addition to the Council may attend the Annual Meeting as a participant.

<p>ARTICLE X BIENNIAL CONFERENCE</p> <p>SEC. 4. REPRESENTATION</p> <p>a. Each member club shall be entitled to send up to three delegates (if space allows) to the Biennial Conference, each delegation to represent a unit. No FAWCO Board member shall be considered the delegate from her club.</p> <p>b. If for any reason no official delegate of a member club is able to attend a meeting of the Council during the Biennial Conference, the member club or its delegation may instruct a member of that club, with the approval of the FAWCO President, to act as a replacement.</p> <p>c. A Committee Chair unable to attend a meeting of the Council may, with the approval of the FAWCO President, instruct a member of her committee to attend in her place.</p> <p>d. A non-American member of a Regular or Associate member club may represent her club as a delegate.</p>	<p>ARTICLE XI INTERIM MEETING</p> <p>SEC. 4. REPRESENTATION</p> <p>a. Each member club shall be entitled to send two (2) delegates to the Interim Meeting. No FAWCO Board member shall be considered the delegate from her club.</p> <p>b. If for any reason no official representative of a member club is able to attend a meeting of the Council during the Interim Meeting, the member club may instruct a member of that club, with the approval of the FAWCO President, to act as a replacement.</p> <p>c. A Committee Chair unable to attend a meeting of the Council may, with the approval of the FAWCO President, instruct a member of her committee to attend in her place.</p> <p>d. A non-American member of a Regular or Associate member club may represent her club as the delegate.</p>
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To become:

SEC. 4. REPRESENTATION

Each member club is entitled to send up to three delegates to the Biennial Conference and up to two delegates to the Interim Meeting. No FAWCO Board member shall be considered a delegate of her club. *The FAWCO Representative, or if she is unable to serve, the club President, shall be the club’s voting delegate. If neither are able to serve, the club President may appoint another member of the club who is in attendance to be the voting delegate by submitting a written statement to the Parliamentarian.*

JUSTIFICATION:

a. and b. have been consolidated and the process of appointing a club member as the voting delegate has been adjusted to streamline the process for clubs while maintaining an official protocol.
 c. and d. have been removed: c. was removed because only member clubs may send delegates. D. was removed because as a matter of practice we do not differentiate between American and non-American status in relation to members.

<p>ARTICLE X BIENNIAL CONFERENCE</p> <p>SEC. 5. VOTING</p> <p>a. Each Regular and Associate member club shall be entitled to one vote.</p> <p>b. An Individual member does not have the right to vote.</p> <p>c. Regular and Associate member clubs unable to send a delegate to the Biennial Conference may send in a vote in writing on matters submitted to them prior to the Biennial Conference.</p>	<p>ARTICLE XI INTERIM MEETING</p> <p>SEC. 5. VOTING</p> <p>a. Each Regular and Associate member club shall be entitled to one vote.</p> <p>b. An individual member does not have the right to vote.</p> <p>c. Regular and Associate member clubs unable to send a delegate to the Interim Meeting may send in a vote in writing on matters submitted to them prior to the meeting.</p>
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To become:

SEC. 5. VOTING

- a. Each member club is entitled to one vote, to be cast by their voting delegate at the Annual Meeting. Member clubs unable to send a voting delegate to the Annual Meeting may submit an absentee vote on matters presented to them prior to the Annual Meeting. Absentee votes shall be submitted to the Parliamentarian, prior to the beginning of the Annual Meeting.*
- b. Matters presented for a vote shall pass if they receive a majority vote.*
- c. An Individual member does not have the right to vote.*

JUSTIFICATION:

To reflect the option of e-ballots, the wording “vote in writing” was replaced with “absentee vote”. Naming the Parliamentarian as the collector of the absentee votes established a formal process.
 As all member clubs have the same voting status, more concise language has been adopted- i.e. member clubs vs. Regular and Associate member clubs.

<p>ARTICLE X BIENNIAL CONFERENCE</p> <p>SEC. 6. POWERS</p> <p>The Biennial Conference shall consider and authorize for action a program, shall elect officers and directors, shall adopt a budget for the ensuing two years, on the proposal of the Finance Committee, and shall transact such other business as may be properly presented.</p>	<p>ARTICLE XI INTERIM MEETING</p> <p>SEC. 6. POWERS</p> <p>The Interim Meeting shall transact such business as may be properly presented.</p>
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To become:

SEC. 6. BUSINESS

The Council shall address business as presented in advance of the Annual Meeting and as presented during the General Session. The Council shall approve an annual budget. The Council shall elect officers and approve Resolutions and Recommendations during the Biennial Conference.

JUSTIFICATION:

The new language clearly outlines business that takes place at the Annual Meetings and removes repetitious wording- i.e. proposed by the Finance Committee, which is clearly stated in ARTICLE XIV Sec 3.

<p>ARTICLE X BIENNIAL CONFERENCE</p> <p>SEC. 7. CLOSED MEETINGS Meetings so designated by the Board of Directors are limited to the Council.</p>	<p>ARTICLE XI INTERIM MEETING</p>
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To become:

SEC. 7. CLOSED MEETINGS

Meetings so designated by the Board of Directors are limited to the Council.

JUSTIFICATION:

No change

<p>ARTICLE X BIENNIAL CONFERENCE</p> <p>SEC. 8. QUORUM To transact business, a quorum consisting of two-thirds of the registered delegations at the Biennial Conference must be present.</p>	<p>ARTICLE XI INTERIM MEETING</p> <p>SEC. 7. QUORUM To transact business, a quorum consisting of two-thirds of the registered member clubs at the Interim Meeting must be present.</p>
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To become:

SEC. 8. QUORUM

A quorum consisting of two-thirds of member clubs with a registered voting delegate must be present to transact business.

JUSTIFICATION:

No substantive changes made; adjustments made to fix incongruent wording and streamline language to make it more readable.

The above changes result in the following revisions:

All ARTICLES following ARTICLE X will have their numbering adjusted accordingly.

AND

ARTICLE IX COUNCIL

SEC. 2. POWERS

a. Voting privileges at the Council are limited as provided in Article X, Sec. 5 ~~and Article XI, Sec. 5.~~

ARTICLE XVI AMENDMENTS

SEC. 1. AMENDMENTS

These bylaws may be amended at *any Annual Meeting. ~~any Biennial Conference or Interim Meeting by a majority vote of qualified member clubs present or voting by written proxy.~~*

The above proposed amendments were sent to FAWCO Reps and club Presidents via email on December 20, 2019, three months in advance of the Interim Meeting as required by Article XVI Section 2b of the FAWCO Bylaws.

Respectfully submitted,
Tricia R Saur (AIWC Cologne)
Bylaws Chair

Events Planning Committee Report

At the FAWCO Biennial Conference, which took place from March 21-24, 2019 at the Dalmahoy Country & Golf Club in Edinburgh, Scotland, the Events Planning Committee (EPC) announced that the next FAWCO Interim Meeting would be held at the Alvisse Parc Hotel in Luxembourg from March 20-22, 2020.

Since the announcement, the EPC has been diligently preparing for this meeting. Preparations have included reserving conference and hotel rooms, assisting FAWCO's Website Manager, Cat Conner (AWC Hamburg), with the online registration form, creating conference welcome bags and name tags and organizing the two half-day tours. Angie Aebersold (AWC Bern) has been busy recruiting volunteers from the American Women's Club of Luxembourg.

At the same time, the EPC committee members are serving as Registrars (Angie and Patricia), while Patricia Aeby (AWC Bern) is also acting as Conference Treasurer.

In addition to the Interim Meeting preparations, the EPC has facilitated between the FAWCO Board and the host club for the 2021 Biennial Conference. The location will be announced in Luxembourg at the Interim Meeting in March 2020.

In the meantime, the EPC is looking for viable options to host the 2022 Interim Meeting and the 2023 Biennial Conference.

Respectfully submitted,
Angie Aebersold (AWC Bern)
Patricia Aeby (AWC Bern)
FAWCO Events Planning Committee Co-Chairs

FAWCO Counselors' Coordinator Report

Currently, there are 12 FAWCO Counselors still in contact with the FAWCO Board. These women served as FAWCO president at one time and the FAWCO Board wishes to recognize their contributions. Below is an acknowledgement of their responsibilities after serving as FAWCO president, their name, year of office, club affiliation and work undertaken since their presidency.

FAWCO President from 1999 – 2001 Lucy Laederich (AAWE Paris)

At the FAWCO Biennial Conference in Edinburgh a very special tribute was paid to Counselor Lucy Laederich (AAWE Paris) who sadly passed away in early 2019. Paula Daepfen (AWC Zürich) and Georgia Regnault (AWC The Hague) reminded us of Lucy's enormous contribution to FAWCO and her trusted friendship. They read personal tributes from FAWCO friends and brought back wonderful shared memories of Lucy through a video of photographs arranged by Rick Chizmadia (AWC Zürich/FAUSA). All of us were reminded of the enormous contribution Lucy made to FAWCO as well as overseas Americans. Personally, I remained inspired and supported by Lucy and could always count on her sensible and intelligent viewpoint. Lucy remained hopeful, positive and lived each day above and beyond her strength.

Lucy served several terms on the FAWCO Board, 1995-1997 1st VP for Communications; FAWCO President 1999-2001 and FAWCO Parliamentarian 2007-2011. Lucy always championed Americans overseas, and therefore, stepping down from her term of office she was appointed US Liaison in 2001, a position she held until 2018. During these 17 years, Lucy also served as Vice Chair of the World Federation of Americans Abroad and Vice President and later President of AARO (Association of Americans Resident Overseas). Through her work, Lucy represented overseas Americans and, in particular FAWCO, in Washington, worked with other overseas advocacy organizations and since 2002 helped organize the annual Overseas Americans Week. In 2007, Lucy was instrumental in the creation of the Americans Abroad Caucus in Congress. A Memorial Fund in her name raised \$3850.00 in 2019. The board voted to donate \$1000 in Lucy's honor to the Turning Point Suffragist Memorial and her name will appear on their donor wall. After this donation was announced, FAWCO donors raised funds for a second \$1000 donation to Turning Point so that FAWCO's name will also appear on the Donor Wall.

2019-2021 and 2005-2007 **Emily van Eerten (AWC The Hague)** — Another FAWCO Counselor of enormous enthusiasm and talents has been elected FAWCO President 2019-2021. Previous positions on the FAWCO Board included 1st VP for Communications 2001-2003, and FAWCO President 2005-2007. Emily's additional volunteer work for FAWCO has been as Chair of Archives Committee; Chair, Nominating Committee for 2011-2013 FAWCO Board; FAWCO Parliamentarian 2011-2013; FAWCO Counselors' Coordinator 2013-2016. Thanks to Emily, FAWCO has had a strong internet presence since the early 2000's.

2017-2019 **Sallie Chaballier (AAWE Paris)** — FAWCO Counselors were delighted to welcome Sallie, not only as a Counselor following her term as President but for her 7 years on the FAWCO Board. Sallie served as 1st Vice President 2015-2017, 2nd Vice President 2013-2015 and one year as 3rd Vice President 2010-2011. Her dedication and talents were unending.

Since becoming a Counselor, Sallie has taken on the role of Web Content Manager in which she proofreads and approves articles to be posted on the FAWCO website. She, along with Documents Manager and fellow Counselor Monica Jubayli (AWC Lebanon), will be conducting a comprehensive review of the FAWCO website, updating and repairing links where possible and noting website pages that need to be updated or archived. Sallie also serves the Communications Team as a proofreader for regularly scheduled bulletins and for Inspiring Women.

1979-1981 **Stevie Coppin (AWC of Brussels)** — FAUSA Vice-President 2007-2009

1987-1989 **Georgia Regnault (AWC The Hague)** — Currently Co-Chair of the FAWCO Archives Committee; FAWCO Treasurer 1995-1997; FAWCO Parliamentarian 1999-2001; organized two FAWCO Regionals 1995 and 1999 and was Chair of Interim Meeting in 2004; FAWCO Counselors' Coordinator 2002-2006; Treasurer of The FAWCO Foundation (TFF) 2006-2008; TFF Nominating Committee Chair for 2010-2012 TFF Board; Co-Editor of The Red Book – History of FAWCO for those published in 2001, 2011 and 2016 and the hardcover 75th anniversary history book in 2006; frequent FAWCO Finance Committee member.

1989-1991 **Kay Miller (AWC of Brussels)** — Served on committee setting up FAUSA and currently setting up FAUSA Target Project.

Kay was involved with organizing Interim Conference Brussels in 1990 and was FAWCO President for Conference in Vienna in 1991. Kay volunteered with The FAWCO Foundation and then returned to the USA where she did extensive volunteer work with FAUSA, in particular helping to establish FAUSA within the USA.

1993-1995 **Barbara Johnson (AWG in Paris)** — Returned to the USA afterward her term of office.

1995-1997 **Rebecca Tan (AWC of Hamburg)** — FAWCO Counselors' Coordinator 2009-2013

2003-2005 **Arline Burns Coward (Barcelona Womens' Network)** — Currently, Co- Chair of FAWCO Membership; also FAWCO Representative for Barcelona Womens' Network since 2017 following a previous term as Rep from 2009-2015. The FAWCO Foundation President (TFF) 2006-2008; TFF Parliamentarian 2008-2012; FAWCO Regional Coordinator Region 7 from 2005-2010.

2007-2009 **Celeste Brown (AWC The Hague)** — Regional Coordinator for Region 4 from 2013-2016; Nominating Committee Chair for 2015-2017 FAWCO Board; Advisor to the Strategic Planning Committee 2016-2017; FAWCO Counselors' Coordinator 2016-2017; member of committee that recommended the current Interim Meeting format; Workshop presenter at Brussels Biennial Conference 2013; FAWCO Club Workshop presenter on Board Training & Coaching for AWC Toronto & AWC The Hague (for 3 years)

2009-2011 **Kathleen Simon (AWC Bern)** — Currently FAWCO Counselors' Coordinator and a mentor to the PRM team since 2017; Regional Coordinator Region 6 from 2016 to March 2019; Chair, Nominating Committee for 2013-2015 FAWCO Board as well as 2017-2019 FAWCO Board; Chair, FAWCO Rebranding 2015-2016.

2011-2015 **My-Linh Kunst (AWC Berlin)** Currently Co-Chair FAWCO Youth; AWC Berlin President 2015-2019; Co-Chair FAWCO Events Planning Committee 2015-2018; Speaker at FAWCO Symposium on Human Trafficking in The Netherlands 2016, photographer for 'Hope is the Thing of Feathers' 2016 which was The FAWCO Foundation book on change makers and survivors of human trafficking and exhibited at the FAWCO Symposium; Workshop presenter "Increase your Club's Membership", Frankfurt Interim Meeting 2016; Workshop presenter "Women & Leadership - Leading from Within" Mumbai Biennial Conference 2017; Regional Meeting presenter on "Women & Leadership - Leading from Within" for Regions 4 and 5 in 2017

2015–2017 **Monica Jubayli (AWC Lebanon)** — Currently FAWCO Documents Manager as well as assisting Counselor Sallie Chaballier (AAWE Paris) in reviewing and updating the FAWCO website. Chair, Nominating Committee 2019-2021

1977-1979 **Shirley van Ooijen**, is 98 years old and living in California

1997-1999 **Ellen Rice** lives in Dublin but, we understand, is not well

1985-1987 **Virginia Roth** is over 90 years and living in Fayetteville, NC

As the Counselors' Coordinator I keep FAWCO Counselors up to date with new developments within FAWCO and bring their voice to the Board.

Respectfully submitted

Kathleen Simon (AWC Bern)

FAWCO Counselors' Coordinator

Regional and Club Profiles

Region 1: United Kingdom and Ireland

Region 1 would like to salute Caroline Curtis Brown as the inspiring Founder of FAWCO in 1931, who was then the President who led and inspired our club now named the American Women's Club in London, to carry on with international women services in our communities. Kudos goes to AWC London as it celebrated its 120th Founder's Day this year!

As the Regional Coordinator, I was determined to encourage the Club Reps in our region to meet, however, I fully understand that given the geographical distances, stretching across London, Surrey, Midlands, Scotland and Ireland, it can be challenging. We have 6 clubs varying in size from 30 to 250 members, totalling around 1,000 members in all. The best form of communication with the Reps are through our set up private Facebook page and occasional phone calls.

The highlight in 2019 was our Regional meeting held last September with a successful turnout and full participation from our club representatives. The opportunity to meet face-to-face did spark enthusiasm especially for our first time club reps to learn how they can get involved in their voluntary roles and how to relate to their Board and members regarding their club's affiliation with FAWCO. My appreciation and applause goes to thank AWC London for their full on commitment as the host for our recent Region 1 meeting. I also like to thank our FAWCO sisters represented from the FAWCO Board and FAWCO Foundation, the FAWCO UN team

representative and other inspiring guests speakers for their presentations. We had very positive feedback and American Women's Club of Berkshire (AWBS) Surrey has taken up the challenge to host our next 2020 Regional meeting.

If you have not yet come to hear about our future FAWCO dragon boat paddlers for the Venice International Dragon Boat Festival which will be held on 29--31 May 2020, keep your eyes open for AWBS has set up a new goal to promote FAWCO's programs and fundraising towards their AWBS FAWCO funds in the coming year.

I am very happy to share with you all the wonderful club activities in our region, their charitable achievements and continued collaboration with FAWCO.

Respectfully submitted,
Christine Humphreys (AW Surrey)
Regional Coordinator for Region 1

American Women's Berkshire Club of Surrey (AWBS) had a very exciting year in 2019. Our clubs international diversity has grown and we are proud to be offering more activities and special events, mirroring this increased diversity. Currently, we have 260 members with 25 different nationalities.

Our monthly meetings are well attended and our "best of Britain " (supporting artisan small business' that pay attendance in the venue of our meetings to sell said articles/services) has also proved rewarding to our philanthropic funds. AWBS's longstanding support of local charities continues with Thorpe Lee Primary School, Aik Saath and Peterson's Fund for children. We had a successful Gala evening in March and Shopping fair in May. All monies were donated to our chosen charities. We have 32 club activities e.g. Tennis, bridge, book clubs, art, history and language classes, diverse tours throughout London and many more.

AWBS is excited and challenged to hold a new FAWCO fundraising activity to be held at the Venice International Dragon Boat Festival, 29-31 May 2020. Our goal is to raise awareness of FAWCO's work to our club members and we hope to raise funds and donate towards AWBS FAWCO funds. We have a mix international team of 18-20 men and women who have offered their time for training to take part as boat paddlers. Please do contact us for more information as we welcome those interested to participate and support us. Our fundraising starts in January 2020 and would be appreciative if we could highlight this activity throughout our FAWCO network.

This year as the club rep, I am proud to have members stepping forward to want to participate with other aspects of FAWCO's works such as interests to participate in next year's CSW meeting with the UN team, a member's daughter had benefited from the youth program in Athens, nominated some inspiring members for this year's magazines which no doubt boosted an increased interests and support for FAWCO.

AWBS will be celebrating its 40th Anniversary next year. We are looking into new branding/logo for our club to integrate our International aspect without losing our American allegiance. Four AWBS members attended this year's Region 1 meeting hosted by AWC London in September and we are encouraged and inspired to host the next regional meeting proposed for the 1st weekend in October 2020. Some members will also attend the IM conference in Luxembourg.

The American Women's Club of London (AWC London) has 265 members. Founded in 1899 as the Society of American Women, renamed AWC London and a founding member of FAWCO, the club continues to evolve around its core values of Friendship and Philanthropy.

2019 was a momentous year with our 120 Year Founders' Day Charity Gala in March. Focusing on the importance of giving back, the 100 plus attendees gave generously, raising £15,000. Net proceeds from the gala was shared with the three local charities our club supports - Ronald McDonald House, The Soup Kitchen at The American International Church and Doorstop Library.

Our members volunteer, prepare and serve meals to the 100 plus daily guests who have fallen on hard times and require the services of the Soup Kitchen and Clothes Closet twice a month. It provides a welcoming safe space, a warm meal, counselling services and a place to connect with the community. It is also an opportunity for the volunteers to widen perspectives, give back and make new friends. We are always looking to engage more volunteers and collect donations of clothing/toiletries all year round as the demand for this service has

steadily grown. We continue to support the families at Ronald McDonald House year round and had an enthusiastic volunteer turnout for the traditional Thanksgiving and Christmas Meal preparation during the festive season bringing smiles and comfort to many families staying at the House.

We were present at the March Biennial conference held in Edinburgh and we committed ourselves to host a regional meeting for our Region 1 meeting which was held last September. The theme was 'Finding your Superpower and Inspiring your Second Act'. We were treated to a day of inspirational speakers and came away invigorated. It was a great opportunity to get to know the visiting FAWCO Board Members and out of town guests who had joined us from other FAWCO clubs. We look forward to getting more involved with FAWCO's global issues this coming year.

Our members are vibrant and like to connect at the weekly/monthly activities that are organised by our very active Activities team and Board Members. One off club events included the September Welcome Back Members Cocktail Party, Thanksgiving Dinner to benefit Ben Franklin House in London and a Conversation with Melinda Gates hosted by the 'How to Academy' - to name but a few.

North American Connection of Midlands (NAC) entered 2019 with 31 members. Thus, stressing finances and its abilities to maintain the level of activities previously enjoyed. It was due to fold by the AGM on June 14th 2019, however, it pared itself down to the essentials that define us. Phoenix like, we have emerged a non-hierarchical, lean and flexible organisation with three elected executive offices: Treasurer, Membership, Social and one appointed non-board office of FAWCO Rep.

All offices and events are self-funding, Not-for-Profit (NFP) and can ebb and swell as required; with a maximum non-North American membership of up to 40%. We are committed to the support and integration of North Americans living in England and while essentially social, it doesn't define us as we maintain the opportunity for charitable activity, 10% of which we will donate to The FAWCO Foundation.

We have monthly meetings: Coffee Morning, Book Club, Out'n'About and Annual meetings: AGM in June, General Meetings in September and March, 4th of July, Thanksgiving with Charity collection. We raised £195.00 to support our charity, Myton Hospice, University Hospitals Coventry and also donations in kind to the Food bank in Leamington Spa. As FAWCO Rep from June 2019, I have attended the Regional meeting in London hosted by AWC London last September 2019. I joined the FAWCO Dragon team; nominated Amy Patrick who is featured in Inspiring Women Winter issue 2019 and sent 2 quilt squares (Eccentric Star & Little Cedar Tree) for the Foundation Quilt Themed Sampler.

Contact us through our FAWCO hosting website. We no longer keep a PO Box. or landline telephone. Membership dues are £10.00 with no proviso. Our Clubhouse is FACEBOOK-NAC Members Page. No newsletter since all announcements are on FACEBOOK and all are online.

The American Women of Surrey (AW Surrey) has 186 members, with a large percentage of Americans, a diversity of nationalities and some members who are permanent residents. Our members enjoy their weekly club activities, annual events and attending general meetings. There has been an increase in awareness of the FAWCO activities and the membership was pleasantly surprised at the diversity of EA grants. A number of members are looking into the grants. In addition, 3 applications were sent in for the 2020 Target Program.

AW Surrey members are also active and generous in fundraising to support local charities each year. Our club currently supports Headway Surrey (cognitive rehabilitation, support and services to those affected by brain surgery), Your Sanctuary (sanctuary and support for domestic abuse and their children) and B@titude (safe place to be part of the community and to buy clothes and toys for babies and children) . These charities are selected and voted on by our members.

The funds for our charity slates come from our annual events such as the popular Holiday Gift Fayre in November and Holiday Luncheon in December. Our club fundraising efforts have raised around £20,000 annually, which we allocate equally to the charities and The FAWCO Foundation, to which we contribute \$4,500 towards the FAWCO *AW Surrey Hope Through Education Award* each year.

FAWCO is listed on the agenda of our club's monthly meetings at which our FAWCO Rep can speak and update members on FAWCO programs. Our FAWCO Rep is planning to attend the 2020 Conference.

American Women's Club of Dublin (AWCD) has 185 and 9 affiliate members and we support Irish charity for the past forty-four (44) years. This year, we have chosen Serve the City (STC) Ireland, a grass root charity. STC seeks to mobilise volunteers to serve the practical needs of marginalised and vulnerable persons. STC focuses on both volunteers and those whom we serve like the elderly; single parents; persons with a chronic illness, mental or physical challenges; refugees and asylum seekers (especially those living in the Direct Provision system) and anyone "left behind" or isolated in the community. AWCD is very proud to raise funds for STC. They seek to SERVE – CARE – TRANSFORM within the lives of both those who serve and those whom we serve.

This year, AWCD has two (2) major fundraising events! The first (1st) is our January Afternoon Tea where we collect raffles and auction items from various Irish vendors and some from members (especially from members who own businesses). The second (2nd) fundraising is the spring fundraising and the Philanthropy committee is busy planning a gala event to be held sometime next April or May (date is not set yet). These collected items will be put on raffle or auction. On top of these two (2) major fundraising we also do small ones. Last summer, we participated at Shamrock football where we sold American candies (and goodies). We proudly raised €150! We will also incorporate a small fundraising for our upcoming Christmas Luncheon at the Sherborne Hotel on December 10th.

One of the annual highlights of AWCD is the Penny Raffle, similar to the silent auction and traditional raffle. This event takes place in November each year. This event replaced the monthly general meeting. You will place your ticket(s) inside the jar in front of the item you would like to win. The Penny Raffle is the club main and only fundraising event of which proceeds goes back to the club to support club activities.

AWCD also offers regular events such as walkie talkie, book clubs, java junkies, discover Dublin to name a few. We also do out of town activities.

The Association of American Women Aberdeen (AWA) has 96 active members, expatriates primarily from the USA and Canada but also from other countries. AWA members strive to give back to the local community which has become our home away from home.

Alongside donations made to local charities throughout the year, AWA members choose one charity to volunteer and fundraise for each year. For the past two consecutive years, we fundraised for ARC Hippotherapy: SCIO, a member group of Riding for the Disabled, which resulted in a total of £21,000 raised, allowing them to purchase a hydraulic lift and begin helping individuals with more limited mobility.

For 2019-2020 our members voted on Friends of the Neonatal Unit as our official charity partner. Friends of the Neonatal Unit is the official charity of the Neonatal Unit at Aberdeen Maternity Hospital and all of the money raised for them goes back to the neonatal unit. Their programs help provide enhanced medical equipment, paediatric training and research, and family support for the parents and carers whose babies are in the unit.

Throughout the year, we have regular general meetings, activity groups, and social events which all help support our charitable efforts throughout the year. Annual events include our AWA Holiday Craft Fair, our December and Spring luncheons and new favourites include a Race Night fundraiser held in the spring and a Winter Gala new to this year. 2019 was our most successful fundraising year to date as well as having a wonderfully vibrant social calendar and we're very much looking forward to continuing the trend into 2020!

American Women's Club of Central Scotland (AWCCS) has about 70 members, the majority of whom are permanent residents living across central Scotland and Fife. We hold monthly general meetings, birthday happy hours, coffee mornings, visits to art galleries and museums and book groups.

Our new monthly event is "Daunder N' Blether" a two mile walk on the Union Canal in Edinburgh, part of our Clubs in Motion effort. The most popular event is our annual Thanksgiving dinner, held at a local hotel. During this event most of the club's charity funds are raised through live and silent auctions. This year we finalised the vote on our local charity at the event, the members chose to jointly support the MS Therapy Centre Lothian and Revive MS Glasgow. We also hold a 4th of July picnic at Portobello beach.

Last year, club members raised £1,275 for the FAWCO Target project and £1221 for Friends of the Earth Scotland. We also make an annual donation of £100 to the local consulate to help US Citizens who travel here and find themselves in need of help.

AWCCS hosted FAWCO's 2019 Biennial Conference in Edinburgh. Amanda Drollinger, her team, the participants, and attendees had such a successful conference that the club was able to increase our charitable donations and host a children's Halloween party for the first time in about a decade. The BOO! Bash was a wonderful chance to introduce new families to the club and kick off the holiday season, a tradition we hope to continue! Over the summer the club took advantage of the FAWCO discount to launch a new website using the Wild Apricot platform. The board and the members are enjoying the enhanced functionality of the new site.

Respectfully submitted,
Christine Humphreys (AW Surrey)
Coordinator Region 1

England



AWBS International Women's Club

Website: awbs.org.uk

Founded: 1975

Joined FAWCO: 1995

Membership Type: Regular — 60% membership is American

Membership Total: 231

Dues: £80

Mission: To welcome and assist all newcomers and their families, to promote friendship and interactions among members and improve their knowledge and understanding of England.

Charities: Bracknell & District Parkinson's Branch
Your Sanctuary
Support 19
The Club House Project

American Women's Club of London

Website: awclondon.org

Founded: 1899

Joined FAWCO: Founding Member

Membership Type: Regular – 60% voting membership is American

Membership Total: 250

Dues: £140

Mission: Founded in 1899, the American Women's Club of London has for over 100 years provided a welcoming atmosphere to expatriates living in London. The purpose of the American Women's Club of London is to provide social, cultural, educational and philanthropic activities for our members living in London.

Charities: Ronald McDonald House (GBP (£) 7500)
American Church Soup Kitchen



North American Connection

Website: naconnect.com

Founded: 1964

Joined FAWCO: 1998

Membership Type: Regular – 60% voting membership is American

Membership Total: 30**Dues:** £10**Mission:** The Club provides assistance with integration into the English community, as well as opportunities for social and charitable activities.**Charities:** SoLo

Suited for Success

American Women of Surrey**Website:** awsurrey.org**Founded:** 1975**Joined FAWCO:** 1985**Membership Type:** Regular – 60% voting membership is American**Membership Total:** 215**Dues:** GBP (£) 65 per year**Mission:** To welcome and assist newcomers and their families; promote friendship and cooperation among members; to further members' knowledge and understanding of England; and to give financial and material support to philanthropic projects.**Charities:** Let's Read

Sebastian's Action Trust

Brigitte Trust

FAWCO

**Ireland****American Women's Club of Dublin****Website:** awcd.net**Founded:** 1972**Joined FAWCO:** 1980**Membership Type:** Regular – 60% voting membership is American**Membership Total:** 190**Dues:** €70**Mission:** The purpose of the Club is to foster and encourage American-Irish relations and cross-cultural understanding among American women and their families living in Ireland, through its educational and philanthropic activities.**Charities:** Temple Street Children's Hospital**Scotland****Association of American Women of Aberdeen****Website:** awaaberdeen.org**Founded:** 1985**Joined:** 1986**Membership Type:** Associate – Less than 60% voting membership is American**Membership Total:** 100**Dues:** £40**Mission:** We are united in our interest to foster and develop a fun, welcoming environment for newcomers and expatriates in Aberdeen, Scotland, while integrating into the local community by supporting a local charity.**Charities:** Befriend a Child 2011-2012

The Cyrenians – Aberdeen 2012-2013 (USD (\$) 5000)

Riding for the Disabled 2013-2014 (USD (\$) 7000)



The Archie Foundation 2014-2015 (GBP (£) 7000)
 Children First
 Aberdeen Riding For the Disabled

American Women's Club of Central Scotland



Website: awccs.org

Founded: 1974

Joined: 1993

Membership Type: Regular – 60% voting membership is American

Membership Total: 65

Dues: \$46

Mission: We have a high percentage of permanent residents living in Scotland, not connected to American businesses. Most of our club members are employed. We try to maintain a close relationship with the US Consulate and through them help to support American non-club members living in the area.

Charities: FAWCO Target

Friends of the Earth

Region 2: Nordic Countries and Russia

The seven clubs in Region 2 have over 850 members. The oldest was founded in 1911 in Stockholm, Sweden and the youngest was founded in 1997 in Malmö, Sweden. All clubs have a social media presence and active membership. They are dynamic hubs for social events and charitable fundraising. Region 2 did not have a Regional Meeting in 2019 although, as in recent years, all clubs were invited to a film festival event in Gothenburg in January. There is a closed Facebook Region 2 group to help connect clubs and members. Members from most clubs from around the Region also met at the 2019 FAWCO Biennial Conference(BC) in Edinburgh, Scotland in March. A highlight was that an educational award of 5000 USD was received by a member of AWO Moscow at the Biennial Conference. At the BC another highlight was a member of the AWC Oslo, Kristin Haanæs, receiving the Caroline Curtis Brown Spirit Award from FAWCO. In addition, Region 2 member from Denmark, Mary Stewart Burgher, who is also the US Voting Committee Chair for FAWCO, won the coveted quilt in the raffle at the BC. It was a good year for Region 2.

2019 was a full year of activity for the **American Women's Organization (AWO) of Moscow**, Russia (FAWCO Rep: Danielle Kuznetsov). With women coming and going continually, the AWO community offers a place to belong, friends to enjoy, and an avenue to serve our local community. For the last 26 years, AWO Moscow has helped its members make Moscow an unforgettable experience. This past year, we have enjoyed two coffee mornings a month, a regular ladies' night out, Dinners for Charity, the FAWCO conference, our summer party at the "beach", The Welcome Back Light Show, Movie Nights, Date Nights, Thanksgiving Brunch, and over ten interest groups. The members have rallied and helped to create a new and vibrant charity interest group and are committed to making an impact. The board continues to work to streamline the operations in an ever-changing environment and create bridges with other international women's organizations as well as local women on the move. "The best is yet to come" - that is the spirit in which our Moscow AWO operates and because of that, we offer something for everyone. Come and visit us in Moscow and experience American generosity, Russian hospitality and the pleasure of interacting with women from all over the world!

American Women's Club (AWC) Helsinki, Finland Club Report 2019, (FAWCO Rep: Ann Marie Morrow). The AWC in Finland provides women of American heritage and international members with interest or connections to the USA with support, information and opportunities to connect. The club membership stands at about 185 members.

The club is very diverse with members from all age ranges and working backgrounds. A mainstay of the club has been to have monthly coffee meetings with a speaker and a monthly tour. Several of the meetings and tours are scheduled in the evening to make it possible for women who can't attend daytime meetings to participate. The club hosts high-profile speakers from academia, business and government at meetings. The heart of the club is

in the interest groups. These are popular for small group discussion and meet-ups. Everything from bridge groups, handicrafts and yoga is offered.

The club is still transitioning to an all-electronic newsletter using Mailchimp. Members who want the print version via mail can pay an extra fee to help cover the costs. The club is planning on transitioning to using Wild Apricot for membership management utilizing the FAWCO discount. The club continued its long-term support of two small local Finnish charities. These charities don't get much outside support so the donations make a real difference. One charity supports scholarships for students living in remote regions of Finland, the other charity supports activities for young adults who are disabled. The club will celebrate a 50 year anniversary in fall 2020 and a committee is planning the celebrations.

The American Women's Club (AWC) in Denmark (FAWCO Rep: Jonelle Lemcke) works to provide its membership with opportunities for fun, friendship and philanthropy. Celebrating its 85th anniversary in 2019, AWC held monthly meetings ranging from celebrating US holidays such as Independence Day and Thanksgiving, to simple soup-and-bread evenings with talks on literary topics, to its traditional Christmas party, at which members wrap individual gifts for people served by the two main charities in Copenhagen that AWC supports. The 2019 party produced 199 attractively wrapped gifts, with labels wishing the recipients Happy Holidays from AWC.

Interest groups within AWC continued, and included a monthly luncheon in interesting restaurants and neighborhoods, book and writers' groups, groups focused on games and sports, and one on a more serious topic: AWC members continued to run the only English-speaking Al-Anon group in Copenhagen, within the Al-Anon network in Denmark.

Throughout the club year, AWC Denmark reaffirmed its commitment to charitable activities, donating funds, services and goods to: the FAWCO Target Program; Christian's Safe House for sexually trafficked women and children within and outside Copenhagen; and the Missionaries of Charity's soup kitchen for homeless people, in Copenhagen's most culturally and economically diverse neighborhood.

American Women's Club Oslo (AWCO), Norway, (President, Berit Torkildsen). In 2019 monthly meetings were supplemented by regular gatherings of the book, moms and tots, documentary, and wine groups. Some highlights include five members attending the Gothenburg Film Festival and meeting up with others from our sister club, a fascinating talk by a prominent AWC scholarship winner, and a Thanksgiving dinner that has become so popular that it sold out.

Our biennial scholarship of 100,000NOK this year was awarded to Thomas K. Tollefsen for his focus and commitment to adolescent mental health. Thomas has been part of the Ph.D Faculty of Social Sciences, Institute of Psychology at the University of Oslo since 2016. His focus is Developmental Psychology and is working with a randomized control trial with an ideographic procedure called "Assert" for adolescents with mental health problems. Assert was developed to strengthen adolescent's user involvement in the treatment and counselling they receive from the primary health services in Norway. Since few researchers work with idiographic measures in Norway, especially for adolescents, it was necessary to exchange experience and data with American researchers for mutual benefit. Thomas was a graduate visiting scholar at the University of California San Francisco Department Of Psychiatry. He was invited to work with Dr. Sabrina Darrow along with her team at the Young Adult and Family Center at Langley Porter Psychiatric Institute.

- With proceeds from our Thanksgiving dinner and our Christmas market, we raised 20,000NOK (\$2183) for the Oslo Crisis Center. The Crisis Center offers day and residential services for victims of domestic violence. It is the only one serving the city and is therefore very large. The AWC Oslo has supported their vital work for decades now, and they have come to rely on our support as with most things, their funding is constantly cut.

Otherwise I can report that the book group is also especially active and that our third annual Christmas market was a success. In addition to raising 74,400NOK (\$8118) for our scholarship and the Crisis Center, it has become a community event that lots of people look forward to. Numerous volunteers come together to make it happen.

The American Women's Club (AWC) Malmö, Sweden (FAWCO Rep: Nelly Ost) had a lot happening this year. Our member numbers are showing outstanding growth, adding on multiple new members every month. This gives us the opportunity to use the increasing funds to offer more activities. We have added new popular events, like

a sustainable clothes swap, Christmas pictures with Santa and a pottery painting class, next to our all-time favorites like Thanksgiving, Halloween and 4th of July. Our monthly meetings are still enjoying good and regular attendance numbers. Our closed Facebook group is thriving very well as a communication platform and for community building. Once again, this year, we helped with a Christmas event for homeless and less fortunate people in Malmö: collecting presents and wrapping them, with fantastic input from several members.

The American Women's Club (AWC) of Gothenburg, (President: Kate Engberg), was founded in 1948, but has spent the last few years struggling to maintain membership, grow and encourage meeting attendance. At the end of the summer the board decided that for the next 6–8 months it would focus on activities and put regular meetings on hold. In August we held our Wine & Cheese party at the home of one of the members which was well attended. In September we had a dinner out for socialization, in October, we attended an English quiz night (and won!), and in November we had a movie night to see Judy with Renee Zellweger. As usual, in December, we celebrated St Lucia with carols at the home of one of the legacy members. We are also blessed with an embassy in Stockholm that recognizes the importance of reaching out to Americans living outside the Stockholm area. Previously the Consul would make twice yearly visits to Gothenburg to meet Americans, register births, process passports, etc. As of this past fall these visits have increased to bimonthly. We arrange to meet the Consul at Emigranternas Hus in Gothenburg and assist in any help they need. We maintain a table with refreshments as well as information about our club. The board is looking forward to the club president attending the conference in Luxembourg. We are hoping that with some inspiration and tips from the Interim meeting in Luxembourg, we can rejuvenate the club.

The American Women's Club (AWC) Stockholm, Sweden Club Report 2019, (FAWCO Interim Rep Karla Säfström). 2019 brought many new members to our club, and we maintain a strong membership of over 200 women from various backgrounds and age groups. Our club strives to bring fellowship to American women living in Sweden and assist them with assimilation into Swedish society. We have several activity groups that meet monthly, as well as monthly luncheons and movie nights. We hold quarterly social gatherings specifically for our new members to provide an intimate gathering to welcome them into our organization. AWC Stockholm also has an active scholarship program, the Jessie Lokrantz Scholarship fund, which promotes cross-cultural academic exchange between Sweden and the United States. Proceeds from our annual Thanksgiving Luncheon are contributed toward this fund. Our monthly newsletter is distributed monthly electronically, and we strive to create an informative website to provide members with updated information on club activities.

Respectfully submitted,
Ann Marie Morrow (AWC Finland)
Jonelle Lemcke (AWC Denmark)
Coordinator, Region 2

Denmark



American Women's Club in Denmark

Website: awcdenmark.org

Founded: 1934

Joined: 1934

Membership Type: Regular – 60% voting membership is American

Membership Total: 100

Dues: \$45

Mission: Fun, friendship and philanthropy. Our vision for the members and guests of AWC Denmark: to deepen our commitment to working and playing together; to share our laughter and tolerance in our daily lives.

Finland

American Women's Club in Finland

Website: awcfinland.com

Founded: 1970

Joined: 2001



Membership Type: Regular – 60% voting membership is American

Membership Total: 186

Dues: €30

Mission: To provide a means for social interaction for women of American nationality or heritage residing in Finland and to promote the furtherance of knowledge and mutual understanding between women of the United States of America and the Republic of Finland.

Norway

American Women's Club of Oslo



Website: awcoslo.org

Founded: 1934

Joined: 1935

Membership Type: Regular – 60% voting membership is American

Membership Total: 133

Dues: \$60

Mission: The American Women's Club of Oslo is a nonprofit organization, whose members participate in social and philanthropic activities. The club provides an opportunity for American women to connect, network, and socialize while living in Oslo. The term "fundraising" in our club is usually applied to efforts to raise money for the American Women's Club of Oslo Scholarship, our primary

philanthropic activity.

Charities: The AWC Scholarship (USD (\$) 12000)

Oslo Crisis Center (USD (\$) 2394)

King Ridge Foundation (Sonoma Pride Fundraiser) (USD (\$) 600)

Russia

American Women's Organization of Moscow

Website: awomoscow.org

Founded: 1993

Joined: 1993

Membership Type: Regular – 60% voting membership is American

Membership Total: 70

Dues: \$66

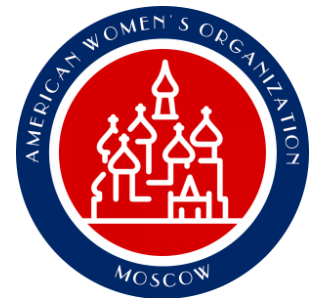
Mission: We provide a support group to North American and international members through coffees, couples events, annual crafts festival and celebration of US holidays.

Charities: Moscow Protestant Chaplaincy

SAMU Social

Otkazniki

SafeHouse Foundation



Sweden



American Women's Club of Gothenburg

Website: awcgothenburg.com

Founded: 1948

Joined: 1987

Membership Type: Regular – 60% voting membership is American

Membership Total: 52

Dues: €24

Mission: To keep our American traditions alive for ourselves, our children and our grandchildren.

Charities: Haiti Relief
Operation Smile

American Women's Club Malmö

Website: awcmalmo.com

Founded: 1997

Joined: 1998

Membership Type: Regular – 60% voting membership is American

Membership Total: 120

Dues: €29.40

Mission: The American Women's Club Malmö was founded in November 1997 to bring together Americans residing in Sweden and those with ties to America, for the purpose of gaining companionship, support and friendship among their fellow club members.

Charities: Ariel's Girls, Kenya
Kvinna till Kvinna
Friends of Paraguay



American Women's Club in Stockholm



Website: awcstockholm.org

Founded: 1911

Joined: 2000

Membership Type: Regular – 60% voting membership is American

Membership Total: 200

Dues: 400 SEK

Mission: To foster friendship among American women and help them assimilate into Swedish life.

Charities: AWC Scholarship

Region 3: France and Spain

Ranging from grey, northern Paris to southern, sunny Spain, Region 3 is a unique blend of cultures and our clubs are reflective of that. Their activities and focus vary widely, but most now have fully organized FAWCO committees. Our Reps work hard to inspire and encourage their members' enthusiasm for FAWCO and the results are evident – both in terms of awareness and more tangible aspects such as fundraising. While no regional was held last year, Region 3 was visibly in attendance at the Biennial Conference in Edinburgh: Six of our eight clubs were represented by a total of 24 inspiring women, a few of whom were to be spotted at various other regionals throughout the calendar year.

American Women in the Aquitaine (AWA) is probably still the smallest FAWCO club, but it gained 4 new members since last year's conference, and is looking forward to increasing its membership again this year. One member was highlighted and one had a story about aging published in the Health issue of the Inspiring Women magazine, and another member was highlighted in the issue on Food and Drink. Participation in FAWCO fundraising is still AWA's raison d'être. The club had a gold medallion on the Donor Wall for the Target Project in Education, and already has a silver medallion on the new Donor Wall for Health, thanks to a FUNdraising dinner to celebrate the Vietnamese lunar new year in January. AWA was present at the Biennial Conference in Edinburgh, as well as the Region 3 conference in Spain and the Region1 conference in London. Most of our members spend a lot of time travelling, so without trying to steal anyone else's thunder, we might be called women without borders.

American Women's Group—Languedoc Roussillon: The year 2019 has been filled with events and activities! As the new FAWCO Rep for AWG-LR, Michael Cuaz is committed to support FAWCO issues by encouraging all members to visit the FAWCO website and will continue to provide membership with links to FAWCO and FAWCO

publications, especially Inspiring Women and Target Program communications.

Orla Blundell attended the conference in Edinburgh and hosted a well-attended post-conference Scottish-themed luncheon. She also opened her home for a very popular FAWCO fundraising quiz which donated the proceeds towards the Target Program.

This past November they organized their Annual Thanksgiving Dinner and raffle towards FAWCO fundraising.

Michael is looking forward to making new FAWCO friends and renewing old FAWCO relationships at the Luxembourg conference!

Barcelona Women's Network: Barcelona Women's Network (BWN) is a club with a strong and busy FAWCO committee, which organized Sharing Culture Experiences wherein we share experiences and learn about the various cultures that comprise our membership (who come from more than 30 countries on five continents). FAWCO Rep Arline Coward reports "Our international membership is represented in our Board. Our President is Swedish, VPs are Welsh, American, and English, and our Treasurer is Swedish." BWN maintained our enthusiastic support for Hope Beyond Displacement with our Backpacks and School Supplies campaign, and the Club looks forward to supporting the next Target Project. Inspired by the FAWCO Heart Pillow Project, we hold a monthly pillow making workshop to provide pillows for a local cancer hospital.

As they have experienced a decline in membership over the past three years, they are currently studying ways to recruit new members.

American Women's Club Madrid: FAWCO remains a focal point for AWC Madrid. This year, several Board members took part in the Club Development Workshop on By-Laws, as they are currently reviewing and updating theirs. Representatives of the Club attended both the Biennial Conference in Edinburgh and the Regional Meeting in Leipzig. At this writing, the FAWCO committee, led by Maureen Beals, is hard at work planning the Region 3 Meeting, entitled "The Magic and Mystery of Madrid." It promises to be a wonderful weekend, rich in FAWCO fever, fundraising, and pure fun!

Fundraising efforts have been sustained throughout the year, via ongoing jewelry sales at the Clubhouse (resulting in a significant donation to the Target Project). The jewelry is made by a Spanish woman artisan – the same woman who designed the colorful "Backing Women" jewelry for sale through The FAWCO Foundation, and introduced at the Biennial Conference in Scotland. Additionally, Madrid holds monthly FAWCO Fun-raiser lunches, featuring American classics and favorite member family recipes. The proceeds from these luncheons will be donated to the Target Project in Luxembourg.

Dozens of social and charity-oriented activities fill this Club's busy calendar (including flamenco dancing, natch!). A lending library, 2 Facebook pages, a redesigned website, a monthly bulletin featuring a FAWCO article each issue, and rotating art displays round out the life of AWC Madrid.

The American Club of Lyon: The American Club of Lyon (ACL) is pleased with a good level of continuity on the Board, backed by some first-time volunteers for activities who may be interested in joining the Board in the future. We consider it essential to have a regular change in faces leading the club so that it does not become overly identified with a single person or small group. The old-timers in the club are delighted to see so many young families now, and they appear to be a fertile bunch, with a total of 130 kids in 92 families. In addition to our annual events (Thanksgiving hit an all-time high of 180 people!), our activities are geared toward social gatherings such as cooking classes, guided tours, children's parties, family hikes, etc., alongside the regularly scheduled and very popular Coffee Chat, Café Français, Happy Hour, and Book Club.

American Women's Group – Paris: The American Women's Group (AWG) in Paris is a social, educational and cultural organization founded in 1925. We maintain a dense calendar of social and philanthropic activities. This included our briefing AWG members following the Biennial Conference in Edinburgh, at which AWG Paris was well represented.

Association of American Women in Europe – Paris: AAWE Paris has had impressive involvement with FAWCO this year. Six members were linked to Inspiring Women, either having been featured in or having contributed to the publication. Also, Claire Mathijssen, whose NGO "Rafiki Ya Maisha" received a FAWCO Development Grant in 2018, was a panel member at the first FAWCO-hosted NGO forum at the UN's Commission on the Status of Women conference held in March in NYC. In other news, the 2018 FAWCO Education Award recipient got AAWE

involved in the campaign to raise awareness of the Sustainable Development Goals. AAWE's presence at the Biennial Conference in Edinburgh was notable: they had the 2nd largest delegation with 11 attendees. AAWE members Sallie Chaballier and Suzanne Wheeler finished their terms as FAWCO president and FAWCO Foundation President, respectively. A special tribute was made to past AAWE President, past FAWCO President and longtime FAWCO US Liaison, Lucy Laederich (AAWE Paris). This club received the Pam Dahlgren Educating Africa's Children Development Grant, and two members played key parts in the breakout sessions at the conference.

Respectfully submitted,
Deborah Lillian (AAWE Paris)
Region 3 Coordinator

France

American Women in the Aquitaine

Founded: 2017

Joined: 2017

Membership Type: Regular – 60% voting membership is American

Membership Total: 8

Dues: €15

Charities: FAWCO Target Hope Beyond Displacement
Condoms, Cash and Cooking Fuel

American Women's Group Languedoc Roussillon



Website: awglr.org

Founded: 1986

Joined: 1987

Membership Type: Regular – 60% voting membership is American

Membership Total: 65

Dues: €50

Mission: AWG-LR is a friendly network of American and Anglophone women integrating into French society, using our joint skills to enrich our lives. We read,

hike, cook, garden, write, blog, enjoy wine-tasting, share our knowledge about France and the Languedoc-Roussillon, and work with local charities. We have families with young children who convene for family-related activities, and our annual Thanksgiving luncheon brings everyone together. More than half of our members are long-term residents of the Languedoc-Roussillon region. Recent successful fundraisers have included wonderful in-home dinners, a Celtic ceilidh with music and dancing, an annual Thanksgiving raffle, and the sale of used books. We continue to run our service bank, Flamingo Friends, which allows members to help each other, while at the same time raising funds for local charities.

Charities: FAWCO Foundation
FAWCO DRF Nepal
Karikal (India)
South African Women's Guayule Project
Mentawai Dormitory
La CLE (Montpellier)
l'Arche (Montpellier)

American Club of Lyon

Website: americanclublyon.org

Founded: 1987

Joined: 1996

Membership Type: Regular – 60% voting membership is American

Membership Total: 150

Dues: €60



Mission: The American Club of Lyon was founded in 1987 to bring American expatriates together to share their common cultural background and to share American traditions with our members, their families, and friends in the Rhône-Alpes region.

American Women’s Group in Paris

Website: awgparis.org

Founded: 1949

Joined: 1931

Membership Type: Regular – 60% voting membership is American

Membership Total: 210

Dues: €90

Mission: AWG Paris is a secular, non-profit volunteer organization. Our purpose is to foster and encourage social, education and cultural activities among English speaking women in France and to assist in furthering Franco-American relations. One of our principal goals is to support organizations that serve women and children in need.

Charities: Tostan International

Yes Akademia

FAWCO Target Project

La Soupe

Compassion Without Borders

Habitat for Humanity

Sarah’s Circle Winter Walk



Association of American Women in Europe



Website: aaweparis.org

Founded: 1961

Joined: 1965

Membership Type: Regular – 60% voting membership is American

Membership Total: 529

Dues: €90

Mission: AAWE is a non-profit volunteer association of American women who, as permanent residents of France, share interests specific to bicultural living. AAWE’s mission is to: – support its members at all stages of life – provide information relevant to their evolving needs, including bilingualism, education, citizenship, voting and legal rights – create bonds, lifelong friendships and support networks – maintain American cultural heritage and promote its transmission to members’ children – contribute to the wider community through public events, publications

and community service – encourage cross-cultural understanding. AAWE’s vision is to be the reference for women with strong American ties looking for a cultural “home”, an advocacy base, an information source, a support and social network, and an avenue for community service.

Charities: Rafiki Ya Maisha

SOS Help

Every Child is A Gem

Gynécologues Sans Frontières

Refugee Task Force

Friday Mission Lunch Program

Spain



Barcelona Women's Network

Website: bcnwomensnetwork.com

Founded: 1998

Joined: 1999

Membership Type: Associate – Americans less than 60% voting membership

Membership Total: 110

Dues: €65

Mission: The purpose of the BWN is to foster friendship, goodwill and understanding among women of all nationalities, to provide a support network for women living in Barcelona and environs, and to engage in educational, cultural, social activities and fundraising for charities. We socialize with a social purpose.

Charities: Avismon

AADAS

Heart Pillow Project

American Women's Club of Madrid

Website: awcmadrid.com

Founded: 1954

Joined: 1956

Membership Type: Regular – 60% voting membership is American

Membership Total: 170

Dues: €95

Mission: The American Women's Club of Madrid is a social and charitable organization. A diverse offering of activities is held both in the Club and in the Madrid area. Activities cover a spectrum of interests, including social, cultural, historical, charity, and well-being. The Clubhouse functions as a home away from home for those Americans and others who are now living here, temporarily or permanently. Our Mission -To help women adapt to the challenges and stresses of living in a new country through support, encouragement and friendship -To provide an opportunity for interaction between women of all nationalities -To help members understand and appreciate the Spanish culture -To engage in charitable activities emphasizing the needs of women and children

Charities: ACOGEM

Comedor Social San Simón de Rojas de Móstoles

Fráy Damián Coll

Comedor Social Ventas

Fundación PRODIS

Region 4: Belgium, Luxembourg and The Netherlands

Region 4 covers the Benelux with five clubs: two in Belgium, two in the Netherlands and one in Luxembourg. In October 2018, I became Regional Coordinator after the previous coordinator moved to China. This has been a bit of a challenging position since my husband and I have returned to the US part-time as of June 2019.

Region 4 was well-represented at our Biennial Conference in Edinburgh, Scotland on March 21-24 by all 5 clubs. The American Women's Club of Central Scotland hosted a wonderful meeting at the Dalmahoy Hotel on a beautiful extended weekend. Opportunities were provided to meet together as a Region at one of the breakfasts and at a lunch to get to one another and to discuss the upcoming Regional Meeting. The regional meeting during the weekend of October 2-4 in Amsterdam was a huge success. Many thanks to the Amsterdam Club for their wonderful planning and execution, and especially to Lauren Mescon and Julie Lehr who spearheaded these great meetings. Four of the Clubs attended along with representatives from several other regions.

Two of our Region 4 members, Emily van Eerten and Rozanne Lofaso Van Rie, have joined the FAWCO Board. Lauren Mescon from Amsterdam is serving on the Foundation Board with Julie Lehr, also from Amsterdam,

serving as the Target Fundraising Chair. Several other women from our region have been involved with the education and choice of our new Target Project for 2020-2021. Many others are serving in various other capacities involved with FAWCO such as liaisons, appointees, coordinators, the administration committee, and on the Global Issues team. Thanks, Ladies and best wishes! The individual club reports follow. Many thanks to all our clubs for their contribution to this annual report!

Respectfully submitted,
Susan Frick (AWC Brussels)
Coordinator Region 4

The American Women's Club of Amsterdam in 2019 fundraised for the FAWCO Target Project through our third Share Your Gifts for Good Campaign held from October – November. The SYGFG Campaign seeks to enhance our members' relationships with one another, especially new members, by having one member donate their time or talents (for example: cooking lessons, boat tours around Amsterdam, photoshoots, psychic readings, college counseling assistance, custom flower arrangements, walking tours, etc) and other members then bid on the items. All of the proceeds, approximately €7220, will go to Target Project.

In addition to the funds raised for the Target Project, our local scholarship fund awarded 2 scholarships of \$1500 each. AWCA was awarded 2 FAWCO Education Awards to members' children. We continue to meet monthly for De Kloof, a local homeless shelter and volunteer for various charities including [Blijf Groep](#), Ronald McDonald House, Safe Spaces, Nairobi and Not For Sale Amsterdam. Not for Sale was awarded a DG in 2019 from the FAWCO Foundation. The AWCA put on a flash mob in a popular Amsterdam square to "break the chain" of violence for One Billion Rising.

AWCA had 5 members attend the Biennial Conference in Scotland, where Julie Lehr was awarded the FAWCO Rep of the year, and our club was recognized for raising the most money for the Target Project. We hosted the Region 4 Meeting in Amsterdam. There was a terrific turnout and an informative program focused on health and sustainability, along with fun and interesting excursions in Amsterdam. Saturday's dinner was held at Restaurant Dignita, which is an enterprise of Not for Sale Amsterdam. We had 11 members travel to Marrakesh to attend the Region 7 meeting and a great AWCA turnout at the Region 5 Meeting in Leipzig, Germany. A member's daughter participated in the 2019 Cultural Volunteers Program in Athens, Greece.

Our current membership is about 318 with about 67 new members.

Our club had about 30 monthly activities including Coffee Chat, Art on the Move, Feeding the Homeless, Snippets, Pokeno, Working Women's Happy Hour, Family Fun, Pub Night, Guys Night Out, Mix and Mingle, our Haarlem and T'Gooi groups, Book Clubs, and giving back. Additionally, our many excursions this year have consistently had wait lists. We have set up groups, by neighborhood, to welcome and orient new AWCA members to Amsterdam and to provide opportunities to socialize with neighbors.

FAWCO Reps offer a free lunch and learn for all members every few months, which are well-attended and hosted two movie nights and viewed the movies Miss Representation (mothers brought their daughters) and The Mask You Live In (fathers brought their sons).

We are excited to be hosting the 2020 Cultural Volunteers Program here in Amsterdam!

Respectfully submitted,
Jenney Schofield Porteus & Alison Abbott Chassin
AWC of Amsterdam Co-Reps

The American Women's Club of Antwerp has had a busy year. Some of our club's more significant activities

- 90th Anniversary of AWCA: A definite milestone which was celebrated in various ways!
- A cozy Founders Day lunch attended by many of our club members and VIPs
- A Jubilee ChitChat Edition has been published.
- A festive Gala Ball being organized together with an online Country Basket Auction.

Philanthropy

- Royal Ballet of Flanders: Members have attended multiple events including graduation and we continue to support the Ballet school with fundraising initiatives. We also contributed funds to the Junior Ballet School after they coordinated an AWCA private viewing of famous choreographer David Dawson.
- Sisters of the Little Ones': Our relationship with the Sisters has been long standing. They care for children from young age until 12 years. An IKEA Cheque has been donated to them this year.
- Our Signature' program is 'Caring Hearts!' We continue to meet 2-3 times per month with our volunteers to make approximately 1000 Pillows for Flanders breast cancer patients. This year we donated a 10,000€ Cheque for our fifth breast cancer patients lounge in Klina Hospital in Brasschaat. The purpose of these lounges create a friendly environment to explain the treatment options, educate the patients on prosthetic fittings.
- Cherut nonprofit organization: An organization dedicated to providing opportunities seeking freedom from prostitution and human trafficking in Antwerp. Cans and winter coats have been donated at the Christmas luncheon at the Suburb pillow party.
- And the giving kept going. We've tucked a new start up organization under our fold specifically for the Christmas Season – the Basket Squad. The volunteer-run organization will be providing food baskets to families in need this season.

Press

- Three of our club members have been featured in our FAWCO magazine of 'Inspiring Women'
- We are in contact with the Marie Claire Magazine to feature AWCA for their readers.

Fawco Related Activities

- Target Program: the club submitted 2 applications for the Target Project focused on the health and wellbeing of women and girls, namely:
 - Sophumelela AIDS Clinic South Africa
 - UZA Foundation Belgium
- Attendance regional meetings:
 - Region 4 meeting, October 2019: 5 members attended the meeting held in Amsterdam
 - Region 5 meeting, November 2019: one member attended the meeting held in Leipzig
- Development grants:
 - AWC of Antwerp are in the process of submitting 2 applications for the year 2019 (Hope Schools, East London South Africa and Sophumelela Center, East London South Africa)
- Educational grants:
 - Several club members expressed their interest in applying for the different grants; (there is no final number at this stage)
- Global Teams:
 - Several members have expressed their interest in supporting the various Global teams as guest writers (Education, Human Rights and Health) d wrti
- FAWCO orientated Fundraising:
 - We will start working on different fundraising ideas for the Target Project
 - We are proud to announce that Tharien's individual fundraising action (selling hand painted festive season cards) generated €824.
 - A Bingo afternoon, scheduled beginning of March, is being planned.
- Friendship quilt:
- The club contributed to the development of the quilt with 2 blocks made by the mother-in-law of one of our club members.

Respectfully submitted,
Magda van Damme Honffy
AWC Antwerp FAWCO Rep

In 2019, the **American Women's Club of Brussels** held numerous events, girlfriend meet-ups, gatherings, and special occasions celebrating American culture. We never missed an opportunity to immerse ourselves in Belgian culture while continuing our philanthropic efforts making and delivering over 150 heart pillows to UZ Leuven Breast cancer ward, and sponsor participation in the Relay for Life event in Waterloo, Belgium.

Some of our most memorable activities this year included our International Women's Day Luncheon and our trips to Ghent, the Meise Arboretum in Belgium, biking through the water at Bokrijk in Limburg and Keukenhof in the Netherlands. Our Club stayed active with regular walks for Body in Motion, sponsored by FAWCO.

We celebrated American holidays and Belgium traditions while having fun! Finding opportunities to partner with the American Club of Brussels for a 4th of July BBQ, we raised money for the AOMDA Memorial Wreath Fund laying flowers at 3 local cemeteries of US soldiers in Belgium.

Our Halloween children events never disappoint, our 80s Dance Party and our monthly 'Girls Nights Out' dinners, we keep our members well fed with conversation and trendy food.

Even as we wind down our clubhouse with its eminent sale, we continue to find new ways to stay active sharing meals together with our families at Thanksgiving and Christmas time. Our annual Angel Tree giving netted a total of 214 gifts: 74 to the Red Cross Refugee Center in Alsemberg along with Speculoos and several bags of donations, 57 gifts for Centre Nos Pilifs, 14 gifts plus chocolates for La Cite Joyeuse and gifts for 42 children and 27 Moms for Oasis Belgium.

We are proud of our active participation with FAWCO and its future target programs.

AWC Brussels will continue to thrive through its transition years and stay an active part of the American community in Brussels.

Respectfully submitted,
Heather Melville-Bloemperk
AWC Brussels FAWCO Rep

The AWC of The Hague was formed in 1930 with 55 charter Members. In 1931, the Club was a founding member of FAWCO, and almost 90 years later, The AWC of The Hague continues to thrive with 163 members, 77% of whom are American and 23% internationals. At the heart of the AWC of The Hague are our philanthropic and community services. Heart pillows, made by Members for mastectomy patients, are delivered to three area hospitals, our TLC dinner for women who may need a hand up gives much-needed emotional support, and we delivered packages of toiletries and children's gifts to a local outreach shelter for the Dutch celebration of Sinterklaas and filled Easter baskets with member donated toys and candy,

Our re-Building Lives event brought in €17,300 thanks to ticket sales and both a silent and live auction to support Not for Sale, an Amsterdam group offering survivors of human trafficking the opportunity to learn culinary skills that will help them find dignified work. The Textile Research Center in Leiden is a one-of-a-kind repository for garments, textiles, and accessories from around the world and includes 19,500 items. Our Club made a donation for the purchase of two 1800s American quilts to be added to the Center's already large and impressive collection. They will be part of a major exhibition in 2020 celebrating the 400th anniversary of some of the Pilgrims who lived in Leiden sailing off to the New World.

Our annual Holiday Bazaar raised almost €8.000 which allows the Club to continue offering activities and philanthropic opportunities in our community. The AWC of The Hague has long provided numerous ongoing activities for our Members. We offer a Chat, Craft and Cake group, Walkie Talkies, daytime and evening book clubs, a monthly Out to Lunch Bunch, Thirsty Thursdays, Women with Dutch Partners events, international and local speakers, tours of our host country and to German Christmas markets. We've recently visited incredible museum exhibits, watched the royal parade for Prinsjesdag when the King and Queen visit the Dutch parliament and enjoyed many lunches, outings and creative activities. Our monthly magazine Going Dutch continues to share all our activities with Members and the community, and serves as an ambassador of sorts to those who are interested in joining our Club.

We often team with OAR, Overseas Americans Remember, with events and activities celebrating American holidays. Our Club provides funds to help underwrite the annual Thanksgiving service at Pieterskerk in Leiden, often with guests who are direct descendants of the original Pilgrims. We also take part in the Fourth of July BBQ each year at the American School of The Hague's baseball facility. It's an all-American day with hamburgers, hotdogs, and baseball!

AWC of The Hague continues to support and play an active role in FAWCO through participation in regional and annual meetings, including the Annual Meeting in Scotland and the Regional Meeting in Amsterdam. Numerous AWC The Hague Members have held FAWCO Board and committee positions. To raise funding for FAWCO's Target Project, Hope Beyond Displacement, our Club raised €3.700 during the very popular Helping Handbags Auction last February and has an Auction scheduled this coming April to support the FAWCO Foundation and its Target Program.

With all that The AWC of The Hague offers, we remain a wonderful home away from home for our Members. And, a strong and giving partner within our community.

Respectfully submitted,
Barbara Brookman
AWC The Hague FAWCO Rep

The American Women's Club of Luxembourg (AWCL) is a non-profit, volunteer-run group serving women in Luxembourg and the surrounding region. The majority of our members are actually not American - 60% come from almost 40 other countries around the world. We celebrate this diversity as each member brings to the Club unique experiences and a culturally rich background that we all benefit from. Our goal is to provide opportunities for women to meet new friends, become involved in the community and enjoy their time in Luxembourg.

We offer weekly French lessons at two different levels, French conversation groups, Luxembourgish practice sessions, hiking, city walks, cinema movie going, handcrafts, monthly travel talks, day trips and book clubs, and special events each month, like wine tastings and dinners, scrapbooking, needlework and a movie watching/discussion group.

Mom's Morning Coffee is a casual get together and place to share, chat, mentor and support one another. The Welcome Coffee is held the first Tuesday of each month. It's free and open to members and non-members, they can bring a friend or two, children of all ages are always welcome. Our ladies Luncheon delights is planned once a month, a lunch for the members of the Club in different restaurants all over Luxembourg. It's a very nice way to get to know other members and have fun. Historical sites group organizing excursions for history lovers. Moms & Babies playdate at our clubhouse typically every Thursday morning. Philharmonie concerts at lunch to experience the magic of live orchestra and wonderful music.

In recognizing the humanity of our fellow beings, which is one of the cornerstones of our AWCL mission statement, we were able this year to collect donations and provide the residents of an entire refugee shelter Ramadan Baskets filled with wholesome and necessary food items, helping make this holy month a little more festive for them. The shelter houses 24 large families as well as 139 adult individuals. Our target was to fill 185 baskets. The items filled up 5 cars and we were greeted with the surprised and happy faces and smiling hearts of the children residing in the shelter. Their appreciation and gratefulness are beyond what words can describe.

We partnered with Zonta International to help disadvantaged women in Luxembourg with our feminine hygiene products drive. We assisted at the Luxembourg American Cemetery with their Battle of the Bulge ceremonies to honor the WWII soldiers who rest there. AWCL now has a 'Relais pour la Vie' team to raise money for La Fondation Cancer by participating in their 24-hour walk/run relay in March.

The cherry on top of the cake, Gifts for Kids, our signature charitable initiative, granted wishes to children in 67 foyers in Luxembourg who have selected their own gifts. Due to the tremendous effort from AWCL and with the support of l'Oeuvre National de Secours Grande-Duchesse Charlotte and our sponsors, all 911 gifts were delivered several days before St. Nicholas Day, December 6th, so that the children in the Luxembourg foyers all

had them to open in time for the holiday. We were invited to, and attended, a few of the parties held by the foyers and were able to be there as they opened their presents, an incredible experience.

Respectfully submitted,
Mary-Rose De Vries
Chérine Makram
AWC Luxembourg Co-Reps

Belgium

American Women's Club Antwerp

Website: awcantwerp.org

Founded: 1929

Joined: 1931

Membership Type: Associate – Americans less than 60% voting membership

Membership Total: 120

Dues: €80

Mission: Our purpose is to create a center for social, cultural and philanthropic activities for American women in the Antwerp area.

Charities: University Hospital Middelheim/Caring Hearts (€10000)

Caring Heart's Pillow Project

Royal Ballet School Flanders

Sisters of the Little One

FAWCO Target Project



American Women's Club of Brussels

Website: awcb.org

Founded: 1949

Joined: 1950

Membership Type: Regular – 60% voting membership is American

Membership Total: 110

Dues: €90

Mission: Create a welcoming and supportive community where members and their families share interest in American Culture and the English language. Provide social, cultural, and philanthropic activities to help our members and their families achieve their fullest potential. Encourage an awareness and understanding of Belgian culture.

Charities: Residence Tombeekheyde

Red Cross Refugee Center Alseberg

Centre de Prevention des Violoneces Conjugales et Familiales

Oasis Belgium

La Cite Joyeuse

Centre Nos Pilifs

AOMDA

FAWCO Target Projects

Luxembourg

American Women's Club of Luxembourg

Website: awcluxembourg.com

Founded: 1959

Joined: 1961-65, 1985

Membership Type: Associate – Americans make less than 60% voting membership

Membership Total: 280

Dues: €60

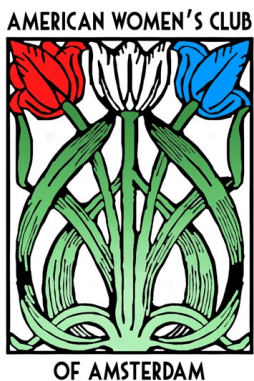


Mission: The American Women's Club of Luxembourg was founded in 1959. Its mission is to foster and encourage social, educational, cultural and philanthropic activities among its members in Luxembourg and to assist in furthering American-Luxembourg relations.

Charities: Gifts for Kids

- International Bazaar
- Ramadan-in-a-Basket
- Christmas-in-a-Basket
- Refugee Clothing Drive
- Lion's Club
- St. George's International School
- Handicap International

The Netherlands



American Women's Club of Amsterdam

Website: awca.nl

Founded: 1927

Joined: 1971

Membership Type: Regular – 60% voting membership is American

Membership Total: 345

Dues: €100

Mission: The AWCA emphasizes a cohesive and nurturing community for American women and international women with close American ties. The Club works closely with local charities and liaises with Dutch/American businesses and organizations. The AWCA is about: Experiencing the Netherlands while honoring American traditions • Involving members in the community and with philanthropic causes • Participating in cultural, educational, sport, and family activities • Supporting one another and building lifelong friendships •

Networking with other professionals

Charities: FAWCO Target Project – Free the Girls

- Scholarships
- Safe Spaces
- Not For Sale
- De Kloof

American Women's Club of The Hague

Website: awcthehague.org

Founded: 1930

Joined: 1931

Membership Type: Regular – 60% voting membership is American

Membership Total: 135

Dues: €110

Mission: Our primary goal is to serve as a support network for American women living and working in The Netherlands.

Charities: FAWCO Target Project Hope Beyond Displacement

- Heart Pillow Project



Region 5: Austria and Germany

Region V is the region that rocks. There are 9 active clubs, most of them with a very international membership, all of them involved in welfare activities. Most of them have members on the FAWCO board and/or in committee positions.

Since no club stepped forward to host a Regional, Angelika McLarren, the current RC, and Frauke Rademacher-Heidemann, the ex RC, organized a meeting in Leipzig Nov 15-17, 2019. Being in a very historic city,

we had a speaker to talk about the events 30 years ago that led to the fall of the wall, but also tours to the cultural highlights of the city. The theme of the Regional was “Health.” An expert on immunology briefed us on the importance of vaccinations at any age. Some 60 women from all over Europe attended.

Augsburg — On Sunday, the 1st of December, we celebrated our Christmas party: it was a fabulous event, with lots of laughter and talks, a get together of friends. Three of our talented children, Marie-Katrin, Helena and Theodor, played some Christmas music for us, we sang together, the food and the location were fantastic. It was a big family reunion - warmth and friendliness, smiles and hugs.

Our last book-club meeting of the Year took place on the 11th of November.

We had various events during the year: pumpkin carving, wine tasting, Dancing Lessons, Yoga, Spanish lessons, visit to the Christkindlmarkt in Augsburg, some ladies nights out, a fabulous arte evening, with painting lessons and a piano evening with our talented pianist member.

We are full of plans for the next year, which also marks the 10th year of our club ... so some extra celebration is bound to take place. Our Annual General Meeting is going to be held in February.

At the moment we count 50 members.

Berlin — The American Women’s Club (AWC) of Berlin, in our fourth year after relaunching the club, maintained our membership at 270 and continued to add more structure in our administration. American Members (which includes US passport holders, and wives and children of US citizens) make up 70% while the remaining 30% come from nearly 30 different countries.

Philanthropy had a breakout first year with a chairperson who spearheaded a spring Auction of Talents (an idea adapted from Munich IWC) and a fall co-sponsorship with the local public radio station, KCRW of the movie ASCEND: Afghan Women Rising. We raised €16,000 for JACK Berlin, a local charity helping marginalized women refugees and their children, and USD\$5K for the Afghan women in a leadership development program. Executing on the documented strategy globally supporting the FAWCO Target Project, the club had a Region 5 high total of €11,000 over the 2016-2019 period and have begun fundraisers for the upcoming Health Target Project.

Locally we support the Ronald McDonald House with quarterly cooking for the families and continued our financial support by sponsoring one of the apartments.

New members are enjoying the Buddy program, which pairs them with volunteers who invite them to initial events to jumpstart their participation in the club. We express our gratitude by acknowledging members for their referrals and celebrate the 40+ volunteers who most actively support/ host/ do stuff for the club at an annual luncheon.

Administration-wise we have expanded the use of Wild Apricot beyond membership management to include event registration and use of the app for members to access information ‘on the go’ from their mobile device.

The more than 300 events and programs included Members (arts) Showcase, monthly general meetings, a choice of 3 Thanksgiving dinners (!), and on-going activities such as book clubs, cultural outings, women’s salons and walking tours. The Auction of Talents was notable for the number and variety of member interactions between the hosts and the “winners”- of interest was the sharing of diverse talents (or no talent such as “Red Hot Cocktail Party”) and that the fundraising continued with additional participants and on-going fellowship in the months after.

Cologne — AIWC Cologne`s membership is approximately one-third American, one-third German and one-third everyone else. There are over 20 countries represented in the club.

They provide an instant social network - a place to make friends and find much needed support, and, above all, a place to speak English. The club also gives each of them the opportunity to be part of something much bigger than your own personal community. The AIWCC has a long and illustrious history of philanthropy on both local and international levels.

We offer numerous monthly activities; there is truly something for everyone. Additionally, we celebrate all major U.S. holidays and Cologne Karneval.

The AIWCC is proud to support [Bunter Kreis Rheinland \(BKR\)](#) as its local charity. Bunter Kreis Rheinland works with families of chronically ill, critically ill and handicapped children. Their main focus is the medical care of young patients at home by nurses and social workers. Their international charity is always the current FAWCO

Target Project. Donations are made through The FAWCO Foundation and progress is monitored and shared by FAWCO.

Club fundraising is done throughout the year. In recent years, their main Charity events have been the Sustainable Fashion Bash and Trivia Night. In past years, the club held formal galas, benefit concerts, a Christmas bazaar, wine tastings and auctions (handbags anyone?). Not all fundraising is a major event. They also have smaller initiatives such as book sales, raffles and much more.

Düsseldorf — The AIWC Düsseldorf was founded in 1959 and has a strong reputation in Düsseldorf of supporting those in need – not only via their charitable work, but also in helping members either in need of assistance, or simply looking for a social network.

The club enjoys a very diverse membership that is bound together by the English language. There are many members who are here for a few short years and are grateful for an English-speaking group for both the support it brings and for the fun and friendship it provides.

The AIWCD has identified specific organizations whose needs and missions correspond with the goals of our membership. They are committed to many worthy organizations and support them by conducting food drives, clothing drives, book sales and toy drives.

The club supports numerous charity organizations with a main focus on women and children. Each year they work to support various local charities not only with monetary collections, but also, for example, by preparing a Thanksgiving dinner for a local women's shelter, collecting items (sometimes new, sometimes gently used) for donation or volunteering our time. Each member can give as little or as much as they feel comfortable with.

Frankfurt — With declining membership numbers, the AIWC Frankfurt made cost savings one of its top goals in 2019, followed by marketing efforts to increase numbers. To make some necessary changes, a detailed review was done to update our club charter and bylaws. In order to ensure our fund-raising events could contribute to charity or to club development, rather than paying overhead and administration, a survey was conducted among our members and it was decided to close down our large clubhouse. This goal was partly achieved by moving to a smaller office in April, cutting costs by half. After more than 25 years, the effort to down-size our inventory was spread over a few months. More than 35 members and some spouses pitched in to help by donating time, muscle, and transportation. We now meet for monthly all-club coffees and various events at different venues around the area.

Our biggest fundraiser, the traditional spring charity gala, attracted around 100 participants and included lots of donations from local businesses, and even airline tickets. We raised € 12,000 which was given to Zubaka, a Frankfurt-based startup that develops curricula for teachers and helps immigrant students integrate into the German school system. The money will be used for social integration and career training.

To give members a variety of ways to contribute, the board decided to forego the gala in 2020, and instead focus on 4 different charities in the area that support Women, Health, Kids, and Animals. Our members are encouraged to give time, talents and/or treasures through various means i.e. collecting clothes for the homeless, Mother's Corner Kinder bazaar, Charity Cooking Classes, work crews at an animal shelter, GoFundMe.

We have an abundance of social get togethers. Our annual Thanksgiving potluck had a record 46 participants and raised EUR 560 towards charity. A highlight this year was holding our Christmas luncheon at the home of the Frankfurt Consul General, who is a woman this time around! Members also participated in the Van Gogh exhibit at the Städel Museum and a tour of the TV station in Mainz. The tennis group continues to be popular along with groups such as the No drama, drama club and various Neighborhood Activities. Due to new connections made at the FAWCO regional conference, we are including Heidelberg in our overnight Travel opportunities, such as the January Poland pottery trip.

The board has been creating a marketing plan for a more concerted effort to get the word out about our club and the benefits of joining. The club had a stand at the Frankfurt Newcomer's Festival in September, several back to school events at private schools in the area, and moved our annual Activity Fair from the suburbs where the clubhouse was located, to the center of Frankfurt. Online work has been done to raise the profile when someone is looking for club, letters to re-location companies are underway, new flyers were produced and

delivered in local libraries and cafes. One member, Jo Ator, was featured in the Fall issue of Inspiring Women magazine which we have begun sending out with our monthly newsletter. Daughter of a member, Emma Lapina, was chosen to participate in the week long FAWCO Cultural Volunteers Youth Program in October. Her report in the form of a poem was published in the December 2019 *News in Brief*.

Hamburg — AWC Hamburg had a good year with a steady increase in membership, significantly, with an increase in the younger demographic, and a steady overall membership circa 200. Our club events, activities and gatherings have increased over the past 12 months giving us the ability to reach and involve more members.

All of our within-the-club groups (Film Group, Currents Magazine, German Practice Circle, Mom & Bumps, Stitch n' Bitch, Book Club, Opera Club, Art Group, After Work Drinks and new activities Get Up & Move and Theatre Group) are strong. Our numerous full club events included open board meetings; a first-time event Club-O-Rama where we introduced our members to the full slate of what the AWCH has to offer members (clubs, groups, activities, FAWCO, Philanthropy); and an event celebrating the theme of Women's History Month "Visionary Women". We also celebrated American traditional holidays—Independence Day, Halloween, Thanksgiving plus a great Holiday party and Cookie Exchange at the home of the U.S. Consul General.

Our Digital newsletter has an updated look and feel keeping us informed every two weeks, and our quarterly digital/printed magazine, Currents, provides detail of the club happenings in the previous months, this also always includes FAWCO information. We also have three special magazine supplements focused on Film Festivals where we have members represent us such as; Hamburg FilmFest, Berlinale, Tribeca, London Film Festival.

Fundraising and Charity events included; a silent auction at our annual general meeting in January for the FAWCO Target Project Health; a donation of from-the-heart pillows and drainage bags to the Mariahilf Breast Cancer Clinic in Hamburg; at our Thanksgiving celebration we had a successful raffle for our chosen charity Frauenhaus 5, that provides shelter and assistance to abused women, as well as a food drive for local charity Hamburger Tafel (Hamburg Table) that provides food to the needy in Hamburg. For Frauenhaus 5 we also held a Sip & Swap, participated in Lauf Gegen Gewalt (run against violence), had various fundraisers by members: Dumpling Courses, Flea Market attendance as well as individual donations.

We have kicked off education around the FAWCO Target Program Women's Health with a program of Women's

Circles that endeavors to provide our club members with Workshops, Seminars and Discussion groups all focused on Women's Health.

A new push within the AWCH Philanthropic Collective was kicked off with the view to providing more members with ways to get involved with social conscience endeavors in 2020. Such as service days, blood drives, environment, and fundraising.

At the FAWCO Meeting in Edinburgh, the AWCH nomination, the Kindergarten for Tribal Children in Rural India was awarded the Hope Through Education Grant; and the Education Award – FAUSA Skills Enhancement was awarded to our member Mary.

And we also must recognise our challenges of keeping and getting members engaged in AWCH, FAWCO in particular, funding for events, obtaining free/close to free locations for activities, and ensuring our relevance in a crowded 'expat' club/app environment. As a wrap up 2019 was a busy and good year! We will continue to strive for more into 2020 with many plans and ideas being formed. "Alone we can do so little; together we can do so much." – Helen Keller

The Heidelberg IWC springboarded off an exciting first year into a second year of growth and change. Founder Christine Funke remained for a second year as the Club President and a few members joined as volunteers in coordinating positions of membership, social media, activities, events and charities to help guide and manage the club.

Throughout the year the club organized many activities and events including: monthly meetings, Women's Salons, a regular coffee afternoon with refugee women, family Thanksgiving dinner, trivia night with a partner group, FAWCO meetups, and a second Benefit Concert with Robin Goldsby. Money was raised and donated to a cancer research center through the concert and participating in a fun run, to a member's organization

protecting and providing education to children in Cambodia, and to supporting young refugees through Cooking for Hope, another member's charity. The club also has regular activities like a book club, morning coffees, after work dinners, cultural outings, and games night.

Two members, Christine and Ulrike Näumann, the FAWCO Rep, attended the FAWCO Biennial Conference in Edinburgh, and six members from the HIWC attended the Region 5 Meeting in Leipzig in November. Christine and Vice President Marelle Manders were members of the FAWCO Under 40 Task Force, while Ulrike was an active member of the FAWCO Human Rights Team, focusing on refugee issues.

The club finished up the year holding steady with about 60 members and looks forward to celebrating the club's second birthday in January 2020.

The Munich International Women's Club (MIWC) started the year with an Appreciation Luncheon for its 50-member Committee, and ended the year enjoying a festive Christmas Tea at the Charles Hotel organized by our British members.

Some highlights of the year include the election of new Executive Board (Chairwoman, Vice-Chairwoman and Treasurer); a Robin Goldsby charity concert in the beautiful Künstlerhaus am Lenbachplatz; a wildly successful art mug sale; a lively Biergarten meeting; and a successful Christmas Bazaar.

Our fundraising efforts help fulfill our social and philanthropic mission by promoting cultural understanding and international camaraderie among our members, and also by providing financial assistance to a shelter for victims of domestic violence as well as to scholarships and grants for the education and health of women and girls.

AWA Vienna has had a strong year with steady membership and an active group of organizers who has created 100s of activities, tours and meetups. These activities allow members to increase their networking and promote an active lifestyle. We have over 30 repeating activities many of which are hosted at our clubhouse, from language courses, to walking groups, luncheons, yoga and play groups, we are an involved group of strong women. Additionally, the club works hard to raise money for our chosen charity, Die Moewe and teams of members work hands-on with the Franziskanerkirche to provide for the homeless in our community. Specifically, we cook lunches, provide them with hand knit hats and scarves, as well as Christmas cookies and incidental items. 2019 was a successful year at AWA Vienna, we are continuing in 2020.

Respectfully submitted,
Angelika McLarren (AWC Berlin)
Coordinator Region 5

Austria



American Women's Association of Vienna

Website: awavienna.com

Founded: 1924

Joined: 1931

Membership Type: Associate – Americans less than 60% voting membership

Membership Total: 250

Dues: €96

Mission: AWA Vienna is an international community of English-speaking women with over 250 members from 40 countries. Our purpose is to provide a social network for international women, and to enhance cultural exchange and cooperation between our members and our Austrian host country community. We also raise funds and provide assistance to community organizations that help women, children and families.

Charities: Caritas
DieMoewe

Germany

Augsburg International Women's Association e.V.

Website: augsburg-iwa.org

Founded: 2010

Joined: 2010

Membership Type: Associate – Americans less than 60% voting membership

Membership Total: 50

Dues: €50

Mission: The Augsburg International Women's Association e.V. (AIWA) was founded in 2010 to bring together women of all nationalities who reside either temporarily or permanently in Augsburg and to adjust newcomers to their life in Augsburg and Germany. It promotes social and cultural exchange between women of all nationalities in the spirit of mutual friendship and understanding through meetings, activities and presentations. AIWA is a non-religious, non-political and non-profit organization, and membership is open to women of all nationalities and ages. The working language of the club is English. AIWA offers a wide range of activities and services to our members, including social, cultural and professional enrichments. All of these activities and programs are designed to get members involved and connected. In joining the Club and participating in its activities, women can meet other members from around the world reflecting their varied interests, talents, experiences and professions.

Charities: Kinderchancen
Target Project



American Women's Club of Berlin

Website: awcberlin.org

Founded: 1931, 1994

Joined: 1994

Membership Type: Regular – 60% voting membership is American

Membership Total: 250

Dues: €50

Mission: is a social network with a charitable calling. The AWC Berlin provides a forum for women to share information and experiences, to meet friends and engage in inspiring and fun activities, all while helping and empowering others along the way.

Charities: Ronald McDonald House
JACK Berlin
Ascend Athletics

American International Women's Club of Cologne

Website: aiwccologne.org

Founded: 1961

Joined: 1971

Membership Type: Associate – Americans less than 60% voting membership

Membership Total: 141

Dues: €60



Mission: The American International Women’s Club of Cologne e.V. (“Club”) shall pursue, exclusively and directly, social and charitable goals relating to furthering understanding among peoples, within the meaning of the section of the German tax laws defining “steuerbegünstigte Zwecke” (tax privileged purposes). A. The purpose of the Club shall be achieved as follows: 1. The support of members and their families living in the Cologne area as they adjust to life in Germany, through information and advice relating to life in Cologne, as well as through the provision of contact persons with common cultural interests etc. 2. The provision of a forum in which to speak English. 3. The advancement of cultural exchange among Americans, Germans, and other nationalities via discussion and activities relating to themes of common interest, as well as through the offer to make instruction in the English language available to schools in Cologne. 4. The support of local and world-wide initiatives.

Charities: Handwerkerinnen Haus e. V. Köln

Target: CRP

American Women’s Club of Düsseldorf, e.V.



Website: awcduesseldorf.org

Founded: 1959

Joined: 1971

Membership Type: Regular – 60% voting membership is American

Membership Total: 243

Dues: €65

Mission: Our Constitution states: The purpose of the Club is: 1. To advance international understanding; to assist Americans and their families living in the Düsseldorf area; to provide support as they adjust to life in Germany; to advance

cultural exchanges among Americans, Germans, and other nationalities; and to inform members about issues of interest to Americans; 2. To support education, the upbringing of minors, the care of the elderly, and the assistance of those in need within the scope of Section 53 of the German Tax Code (AO).

Charities: Mitternachtsmission

Frauenberatungsstelle Neuss

German-American Friends Niederrhein

International Library

Frauen Helfen Frauen Düsseldorf

Knackpunkt

American International Women’s Club Frankfurt Taunus Rhein-Main

Website: aiwcfrankfurt.org

Founded: 1971

Joined: 1978

Membership Type: Regular – 60% voting membership is American

Membership Total: 284

Dues: €75

Mission: The AIWC provides friendship and support amongst women and families, who are living in the Rhein-Main area, and facilitates their efforts to integrate into the German community and stay connected with a variety of activities, services, and social, sports, and hobby groups. Additionally, we take great pleasure and pride in serving our community throughout the year. Every year we raise money from our AWCT events, such as at our yearly Spring Charity Event, to give to local charitable organizations. Our members have volunteered in a variety of ways such as supporting children’s pediatric units, training dogs for the disabled, establishing scholarships for local children and assisting women’s organizations.

Charities: 2AID

Frauen Helfen Frauen

Hilfe für Krebskranke Kinder

NETZ Bangladesch

Femja

Zubaka





American Women's Club of Hamburg

Website: awchamburg.org

Founded: 1956

Joined: 1976

Membership Type: Regular – 60% voting membership is American

Membership Total: 160

Dues: €39

Mission: Our club purpose is to advance international understanding; to assist American women and their families living in the Hamburg area and to provide support as they adjust to life in Germany; to advance cultural exchanges among American, German and other nationalities; and to inform members about issues of interest to Americans. We support education, the upbringing of minors and the assistance of those in need within the scope of the German tax laws. The AWC Hamburg pursues, exclusively and directly, social and charitable goals.

Charities: From the Heart Pillow

FAWCO Target Project 2019–2021

Hamburger Tafel

Integral Tribal Watershed Development Programme

Frauenhaus 5

Heidelberg International Women's Club

Website: heidelbergiwc.org

Founded: 2018

Joined: 2018

Membership Type: Associate – Americans less than 60% voting membership

Membership Total: 60

Dues: €50

Mission: The Heidelberg International Women's Club is a new club for English-speaking women living in Heidelberg and the surrounding Rhine-Neckar region. We are an all-volunteer, non-political, non-religious charitable nonprofit organization. Women of all nationalities, ages and backgrounds are welcome! In addition to being a connection point and support network for each other, we give back to our local and global community through volunteering and charitable fundraising. We support efforts that focus on women and girls and currently are engaged in a few charitable projects.

Charities: Cooking for Hope

FAWCO Target Project

NCT Cancer Research & Family Support

Children's Future International



Munich International Women's Club

Website: internationalwomensclub.org

Founded: 1990

Joined: 2010

Membership Type: Associate – Americans less than 60% voting membership

Membership Total: 220

Dues: €50

Mission: The Munich International Women's Club e.V. (MIWC) is a social club acting as a source of contact to English-speaking women of all ages and nationalities living in Munich and the surrounding region. We became a member of FAWCO in 2010 and through this umbrella organisation have contact with other German groups, as well as those in other countries.

Charities: Frauenhaus

NEED Burkina Faso

FAWCO Target Project

Safe House

Region 6: Liechtenstein and Switzerland

Region 6 is a small region of 4 clubs located in Switzerland and Liechtenstein. It is composed of AWC Basel, Bern, Zürich and Liechtenstein. They respectively have 110, 120, 240 and 26 members.

AWC Bern organised a Regional Meeting in May 2018, AWC Zürich organised a one day Regional Meeting with each President and FAWCO Rep of the four clubs in September 2019, AWC Basel is organising a one day FAWCO Tea on the 12th February 2020 when we have the pleasure to welcome Rozanne Van Rie, FAWCO VP Member Clubs.

As Regional Coordinator, my main aim is to have more interconnection between the clubs in our region and to start a new connection with the AWC of Geneva.

AWC Zürich — Founded in 1931, the American Women's Club of Zürich welcomes US citizens and women of all nationalities who appreciate the American way of life. We are a not-for-profit, volunteer-run organization dedicated to providing opportunities for friendship and personal development through many activities, lectures and events that we offer throughout the year at our clubhouse. We also actively engage in philanthropic and community service projects in the greater Zürich region, throughout Switzerland and in the larger global community.

Our club offers regular activities to our members such as Art Guild, Book Clubs, Bridge, a monthly Coffee Morning, lots of excursions, a weekly Fitness Walk linked to FAWCO Clubs in Motion, monthly First Fridays, French and German Conversation, a Kids Corner, monthly Lunch Bunch, Mahjong, Monday at the Movies, Professional American Women of Zürich (PAWZ), a monthly T.G.I.F. in association with the American International Club of Zürich, and a Writers Group. PhASE is the social action arm of the Club who fundraise and volunteer on site for Tischlein Deck Dich, an organization which collects overstocks of food from various sources and distributes it to locals in need. TDD's goal is to reduce food waste while helping community members who could use some extra food weekly.

We had a very successful year last year as we saw our membership increase and developed a new social media team. We hosted Markus Leitner, Ambassador of Switzerland to the Islamic Republic of Iran and the White House based journalist, Paul Brandus for a couple of very informative evenings. FAWCO started the FAWCO Goes Green initiative and our club sent not only one, but two teens to Athens, Greece to participate in the FAWCO Youth Cultural Volunteer program. Both Eli and Sophia enjoyed their experience very much and came home feeling good about being able to give back and learn a little about Greece and its culture.

This year we will celebrate our 89th Birthday! We have planned to celebrate with a special Vintage Tea Party to start the year off right. We are looking forward to our two Workshop Week fundraisers in March and December as well as kids' parties, Volunteer Luncheon and AGM Meeting where we will vote for a few new Board Members so we can continue to grow and provide opportunities for women in Zürich.

Laurel McDonald
AWC Zürich FAWCO Rep

The American Women's Club of Basel is a nonprofit social and philanthropic organization that was founded in 1947 and currently has about 110 members. It is a group of very diverse backgrounds, interests and ages, but all with a connection to the USA. Membership is open to English-speaking women that would like to participate in AWC Basel activities. We offer a monthly wine tasting, a weekly walk-n-talk, various monthly social events, a monthly Mahjong and monthly member meetings. Our members support a variety of philanthropic causes, such as "Beautiful After Breast Cancer", have fun, make life-long friends and find the support they need while facing the challenges of living abroad.

Deanna Brittain
AWC Basel, AWCO, FAWCO Rep

The American Women's Club (AWC) of Bern was founded in 1949, is 70 years old and has been a member of FAWCO for 30 years. We are a non-political organization sponsoring social, cultural and charitable activities in and around Bern.

Our club year runs from July to June and offers various programs throughout the year. We try to offer two programs every month and we have various activity groups such as book club, knitting group, hiking group, card making, coffee morning and the TTT (Thirsty Third Thursday) that meet once a month. In September we host our opening tea, where new and old members have a chance to meet and talk about their summer adventures. It is at this meeting that the club votes on its annual local charity project from candidates proposed by members. The environmental group Trash Hero was voted in as our project for 2018–2019 and again for 2019-2020. Several of our members have been personally engaged, joining Saturday pick-ups in and around Bern. Our fundraising activities run throughout the year. October brings the fall leaves and a newcomers' fondue. November and the Thanksgiving luncheon highlight is our "Dream Basket" Raffle of hard to find American products. December brings snow and our Christmas dinner. The Christmas stockings at each place are to be filled with a contribution and in February we have our annual Bingo, which supports The FAWCO Foundation. Our annual business meeting and elections are held in May.

In addition to our regular programs, AWC Bern members took part this year in a Santa Run, gathered to watch a light-show on the house of Parliament and are looking forward to a joint event on voting with the AWC Zürich in February.

Respectfully submitted,
Marie-Bénédicte Luxem
Region 6 Coordinator

Liechtenstein

American Women's Club of Liechtenstein

Website: awc-fl.net

Founded: 1994

Joined: 1995

Membership Type: Regular – 60% voting membership is American

Membership Total: 26

Dues: CHF 75

Mission: We are located in the Rhein Valley and have members from three countries: Liechtenstein, Switzerland and Austria.

Charities: JAM CH

Theodora Stiftung
Ronald Mc Donald Kinderstiftung



Switzerland



American Women's Club of Basel

Website: awcbasel.org

Founded: 1947

Joined: 1952

Membership Type: Regular – 60% voting membership is American

Membership Total: 110

Dues: CHF 80

Mission: The American Women's Club of Basel is a nonprofit social and philanthropic organization that was founded in 1947 and currently has about 82 members. It is a group of very diverse backgrounds, interests and ages, but all with a connection to the USA. Membership is open to English-speaking women that would like to participate in AWC Basel activities. Our members support a variety of philanthropic causes, have fun, make life-long friends and find the support they need while facing the challenges of living abroad.

Charities: SAHARA

Future For Ritschow

Beautiful After Breast Cancer

American Women's Club of Bern

Website: awcbern.org

Founded: 1949

Joined: 1986

Membership Type: Regular – 60% voting membership is American

Membership Total: 120

Dues: CHF 60

Mission: AWC Bern is a non-political organization sponsoring social, cultural and charitable activities in and around Bern, Switzerland. Major programs include coffee mornings, holiday celebrations, speakers, tours, family events, discussion groups and charity fundraisers.

Charities: FAWCO Foundation

Profinic

Trash Heroes



American Women's Club of Zürich

Website: awczurich.org

Founded: 1931

Joined: 1931

Membership Type: Regular – 60% voting membership is American

Membership Total: 240

Dues: CHF 175

Mission: Founded in 1931, the American Women's Club of Zürich welcomes US and North American citizens and women of all nationalities who appreciate the American way of life. We are a not-for-profit, volunteer-run organization dedicated to providing opportunities for friendship and personal development. We also actively engage in philanthropic and community service projects in the greater Zürich region, throughout Switzerland and in the larger global community.

Charities: FAWCO Target – Hope Beyond Displacement

Tischlein Deck Dich

FIZ (Advocacy and Support for Migrant Women and Victims of Trafficking)

Terre des Hommes

Region 7: Morocco, Kenya and Nigeria

Region 7 (Morocco; Casablanca, Rabat, Marrakech, Lagos and Kenya) of FAWCO is all the African countries and covers thousands of miles from the NW of Africa in Morocco to the SE in Kenya. In addition, other than the three clubs in Morocco it is logistically difficult and expensive for the other clubs to attend the regional meetings as well as the annual FAWCO meeting. Even for the Morocco clubs, attending the FAWCO meetings cost hundreds more dollars than those in the European clubs. These clubs are also in poorer countries and a great deal of the local clubs time and energy is spent fundraising for local charities.

AIWC/Casablanca — Spring Fair held to raise money for charities and some of the charities had tables to sell items that are made during the year as well as to publicize the work they do. A Yard Sale was held in June so that members could rent tables and sell their own items prior to leaving Morocco or just as part of decluttering.

Except during July and August the normal activities are held in the club and there is usually a monthly visit to a charity so that board and members can see where the money donated has gone. At the Nov general meeting checks will be given to those charities approved by the board at the Oct meeting. The annual 2 day Xmas Fair was held in early Dec and thanks to extra effort on the part of the fundraising team more money than usual was raised which will allow the club to fund even more projects next year.

AIWA/Marrakech — This is a small club that is trying to attract more members. Despite their small size they manage to raise funds to provide Ramadan baskets of food to the needy during Ramadan and hold other fundraising events to support local charities. They hosted the Region 7 meeting in Jan 2019.

AIWA/Rabat — Rabat has monthly meetings with speakers for its members and a number of weekly and monthly activities. They have a large Xmas Fair to raise money to support local charities as well as fundraising dinners and activities. They generally support associations and hospitals in the Rabat area.

AWA Kenya — They have numerous fundraising activities for local charities. They support 5 feeding programs that feed orphans, the elderly and people living with HIV/AIDs. They also have regular meetings for members with speakers as well as organized outings to nearby places of interest.

AWA Lagos (Nigeria) — They too support local charities for street children, a maternity clinic, primary schools and families in rural areas in need. They have regular meetings for members, organized activities and outings.

Respectfully submitted,
Cynthia Smith-Ayed, AIWC Casablanca
Region 7 Coordinator

Kenya

American Women's Association of Kenya

Website: awakenya.org

Founded: 1958

Joined: 1992

Membership Type: Regular – 60% voting membership is American

Membership Total: 179

Dues: KES 3000

Mission: American Women's Association of Kenya is a nonprofit, charitable organization – established 1958. We are "Focused on Uniting Women from around the world", by introducing new friends and enriching your time in Kenya through community services and volunteering opportunities in the Nairobi Area. We raise funds through our many social and educational activities.

Charities: Kariobangi Cheshire Home

Pat Dixon

SJT Amka Health Project

Franciscan Sisters of Sacred Heart

Hope House

St. Euphrasia

Zaidi Ya Dreams



Morocco



American International Women's Club of Casablanca

Website: aiwccasablanca.com

Founded: 1962

Joined: 1979

Membership Type: Associate – Americans less than 60% voting membership

Membership Total: 88

Dues: \$55

Mission: To provide financial and other support to those, in Morocco, who are most vulnerable. To promote a better understanding of Morocco. To unite English-speaking women of all nationalities, especially in welcoming newcomers to our community.

Charities: A.M.I. equipment to assist with severely handicapped children
 Al Bassar (eye surgery packs for poor rural patients)
 AMARDEV library supplies for blind children
 Amis des Ecoles- rural schools
 Ass. Nassim- table tennis club for at risk children
 Centre Salmia- computer to help with patients treatments
 Fiers et Forts- Kitchen equipment to provide meals for 200 children
 Relais Prison-training for 15 young female offenders

American International Women's Association of Marrakesh

Founded: 2011

Joined: 2011

Membership Type: Regular – 60% voting membership is American

Membership Total: 14

Dues: \$30

Mission: AIWAM Mission Statement: To provide financial and other support to those, in Morocco, who are most vulnerable; To provide a better understanding of Morocco; To unite English-speaking women of all nationalities, especially in welcoming newcomers to our community.

Charities: Association ILA NAJAH (kids for success is directed towards kids in very poor neighborhoods in Marrakesh Medina)
 Amal Women's Training Center
 ABED (€300)

**American International Women's Association of Rabat**

Website: aiwarabat.org

Founded: 1962

Joined: 1996

Membership Type: Associate – Americans less than 60% voting

membership

Membership Total: 100

Dues: \$60

Mission: AIWA-Rabat has a dual mission. The first is to support and encourage intercultural exchange and understanding. The second mission is to provide humanitarian assistance to those in need in the Rabat community.

Charities: Dar Taliba, Sidi Yahia
 Attahadi Association for Handicapped
 Vanicre L'autisme: Training equipment
 ESPA Association for the Blind- Training equipment
 Kaoutar Children's Hospital: windows in children's rooms
 Badil Association for Juvenile Diabetes
 AMOS Preschool in needy areas
 Amis des Ecole- refurbishing and equipping schools in Atlas Mountains

Nigeria

The American Women's Club of Lagos

Website: theawclagos.com

Founded: 1961

Joined: 2009

Membership Type: Regular – 60% voting membership is American

Membership Total: 45

Dues: \$25

Mission: The American Women's Club (The AWC) strives to: provide a 'soft place to land' for American Expatriate Women in Lagos. foster goodwill and mutual understanding between our Nigerian Host Country and the American Expatriate Community. promote philanthropy, scholarship and the rights of women and children.



Region 8: Greece and Italy

Region 8 had a busy year. AWAR of Rome held a regional conference last February at the John Cabot University of Rome which was well attended with representatives from all the Italian clubs.

This year we welcomed two new clubs to Region 8 – the American Women's Association of Venice, and the American International Women's Club of Sorrento making a total of eight FAWCO MEMBERS. We are hoping that the Benvenuto Club of Milan might rejoin us this year too. The other clubs in the region were busy with their fundraising and other activities. Each club will be sending a report to be printed in the manual issued at this year's interim conference to be held in Luxembourg in March when the new Target Project on health will be presented and voted on by all the member clubs.

This is a difficult period for the world at this moment and it is more important than ever for women's voices to be heard. This is what being a member of FAWCO means – we stand for peace and unity among all nations, and with perseverance and good will, this may be attained.

AWO Greece continued its many philanthropic and social activities throughout 2019. Monthly scheduled visitations to support our numerous charities within Athens is still our club's priority, thanks to our Community Services Chair and area group volunteers. In addition, evening "Networking Nights" were hosted in an attempt to attract new and younger members – 6 new members signed-up.

This past Fall was an extraordinarily active season for our club. In October, we hosted the FAWCO Youth Cultural Volunteers in Athens for 7 days. Stacey Harris-Papaioannou, Danielle Termote and AWOG FAWCO Rep. Georgia Kallis were the FAWCO Youth house hosts and chaperones. The Youth were taken to volunteer at some of our charities – Caritas Soup Kitchen, PAMEMMAZI, Heart Pillow Project, Merimnis (unaccompanied refugee minors) and also sightseeing around Athens. It was an enriching experience for the FAWCO YOUTH and for our club.

On October 19 we held our annual Heart Pillow Project at the Impact Hub Athens. Numerous club volunteers and the FAWCO Youth attended and helped stuff and sew 200 Heart Pillows for distribution to mastectomy patients in Athens hospitals.

Last year, AWOG FAWCO Rep. Georgia Kallis, introduced the 16 Days of Activism to our club by holding a KRAV MAGA, Women's Self-defense workshop with an instructor. This year, on November 26, the AWOG City Center Area hosted an open event/presentation in support of the 16 Days of Ending Violence Against Women, at The Cube Athens, which gathered 30 attendees and 3 Guest Speakers – former Police Chief, a Social Worker Director and a Criminologist to discuss Domestic Violence.

On November 28, AWO Greece held elections along with our annual Thanksgiving Luncheon at the Divani Caravel Hotel. Our new President for 2020-2021 is Jane Bizos along with a new Board. I will remain as the FAWCO Rep for 2020-2021. Lastly, on December 8, our club held its annual Christmas Bazaar at the Athens War

Museum. The Christmas Bazaar is our club's main fundraising event for all our charities. We are grateful that the bazaar was, once again, a success.

Respectfully submitted,
Georgia Kallis
AWO Greece FAWCO Rep

AIWC of Genoa is a club that keeps our members connected through social and cultural events and we try very hard to also connect with newcomers to our city. Last year the membership drive welcomed 10 new members. Finding new younger members is the latest challenge.

Among our priorities are sponsoring our regular charities along with new ones each year which of course must have a club member participation in order to apply for funding. This past year we were able to sponsor 17 charities including those for health - assistance to the families of seriously ill children at our local children's hospital, a cancer prevention center and a center for assisting the mental ill. A daycare/after school programs for immigrant children also received funding. For the second year we have supported a scholarship at Deledda International School. We are very proud to have been able to donate 4,000 euro to IST Breast Cancer Unit department of Professor Daniele Friedman to which our dedicated members have been sewing heart pillows for the past 10 years. With our donation the purchase of trendy bags for drainage equipment, brochures and tablets for the patients internet center were possible.

We had our third member featured in the summer edition of the FAWCO *Inspiring Women* magazine.

This year we changed locations of the Christmas bazaar after almost 20 years at the same place. This transition involved a new PR and advertising campaign which was almost totally covered by donations thanks to our hard working members that took the time and effort to seek out new sponsors. No little task.

We were unfortunate to have a weather RED alert 3 with us for the entire time limiting somewhat the number of visitors to the expo area for the event. However, we were very fortunate to have made just a small amount less than last year. So all in all the membership's enthusiasm remains high and planning for next year's bazaar has already begun.

Respectfully submitted,
Ann De Simoni
AIWC of Genoa

The American Women's Association of Rome, **AWAR**, (www.awar.org) has a membership this year of some 160 women from over 23 countries. We are accounting for 65 % United States nationals and 35% of our members are from 22 different nations world-wide. Among highlights of 2019 was the hosting by AWAR of the Regional Meeting for Region 8 for our Clubs in Italy and Greece, in Rome 15 to 17 February 2019. Under the meeting's theme "Connecting and Empowering Generations." AWAR was proud to gather over 90 participants and guests during our meeting sessions and social events in the heart of Rome. Our sister clubs in Italy joined from Florence, Genoa, Naples, Turin, Sorrento, the club of Athens and the France-based club of Aquitaine. The participation of 4 FAWCO high-level representatives headed by the former FAWCO President Ms Sallie Chaballier inspired our meeting discussions and interaction among members of Region 8. A great inspirational gathering AWAR is proud of having hosted for its first time for Region 8. AWAR also launched by early 2020 its new webpage aimed to integrate a new online database and streamlining administrative tasks. As part of FAWCO's activities, AWAR among the FAWCO Platinum Donors, contributed substantially to the FAWCO Target Project 2017-19 "Hope Beyond Displacement" by raising US \$ 3702 to this successful project completed during the course of 2019. AWAR participated at the FAWCO Biennial Conference 2019 March 21-24 in Edinburgh, UK. Regarding charity ventures, AWAR continued its long standing support to funding the Consulate for Americans in distress and supports community services Rome based Betania, Alzheimer's Unit, Christmas for Kids, Community Outreach, Differenza Donna, Joel Nafuma Refugee Centre, Casa di Kim, Girls' Town, Komen Italia and Rome Samaritans Onlus. AWAR also continued to contribute to a wreath every Memorial Day at the Sicily-Rome America Cemetery and Memorial in remembrance of over 3000 men who died fighting, mostly in Sicily, during World War II.

2019 has been a challenging and eventful year for the International Women's Club of Turin. Despite considerable uncertainty over the future of the club we managed to keep all well-established activity groups, such as the walking group, knitting club, library and modern fiction reading group etc. going thanks to the tireless work of our group leaders. We also organised cultural visits and trips for our members, for example an open-air guided Liberty tour of Turin and to the Lingotto complex with the Pinacoteca Agnelli. Furthermore, we ran successful fundraising campaigns to support FAWCO and our local charity, Alfieri Carú who helps young women from disadvantaged backgrounds find their feet, become independent and finish an education.

In June 2019 a new board was elected at our general meeting. Since then the board has been concentrating on establishing new working practices and developing a vision for the future of our club. Importantly, membership has been steadily growing over the second half of the year and new activity groups were started, such as the yoga group, the after-hours group and the TalentLab for professional development and networking. In the last months of 2019, the IWCT has held its annual Thanksgiving dinner and its Christmas bazaar which resulted once more in substantial funds being raised for our charities. Cultural visits and day trips, e.g. to Lago D'Orta have taken place as well. We are looking forward to 2020 as we will be celebrating the 60th anniversary of the founding of our club. We are planning a big party as well as smaller events to raise the profile of the club within the local community.

AIRC Naples is on a roll! With new leadership the club is more structured, offers more activities, and is growing! Our popular "weekly women's walks" have been largely postponed until spring, in favor of the occasional, more rigorous guided walks down (and UP!) the many ancient fascinating stairways and paths of hidden Naples. Pizza nights, presentations and activities at our general meetings, and of course Thanksgiving, and more ... all make for an exciting year. It was most sad to lose two of our long-time members, however the membership has increased by 15% and is still growing! Several women (young and not so young) are enthusiastic new participants, and our future looks bright. Our past has been long and varied. In fact, in October the club will celebrate 50 years as a point of reference for English-speaking women in an area of Italy that is not always easy. We have much to celebrate – 50 years of Us!

The American International Women's Club of Sorrento officially formed in March of 2019. In our founding year we held three informational events to attract new members and several social events to boost involvement in the community. In 2020, our goals include to start an Italian-English language exchange program and a student volunteer program. We will also hold monthly coffee meet-ups to welcome new and veteran Anglophone residents on the Gulf of Sorrento.

The new Venice club - What to say...it's been a wonderful success. I went to the Town Hall event of the embassy in Mestre last Thursday. And presented the newborn association. The consul of Venice, a woman, was thrilled. She said "This was sooo needed! You have no idea, I am so happy about this!!" The Consul of Milan joined last Friday in our gathering at Toma's house to talk about the organization of a new embassy event for American citizens next summer in Venice. I met wonderful women from Padua who want to join the association. It was far beyond what I expected and I am planning a conference about health with Prof. Umberto Tirelli, an internationally known oncologist, who is enthusiastic about the association and is looking forward to talking to us women on how to preserve our health. So next year we'll have two major events, one with the Embassy of Milan and the Consulate of Venice, the second one about health. I must register the Association with the Italian government now or we won't be able to host these events. I'll get through it....But I really think we are on a good track. I am so glad I decided to start this adventure. It's been scary at times and I had no idea what would have come out of this. Now we have the chance to leave something good behind us and it feels very rewarding. Thank you for your help and encouragement. Hope to see you soon :)

Sincerely
Barbara Grigoletto

Respectfully submitted,
Sylvia Behrman, AILO Florence
Region 8 Coordinator

Greece



American Women's Organization of Greece

Website: awogreece.org

Founded: 1948

Joined: 1952

Membership Type: Regular – 60% voting membership is American

Membership Total: 115

Dues: €40

Mission: Founded in 1948, to help the people of Greece after World War II, by Lucretia Brady, wife of the US Ambassador to Greece, Henry F. Grady. Her efforts

were supported by 1948 Secretary of State, George Marshall, who authored the Marshall Plan, to help rebuild Europe. As the Club began to grow and as more Americans settled in Greece, the club's scope stretched by bridging the cultural gap for the American ex-patriots living in Greece. Since then, the acronym AWOG has also come to mean A Way Of Giving! 2017 celebrates 69 years of giving as a cultural/philanthropic organization.

Charities: MERIMNHS

American Farm School

Ag.Christoforos help for persons w/ muscular dystrophy

FLOGA

Lighthouse for the Blind

Deree College Scholarship

Caritas

Kalo Samaritis

Italy

American International League of Florence

Website: ailoflorence.org

Founded: 1975

Joined: 1977

Membership Type: Associate – Americans less than 60% voting membership

Membership Total: 147

Dues: €80

Mission: The sole purpose of this non profit organization shall be to contribute to the community well-being through programs of social assistance and fundraising for charity.

Charities: Banco Alimentare della Toscana

LILT

ERAM

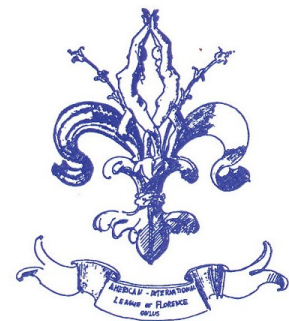
Pro Animals

APES Onlus

OASI

Associazione Insieme Onlus

Associazione Toscana Cure e Ricerche Oncologiche



American International Women's Club of Genoa

Website: aiwcgenoa.org

Founded: 1957

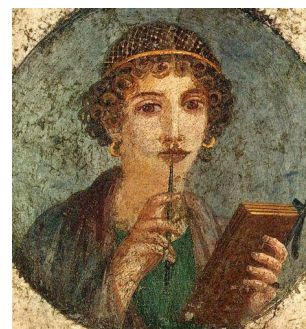
Joined:

Membership Type: Associate – Americans less than 60% voting membership



Membership Total: 58**Dues:** €90**Mission:** Founded 1957. Dedicated to fostering the appreciation of the cultural riches our host country has to offer and supporting the following Genoese charities: Patronato S. Vincenzo, Piccole Sorelle dei Poveri, G. Gaslini, La Scaletta and emergencies as they arise.**Charities:** VIDES

COL Centro Oncologico Liguris
 Spina Bifida Department at Gaslini Children's Hospital
 The Anglican Church in Genoa
 La Scaletta
 ITACA GENOVA
 WOMEN for GIRLS
 FAWCO Foundation Grants

American International Women's Club of Naples**Website:** facebook.com/AmericanInternationalWomensClubOfNaples**Founded:** 1970**Joined:** 1972**Membership Type:** Associate – Americans less than 60% voting membership**Membership Total:** 30**Dues:** €30**Mission:** AWC Naples offers information on life, history and culture of Naples, offering friendship and socialization for long-standing members and helpful resources for newcomers to Naples.**American Women's Association of Rome****Website:** awar.org**Founded:** 1955**Joined:** 1964**Membership Type:** Regular – 60% voting membership is American**Membership Total:** 162**Dues:** €60**Mission:** Promotion of friendship among its members and understanding between Italy and the United States through community service, cultural and social activities.**Charities:** Oasi Celistina Donati

Citta Della Ragazzi (€500)

Alzheimer's Association

Casa di Kim

Americans in Distress

Differenza Donna

American International Women's Club of Sorrento**Website:** facebook.com/groups/2520131334909874**Founded:** 2019**Joined:** 2019**Membership Type:** Regular – 60% voting membership is American**Membership Total:** 10**Dues:** €65



International Women's Club of Torino

Website: iwct.it

Founded: 1960

Joined: 1978

Membership Type: Associate – Americans less than 60% voting membership

Membership Total: 163

Dues: €55

Mission: The purpose of this self-governing, non-profit organization is to promote friendship and professional networking between its members and the Italian community as well as to provide social and philanthropic opportunities.

Charities: Istituto Alfieri-Carrù

American International Women's Association of Venice

Website: [facebook.com/American-International-Womens-Association-of-Venice-108991563835244](https://www.facebook.com/American-International-Womens-Association-of-Venice-108991563835244)

Founded: 2019

Joined: 2019

Membership Type: Regular – 60% voting membership is American

Membership Total: 7

Region 9: Middle East

The American Women's Club of Lebanon has been in action for 65 years. We've gone through ups and downs, survived the wars (and the peace), always remaining true to our spirit of friendship while working and having fun together to further the club.

The year 2019 started well with us hosting a Regional Meeting in Beirut. It was an excellent opportunity for AWC members and our guests from Region 9 as well as FAWCO board members to connect and make friendships as well as pass on information about FAWCO.

But 2019 has also been especially difficult for the country and the club. In October, Lebanon descended into financial ruin, and the Lebanese banks started restricting cash flow. This action has put severe limitations on our club as well as individual members since the banks are dictating what level of funds clients can withdraw or transfer abroad. The heightened security situation, due to mass protests, has also limited our meetings and activities.

We were able to continue some minor fundraising for our charity work during the year but concentrated our effort on making heart pillows that we gave to the Lebanese Breast Cancer Foundation which they distributed. The heart pillows go to patients at the pre-op surgery appointment with detailed information about its purpose and use.

The American Women of the Eastern Province had a very productive year here in the Eastern Region despite lower numbers. The overall number of Americans in Saudi is diminishing with the Vision 2030 overall Saudization plan. However, our commitment to philanthropy has not waned. Last year we supported three charities with our "Evening in Paris Ball" that was in February in Bahrain on Valentines weekend. The supported organizations were Operation Underground, which helps end human trafficking. Aziza's Place is a unique organization in Cambodia which helps children and parents that are previously living in the huge landfill and dump in the capital city. And finally, last but not least Fistula Foundation which restores the lives of women suffering from a fistula after a traumatic birth experience. There was a jewelry raffle as well as a very robust silent auction to raise funds.

We also had a very fun “Stuff and Stitch” event sponsored by member Heather Orr where numerous heart pillows were made for our breast cancer patient’s for post-surgical care.

In March we had some members attend the FAWCO Meeting in Edinburgh. It was the first meeting for our new FAWCO Rep Dawn Parker, but several other members attended including Laura Brown, Pat Sedberry, Hollie Nielson, Carol Petite and Holly Claghorn. Dawn Parker and Hollie Nielson joined the Health Team. We brought a gift for auction and also a donation toward a FAWCO Foundation Grant.

We break here in Saudi for the summer months and resume in September. September we hosted our welcome back coffee and President Paula Malich outlined our new more exciting meeting schedule. We joined Clubs in Motion this year and began walking for our health. In October we hosted a fabulous Luau to raise funds for breast cancer. A generous contribution was made to three breast cancer organizations. In October we also had two members featured in the Fall issue of *Inspiring Women* in Healthcare issue featured Angela Basset and Dawn Parker and had a Breakfast and Bowling meeting. In November we had a Thanksgiving Feast at the US Consulate and selected charities to support for 2020.

December wrapped up with our Christmas Tea and the Intercontinental Hotel with our Ornament exchange and collection for Toys for Tots. The Executive Leadership Team has done a great job in providing stimulating meetings and despite decreasing numbers we are enjoying our meetings together.

Respectfully submitted,
June Bechara (AWC Lebanon)
Region 9 Coordinator

Lebanon

American Women’s Club of Lebanon

Founded: 1953

Joined: 2000

Membership Type: Regular – 60% voting membership is American

Membership Total: 65

Dues: \$110

Mission: To give the AWC members an opportunity to contribute to Lebanese society through charitable activities as well as to bring a sense of American culture to AWC members.

Charities: Beit El Hanane

Lebanese Breast Cancer Foundation



Saudi Arabia

American Women of the Eastern Province



Founded: 1993

Joined: 2003

Membership Type: Regular – 60% voting membership is American

Membership Total: 84

Dues: USD (\$) 40 initiation fee & USD (\$) 27 annual dues

Mission: To serve North American women in attaining a positive, dynamic living experience in the Kingdom of Saudi Arabia, by providing an atmosphere of assistance, learning, growth and community.

Charities: Casting For Recovery

National Breast Cancer Foundation

Battle Continues

Fistula Foundation

National Center for Missing and Exploited Children

Intrepid Fallen Heroes Fund
Toys for Tots

Region 10: The Americas

Region 10 (The Americas) comprises three clubs: AWC Curacao, AWC of Bogotá and IWC of Antigua & Barbuda. AWC Curacao is the oldest club (1948), and AWC of Bogotá is the largest club with 215 members. IWC of Antigua & Barbuda welcomes women of all nationalities to its membership. Vast distances and different cultures separate our clubs, but we are united in our efforts to provide a welcome and friendship to newcomers, and in our efforts to assist the neediest in our communities.

There are 40 registered members in AWC Curacao. It operates with a "rotating board" of 10-15 active members. Club activities are mainly get-togethers for coffee and planning for fundraisers. This money was donated to local charities which met the needs of children and families, special care groups and animal shelters. At Christmas, gifts were distributed to underprivileged children, thereby brightening their holidays and continuing a 50 plus year old AWC of Curacao tradition.

AWC of Bogotá closed the year with 215 members and a newly elected board. We regretfully said goodbye to longtime president, Amy Cherrett (July) due to sudden life changes. Kara Castaneda stepped in as interim president, until Kara Ahumada assumed the role.

The club's primary function is to act as a welcoming social space for expat women in Bogotá and to support local charities. The club continues to maintain an extremely active social calendar, with meetup groups appealing to different interests. Some of our most memorable activities for 2019 include a visit to the Colombian Presidential Palace (Casa Narino) and a visit to the local Coca Cola factory.

The club has seen a dramatic increase in FAWCO interest and benefits this year. Six "coffee meetups" were held to learn about various aspects of FAWCO. Virtual guest speakers from FAUSA, Youth Programs, the U.S. Issues Team and The FAWCO Foundation shared information with us about their fields of expertise. This year, members held a "Purse Swap Silent Auction" which raised more than \$600 for the new Target Project. In addition, other fundraisers held during the year provided approximately \$13,500 which was used to support 9 local charities and to provide educational scholarships.

2019 was filled with friendship, fun, philanthropic endeavours and learning for the 59 members of IWC of Antigua & Barbuda. Nine monthly meetings were held. These meetings featured a wide range of topics and activities. We participated in several artistic sessions which included pottery and paper making, visited with a local artist to learn about "The Creative Process" and enjoyed a relaxing day of sunbathing & socializing on neighbouring "Prickly Pear Island." Field trips took us to a local goat farm and on an Historic Bus Tour around the island of Antigua. Fundraisers held during the year were used to provide 7 local women with scholarships to continue their studies in the fields of health care, education and social work. Funds raised were also used to provide 216 Christmas Hampers for needy seniors and families.

Club members continued to enjoy participating in special interest groups such as Zumba, Book Club, Mahjong and Lunch Bunch. Many members continued to volunteer at a local thrift store that raises funds for hospice.

Respectfully submitted,
Kathi Savoury (IWC of Antigua & Barbuda)
Region 10 Coordinator

Antigua and Barbuda



International Women's Club of Antigua and Barbuda

Website: iwcantiguabarbuda.org

Founded: 1986

Joined: 1990

Membership Type: Associate – Americans less than 60% voting membership

Membership Total: 59

Dues: \$28

Mission: Our club membership is open to women of all nationalities. We gather to form new friendships, learn more about the history, culture and landscape of our twin island nation and to contribute to its future by funding worthy causes and projects that will benefit the people of Antigua & Barbuda.

Charities: IWC of Antigua & Barbuda Annual Scholarships for Women

Annual Christmas Hampers for Needy Seniors

Wadadli Pen (Young Writers) Competition

Back to School Backpack Project

Colombia

American Women's Club Bogotá

Website: awcbogota.org

Founded: 1947

Joined: 2003

Membership Type: Associate – Americans less than 60% voting membership

Membership Total: 150

Dues: USD (\$) 50.00

Mission: Our club is well known throughout the Colombian community for its fundraising and charitable activities.

Charities: Asociacion Barranquillera De Caridad

Casa De La Esperanza

Fundación Amigos De Jesus Y Maria

Fundacion FE

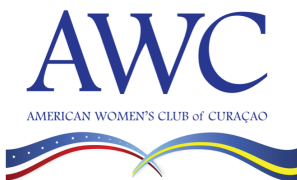
Hogar De La Niña De Veracruz

Hogar San Miguel

Hogar San Rafael Carrera



Curaçao



American Women's Club of Curaçao

Website: facebook.com/American-Womens-Club-of-Curacao-877203265664006

Founded: 1938

Joined: 1989

Membership Type: Regular – 60% voting membership is American

Membership Total: 40

Dues: USD (\$) 40

Mission: We focus on twin goals of friendship and philanthropy.

Region 11: Asia/Pacific

Although the American Women's Club of the Philippines (AWCP) has only 120 members, the club was able to help about 15 Philippine charities during 2019. The AWCP mainly helps women's and children's health and educational institutes.

The primary income for the club is a monthly bazaar, in which 100% of the net profit benefits charity. The AWCP arranges the venue and vendors. It is a big undertaking with over 200 vendors each month for January-August and 300 vendors in September-December. It takes about 50 hours from volunteers to be able to run the bazaar on the day, besides the planning. Income from the bazaar comes from the vendors, as well as the shoppers.

In October, a dinner celebrating the 40th anniversary of the AWCP was held at the new Manila Hilton. There were about 70 people in attendance. During the dinner, a silent auction and a raffle raised money to assist the New Beginnings group at CRIBS. This is a group of girls that have been removed from their home due to abuse.

The AWCP's members are dedicated to helping our membership settle into the Philippines as well as helping the Filipino community.

Perth AWC has nothing to report. 2019 was a year of consolidation and re-orientation as we worked to bring AWC back up to speed following a difficult 2018 and a huge drop in membership due to those difficulties. We're back on track now but did nothing in the way of FAWCO. We look forward to future FAWCO involvement

Respectfully submitted,
Cecilia Zhuang-Hass (AWC Philippines)
Region 11 Coordinator

Australia

American Women's Club of Perth

Website: awcperth.com.au

Founded: 1967

Joined: 1968

Membership Type: Regular – 60% voting membership is American

Membership Total: 85

Dues: AUS \$60 new member, AUD (\$) 50 renewal, AUD (\$) 40 retirees

Mission: To promote good fellowship and cooperation among American and Australian women of Western Australia. To promote & facilitate communication between American Women To sponsor social, recreational, cultural and welfare activities. To encourage and promote understanding and goodwill between the people of the United States and Australia. To do all such other things as are incidental or conducive to the attainment of the objects and exercises of the powers of the club.

Charities: Operation Christmas Child



India



American Club for International Women – Mumbai

Website: aciwmumbai.org

Founded: 1928

Joined: 1954

Membership Type: Associate – Americans less than 60% voting membership

Membership Total: 147

Dues: \$18 joining fee

Mission: To promote social and cultural activities within the Club, to encourage members to support charitable and cultural activities in Mumbai and to welcome and assist all newcomers to Mumbai.

Korea

American Women’s Club of Korea

Website: awcsouthkorea.com

Founded: 1964

Joined: 1987

Membership Type: Regular – 60% voting membership is American

Membership Total: 99

Dues: \$ 50

Mission: AWC Korea serves a dual role in Seoul. It is a community for expat Americans providing social, familial and daily living support as well as engaging in fundraising activities to support the local Korean community.



Philippines



American Women’s Club Philippines

Website: <http://www.awcphilippines.net>

Founded: 1979

Joined: 1979

Membership Type: Regular – 60% voting membership is American

Membership Total: 140

Dues: \$58

Mission: A strong community based philanthropic club that supports local charities with enthusiasm and joy to help others.

The FAWCO Foundation Report

The FAWCO Foundation is the philanthropic heart of FAWCO and is a not-for-profit 501(c)(3), incorporated in the state of Missouri.

2019–2021 FAWCO Foundation Board of Directors

President	Barbara Bühling (AIWC Düsseldorf)
Vice President Communications	Tracy Moede (AWC Hamburg)
Vice President Fundraising	Lauren Mescon (AWC Amsterdam)
Vice President Programs	Angie Aebersold (AWC Bern)
Treasurer	Kathy DeBest (FAUSA)
Secretary	Louise Greeley-Copley (FAUSA)
Parliamentarian	Janet Davis (AIWC Cologne)

Special Appointment to the Board (non-voting)

FAWCO President	Emily van Eerten (AWC The Hague)
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Presidential Appointments (non-Board members)

Archive Team Lead	Liz Janson (FAUSA)
Counselors' Liaison:	Suzanne Wheeler (AAWE Paris & FAUSA)
Development Grants Administrator	Nan de Laubadère (AAWE Paris & FAUSA)
Education Awards Administrator	Jennifer Todd (AIWC Düsseldorf)
Target Fundraising Coordinator	Julie Lehr (AWC Amsterdam)
Historian/ Quilts	Roberta Zöllner (Munich IWC)

2019 Board Reports

President

This has been a year of transition for The FAWCO Foundation Board. Although several of the board members (including myself) were on the previous Foundation Board, only one of us, Louise Greeley-Copley (FAUSA), remained in the same position. As we have worked together to transition into our respective roles, it has been a year of learning not only about The Foundation and what our jobs entail, but also how we can most effectively support one another. We are fortunate to have “mentors” to guide us through the process including Tracy Moede (AWC Hamburg) who shifted from VP Programs to VP Communications, Janet Davis (AIWC Cologne) who shifted from VP Communications to Parliamentarian and Suzanne Wheeler (AAWE Paris & FAUSA) who shifted from President to Counselor Liaison. We are grateful to all of them for the history they can provide -- and for their patience.

We came onto the board at the tail-end of the Target Project “Hope Beyond Displacement” and had the benefit of doing the completion work for a very successful project. Shortly before the Conference, in line with our Mission Statement, the previous Foundation Board approved granting \$3,000.00 to FAWCO for the Target Program in recognition of the successful joint effort with our sister organization. The monies were presented to FAWCO at the Edinburgh Conference.

A notable achievement for The Foundation in 2019 was in the area of communication. The new and improved FAWCO Foundation website went live right before the Edinburgh Conference! A lot of work went into the

creation and detail of our new website and thanks are owed to: Rheagan Coffey (AWC Dublin) responsible for the beautiful design, Cat Conner (AWC Hamburg) who handled all the back- end technology, Janet Davis (AIWC Cologne) and Suzanne Wheeler (AAWE Paris & FAUSA). The many Skype calls and all the discussions, changes and corrections resulted in a very beautiful website. Well done, Website Team!

Our June meeting was a successful “Foundation 101” from which each one of us came away with a better understanding of The Foundation. It was a beneficial review for all of us. Through this process, we have all identified the areas of The Foundation on which we want to focus.

The following are a few of the Board’s noteworthy accomplishments in 2019:

- Worked with the new and improved website that was introduced at the Conference in Edinburgh to ensure that the information is clear and easy to access.
- \$191,000 was raised and presented to the Collateral Repair Project for Hope Beyond Displacement as the Target Project for Education came to a very successful conclusion. Money has already been donated for the current Target Program for Health even though the project has not yet been identified.
- Fundraising effort at the 2019 Conference in Edinburgh netted over \$30,000.
- Worked to master the intricacies and benefits of both GSuites and our electronic archives.
- Continued to investigate ways to reach out to FAWCO clubs and their members to spread the word about our programs with the goal being not only to encourage individuals to apply for Education Awards and clubs to nominate charities for Development Grants, but to inspire clubs to sponsor these awards.
- Identified the areas that need our attention in the coming year, particularly in the area of financial strategy and fundraising resources and opportunities.

Please also see my conclusion at the end of this report.

Respectfully submitted
Barbara Bühling (AIWC Düsseldorf)
President

Vice President Communications

The Foundation Communications continue to keep me very busy since I took over the position in March 2019 in Edinburgh.

I have met with Janet Davis (AIWC Cologne), the previous VP Communications, to learn the basics of the position concerning the website: editing, making and publishing new articles, and updating photos and time-sensitive information. The FAWCO Foundation website remains visually exciting and user-friendly. After all, what good is a website if our visitors can’t find what they’re looking for, be that EA, DG and Target information, fundraising ideas, or ways to donate to the Foundation’s programs?! We continue to add and edit content and are giddy with excitement when we see how many hits a certain page (or pages) gets.

I was also introduced to The Foundation’s NEWS and Constant Contact; the online marketing company used to produce and distribute the NEWS. Our publication continues to come out quarterly, bringing our subscribers information that is useful, timely and hopefully entertaining. The NEWS seeks to keep FAWCO members informed about what is currently happening with The Foundation including details regarding the annual conference, Education Awards and Development Grants, current and new programs and initiatives, and valuable information for our member clubs. Anyone who wishes to receive the NEWS can sign up on The Foundation homepage (www.FAWCOfoundation.org).

I have begun a handbook on the jobs and detailed work processes involved for this position. The learning curve is steep for someone with very little website experience, namely me. Hopefully, this will make future transitions easier and less anxiety provoking.

For a short time, The Foundation VP Communications was part of the FAWCO PR & Media Team. However, since The Foundation has its own schedule of events, separate from FAWCO, it was decided by the board to leave the

PR Team and develop our own Facebook and other Social Media posting schedule. I have set up this calendar and have shared it with the VP Programs and VP Fundraising, as these two positions together, along with VP Communications, handle the majority of the social media work.

Our yearly costs for website hosting, Constant Contact (our email program) and IT support from Cat Conne (AWC Hamburg) have been consistent since 2015. Of course, there are still “emergency” emails and Skypes throughout the year.

I have enjoyed my first year as VP Communications and truly appreciate the trust put in me by The Foundation. I have learned a great deal and look forward to using my newfound skills in the future.

Respectfully submitted,
Tracy Moede (AWC Hamburg)
Vice President Communications

Vice President Programs

2019 Development Grant Recipients

In 2019 there were a total of 29 applicants for Development Grants. Progress reports from the seven recipients are due by the end of January; updates about the recipients and their programs will be announced at the Interim Conference in Luxembourg in March. A total of \$38,500 was disbursed through these seven grants, funded by FAWCO clubs, individual members and The FAWCO Foundation. The recipients, award sponsors and nominating clubs were:

Education

AW of Surrey Hope Through Education \$5500

Recipient: A Kindergarten for Tribal Children in India - Hazarwadi, Maharashtra, India
AWC Hamburg

Nandanvan has successfully used watershed development ("catching the rain") in desertified areas of Maharashtra, India to replenish groundwater, to increase agricultural production, and to improve the lives of tribal inhabitants, amongst the poorest people of India. To ensure the sustainability of this socioeconomic advancement, it is essential that children, especially girls, of these communities receive an education. Fundamental learning skills and habits necessary for attending public schools can be acquired in kindergarten. This DG will finance construction of a kindergarten building in Hazarwadi to serve 48 tribal families in three villages, where a watershed program was just completed. The 50m² building will contain a classroom, kitchen and sanitation facilities. A needed foundation for future education will be provided bringing sustainability to the new socioeconomic growth.

Educating Women & Girls Worldwide Sponsored in part by Renuka Matthews \$5500

Recipient: Keeping Backpacks Full of Hope - Dakar, Senegal
AIWC Genoa

Secondary education for impoverished girls delays child marriage and pregnancy, creates increased economic growth, reduces population growth and improves children and women's health. Secondary education can end the vicious cycle of poverty. Keeping Backpacks Full of Hope benefits 174 people – our 58 slum-dwelling girls and their parents - by keeping these girls in secondary school. WFG supported these girls throughout elementary school when there were no school fees and we promised our support until they completed school. The DG funds will pay their school fees and supplies, and increase our coordinator's visits to their families and teachers. Keeping girls in high school is a yearly uphill battle and so worth fighting; it is one sure way of giving girls the power to make proper choices later in life.

Pam Dahlgren Educating Africa's Children \$5500

Recipient: Tools for Equal Opportunities: Tutoring Disadvantaged Girls in Niger - Niamey, Niger
AAWE Paris

Les Amis de Hampaté Bâ, focuses on educating 50 girls from extremely disadvantaged backgrounds in secondary school in Niamey, Niger. These girls come from illiterate families, have no electricity, walk more than 1 hour each way to school and frequently do not have enough food. Niger is one of the poorest countries in the world, at the bottom of the UN charts for girls' education, and sadly at the top for early marriage. The DG funds will finance a tutoring program with specialized remediation teachers in small groups in key subjects, providing training and ensuring the girls have equal opportunities to not only stay in school, but succeed with diplomas that will help them find employment outside the home and break the cycle of poverty.

Environment**Nurturing Our Planet** \$5500

Recipient: Stepergy - Rural Morocco
AIWA Rabat

One billion people aren't connected to electricity. The absence of this essential resource makes it impossible for such populations to perform a number of simple tasks and even harder for children to study or do their homework at night. Stepergy is a device that generates light by lifting a weight and it doesn't need any other external energy. It is essentially composed of a pulley, gears, an LED and a bag. To operate the device, you just have to lift, with the aid of the pulley, the weight of the bag, which falls gradually. Once the bag reaches the ground, it is simply lifted to repeat the process. Since the cost point of a single Stepergy is \$30, the DG funds will allow production of 180 devices and hence change the lives of 180 families lacking access to electricity. The population will have access to clean, renewable and sustainable lighting.

Health**Critical Health Concerns** \$5500

Recipient: 2019 Fistula Foundation Fistula Repair Surgery Program - Africa and Asia
AWEP

Fistula Foundation provides funding for women to receive free, safe obstetric fistula repair surgery through trusted partners in Africa and Asia. Obstetric fistula is a childbirth injury caused by prolonged and obstructed labor that leaves a woman incontinent of urine or feces or both. A woman with a fistula is too often rejected by her family and shunned from her village due to her foul smell. Obstetric fistula most commonly occurs among women who live in low-resource countries, who give birth without access to medical help and the only cure is surgical treatment. On average, the cost of one fistula repair surgery is \$586 USD. The DG funds will restore nine women with their dignity and give them hope for a new future.

Human Rights**Breaking the Cycle** Sponsored in part by AW Eastern Province \$5500

Recipient: More Than Just a Cup of Coffee: Barista Skills Provide Dignified Work to Survivors of Human Trafficking - Amsterdam, The Netherlands
AWC Amsterdam

This project will give survivors of human trafficking the chance to find dignified work by completing barista training. The DG funds will enable Not For Sale Netherlands (NFS) to expand their current culinary training to include coffee preparation. The funds will be used to pay the salary of the professional barista trainer and to pay for supplies and the curriculum. The goal of this sustainable project is to give women the skills to find employment as baristas at the two restaurants run by NFS, or with other companies offering internships and ultimately, full time employment. The project will give survivors the opportunity to build an independent life and prevent them from returning into the hands of traffickers.

FAUSA Effecting Change For Women and Children at Risk \$5500

Recipient: Training Potties for Refugees - Greece

FAUSA

Refugee camps have an immense need for training potties. Conditions, which may include shared bathrooms and cleanliness concerns, make training without training potties very difficult and many refugee children have extra difficulty potty training due to significant trauma. As a result, children stay in diapers longer than they might otherwise, putting additional strain on families, as diapers are very expensive. Earlier potty training is also better for the environment as it saves unnecessary waste. At the current purchase price, the DG funds will allow CTF to purchase 1,833 training potties for refugee families in camps in Greece. Due to the nature of refugee communities, we expect that once each family is finished training, they likely will pass along each potty to additional families.

The Foundation thanks Nan de Laubadère (AAWE Paris & FAUSA) and her committee for overseeing the 2019 DG program.

In 2020, The FAWCO Foundation is pleased to be able to offer nine Development Grants, each in the amount of \$5,000, again funded, fully or partially, by FAWCO clubs, individual members and The FAWCO Foundation. These grants are:

- AW of Surrey Hope through Education \$5,000
- Educating Women and Girls Worldwide, sponsored in part by Renuka Matthews \$5,000
- Pam Dahlgren Educating Africa's Children \$5,000
- Nurturing Our Planet \$5,000
- Critical Health Concerns \$5,000
- Breaking the Cycle, sponsored in part by AW of Eastern Province \$5,000
- FAUSA Effecting Change For Women and Children at Risk \$5,000
- Safe Haven, sponsored in part by Friends and Family of Louise Greeley-Copley \$5,000
- Global Issues, Close to Home \$5,000

2019 Education Award Recipients

In 2019, there were a total of 50 applicants for Education Awards. Progress reports from these recipients are due at the end of January; updates about the recipients and their programs will be announced at the Interim conference in Luxembourg in March. A total of \$45,000 was disbursed through these nine awards, funded by FAWCO clubs, individual members and The FAWCO Foundation. The recipients, award sponsors and nominating clubs were:

Academic Studies Awards for Children of FAWCO and FAUSA Members**Arts Award \$5,000**

Recipient: Olivia Jimenez

For undergraduate or graduate study in the history, theory and/or practice of the performing arts, visual arts, film and media arts, architecture and graphic arts.

Olivia seeks a major in film production. She believes that our world is filled with stories worth sharing but in order to share them, these stories need translators. She hopes, with her scholarship and a passport, that she can add her own voice through an American undergraduate education in Cinema. Her mother is a member of AWC Amsterdam.

Sciences Award \$5,000 Sponsored in part by AIWC Genoa and the Bacigalupo family, in memory of Frieda Bacigalupo Natali

Recipient: Imogen Jacques

For undergraduate or graduate study of scientific subjects (e.g., biology, chemistry), mathematics, medicine, engineering, environmental studies, computer science, economics or business administration.

Imogen is currently pursuing a Master's Degree in Science in the Geography of Environmental Risk and Human Security at the United Nations University in Bonn. She is most interested in climate adaptation, which is why she applied for the Young Leader Program at the Global Centre on Adaptation in Rotterdam; she was interning here for the first part of 2019. After this, she will write her Master's thesis on Climate Adaptation, focusing on Ecosystem-Based Adaptation solutions that reduce exposure to disasters. Her mother is a member of AIWC Cologne.

Humanities Awards \$5,000

For undergraduate or graduate study in the fields including, but not limited to, education, law, social studies, history and languages.

Due to generosity in sponsorship, there were two awards available which were given to the two highest-ranked applicants:

Humanities Award Sponsored in part by AAWE Paris, in memory of Gertrude de Gallaix
Recipient: Benjamin Mowat

Benjamin believes the best way to improve the world and fight injustice is through policy and diplomacy. Over the past years, he has volunteered with campaigns, worked with Democrats Abroad, and become active in his local community organizing and speaking at events. He has always wanted to learn more, do more, and make a positive impact on the world. He believes that his chosen major of Political Science will give him the knowledge and connections he needs to achieve his goals. His mother is a member of AWC The Hague.

Humanities Award Sponsored in part by Caroline Newton
Recipient: Rachel Drucker

Rachel plans to pursue a dual degree Master's program in Social Work and Special Education, with the ultimate professional goal of becoming a school social worker. Her experiences serving as a City Year Student Success Coach with at-risk fifth graders for two years solidified her desire to enter the field of social work and continue to provide trauma-informed social-emotional support to students. She plans to pursue the Children, Youth and Families concentration in social work, in order to focus her efforts on supporting elementary school students' social-emotional needs. Her mother is a member of AWC Amsterdam.

Dual Cultural Award For Children/Grandchildren of FAWCO members - one Parent/Grandparent must be American \$5,000 Sponsored in part by AWC Bern and Donna Erismann, in memory of Suzanne Erismann
Recipient: Sophie Romain

To be used to attend a semester of American high school or an academic or structured educational summer program in the United States.

Sophie is applying to the Young Scholars Program at the University of Maryland to gain an authentic and demanding college experience, while earning college credit. Building on the Immerse Law program she completed last summer at the University of Cambridge, she plans to attend the course "Leadership of the Common Good" which will allow her to improve her critical and persuasive reasoning and to study the theory and practice of public leadership, citizenship and civic engagement in the United States. She also hopes to gain a deeper understanding of public policy and a more precise assessment of university life in the United States in order to make a more educated choice in the fall when selecting universities and a course of study. Her mother is a member of Munich IWC.

Member Awards for FAWCO and FAUSA Members

These awards recognize the diverse lives of our members, their achievements and their never-ending quest for knowledge and self-improvement.

FAUSA Skills Enhancement Award \$5,000
Recipient: Mary Wienke

This award is for acquiring new skills or enhancing already existing ones. This will allow a FAWCO or FAUSA member to become more capable, competent and confident by acquiring the skills to improve performance in any given field.

Mary Wienke worked as an attorney in the United States. Since living in Germany, she has provided legal opinions on matters that involved English speakers, but never felt confident enough to help German speakers. She plans to study German at the Goethe-Institut so that she could work as a volunteer to help women who have suffered abuse, such as victims of trafficking, obtain the legal assistance that they need; and to provide support so that such women understand their rights and how the law can help them. She would also liaison with their lawyers to assure their cases receive the necessary attention. She is a member of AWC Hamburg.

Women in STEM \$5000 In Honor of AWA Dubai's 21 years serving the international community of Dubai
Recipient: Rebecca Zenkevich

This award is for the study of STEM disciplines including the study of chemistry, computer and information technology science, engineering, geosciences, life sciences, mathematical sciences, physics and astronomy.

Rebecca Zenkevich, a member of AWO Moscow, has spent 7.5 years working full-time in acute care as an Occupational Therapist. In working with an aging population, she learned that she wanted to change public perception about how much this population can do. She wishes to gain a deeper understanding of elderhood, improve her language when talking about aging and become an advocate in "Disrupting Ageism" no matter where she lives or works. It is her plan to enter a Graduate Gerontology program where she can develop her profession as an Occupational Therapist.

Continuing Education Award \$5,000 Sponsored by Mary Stewart Burgher of the AWC Denmark, in memory of Pauline "Pete" Arnold Schweppe
Recipient: Maya Guice

This award is for a FAWCO or FAUSA member to further their education at university or an equivalent level through courses, workshops and certification programs. Subjects can encompass all areas of interest - inter alia, journalism, writing, the arts and philanthropy, however, excludes science, technology, engineering and mathematics (STEM) subjects.

Maya Guice has worked freelance as a brand consultant, producing websites, posters, press kits, and presentations for a variety of small businesses related to the arts. She plans to begin design courses at the Miami Ad School in Berlin, Germany where she intends to take a custom set of technical classes related to the Adobe Creative Suite, typography and UX/UI design. She believes that taking professional-level, structured design courses will allow her to not only master design and branding principles, but also communicate more effectively with her colleagues and clients, and ultimately, feel empowered to take on bigger, more complex projects. She is a member of AWC Berlin.

Shirley Kearney University Study Degree Award \$5000
Recipient: (Cecilia) Zhou Zhuang

For continuing or resuming studies in an undergraduate or graduate level university degree program.

(Cecilia) Zhou Zhuang (AWC Philippines, then a member of AIWA Rabat), has volunteered her personal time to provide entrepreneurship forums and gender equality workshops to hundreds of young professionals in China. She has hosted high-panel discussions between college students with British Parliament members, foreign diplomats, and a former Vice Mayor of Los Angeles. In 2015, she was honored to share her experiences at the UN Women's "Empower Women Luncheon" in Shanghai. Her social media platform produced a Girls 20 Ambassador, a Harvard Seed Fellow, 160 Asia Pacific Youth Exchange participants, and 109 UNESCO Language Champion Challenge participants. Her intended field of study is a Master's in development management at the Asian Institute of Management.

The Foundation thanks Jen Todd (AIWC Düsseldorf) and her committee for overseeing the 2019 Education Awards Program. Jen stepped down from her position as Education Administrator at the end of 2019. We

heartily thank Jen for all of the time and energy she invested in leading this very worthwhile program. We were very fortunate that she was a part of our team.

Jen's successor is Shelly Schoeneshoefer (AWC Hamburg). We welcome Shelly to the team and we look forward to working with her!

In 2020, The FAWCO Foundation is very pleased to offer nine Education Awards, each in the amount of \$5,000, again funded, fully or partially, by FAWCO clubs, individual members and The FAWCO Foundation:

Academic Awards for 2020

Arts Award \$5,000

1. Sciences Award \$5,000, sponsored in part by AIWC Genoa and the Bacigalupo Family, in memory of Frieda Bacigalupo Natali
2. Humanities Award \$5,000, sponsored in part by AAWE, in memory of Gertrude de Gallaix
3. Vocational Award \$5000
4. Dual Cultural Award \$5,000, Sponsored in part by the AWC Bern, Donna Erismann (in memory of Suzanne Erismann) and Elaine Terlinden of AIWC Düsseldorf

FAWCO and FAUSA Member Awards

5. Shirley Kearney University Study Degree Award \$5,000
6. FAUSA Skills Enhancement Award \$5,000
7. Women in Science, Technology, Engineering, Mathematics and Medicine, in honor of the AWA Dubai's 21 years serving the international community in Dubai \$5000
8. Continuing Education Award, sponsored by Mary Stewart Burgher of the AWC Denmark, in memory of her mother Pauline "Pete" Arnold Schweppe \$5000

I enjoyed working as The FAWCO Foundation VP Programs. It is a fulfilling, rewarding and fun way to contribute to the work of the Foundation. In the last year, I have been learning new skills and broadening my horizons.

Respectfully submitted,
Angie Aebersold (AWC Bern)
Vice President Programs

VP Fundraising

Education Awards and Development Grants — Since Edinburgh, emphasis has been on informing clubs that they or individuals can donate and sponsor EAs and DGs since this has not been a fundraising year for Target. It has been slow to catch on. We have not had many opportunities to get the word out to clubs but publication of an article in The Foundation News has sparked increased interest. Louise Greeley-Copley (FAUSA), Foundation Secretary, will partially sponsor a DG as a result of a birthday fundraiser! She raised a total of \$2,514.00 which will result in a new Development Grant called "Safe Haven" for the Human Right to safety and shelter.

We need to verify our status with FB page so that we can take donations directly through FB and keep our information updated on Charity Navigator and Guidestar in order to encourage individuals to fundraise for TFF through FB events.

Donation Cards — We tried to ramp up the donation card effort but unfortunately that fell short. We raised \$75.00 from the few we sold in 2019.

Friendship Quilt Raffle — This year's quilt - "Tell Me a Story" - designed and completed by our Quiltmistress, Roberta Zöllner (Munich IWC), measured 142cm x 285cm, consisted of 374 books and was created from the contributions of 39 donors from 17 clubs. The raffle raised \$4,556.00. Mary Stewart Burgher (AWC Denmark) was the lucky winner of the quilt raffle.

Class-y Combo Raffle — In this year’s high-end raffle, a MiniRoo purse and an Hermès scarf netted \$874.00. The combo was won by Teresa Mahoney (AWC The Hague).

Benefactors — The Benefactors program continued this year raising \$3,664.00 with 12 benefactors. Based on donor requests for raffle tickets as part of their benefactor package, raffle tickets were again included as a benefit for benefactors. The same money spent to be a benefactor was spent by some members simply to buy raffle tickets to greatly increase the odds of winning the quilt. This improved the numbers for the quilt, but not for the Benefactors program. It has been recommended that we not include raffle tickets in the benefactor packages next year.

Charms and Charm Bracelets — The charms this year were made by the Edinburgh club with a thistle on one side and conference logo on the other. There were also charms and charm bracelets from previous conferences available for sale. 45 charms were made and sales totaled \$1,425. We ordered an additional 10, nine of which were pre-purchased. We also had a few ‘imperfect’ ones left over, three of which were sold at a \$10 discount. There were 19 Target Charms remaining in Edinburgh in 2019, nine of which were sold and the remainder given to Target Chair, Tricia R. Saur (AIWC Cologne) to give to CRP.

Backing Women Boutique — Marie-Benedicte Luxem (AWC Zürich) did an excellent job with the Backing Women Boutique at the Edinburgh conference. A couple of new items, a ‘sports duffel’ and a first aid kit, were introduced with the intention of aligning with the new Target Project - Health. Sales of these products were not as successful as hoped. The new Target Fundraising Coordinator, Julie Burke-Lehr (AWC Amsterdam), also sold Backing Women items at Regions 4 and 5 meetings, bringing in \$150 for Target Health.

We also purchased 23 pieces of jewelry (13 necklaces, one brooch, and nine pairs of earrings) with the Backing Women logo from Monica Gomez Candela, an artist in Madrid. We have sold or raffled off four pieces, at Regions 1, 4 and 5 meetings and at the FAUSA getaway, netting a total of \$582 from Regions 4 and 5, 72 pounds from Region 1 and \$60 from FAUSA.

The Backing Women Boutique continues to make a minimal profit but is very instrumental in helping to spread the word about Target.

Foundation Night 2019 — Foundation Night was a success in Edinburgh with the theme “Be True to Your School.” The funds raised totaled \$33,920.00 (more details below).

The evening was called “Be True to Your School” and guests were encouraged to come dressed representing their school, which fortunately included Hogwarts Academy! The theme generated interest and it was a fun atmosphere with the majority of the guests wearing their alma mater attire or school uniforms and, of course, there were several Harry Potter fans. There was a costume contest and albeit challenging to judge, by audience applause Liz Janson (FAUSA) was declared the evening’s winner for her Beekeeper attire. We also recognized the several dressed as ‘schoolgirls’ with the plaid skirt and white shirt. We held both Live and Silent Auctions. There was no online auction this year. The table decorations reflected the theme and consisted of tartan plaid runners across the tables, pompoms and megaphones.

Live Auction — Nine items were auctioned off, with one selling twice (African safari), for a total of \$14,950. The Live Auction was coordinated by Barbara Bühling (AIWC Düsseldorf) with the help of her co-chairs, Marilee Watts (FAUSA) and Heather Bloemperk (AWC Antwerp). The auctioneer was provided by the AWC Central Scotland and began with a high price and went down rather than starting with a low price and going up. 25% of the proceeds from any items donated to the Live Auction by the Central Scotland club was donated to charities identified by AWC Central Scotland - CLIC Sargent and Trees for Life.

Silent Auction — Carol-Lyn McKelvey (AIWC Cologne & FAUSA) led the Silent Auction Team and 168 items were displayed. There was a wide mix of items and all items were displayed by category. Included in the items were three original prints which were auctioned off for the Target Project. The amount raised at the Silent Auction was \$7,703.00. The items were set up and presented well. Check out at the end of Foundation Night ran very smoothly. 25% of the proceeds from the Silent Auction was donated to charities identified by AWC Central Scotland - CLIC Sargent and Trees for Life.

Lucky Lunch Bags — In keeping with the school night theme, the grab bags were Lucky Lunch Bags. Aurora Silvestri, now repatriated, and Julie Burke-Lehr (AWC Amsterdam) coordinated this effort. They spent their own funds to buy colorful bags and low cost items prior to the conference. Additional items were donated by club members. The bags sold for \$5/€5/£5 and could be added to one's tab, something we all found helpful. The total raised was \$685.00.

Target Program — The Target Project: Hope Beyond Displacement wrapped up just before the conference. It was truly a fundraising project that sold itself. The Target Project fundraising period ended with a total of \$191,502.

The Deep Dive Report compiled by Barbara Bühling (AIWC Düsseldorf) was excellent and offered many insights into what worked well.

Seed money for Target 4.0 has already been coming in: In addition to the money from the BW Boutique and BW jewelry sales mentioned above, Region 5 donated their excess funds of \$100 to the Target Project, Region 4 donated a portion of their excess funds of €561.69 to the Target Project, AWC Bogotá donated \$800 to the Target Project, Tharien van Eck (AWC Antwerp) donated €864.00 to the Target Project from her Christmas card sales, and Mary Stewart Burgher (AWC Denmark) donated \$184.00 on behalf of her Denmark club from her earring sales at Region 5's meeting. AWC Amsterdam donated approximately €7220.00 from their Share Your Gifts for Good Campaign, AWC Berlin donated €530.00 to the Target Project and additionally many more donations.

The total collected for Target 4.0 as of December 9, 2019 is \$14,662.67.

I am looking forward to the upcoming year!

Respectfully submitted,
Lauren Mescon (AWC Amsterdam)
Vice President Fundraising

Secretary

As Secretary of The FAWCO Foundation, I have accomplished the following in 2019:

- Take minutes of all company meetings.
- Process the minutes: content, formatting, attaching addendums, release for timely editing, and processing all edits and suggestions.
- Maintain motions, proxy and action items log.
- Completed 2019 annual registration with the state of Missouri.
- Organize folders and agendas for monthly SKYPE or Hangout meetings and the annual Face2Face meetings.
- Created Google form for Statements of Agreements, Disclosures, and Conflict of Interest for all FAWCO Foundation volunteers.
- Contribute to discussions on Fundraising, Programs, Administration and Archival issues.
- Admin for The FAWCO Foundation Gsuites drive: Create or delete user accounts for The FAWCO Foundation board, counselors, and committees. Create shared drives for teams.
- Serve on The FAWCO Foundation Archive Team.
- Research updates and new tools for the Foundation to aid organizational activities and archives by continuing to explore the capabilities and possible application of Google tools for the FAWCO Foundation.
- Find ways to generate revenue for The FAWCO Foundation mission.
- Research best practices and trends in Fundraising and Nonprofit management and explore ways they can be applied to the FAWCO Foundation.
- Administer the company Twitter account.

I held a Facebook fundraiser this year for my “round” birthday. I am thrilled to say friends and family donated over \$2500 to go to a Development Grant called “Safe Haven” which will support the Human Right to Safety/Shelter.

Respectfully submitted,
Louise Greeley-Copley (FAUSA)
Secretary

Parliamentarian

The role of Parliamentarian is that of an advisor. I serve as an advisor to the Board on parliamentary and procedural matters as well as offering assistance to the President in any capacity needed including contributing to, writing and editing articles for publication by The Foundation.

I also serve on the Archives Committee which continues its work moving important documents, photographs and other materials to the Foundation Archives for preservation. The Document Retention Schedule (a list of documents that are required to be archived for prescribed periods of time) has been recently updated and the Archives Team continues to review the schedule, ensuring that The Foundation is compliant. The Archives Team is comprised of Liz Janson (FAUSA)(Committee Head and former Board Secretary) Margaret Hilditch (Munich IWC) (former Board Secretary); Current Board Secretary Louise Greeley-Copley (FAUSA) and myself. I thoroughly enjoy working with this very talented group of women.

Each year, the Foundation Administrative Guidelines must be reviewed, updated and approved. Within the AGs are found Board position descriptions, Education Award and Development Grant rules and regulations, as well as policy and procedural guidelines. These require annual review and fine-tuning. New situations arise each year and The Foundation works to assure that consistent procedure for all eventualities is in place.

I am very happy to remain involved with The Foundation in my capacity as Parliamentarian and look forward to another exciting year working with the amazing women who serve on the Board of The FAWCO Foundation.

Respectfully submitted,
Janet Davis (AIWC Cologne)
Parliamentarian

Treasurer

The following pages give the financial statements for the FAWCO Foundation for 2019, with a comparison to 2018. The Foundation accounts are reviewed each year by an independent certified public accountant (CPA). Each review is done in the following year, so the latest letter, reporting on the independent review for 2018 is attached.

Summary: The Foundation is in sound financial condition. The Foundation had \$362K of cash assets at the end of 2019. \$110K is restricted funds and \$252K is unrestricted funds providing a solid financial basis from which to continue to drive and support the Foundation’s programs. In 2019, The Foundation had income of \$115K and made disbursements totaling \$177K. The \$62K difference was funded largely by cash assets from restricted funds and the balance from unrestricted funds.

Balance Sheet

At the end of December 2019, The Foundation had total assets in cash of \$362K.

The Restricted Fund (\$110K) is comprised of two elements:

- Temporarily Restricted Funds (\$100K) representing donations from donors who have specified that the funds be used for specific Foundation programs (Education Awards, Development Grants and the Target Program) beyond the current year’s end with some disbursements to be made over several years into the future.

- Restricted - Endowment Funds (\$10K) are donations collected in the past in response to a call to establish an Endowment Fund. There has been no activity related to this Fund in recent years.

The Unrestricted Fund (\$252K) also comprises two elements:

- Board Designated Reserve Funds (\$123K) established several years ago to provide a safety net to ensure the Foundation's programs would be funded for at least 2 years without any external donations.
- Unrestricted Funds (\$129K) is everything left after deducting the restricted and reserved funds from the total cash assets.

Income and Expense Statement

The Foundation is on the cash basis of accounting. This means that the income and expenses are recorded when the funds are received in to, or paid out of, The Foundation's bank accounts.

There are three major categories of Income and Expenses: Donations/Programs, Fundraising and Administration.

To aid in program planning and budgeting, the Foundation's goal is to disburse funds in the year after the donations are received. With this donation information as a basis, The Foundation plans the number and level of disbursements (grants and awards) for the next year, as well as the level of additional funding that it will add on top of the donations received. The Foundation tops up the awards and grants from its Unrestricted Funds base.

As the Foundation is on the cash basis, there can be large fluctuations from year to year especially in income, due to large donations received in one year that are to be paid out over several years. This is the case with certain Education Awards and Development Grants.

Fluctuations in expenses are generally due to a change in the number or amount of Awards and Grants disbursed.

The Net Surplus/(Deficit) in any year must be viewed in combination with the Restricted and Unrestricted Funds on the Balance Sheet to get an overall picture of the financial strength of the Foundation.

Types of income

Donations

Awards and Grants Programs Donations — In general, recurring donations for Awards and particularly Grants are slightly down from where they were. In addition, the larger-longer term donations are being used up and not replenished at the same rate. The Foundation continues to supplement the funding of the Awards and Grants programs from Fundraising activities and unrestricted funds at an increasing rate every year.

- **Target Project Donations** — Overall, the Target Project 3.0 was a huge success. As expected, donations were way down in 2019 due to the fact that it was the final months of the project. It is exciting and encouraging to see that we have already raised \$17K for the yet unnamed project for Health.
- **General Donations** — These donations are from individuals and institutions (such as AmazonSmile and iGive) to The Foundation's General Fund which is unrestricted. In 2019, the Foundation received an unexpected \$5K from a very generous member, including their corporate matching funds.
- **In-Kind donations** — In-Kind donations arise when an individual pays for a budgeted expense for The Foundation and does not request reimbursement.

Fundraising Income — Sources include Foundation Night, the Backing Women Boutique and all other fundraising projects such as charm sales and raffles. Net Fundraising income in 2019 was \$27K compared to \$40K in 2018. The sharp decline is primarily due to a lackluster Live auction down \$9K from 2019 and the payment for a portion of two auction items.

Other Income — The Foundation receives a small amount of income from interest on bank accounts.

Types of Expenses

Program Disbursements

- Administered Awards
- Administered Award disbursements are for clubs and individuals who request The Foundation to manage their Donations. The Foundation holds the donation as part of its Temporarily Restricted Funds until the disbursements are made over the period requested. The Foundation does not currently charge a fee for this service.
- Awards and Grants
- \$83,500 was disbursed in 2019 with all of the Awards and Grants offered being disbursed. Of this amount \$38K was funded by donors and \$45K was funded by The Foundation's use of Unrestricted Funds.
- Target Program
- \$40K was disbursed to close out the Target Project: Collateral Repair Project/Hope Beyond Displacement in 2019.
- Foundation Donations

In 2019, The Foundation made a donation to the FAWCO Conference's Host Club Charities as is customary in Biennial Conference years. In addition, to supplement a Target matching program set up by a sponsor, The Foundation donated \$4300 to the Target Project.

Fundraising Expenses — Fundraising expenses are mainly for Foundation Night and the FAWCO Target Project (through the Backing Women Campaign) as well as other fundraising initiatives such as charm sales. The expenses in 2019 were greater than 2018 mainly due to The Foundation providing \$3K to FAWCO for the Target Program in recognition of the successful joint effort with our sister organization. The net fundraising funds are used to supplement the Awards and Grants programs, some of which are either partially or fully funded by The Foundation, as well as support The Foundation's administration expenses.

Administration Expenses — These expenses totaled \$29K in 2019 compared to \$19K in 2018. Expenses were more in 2019 for several reasons: 1) Two years of professional review and tax return fees were paid in 2019 and nothing in 2018. 2) Board expenses were up due to the higher costs to attend the biennial conference vs the interim conference. And in 2018, two board members did not travel to attend the board meeting in Europe, reducing those costs significantly. There are two face-to-face board meetings each year. One coincides with the FAWCO Conference and the second takes place during the summer. 3) The Foundation underwent a major website redesign with the bulk of the cost in 2019.

On the following pages are the Balance Sheets and Summaries of Income and Expense for 2019 and 2018.

There are also 2 pie charts:

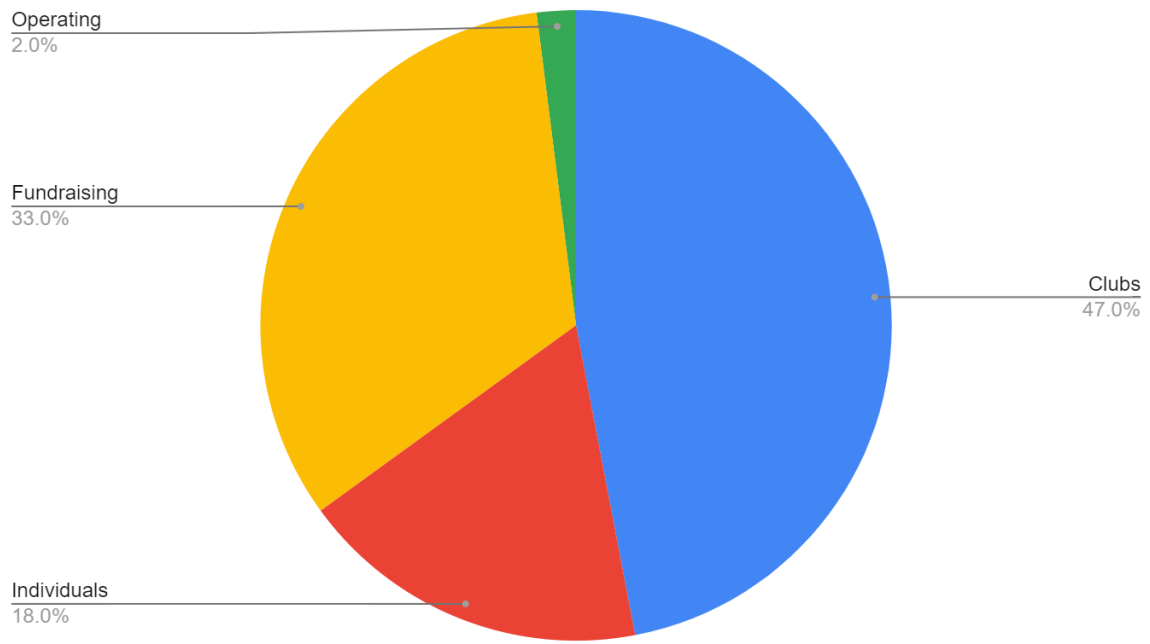
- Sources of Income shows source of support: from individuals, Member Clubs and Foundation fundraising efforts.
- Disbursements and Expenses show spending for Programs, Fundraising and Administration.

Respectfully submitted,
Kathy DeBest (FAUSA)
Treasurer

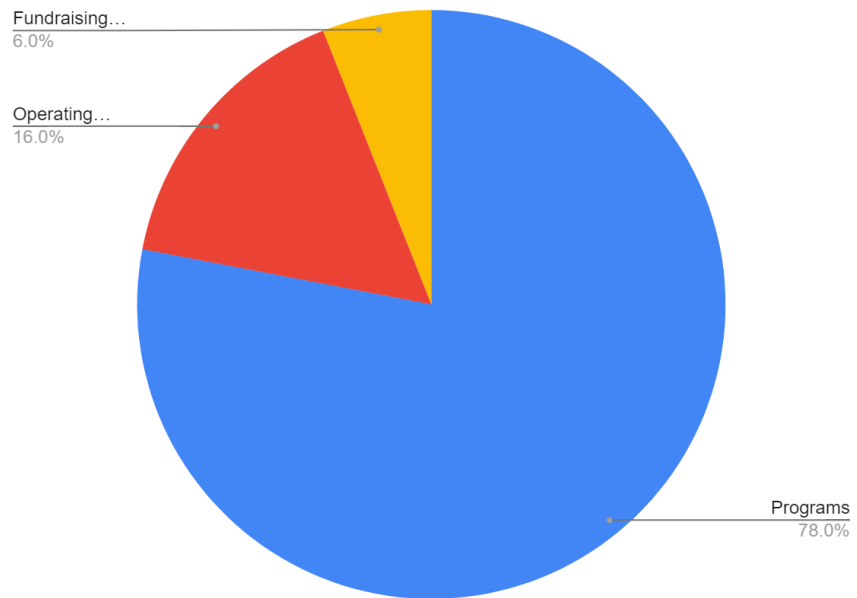
The FAWCO Foundation		
Balance Sheets		
As of December 31		
	2019	2018
	Unreviewed	Reviewed
	USD	USD
ASSETS		
Current Assets		
Cash Accounts	232,632	295,214
Certificates of Deposit	129,820	129,072
Total Current Assets	<u>362,452</u>	<u>424,286</u>
TOTAL ASSETS	<u>362,452</u>	<u>424,286</u>
LIABILITIES & EQUITY		
Total Liabilities	<u>-</u>	<u>110</u>
Equity		
Unrestricted Funds	128,785	165,877
Board Designated Reserve Funds	123,500	123,500
Total Unrestricted	252,285	289,377
Temporarily Restricted Funds	100,376	125,008
Restricted - Endowment Funds	9,791	9,791
Total Restricted	<u>110,167</u>	<u>134,799</u>
Total Equity	<u>362,452</u>	<u>424,176</u>
TOTAL LIABILITIES & EQUITY	<u>362,452</u>	<u>424,286</u>

The FAWCO Foundation		
Income and Expense Statements		
For the 12 months ended December 31		
	2019	2018
	Unreviewed	Reviewed
	USD	USD
Income		
Foundation Donations		
Education Awards	8,164	17,000
Development Grants	12,086	16,346
Target Program	44,344	94,205
In-Kind Donations	990	33
General Donations	10,401	8,509
Total Donations	75,985	136,093
Fundraising Income	38,042	48,723
Other Income	1,060	2,033
Total Income	115,087	186,849
Expense		
Foundation Disbursements		
Administered Awards	7,000	7,000
Education Awards	45,000	32,000
Development Grants	38,500	36,000
Target Program	40,002	120,200
Foundation Donations	6,417	0
Total Program Disbursements	136,919	195,200
Fundraising Expenses	10,847	8,556
Operating Expenses	29,044	18,540
Total Expense	176,810	222,296
Net Surplus (Deficit)	(61,723)	(35,447)

Income By Source 2019



Disbursements and Expenses 2019





Cheryl Rohlf & Associates, Ltd.

Certified Public Accountants

Independent Accountant's Review Report

November 25, 2019

To the Board of Directors
The FAWCO Foundation

We have reviewed the accompanying financial statements of The FAWCO Foundation (a Missouri nonprofit organization), which comprise the statements of assets, liabilities and net assets - cash basis as of December 31, 2018 and 2017, and the related statements of support, revenues, and expenses - cash basis and functional expenses - cash basis for the years then ended, and the related notes to the financial statements. A review includes primarily applying analytical procedures to management's financial data and making inquiries of management. A review is substantially less in scope than an audit, the objective of which is the expression of an opinion regarding the financial statements as a whole. Accordingly, we do not express such an opinion.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement whether due to fraud or error.

Accountant's Responsibility

Our responsibility is to conduct the review engagement in accordance with Statements on Standards for Accounting and Review Services promulgated by the Accounting and Review Services Committee of the AICPA. Those standards require us to perform procedures to obtain limited assurance as a basis for reporting whether we are aware of any material modifications that should be made to the financial statements for them to be in accordance with accounting principles generally accepted in the United States of America. We believe that the results of our procedures provide a reasonable basis for our conclusion.

Accountant's Conclusion

Based on our review, we are not aware of any material modifications that should be made to the accompanying financial statements in order for them to be in conformity with the cash basis of accounting, as described in Note 2.

401 Huehl Road, Suite 1E • Northbrook, IL 60062 • Phone: 847-753-9200 • Fax: 847-753-9212

Cheryl Rohlf & Associates, Ltd.
Certified Public Accountants

Basis of Accounting

We draw attention to Note 2 of the financial statements, which describes the basis of accounting. The financial statements are prepared on the cash basis of accounting, which is a basis of accounting other than accounting principles generally accepted in the United States of America. Our opinion is not modified with respect to this matter.

Cheryl Rohlf & Associates, Ltd.

CHERYL ROHLFS & ASSOCIATES, LTD.
Northbrook, Illinois

Conclusion

In conclusion, 2019 was a successful year for The FAWCO Foundation, both financially and for goal completion. Again, a heartfelt thank-you to all our volunteers, donors and supporters in whatever capacity your support manifested. The milestones that we have achieved are thanks to all of you for your support -- it wouldn't be possible without you. It is always remarkable what we can achieve when we all work together --- and that is why we are The FAWCO Foundation -- your passions, your projects!

Respectfully submitted,
Barbara Bühling (AIWC Düsseldorf)
President, The FAWCO Foundation

FAWCO Alumnae USA Report

FAUSA is the alumni arm of FAWCO, and is, at this writing, a not for profit 501(c)(4), incorporated in the state of Texas. The filing of FAUSA's application for 501(c)(3) status was a major accomplishment of 2017, and we are anticipating acceptance of the application in 2018.

The FAUSA Board of Directors

President: Rick Chizmadia
1st Vice President Communications: Liz Janson
2nd Vice President Membership: Yolanda Henry
Secretary: Aurora Silvestri
Treasurer: Peggy Dauser
Director of Philanthropy: Marilee Watts
FAWCO Liaison: Leslie Nelson
Parliamentarian: Jane Indreland (Presidential appointment)

FAUSA was informally established in the late 1970s to encourage repatriating FAWCO club members to keep in touch with one another and to assist these members by providing current information on various issues pertinent to adjusting to life back home. The organization eventually became a 501(c)(4) not-for-profit corporation in the state of Texas and celebrated its 15th anniversary as a corporation in 2015, becoming a 501(c)(3) not-for-profit in 2019. Like The FAWCO Foundation, FAUSA operates with its own bylaws, administrative guidelines, Board of Directors and financial responsibilities.

Despite the name, membership in FAUSA is not limited to previous or current members of a FAWCO club. Although most FAUSA members are alumnae of FAWCO clubs, FAUSA welcomes others who have lived abroad and have a global perspective and a passion to change the world for the better through keeping apprised of world events, contributing to educational and philanthropic endeavors and volunteering to work toward those aims. FAUSA's members share a global connection and the experience of personal change resulting from living outside of one's home country.

Two years ago, FAUSA initiated our FAWCO Liaison position, which endeavors to support FAWCO clubs and FAWCO reps in their efforts to encourage their repatriating members to join FAUSA and to share FAWCO news and opportunities with FAUSA members. The position is held by Leslie Nelson.

Regional Representatives, Metropolitan Coordinators and Committee Chairs

Our thanks go out to FAUSA's Regional Representatives and Metro Coordinators for 2020:

Regional Representatives

Dianne Lange (Capital Region)
Rick Chizmadia (Great Lakes Region)
Leslie Nelson (Great Plains Region)

Tessa Wheeler (Mountain West Region)
 Charlotte DeWitt (New England Region)
 Michele Hendrikse DuBois (Pacific Northwest Region)
 Beth Arena (Southeast Region)
 Janet Darrow (Western Pacific Region),
 Yolanda Henry (Canada)

Metro Coordinators

Carol Boren (Colorado Springs)
 Liz Janson (Boulder/Broomfield/Longmont)
 Jane Indreland (Beartooth)
 Priscilla Dysart (Livingston/Bozeman)
 Charlotte DeWitt (Boston)
 Michele Hendrikse DuBois (Seattle)
 Sue Ripps (Atlanta)
 Dena De Clute-Melancon (Houston)
 Elisabeth Sotoroff (Austin)
 Jo Brandt (Phoenix)

Committee Chairs

Newsletter – Brenda Brinkley
 FAUSA Travel – Louise Greeley Copley
 Website Coding – Debbie Hastings
 Social Media – Karen O'Shaughnessy
 FAUSA in Motion – Michele Hendrikse Dubois
 Virtual Wine Tasting Classes – Amy Patrick
 Virtual Craft Group – Liz Janson

While writing this annual report I realize of the once in a lifetime conversion that the Getaway I was the Getaway chair, outgoing 1st VP of Communications and Incoming President and I have to report as all three of them. Our annual Meeting and Getaway was held in Detroit, Michigan. I had the honor to co-chair the event along with Leslie Nelson. The Getaway had 39 attendees and showed the best of Detroit. Members were treated to an opening cocktail reception and then a dinner cruise on the scenic Detroit River. They also toured the city and saw the Diego Rivera frescos at the Detroit, Institute of Arts, toured the Motown Museum and Pewabic Pottery factory. The annual gala raised over \$11,600 in funds, thus making the Getaway highly successful fundraiser for our philanthropic projects.

Communication

As a virtual organization, communication is vital to FAUSA's mission.

We used our non profit status to obtain a Google for Non Profit account and have been using it for communications and document retention. We use Google Meet for board meetings, communication meetings between members, virtual wine tasting and craft meetings. Implementation of the new Google services is in its infancy and has many possibilities as explore all that it has to offer. We are also in the process of totally revamping our website and setting our rules of GDPR compliance. The new website should launch in the 2nd quarter.

The FAUSA board meets monthly via Google Meet and in person at the Annual Meeting and Getaway. In alternating years, when a new board is elected, a joint board meeting is held with the incoming and outgoing boards prior to the Getaway. FAUSA publishes a monthly online newsletter and an annual printed magazine, Highlights, which is FAUSA Annual report and is distributed at the FAWCO IM and biannual conference. Because

FAUSA and The FAWCO Foundation and Philanthropy

FAUSA continues to support The FAWCO Foundation by funding both a Development Grant and an Education Award and contributing to the Target Project. FAUSA's philanthropic endeavors include:

1. Continued funding of the 'FAUSA Effecting Change for Women and Children at Risk' Development Grant under the category of Human Rights. This year the recipient, Veronica's Voice, was also nominated by FAUSA for a development Grant.
2. Continued funding of the FAUSA Skills Enhancement Award allowing a FAWCO or FAUSA member to acquire new skills or enhance already existing ones.
3. FAUSA encourages individual members and active groups to fundraise for and otherwise donate to the Target Project and to contribute to other philanthropic efforts. FAUSA as an organization donates to the Target Project.
4. FAUSA selects its own grant recipient as our Banner Project for the year. This years recipient is:
5. [Veronica's Voice](http://www.veronicasvoice.org), which was established in 2000 to empower women to exit from, prevent entry into, and end all demand for commercial sexual exploitation in the US through survivor leadership. Our recovery home, Magdalene KC, has been in place since 2016, funded primarily by private donations, foundations and local grants to provide women in recovery a sanctuary from abuse, violence, sex trafficking and addiction to focus on deep healing. Our program provides women exiting 'the life' up to two years of free transitional housing, food, and basic necessities in a supportive, non-judgmental environment. Importantly, Magdalene KC also provides participants specialized services consisting of: a) comprehensive trauma, addiction recovery, and other mental and physical health services and b) education, life skills and job training. \$49.80 per day is the cost for this pathway to prosperity and economic independence to be provided to a woman in recovery. The return on investment is most greatly felt as each woman develops a healthy safety net, achieves gainful employment, and gives back to her community. www.veronicasvoice.org
6. FAUSA has been a continuing Diamond Donor to the FAWCO Foundation since 2016.

Getaway and Annual Meeting

We are preparing for our annual Meeting and Getaway which will be held September 22 to September 25, 2020, on Cape Cod. Our conference will be held in conjunction with the 400th anniversary of the Mayflower landing at Plymouth. Our destination hotel, the Harbor Hotel and annual meeting will be held in Provincetown, the Gala and Silent Auction is being held further down the cape in Truro, and we will have a one day excursion to Plymouth to visit the Mayflower and eat lunch at Plymouth Plantation. Registration will open this spring. Hotel reservations however can and should be made asap because this is going to be a sold out event. The room rate is \$149 per night plus a \$20 destination fee. Hotel rooms can be reserved at harborhoteltown.com using the booking code: FAWCO2020. We are looking forward to having many of our FAWCO friends join us for this momentous event.

Respectfully submitted,
Rick Chizmadia
FAUSA President 2019–2021

The FAWCO Board



Emily van Eerten
FAWCO President

AWC The Hague
president@fawco.org



Ann Marie Morrow
FAWCO 1st Vice President
Communications

AWC Finland
vp-communications@fawco.org



Rozanne Van Rie
FAWCO 2nd Vice President
Member Clubs

AWC Antwerp
vp-memberclubs@fawco.org



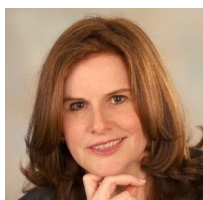
Mary Dobrian
FAWCO 3rd Vice President
Global Issues

AIWC Cologne
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Amanda Drollinger
FAWCO Secretary

AWC Central Scotland
secretary@fawco.org



Alisa Cook-Roehs
FAWCO Treasurer

AIWC Düsseldorf
treasurer@fawco.org



Tricia R. Saur
FAWCO Parliamentarian

AIWC Cologne
parliamentarian@fawco.org

The FAWCO Foundation Board



Barbara Bühling
FAWCO Foundation President

AIWC Düsseldorf
president@fawcofoundation.org



Tracy Moede
FAWCO Foundation
Vice President Communications

AWC Hamburg
vpcommunications@fawcofoundation.org



Lauren Mescon
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Vice President Fundraising

AWC Amsterdam
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Angela Aebersold
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Vice President Programs

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Louise Greeley-Copley
FAWCO Foundation Secretary

FAUSA
secretary@fawcofoundation.org



Kathy DeBest
FAWCO Foundation Treasurer

FAUSA
treasurer@fawcofoundation.org



Janet Davis
FAWCO Foundation
Parliamentarian

AIWC Cologne
parliamentarian@fawcofoundation.org

FAUSA Board



Rick Chizmadia
FAUSA President

president@fausa.org



Liz Janson
FAUSA 1st Vice President
Communications/PR

1stvp@fausa.org



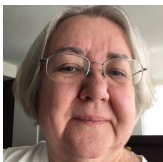
Yolanda Henry
FAUSA 2nd Vice President
Membership

2ndvp@fausa.org



Aurora Silvestri
FAUSA Secretary

secretary@fausa.org



Peggy Dauser
Treasurer

treasurer@fausa.org



Marilee Watts
Director of Philanthropy

philanthropy@fausa.org



Leslie Nelson
FAWCO Liaison

fawcoliaison@fausa.org



Jane Indreland
Parliamentarian

parliamentarian@fausa.org

FAWCO Volunteers



Mary Adams
AWC The Hague
Education Team



Angela Aebersold
AWC Bern / FAUSA
Events and Interim Conference
Planning Co-Chair
Target Selection



Patricia Aeby
AWC Bern
Events and Interim Conference
Planning Co-Chair
Assistant Treasurer



Susan Alexander
AWC Bern
Human Rights Team



Tosin Arowojolu
Individual Member
Human Rights Team



Ellie Badanes
AW Surrey / FAUSA
Twitter Manager
PR & Media Team



Melanie Baur
AWC Berlin
Brand Strategy Task
Force Chair
U40 Task Force



June Bechara
AWC Lebanon
RC Region 9
Health Team



Sylvia Behrman
AILO Florence
RC Region 8



Stephanie Biery
AWC Berlin
Health Team



Ann Birot-Salsbury
AAWE Paris
FAWCO Refugee Network



Karen Boeker
AWC Denmark
PR & Media Team
IW Distributor/Proofing
Team
Education Team



Elsie Bose
AWG Paris / FAUSA
Advertising and
Sponsorship
IW Advertising Manager



Meg Brew
AWC Amsterdam
FAWCO Youth Co-Chair



Brenda Brinkley
FAUSA
FAUSA Newsletter Editor



Laurie Brooks
AWC Amsterdam/The Hague
Finance Chair
G Suite Administrator
IW Proofing Team



Mary Stewart Burgher
AWC Denmark
Voting Chair
Health Team
IW Proofing Team



Martha Canning
AWC Amsterdam
Target Health Education
Target Selection



Karen Castellon
AWC Berlin
UN Rep — At-Large
Human Rights Chair



Sallie Chaballier
AAWE Paris
Website Content Manager
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Web Hosting Coordinator



Catherine Conner
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Website Manager



Arline Burns Coward
Barcelona Women's Network
Membership Co-Chair



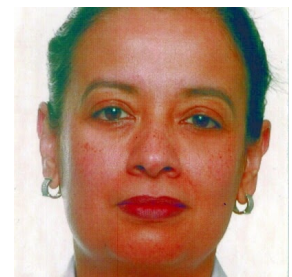
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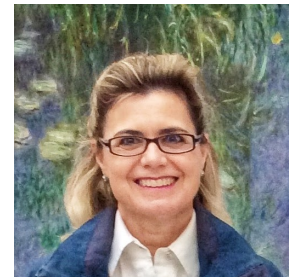


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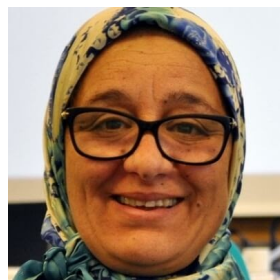
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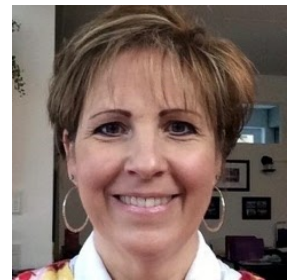
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Environment Co-Chair



Tammy Mayer
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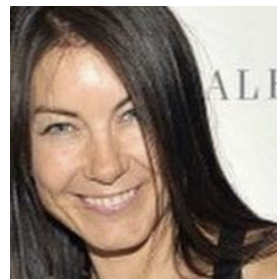
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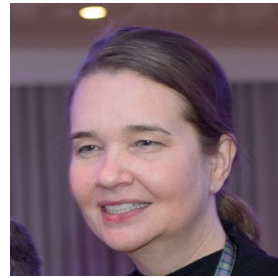
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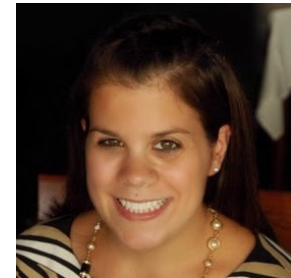
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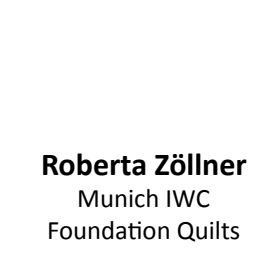
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