

LEADING WITH PURPOSE

IGNITE. INSPIRE. IMPACT.



INTERNATIONAL WOMEN'S FORUM
South Africa

INTEGRATED
REPORT 2024



“There is no limit
to what we, as women,
can accomplish.”

MICHELLE OBAMA

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STRATEGIC PILLARS FOR 2024

The IWFSA is committed to advancing its vision through three key strategic pillars:

01. IGNITE

VOICE FOR WOMEN LEADERS

IWFSA aims to be a strong voice advocating for women's leadership by providing platforms for thought leadership, perspectives on key topics, and strategic alliances. The Advocacy and Brand & Reputation committees will collaborate to enhance thought leadership and influence regulations and policies effectively.

02. INSPIRE

SERVICE-ORIENTED MEMBERSHIP

A culture of service is key to the IWFSA's membership experience. The goal is to create a strong ethos of members asking, "What can I do for the organization?" This includes mentoring, leadership development, and building strong support systems for resilience among women leaders.

LEADING
WITH
PURPOSE

03. IMPACT

PAY IT FORWARD

The IWFSA is focused on societal impact, mentoring young leaders, and providing opportunities for strategic partnerships. The IWFSA will continue its impactful programmes such as the Young Leaders Connect (YLC) and the FWLP, with a vision to extend these models into new initiatives, influencing the broader leadership landscape.

VISION:

A distinctly impactful platform to advance women as agents for systemic change and ethical leadership.

PURPOSE:

To be the voice for women leaders who bring change.

VALUES:

Integrity

Competence

Responsibility & Accountability

Fairness

Transparency

Governance, Talent, and Sustainability:

Strong governance remains essential to the IWFSA's success. The organization will work to unlock the potential of its members, improve internal communication, and focus on sustainable funding strategies, such as diversifying income through partnerships with other SETAs.

“True success
is igniting
the flame of
possibility
in others.”

ANONYMOUS

“The purpose of life is not merely to exist, but to thrive; to live with passion, compassion, and a desire to leave the world better than you found it. When you inspire others to see their potential and to dream bigger, you create a ripple effect that can change lives for generations.

Pay it forward, because the light you share today will illuminate a path for someone tomorrow.”

ANONYMOUS



SECTION A

ABOUT US

“By igniting hope,
by sharing wisdom,
and by offering a helping hand,
we create a cycle of empowerment.”

Anonymous



PATRON'S MESSAGE

**ZANELE
MBEKI**

IWFSA PATRON

“Together, we
illuminate the path
for women’s
leadership, a beacon
of hope in an
ever-changing world.”

Greetings to the Esteemed IWFSA Sisterhood,

I stand before you with immense pride and a heart brimming with gratitude as we reflect on the remarkable journey of the International Women’s Forum, South Africa. Twenty-one years ago, I had the privilege of ushering the IWF into the vibrant landscapes of South Africa, and what a journey it has been!

Currently IWF is comprised of over 8,000+ pre-eminent women leaders in 33 countries and 76 local Forums. IWF is the only organization of this scale that builds significant relationships between C-level women across countries and careers. Our members are inventors, entrepreneurs, CEOs, heads of state, academics, scientists, astronauts, Olympic athletes, artists, filmmakers, financiers, philanthropists, and more. For more information, please visit www.iwforum.org.

The IWFSA, nestled within this international tapestry, offers a pivotal platform for women leaders to inspire and enlighten one another. Through carefully curated programmes, we educate, empower, and mentor the

next generation of South African women leaders. Our collaborative initiatives resonate not only locally but echo globally, shaping the trajectory of women’s leadership worldwide.

In 2023, I had the privilege of attending the grand launch of the IWFSA FASSET Women’s Legacy Programme (IFWLP) Cohort 1 and 2. This innovative partnership with Finance and Accounting Services Seta (FASSET) and Duke Corporate Education (DukeCE) is set to empower 1,000 women in the Finance Sector through two transformative leadership programmes over the next three years.

March 2024 brought us another cause for celebration as Cohort 1 and 2 of the IWFSA FASSET Leadership Development Programme proudly saw 469 dynamic women leaders don their graduation caps. To the 534 (469 plus 65) graduates of the Women in Leadership Programme, I extend my warmest congratulations. Your journey has been nothing short of inspiring, and your achievements shine brightly as a testament to your dedication and tenacity.

My heartfelt appreciation goes out to the incredible IWFSA Board of Directors. Your unwavering commitment, passion, and steadfast leadership have been instrumental in driving our organisation forward and nurturing the next generation of women leaders.

As we celebrate these milestones, I would like to take a moment to express my heartfelt gratitude and extend warm congratulations to our IWFSA President, Nolitha Fakude. Since picking up the baton from her predecessor, Irene Charnley, in 2023, she has led our organisation with clear vision and purpose. Nolitha Fakude, your leadership and unwavering dedication to our cause have been truly inspiring, and it fills me with immense pride to congratulate you on a successful 2024.

To the dedicated mentors among our cherished IWFSA members, I offer my deepest gratitude. Your guidance and support for these budding future leaders fill me with immense pride and hope. Rest assured; the future generation is in the capable hands of the esteemed members of IWFSA.

As we applaud the accomplishments of the current Board of Directors, I extend my heartfelt wishes for continued success to all the distinguished members of IWFSA. Together, we illuminate the path for women’s leadership, a beacon of hope in an ever-changing world.

With profound gratitude and unwavering optimism,

Zanele Mbeki

Patron of IWFSA



PRESIDENT'S MESSAGE

**NOLITHA
FAKUDE**

IWFSA PRESIDENT

“When you let your own light shine, you unconsciously give others permission to do the same.”

Visible Role Models – Cultivating a Culture of Excellence, Building Resilience, and Leading a Purposeful Life

Esteemed Members,

What a year it has been for us all! From the highs and lows of navigating a national election to the collective sigh of relief afterward, we also marked the 30th anniversary of our young democracy—a democracy that gave birth to our beloved organisation, IWFSA, 23 years ago. This milestone reminds us of the visionary leadership of our revered and admired Founder and Patron, Mam Zanele Mbeki. Thank you, Mam Zanele, for your enduring guidance, mentorship, and unwavering support for us all.

As we reflect on the strides women have made across various spheres, I also want to provide you with a sense of the remarkable achievements of our Board of Directors and Members over the past year. In this report, you will find updates from our Committee Chairpersons and photographs capturing key milestones.

In commemorating 30 years of democracy, I have chosen a sample from our membership to showcase just a fraction of the incredible accomplishments South African women from all walks of life have achieved. While we celebrate those who consistently cultivate the habit of excellence and lead with purpose, we are ever mindful of the challenges and hurdles that women still face—both in our country and globally.

Being a member of IWFSA signifies that you have scaled the heights of your chosen career and are a pre-eminent member of society. Such recognition is not achieved overnight. It is the result of the dedicated people who have mentored us, personal competence, subject-matter expertise and the support and mentorship we then pay forward that has shaped us into the women we are today. It reflects the resolute, step-by-step building of a solid foundation for your career path. Many of our members have honed their persistence and consistency to become the trailblazers they are.

As South African women, we have had the privilege of not only standing on the shoulders of giants but also walking among them, especially during the early

years of our democracy. We owe these women a tremendous debt of gratitude. With deep respect and humility, we continue to say, Siyabonga!

In November 2023, a new IWFSA Board was appointed for a two-year tenure. Once our diaries were aligned, we quickly immersed ourselves in our new roles, determined not to lose the momentum so powerfully built by the previous Board, led by the esteemed Madame Irene Charnley (fondly known as Madame Pres.).

In February, we unveiled a refreshed strategy, building on the solid foundation laid before us. Our focus has been on ensuring the execution of our mission and purpose is anchored in strong governance structures. Initiatives and programmes launched in 2022/23 have been diligently embedded into our organisation to ensure sustainability and continuity. While much has been accomplished, more remains to be done in the coming year.

2024 has been an exceptionally busy and personally fulfilling year for everyone involved in the IWFSA

community, as you will see in the integrated report and updates from the various committees. Besides navigating the national elections that brought us the GNU, we also reconstituted our Board committees, each ably led by an IWFSA Board member, except for the Audit and Risk Committee which is led by Tryphosa Ramano as an independent chairperson.

As I reflected on the 30-year journey of our democracy, I couldn't help but think of the many women who have shone brightly and thrived during this time. They have exemplified excellence and leadership, becoming what I call the Firstborn Daughters — OMAFUNGWASHE — in leadership, both in private society and public sectors.

To celebrate 30 years of democracy, taking a snapshot of the current membership we honour the following members. Apologies in advance for selecting only 30 out of the 106 members we have, but these women of “firsts” are the trailblazers among us—in business, civil society and senior executives in the public sector. Their achievements continue to inspire and pave the way for future generations.

Dr Anna Mokgokong (CIC) - Past President of the IWFSA (2006-2009), Business Leader and Nation Builder par excellence - Globally acknowledged @IWF as one of the Women Who Make a Difference [2022].*

Basetsana Khumalo - Media mogul Tswelopele Productions, with TV shows that changed the popular culture of the time like "Top Billing" to "Date My Family". A former President of the Businesswomen's Association (BWA) and current Board member of IWFSA.

Dr Brigalia Bam - A global feminist leader, especially within the ecumenical community. Former Chair of the IEC and one of the global Elders (Bishop Tutu convened), IWFSA 2023 Hall of Femme Awardee. **

Colleen Larsen - Gender Activist and Champion of the 30 Percent Club. Developed the Gender Mainstreaming Awards in 2013, a recognised platform for the last 10 years.*

Futhi Mtoba - Former Deloitte Chairperson, President of ABASA and BUSA and now Co-Convenor of WECO-NA - an Institution Builder.*

Imogen Mkhize - Class of 1995 Harvard MBA - First South African woman to graduate from Harvard with an MBA and a Corporate Governance expert who serves on various Boards [IWFSA member].*

Irene Charnley - Our own Madame Pres. for life (2019 - 2023) - one of the Founding executives of MTN, a company she helped grow into the behemoth that it is today.*

Joan Joffe - A communications guru in the ICT sector and one of the founding members of IWFSA.

Dr Lulu Gwagwa - An accomplished Development Planner. First Black Town Planner in the 1980s' who qualified from the then University of Natal with a degree and a specialist in Infrastructure Development (serves on boards) / IWFSA Member.*

Maria Ramos - First woman CEO of a big 4 bank and a long-standing member of IWFSA.

Mojanku Gumbi - The fearless Transformation "ninja" who champions other women in all she does. Currently working within the UN as champion for Diversity, Equality, and Inclusion. IWFSA 2023 Hall of Femme Awardee. **

Dr Naledi Pandor - A former Government Minister with portfolios covering Education, Science and Technology, Home Affairs, and International Relations. Her impactful leadership has been felt locally and abroad. A former President of the IWFSA (2003 - 2006). IWFSA 2023 Hall of Femme Awardee. **

Nana Magomola - One of the first cohort of founding members of IWFSA and a champion for women leadership development, having led the establishment of the IWFSA/GIBS women development programme more than 20 years ago. Globally acknowledged @IWF as one of the Women Who Make a Difference [2012].**

Nene Molefi - A globally recognised Diversity, Equity, and Inclusion thought leader and facilitator.

Dr Nkosazana Dlamini Zuma - Former Government Minister across portfolios including Health, Home Affairs, and Foreign Affairs. Became the first woman President of the African Union developing Strategy 2063. Globally acknowledged @IWF as one of the Women Who Make a Difference [2001].**

Major General (ret) Ntsiki Memela-Motumi - Served the SANDF with distinction over three decades and championed transformation and gender equality within the military during this period [IWFSA member].*

Dr Pinky Chirwa - A Specialist Paediatrician and Head of Neonatal Intensive Care Unit at NMCH who pursued neonatal training as a specialisation to train doctors and nurses in neonatology - an IWFSA member.*

Dr Precious Motsepe - Medical Doctor turned Entrepreneur who pioneered the commercialisation and globalisation of the South African Fashion industry, as well as being a philanthropist through her Family Foundation.

Dr Phumzile Mlambo Ngcuka - an Educationist turned politician and globally respected gender activist and champion of women rights through the UN Women role. Globally acknowledged @IWF as one of the Women Who Make a Difference [2007].** And IWF Global Hall of Fame Awardee (2016).

Salukazi Hlongwana - One of the Founders of Nozala Investments in 1996 and a woman who has stayed the course in championing other women.*

Dr Shamla Chetty - Duke CE - CEO Business School, one of the top 10 Global Business Schools and a strategy partner for the IWFSA FASSET Women Leadership Development programme.

Shirley Machaba - CEO of PWC (July 2019)- first woman CEO of one of the Big 4 firms, passionate about developing the next generation of women leaders, and Co-Chair of the Leadership Development Committee [IWFSA Board Member].*

Sindi Mabaso - An inspirational mentor and talent spotter and nurturer of young leaders. Co-founder of AWCA and a sought-after governance expert.

Advocate Thandi Orleyn - Human Rights activist and Business Leader. Chair of Boards on Mining and Energy [Co-founder of Peotona with fellow IWFSA members Wendy Lucas Bull, another business leader of substance].

Tina Eboka - Serves and chairs Boards and is a seasoned corporate governance expert and an industrialist.

Tryphosa Ramano - An Institution Builder of note and one of the best Audit Chairpersons on boards in SA today. Key in leading organisations like ABSIP, AWCA, IWFSA and the Midwife and Patron of YLC IDEAL (2020).*

Tsakane Maluleke - Auditor General and a corporate activist of note with a track record of working through associations like the BMF, SAICA, ABASA, and AWCA.

Wendy Lucas-Bull - Director and Chairman of Boards in groundbreaking sectors. One of the founding members of IWFSA.

Yvonne Chaka Chaka Mhinga - A businesswoman, arts and culture activist, and (UN) ambassador of the arts in the world.

Zanele Mbeki - Our Patron and Founder, businesswoman, and Feminist leader. Globally acknowledged @IWF as one of the Women Who Make a Difference [2014].**Inaugural IWFSA 2022 Hall of Femme Awardee.*

At least nine of our members are published authors: Nene Molefi, Basetsana Khumalo, Prof. Shirley Zinn, Colleen Larsen, Dr Nozi Mjoli, Nolitha Fakude, Andy Kawa, Dr Judy Dlamini, and Prof. Stella Vil. Through their work, they have enriched the body of knowledge and shared valuable perspectives from a female lens, contributing meaningfully to society's understanding of leadership, resilience, and impact.



Amongst our esteemed members, we also count five Chancellors of leading universities in South Africa. These remarkable women include Dr Judy Dlamini (University of the Witwatersrand), Dr Anna Mokgokong (North-West University), Dr Precious Motsepe (University of Cape Town), Advocate Mojanku Gumbi (University of Venda), and Dr Phumzile Mlambo Ngcuka (University of Johannesburg). They are driving transformative change in academia, ensuring that South Africa's higher education ecosystem remains globally respected. Their leadership reflects the excellence, vision, and commitment that define IWFSA.

These examples demonstrate the power of intentional action, collective purpose, and steadfast leadership. With the continued efforts of IWFSA and our sister organisations, we are actively shaping the next generation of trailblazing leaders. The future holds immense promise as we bring to life our purpose: **"To be the voice for women leaders who bring change, especially systemic change and ethical leadership."**

Over the years, IWFSA has produced a cohort of 16 Fellows who now form part of the global network of transformative leaders, each of you, in your own unique way, embody the essence of omafungwashe—"firstborn daughters"—trailblazers who demonstrate what can be achieved when women rise, inspire, and lead.

All of our members have crafted a roadmap for success with four distinct pillars:

1. **Creating a habit of excellence** in all that you do.
2. **Leveraging access and opportunity** by lifting others as you rise, nurturing the next generation of women leaders.
3. **Serving society beyond personal interests**, creating a social impact through purposeful actions.
4. **Leading with grace, humility, and solidarity**, fostering a sisterhood that uplifts and sustains.

These principles are evident in the way our members continue to mentor through cornerstone programmes such as the IWFSA/FASSET/Duke CE Women Leadership Programme and the Young Leaders Connect - IDEAL initiative. These programmes aim to impact over 1,000 women, serving as a testament to what it means to multiply influence and nurture leaders. Your commitment to these efforts, alongside the myriad mentorship initiatives you already undertake, is a powerful demonstration of our collective ethos. Thank you for your unwavering dedication.

On a personal note, I have been deeply fortunate to learn from many of you, role models who embody generosity of spirit and purpose. Through your leadership, you have shown how purposeful intentional action, matched by legislation, policy, and an enabling environment can drive sustainable change. You have reminded us all to remain intentional in building nurturing spaces for young minds and future leaders.

My wish and prayer for each of you is that, as you continue to find your rhythm and voice within your sectors, you are granted:

- **Wisdom** to teach and inspire others.
- **Resilience and well-being** to remain steadfast in your purpose.
- **Visibility** as role models, so your excellence, brilliance, and influence continue to light the way for others.

I extend my heartfelt thanks to our Board Members for their incredible leadership, passion, and collaboration. You continue to represent IWFSA with distinction contributing your treasured time and talents, ensuring that our committees function as the engines driving our impactful work. I am profoundly grateful for your dedication to our shared vision.

To Akeida Bradley, our indispensable Office Administrator: your professionalism, foresight, and commitment anchor us all. Thank you for being a steady hand, ensuring our initiatives run seamlessly and our members feel supported.

Finally, to the entire IWFSA Sisterhood: your enthusiasm, camaraderie, and unyielding support for one another's achievements remain a source of inspiration. Together, we are building a legacy of excellence, resilience, and purposeful leadership.

As we embark on another jam packed year, preparing for the 2025 IWF Cornerstone Conference, 5 - 7 November 2025 - Cape Town International Convention Centre "CTICC" - Cape Town. I encourage each of you to embrace who you are and all that you bring to the table. You make a difference, and we see you.

Best wishes for the year ahead!

PS: Wishing you all a Happy Birthday for the whole of next year in advance!

Namaste

Nolitha Fakude

President of IWFSA





SECTION B GOVERNANCE

**"Your greatest impact
will be the lives you inspire,
not the things you acquire."**

Anonymous

THE IWFSA BOARD

Representing the highest standards of ethical leadership



NOLITHA FAKUDE
PRESIDENT



MARGARET NIENABER
VICE PRESIDENT



FAITH KHANYILE
TREASURER



NICQUI GALAKTIOU
SECRETARY



AUDREY MOTHUPI-PALMSTIERNA
BOARD MEMBER



BASETSANA KUMALO
BOARD MEMBER



CHARMAINE HOUVET
BOARD MEMBER



LILLIAN KARURI
BOARD MEMBER



TOTSIE MEMELA-KHAMBULA
BOARD MEMBER



ADV THANDI ORLEYN
BOARD MEMBER



SHIRLEY MACHABA
BOARD MEMBER



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 was confirmed and elected at the AGM held in November 2023.

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 led 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 and Advocacy; Leadership Development which is responsible for IWFSA FASSET WLP and Young Leaders Connect (YLC). In addition to the five sub-committees, the Board and AGM resolved to establish an Audit and Risk committee, to ensure transparent and ethical governance of the IWFSA. The members of this committee are elected at the AGM.



BRAND AND REPUTATION COMMITTEE

BASETSANA KUMALO
CHAIRMAN

With Basetsana Kumalo as Chair, the Brand and Reputation Committee is mandated to develop and maintain a consistent brand aligned to our vision, engage external stakeholders 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:



BASETSANA KUMALO
CHAIRMAN



ZODWA MANASE



ZUKIE SIYOTULA



DOT FIELD



CHARMAINE HOUVET



LILLIAN KARURI

During the year under review, the IWFSA successfully hosted and celebrated its signature event, the annual IWFSA Hall of Femme Awards.

The **IWFSA website** is undergoing a revamp as the committee continuously updates to ensure alignment with the latest IWFSA initiatives. The website will remain user-friendly and rich in informative content. If you haven't had the chance to explore it yet, we invite you to take a moment to do so. Please don't hesitate to provide feedback on the changes and ensure that all member profiles are up to date by contacting Akeida Bradley.

WhatsApp has continued to serve as a powerful tool for engaging with our members. As part of our ongoing efforts to enhance communication within our IWFSA community, we have created two WhatsApp communication hubs as follows:

IWFSA Announcements Hub: This space is reserved for important member's only-related announcements such as awards, honors, birthdays, and bereavements. It serves as an official channel to keep everyone informed, and we encourage members to observe its intended use to maintain its effectiveness.

IWFSA Thought Hub: As a platform for strategic announcements, thought leadership, and op-eds, this group allows us to engage in meaningful discussions aligned with the organization's priorities. Posts here should focus on topics that support our mission of empowering women leaders.

Regarding bereavements, the IWFSA Announcements Hub is reserved for the following categories (IWFSA Members Only):

- The passing of a member.
- The passing of a member's spouse or partner.
- The passing of a member's child.

All bereavement notices are to be sent to admin@iwfsa.co.za for the attention of the Chair of Brand and Reputation, Basetsana Kumalo, who will then act accordingly.



CONGRATULATORY MESSAGES...

DURING THE YEAR



BUHLE HANISE

Congratulations to our esteemed member, **Buhle Hanise**, on her appointment as the **Chief Operation Officer at BDO Business Restructuring**.



TRYPHOSA RAMANO

Congratulations to our esteemed member, **Tryphosa Ramano**, on her appointment as the **Non-Executive Director of the Board of the National Transmission Company of South Africa (NTCSA)**.



YVONNE MHINGA

Congratulations to our esteemed member, **Yvonne Mhinga**, for championing **#MusicEx 2024**.



FUNEKA MONTJANE

Congratulations to our esteemed member, **Funeka Montjane**, recipient of the **2024 AWCA Woman of Substance Award**.



SHIRLEY MACHABA

Congratulations to our esteemed member, **Shirley Machaba**, on her appointment as the **Independent Non-Executive Director: Institute of Directors of South Africa (IoDSA)**.



EILEEN WILTON

Congratulations to our esteemed member, **Eileen Wilton**, on her re-appointment as the **Independent Non-Executive Director: Institute of Directors of South Africa (IoDSA)**.

The Brand and Reputation Committee reserves the right to moderate posts to ensure that all content remains relevant to the group's objectives. Any posts that fall outside the scope of these hubs may be respectfully removed to maintain a cohesive and professional space for all members.

Instagram stands out as the predominant social media platform among Young Leaders, underscoring the significance of social media as a strategic communication tool for engaging stakeholders. The Young Leaders Committee (YLC) maintains a consistent and active presence on Instagram, fostering meaningful connections with our audience.

Notably, the IWFSAs' **Instagram** and **Facebook** pages boast a substantial following of devotees, while our **LinkedIn** following, at present, remains relatively modest.

Thank you for your understanding, continued support, and commitment to keeping our communication spaces focused, purposeful, and reflective of the IWFSAs' values. Should you have any questions or need further clarification, please don't hesitate to reach out to us.

IWFSA 2024 Hall of Femme Media Coverage

The Hall of Femme Awards, held on 31 October 2024 under the theme *"Leading with Purpose"*, received extensive media coverage across print, online, and broadcast channels.

Media Coverage Breakdown:

1. Broadcast Coverage

 eNCA 24 October 2024, 11:46 Guest: Nicqui Galaktiou	 Power FM 5 November 2024, 12:52 Guest: Swazi Tshabalala
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2. Print and Online Coverage

 IOL 23 October 2024	 LL Media House 24 October 2024	 IOL 2 November 2024
 Saturday Star/Pretoria News 2 November 2024	 Guy Gal Conner 11 November 2024	 Fame South Africa 11 November 2024
 Showbiz Scope 10 November 2024		





DR SHARMLA CHETTY

Congratulations to our esteemed member, Dr Sharmila Chetty, who graduated with a Doctorate in Public Works Professional Studies.

Congratulations to our esteemed member, Dr Sharmila Chetty, on receiving the prestigious Leadership Award from the Global South Africans Network.



SHIPHRA CHISHA

Congratulations to our esteemed member, Shiphra Chisha, on her appointment as the Non-Executive Director of the Board of the Zenzele Itereleng Trust.



LESEGO SENNELO

Congratulations to our esteemed member, Lesego Sennelo, on her appointment to the Board of Motus Holdings Limited as an Independent Non-Executive Director, A Member of the Audit and Risk Committee and A Member of the Social, Ethics and Sustainability Committee.



DR PHUMZILE MLAMBO-NGCUKA

Congratulations to our esteemed member, Dr Phumzile Mlambo-Ngcuka, on her appointment as an Independent Non-Executive Director of the Board of Mercedes-Benz SA.



NANA MAGOMOLA

Congratulations to our esteemed member, Nana Magomola, on being elected to the IWF Nominating Committee (2024-2026).



LILLIAN BARNARD

Congratulations to our esteemed member, Lillian Barnard, for receiving the Wired4Women Trailblazer Award.



PROF. PARMİ NATESAN

Congratulations to our esteemed member, Prof Parmi Natesan, for receiving the prestigious Top Empowered: Business Leader Of The Year Award 2024.



ANNE PRATT

Congratulations to our esteemed member, Anne Pratt, on her appointment to the Harvard Business Review (HBR) Advisory Council.



NOLWANDLE "NOLI" MBOWENI

Congratulations to our esteemed member, Nolwandle "Noli" Mboweni, on receiving the Leadership and Inspiring Business Women in South Africa Award from African Women in Business and Regenesys.



DR ANNA MOKGOKONG

Congratulations to our esteemed member, Dr Anna Mokgokong on receiving "The OUTSTANDING LEADERSHIP AWARD" from African Women in Business and Regenesys.



TRYPHOSA RAMANO

Congratulations to our esteemed member, Tryphosa Ramano, on being recognised in the Banking & Finance sector by the Mail & Guardian Power of Women.

Congratulations to our esteemed member, Tryphosa Ramano, on her appointment as the Deputy Chairperson of Council at the University of Pretoria.



DR NALEDI PANDOR

Congratulations to our esteemed member, Dr Naledi Pandor, as the new Chair of the Nelson Mandela Foundation.



IRENE CHARNLEY

Congratulations to our esteemed member, IWF Global Board member and Former President of IWFSa, Irene Charnley, on being honoured with the prestigious BPI Iconic Business Leadership and Excellence Award at the 2024 BPI Iconic Leadership and Excellence Awards ceremony.



ZANELE MBEKI

Congratulations to our esteemed Patron, Zanele Mbeki, on being honoured with the prestigious BPI Iconic Business Leadership and Excellence Award at the 2024 BPI Iconic Leadership and Excellence Awards ceremony.



DR JUDY DLAMINI

Congratulations to our esteemed member, **Dr Judy Dlamini**, on being duly elected to serve a second term as **Chancellor of the University of the Witwatersrand**.



DR NOZI MJOLI

Congratulations to our esteemed member, **Dr Nozi Mjoli**, on the release of her second book, **The Power of a Positive mindset**.



BUHLE HANISE

Congratulations to our esteemed member, **Buhle Hanise**, on being recognized as a **Positive Role Model at the Gender Mainstream Awards 2024**.



DR ANNA MOKGOKONG

Congratulations to our esteemed member, **Dr Anna Mokgokong**, on her re-election to serve a second term as **Chancellor of North-West University (NWU)**.

IN LOVING MEMORY

Dr Zonke Majodina

10 JULY 2024

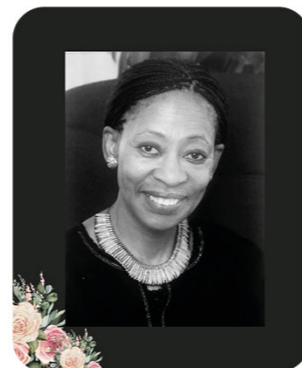
Our post in tribute to the very sad passing of beloved IWFSA Member, **Dr Zonke Majodina**.

Best Regards,

Basetsana Kumalo

Basetsana Kumalo

CHAIRMAN: BRAND AND REPUTATION COMMITTEE



“Each one of us has a spark inside, a light that can illuminate the path for others.

When we share our light — through kindness, guidance, or encouragement — we not only brighten someone else’s journey but also strengthen our own flame. The beauty of life is found in igniting sparks that turn into flames, flames that spread warmth, hope, and inspiration far beyond what we can imagine.”

ANONYMOUS

702 WALK THE TALK

28 July, 2024

Successfully organised the Annual 702 Walk the Talk on 28th July 2024, with enthusiastic participation from our Members, Stakeholders, YLC, IFWLP Alumni, and their families.



POWER FM WOMEN'S DAY 'TAKEOVER' SHOW

9 August, 2024

The IWFSA proudly participated in the PowerFM 'Takeover' show for the second consecutive year, celebrating Women's Day with the theme 'Breaking Boundaries.'

The event, hosted by Ayanda Mafuleka, CEO of FASSET, featured strong representation from the IWFSA, including Board Members Charmaine Houvet, Audrey Mothupi-Palmstierna, Nicqui Galaktiou, IWF Global Board Member Irene Charney, and members of the IFWLP Alumni Executive Committee.



“The rise of AI is not the end of human leadership, but it does demand a new kind of leader — one who balances innovation with compassion.

Dehumanization occurs when leaders forget that the greatest advancements in technology are meaningless if they undermine the very essence of what it means to be human.”

ANONYMOUS

“HUMANIZING LEADERSHIP IN THE AI WORLD” EVENT (DUKE CE AND IWFSA COLLABORATIVE WOMEN’S DAY EVENT)

21 August, 2024

The IWFSA, in collaboration with Duke Corporate Education (Duke CE), hosted an insightful event exploring the theme ‘Humanizing Leadership in the AI World.’

The programme featured active participation from IWFSA Members, YLC representatives, and IFWLP Alumni, who engaged in meaningful discussions on the evolving intersection of leadership and artificial intelligence.





LEADERSHIP DEVELOPMENT COMMITTEE

CHARMAINE HOUVET
CHAIRMAN

It is the responsibility of the Leadership Development Sub Committee of the IWFSA Board, to empower members through structured leadership engagements. The committee oversees various development initiatives to ensure that members benefit from and develop through these. To ensure the success of future generations, the Committee further recognises talent and ensures that a well-developed pipeline of talented women is continually fed with young women of the highest calibre to ensure continuity of leadership by women.

THE FLAGSHIP INITIATIVES OF THE IWFSA LDC ARE:

- IDEAL Young Leaders Connect (YLC)
- IWFSA FASSET Women's Leadership Programme (IWFSA FWLP)
- IWF Global Fellows Programme (South African Fellows)

These programmes are targeted at developing the next generation of ethical young leaders.

THE MEMBERS OF THE LDC COMMITTEE:



CHARMAINE HOUVET
CHAIRMAN



SHIRLEY MACHABA
DEPUTY CHAIRMAN



IRENE CHARNLEY



DR FUTHI MTOHA



TRYPHOSA RAMANO



NICQUI GALAKTIOU



DR NOMONDE MABUYA



TOTSIE MEMELA - KHAMBULA



ISABELLA MAKUTA



PETA MASHININI



ZUKIE SIYOTULA



ZODWA MANASE



ADV MOJANKU GUMBI



AUGUSTE COETZER



ACT JUDGE DOROTHY BOTSI-THULARE



RENDANI NELUVHALANI



IWFSA LEADERSHIP DEVELOPMENT COMMITTEE (LDC) REPORT

A key goal of IWFSAs is to ensure the development and involvement of our esteemed, members. The Leadership Committee curated conversations during the year under review focused on:

- Overview of Mentorship, Sponsorship and Coaching essence & relevance: The session focused on the DNA of a successful mentorship/mentee journey to strengthen a learning pathway.
- Responsible AI - Empowering citizens to use AI for good and maintain humanity in all interactions.
- South Africa Companies Act Amendments - This conversation unpacked impact on remuneration and financial disclosure of the new companies act amendments.

As always, we value support of IWFSAs's esteemed members, who connect and engage on these topical and impactful conversations. Our gratitude is extended to our IWFSAs members who participate in these conversations and who avail resources from their organisation to support these conversations. Further, we would like to express our deepest gratitude to our esteemed members for assisting by recommending potential speakers for the virtual conversations. To obtain further information on any of the planned conversations or to participate in the various IWFSAs work streams and committees, kindly contact Akeida Bradley at admin@iwfsa.co.za

IWFSA FASSET WOMEN'S LEADERSHIP PROGRAMME (IFWLP)

Background



The International Women's Forum South Africa ("IWFSAs") and the Financial and Accounting SETA ("FASSET") partnered to deliver the Women in Leadership Programme or IWFSAs FASSET Women's Leadership Programme "IFWLP". Aimed at developing 1000 women in the financial sector over a 3-year period (1 October 2022–30 September 2025), Duke University's, Duke Corporate Education ("DukeCE") has been appointed as the education and implementation partner. The IWFSAs FWLP was pioneered by 65 women from diverse backgrounds who graduated in 2022 as trailblazers. The programme has graduated 450 women during phase 1 and 2 of the

programme who form the IFWLP Alumni that mentor other participants who are currently going through the programme. There are currently 485 participants enrolled in Phase 3 of the programme (215 EDP and 270 MMDP) scheduled to graduate in March 2025.

The Programme comprises an Executive Development Programme ("EDP") and a Middle Management Development Programme ("MMDP"). All aimed at addressing the challenges experienced by women in Management and Leadership positions, through a series of academic modules, conversations with experts in Intersessions, group coaching, an Action Learning and Research Project. It includes an international benchmark and networking study, which consist of a global immersion experience for EDP participants and an African and UK immersion for the MMDP participants.

A key component of the IFWLP is the one-on-one mentoring by globally acclaimed and successful women leaders who are members of or associated with IWFSAs. The Programme, designed to nurture and empower

aspiring women leaders, has already seen remarkable growth and development amongst its pioneer graduates and current participants. The planning for the 2024 programme incorporated the insights gained in 2023 to improve the experience for delegates and mentors. Improvements to the programme include enhanced onboarding whereby training was offered to all mentors to brief them on the design and objectives of the programme whilst equipping them with soft skills to enable the flow of mentorship interactions. Separate onboarding sessions were held for EDP and MMDP to cater for the different career stages and expectations. A key element of this training was the introduction of the pre-mentorship reflection which encourages the delegates to consider their goals and objectives for mentorship. Given the three-fold increase in the mentor base, the logbook was automated thus enabling a smoother session verification process and compliance with FASSET's requirements. In addition to the IWFSAs members who mentor on the programme, in 2024 mentorship has been supported by mentors referred by the membership base, 135 graduates from the IFWLP's EDP 2023. Thus, the number of mentors grew from 78 in 2023 to 211 in 2024. The IFWLP has had a transformative impact, not only on the professional development of mentees but also on the personal satisfaction of mentors. The IWFSAs's commitment to the programme exemplifies the power of mentorship in advancing women into leadership roles and creating a more inclusive future.

Marketing and PR activities for the IWFSAs FASSET Women's Leadership Programme "IFWLP" has been dynamic and robust over the course of the year under review. The importance of these endeavors cannot be overstated as they continue to increase the visibility of the programme communicating the unique benefits of the programme resulting in increased brand awareness for the IWFSAs and its strategic partners FASSET and DukeCE.

Collaborations with our partners continues. Alumni of the IFWLP participated in the annual Power FM Women's Day takeover, joined by IWFSAs members and FASSET CEO Ayanda Mafuleka, where they were able to share with a broad audience over national radio the benefits of the programme for the participants, as well as the impact it has had on their careers. The show was live-streamed via various platforms like Twitter/X and was engaged with over 1500 times; with listeners also having the opportunity to call in and engage directly with the team in studio.

A similar partnered event was the DukeCE Women's Month event; titled "Humanizing Leadership in an AI world." Alumni of the IFWLP led a panel titled *Workforce Transformation and The Future of Work*, a well-attended discussion that provided an unparalleled platform to engage in industry discussion. This event was publicised across various social media platforms with 2367 impressions on LinkedIn, and 220 people engaging with the post.

Beyond the marketing of the effectiveness and utility of the Programme, specific aspects of the Programme itself continue to be expanded upon. An example is through the launch of a Mentorship Monday series; which highlights the value of mentorship- not only for the IFWLP; but how mentors benefit equally from this journey. These engagements were shared over Instagram and LinkedIn; with one Instagram post clocking 1157 views. On LinkedIn, the post had 2412 impressions, and an 11.2% engagement rate.

The PR activities of the IFWLP have been incredibly successful in not only amplifying the programme itself, but also positioning participants and Alumni as thought leaders and key voices in their respective fields. Marketing the programme components and the achievements of the participants has successfully served the dual purpose of showcasing the IFWLP as the prestigious programme it is and demonstrating its impact to the public.



IWFSA FASSET WOMEN'S LEADERSHIP PROGRAMME "IFWLP" ALUMNI NETWORK



The IWFSA Alumni was formed and launched in August 2023 as part of SA's Women's Month. The Alumni membership is open to all participants who successfully completed and graduated from the IWFSA FASSET WLP. The Alumni platform serves as an opportunity for members to act as mentors and coaches with a responsibility to mentor future participants of emerging women leaders and, in this way, "lifting as they rise". Through various Alumni events, members have access to opportunities for professional networking and continuous learning, while leveraging on the professional capital of peers and influential industry leaders, enabling them to pivot and shape their career trajectory. The Alumni has to date

successfully onboarded 311 graduated participants in its database. This engaged and inspired network of women supporting women fosters leaders who are truly poised for greatness. The IWFLP Alumni come as one but stand as one thousand.

YOUNG LEADERS CONNECT (YLC) IDEAL REPORTING



The Young Leaders Connect (YLC) IDEAL Programme, an initiative of the International Women's Forum of South Africa (IWFSA), was relaunched in 2020 with the IWFSA Board leadership and the IWFSA Patron Dr Zanele Mbeki. Its goal is to develop the next generation of ethical young women leaders, integrating them into IWFSA's "Inspire, Ignite, Impact" strategy. The IDEAL Programme focuses on the "Impact" pillar and is governed by the Leadership Development Subcommittee of the IWFSA Board chaired by Charmaine Houvet and the Deputy Chair Shirley Machaba.



KEY ACHIEVEMENTS

Below is a reflection on the significant milestones and strides YLC has achieved during the year under review. Two years into the launch of the entity's 2025 vision, under the theme "Empowering the Future," adopted in 2023, the team remains dedicated to developing the next generation of ethical women leaders.

IDEAL Mentorship: Since inception, the YLC has successfully ushered about 220 mentees through the YLC programme, with 130 new leaders inducted during the year under review. The mentorship programme pairs mentees with established leaders to develop leadership and soft skills, focusing on a holistic approach to professional growth.

IDEAL Entrepreneurship: A cohort of 28 startups has been incubated, receiving training, fundraising support, and networking opportunities. During the year under review, YLC held a pitching competition with sponsor African Bank, awarding R180,000 to the top three winners.

Board Leadership: YLC hosted governance workshops and partnered with Business Engage and Boardvisory, training more than 50 young women in board leadership, with 24 mentees placed in prestigious programmes.

IDEAL Conversations: YLC organized monthly thought leadership sessions with industry leaders, touching on topics such as diversity, digital transformation, and entrepreneurship, engaging over 2,000 attendees through 40+ events during the year under review.

IDEAL Book Club: To further promote personal and professional growth, during the year under review, YLC hosted IBC sessions featuring authors who shared their insights and experiences. Key highlights included IWF-SA members Dr Judy Dlamini, renowned business leader Wendy Luhabe, and seasoned executive, Mteto Nyati.

Strategic Alliances: YLC has built strategic relationships with likeminded institutions, to develop funding models for sponsorship & funding for its IWFSAs Board approved programmes.

Student Chapter: Work continues during the year under review with the university society to provide support to tertiary students with programmes such as soft skills training, mentorship and leadership development workshops.

Circle of Influence: This is the YLC alumni programme for past mentees in effort to continue with the team's mantra of paying it forward with many past mentees now mentoring current and future mentees signing up for the YLC programme.

GOVERNANCE AND STRATEGY

In 2023, YLC reassessed its key priorities and adopted McKinsey's 7-S framework, focusing on enhanced governance. The programme's structure was formalized with clear accountability measures, ensuring sustainable growth and long-term impact. Four committee meetings were held during the year under review to monitor and review progress and align to the objectives of the IWFSAs.

FINANCIAL SUSTAINABILITY

YLC secured funding from sponsors Standard Bank and Development Bank of Southern Africa for the next three years. These funds will be critical in expanding the entity's initiatives and ensuring financial sustainability for the IWFSAs Board-approved programmes.

CONCLUSION

As we reflect on the year, YLC remains committed to its vision of empowering the future. With the continued support of our leader IWFSAs, partners and stakeholders, YLC is well-positioned to drive impactful change, develop ethical women leaders, and advance gender equality in line with SDG 5 goals.

THE IWF FELLOWS PROGRAMME: A TRANSFORMATIONAL LEADERSHIP JOURNEY

The IWF Fellows Programme is a prestigious, intensive leadership development initiative designed to equip accomplished women leaders with the skills, networks, and perspectives needed to excel at the highest levels of leadership. Participants embark on a year-long transformational journey that centers on self-awareness, leadership development, and a commitment to creating a lasting legacy.

The programme brings together a select group of women from diverse industries and global regions, offering them unparalleled learning opportunities and access to world-class leadership training. Participants engage with renowned academic institutions, such as INSEAD and Harvard Business School, while being guided by experienced mentors who provide invaluable insights and support. Throughout the programme, fellows are encouraged to examine their leadership styles, explore their personal impact, and build the capacity to lead more consciously and effectively within their organizations and communities.

A TRANSFORMATIONAL EXPERIENCE

The IWF Fellows Programme exceeds expectations, offering participants a truly transformational leadership journey. The fellowship kicks off at the IWF global conference, where participants are introduced to their cohort of 40 women leaders from organizations such as Uber, Walmart, and the U.S. State Department. This diverse group creates an environment ripe for an impactful exchange of ideas, experiences, and leadership insights.

The first phase of the fellowship focuses on leadership of self, inviting participants to reexamine their leadership styles and reflect on how their leadership impacts the teams and organizations they lead. This phase offers a profound opportunity for introspection, allowing each Fellow to reassess the kind of leader they aspire to be and commit to personal growth. Participants leave this phase with both personal and collective commitments to work on the inner development required for deeper leadership consciousness and a greater impact. One of the standout features of the programme is the mentorship component, where each participant is paired with an individual mentor—an experienced IWF global member who is a leader in her own right. These mentors provide invaluable guidance, supporting participants as they embark on or scale their legacy projects, ensuring their leadership leaves a lasting mark.

WORLD-CLASS LEARNING AT INSEAD AND HARVARD

At INSEAD, participants are invited to think critically about leadership through the lens of organizational architecture, culture, and the systems they shape as leaders. Led by world-class professors, participants engage in thought-provoking discussions that push them to stretch their leadership capabilities. They explore the dynamics of organizational culture and values, examining how leaders can influence these elements to foster progress within their teams. Importantly, this experience brings visibility to African leadership perspectives, offering a counterbalance to the often-dominant Western leadership ideals.

The final leg of the programme takes place at Harvard Business School, where participants engage with the renowned case method to analyze real-life leadership challenges. Through interactions with world-renowned professors and successful leaders, participants learn to navigate complex leadership scenarios and deepen their understanding of what distinguishes effective leaders from the rest. A memorable highlight of this phase is the opportunity to meet one of the leaders featured in a case study, who shares her remarkable journey of building a billion-dollar global business.

On the 8th of October 2024, the IWFSAs Board hosted the IWF Fellows Breakfast, a special gathering kindly sponsored by Standard Bank through the IWFSAs Vice President, Margaret Nienaber. This event brought together past and present South African IWF Fellows, spanning from 2000 to today. It served as a valuable platform for leadership engagement, strengthening bonds between the Fellows and deepening their connection to IWFSAs. The gathering provided an excellent opportunity for past and current Fellows to reflect on their leadership journeys and to continue building the network of powerful women leaders who have been part of this transformational experience.



IWF FELLOWS BREAKFAST

8 October, 2024



IWF SOUTH AFRICAN FELLOWS:

Fellows Class Year: 2000-2001

Busisiwe "Totsie" Memela-Khambula (IWFSa Board Member)

Fellows Class Year: 2008-2009

Lindiwe Mtimkulu

Fellows Class Year: 2010-2011

Sue Brooks

Fellows Class Year: 2011-2012

Lillian Karuri (IWFSa Board Member)

Fellows Class Year: 2012-2013

Sonto Mujakachi
Marian Hester

Fellows Class Year: 2013-2014

Zukie Siyotula (Member IWFSa)
Nambita Mazwi

Fellows Class Year: 2015-2016

Sisanda Tuku

Fellows Class Year: 2018-2019

Butsi Tladi

Fellows Class Year: 2020-2021

Boniswa Madikizela

Fellows Class Year: 2023-2024

Athi Rwexu
Nozipho Tshabalala

Fellows Class Year: 2025

Makhosazana Bambisa
Karen Matsiko
Ayanda Mafuleka



IWF Fellows (South African Participants) at IWF Fellows event in Washington DC 18 October 2024:

Left to Right:

Karen Matsiko, Ayanda Mafuleka, Nana Magomola (IWFSa Honourary Member), Totsie Memela-Khambula (IWF Fellow and Board Member), Makhosazana Bambisa, Futhi Mtoba (IWFSa Member), Nozipho Tshabalala, Lillian Karuri (IWF Fellow and Board Member), Zukie Siyotula and Athi Rwexu



STRATEGIC ALLIANCES & ADVOCACY COMMITTEE

AUDREY MOTHUPI-PALMSTIERNA
CHAIRMAN

The role of the Strategic Alliance and Advocacy Committee is to:

- Cultivate mutually beneficial alliances with other organisations.
- To drive collaboration to achieve a cohesive outcome for women.
- Develop and sustain partnerships that go beyond sponsorship.
- To drive thought leadership and dialogue across key topics.
- Catalyse the development of plans of action by play a convening role for various key stakeholders.
- Consistently have our finger on the pulse of key topics affecting women leaders in South Africa.

SUBCOMMITTEES OF THE STRATEGIC ALLIANCE AND ADVOCACY COMMITTEE

The Committee is supported by two dedicated subcommittees, each with a specific focus:

- **Advocacy and Voice Committee**
Chaired by Lillian Karuri
- **Catalytic Strategy Committee**
Chaired by Faith Khanyile

THE MEMBERS OF THE COMMITTEE:



AUDREY MOTHUPI-PALMSTIERNA
CHAIRMAN



BUSISIWE MABUZA



MANDLA MSIMANG



AG TSAKANI MALULEKE



**MAJOR GENERAL (RET)
NTSIKI MEMELA-MOTUMI**

KEY ACTIONS OF THE YEAR

Strategic Alliance with Standard Bank IWFSA Flagship

The annual Hall of Femme event has successfully secured funding of 1.7 million from a strategic partnership with Standard Bank, marking a significant milestone for this year's initiative. This financial support is crucial, as it not only ensures the event's operational success but also reinforces its mission to champion female empowerment and leadership within the community. The collaboration with Standard Bank enhances the event's credibility and reach, creating opportunities for networking and inspiring dialogues among attendees.

The committee is fully committed to adhering to the allocated budget, which is pivotal in preventing the need for additional fundraising efforts. By effectively managing resources, the committee aims to:

- Create a high-impact experience that resonates with participants and,
- Celebrate the achievements of women.

The event is poised to be a highlight of the year, emphasising the importance of collaboration, mentorship, and the ongoing journey towards gender equality. Overall, the focus remains on delivering an exceptional event that leaves a lasting impression and fosters continued engagement and support for women's leadership initiatives.

Hall of Femme 2024

Purposeful Leadership and Empowerment

Wendy Ackerman, co-founder of Pick n Pay, devoted her life to philanthropy and improving the welfare of underprivileged communities in South Africa. Passionate about family and social upliftment, she emphasized the importance of setting achievable goals and striving for progress.

Dr Naledi Pandor, praised for her fearless advocacy of gender equality, credited her leadership to her parents, anti-apartheid activists Joe and Fikile Matthews. Throughout her career as a Minister, she worked tirelessly for the empowerment of women and for equality across all sectors of society.

Her Excellency Monica Geingos, a renowned lawyer, businesswoman, and former First Lady of Namibia, was instrumental in combating poverty and promoting gender equality through her One Economy Foundation. She was recognized as one of the "100 Most Influential African Women."

A Legacy of Impact

This year's keynote speaker, Bajabulile Swazi Tshabalala, former senior vice president of the African Development Bank, delivered an inspiring address, underscoring the role of women in leadership and economic progress. The awards, open to IWFSAs members and select invitees, served as an inspiration for gender equity by showcasing the commitment and achievements of women who excelled in their fields and opened doors for future generations.

Madame Vice-President, Margaret Nienaber, COO of Standard Bank and IWFSAs Vice President, reflected on the importance of empowering communities to drive progress, aligning with Standard Bank's purpose. As the sponsor of the event, she praised the strength and transformative power of women in shaping a brighter future for Africa.

Celebrating Excellence and Passing the Torch

The IWFSAs, founded by former First Lady Zanele Mbeki in 1999, remained committed to advancing women's leadership across careers, cultures, and continents. The Hall of Femme Awards was not just a celebration of excellence but a bold affirmation of women as transformative leaders, dedicated to breaking barriers and passing the torch to future generations.

The IWFSAs was proud to celebrate these trailblazing women as they continued to Ignite, Inspire, and Impact their communities and the world.

G20/B20 Partnership

Engagement with G20

The Strategic Alliance Committee has been actively engaged with the G20, exploring opportunities for collaboration through BUSA. While BUSA offers a potential platform, the committee has expressed concerns about maintaining IWFSAs's unique identity and avoiding subsumption. Further guidance on navigating both organisations is needed. A meeting took place with Cas Coovadia, CEO of Business Unity South Africa (BUSA), to explore participation and opportunities for bilateral discussions. The outcome was positive, with 2025 set to be a busy year, focusing on the following key initiatives:

- B20 – Business engagement in the G20 South Africa year
- IWF – Hosting the Cornerstone Conference in Cape Town
- Potential integration of the traditional Hall of Femme awards with the Cornerstone Conference

Strategic Alliance Committee Commitment

The Board has confirmed its support for the G20 initiative and outlined several plans:

- **Leadership:** Nominating chairs and deputy chairs.
- **Membership:** Leveraging members for panel engagements.
- **Partnerships:** Collaborating with local women-led project management companies and global firms.

- **Young Leaders:** Involving the Young Leaders Connect programme for operational support.
- **Collaboration:** Working closely with the G20 office for planning and participation in working groups.

Further discussions will refine these contributions as the initiative progresses. Overall, the Strategic Alliance Committee is committed to playing an active role in the G20 initiative and leveraging its strengths to contribute meaningfully.

Additionally, the Strategic Alliance will now encompass the Advocacy Committee, led by Lillian, and the Catalytic Strategy, headed by Faith. Audrey has been asked to chair this newly formed 'super group.' Following discussions with Lillian and Faith, it is agreed to hold quarterly joint meetings while continuing to drive impact in each respective area in alignment with our broader strategy.

This committee will remain focused on delivering impact without requiring additional funding or budget allocations from the main IWFSAs board. As before, the committee will continue to fund projects independently through fundraising efforts, such as Standard Bank's three-year sponsorship of the Hall of Femme.

Best Regards,

Audrey Mothupi-Palmstierna

Audrey Mothupi-Palmstierna

CHAIRMAN: STRATEGIC ALLIANCES AND ADVOCACY COMMITTEE





ADVOCACY & VOICE COMMITTEE

LILLIAN KARURI
DEPUTY CHAIRMAN: ADVOCACY & VOICE

The International Women’s Forum of South Africa (IWFSA) continues to champion critical issues affecting women leaders, using its influential platform to drive meaningful change in South African society. In alignment with our Catalytic Strategy, we remain steadfast in addressing gender inequality through advocacy, research, and strategic alliances, ensuring impactful outcomes for women across all spheres of society.



FAITH KHANYILE
CHAIRMAN: CATALYTIC STRATEGY COMMITTEE

UNIFYING STRATEGIC EFFORTS FOR GREATER IMPACT

In the second half of 2024, the Strategic Alliance Committee was amalgamated with the Advocacy and Catalytic Strategy Committees. This consolidation aims to create a more cohesive, strategic approach to addressing key issues affecting women by fostering greater synergy and leveraging our extensive partnerships across government, business, and society.

The unified committee under the banner of **Strategic Alliances & Advocacy** ensures a concerted, impactful focus on:

- **Championing gender pay equity and workplace equality** to create fair and inclusive work environments.
- **Advancing women’s representation in leadership and executive roles** across diverse industries.
- **Building mutually beneficial alliances** with key organizations throughout South Africa to promote collective impact.
- **Facilitating collaboration** among stakeholders to achieve unified, impactful outcomes for women.
- **Raising awareness and driving advocacy** through targeted campaigns, comprehensive research, and strategic partnerships.

DRIVING CHANGE AND AMPLIFYING THE CONVERSATION

Throughout the year, we actively engaged the public leveraging both our social media platforms and media publications, on several critical issues including Gender-Based Violence and Femicide (GBVF), societal impact of AI, the changing landscape of South African politics, pay parity, Education and lifelong learning for women and girls, and Political participation and Leadership. We also continue to partner with like-minded organizations in addressing these critical issues.

Through our strategic partnership with the Standard Bank Group Ltd., we continue to showcase and celebrate the achievements and contributions of women in leadership through various events.

CHARTING THE COURSE FORWARD

Looking ahead, IWFSA remains committed to advancing societal change through its advocacy efforts. We will continue to raise our voice on pressing issues, including GBVF, economic inequality, unemployment, women’s access to reproductive health, maternal care, mental health, education quality, skills development, leadership representation, and digital and technological inclusion.

To enhance engagement and influence, the IWFSA Board approved the launch of a new podcast series in 2025. This world-class platform will offer critical discussions on women’s issues, supported by robust data and insights, and amplify our reach to members, strategic partners, and broader society. Our Catalytic Strategy will serve as a foundational input for these conversations, further reinforcing our commitment to data-driven and impactful dialogue.

CATALYTIC STRATEGY

COMMITTEE



FAITH KHANYILE
CHAIRMAN



NOLITHA FAKUDE
IWFSa PRESIDENT



IRENE CHARNLEY
IWF BOARD MEMBER
AND IWFSa MEMBER



NICQUI GALAKTIOU
IWFSa BOARD MEMBER
AND SECRETARY

The Catalytic Strategy, established in 2019 by the International Women’s Forum South Africa (IWFSa) and WDB Investment Holdings (WDBIH), (“Joint Partners”) supported by the Johannesburg Stock Exchange (JSE) and Anglo American Corporation, South Africa (“AAC”), continues to drive policy reforms and initiatives that promote Women’s Economic Justice, workplace equity, and increased representation of women in leadership roles. This effort culminated in the successful Women Economic Justice Leadership Recognition (WEJ) Awards held on the 6th of December 2023.

The Awards Ceremony honoured companies that have made a substantial impact in promoting economic justice for women and have taken concrete steps to address the persistent gender disparities and barriers faced by women in the economy. The Award ceremony provided a platform for awardees to be recognized for their contributions, to share their experiences, insights, and best practices, and for attendees to network and collaborate towards a shared goal of promoting women’s economic empowerment. It also provided a forum for discussing the challenges and opportunities in promoting women’s economic justice and for exploring ways to collaborate and drive progress.

The recipients of the 2023 Awards were as follows:

- **Sustainable Impact Leadership Award category: BPSA**

This award recognizes companies for their commitment to cultivating female leadership and promoting gender equity, demonstrated through inclusive workplace practices and policies empowering women to ascend to leadership roles.”

- **Industry Impact Leadership Award category: Motheo Construction**

This award celebrates companies that have selflessly paved the way for others, becoming beacons of inspiration and architects of a more inclusive economic landscape.

- **Innovative Partnership Excellence Award: Development Bank of South Africa (DBSA)**

This award emphasizes the pivotal role of collaborative approaches in achieving sustainable and transformative development outcomes. It recognizes companies that, through their influence, have cultivated innovative and highly effective collaborations and partnerships across the public and private sectors, NGOs, and local communities.

- **Emerging Visionary Award: Soul City Institute**

This award recognizes companies that defy conventional norms and are committed to transformative change within their organizational structures and in broader societal contexts. These visionary entities cultivate innovative, inclusive, and adaptable workplaces.



2023 WEJ Winners: From Left to right: Taelo Mojapelo CEO of BPSA, Bathobile Sowazi DBSA Board member, Natasha Davies Motheo Board Member and Rebecca Molongoana: HR Director Soul City Institute

GENDER PAY GAP RESEARCH REPORT

The Catalytic Strategy holds up to its name by serving as a powerful force that accelerates change, calls for accountability, driving forward policy reforms and initiatives that promote Women’s Economic Justice, workplace equity, and increased representation of women in leadership roles, ultimately fostering a more inclusive and just economic landscape in South Africa.

As conveners, the Catalytic Strategy Joint Partners are working to address systemic gender inequalities and drive meaningful change through women-empowered evidence-based advocacy. They aim to strengthen initiatives across industries and policies in partnership with government and civil society stakeholders through relevant research and data. As part of this effort, the Catalytic Strategy Partners collaborated with Dr Janine Hicks, a Senior Lecturer at UKZN School of Law, to conduct a research study on Eliminating the Gender Pay Gap through Strengthening Legislation in the South African context. The study utilized industry-specific surveys, organizational analysis, and legal framework reviews to understand gender pay gaps in both the private and public sectors. The Gender Pay Gap Report provides an overview of the legal framework for gender equality in South Africa and highlights gender disparities in the formal and informal sectors. It delves into the history and extent of the gender pay gap in South Africa’s labour system, examining the driving factors behind its perpetuation. The study also explores the connections between discriminatory practices, gender inequality, women’s economic participation, and their impact on women’s economic advancement.

The study's quantitative findings spotlight continued Gender Pay Gap disparities in South Africa, specifically revealing the following statistical findings:



40% of households in South Africa are led by women, thus assuming financial responsibility for their families. Furthermore, only 14% of women fall into the category of top earners, yet women take on more responsibility and tax obligations fall on a single individual.



Women are often employed in lower-level or informal sector roles, where pay is limited, and the gender pay gap ranges from 20% to 45% meaning women earn significantly less than men, even in similar positions.



Women accounted for 43,4% of total employment in the second quarter of 2021, while the labour force participation rate for women stood at 54,3% compared with 64,9 % for men, a gap of 10,6 % points.



Women's representation within the private sector remains the lowest, with women constituting only 25,3 % of top management positions, as opposed to 36,9 % in the public sector. Women constitute less than 3% of Chief Executive Officers of JSE-listed companies.



Women's unpaid work, valued at about 14% of South Africa's GDP (R1 trillion), remains largely unrecognized in official economic indicators.

01. To improve pay transparency, the government should require companies to conduct mandatory gender pay audits, ensuring they assess, and report pay gaps between male and female employees.
02. To boost women's leadership, boards should set targets for gender diversity and work to increase the number of women in key decision-making roles.
03. Unpaid work should also be recognized and compensated. The Department of Women, Youth, and Persons with Disabilities, or the Ministry of Women, could lead efforts to create a framework that offers credits for caregivers, allowing them to use those credits toward benefits like retirement.
04. A call to action is necessary as businesses should set up gender equity committees to review pay, promotion and women development practices; the government must enforce stricter guidelines for tracking pay equity, especially in the informal sector. The report invites civil society to lobby and advocate for change.

Best Regards,

Faith Khanyile

Faith Khanyile

CHAIRMAN: CATALYTIC STRATEGY COMMITTEE

“The fight for equal pay is not just about fairness — it’s about unlocking the potential of every woman who dreams of a future where her contributions are valued equally. By speaking out and demanding change, we ignite the possibility of a world where young girls grow up knowing their worth is not determined by their gender.

When we pay it forward — by mentoring, advocating, and supporting one another — we create a movement where no one is left behind, and equality becomes the foundation of our collective success.”

ANONYMOUS



MEMBER AFFAIRS COMMITTEE

ADV **THANDI** ORLEYN
CHAIRMAN

The Member Affairs Committee, chaired by Adv Thandi Orleyn, is dedicated to the attraction, growth, and retention of IWFSAs membership. Operating under a mandate from the Board, the Committee adheres to the IWFSAs vision and mission, as well as the IWF global constitution. Membership in IWFSAs is by invitation only, with a focus on attracting high-calibre women leaders who are outstanding achievers in their respective fields. This ensures the legacy and mission of IWFSAs are upheld and sustained.

The key activities of the committee are:

- 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.

THE COMMITTEE MEMBERS:



ADV **THANDI** ORLEYN
CHAIRMAN



TOTSIE MEMELA-KHAMBULA
DEPUTY CHAIRMAN



NICQUI GALAKTIOU



DR **SHIRLEY** ZINN



DR **SHARMLA** CHETTY



DINA DIAMOND



DOROTHY BOTSI-THULARE

OPERATIONAL ACTIVITIES AND MEMBER ONBOARDING

During the year under review, the committee focused on membership onboarding and retention. The Membership Selection Process remains a priority, emphasizing diversity and growth. Each nominee undergoes a rigorous review by the committee, followed by an onboarding process that introduces new members to the IWFSAs community. Upon approval, each new member receives a personalized welcome letter from the IWFSAs President and is introduced in the IWFSAs WhatsApp group.



Nomination:
Individuals are nominated for membership



Committee Review:
The nomination is reviewed by the committee



Approach to the Individual:
Once approved, the nominee is approached



Agreement and Documentation:
The individual agrees to join and completes necessary documents



Committee Interview:
The committee conducts an interview to assess suitability



Recommendation to the Board:
The committee recommends the candidate to the board



Induction:
Upon approval, the individual undergoes induction into the organisation

This structured approach reinforces our commitment to welcoming new members who are dedicated to advancing IWFSAs vision and values.

MEMBER ENGAGEMENTS

To foster a sense of community, the committee recognizes members' birthdays and special occasions with personalized messages in the IWFSA WhatsApp group, reinforcing our culture of respect and integrity.

SISTERHOOD CONNECT DINE-AROUND INITIATIVE

Launched in 2023, the Sisterhood Connect Dine-Around Initiative hosted six successful events, facilitated by Dorianne Weil. These gatherings, conducted under the Chatham House Rule, foster open and genuine conversations among members.

Dine-Around Initiative



18 June 2024 Dine-Around: Kicked off by the Committee Chair, Adv Thandi Orleyn.

Attendees: Lillian Karuri, Dot Field, Dr Nomonde Mabuya, Zukie Siyotula, Gail Cameron, Peta Mashinini, Jane Ashburner, Colleen Larsen, Nana Magomola.

16 August 2024 Dine-Around: Hosted by President Nolitha Fakude.

Attendees: Irene Charnley (IWF Global Board member), Audrey Muthupi-Palmstierna, Dr Anna Mogokong, Rendani Neluvhalani, Dr Yondela Ndema, Dorianne Weil, Dr Helena Dolny, Dina Diamond, Imogen Mkhize and Joan Joffe.

27 August 2024 Dine-Around: Hosted by Dina Diamond.

Attendees: Dine-Around on the 27th August 2024 Hosted by Dina Diamond. From left to right: Charlotte Mokoena, Adv Thandi Orleyn, Dr Pinky Chirwa, Irene Charnley, Faith Khanyile, Nolitha Fakude, Adv Mojanku Gumbi, Zodwa Manase, Nene Molefi, Futhi Mtoba, Nicqui Galaktiou, Dina Diamond and Lillian Karuri.



6 November 2024 Dine-Around: Co - Hosted by Basetsana Kumalo and Dr Shirley Zinn.

Attendees: President Nolitha Fakude, Irene Charnley, Adv Thandi Orleyn, Nicqui Galaktiou, Lillian Karuri, Eileen Wilton, Dorothy Bots-Thulare, Prof Sandra v.d Merwe, Prof Stella Nkomo (other: Wynne Kossuth and Suzanne Ackerman)



7 November 2024: Wendy Appelbaum hosted members for a lunch at her beautiful Demorgenzon Wine Estate

Attendees: President Nolitha Fakude, Irene Charnley, Nicqui Galaktiou, Dorothy Bots-Thulare, Dr Helena Dolny, Dina Diamond (other: Wynne Kossuth)

Welcoming our new members – 2024:

We are pleased to welcome the following new members who joined us in 2024:



FUNEKA MONTJANE



LAURA MACHABA
SELEPE ABIODUN



MPUMI ZIKALALA



YOLANDA CUBA



RAISIBE MORATHI



MARY VILAKAZI

Introduction of the Induction Buddy System

To support new members during their transition and ensure they feel welcomed and integrated, the Member Affairs Committee has introduced the Induction Buddy System. This initiative pairs senior IWFSAs with new members, providing them with essential guidance and support as they join the organization. The primary goal of the Induction Buddy System is to help new members understand IWFSAs's culture, values, and operations, thereby enhancing their sense of belonging. The buddy relationship spans a six-month period, during which the senior member acts as a guide and mentor—available to answer questions, provide insights, and offer ongoing support.

Over the course of this six-month period, there will be at least three structured engagement sessions, each designed to ensure that new members gain a comprehensive understanding of IWFSAs and feel fully integrated into the community.

The Induction Buddy System exemplifies IWFSAs's commitment to fostering a welcoming and inclusive environment, ensuring that each new member enjoys a positive and enriching experience from the very start.

Commitment to Membership Growth

The Member Affairs Committee is actively engaged in recruiting distinguished women leaders across various sectors, committed to diversifying and strengthening our membership. We encourage all members to aid in this effort by identifying candidates who embody IWFSAs's values and mission.

To nominate someone please contact Akeida Bradley at admin@iwfsa.co.za.

In Appreciation

We extend our heartfelt appreciation to all members for their invaluable contributions to realizing the IWFSAs vision and strategy. Your dedication and active engagement are essential to our ongoing success. Together, we can continue to build a strong and diverse community within IWFSAs!

Best Regards,

Adv Thandi Orleyn

Adv Thandi Orleyn
CHAIRMAN: MEMBER AFFAIRS COMMITTEE

MEMBERS ARE ENCOURAGED TO
FOLLOW IWFSAs ON SOCIAL MEDIA





AUDIT AND RISK

COMMITTEE REPORT OF IWFSA (“organisation”)

TRYPHOSA RAMANO
CHAIRMAN

The Audit and Risk Committee (“the AR Committee”) has the pleasure in submitting its report for the period ended 31 December 2023.

Items discussed at the meetings were formally minuted and, where needed, appropriate action plans were documented.

THE COMMITTEE MEMBERS:



TRYPHOSA RAMANO
CHAIRMAN



FUTHI MTOBA



EILEEN WILTON



LERATO PHELANE



MAKHOSAZANA BAMBISA

COMPOSITION

The AR Committee consists of four members: three independent IWFSA members and one co-opted member, who may be from the YLC or the IFWLP Alumni Executive. 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 IWFSA, as well as to consider the regulatory and accounting standard compliance by the organization. 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 — appointed on 20th February 2020
- **Futhi Mtoba** — appointed on 20th February 2020
- **Eileen Wilton** — appointed on 1st January 2023
- **Lerato Phelane (Co-Opted)** — appointed on 17th November 2022
- **Makhosazana Bambisa (Co-Opted)** — appointed on 17th November 2023

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

AUDIT AND RISK COMMITTEE MEMBERS	NUMBER OF ARC MEETINGS ATTENDED
Tryphosa Ramano	3 out of 3
Futhi Mtoba	3 out of 3
Eileen Wilton	2 out of 3
Lerato Phelane*#	3 out of 3
Makhosazana Bambisa**#	n/a

* Resigned on the 16th November 2023

** Appointed on the 16th November 2023

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 relevant to the financial statements of the organisation and 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.

ANNUAL FINANCIAL STATEMENTS

Having considered the financial statements for the period ended 31 December 2023, the AR Committee recommends the financial statements for approval to the Board and to the Annual General Meeting.

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

Tryphosa Ramano
CHAIRMAN: AUDIT AND RISK COMMITTEE

“To ignite the potential in others, you must first believe in their light, even when they cannot see it themselves. Inspire them not by telling them what to do but by showing them what is possible. And when they take that light forward, encourage them to pass it on. The chain of inspiration and kindness is the only legacy worth leaving behind.”

ANONYMOUS



SECTION C

FINANCIALS

**"When you inspire others,
you light a path for future
generations."**

Anonymous

TREASURER'S REPORT

ANNUAL FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

FAITH KHANYILE TREASURER

It's been a pleasure serving as Treasurer for IWFSA during the past year and I'm pleased to report that significant improvement has been realized in our financial processes and financial position as evidenced by the reported results for the year ended 31 December 2023.

As part of our efforts to ensure reliable reporting of financial information, good internal control processes have been implemented. Additionally, we have increased reporting to the board and the Audit & Risk Committee on a regular basis. 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 at 31 December 2023 was 102 active members. The current member base indicates 106 members, of which one has resigned due to a change in circumstances and one deceased member.

The results for the year ended 31 December 2023 saw the organization report a profit of R 1,045,871 compared to a profit of R1,667,832 in the prior year.

The relatively high administrative expenses pertain to IWF dues, as well as administrative and management fees which are directly proportional with the level of activity of the IWFSA FASSET Women's Leadership Programme "IFWLP" in the year under review.

STATEMENT OF FINANCIAL POSITION

The Balance Sheet was positively impacted by the profit for the year of R 1,045,871, resulting in a surplus of R 1,045,871 compared to an R 1,706,262 surplus in the prior reporting period.

The liquidity position of the organisation continues to remain positive, 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 outcome meant no further loans were raised from directors in the year under review. All key programmes of the IWFSA are self-funded, ensuring that the organization's financial position is predictable and prudently managed.

Donations amounting to R 2 152 088 were received from corporate sponsors, Directors and Members and has contributed to the positive liquidity position of the organization.

This improvement and that of the cash position post financial year, reinforces the sustainability of the organization 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 2023.

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

We would like to thank the IWFSA Administrative staff and our external stakeholders for their continued hard work and support.

International Women's Forum South Africa (NPC)

(Registration Number 2001/000062/08)

Annual Financial Statements for the year ended 31 December 2023

COMPREHENSIVE INCOME

R'000	NOTES	31 DECEMBER 2023	31 DECEMBER 2022
Revenue	8	716,000	731,000
Other income	9	36,748,358	9,280,090
Administrative expenses	10	(1,063,408)	(411,738)
Other expenses	11	(35,355,079)	(7,856,520)
Profit from operating activities		1,045,871	1,742,832
Profit for the year		1,045,871	1,742,832

FINANCIAL POSITION

R'000	NOTES	31 DECEMBER 2023	31 DECEMBER 2022
Assets			
Current assets			
Trade and other receivables	4	987,396	2,145,000
Cash and cash equivalents	5	2,432,884	2,349,828
Total current assets		3,420,280	4,494,828
Total assets		3,420,280	4,494,828
Equity and liabilities			
Equity			
Retained income		2,827,133	1,781,262
Liabilities			
Non-current liabilities			
Loan from director, manager or employee	7	-	159,566
Current liabilities			
Trade and other payables	6	593,147	2,074,000
Loan from director, manager or employee	7	-	480,000
Total current liabilities		593,147	2,554,000
Total liabilities		593,147	2,713,566
Total equity and liabilities		3,420,280	4,494,828

CASH FLOW

R'000	NOTES	31 DECEMBER 2023	31 DECEMBER 2022
Net cash flows from operations	15	722,622	1,687,832
Cash flows used in financing activities			
Proceeds from other financial liabilities		(639,566)	(20,000)
Cash flows used in financing activities		(639,566)	(20,000)
Net increase in cash and cash equivalents		83,056	1,667,832
Cash and cash equivalents at beginning of the year		2,349,828	681,996
Cash and cash equivalents at end of the year	5	2,432,884	2,349,828

STATEMENT OF CHANGES IN EQUITY

FIGURES IN ZAR	RETAINED INCOME	TOTAL
Balance at 1 January 2022	38,430	38,430
Changes in equity		
Profit for the year	1,742,832	1,742,832
Total comprehensive income for the year	1,742,832	1,742,832
Balance at 31 December 2022	1,781,262	1,781,262
Balance at 1 January 2023	1,781,262	1,781,262
Changes in equity		
Profit for the year	1,045,871	1,045,871
Total comprehensive income for the year	1,045,871	1,045,871
Balance at 31 December 2023	2,827,133	2,827,133



Notice is hereby given that the

2024 ANNUAL GENERAL MEETING
of the International Women's Forum South Africa (IWFSA)

will be held on

Monday the 25th of November 2024
from 15h00 to 17h00

Hybrid AGM

Venue (In-Person Address for 30 Members):

FutureSpace

61 Katherine Street, Sandton

Take note of the following:

Members who cannot attend the meeting should inform the secretariat and submit the attached Proxy form by 16h00 on Monday the 18th of November 2024, to email address: admin@iwfsa.co.za

Only Members fully paid up by Monday the 18th of November 2024 and in good standing **are permitted to vote at the AGM either in person or by proxy.**

SECTION D
ANNUAL GENERAL MEETING

**"To ignite change,
inspire courage,
and pay it forward is to
live with purpose."**

Anonymous

AGENDA

1. Opening and Welcome
2. Confirmation of Quorum
3. Approval of Minutes of the Annual General Meeting held on 16 Nov 2023
4. Matters arising from the Minutes of the Annual General meeting of 16 Nov 2023
5. Integrated Report 2024
 - 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 2023
 - 6.2. Approval of Appointment of External Auditors
 - 6.3. Approval of Audit and Risk Committee Members
7. General
8. Closing Remarks

ORDINARY RESOLUTIONS:

ORDINARY RESOLUTION NUMBER 1

Waiver of Notice for AGM Meeting

The IWFSAs 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 the 11th of November 2024, for the Annual General Meeting of 2024, to be held in a hybrid format, on Monday the 25th November 2024, which is 10 (ten) days' notice.

ORDINARY RESOLUTION NUMBER 2

Approval of the Audited Annual Financial Statements (AFS) for 31 December 2023

"Resolved that, in accordance with Article 8, 8.7 of the Memorandum of Incorporation of the Company, the audited Annual Financial Statements ("AFS") for the year ended 31 December 2023, have been considered and approved."

Information pertinent to ordinary resolution number 2

The AFS of the IWFSAs 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 2023.

ORDINARY RESOLUTION NUMBER 3

Consideration and approval of the re-appointment of Motlanalo Chartered Accountants and Auditors Incorporated ("Motlanalo").

"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 the auditor of the Company and that Lungani Shinga, as the individual registered auditor and partner, will undertake the audit of the Company for the financial year ending 31 December 2024 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 Board of Directors

Consideration and Approval of Members of the Audit and Risk Committee

"Resolved that in accordance with the IWFSAs self-election to establish an Audit and Risk Committee, and in terms of Section 94(2) of the Act that the following members be approved as members of the committee."

Tryphosa Ramano (Chartered Accountant) as Chairperson
Futhi Mtoba (Chartered Accountant)
Eileen Wilton (Chartered Director)
Makhosazana Bambisa (Chartered Accountant)

**Notice sent on behalf of the IWFSAs Board of Directors
2024**



This proxy form relates to an annual general meeting of the International Women's Forum of South Africa (IWFSA), scheduled as a Hybrid AGM on Monday the 25th of November 2024, from 15:00 to 17:00 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) (identify number _____); or failing her
 - 1.2 _____ (name) (identity number _____): or failing her
 - 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 25th of November 2024 and at any adjournment thereof.
2. I instruct my proxy to vote as follows:

RESOLUTIONS	FOR	AGAINST	ABSTAIN
<p>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))</p> <p>The Board of Directors request a Condonation to waive the stipulated number of days' notice.</p>			
<p>ORDINARY RESOLUTION NUMBER 2: Consideration and approval of the IWFSA Audited Annual Financial Statements for the year ended December 2023.</p>			
<p>ORDINARY RESOLUTION NUMBER 3: The appointment of Motlanalo Chartered Accountants and Auditors Incorporated as the IWFSA's auditors.</p>			

RESOLUTIONS	FOR	AGAINST	ABSTAIN
<p>ORDINARY RESOLUTION NUMBER 4: Consideration and approval of Members of the Audit and Risk Committee.</p> <p>Election of Members: Tryphosa Ramano (Chartered Accountant) as Chairperson Futhi Mtoba (Chartered Accountant) Eileen Wilton (Chartered Director) Makhosazana Bambisa (Chartered Accountant)</p>			

Notes to proxy

1. This proxy must be submitted to the IWFSA by 16:00pm on Monday the 18th of November 2024, before the proxy exercises any rights of the member at the Annual General Meeting.
2. This proxy shall be 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 _____ 2024.

Member signature

“Sisterhood is a force that ignites change, a bond that inspires action, and a connection that amplifies our voices. When women come together, boundaries blur, and possibilities expand.

Through our shared strength and understanding, we have the power to impact the world—not just for ourselves, but for generations to come.”

ANONYMOUS



SECTION E

HALL OF FEMME 2024

“Womanhood is a beacon of resilience and grace. When one woman rises, she lights the way for others, inspiring a cycle of empowerment that transforms generations.”

Anonymous



HIGHLIGHTS OF THE IWFSA HALL OF FEMME

Celebrating Trailblazing Women at the 2024 Hall of Femme Awards

On 31 October 2024, at 18:00 SAST, in the Ballroom of the Marriott Hotel, Melrose Arch, Johannesburg, the **International Women's Forum South Africa (IWFSA)** celebrated three extraordinary women whose courage, grace, and leadership have shattered barriers and paved the way for others.

This year marks the third instalment of the **IWFSA Hall of Femme Awards**, a prestigious event proudly sponsored by Standard Bank, guided by the theme of "Leading with Purpose" and focusing on the IWFSA Board Strategic Pillars: Ignite, Inspire, and Impact, honoured Wendy Ackerman of Pick n Pay, and Dr Naledi Pandor, former Minister of International Relations and Cooperation of South Africa and Former First Lady of Namibia Monica Geingos.



Wendy Ackerman: TRANSFORMING AN INDUSTRY, UPLIFTING LIVES

Wendy Ackerman has transformed an industry and uplifted countless lives, leaving an enduring legacy of compassion, leadership, and service.

Her journey as a trailblazer began with a calling to teach in Soweto during the height of apartheid. Through nurturing young minds, she exemplified an unwavering commitment to education and equality.

Together with her beloved late husband, Raymond, Wendy Ackerman scaled Pick n Pay into one of South Africa's most cherished retail brands. A champion of employee welfare, she launched initiatives focused on HIV/AIDS awareness, contributing significantly to safeguarding the well-being of Pick n Pay employees.

Wendy Ackerman's devotion to education extended to establishing bursary programmes, giving deserving students and the children of Pick n Pay employees opportunities to pursue their dreams. Her deep care for the community is further reflected in her involvement in company-assisted housing schemes, including "Wendyville" in Soweto—a powerful testament to her hands-on approach to transforming lives.

As a passionate supporter of the arts, she has enabled young musicians and singers to realize their full potential.

Wendy Ackerman's influence and dedication have earned her numerous accolades, celebrating her contributions to both business and society. She stands as a powerful testament to how one woman's compassion, dedication, and visionary leadership can transform industries, communities, and countless lives.



Dr Naledi Pandor: A LUMINARY OF PURPOSEFUL LEADERSHIP

Dr Naledi Pandor embodies purposeful leadership, integrity, and dedication, with her influence resonating across South Africa and far beyond. Through her work in education, science, technology, and diplomacy, she has navigated complex challenges with wisdom and grace.

As one of the pioneering women in South Africa's first democratic Parliament, serving under President Nelson Mandela, Dr Pandor's contributions were instrumental in shaping the nation's democracy.

In her role as Minister of Education, she spearheaded life-changing reforms, expanding access to higher education for disadvantaged youth, particularly women from marginalized communities.

As Minister of Science and Technology, Dr Pandor played a pivotal role in elevating South Africa to the forefront of global astronomical research, notably with the Square Kilometre Array (SKA) project. Her leadership was a triumph for science and demonstrated the power of African women on the world stage.

In her tenure as Minister of Home Affairs, Dr Pandor introduced Smart ID cards, which enhanced accessibility to services, particularly for women and marginalized groups.

As Minister of International Relations and Cooperation, she has been a tireless advocate for human rights, equality, and freedom. Her dedication to gender justice, especially in conflict zones, has earned her international recognition.

Dr Pandor's leadership has touched countless lives, particularly in underserved communities. Her appointment this year as the third Chair of the Nelson Mandela Foundation bears testament to the respect she commands in her home country and globally.



Her Excellency Monica Geingos:
A VISIONARY LEADER AND ADVOCATE FOR GENDER EQUALITY

Even before becoming the third First Lady of Namibia in 2015, Her Excellency Monica Geingos had distinguished herself as a highly accomplished lawyer and businesswoman. A bold advocate for gender equality and the rights of women, she has used her platform to champion women's empowerment in Namibia and around the globe.

As the founder of the "One Economy Foundation," Monica Geingos has made significant strides in combating poverty and gender-based violence, amplifying the voices of women throughout the nation. Her leadership extends into economic empowerment, having served as Managing Director of Namibia's largest private equity fund and as Chairperson of the country's first digitally enabled commercial bank, driving financial inclusion for all.

Through her innovative "BeFree" youth development programme, she has addressed critical social, economic, and health challenges faced by young people. As President of the Organisation of African First Ladies, she led a remarkable transformation, advocating effectively for increased funding and impactful initiatives on gender-based violence, women's leadership, and reproductive health.

Her unwavering commitment to gender equality is exemplified by her "We Are Equal" campaign, launched across 18 African nations, which stands as a testament to her dedication to justice and equality for all.

Currently, as Executive Chairperson of the One Economy Foundation, Chancellor of Kepler College in Kigali, Rwanda, and a member of several international non-profit boards, Monica Geingos continues to lead initiatives that drive sustainable development, education, and public health advocacy across Africa.

Her influence has been widely recognized. She serves as co-chair of the Global Council on Inequalities, HIV, and Pandemics and has been appointed by the United Nations Secretary-General as an SDG Advocate. Named as one of Namibia's 12 most influential people in 2012 and one of the 100 most influential African women in 2020, her impact spans multiple fields.

Her accolades include National Honours for her outstanding contribution to the socio-economic development of Namibia, recognition as the Namibian Business Personality of the Year, the Concordia Leadership Award for global leadership, and the international "World Without Aids" Award for her advocacy in the fight against AIDS.



2024 IWFSa HALL OF FEMME HIGHLIGHTS





LEADING WITH PURPOSE







LEADING WITH PURPOSE

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



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

<https://twitter.com/IWFSA1>



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

www.IWFSA.co.za