

CELEBRATING
20
years
OF BEING THE
VOICE
OF WOMEN



INTERNATIONAL WOMEN'S FORUM
South Africa

*The next generation,
lifting as you rise*

Integrated Report 2022



CELEBRATING
20
years
OF BEING THE
VOICE

INTER



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INTERNATIONAL WOMEN'S FORUM
South Africa



Contents

Section A

About Us	4 - 5
The IWFSA Board	6 - 7
Message from Our Patron	8 - 9
IWFSA Hall of Femme 2022 Honourees	10 - 14
Message from Our President	16 - 18
20th Anniversary Snapshot	19 - 22
Tribute to Dr Namane Magau	23

Section B

Board Of Directors	24 - 30
Member Affairs Committee	33 - 39
Advocacy and Voice Committee	40 - 41
Brand and Reputation Committee	42 - 43
Leadership Development Committee	44 - 46
The Young Leaders Connect	46 - 48
Strategic Alliances Committee	48 - 49
Funding and Sustainability Committee	50
Audit and Risk Committee	51 - 52
Board Attendance Register	53

Section C

Treasurer's Report	55
Extract from Audited Financial Statements	57 - 59

Section D

AGM Notice	62 - 64
Proxy Form	65 - 66



Section A



About us

The International Women’s Forum (IWF) is an invitation-only, global organisation of over 7,800 pre-eminent women leaders of significant and diverse achievements, from 33 countries and 73 local Forums, across six continents. It connects its global membership of remarkable women leaders, across national and international boundaries, to share knowledge and exchange ideas, to learn from and inspire each other, and to advance women’s leadership and championing equality worldwide. IWF is the only organisation of this scale that builds significant relationships between C - Suite women across countries and careers.

The International Women’s Forum of South Africa (IWFSa) was established 21 years ago in January 2001, when our patron, Mrs Zanele Mbeki, together with a group of women leaders – set up a South African chapter of the IWF. IWFSa current membership consists of more than 100 women leaders drawn from government, business, the sciences, the arts, and numerous other areas.

Our members, who are experts in their respective field, have identifiable track records of measurable results and are nationally and internationally acclaimed for their achievements.

IWFSa key value proposition:



NETWORKING:

Providing access to a network of local and global influential, high performing, like minded and accomplished women. Global access is through the IWF global membership directory where all members must need a call from another member. Members are also able to access IWF Global International Leadership conferences, workshops, meetings, and local forum events where knowledge and invaluable experiences are shared.



DINE AROUND:

Members have the opportunity to foster meaningful engagements with the regular Dine-arounds that support the connection of members who, through these Sisterhood Connect events, can engage and form networks with like-minded women leaders under Chatham House Rules.



LEADERSHIP DEVELOPMENT:

This is an opportunity for members to play a key role in the development of the next generation of women leaders, through mentorship programs. Young women leaders are empowered through structured leadership development programs. IWFSa members also have access to IWF Global Fellows Program aimed at developing leadership and strategic management capabilities, delivered in partnership with Harvard Business School and INSEAD.



PLATFORM FOR IMPACT:

A Platform provided to work on impact projects and to be the voice on key topics affecting women leaders within South Africa.



Mission

IWFSA is committed to developing and building a pipeline of the next generation of women leaders by providing world-class Leadership Development Programmes and hands-on mentoring and coaching assistance.



Vision

IWFSA seeks to inspire and be the voice of women leaders who bring change and be the catalyst that inspires ethical leadership and positive impact.



The IWFSA Board

Representing the highest standards of
ethical leadership



Irene Charnley
President



Nolitha Fakude
Vice President



Mamokete Ramathe
Treasurer



Eileen Wilton
Secretary



Futhi Mtoba



Charmaine Houvet



Tryphosa Ramano



Sharmila Chetty



Basetsana Khumalo



Audrey Mothupi



Adv. Thandi Orleyn



Lillian Karuri-Magero

The IWFSA Board is responsible for safeguarding the forum's integrity, implementing accountability mechanisms, setting up decision-making structures and processes and, most importantly, driving positive change.

The IWFSA Board boasts a distinguished group of leading South African businesswomen who are all committed to championing women's leadership and equality both within South Africa and globally.

The current Board of directors were confirmed and elected at the AGM held in October 2021, when it resolved to increase the number of Board members from nine to twelve to ensure intergenerational representation of IWFSA.

The IWFSA Board provides overall leadership and strategic direction and continues to be guided by its strategic priorities which is governed for implementation by Board subcommittees that are each lead and chaired by one of our capable and experienced Board members. Any of our esteemed members are free to join any of these committees, namely Member Affairs, Funding and Sustainability, Brand and Reputation, Strategic Alliances, Advocacy and Voice, Leadership Development and Young Leaders Connect (YLC). In addition to the seven sub-committees, the Board and AGM resolved to establish an Audit and Risk committee, to ensure transparent and ethical governance of IWFSA. The members of this committee are elected at AGM.

Message from Our Patron



It was my privilege to facilitate the bringing of the International Women's Forum through IWF Hong Kong forum into South Africa twenty-one years ago. By connecting the world's pre-eminent women through its international membership, it promotes women's leadership to advance careers, cultures, and across continents, enabling them to exchange ideas, to learn, to inspire, and to invigorate one another in order to promote better leadership for a changing world. Furthermore, through its Leadership Foundation, the IWF helps to prepare the next generation of women leaders.

The International Women's Forum South Africa, provides a platform for women leaders to inspire each other and provide insights into key issues impacting the world today. This is achieved by delivering specific programmes aimed at educating, empowering, and mentoring the next generation of women leaders in South Africa through collaborative initiatives locally and globally.

In March of this year, I had the honour and privilege of attending the 20th-Anniversary celebration of the IWF South African chapter. It was an outstanding and auspicious occasion where a diverse group of women leaders came together following two years of COVID-19 regulations.

With the honour of being the Patron of the IWFSA, I am thrilled and honoured to have received the inaugural Hall of Femme Award alongside esteemed women leaders, Dr Frene Noshir Ginwala and Dr Ngozi Okonjo-Iweala.

I would like to express my sincere gratitude to the IWFSA Board of Directors and other preeminent members for the work they are doing and for guiding the transformation of the African continent into one in which women are included and actively participate in economic and political decision-making.

My congratulations go to the current Board of Directors on another very successful year. I wish all pre-eminent members of the IWFSA continued success.

Best Regards,



Patron of IWFSA





*IWFSA Hall Of
Femme 2022
Honourees*



IWFSA Board launched its inaugural HALL OF FEMME Honouree Awards in March 2022. It believes shining a light on accomplished women leaders in South Africa and in the Rest of Africa, opens every women's idea of what is possible.

IWFSA HALL OF FEMME, Honours and Celebrates Women of Stature and Role Models, who have devoted their lives and their careers to uplift and empower others, and who, in so doing have had a positive and meaningful impact to the lives of many, both nationally and internationally.

IWFSA honoured its first three HALL OF FEMME Honourees at its 20th anniversary celebration in March 2022, a post year end award ceremony. The Women of Substance and Role Models were honoured for lifting as they rise, and for inspiring us all through the work they have done and continue to do.



Mrs Zanele Mbeki

Mrs Zanele Mbeki is the former First Lady of the Republic of South Africa and the Founder and Patron of the IWFSA. Mrs Mbeki is the Chairman of the Trust Fund for SA Women's Economic Empowerment and is a member of several national and international boards. She worked briefly for the United Nations (UN) high commissioner for refugees in the United States, which promotes social and economic development in poor areas. Mrs Mbeki established the Women's Development Bank, which promotes women business leaders and generates revenue so as to support the WDBTrust's programs. In addition to the WDB Group, Mrs Mbeki founded the Thabo Mbeki Institute for African Leadership, the Thabo Mbeki Foundation, and the Thabo Mbeki Presidential Library. She also initiated SA Women in Dialogue (SAWID), an independent public benefit trust dedicated to promoting advocacy, healing, and dialogue among South African women from all walks of life. Mrs Mbeki recently established the Zanele Mbeki

Development Trust (ZMDT), which aims to anchor and host annual dialogues of African women in South Africa. Furthermore, Mrs Mbeki facilitated the establishment of SAMAF (the South African Microfinance Apex Fund) by the Department of Trade and Industry.

Achievements

- Former trustee and patron of the Kagiso Trust and the WEF/Hilde and Klaus Schwab Board for Social Entrepreneurship
- Chancellor of CiDA City Campus (2006 to 2011)
- Recipient of the International Women's Forum (IWF) 'Women Who Make a Difference' Award
- Awarded the University of Johannesburg Ellen Khuzwayo Council Award in recognition of her contributions to the social upliftment and development of the poor and marginalised, particularly women.
- Awarded the Kagiso Trust Lifetime Achievement Award as well as the WDB Investment Holdings Lifetime Achievement Award.
- Awarded the World Economic Forum (WEF) Crystal Award for Social Entrepreneurship
- The awardee of the Standard Bank Top Woman Lifetime Achiever Award
- Honouree of the HSRC's Women's Empowerment and Women's Peace and Security Awards shared with (the late) Mrs Albertina Sisulu and the late Honourable Emma Rene (Rhodes) Gresham.



Mrs Zanele Mbeki on stage with Ms Helen Rule (IWF President) and Ms Irene Charnley (IWFSA President).



Dr Frene Noshir Ginwala

Dr Frene Noshir Ginwala was an anti-apartheid campaigner who served as the Speaker of the National Assembly from 1994 to 2002, appointed by President Nelson Mandela. She has served within the African National Congress for example being a member of the National Working Committee.

Achievements

- The Global Awards for Outstanding Contribution for the Promotion of Human Rights and Democracy from the Priyadarshni Academy, India
- The Presidential Award from the Black Management Forum
- The Women of the Year 2000 from the Law faculty at the University of Pretoria
- Honorary Fellow from Linacre College at Oxford University.



Honourable Minister Dr Naledi Pandor, Minister of International Relations and Cooperation of The Republic of South Africa accepted the award, on behalf of Dr Frene Noshir Ginwala, both as a friend and in recognition of her service.



Dr Ngozi Okonjo-Iweala

Nigeria-American economist and international development expert, Dr Ngozi Okonjo-Iweala is currently the Director General of the World Trade Organisation and has a stellar history at the World Bank. Previously, Dr Okonjo-Iweala served as Senior Advisor at Lazard and sat on the Boards of Standard Chartered PLC and Twitter Inc.

Dr Okonjo-Iweala held leadership and advisory positions in scores of international, non-governmental and charitable organisations, including the Global Alliance for Vaccines and Immunisation (GAVI).

Achievements

The first woman to serve two terms as Finance Minister in Nigeria (2003-2006, 2011-2015) Chairman of African Risk Capacity in the African Union an agency established to help African countries prepare for and respond to extreme weather events and other natural disasters.



Honourable Minister Dr Nkosazana Clarice Dlamini-Zuma, Minister of Cooperative Governance and Traditional Affairs of The Republic of South Africa accepted the award on stage, on behalf of Dr Okonjo-Iweala.

IWF Global Guest Events



IWFSA Welcome Cocktail Event - 23 March 2022
Hosted by Dr Anna Mokgokong (IWFSA Founder Member and Past President)



High Tea Reception - 23 March 2022
Hosted by Mrs Zanele Mbeki (Founder and Patron of IWFSA)



Visit to Mandela Sanctuary - 25th March 2022.
Hosted by Mrs Futhi Mtoba IWFSA Board Member and
Chair of the Leadership Development Committee



Message from Our President





On behalf of the Board of Directors, I am delighted to present you, our esteemed members, this integrated report for the financial year ending December 2021, and some of the highlights for the year 2022. The theme of this Report, “The Next Generation - Lifting As You Rise” reflects the direct action taken by our organisation to develop, build, and nurture the next generation of women leaders through mentoring, networking, and targeted leadership development programs.

Despite entering the reporting year with limited access to in person meetings as a result of the COVID-19-related restrictions, we continued with our work until we welcomed the adjusted alert level 1 during the latter part of the year and the lifting of all restrictions by the end of the first quarter of 2022.

During the reporting period, one of our key initiatives and one of which we are exceedingly proud of, was the establishment of the private sector Gender-Based Violence and Femicide (GBVF) Response fund1 (Fund). In partnership with the Presidency, government, business, and civil society the Fund was launched by His Excellency, President Ramaphosa in February 2021.

A staggering R162 million in funds (R125m cash (R108m received) and R37m indirect programme support) was pledged by corporates, multinationals, social development organisations and citizens alike. As of the end of 2021, the Fund Board approved 110 Community Based Organisations and intermediary organisations as grant partners. The Fund is a provisional mechanism to mobilise resources and programmes to address GBVF while the government’s national council on GBVF is fully established. The outpouring of support from all sectors was indeed humbling, and it drives an optimistic view for the future, as long as we continue to raise our voices against this GBVF epidemic.

I would like to express our Boundless appreciation to the five esteemed members of IWFSA, Dr Judy Dlamini as Chair, Wendy Lucas Bull as Deputy Chair, Faith Khanyile, Tryphosa Ramano and the late Dr Namane Magau, who made themselves available when nominated as founding members to serve on the Board.

Furthermore, on behalf of the IWFSA, I extend my deepest thanks and appreciation to all who have contributed to the success of the Fund, with special thanks to the fourteen member Board of Directors of the Fund and the organisations which have supported the initial set up and ongoing operations of the Fund with pro bono support. In particular, special mention must be made of ABSA, ENS Africa, PWC, Deloitte, Alexander Forbes, Media Writers Firm and the IWFSA members.

Integral to IWFSA mission is the development of the next generation of women leaders. Post year end, in the most significant and groundbreaking development, we witnessed the signing of the MOU, between IWFSA and FASSET, for FASSET to fund the development of a total of 1000 young women senior managers through the Women In Leadership Development programme over the next three years. This includes the current Cohort One and Two of 65 women senior managers who have participated in the Women In Leadership accredited program with DukeCE, part of Duke University, which includes the immersion program to Singapore. As part of this programme, esteemed members of IWFSA provide hands on mentoring and coaching to all participants. I would like to express our boundless gratitude to FASSET, headed up by women who are passionate about development and transformation of their sectors, in particular the FASSET Board of Directors and Ms Ayanda Mafuleka CEO of FASSET bears mentioning.

Annual Report 2021 and leading with purpose

The Board appointed a formal Audit and Risk (ARC) Committee comprising of four members, three non-executive directors and one co-opted member. During the period under review the ARC assisted the Board of Directors by performing an objective and independent review of the performance of the audit and risk functions. This was achieved through close cooperation and communication with the administrator and the external auditors, who have unrestricted access to the members and Chairman of the ARC. The Committee assures esteemed members that the financial position of the IWFSA is in good stead, and we remain grateful to every member for continuing to settle their membership fees on time.

The year under review saw the relaunch of our Young Leaders Connect (YLC) Mentorship programs in March 2021, and we have already witnessed approximately 100 mentees being mentored by IWFSAs members throughout Cohorts 1 and 2. Other YLC programs during the period included our custom designed board program and conversations, our formal entrepreneur program, our book club, and our monthly leadership and digital conversations on current issues.

The powerful partnership with the Financial and Accounting Services Sector Education and Training Authority (FASSET) resulted in the funding of 65 women in senior management positions. Also of noteworthy mention was the fireside chat that took place with the Reserve Bank Governor, and the Roundtable discussion which was held to unpack transformation of the financial services sector.

The IWFSAs will closely monitor progress towards ending the scourge of GBVF through the fund and plan to implement the catalytic strategy to ensure the adoption of gender-focused legislation, gender equality, and pay parity. We remain committed to being the voice of women leaders through thought leadership and directed efforts that seek to effect meaningful change.

Thank you to all our esteemed IWFSAs members who have raised their hands to serve on the IWFSAs Sub-committees of the Board. Your participation is vital to enable us to address your needs and requirements as an esteemed member. We want to ensure that you are represented in the areas where your voice is heard and assure you that your input matters to us greatly.

A key objective for us this year has been to collaborate better, remove duplication and fragmentation across the committees, and lead with the voice of women leaders that bring positive change.

We continue to move forward with conscious determination, with extraordinary celebrations, insightful conversations, and more inclusive collaborations and partnerships.

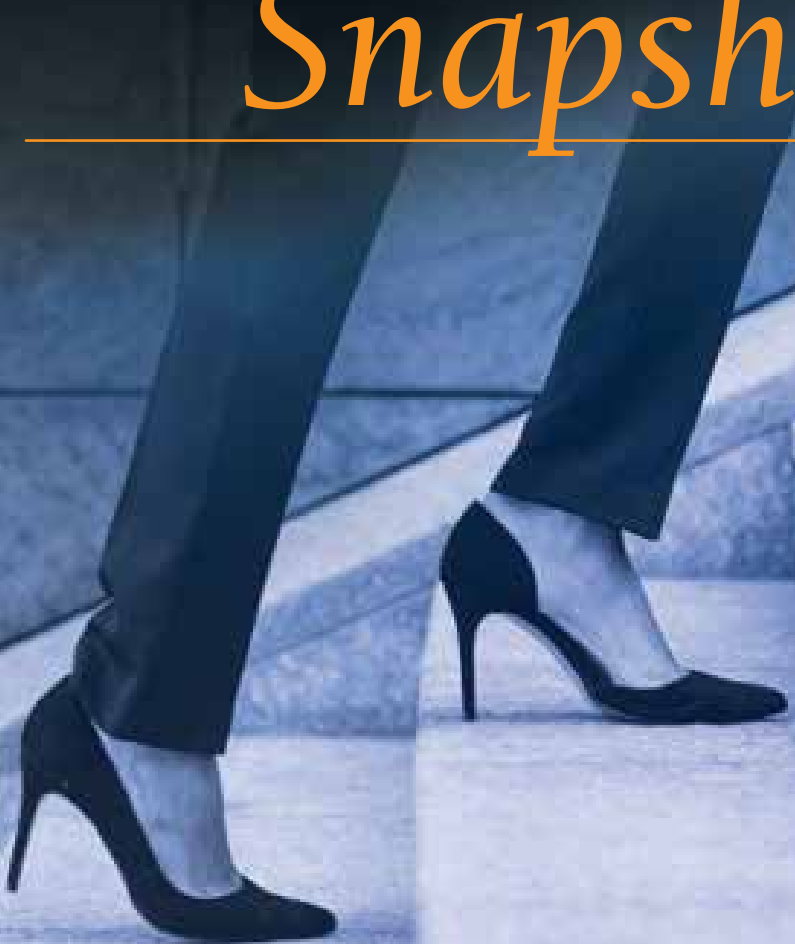
Warmest wishes and stay safe!



President of IWFSAs



20th Anniversary Snapshot









[Download the 20th Anniversary Official Photos Here](#)



*In Loving Memory of Dr Namane Magau,
former President of the IWFSA*



Dr Namane will be remembered for her commitment to the development of others and mentorship of young leaders. Until her sad passing, Dr Namane was active in several women's development programmes.

Dr Namane's spirit will forever live on in our hearts. Our comfort comes from the knowledge that Dr Namane ran a good race and has left a legacy that will carry on her fight not only for our society, but for the entire African continent.

Dedication to Dr Namane of the last stanza from Maya Angelou's poem,

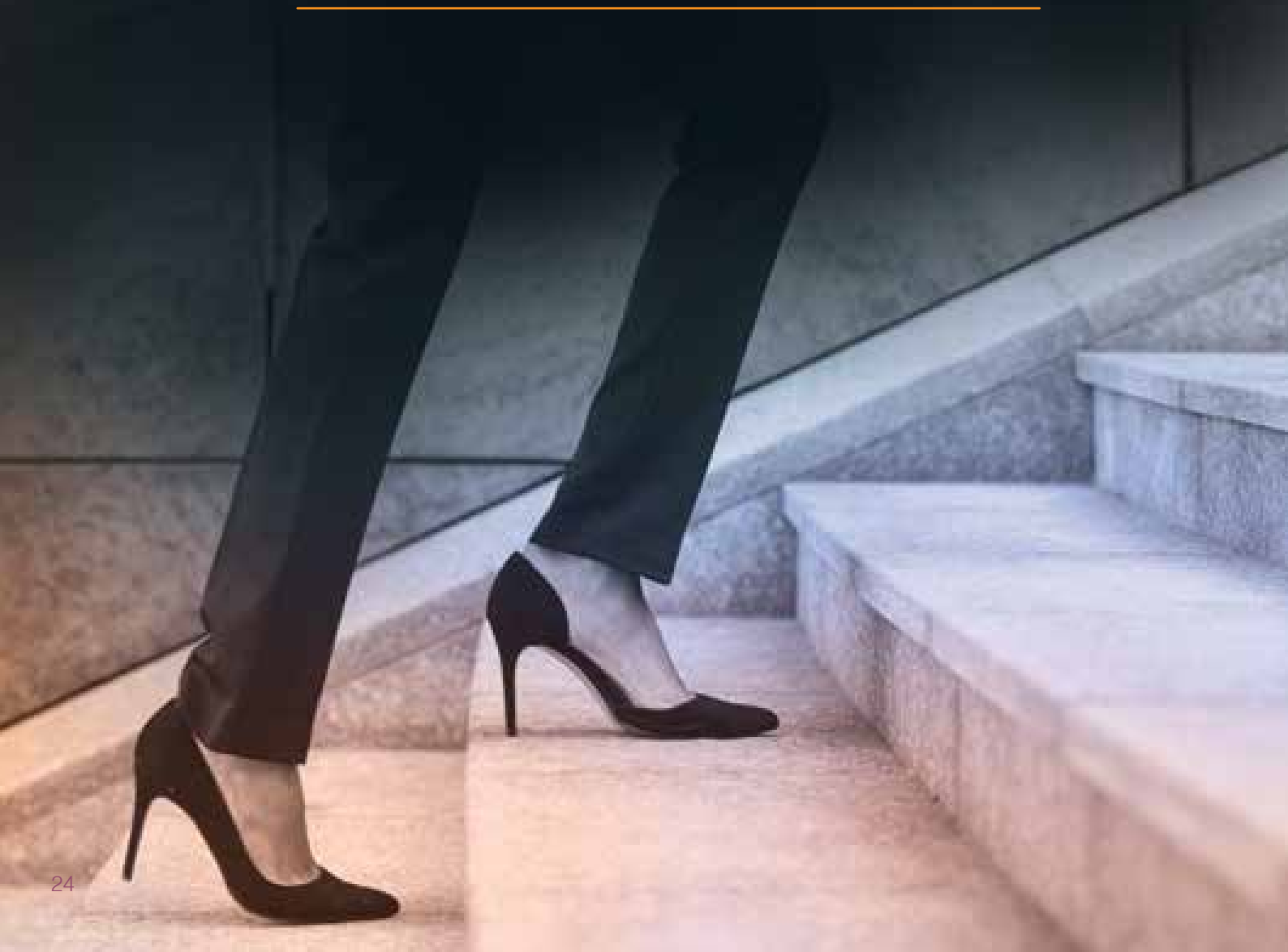
Phenomenal Woman:

*"Now you understand Just why my head's not bowed.
I don't shout or jump about Or have to talk real loud...
It's in the click of my heels, The bend of my hair,
The palm of my hand, The need for my care.
'Cause I'm a woman Phenomenally.
Phenomenal woman,
That's me."*

May Dr Namane's Gentle Soul Rest In Eternal Peace



Section B



Board of Directors



IRENE CHARNLEY
PRESIDENT OF IWFSa

Irene Charnley is a successful businesswoman and social entrepreneur and is currently the Independent Chairman of Gibela Rail Transport Consortium, the largest passenger train manufacturer on the African Continent.

Irene recently served on the Board of the Public Investment Corporation. Irene is the former founder, former CEO and former deputy Chairman of Smile Telecoms, a Pan-African Telecommunications Group established in 2007 with a presence in four African countries.

Prior to establishing Smile, Irene as Executive Director, was instrumental in transforming the MTN Group into one of the most pre-eminent Telecoms operators in the Middle East and African region, through a number of license and company acquisitions. She also led the management and staff buy-in of 18.7% in MTN, which was an entrepreneurial initiative independent of MTN and which saw thousands of MTN employees benefit from the structure at the time.

Prior to MTN, Irene was the Executive Director at Johnnic Industrial Corporation (initial shareholder of MTN Group) and the lead negotiator of several successful transactions. Irene led its transformation from an industrial conglomerate into a focused media and telecoms Group. She also spearheaded one of the early broad-based black empowerment schemes in SA, called the Ikageng Scheme, in which 32 000 ordinary South Africans participated and received a 400% return on their initial deposit.

Irene's successful business career was preceded as a trade unionist and key negotiator for the National Union of Mineworkers.



NOLITHA FAKUDE
VICE PRESIDENT OF IWFSa

Nolitha Victoria FakuDe is Chairman of Anglo American's Management Board: South Africa, as well as a Group Director of Anglo-American PLC. Nolitha brings to Anglo American significant management experience gained in various functional leadership roles across the oil and energy, chemicals, financial services and retail industries.

Until 2016, Nolitha served as an Executive Director at Sasol Limited and as Executive Vice President of strategy and sustainability, following an 11-year career with the company where she held executive roles including human resources and business transformation.

Prior to that, she held various Senior Management positions in corporate affairs, strategy and operations within the retail and financial services sectors.

Nolitha has previously served as Deputy Chairman of South African Airways, Deputy Chairman and Lead Independent Director of Datacentrix Holdings Limited, and as a Non- Executive Director of Harmony Gold and Woolworths Holding.

Currently, she is a Non-Executive Director of the JSE, and a Patron of Guild Cottage home for girls. Nolitha holds a Bachelor of Arts and an Honours Degree in Psychology from the University of Fort Hare, South Africa and attended the Senior Executive Programme at Harvard Business School.

Board of Directors



EILEEN WILTON
SECRETARY AND CHAIRMAN:
MEMBER AFFAIRS COMMITTEE

Eileen Wilton currently serves as an Independent Non-Executive Director on the Boards of:

- Sasfin Bank and Holdings (Pty) Ltd – where she Chairs the Information and Technology Committee (IT), HR and Remuneration Committee (Remco) and Social and Ethics Committees (SEC);
- Institute of Directors of South Africa (IoDSA) – where she Chairs the SEC;
- Growthpoint Properties Ltd – where she chairs the Remco;
- Shoprite Holdings Ltd – where she chairs the Remco;
- Chairman for an NPC, Edulution, which fosters mathematics and IT literacy for school children.

She has been CEO and Founder of Crayon Digital, providing Executive Coaching and Mentoring Services for senior and executive leaders; advisory services in strategy implementation and Digital strategies. She has lectured for Gibbs and Da Vinci Institute on topics of Leadership in the 4th Industrial Revolution and Innovation.

She has more than 20 years' experience across a range of industries – Financial Services, Mining and ICT. She has worked for significant corporates in South Africa, including some that have dual listings on the London Stock Exchange.

Eileen has also held various positions at executive level – from CIO, COO, CEO and as Executive Director. She has experienced first-hand the need for, and travails of, leading a turnaround in recent times, and has extensive ICT and Digital expertise.

She was awarded the MTN Sponsors Award for Leadership in ICT at its inaugural function in 2016. She is passionate about developing women in leadership.

She holds a HDE (distinctions in Mathematics and Art); a BCom Degree (Economics and Industrial Psychology); and a Post-Graduate Diploma in Digital Studies, with distinction, from the Emeritus Institute of Management. (Emeritus Institute is a Business School in collaboration with MIT and University of Columbia Business School) and is a Chartered Director (CD-SA).



MAMOKETE RAMATHE
TREASURER AND CHAIRMAN: FUNDING
AND SUSTAINABILITY COMMITTEE

Mamokete is the Founder and CEO of Mamor Capital, an investment company with interests in the ICT sector. Her hands-on entrepreneurial experience includes co-founding a telecommunication infrastructure solutions business and successfully leading the execution of two acquisitions to drive the company's growth strategy. Prior to this role, she was the Executive Head of Mergers and Acquisitions at Vodacom Group responsible for executing mergers and acquisitions transactions in line with the Group's strategy.

Mamokete is a seasoned investment executive with more than 18 years' experience in financial services; spanning corporate finance advisory, private equity, mezzanine finance, infrastructure finance and mergers and acquisitions. She previously worked for Cazenove (SA), National Empowerment Fund, Vantage Capital, DBSA and Vodacom Group. Her board experience includes serving on listed and unlisted company boards with local and international operations.

Aside from serving as Chairman of the Social Ethics and Transformation Committee and member of the Audit Committee (JSE listed Bell Equipment Limited), she also serves on the Social Ethics and Sustainability Committee and the Audit Committee of Master Drilling Group Limited. Furthermore, Mamokete serves as a member of the Outsurance Holdings Board Investment Committee, the Social and Ethics Committee (Outsurance Holdings), and is a Non-Executive Director of Business Engage (NPO). She is also a member of the Investment Committee for Unlisted Alternative Investment Funds (Aluwani Capital Partners), which promotes the access to finance for small and medium-sized businesses.

Mamokete holds a Master of Arts in Leading Innovation and Change, York St John University (UK), Master's in Development Finance (University of Stellenbosch Business School), BCom Honours (Business Management) specialising in Finance (University of South Africa), BCom (Financial Accounting) (Business Finance) Wits University, Certificate in Digital Transformation and Practical Strategy (Gordon Institute of Business Science) and a Certificate in Digital Transformation (AI, IoT, Cloud, Blockchain & Cybersecurity) Massachusetts Institute of Technology.

Throughout her career, she has received numerous awards and recognitions for her expertise in investment.

Board of Directors



BASETSANA KUMALO
CHAIRMAN: BRAND AND REPUTATION COMMITTEE

Basetsana is a highly astute and experienced Board Leader, Chairman, Chief Executive Officer, Entrepreneur, Author, Director, TV Producer, Investor and Philanthropist with 28 years' experience. Starting, and leading companies and organisations in diverse sectors.

Basetsana is currently the Chairman of the Business women's Association of South Africa, Chairman of the Kuhluka Movement and Co-chairman of the Council of Social Justice Champions. Basetsana sits on the Boards of Future Elect and Rhema Church and is also a member of the Young Global Leader (World Economic Forum).

Previous Board roles have involved being Chairman, Director, Non-Executive Director, and Board Member at Tswelopele Productions, Travel with Flair, PHAB Property Holdings, Basetsana Woman Investment Holdings, Tawana Resources, Lovelife, the Nelson Mandela Institute for Education and Rural Development, Unipalm Holdings, Uzalile Investments and JAM.

She is an established entrepreneur and renowned TV Producer having produced through Connect TV and Tswelopele Productions various TV programs that include Top Billing, Pasella, Date My Family, Our Perfect Wedding, Diski Divas, Becoming, Pastor wants a wife, Espresso, Afternoon Express, Saving our Marriage, Please Step In, Utatakho, amongst various others. Her entrepreneurial streak is not limited to the TV industry, She has diverse business interests covering Real Estate, Mining, Advertising, Telecoms and Media.



LILLIAN KARURI-MAGERO
CHAIRMAN: ADVOCACY AND VOICE

An industry respected expert in Procurement, Supply Chain and Logistics with over 16 years of international experience and thought leadership in managing multi-million-dollar commercial partnerships in various industries, she has worked for some of the world's largest corporations including IBM, Lockheed Martin Corporation, Eskom, Absa and currently Standard Bank.

She brings over 10 years of Board experience in private companies and non-profits where she advises primarily on strategy, communications, and leadership. She is a passionate advocate for literacy programs in Africa and chairs a charitable non-profit that focuses on capacitating rural schools through programmes that develop teachers and enhance curriculum, as well as delivering critical school supplies.

Lillian holds a BSc. In Business Strategy and an MBA from the University of Maryland in the United States, together with a Masters in Laws from University of London. She is also a Certified Master of the Chartered Institute of Purchasing and Supply, and a Fellow of the International Women's Forum Centre for Leadership.

She has been received numerous awards for business leadership and numerous facets of the "Women in Leadership" initiatives at Absa Group.

She is a ghost-writer for a number of business publications on topics related to leadership.

She mentors and coaches over 20 females across various industries in different parts of the world as part of her commitment to (IWF) the International Women's Forum where she is a Fellow.

Lillian is an avid runner and is hoping to climb Mt Kilimanjaro next year (but not in heels!). She loves reading and has a private library of over 4000 books.

Her proudest achievements are her 2 children: Alex (2019 alumni of St Anne's) and Christian Joseph (Grade 10: Michael House, who has just gotten a scholarship to go play basketball in the States).

Board of Directors



FUTHI MTOBA
CHAIRMAN: LEADERSHIP DEVELOPMENT COMMITTEE

Ms Mtoba is a Chartered Accountant with an extensive career in business and community engagement in South Africa. In addition, she brings valuable corporate governance experience. She is a 2017, Harvard Advanced Leadership Initiative Fellow. Ms Mtoba is passionate about issues of social justice, women, education, skills development, youth, and anti-corruption. Her current Boards include Board Member and Audit Committee chairman of Discovery Bank Limited; Board Member of South 32 Limited and Board Member and Chairman of the Audit Committee of the Public Investment Corporation Limited.

She is a co-founder member of TEACH South Africa. TEACH South Africa is a national programme that seeks to improve the quality of education and learner outcomes, through effective teaching in the classroom. Ms Mtoba joined Deloitte and Touche South Africa in 1988, specialising in financial services. She became one of the first African Black women to be appointed as a Partner by one of the Big Four accounting firms and was later appointed the first African woman Deputy Chairman and then Chairman of Deloitte Southern Africa.

Ms Mtoba has been a member of the IMF Advisory Group of Sub-Saharan Africa (AGSSA), the World Economic Forum Global Advisory Council, the B20 Financing Growth and Infrastructure Task Force and the B20 Transparency Task Team. She was also the first woman president of the Association for the Advancement of Black Accountants of Southern Africa.

Additionally, she is the past Chairman of the Council of the University of Pretoria, she has served as first and remains only women President of Business Unity South Africa “BUSA” , and Board Member of the Public Accountants and Auditors Board, the South African Institute of Chartered Accountants, the New Partnership for Africa’s Development Business Foundation and African Union Foundation. Ms Mtoba is engaged in the regional and global community. She former Board Member of the United Nations Global Compact First Board.



CHARMAINE HOUVET
DEPUTY CHAIRMAN: LEADERSHIP DEVELOPMENT COMMITTEE AND CHAIRMAN: YOUNG LEADERS CONNECT

Charmaine Houvet has over three decades of telecommunications experience working with both private and public sector organisations across Africa. She currently holds the position of Senior Director: Africa, Cisco.

Charmaine joined Cisco with several years’ experience as a Senior Executive in diverse and transformative roles with high-profile leading ICT companies. Charmaine leads Cisco’s technology growth, Government Affairs Strategy, Regulatory, and Public Policy efforts across Africa. She partners with heads of state and various stakeholders in public, private, academia and civil society to advance the digitalisation agenda across the continent. This includes shaping and advancing strategies that foster innovation and digital technologies. Charmaine also serves as a Cisco spokesperson.

Charmaine is a Board Member of the Cisco Technology Systems (CTS) local Board and acts as Chairman of the Cisco Charitable Trust headquartered in San Jose, a member of the BeyGOOD Global Citizen Advisory Council (powered by BeyGood and Funded by Tyler Perry) that nurtures African youth with remarkable potential, a Board Member of the coding NPO; We Think Code, an Advisory Committee Member of Tshwane University of Technology and previously served on the Presidential Commission on the Fourth Industrial Revolution under President Cyril Ramaphosa in South Africa and chaired the Policy and Law reform workstream of the Presidential 4IR commission.

Charmaine is passionate about transformation and the advancement of the ICT sector, especially for women in the sector and is the recipient of several business awards in recognition of her vision, collaboration, leadership, and achievements in the ICT sector. Charmaine recently founded Afriel; a non-profit organisation that mentors, coaches, and sponsors young female leaders in the ICT sector. She holds a Master’s in Business Administration (MBA) qualification.



Board of Directors



AUDREY MOTHUPI
CHAIRMAN: STRATEGIC ALLIANCES

Passionate about creating jobs and changing lives. Audrey Mothupi is a Businesswoman, Entrepreneur and the Chief Executive Officer of SystemicLogic Group, a Global Financial Innovation and Technology Disruptor. Prior to SystemicLogic Group, Audrey served as the Head of Inclusive Banking at the Standard Bank Group and Chief Executive of Group Strategic Services at Liberty Group. She currently serves on the following Boards: Pick 'n Pay, Life HealthCare and Arden Capital and is the Chairman Roede School (SA) Board. Audrey's experience spans across various business domains including, but not limited to Group Strategy, Talent Design, Marketing, and Communications Strategy, integrated with strong corporate relationship management.

Audrey is a Fellow of the African Leadership Initiative (ALI) focusing on the progressive development of values-based African leaders, which is part of a wider community of successful entrepreneurs, establishing the Aspen Leadership Network.

In 2015, Audrey was granted Honorary Membership for Academic and Leadership Excellence from the Golden Key International Honour Society and has been named one of Africa's 1,000 most powerful women.

In 2018/19, Ms Mothupi was recognised as both the Country and SADC Regional Winner in the ICT sector for the 2018/19 CEO Global Influential Women in Business and Government, and she was also awarded Continental Winner in the ICT Sector CEO Global's Most Influential Women in Business and Government.

2022 – Female CEO of the Year Award for Best Financial Innovation and Technology Disruptor – CEO (South Africa).

Audrey received her Bachelor of Arts Honours (BA Hons) in Political Science, from Trent University, Canada and more recently has added Artificial Intelligence machine learning through MIT (Massachusetts Institute of Technology).



TRYPHOSA RAMANO
DEPUTY CHAIRMAN: YOUNG LEADERS CONNECT

Tryphosa Ramano is the Founder and Executive Director of Magommake (Pty) Ltd; a consultancy firm specialising in business strategy development, financial strategy, corporate governance, and strategic leadership. As a qualified and registered Chartered Accountant with extensive experience in the financial services and other key economic sectors, she has made – and continues to make – a significant contribution in the public sector, banking and financial services, mining, and manufacturing, and aviation industries through the various leadership and management roles she occupies.

As Chief Financial Officer of Pretoria Portland Cement (PPC), Mrs Ramano played a critical role in the company's expansion programme into the African continent (including countries such as Zimbabwe, Botswana, DR Congo, Ethiopia, and Rwanda). As the executive responsible for overall oversight and monitoring of the company's financial performance and balance sheet, she ensured that the investments did not have an adverse impact on the financial performance and sustainability of the PPC Group.

Before joining the PPC, Mrs Ramano occupied senior executive positions and directorships in key strategic companies, including the South African government's National Treasury. She was previously the Chief Financial Officer of South African Airways (SAA) and WIPHOLD.

She is a Board member of The South African Reserve Bank, The Solidarity Fund, GBVF Response Fund 1, Urithi Psychiatry, and IWFSA. Her past Directorship include SAA, Development Bank of Southern Africa, WIPHOLD, Landbank, Airports Company, Board of Auditors of African Union, SA Express, and the Public Accountants and Auditors Board. She was the President of The Association of Black Securities and Investment Professionals and African Women Chartered Accountants. She is a member of professional organisations such as: AWCA, SAICA, Turnaround Management Association (TMA) and Absip (for which she chairs the advisory council). Mrs Ramano holds a BCom Degree and a Postgraduate Diploma in Accounting from the University of Cape Town.

Board of Directors



SHARMLA CHETTY
DEPUTY CHAIRMAN: MEMBER
AFFAIRS COMMITTEE

Sharmila Chetty is the Global CEO of Duke Corporate Education (Duke CE) where she is driven by her purpose of transforming organisations and society through leadership.

Sharmila has a proven track record of driving transformation through leadership in a wide range of industries including financial services, healthcare, mining, energy, and manufacturing across over 80 countries. She founded the Duke CE Johannesburg office in 2007 and grew it into the preeminent custom executive education provider in Africa.

Top ranked for two decades by the Financial Times, Duke CE is the leadership development arm of Duke University. Her areas of ongoing research include women in leadership, board leadership, the future of work, ESG, and people practice and processes.

Sharmila is a Board Trustee for the AVI Group of black shares scheme, Chairman of the BCG Development Trust, and a member of the Advisory Board the Thabo Mbeki African School for Public and International Affairs at the University of South Africa.

Sharmila is also a member of the Aspen Global Leadership Network and member of the South Africa chapter of the International Women's Forum. She has a qualification in Human capital development from University of Johannesburg, Masters in Leadership and Coaching Wit Business School and Masters in Business Administration Henley Business School and a Doctorate candidate Middlesex University .

In 2022 she received the Alumni Dignitas Award from the University of Johannesburg and the African Women Chartered Accountants Luminary Award for her contribution to the advancement of women. In 2016 Sharmila received the Award for Entrepreneurial and Academic Excellence on the African Continent.

With her deep commitment to build leadership for a better world, she founded The Davos of Human Capital Event which convenes global CEOs and CHROs and thousands of participants annually to discuss how leadership can be the force multiplier for positive change in business and society.



ADV. THANDI ORLEYN
BOARD MEMBER

Thandi is a Founder, Director and Shareholder of Peotona Group Holdings, an investment company, together with Cheryl Carolus, Wendy Lucas-Bull and the late Dolly Mokgatle. Peotona's vision is to build a truly South African company that leaves sustainable footprints in communities, contributing to the development of women in business and the development of critical skills in the economy.

Thandi's legal and business career of over 35 years spans the Legal Resources Centre, National Director of both the Independent Mediation Service of SA (IMSSA), the Commission for Conciliation, Mediation and Arbitration (CCMA), senior partner at the then commercial law firm, Routledge Modise, a member of The Competition Tribunal, high profile Mediation, and a member of the Arbitrations and Company Directorships.

She is involved in various community initiatives, including chairing the Legal Resources Trust, Ponahalo De Beers Trust, and the Zenex Foundation. She is also a Trustee of the Bertha Gxowa Foundation, Energy Mobility Education Trust, friends of the LRC in the USA, Zenex Foundation in Jersey and as an Alumni of Inanda Seminary, a Trustee of the Inanda Seminary Education Trust.

She chairs the Boards of BP Southern Africa and Implats Ltd. She is a Non-Executive Director on the Boards of Toyota SA, Ceramic Industries Ltd and the IDC. She was previously a Non-Executive Director of the South African Reserve Bank and Reunert Ltd.



INTERNATIONAL
IMF
WOMEN'S EQUITY
South Africa

CELEBRATING
20
YEARS OF
VOICES
OF WOMEN

The breakfast is a
distinct and
slow down, the

M



Member Affairs Committee

Chaired by Eileen Wilton, the Member Affairs Committee is charged with growing and retaining the membership of IWFSA by recruiting high-calibre, like-minded, accomplished women leaders based on transparent criteria and guidelines as set out by the IWF.

The key activities of the Member Affairs Committee are to:

- Attract and retain the membership of like-minded, accomplished women.
- Foster meaningful engagement and connectivity between members.
- Create seamless, consistent, and reliable experiences for our members.
- The Committee has an independent role, operating as an overseer and a maker of recommendations to the Board for its consideration and final approval.

Committee Members:



EILEEN WILTON
CHAIRMAN



MS. SHARMLA CHETTY
DEPUTY CHAIRMAN



TRYPHOSA RAMANO



JUNE CRAWFORD



RIAH PHIYEGA



ADV. THANDI ORLEYN

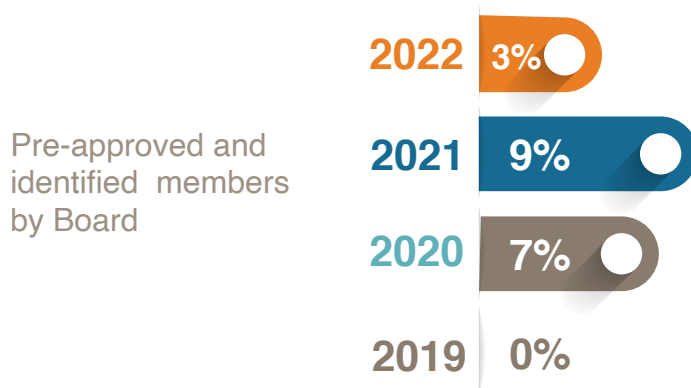
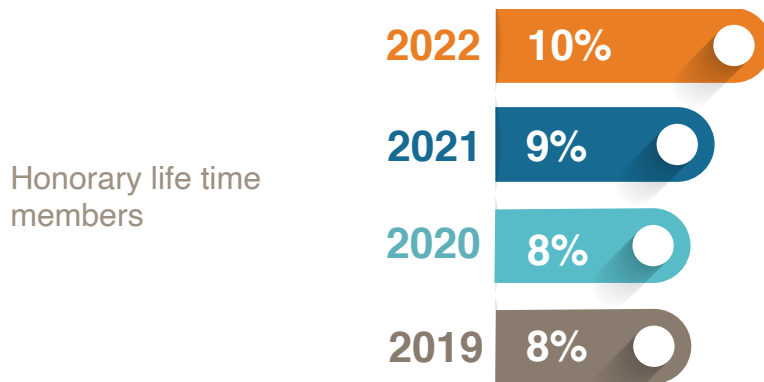
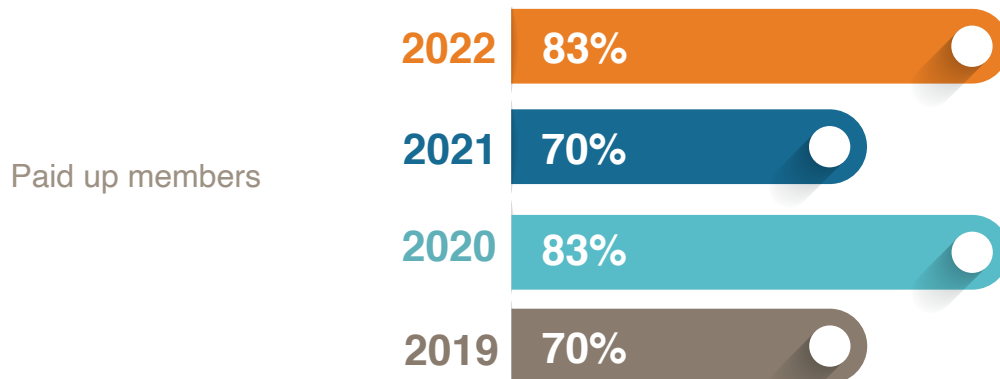


DORIANNE WEIL



The Committee has identified 20 potential new members and the nomination process is currently underway by various IWFSAs members in good standing.

Key indicators



Dine-Arounds – 2022

A major initiative of the Member Affairs Committee in 2022, following the recent period (2020-2021) of seclusion necessitated by COVID-19, is the member Dine-Arounds, called the Sisterhood Connect Dine-Arounds. They have been initiated to, inter alia, foster deeper connection between members. These Dine Arouns are intentionally titled Sisterhood Connect so that members can connect with other women leaders in a trusted and safe environment, which engenders sharing. Through these sessions, participants can share, engage, learn, heal, and most importantly, support and invigorate one another. Additionally, these sessions are intended to provide members with the opportunity to interact with members they have not previously met and to go beyond the surface knowledge of each other and benefit from this wonderful, awesome sisterhood circle. To ensure an authentic experience, the sessions are conducted under Chatham House rules.

To date post year end, we have hosted five Sisterhood Connect Dine-Arounds, with our very own Dorianne Weill, better known as ‘Dr D’ hosting and facilitating the inaugural event with the Board and other esteemed members.

This initiative aims to Re-energize, Align and Create Meaningful Connection among the IWFSA Sisterhood.



First Sisterhood Connect Dine Around: Hosted and facilitated by Dorianne Weil. In attendance: Irene Charnley (President), Dorianne Weil, Dr Nomonde Mabuya, The Late Dr Namane Magau, Audrey Mothupi (Board Member), Nolitha Fakude (Vice President), Futhi Mtoba (Board Member), Dot Field, Eileen Wilton (Board Secretary and Chair: Member Affairs Committee), Adv. Thandi Orleyn (Board Member) and Charmaine Houvet (Board Member).



Second Sisterhood Dine Around (9 June 2022) hosted and facilitated by Eileen Wilton (Board Secretary/Chair: Member Affairs Committee, In attendance: Dorothy Botsi-Thulare, Nicqui Galaktiou, Peta Mashinini, Jane Ashburner, Dorianne Weil, Riah Phiyega, Joan Joffe, Mamokete Ramathe and Nene Molefi.



Third Sisterhood Dine Around (21 July 2022) hosted by Jane Ashburner and facilitated by Eileen Wilton
In attendance: Gail Cameron, Yondela Ndema, Zodwa Manase, Dr Helena Dolny, Gwen Nkosi, Grathel Motau, Eileen Wilton (Board Secretary/Chair: Member Affairs Committee) and Dr Sebileto Mokone Matabane.



Fourth Sisterhood Dine Around (25 August 2022) Board Host: Futhi Mtoba (Chair: Leadership Committee), graciously hosted at the home of Dr Anna Mokgokong. In attendance: Tina Eboka, Prof Carolina Koornhof, Dr Roze Phillips, Zukie Siyotula, Eileen Wilton (Board Secretary/Chair: Member Affairs Committee), Busisiwe Legodi, Busisiwe Mabusa, Savannah Maziya, Lillian Karuri-Magero (Board Member/Chair: Advocacy and Voice Committee), Noli Mboweni, Dr Anna Mokgokong, Mrs Zanele Mbeki (Patron), AG Tsakani Maluleke and Futhi Mtoba (Board Member/Chair: Leadership Committee)



Fifth Sisterhood Dine Around (19 October 2022) Board Host: Charmaine Houvet (Deputy Chair: Leadership Committee and Chair: Young Leaders Connect) and facilitated by Dorianne Weil. In attendance: Dina Diamond, Sindi Mabaso-Koyana, Nana Magomola, Auguste Coetzer and Faith Khanyile.

New Members: 2021

- Nene Molefi
- Dorothy Botsi-Thulare
- Nardos Bekele-Thomas
- Rose Keanly
- Advocate Mojanku Gumbi
- Basetsana Kumalo
- Sharmila Chetty
- Gwen Nkosi
- Jane Raphaely (Honorary Member)

We wish to welcome the following new members confirmed early 2022:



MS MONHLA HLAHLA
CHAIRMAN: ROYAL
BAFOKENG HOLDINGS (RBH)

DR BRIGALIA BAM
PROMINENT GENDER AND
SOCIAL ACTIVIST AND WRITER

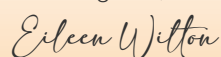
MS AUDREY MATSHIDISO
(TSHIDI) MOKGABUDI
NON-EXECUTIVE CHAIRMAN:
ALCUTECH PTY LTD

Pre-eminent women leaders from various economic segments are being actively sought by the committee, which has a strong focus on diversifying its membership. The Member Affairs Committee and the Board remain committed to identifying and inviting other leading women into the IWFSAs fold.

Help us grow the membership of IWFSAs:

We would like to encourage all of our members to join us to make the circle bigger and seek new members, which fit our criteria for membership. Please send names of interested parties to the IWFSAs Secretariat, Ms. Akeida Bradley.

Best Regards,



CHAIRMAN: Member Affairs Committee

Advocacy and Voice Committee

The Advocacy and Voice Committee, chaired by Lillian Karuri-Magero, drive thought leadership and dialogue across the key topics.

The Roles of the Committee are:

- Consistently have our finger on the pulse of key topics affecting women leaders in South Africa.
- Catalyse the development of plans of action by playing a convening role for key stakeholders (i.e. government, business and society).
- Set the agenda on priority topics, framing critical indicators and establishing accountability metrics.

Committee Members are:



LILLIAN KARURI-MAGERO
CHAIRMAN



DOROTHY BOTSI-THULARE



DOT FIELD



MARIA RAMOS



ADV. MOJANKU GUMBI



NICQUI GALAKTIOU



CAROL BOUWER



YVONNE 'CHAKA CHAKA' MHINGA

The Advocacy and Voice committee continues to channel the voice of IWFSA on the banner issues that represent our strategy:

- Women in Leadership
- Gender-Based Violence and Femicide
- Education

During the 20th Anniversary Celebration Event, we were proud to announce our partnership with the Motsepe Foundation to deliver 5 scholarships to deserving young African women to attend leading universities here in South Africa, specifically to study in Science, Technology, Engineering, Entrepreneurship, Mathematics and Medical studies (STEM programmes). The young women who we take through this programme will have the added benefit of mentorship and guidance through IWFSA and will be well positioned to be future leaders and change agents in this country.

We continue to ensure that our presence is felt, and our voice heard by leveraging the power of media statements and thought leadership on key issues. Members are encouraged engage with thought pieces that we release and circulate widely in your own networks.

The Advocacy and Voice Committee welcomes members to get involved and lend their voices. Please feel free to reach out to our Secretariat, Akeida Bradley for more information on how you can participate.

Best Regards,

Lillian Karuri-Nagero

CHAIRMAN: Advocacy and Voice Committee



Brand and Reputation Committee

With Basetsana Kumalo as Chair, the Brand and Reputation Committee is mandated to develop and maintain a consistent brand aligned to our vision, to create visibility and strengthen our presence and to implement measures to protect the organisation from reputational risk.

The core mandate of the committee is to:

- Develop and maintain a consistent brand and reputation aligned to our vision;
- Engage external stakeholders to create visibility and strengthen our presence;
- Engage IWF International to create visibility and strengthen our presence;
- Implement measures to protect the organisation from reputational risk;
- Have our finger on the pulse of all current issues, develop positions and statements
- Ensure timeous coverage across all media;
- Media recognising IWFSA as the primary source for commentary on all issues pertaining to women leadership;

The Committee Members are:



BASETSANA KUMALO
CHAIRMAN



ADV. THANDI ORLEYN



ZODWA MANASE



ZUKIE SIYOTULA



DOT FIELD



CHARMAINE HOUVET



EILEEN WILTON

We are still floating on a cloud of bliss following the celebration of the 20th Anniversary of the IWFSA post year end. Oh, what a night of fun, recognition, networking, connection, and reconnecting with the sisterhood. My sincere thanks go to each of the members and partner and sponsors, of the IWFSA, Standard Bank who contributed to making this institution's anniversary a memorable one. Your feedback is vital to enable us to accommodate your suggestions in our future events, so thank you to all our members who completed the post-event survey.

Our team is currently working on the IWFSA 20-year coffee table book, which will feature the inspiring stories and journeys of trailblazers, change makers, game changes, history makes, women who have charted the course towards the economic emancipation of women in our country. More information about this endeavor will be communicated to you in due course.

The IWFSA website has been redesigned and now looks incredible. The site has a user-friendly interface and is very informative. Please take a moment to review the site if you have not already done so. I believe you will enjoy it! I would like to thank all involved for their contributions. Please feel free to share feedback on the changes and make sure that all member profiles are updated by contacting Akeida Bradley.



WhatsApp has remained a powerful tool for engaging members. There are two WhatsApp channels for IWFSA members, a chat room for celebrating birthdays and achievements and commenting on issues of national importance and informing members of upcoming events where our members are part of as speakers, facilitators and hosts of such events. Then there's an official channel that does not offer engagement but conveys key messages to those who feel the chat room is too busy.

With Instagram being the most popular social media platform among Young Leaders, social media remains a strategic communication tool to engage stakeholders. The YLC engage on a consistent basis on Instagram.

Members are encouraged to follow IWFSA on social media:

- Facebook @IWFSA1
- Instagram @iwf.southafrica
- LinkedIn @international-women's-forum-of-south-africa

Several Opinion Pieces (Op-ed) have been written by our President Irene Charnley that made key national publications. With topics included below:

- Let the ratification of c190 help us work together to make South Africa a safe place for all (08/12/2021)
- IWFSA welcomes approval of bills to strengthen fight against Gender-Based Violence and Femicide GBV, but cautions change in social attitudes needed Johannesburg, (31/01/ 2022)
- To end GBVF, every one of us must ask: am I enabling patriarchy? (02/02/2022)
- Women empowerment organisations benefit all of us (22/03/2022)
- IWFSA welcomes appointment of Nonkululeko Nyembezi as Chairman of Standard Bank Board
- Appalling GBV cases beg the question: to what barbaric abyss are we descending as a nation? (07/08/2022)

This is one of the links to one of the pieces <https://www.news24.com/news24/columnists/guestcolumn/opinion-irene-charnley-it-is-time-we-become-our-own-leaders-and-put-an-end-to-sexual-harassment-20211205>

A webinar as a pre-cursor to the 20th IWFSA Anniversary was held on the 17 March 2022 and the topic was **GENDER EQUALITY TODAY FOR A SUSTAINABLE TOMORROW**

Similar congratulations posts have been created in celebration of member accolades including:

- The appointment of Shiphra Chisha as Director of Programmes of the Graca Machel Trust
- Dr Lulu Gwagwa to the B-BBEEE Advisory Council
- Tina Eboka as Director of Reunert
- Adv Mojunku Gumbi as Chancellor of the University of Venda
- Zodwa Manase as trustee of the Thabo Mbeki Foundation
- Eileen Wilton to the board of Growthpoint Properties
- Nardos Bekele-Thomas as Chief Executive Officer for Nepad.
- Wendy Appelbaum – For Outstanding Business Achievement
- Salukazi Dakile-Hlongwane – For her BPI Foundation Award
- The AG Tsakani Maluleke on being vindicated on any wrongdoing
- Tryphosa Ramano – appointed at Eskom Board memberthis is to name but a few.

Two of our esteemed members also received very special awards, Dr Phumzile Mlambo-Ngcuka received the Forbes Africa Lifetime Achievement Award, an Honourary Doctorate from the University of Edinburgh and The Rising Sun award, Japan's highest honour and Muditambi Ravele received the Steve Tshwete Lifetime Achievement Award.

We witnessed two Inaugurations of our members this year, the Inauguration of Adv Mojunku Gumbi – University of Venda and Dr Phumzile Mlambo-Ngcuka – University of Johannesburg.

Our post in tribute to the very sad passing of Dr Namane Magau afforded people an opportunity to pay their last respects to our dearly beloved member and past president. We are an organisation that cares about its members, and we thank everyone who played a part in her send-off.

Best Regards,

Basetsana Kumalo

CHAIRMAN: Brand and Reputation Committee

Leadership Development Committee

The key strategic objective of IWFSA is to develop the next generation of leaders with a vision of having mentored 200 young leaders on the IDEAL Young Leaders Connect Programme by 2025. The Leadership Committee's primary objective is to execute this strategic objective and is led by the Chairman Ms Futhi Mtoba.

The members of the committee consist of:



FUTHI MTOBA
CHAIRMAN



MS. CHARMAINE HOUVET
DEPUTY CHAIRMAN AND
CHAIRMAN OF THE YLC



TRYPHOSA RAMANO
DEPUTY CHAIRMAN OF THE YLC



DR NOMONDE MABUYA



TOTSIE MEMELA-KHAMBULE



ISABELLA MAKUTA



PETA MASHININI



ZUKIE SIYOTULA



ZODWA MANASE



SHIPHRA CHISHA



IWFSA Women in Leadership Programme

IWFSA envisaged a programme that will develop a pipeline of women leaders ready for Board participation as well as Executive and Entrepreneurial Management. Since the programme was established in 2002, IWFSA has elevated 180 Fellows earmarked for executive roles, many of whom have since assumed leadership roles across diverse sectors. IWFSA is committed to developing and building a pipeline of the next generation of women leaders by providing world-class leadership development programmes and hands-on mentoring and coaching programme.

During the year under review, the IWFSA has partnered with FASSET to deliver the Women in Leadership Program with Duke CE and Rhodes to provide a leadership programme that is inclusive of a unique methodology, immersive experiences, and academic rigor. This program is aimed at women holding senior management positions who aspire to reach the ranks of executive management to gain skills and competencies to deal with the complexities women face holding these positions. It also prepares women for working as board members or reporting into boards.

It is also NQF8 partially accredited and customised, which means that it brings a creative and innovative learning experience. IWFSA and Duke CE have redeveloped the programme to add new focus to its outcomes and include a globalisation module given by the VUCA world in which we operate 65 fellows are currently enrolled in the programme. Thirty-five of these members attended the immersion programme in Singapore which took place from the 02 to the 07 October 2022.

We are proud to say that the divisions of the three organisations sponsoring the programme are headed up by women who are passionate about development and transformation of their sectors, Ms Ayanda Mafuleka Chief Executive Officer of FASSET, Dr Thokozile Lewanika Mpupuni from Absa, Ms Nompilo Morafo and Ms Yolanda Cuba from MTN. Fellow IWFSA members are leading by example. The programme received an overwhelming response for men- tors for the current intake and for the June/July intake. The most important role played by IWFSA mentors who are elite leaders of industry in the programme is the mentorship during and beyond the programme.

IWFSA Leadership Conversations

A key goal of IWFSA is to ensure the development and involvement of our esteemed members. During the year under review, the Leadership Committee curated 7 conversations thus far focused on:

- How Conscious and Unconscious Bias can be a barrier in decision making at the C-SUITE Level
- SA National Budget Vote Review 2022
- Eastern Seaboard Development initiative aimed at empowering women and youth
- Global Inflation impacts across the globe
- Digitisation: How we are staying safe online
- ESG and the Boards role in Sustainability
- Authentic and Bold Leadership in a Time of Crisis scheduled for the 20th October at 18h00 SAST.

As always, we value the support of our esteemed members, and wish to thank you for taking time out of your busy schedules to connect and engage on these topical and impactful conversations. Our gratitude is extended to our IWFSA members who participate in the conversations and who avail resources from your organisation to support these conversations.

Furthermore, we would like to express our deepest gratitude to our esteemed members for assisting by recommending potential speakers for all our virtual conversations. This would not be possible without the continued support and commitment to ensure that these conversations are impactful.

Again, to obtain further information on any of the planned conversations or to participate in the various IWFSA work streams and committees, kindly contact Akeida Bradley at admin@iwfsa.co.za
Best Regards,

Futhi Mtoba

CHAIRMAN: Leadership Development Committee

The Young Leaders Connect (YLC)

Young Leaders Connect (YLC) – Through IDEAL, an acronym for Identify, Develop, Empower, Accelerate and Leadership, the YLC identifies and develops aspiring young women leaders into ethical leaders.

The Young Leaders Connect (YLC), led by Charmaine Houvet and Deputy Chairman Ms Tryphosa Ramano an initiative of the IWFSA. In August 2020, IWFSA patron Mrs Zanele Mbeki relaunched the YLC IDEAL Program (“YLC IDEAL”), with the aim of developing the next generation of young ethical women leaders to create a talent pipeline for IWFSA in the long-term. During the year under review, 43 mentees joined cohort 2 matched with 26 mentors from IWFSA. The YLC operates with a 12-member committee supported by cohort volunteers, a structure that is aligned to the IDEAL programme objectives. The YLC reports to the Leadership Development Committee (LDC) of the Board chaired by Mrs Futhi Mtoba and adopts governance and protocols of IWFSA.

During the year under review, the YLC curated 13 conversations for our mentees for 2022, feedback from cohort 2 is that these conversations are insightful, empowering and contributed positively to their development. These thought leadership digital conversations focus on the most pressing issues of our times such as Education, Climate change, Mental Wellness, Gender Equality, Ethical Leadership, Entrepreneurship, Financial wellness, and other pressing socio-economic issues ensuring we connect with broader audience in a meaningful, inspiring, and authentic way.

The IDEAL Board Leadership team curated 3 board conversations during the year under review, all conversations were aimed at strengthening the ability of our mentees to participate in Boards.

The IDEAL Book Club was launched in the year under review, this pillar hosts conversations with authors on books and engages the authors on leadership principles and values that resonate with YLC. The key purpose of the book club is to empower the broader YLC mentee cohort through reading, sharing ideas and learning about collaboration in leadership and lastly to encourage peer mentor amongst each other.

During the year under review, the YLC hosted their 2022 IDEAL Leadership Summit hybrid event on the 1 September 2022 sponsored by Investec with outstanding success. The YLC leadership summit theme this year was #StrengthPowerProsperity (the year of the tiger). The purpose of the YLC IDEAL Leadership Summit, first launched virtually in 2021 is to showcase how young leaders are working in partnership and with consciousness to galvanise institutions, corporations, governments, and individuals to accelerate and sustain transformation so that we achieve change and inclusive growth.

The inaugural YLC IDEAL pitching awards afforded YLC entrepreneurs the opportunity to showcase their businesses and walk away with a cash prize. The entrepreneurship pillar continues to provide end-to-end support for YLC entrepreneurs to enable their development and growth. The YLC IDEAL inaugural awards event recognised young women trailblazers across six categories who are leading with decisiveness, leaving an indelible mark in the workplace, communities, and society at large. YLC dedicated the IDEAL Awards in September 2022, the IDEAL Authentic Leader of the year award to Dr Namane Magau. This award epitomised her leadership ethos, authenticity, and integrity as a leader.

The conference theme and the awards events were about pushing the boundaries, reimagining the future for our youth, community, women, corporates, and communities, together with reaching for the stars through collaboration, innovation, and strategic partnerships.

The Following YLC members were awarded:

Ambassador Awards

The IDEAL Ambassadors represent the theme for the summit and awards of “Strength, Power and Prosperity”. They were chosen by the Heads of the IDEAL pillars. Congratulations to the IDEAL Ambassador winners below:

- IDEAL Book Club: Lufuno Maliaga
- IDEAL Mentorship: Selapeng Maledimo
- IDEAL Board leadership: Nozizwe Somngesi
- IDEAL Conversations: Nonene Gongxeka IDEAL
- IDEAL Entrepreneurship: Mothathe Sewelo

IDEAL Emerging Leader Award

This award is bestowed upon a young upcoming leader younger than 30 years old who displayed early signs of being an authentic leader. Congratulations to Basetsana Pitso the winner of this category.

IDEAL Propeller Entrepreneur Leader

This award is in recognition of young and start-up entrepreneurs, aged 23-30 years old with a minimum of 1-5 years' experience who were making significant strides in their business. Congratulations to the winner, Bontle Mmapela.

IDEAL Innovative Entrepreneur Award

This award is in recognition of innovation and 4IR women entrepreneurs aged 31-40 years old with a minimum of 5-10 years' experience in business promoting empowerment and job creation. Congratulations to the winner, Merishka Harillal.

IDEAL Liftup Leader Award

This award is in recognition of young women with leadership qualities in business or corporate. Congratulations to the well deserving winner, Zandile Makhaya.

IDEAL Authentic Leadership Award

This award is in recognition of young women with leadership qualities in business or corporate. Congratulations to the well deserving winner, Zandile Makhaya.

Pitching Awards Competition

Congratulations to the winners of the IDEAL Entrepreneurship Pitching Competition Thandi Dano Ramaano, Princess Sishange and Nonhle Nkosi . Our sincerest gratitude goes out to the judges (Pitsi Mnisi, Audrey Mothupii, Khaya Sithole and Jackie Mpondo Hendricks) for adjudicating on the awards and steering a very difficult task of selecting winners from an extremely talented pool of women.

In the next financial year, YLC will explore through a partnership model, the feasibility of implementing a youth leadership change camp and will continue to review strategic collaborations with an ecosystem of stakeholders that align to the objectives of YLC and ultimately its parent body IWFSA. As the YLC demand grows an urgency is placed on the requirements for additional dedicated mentors, resources to support YLC operations and financial support for the entity. These are issues that will receive significant focus in the next financial year.

Let us continue to invest in our next generation of leaders through YLC and other initiatives, lets lift as we rise as we cannot sit back on our laurels when we are confronted daily by the harsh painful realities of a 65% youth unemployment rate.

Best Regards,

Charmaine Howet

CHAIRMAN: Young Leaders Connect

Strategic Alliances Committee

The mandate of the Strategic Alliance Committee is to provide a platform for the formation of strategic alliances and substantial partnerships with selected external organisations, companies, and stakeholders, to advance the strategy and objectives of the IWFSA to raise the profile of the organisation.

The Committee under the leadership of Audrey Mothupi, is strengthened through various discussions with key strategic partnerships.

The members of the Committee are:



AUDREY MOTHUPI
CHAIRMAN



AUDITOR GENERAL:
TSAKANI MALULEKE



MARGARET NIENABER



BUSISIWE MABUZA-FERNANDEZ



MANDLA MSIMANG



RENDANI NELUVHALANI



JANINE HILLS

The Strategic Alliance Committee aims to cultivate mutually beneficial alliances and drive collaboration amongst other organisations in SA to achieve a cohesive outcome for women and develop and sustain partnerships that go beyond sponsorships for our members.

The mandate of the committee is to provide a platform for the formation of strategic alliances and substantial partnerships with selected external organisations, companies, and stakeholders, advance the strategy and objectives of the IWFSA to raise the profile of the organisation.

Regular meetings are held to ensure all members are kept abreast of current and future actions within the committee.

The committee has held three possible alliance meetings with forums that share common interests as IWFSA such as Girltrek, The Association of Black Securities and Investment Professionals (ABSIP) and Ghana South Africa Business Chamber (GSABC). The committee continues with the implementation of IWFSA Catalytic Strategy in partnership with WDBIH and JSE.

Meeting outcomes:

- The Young Leaders Connect Committee and other Sub-Committees within IWFSA have the potential to create synergy with ABSIP.
- Actions were handed over to the respective Sub-Committees within IWFSA to create the alliance between forums.
- An open discussion will be set for all members of IWFSA to join to explore opportunities further between both Forums, allowing due diligence before investment occurs.

Catalytic Strategy

The Catalytic Strategy was conceptualized in April 2019 with a 3-year timeframe from 2019 April – 2022 March and much work has been done to date. A critical milestone was achieved with the pre- launch on the 29 November 2021.

The Committee developed the following advocacy reports for submission to further entrench the work of the catalytic strategy:

- Amendment of the Social & Ethics Committee
- Amendment of the Employment Equity Act
- Amendment of the Broad-Based Black Economic Empowerment Act
- As of January 2022, the team reviewed the extent to which the Catalytic Strategy has evolved and become a strategic platform for achieving the two set objectives – (now four): Women in leadership, Gender Pay Gap, Access to Finance and Women Participation in the economy.
- The Committee continues to convene various organizations uniting the 30%/ 40%/ 50% women target disparities with persuasion and evidence

Women Economic Assembly (WECONA)

This initiative seeks to connect and inspire innovation, thought leadership and action to transform value chain eco-systems, as well as to obtain a deep, common understanding and detailed articulation of sector specific value-chain eco-systems. The Assembly aligns with the outcomes of Pillar 5 of the National Strategic Plan on Gender-Based Violence and Femicide. Pillar 5 calls for “the need to create more economic opportunities for women who are vulnerable to abuse due to poverty, unemployment, and social inequality.

WECONA continues to lobby for the increasing of all procurement spend to 50% for women. Preferential procurement can help small firms achieve goals of equitable distribution of resources; enable sustainable development and play a significant role in promoting gender equality and poverty reduction.

WECONA hosted its Inaugural Financial Summit at the Industrial Development Corporation (IDC) venue in Sandton on Tuesday, 26 July 2022 under the theme “Gender Lens Investing and Funding in South Africa”, calling for innovative ways to finance female entrepreneurs. The summit was impactful and insightful. A key outcome was reached that Gender Lens investing must hold the same impact as ESG due to its economic impact. WECONA hosted its annual assembly on and 6 October under the theme We transform. At the WECONA 2022 event leaders:

- Reflected on progress made to achieve gender transformation in their sectors
- Showcased industry opportunities and success case stories , and
- Committed to further action towards gender transformation in industry value chains

Congratulations to all involved in deliberating a highly successful and impactful conference event, we continue our call for 50% and nothing less!

The strategic engagement between the IWFSA and Ghana was held on August 2022. All members of the IWFSA interested in doing business in Ghana were invited to participate in this engagement. Members are encouraged to become part of a delegation to Ghana as we look for opportunities to support women partnerships with business opportunities in Ghana.

The committee has begun to liaise with Standard Bank to discuss opportunities of alliance. Some areas of alliance have already been highlighted as:

In celebration of their 160th birthday, Standard Bank has created an initiative to celebrate the hope and belief in Africa (Theme: “160 reasons for believing in Africa and her people”). They have extended the invited to IWFSA members to share message of “why you believe in Africa?”

Standard Bank will provide an engagement plan to identify series of initiatives for partnership with the IWFSA and Strategic Alliance and test proposed initiatives for the next 12 months.

Standard Bank has agreed to create a menu of opportunities detailing various financial services they could provide to the members of IWFSA.

Please stay tuned for more information and get involved!

Best Regards,

Audrey Mthupi

CHAIRMAN: Strategic Alliances Committee

Funding and Sustainability Committee

In order to ensure the longterm growth and sustainability of the IWFSA, its Funding and Sustainability Committee plays a crucial role. Chaired by Ms Mamokete, the committee is tasked with ensuring that the business is sustained not only through membership subscriptions but through various other sources of funding including grants, donations, and sponsorships. Evaluation of organization’s financial health and performance forms part of the committee’s oversight responsibilities to drive operational efficiencies and attract external funding support.

The committee is charged with the following mandate:

- Sustain business-as-usual functions through membership subscriptions and other funding sources.
- Source external funding to optimally deliver on specifically targeted programmes.
- Implement robust measures to ensure proper management and allocation of funds and improve operational efficiencies.

The planning and performance of funding initiatives, as defined by the Board and relevant committees, with respect to improving the financial sustainability of the organisation. Opportunities to increase revenues include grants, membership fees and donations.

The Committee members are:



MAMOKETE RAMATHE
CHAIRMAN



DINA DIAMOND



JANE ASHBURNER



MARIA PIENAAR

The first half of the year saw the lifting of COVID-19 restrictions resulting in most businesses opening operations and events-based operations getting back to business. This meant that our organisation could host some events in-person and attract attendance and event sponsorships.

The IWFSA secured R1,5m sponsorship from Standard Bank to host the 20th Anniversary Celebration event, and this sponsorship together with other members contributions made it possible for the IWFSA to deliver a successful event, strengthen our brand presence and make an impact to our stakeholders.

Best Regards,



CHAIRMAN: Funding and Sustainability Committee

Audit and Risk Committee (ARC)

The Audit and Risk Committee (“the AR Committee”) has the pleasure in submitting its report for the period ended 31 December 2021.

The Board has appointed a formal AR Committee comprising of four members being three non-executive directors and one co-opted member. The AR Committee have met at least four times during the year under review. Since there are no executive staff members, the Treasurer and representatives are from external, and other assurance providers that attended the meetings. The AR Committee operated in accordance with the terms of reference to cover all relevant matters in the relevant period. Items discussed at the meetings were formally minuted and, where needed, appropriate actions plans were documented.

The mandate and responsibilities of the AR Committee encompass, amongst others, all actions required to:

- oversee financial reporting, including the financial statements preparation.
- oversee the high-level risk management process.
- oversee the external audit function; and
- receive and deal with complaints relating to governance.

During the period under review the AR Committee assisted the Board of Directors by performing an objective and independent review of the performance of the audit and risk functions. This was achieved through close cooperation and communication with administrator and the external auditors, who have unrestricted access to the members and Chairman of the AR Committee.

Composition

The AR Committee is comprised of four members being three independent directors and one co-opted member. The AR Committee meetings are held at least quarterly with additional meetings called as and when necessary. The AR Committee discharged its statutory and Board responsibilities during the period under review to consider, inter alia, the results of the IWFSAs, as well as to consider the Regulatory and Accounting Standard Compliance by the organisation. The administrator and external auditors can attend AR Committee meetings by request.

Members of the AR Committee, and their respective dates of appointment or co-option, are as follows:



TRYPHOSA RAMANO
CHAIRMAN



FUTHI MTOHA
APPOINTED 20 FEBRUARY 2020



LESEGO SENNELO
APPOINTED 20 FEBRUARY 2020
RESIGNED 28 OCTOBER 2021



BRIDGET RADEBE
APPOINTED 24 APRIL 2020
CO-OPTED MEMBER

The members of the AR Committee had the following meeting attendance:

Audit and Risk Committee Members	Number of ARC meetings attended
Ms T Ramano	2 out of 2
Ms Futhi Mtoba	2 out of 2
Ms Lesego Senelo*	2 out of 2
Ms Bridget Radebe #	2 out of 2
Ms Mamokete Ramathe**#	n/a

* Resigned on the 28th October 2021

** Appointed on the 1st November 2021

Co-opted member

External Auditor Appointment And Independence

The AR Committee has recommended Motlanalo Chartered Accountants and Auditors Incorporated to perform an independent and objective audit of the organisation in terms of the provisions of section 90 of the Companies Act. The AR Committee is satisfied that Motlanalo Chartered Accountants and Auditors Incorporated is independent of the organisation, as contemplated in section 94(8) of the Companies Act. In making this determination, the AR Committee has considered Motlanalo Chartered Accountants and Auditors Incorporated against criteria relating to independence or conflicts of interest as prescribed by the Independent Regulatory Board for Auditors. Requisite assurance was sought and provided by Motlanalo Chartered Accountants and Auditors Incorporated that internal governance processes in the audit firm support its claim of independence.

The AR Committee has met with the designated auditor to consider matters of importance and relevance to the finalisation of the organisations' financial statements and to the affairs of the organisation generally.

Internal, Financial And Accounting Controls

Financial and internal controls focus on critical risk areas. The controls are designed to provide reasonable assurance that assets are safeguarded from loss and unauthorised use and financial records may be relied on for preparing the financial statements and maintaining accountability for assets and liabilities. The identification of risks and implementation and monitoring of adequate systems of internal, financial, and operating controls to manage such risks is delegated to the Board.

Financial Risk Management Policies are communicated directly to the Executive Management and the appropriate levels of management in the various operations. The Board, via the AR Committee, acknowledges its responsibility for ensuring that management implements and monitors the effectiveness of systems of internal, financial, and operating controls. The Board, via the AR Committee, monitors the effectiveness of established controls and procedures to ensure the accuracy and integrity of accounting records, and monitors the organisation businesses, financial risks, and performance.

Annual Financial Statements

Having considered the financial statements for the period ended 31 December 2021, the AR Committee recommends the financial statements for approval to the Board.

Complaints

No complaints relating either to the accounting practices of the organisation or to the contents or auditing of its financial statements, or to any related matter were received by the AR Committee.

Best Regards,

Tryphosa Ramano

CHAIRMAN: Audit and Risk Committee



Board Attendance Register

Number	Name of Director	Position	Board Meeting Attendance										Total Attendance	
			10 Nov 21	07 Dec 21	27 Jan 22	03 Mar 22	07 Apr 22	02 Jun 22	14 Jun 22	28 Jun 22	18 Aug 22	28 Sep 22		
1	Irene Charnley	President	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	10/10
2	Nolitha Fakude	Vice President	✓	✓	—	✓	✓	—	—	✓	—	—	5/10	
3	Eileen Wilton	Secretary	✓	✓	✓	✓	✓	✓	✓	—	✓	✓	9/10	
4	Mamokete Ramathe	Treasurer	✓	✓	✓	—	✓	—	✓	✓	—	✓	7/10	
5	Futhi Mtoba	Board Member	✓	—	✓	✓	—	✓	✓	✓	—	✓	7/10	
6	Charmaine Houvet	Board Member	✓	✓	✓	✓	✓	✓	✓	—	✓	✓	9/10	
7	Tryphosa Ramano	Board Member	✓	✓	Joined meeting at 20h20	✓	✓	—	Joined meeting at 18h47	—	—	—	5/10	
8	Basetsana Kumalo	Board Member	✓	✓	✓	✓	✓	✓	✓	—	—	✓	8/10	
9	Adv. Thandi Orleyn	Board Member	✓	✓	—	✓	✓	✓	—	✓	—	—	6/10	
10	Sharmla Chetty	Board Member	✓	✓	✓	✓	✓	✓	✓	—	✓	✓	9/10	
11	Audrey Mothupi	Board Member	✓	✓	✓	—	✓	✓	—	—	✓	—	6/10	
12	Lillian Karuri - Magero	Board Member	✓	✓	✓	✓	✓	✓	✓	✓	✓	—	9/10	



Section C





Treasurer's Report

It has been a pleasure serving as Treasurer for IWFSA during the past year and I am pleased to report that significant improvement has been realised in financial processes as evidenced by the reported results for the year ended 31 December 2021.

Implementing robust measures to achieve proper management and improved operational efficiencies continued to be the focus for the year through:

- preparation of monthly management accounts
- strong governance and compliance
- regular reporting to the Board and the Audit and Risk Committee
- improved record keeping strengthening audit trail; and
- tight cash flow management.

As a result, we have been able to complete the Audited Annual Financial Statements for the year within the mandated six-month period following the financial year with Board approval, a record which we are continuing to maintain.

Financial Commentary

Our member base as of 31 December 2021 was 95 active members in comparison to 80 members in 2020. There were two member terminations during the reporting period.

The performance for the period starting from 1 January 2021 to 31 December 2021 amounted to a surplus of R 153 271. (2020: R621 226).

High event activity and growing membership base during the reporting period led to higher operational and administrative expenses, as well as higher International Women's Forum dues.

Statement Of Financial Position

The Balance Sheet was positively impacted by the profit for the year of R153 271, resulting in a positive equity of R50 430 compared to R102 841 negative equity position in the prior reporting period.

The liquidity position of the organisation continues to improve year on year, thus contributing to the Balance Sheet strength.

Cash Flow Statement

The organisation reported positive operating cash flows, with efforts focused on strengthening the liquidity of the organisation, this self-funding outcome meant no further loans were raised from directors in the year under review.

Cash and cash equivalents amounted to R681 996 during the period ending 31 December 2021.

Donations amounting to R540 500 were received during the reporting period which has contributed to the positive liquidity position of the organisation.

This improvement and that of the cash position at year end, reinforces the sustainability of the organisation and confirms its ability to continue as a going concern for the foreseeable future. Motlanalo Chartered Accountants and Auditors Incorporated, the company's external auditors, concurred with the directors' view in this regard and have expressed an unmodified audit opinion on the annual financial statements for the year ended 31 December 2021.

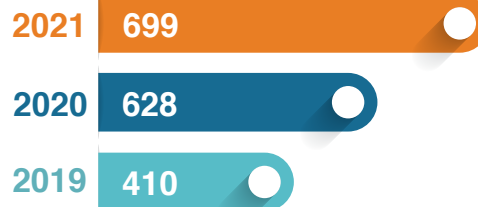
The detailed annual financial statements, which include the external auditor's opinion, are available for inspection at the Company's registered address.

Intergrated Report For Period Ended 31 December 2021

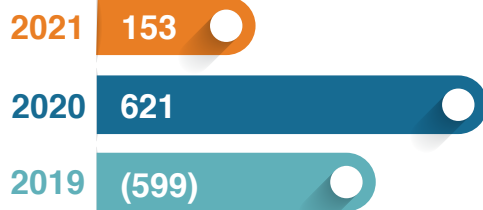
	2021	2020	2019	2018	2017	2016
Liabilities and reserves	632	632	846	846	667	287
Loans from directors		-	13	52	59	45
Trade and other payables						
Reserves						
Accumulated (loss)/surplus	50	(103)	(724)	(132)	(74)	19
Total Liabilities and Reserves	682	529	135	766	652	352
Cash flow						
R'000	2021	2020	2019	2018	2017	2016
Cash flows from operating activities						
Cash generated/ (utilised) in operations	153	609	77	(250)	(324)	(685)
Finance costs		-	-	-	-	-
Net cash flows from operating activities	153	609	77	(250)	(324)	(685)
Cash flows from financing activities						
Directors' loans advanced	-	-	-	180	380	253
Loan repayment	-	(215)	-	-	-	-
Net movement on other financial liabilities	-	-	-	-	-	467
Net cash flows from financing activities	-	(215)	-	180	380	720
Total cash movement for the year	153	394	77	(70)	56	35
Cash at the beginning of the year	529	135	58	128	72	37
Total cash at the end of the year	682	529	135	58	128	72



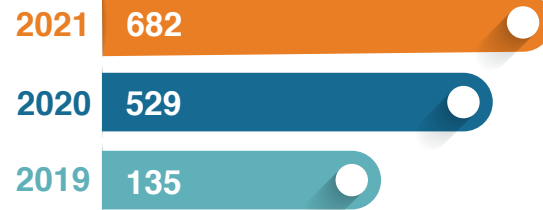
Membership fees



Deficit) / Surplus for the period



Cash and cash equivalents



Extract from Audited Financial Statements

International Women's Forum South Africa (NPC) (Registration number: 2001/000062/08)

Statement of Financial Position for the year ended 31 December 2021

Assets	2021	2020
	R	R
Current assets		
Cash and cash equivalents	681 996	528 725
Total assets	681 996	528 725
Owners' equity and liabilities		
Retained earnings	50 430	(102841)
Total equity	50 430	(102841)
Liabilities		
Non-current liabilities		
Loans from directors	631 566	631 566
Total liabilities	631 566	631 566
Total equity and liabilities	681 996	528 725

Extract from Audited Financial Statements

International Women's Forum South Africa (NPC) (Registration number: 2001/000062/08)
Statement of Profit and Loss and other Comprehensive Income for the year 31 December 2021

	2021	2020
	R	R
Revenue		
	698 550	627 800
Other income	540 500	522 484
	1 239 050	1 150 284
Operating expense	(1085779)	(529058)
Accounting and reporting fees	(125536)	(29700)
Administration fees - IWFSA	(263142)	-
Administrator's fees - YLC	(59243)	-
Advertising and promotions	-	(28498)
Bank charges	(5844)	(5773)
Global fees -IWFSA	(218959)	-
Printing & stationery	-	(15000)
Other general cost	(13095)	-
Other initiatives - GBV	(90000)	-
Sars fees	(2378)	-
Telephone and fax	-	(15391)
Training and leadership – IoD program (YLC)	(167920)	-
Training and leadership – University of Stellenbosch program (YLC)	(136000)	-
Training and leadership – Women campaign initiative	(3662)	-
Surplus for the period	153 271	621 226

Extract from Audited Financial Statements

International Women's Forum South Africa (NPC) (Registration number: 2001/000062/08)

Statement of Cash Flow for the year ended 31 December 2021

	2021	2020
	R	R
Cash flows from operating activities	153 271	608 726
Cash generated from operations	153 271	608 726
Cash flows from financing activities	-	(214500)
Repayment of loan	-	(214500)
Net increase in cash and cash equivalents	153 271	394 226
Cash and cash equivalents at the beginning of the year	528 725	134 498
Cash and cash equivalents at the end of the year	681 996	528 725



CELEBRATING
20 years
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Section D





Notice is hereby given that the 2022 Annual General Meeting of the International Women's Forum South Africa will be held on Thursday the 17th of November 2022 from 17h00pm to 19h00pm On an Electronic Site

Note should be taken of the following:

- a) Members who cannot attend the meeting should inform the secretariat and submit the attached Proxy form by 16h00 on Monday the 14th November 2022, to email admin@iwfsa.co.za
- b) Only Members fully paid up by Monday the 14th November 2022 and in good standing are permitted to vote at the AGM.
- c) The following is the proposed Agenda for the AGM.

Agenda

1. Opening and Welcome
2. Confirmation of Quorum
3. Approval of Minutes of the Annual General Meeting held on the 28th October 2021
4. Matters arising from the Minutes of the Annual General meeting of the 28th October 2021
5. Integrated Report 2022
 - 5.1. President's Report
 - 5.2. Treasurer's Report
 - 5.3. Audit and Risk Committee Report
6. Resolutions for consideration
 - 6.1. Approval of Annual Financial Statements 2021
 - 6.2. Approval of Appointment of External Auditors
 - 6.3. Approval of Audit and Risk Committee Members
7. Election of the Board of Directors and Officers of the Organisation
8. General
9. Closing Remarks

Ordinary Resolutions:

ORDINARY RESOLUTION NUMBER 1

Waiver of Notice for AGM Meeting

The IWFSA memorandum of Incorporation requires the Board to ‘... deliver a notice of meeting to all Members ... at least 15 (fifteen) business days before the meeting’. (Clause 6.3 (2))

The Board of Directors request a Condonation to waive the stipulated number of days’ notice.

The meeting notice was issued on Monday, 7th November 2022, for the Annual General Meeting of 2022, to be held virtually, on Thursday, 17th November 2022, which is 10 (ten) days’ notice.

ORDINARY RESOLUTION NUMBER 2

Approval of the Audited Annual Financial Statements (AFS) for 31 December 2021

“Resolved that, in accordance with Article 8, 8.7 of the Memorandum of Incorporation of the Company, the audited annual financial statements for the year ended 31 December 2021, be considered and approved.”

Information pertinent to ordinary resolution number 2

The AFS of the Company include the report of the Board of Directors, the report of the Audit Committee and the report of the Independent Auditor for the year ended 31 December 2021.

ORDINARY RESOLUTION NUMBER 3

Consideration and approval of the re-appointment of Motlanalo Chartered Accountants and auditors Incorporated.

“Resolved that in accordance with Article 8, 8.7 of the Memorandum of Incorporation of the Company, Motlanalo upon the recommendation of the Audit & Risk Committee is reappointed as an auditor of the Company and Nitha Dire, as the individual registered auditor and partner who will undertake the audit of the Company for the financial year ending 31 December 2021 and until the conclusion of the next AGM.”

Information pertinent to ordinary resolution number 3

The Audit & Risk Committee considered the independence of the external auditor Motlanalo as prescribed by the Independent Regulatory Board for Auditors established by the Auditing Profession Act and is satisfied that the firm is independent.

ORDINARY RESOLUTION NUMBER 4

Consideration and approval of Members of the Audit & Risk Committee

“Resolved that in accordance with the Company’s self-election to establish an Audit & Risk Committee, and in terms of the section 94(2) of the Act that the following members be approved as members of the committee:”

Ms Tryphosa Ramano (Chairperson)

Ms Zukie Siyotula

Ms Lerato Phelane (Co-opted)

(Refer to governance section for CVs)

ELECTION OF DIRECTORS

The Board members listed below will serve out their terms until October 2023, leaving two vacancies.

1. Irene Charnley
2. Nolitha Fakude
3. Eileen Wilton
4. Audrey Mothupi
5. Basetsana Kumalo
6. Charmaine Houvet
7. Lillian Karuri-Magero
8. Sharmla Chetty
9. Tryphosa Ramano
10. Adv Thandi Orleyn

ORDINARY RESOLUTION NUMBER 5

Consideration and Approval of Board of Directors

In terms of Article 5, 5.4 of the Memorandum of Incorporation: if a vacancy arises on the Board the Board shall appoint any Member entitled to vote at a Members' Meeting, to fill any vacancy for a term not exceeding that remainder of term of that Director, the termination of whose office gave rise to the vacancy; or by a new election conducted at the next annual general meeting of the Company; or in any other case, within six months after the vacancy arose.

*"Resolved that the appointment of **Ms Nicqui Galaktiou** as a director of the Company be confirmed in terms of Article 5, 5.4 of the Memorandum of Incorporation."*

ORDINARY RESOLUTION NUMBER 6

Consideration and Approval of Board of Directors

In terms of Article 5, 5.4 of the Memorandum of Incorporation: if a vacancy arises on the Board the Board shall appoint any Member entitled to vote at a Members' Meeting, to fill any vacancy for a term not exceeding that remainder of term of that Director, the termination of whose office gave rise to the vacancy; or by a new election conducted at the next annual general meeting of the Company; or in any other case, within six months after the vacancy arose.

*"Resolved that the appointment of **Ms Faith Khanyile** as a director of the Company be confirmed in terms of Article 5, 5.4 of the Memorandum of Incorporation."*

Notice sent on behalf of the IWFSA Board of Directors 2022

Proxy Form

Annual General Meeting

This proxy form relates an annual general meeting of the International Women's Forum of South Africa to be held electronically on Thursday the 17th November 2022, from 17h00 to 19h00 and is for use by IWFSA members whose membership fees are paid on or before the date indicated in the notice to which this proxy form is attached. Terms used in this proxy form have the meanings given to them in the notice of the AGM to which this proxy form is attached.

1. I, _____(name) being a member of the International Women's Forum South Africa being in good standing, hereby appoint

1.1 _____(name) (identity number _____); or failing

1.2 _____(name) (identity number _____); or failing

1.3 The Chairman of the AGM, as my proxy to attend and to vote on my behalf at the Annual General Meeting to be held on the 17th November 2022 and at any adjournment thereof.

2. I instruct my proxy to vote as follows;

	For	Against	Abstain
<p><u>ORDINARY RESOLUTION NUMBER 1:</u></p> <p>Waiver of Notice for AGM Meeting</p> <p>The IWFSA memorandum of Incorporation requires the Board to '... deliver a notice of meeting to all Members at least 15 (fifteen) business days before the meeting'. (Clause 6.3 (2)) The Board of Directors request a Condonation to waive the stipulated number of days' notice.</p>			
<p><u>ORDINARY RESOLUTION NUMBER 2:</u></p> <p>Consideration and approval of the IWFSA Audited Annual Financial Statements for the year ended December 2021.</p>			
<p><u>ORDINARY RESOLUTION NUMBER 3:</u></p> <p>The appointment of Motlanalo Chartered Accountants and Auditors Incorporated as the Company's auditors.</p>			
<p><u>ORDINARY RESOLUTION NUMBER 4:</u></p> <p>Consideration and approval of Members of the Audit & Risk Committee.</p> <p>Election of Members: Ms Tryphosa Ramano (Chairperson) Ms Zukie Siyotula Ms Lerato Phelani (Co-opted Member)</p>			
<p><u>ORDINARY RESOLUTION NUMBER 5:</u></p> <p>Consideration and approval of the appointment of Board of Directors. Election of Board of Director: Ms Nicqui Galaktiou</p>			
<p><u>ORDINARY RESOLUTION NUMBER 6:</u></p> <p>Consideration and approval of the appointment of Board of Directors. Election of Board of Director: Ms Faith Khanyile</p>			

Notes to proxy

1. This proxy must be delivered to the IWFSA before the proxy exercises any rights of the member at the Annual General Meeting
2. This proxy shall be in writing and signed by the member appointing the proxy.
3. This proxy shall be valid for the Annual General Meeting to be held in terms of the notice to which this proxy is attached or any adjournment thereof where this proxy could not be used at the original meeting.

Signed on the _____ day of _____ 2022.

Member signature







inw
INTERNATIONAL W



WOMEN'S FORUM

South Africa

IWFSA.co.za

<https://www.facebook.com/IWFSA/>

<https://twitter.com/IWFSA1>

<https://www.instagram.com/IWFSA/>

<https://za.linkedin.com/in/IWFSA>