



ZIWC 55th Annual General Meeting

9 May 2023, 18h00, Parkhotel, Zug

Minutes of Meeting and detailed AGM voting results

Present: 2023 -> 2024 Board Members voting (13 Votes)

Cristina Rocco, Émely Steegstra-Hendrix, Giuliana Hug, Lucy Harrison, Veerle Vandionant, Susan Laudenbacher, Suzy Andricopoulos, Tania Mobayed, Alicia Toledo, Chelle Pawlowski, Betsy Ballew, Bettina Bjerregaard, Tarryn Richardson

Proxies held by Board/Members (1 Vote):

Ingela Stigemar (by Valerie Gitter)

Members (27 Votes)

Excused:

Andrea Wörrlein Ailbhe Fallon, Charis Theodorika, Lilia Pacua-Volejnicek, Ingela Stigemar, Lorella Benedetto

Registered but not present:

Alexandra Seclaman, Carla Kapikian, Elisabeth Johans, Fanny van Dyck, Gabriele Brandl, Hafizoglu, Katalin Juhasz, Ronell Schwalb

Total Votes at AGM: 41 Votes (including 1 proxy)

The meeting started at 18h40 after everybody had enjoyed welcome drinks accompanied by platters of finger food. The Apéro also afforded a great opportunity to mingle and chat to fellow members.

Catherine Schöpfer and Karin Resch volunteered as vote counters.

Business of the outgoing Board 2022-23

1. Approval of the Minutes of the 54th AGM 2022

Vote 1: Proposer Helena Lustenberger, Seconder Catherine Schöpfer

2. Report from President:

2.1. Vision: All vision points for the year were achieved.

2.2. Focus Areas:

- Any feedback received by a board member was evaluated in the board meetings.
- Our **Hospitality Chair** (Veerle Vandionnant) got 97% of potential members who came to "have a look at the Club" to enrol. Congrats on that amazing result.
- We have recruited 96 new members!



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Business of the outgoing Board continued.

- We now have a tablet and sum up, so we can sign up new members on the spot (thank you to our Vice President for organizing)
- The 'Share' Section on the website still needs more support. All members to freely post matters of general interest, use as classifieds, etc.
- We interacted with other (international) ladies' clubs. We also spoke to multinational companies to reach their employees.
- Our co-operation with the IMCZ increased with shared events.
- More events for working members have been added.
- We had several successful parties, while keeping the tradition of well-loved functions such as the Seasonal Evening and the Samichlaus Breakfast (even with Samichlaus himself accompanied by Schmutzli)
- Further, the club members escaped 5 times (organised by Alicia Toledo), lunched 12 times (thank you, Ailbhe Fallon), dined 10 times (thanks to Valerie Gitter), regularly met at Stammtisches and contact coffees (hospitality by Veerle Vandionnant and Karin Resch), etc.
- The **BNG** (Ailbhe Fallon) - now called Business Network to not imply that it is a closed group -, launched a monthly Apéro with working women, entrepreneurs, professionals and businesswomen. This is now meant to be the evening Stammtisch for working members and proved an excellent way for networking and exchanging of experiences among like-minded professional women.
- The **Art Group** (Sefika Balaban Brandenberger) is now a regular group of minimum 10 members, being guided to most interesting exhibits in Zürich, Lucerne, Basel (even with an additional tour of the town), Bern etc.
- The **GirlsAboutTown** WhatsApp (Helena Lustenberger) has grown to 67 contacts strong, giving interesting suggestions of spontaneous outings. Anybody wanting to join, just send a WhatsApp to Helena on 079 243 64 39.

2.3. 55th Anniversary (Saakje with the help of Émely Steegstra-Hendrix):

70 ladies including 14 Club Presidents gathered at the Zug Rathaus for an Apéro and thereafter for lunch at the beautifully decorated Aklin. As special guests we welcomed ladies from our Sister clubs from Zürich, Luzern and as far as Leipzig and The Hague. As tradition requires, a raffle for a good cause rounded off the event.

2.4. Membership (chaired by Susan Lauderbacher):

- We have an amazing 325 members, of which 75 of are Swiss or hold dual citizenship. The second biggest nationality is the UK with 53 members, followed by 25 from the US. From Argentina once around the globe to Venezuela, we count 51 (up from last year 44) nationalities in our truly international and multicultural Club!



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Business of the outgoing Board continued.

- Unfortunately, not all members indicate their age. Nonetheless, we can tell, that the Club is getting younger. We will introduce an age indication by decade, which will hopefully get more members to declare their age.
- As a consequence of the expensive and scarce housing in Zug, more and more members come from other municipalities or even from outside the canton.

2.5. Annual Events (Tania Mobayed)

- Four parties totalling 240 enthusiastic attendees, hosted at a variety of venues between Zugerberg and Zug lakeside with exclusive sunsets and lake views speak for themselves.
- One of Tania's goals is to offer international, new and young entertainers a chance to perform at her events.
- Helpers are always welcome, be it just for a single party or as regular member of her creative and enthusiastic support team.

2.6. Escapes (Alicia Toledo)

- From Hürlimannsbad Spa Days to Canyoning in Ticino or even a trip to Munich's Oktoberfest, the palette of our escapes is very varied.
- Members should please bear in mind that especially further away escapes need careful planning long ahead of the actual trip. Therefore, it is crucial to know well in advance if you are interested in attending so the organiser can evaluate if she should e.g., hire a coach or plan to go by train.
- Because the Magazine content needs to be finalized 1 month prior to publishing some pop-up events are not advertised in there. It is hence important to regularly peruse the bi-weekly Newsletter and Website.
- Escapes runs waiting lists. Hence even if an escape is fully booked, you often have a good chance to still get a space. Nonetheless, any registration is binding and the related payment due if a cancellation is made after registration deadline.

2.7. Web Editor (Lucy Harrison)

- During the last year, the main visible change was the renaming of "Happening Now" to "Share!". Designed to encourage members to post upcoming events/happenings that they believe will be useful, fun, practical etc. to others.
- During the coming months, a strong focus will be on improving the user experience of our website.

2.8. Charity (Saakje with Émely Steegstra-Hendrix)

- 16 year and counting. This is for how long Saakje has already overseen charity and collecting countless amazing raffle prizes. FRW Interkultureller Dialog, the Swiss Red Cross as well as Hof Rickenbach (a place for persons with dementia) have received generous donations.

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- Make note of the charity day happening on 4 June at Siehbach Saal.

2.9. Interest Groups (Charis Theodorika)

- We currently have 24 active groups and always look forward to welcoming new IGs.
- Many sincere thanks to all our Interest Group Leaders, Spotlight Event organisers, workshop leaders, guest speakers and valuable helpers!

2.10. Marketing (Andrea Wörrlein)

- With tremendous help from Elina Vigand, Andrea established and professionalized our Social Media Initiative on Facebook (Page and Group), Instagram and LinkedIn.
- Continuous contact with local journalists brought the publication of several articles about ZIWC in local News Papers (e.g., Zuger Woche, Luzerner Zeitung).
- We were present at the traditional Zuzügeranlass for new inhabitants in various municipalities.
- We created new promotional material: 6 new roll-up banners, new pens and new ZIWC polo shirts (you want to order one of your own? – let us know!).

3. Report from the Treasurer (Lilia Pascua- Volejnicek)

Vote 2 - Approval of the 2022-2023 Treasurer's Report

Vote to be postponed due to discrepancies because of lack of written auditor's report. It seems that the loss is CHF 500 as opposed to CHF 7'900 declared. This could be due to a timing issue of a booking by the treasurer. To be clarified and put up for digital vote.

- Some payments for advertising are still outstanding and are being followed up.
- Thanks to increasing membership numbers, the clubs' income has increased.

3.1. Auditors Report (Silvia Meuer and Katalin Jaszberenyi-Szabo)

Report was read out by the auditors during the AGM.

- The books have been accurately and transparently executed.
- The deficit should be less than shown in AGM deck. It seems a booking for CHF 7'400 has not yet been entered.
- Recommendation 1) to evaluate allocation of funds among Interest Groups, so that they are evenly spread. Suggest that the board evaluate a rule as to how much each interest group should be allocated. Art & Culture had no spending money. Valerie added that all IG leaders would like to offer their regular attendees a free coffee at least once a year.
- Recommendation 2) Fair allocation of subsidies among different events. Board explained the allocation method and background. Considering that we are a non-profit Club, we allocated more cost to Escapes. Silvia Meuer countered that the tax office looks at a rolling 10 years for tax purposes. Hence one year with profit does not necessarily mean that we are liable to pay taxes.



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- Recommendation 3) be more disciplined in approval of expenses.
- Recommendation 4) Roll out a policy to avoid conflict of interest. It was argued that in the planning of the Piedmont Trip, albeit not affecting the Club's finances, constituted a clash of interest since the organisers were members themselves. The Board already clarified this point and pricing of the trip clearly stated the organizational fees (CHF 70 p.p.). Because of the way it was communicated from auditors, some of the participants now feel that they indirectly paid for the organisers' own travel costs. This despite the discounts that were negotiated thanks to the organisers' connections.

Helena Lustenberger asked the assembly, if the recommendations were actually part of the auditors' role, or if the comments made should not have been sent to the board prior to the AGM for entry into the Agenda making them points to vote upon.

Exceptional Vote – Approval of the 2022/23 Treasurer's report. The Members accept that the club finances have been correctly reported and audited. Postponed to electronic vote.

4. Any other Business of the outgoing board

- The Board can grant **Honorary Membership** to long-time members who have constantly worked for the club helping it grow and become successful through the years.

The Board is happy to grant honorary membership to [Karin Resch](#):

A Member since 1997 Karin has always supported the club being active within hospitality, annual events and many other committees including the Cham Coffee coordination.

Besides her active help, it's a pleasure to have such a kind and supportive member, in our Club always smiling and with a positive attitude.

Karin is probably the most enthusiastically participating member, if she's in town, we can always count on her presence.

She really walks the talk of our Club with a welcoming and supporting diversity - the perfect Ambassador!

- **Non-Shows:** Members registering for events or other organised activities and not showing up, is frustrating and disrespectful toward events' organisers and other Members. It is not acceptable to (repeatedly) register for events and not attend. Thereby one is letting the organiser down, possibly blocking a space for someone who would still like to attend, and it certainly is not the kind of consideration for each other we would expect from our Members.
- All Board members as well as IG leaders **telephone numbers** are in the members' directory. We all have voicemails. Please leave a message with any concern and we shall revert.



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Business of the Incoming Board 2023-24

5. New Board Members

Approved prior to AGM with 99.99% yes and 0.01% abstain.

President	Cristina	Rocco
Vice President	Émely	Steegstra-Hendrix
Secretary	Giuliana	Hug
Treasurer	Chelle	Pawlowski
Membership	Susan	Laudenbacher
Annual Events	Tania	Mobayed
Escape	Alicia	Toledo
Hospitality	Veerle	Vandionant
Interest Groups	Tarryn	Richardson
Marketing	Melika	Yildirim
Advertising	Betsy	Ballew
Newsletter	Suzy	Andricopoulos
Website	Bettina	Bjerregaard

6. President's Welcome

Cristina, now in her fourth and hence final year as President, thanked the members for their continued trust and expressed how committed she was to again run the club during the coming Club year with its best interest at heart. She is looking forward to the input from the 5 new board members. It was great to have been able to fill all positions in time for the new year ahead.

Plans for the new Club year:

6..1 Vision

- Keep on improving the Club's popularity, become more inclusive and make it "the place to be" for women in Zug.
- Increasing the networking events for professional women.
- Promote networking and support by sharing of information among Members.
- We'll be happy to listen to all our Members; just write to president@ziwc.ch.



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Business of the incoming Board continued.

6.2. Focus Areas

- Recruitment of new members; diversity is a value in our Club!
- More live events, such as escapes, parties, cultural visits
- Increasing active participation of "silent members", by finding out why they are 'silent', what they would like to partake in. Would it make a difference if we helped by showing how to navigate the website, explained the registration process, etc.
- Additional events for our working Members and some special educational evenings for all Members.

7. 2023-2024 New Set-up

- **Organizational change Hospitality/IG Groups:** To optimise management of events, all 'social' F&B Interest groups such as Bar& Lounge (Ingela Stigemar), Lunch and Dinners (Valerie Gitter, Ailbhe Fallon respectively) and last-minute outings (Valerie Gitter) will be coordinated by Hospitality.

8. Some of our plans for 2023-24

- **Escapes** (Alicia Toledo) to Bellinzona, Milano, Paris, and IG Italian Wines Trips (Lorella Benedetto) to Puglia
- **Annual Events** (Tania Mobayed) party along with the Disco Night in May and Gala Ball in January besides Seasonal Evening, Samichlaus and possibly a surprise in September...
- **Genius Bar, Learning sessions for Canva, Finance for women...**
- **Your suggestions at the AGM** – Frauenzentrale presentation (put some more detailed info amount the FMZ in the Magazine (including CSS Medical Aid discount), FMZ workshops, etc. etc.
- Stay tuned, keep an eye on the calendar and look out for announcements in the bi-weekly newsletter for pop-up events...and submit your own ideas and suggestions!

9. Proposed Budget 2023-24

Vote 3 – Approval Proposed Budget

Votes: Yes 30, No 3, Abstained 3 -> Approved (5 members had left)

- Budget loss will be covered by savings done in previous years (including 55th anniversary) and is planned in order to grant more and diverse activities to members.
- The Board has voted to grant a special gift – subject to balance sheet availability – to all IG leaders and regular helpers. This is to encourage and thank the 40 members who grant time and work to the club and who may be unable to attend the Appreciation event.
- While last year we focused on Marketing, this year we are granting more budget to opportunities for social, business and educational events, as regularly requested by our members.
- Our Website will also be allocated higher funding than usual to improve its user friendliness.



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Any other business of the incoming Board

10. Election of Auditors 2023/24

Vote 4 – Election of Auditors: Constitution Article 8

A big thank you to Silvia Meuer and Katalin Jaszberenyi-Szabo for having been our auditors for two years in a row, which is the maximum term for an auditor according to the constitution. Angela de Hartog and Tracey Stansfield volunteered to take over the task.

Votes: Yes 34, No 0, Abstained 2 -> Approved

11. Annual Fee

Vote 5 – Keeping Annual Membership Fee at CHF 100:

Votes: Yes 36, No 0, Abstained 0 -> Approved

Expat Expo Raffle

Winner of the Expat Expo raffle is Ms Tünde Toth, who will receive on year free membership.

The President thanked the members for attending.

The meeting closed at 20h55

Your ZIWC President and the 2023/24 Board
Minutes taken by the secretary, Giuliana Hug
Zug, 10 May 2023