



**29TH WORLD  
YWCA COUNCIL**  
YOUNG WOMEN TRANSFORMING POWER  
STRUCTURES FOR GENDER EQUALITY  
17 - 22 NOVEMBER, 2019

# WHO'S

# WHO



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# NOTICE OF INSUFFICIENT CANDIDATES

The World YWCA constitution states at Article 71 that nominations shall not be allowed from the floor of the World Council meeting except where there are insufficient nominations in the list of candidates.

The Nominations Committee in the recommended Election Procedures note the sufficiency of candidates will be considered at the time of publication of the list of candidates 'Who's Who' and is equal to the number of candidates for an election process to take place.

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At the time of publishing the Who's Who for the 2019 World Council there has not been sufficient valid nominations received for the Caribbean region to meet the requirement of electing two members from each region (Article 36a).

Therefore, Nominations Committee gives notice that nominations from the floor are required from women and young women aged thirty (30) years or under from member associations in the Caribbean region ONLY.

The candidate shall be a woman from a Caribbean member association who is an active member with relevant experience at the national or local level (Article 45).

Nominating Associations must have paid the affiliation fees (article 69) in compliance with the Affiliation Fee policy, or there is an agreement with the World YWCA in place. Please note that a nominating association does not have to be the candidate's member association and also does not have to be from the Caribbean region.

The candidate must be able to demonstrate the support of their Member Association via any 2 (two) of the President, the General Secretary or a voting delegate of World Council (who cannot be the candidate).

All candidates, including those considering nominating, should be aware of the Election Procedures and the 'Campaigning' Rules and Guidelines.

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Nominations from the floor must be received by the Nominations Committee no later than 14:00h on Monday 18 November 2019 in hard copy or via [nominations2019@worldywca.org](mailto:nominations2019@worldywca.org).

Nominations must be signed by:

- the candidate,
- two representatives of the candidate's member association including the President, the General Secretary or a voting delegate (who is not the candidate)
- the Nominating Association (the President or the General Secretary) if different to the Member Association.

The application form (to be distributed at World Council by the Nominations Committee) must be used.

Nominations Committee will work to ensure that a complete list of candidates for World Board is made available to World Council as soon as possible following the closing of the nominations.

**Nominations Committee**  
**July 2019**



# WORLD YWCA CAMPAIGNING RULES AND GUIDELINES

Approved by World YWCA Nominations Committee  
July 2019

During the World Council, the World YWCA movement elects a new World YWCA Board and Nominations Committee. To run a fair election **Campaigning Rules and Guidelines** apply to all candidates, Member Association volunteers and staff, World Council Delegates and Observers, and any other Associated Individuals before and during the World Council.

## Candidates for World Board and Nominations Committee Members

A candidate for the World Board, including Officers, shall be a woman from a Member Association who is an active member with relevant experience at the national or local level (World YWCA Constitution Art. 45 & 63).

## Campaign and profiling opportunities

The Nominations Committee will provide official opportunities for candidates' profiling before and during World Council, with the distribution of Who's Who profiling of each candidate, and other means.

### At World Council

There will be an orientation at World Council for attending Candidates, where these guidelines and profiling opportunities will be discussed.

The candidates will have special identification badges or other articles that make them easily recognisable. In the case of current Board member or Nominations Committee member running for re-election, she will not wear her candidates identification article when carrying out specific tasks in her current role at World Council.

In plenary, World Council delegates will have a chance to hear short speeches from the candidates for President and Treasurer. Candidates are invited to share their vision in informal interaction with Member Associations and others.

Candidates should be available for informal interaction with delegates, prior to and at World Council.

### Examples of acceptable activities include:

- responding to requests for information prior to, and at World Council
- informal interaction with delegates at World Council such as responding to questions.

Such questions or requests may seek further information on a candidate's involvement in the movement, or ideas related to Goal 2035, for example.



# WORLD YWCA CAMPAIGNING RULES AND GUIDELINES

## Prohibited campaign activities

It is prohibited to promise, offer, suggest, give, or take; any valuable consideration, advantage, recompense, reward, or benefit, in order to induce any vote, or omission to vote, or any promise of any such vote, omission, support, or opposition.

It is prohibited to undertake organized formal communication through printed or digital media outlining enticements for votes before or during World Council.

### Examples of prohibited activities include:

- printed materials (including t-shirts or other clothing, bags etc)
- entertainment
- other campaign materials
- online facebook or social media campaign

## Sanctions on violations of campaigning rules and guidelines

Candidates, Member Association volunteers and staff, World Council Delegates and Observers, and any other Associated Individuals may raise a complaint if they believe these guidelines and rules have been violated. Complaints can be made to one of the Nominations Committee Members or sent in via the email address [nominations2019@worldywca.org](mailto:nominations2019@worldywca.org).

Complaints will contain the following information:

- Name and E-mail Address of complainant:
- National Association:
- Description in detail of nature of complaint:
- Time and Date when the basis for the complaint is alleged to have occurred:
- The names of person(s)/National Association(s) alleged to have been involved in the complaint:
- Date of submission:
- Signature:

When the Nominations Committee receives a complaint, or if the Nominations Committee has made its own observations, there will be an investigation process after which the Nominations Committee may decide to implement sanctions. Failure to comply with the required guidelines after an initial warning may lead to disqualification of the candidate and/or loss of voting rights for the individual or delegation.



## List of candidates running for the positions of (Vice) President, Treasurer, and/or Board Member at World Council 2019

### PRESIDENT

Comfort Nwadi ANI, Nigeria, Africa

Mira RIZEQ, Palestine, Middle East

Jamie MEDICINE CRANE\*\*, Canada, North America

### TREASURER

Santhi Elizabeth LIJU, India, Asia

Emma MCCARTHY\*\*, Australia, Pacific

## WORLD BOARD MEMBERS

### Africa

Rose Coquette NOUNA Epse BASSANG'NA £, Cameroon

Nelly LUKALE £, Kenya

Mtisunge KACHINGWE\*, Malawi

Chikwue OCHIAGHA, Nigeria

Dédé Fafa Eyam, ATTIOGBE \*\$£, Togo

Flavia Carolyne MPANDE, Uganda

Lucy MASIYE\*\*, Zambia

Varaidzo Faith MAGODO-MATIMBA\*, Zimbabwe

### Asia

Bakhita FRANCIS\*, India

Mimi HAN\*\*, Korea

Karen A. PIRA, the Philippines

Banuja JEYASOORIYA\*, Sri Lanka

Margaret Jip KUO, Taiwan

### Caribbean

Adriana SOSA\*, Haiti

### Europe

Erica LEWIS, Great Britain

Jeannette VAN DONGEN, £ the Netherlands

Alberdina Hendrika HENGELAAR (Dieke)\*, the Netherlands

Caroline Midttun ROSTRUP\* \*\*, Norway

Yvonne SCHÜPBACH\*, Switzerland

### Latin America

Abril BECERRA BONNET\*, Argentina

Silvina Mariel GERBALDO\*\*, Argentina

Gabriela CERDA OYARCE\* £, Chile

Karla Leyani CHÉVEZ CÁCERES, Honduras

Isabella DÍAZ\*, Honduras

### Middle East

Eman ABBASI\*£, Jordan

Lara AL-LATY, Jordan

Nagham NASSAR\*\*, Lebanon

Selina ABDALLAH\*, Palestine

### North America

Kate NESLISCHER £, Canada

Brittany TIBBO\*, Canada

Andrea THAXTON, USA

### Pacific

Lucy LLOYD-BARKER, Aotearoa/NZ

Charlotte MUGGERIDGE \*, Aotearoa/NZ

Vanessa BEGGS \$ £, Australia

Georgina MORPHETT\*, Australia

Debbie NORMAN, Australia

**\$** Running for Nominations Committee member if candidate is elected as World Board member

**£** Running for Nominations Committee member if candidate is not elected as World Board member

**\*** Young woman of 30 years of age or under

**\*\*** Currently in the Board 2016-2019

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**29TH WORLD  
YWCA COUNCIL**  
Young Women Transforming Power Structures for Gender Equality  
**17 - 22 NOVEMBER, 2019**

# World YWCA Board members

For your reference, this is a list of the current World YWCA Board Members 2016-2019 who are standing for re-election to the World Board or election to the Nominations Committee during the World Council 2019

## President

Jamie MEDICINE CRANE (Canada) \*\*

## Treasurer

Emma BIRD/MCCARTHY (Australia) \*\*

## Board

Lucy MASIYE (Zambia) \*\*

Mimi HAN (Korea) \*\*

Caroline Midttun ROSTRUP (Norway) \*\*

Silvina Mariel GERBALDO (Argentina) \*\*

Nagham NASSAR (Lebanon)\*\*

## Vice President

Lucy MASIYE (Zambia) \*\*

Mimi HAN (Korea) \*\*

Caroline Midttun ROSTRUP (Norway) \*\*

Nagham NASSAR (Lebanon)\*\*

## Nominations Committee

Young Hee WON#, Korea

Lynne KENT #, Canada





**Comfort Nwadi ANI**

**For: President**

**Member Association: YWCA Nigeria**

**Language: English – Excellent / French – Good / Spanish – Weak**

### **Questions completed by the member association making the nomination**

#### **What makes this person a good candidate for this role?**

She is well experienced and has the passion to drive the vision of the World YWCA.

### **Questions completed by the nominee**

#### **1. Personal Qualifications**

##### **1.1 Present occupation/role in the YWCA**

Member (Past President YWCA of Nigeria, Former Vice President WYWCA)

##### **1.2 Please give a summary of your educational and professional background**

- West African School Certificate. (WAEC)
- Diploma In Theology (LABICO)
- Certificate d'Etudes de Français Pratique 2ème Degree (Alliance Française)
- Diplôme de Langue Française (Alliance Française)
- Doctor of Philosophy (Minnesota Graduate School of Theology)
- Several trainings and certificates in thematic issues and interventions including but not limited to, HIV and AIDS Monitoring and Evaluation, Grief and Trauma Counseling,, Financial Management, Understanding The Alternative Dispute Resolution (ADR).





Comfort Nwadi ANI

For: President

Member Association: YWCA Nigeria

Language: English – Excellent / French – Good / Spanish – Weak

**1.3 Describe how your experience and skills will contribute to your effectiveness as a member of the Board including YWCA and non YWCA experience. In particular consider qualifications and skills described under the Board Roles and Responsibilities.**

My leadership in National, Regional, World YWCA and other organizations were very tasking educative, and inspiring. My networking became broader. My status on project proposal writing soared. I became very relevant as organizations take turns to invite me as resource person I'm grateful to God and World YWCA and other organization for empowering and availing me the opportunities for solid leadership training.

**1.4 Describe your volunteer Board experience. This may include YWCA or other organisation experience.**

Being a member of a Board looks and should be honourable. Sometimes, it's not all that pleasant. I fell into a Board of very discriminatory personalities that I attempted resigning my membership but for the timely intervention of the Chair. World YWCA Board is the best I've ever come across. No matter how new you are, you're warmly welcome by all. The staff of the world office are very supportive. Members of the Board are so bonded in love.

**2. What is your vision**

**2.1 What is your vision for the World YWCA movement for the next four years?**

My vision for our noble movement is to take advantage of our numerical, geographical spread, professional and skilled membership potentials and partners to lobby policy makers on empowerment and leadership of women and girls, Security and well-being (gender equality), human rights, peace and justice, poverty, violence against women, portable water, Health Issues YWCA Resuscitation of dormant and weak YWCAs. Together we will continue to build vibrant and credible WYWCA.

**2.2 How are you going to work and achieve the vision and impact statement of the World YWCA?**

Knowing the reality of the Association and the context from which they are working, it shall be a team work. We shall take a lead from where the outgoing Board stopped. A review of the process on ground may be done. New and improved strategic framework may be applied. My connections with YWCAs in different parts of the world shall be of help. We need to address the focus on Regionalization.



Comfort Nwadi ANI

For: President

Member Association: YWCA Nigeria

Language: English – Excellent / French – Good / Spanish – Weak

### **2.3 What is your vision for young women?**

My vision is to create space for consistent participation of young women in local, regional and global trainings and advocacies, teach them to focus on the reality of inter-generational interventions, create safe space for them to exchange, strategize and develop their leadership and transformation action in communities, Handhold them to connect to our global families anywhere they go. The not so young and older women should pass on the torch of their wealth of knowledge to the youths.

### **2.4 What is your vision on the Christian principles, as stated in the Preamble of the World YWCA Constitution?**

My vision is as clear as crystal. A Movement based in The Trinity: God Almighty, The son Jesus Christ, and The Holy Spirit. The vision of the Preamble reflects our all-inclusive core values.

## **Questions for the position of World YWCA President**

### **1. What are the most important global issues that the World YWCA should respond to?**

The World YWCA over time has been proactive in aggressive advocacy on core global issues in accordance with her Vision and purpose. Advocacies on persistent attitudes that militate against women and girls shall be our focus until they are properly addressed and eliminated. Our priority should be on empowerment of women to occupy leadership positions, human rights, education, security and well-being, violence against women and girls, poverty alleviation, maternal health, Access to clean water. Women can Change the world for the best if they can be allowed to occupy decision making positions in governance. Education is human right of the girl child as it is for the boy. Poverty enhances hunger and can trigger off quest to do anything to survive including terrorism and other negative avoidable actions. Advocacies on access to clean water cannot be over emphasized. This needs urgent attention to control the spread of diseases and create healthy environments.



**2. Describe your skills and experience in a leadership role in a volunteer organisation, including your experience as the President or Chair of a board at the local, national or international level.**

In YWCA of Nigeria I served as president local Board, Chair program committee, Chair National Hostel committee, Chair National Finance Committee, Vice President YWCA Nigeria, President AYNET, Chair Audit Committee World YWCA, Vice President World YWCA. Trustee Melville Women Initiative, Trustee Isaac Uzowulu Ejindu Foundation, Trustee Society for Development and Sustainability in Africa etc. During my period of leadership, YWCA partnered with Government of Ethiopia to provide safe place and shelter in her hostel for fleeing young women at almost no cost. We also accommodated young women from Equatorial Guinea and taught them how to speak and write English language. My leadership won YWCA of Nigeria \$3.5 million project grant from US Presidential Emergency Fund for Africa through USAID Nigeria. Melville Women Initiative under my mentorship has gone global in winning numerous grants. Little Big souls (premature babies caring org) honoured my partnership with an award in Ghana.

**3. How do you propose to work collaboratively and manage conflict as President?**

Conflict management is delicate but achievable using right approach. It entails confidentiality, respect, unbiased mind, team work where necessary and timely intervention. I will seek opinion of the Vice Presidents, set up appropriate committee with Vice President and board members from the region as chair and members. Members of the committee are expected to be very fair in the processes of resolution and not judgmental. The General Secretary shall be given frequent updates on the progress of event.

**4. Outline how you meet the qualifications and skills requirements as set out in the roles and responsibilities for the President.**

I have the capabilities to preside over the World Board and World council meetings. My strength: - I am very eloquent in spoken English and fair in French language. I have chaired several local, regional and global meetings as can be evidenced in my previous answers to questions. I am very conversant with our constitution and will respect it to the later. The General Secretary is the administrative life wire of our noble Association and must be accorded the respect of her office and carried along. Leadership roles shall be allotted to Vice Presidents and Board members to encourage participation and on the job training.





**Mira RIZEQ**

**For: President**

**Also running for Board and Vice-President**

**Member Association: YWCA Palestine**

**Language: English – Excellent / Arabic – Excellent**

### **Questions completed by the member association making the nomination**

#### **What makes this person a good candidate for this role?**

Mira has started her engagement with the YWCA as a youth volunteer, to become the youth leader of the organization, then a Board member and National President, and since 2006 has been the General Secretary of the YWCA of Palestine. She is known for her dedication to building inter-generational women's leadership within the movement. and demonstrated her commitment to young women's engagement in advocating and promoting a just peace by forming the Young Women's Peace and Justice Task Force at the YWCA of Palestine. Members of this task force have been successfully representing YWCA of Palestine in global platforms and passionately working for a just peace with our global partners. Mira became very engaged in the YWCA after the World Council Meeting in Singapore in 1985 when she represented her association as a young women leader. Since then, she has attended 6 World Council meetings in different capacities, and always playing a strategic role in this global form. Mira has served on several committees within the global movement on young women leadership, governance and strategic planning. Through global partnerships, she has worked closely with the world office in Geneva in developing standards of good governance for other YWCA's in the region, in Asia and beyond and acted as a mentor to other general secretaries (specifically Sri Lanka) to facilitate shared learning.

She is a strong global advocate for peace and justice and has succeeded in Palestine and regionally in creating spaces for young women to engage in learning and advocating for human rights, justice and safety. She genuinely believes in a world free of violence, and works relentlessly and full heartedly in realizing this vision. She is very visionary and a strong strategic leader. Under her leadership and due to her multidisciplinary skills, the organization was able to become competitive in delivering sustainable programs, grow substantially in funding, and improve its outreach to the most marginalized. On the international level, Mira has been instrumental in promoting high visibility for the organization, and conduct instrumental advocacy on issues related to women's and human rights. Mira served as a Board Member on the Global Ministries Board in the United States from 2012-2018 as one of their International Partners, and as such was able to influence the Church to issue strong Resolutions alone and with other Churches demanding the implementation of international laws and accountability of perpetrators of violations of international conventions, and bringing Peace and justice to the centre table of the church. She has moved the organization a long way in implementing its just peace and UNSCR1325 agenda with young women at the centre of this program.



Mira RIZEQ

For: President

Also running for Board and Vice-President

Member Association: YWCA Palestine

In the last 5 years, she succeeded in organizing with her team two International Conferences, one around UNSCR1325 titled “Women's Freedom, Peace and Dignity in Palestine: UNSCR1325 for Accountability“, organized in October 2016, and the other around UNSCR2250 titled “Youth Participate and Youth Decide: Towards Freedom and Justice. The government and other stakeholders recognize that these Conferences have been instrumental in raising awareness around the resolutions and pushing government to issue the national action plans in Palestine, and allocate resources for organizations promoting women's safety, political participation, and engagement in peace. She has represented the YWCA of Palestine and was able to build global solidarity in the CSW, in the Human Rights Council and other global strategic platforms. Today, the YWCA of Palestine is a member of the National Committee for the Implementation of UNSCR1325 in Palestine, and the hosting organization for the National Coalition Combating Violence Against Women. Her contribution and impact in these platforms have been commended and recognized by women and human rights organizations as well as the governance and strategic planning. Through global partnerships, she has worked closely with the world office in Geneva in developing standards of good governance for other YWCA's in the region, in Asia and beyond and acted as a mentor to other general secretaries (specifically Sri Lanka) to facilitate shared learning.

Mira is very convincing, is a skilled negotiator and is able to create strategic partnerships for any purpose she sets. The association believes that with her skills, attitude, dedication, networks, knowledge and diversified experience she can lead the world board in implementing new innovative strategies that will contribute strategically in realizing the global agenda 2035, with the full participation of the YWCA associations and other relevant stakeholders.

## Questions completed by the nominee

### 1. Personal Qualifications

#### 1.1 Present occupation/role in the YWCA

I am presently the National General Secretary of the YWCA of Palestine. As such, I am key vision keeper of the organization. I have facilitated the organizational Strategic Plans for the last 20 years and consequently formulated program and organizational plans. I am the main initiator for resource mobilization and Fundraising and manage all donor relations. I represent the Organization nationally with Government as well as the National Coalition for UNSCR1325, the National Committee Combating Violence Against Women, and the NGO National CEDAW Committee. I do extensive advocacy for peace and justice and women's rights especially with UN organizations, ecumenical partners and churches .



Mira RIZEQ

For: President

Also running for Board and Vice-President

Member Association: YWCA Palestine

## **1.2 Please give a summary of your educational and professional background**

I have two master's degrees: in business administration and International Development. I have over 30 years of experience in managing NGOs with a variety of development focus. I worked for many years with Save the Children-USA as Microcredit manager, then Deputy Director to become later the Middle East Regional Advisor for Women's Economic Empowerment Programs. I was Team Leader at UNDP/PAPP for 6 years for a Local development/ poverty alleviation program supporting local Municipalities. In late 90's, I moved to the Welfare NGO consortium to manage the World Bank's largest NGO Trust Fund Program to design national NGO grant schemes and capacity building programs. I joined the YWCA as General Secretary in April 2006.

## **1.3 Describe how your experience and skills will contribute to your effectiveness as a member of the Board including YWCA and non YWCA experience. In particular consider qualifications and skills described under the Board Roles and Responsibilities.**

My experience in strategic planning, representation, and organizational development, as well as training boards in the YWCA and other non-profit organizations in governance issues has developed my excellent skills for board management. I am very organized, have strong planning, evaluation and supervision skills. I am a strong advocator for rights. I have extensive experience in fundraising and resource mobilization and strong networking and communication skills. I have represented the YWCA in the CSW and the Human Rights Council and took the lead in organizing side events in all these forums .

## **1.4 Describe your volunteer Board experience. This may include YWCA or other organisation experience.**

I have served on the local YWCA Board in YWCA of Jerusalem for many years as a youth member. I was elected later as President of the National Board, and thus managed all board meetings with the GS, including setting of the agenda, recruitment and appraisal of key staff, budget analysis, serving on sub-committees, and doing representation as needed. Between 1990 – 2005, I served on several other local women and community development NGO Boards, as well as human rights organizations. I also served on the Global Ministries Board (United Church of Christ and Church of the Disciples) in the USA for 8 years, and served as a member of the Resource Mobilization/Fundraising Committee.



Mira RIZEQ

For: President

Also running for Board and Vice-President

Member Association: YWCA Palestine

## **2. What is your vision**

### **2.1 What is your vision for the World YWCA movement for the next four years?**

I would like to see the YWCA as a genuine women's movement, voicing their issues, fears, concerns, successes and challenges. A movement that positions itself as a strong pro-active advocate and activist for social, economic and political justice for women. I see the YWCA as a leadership and skills training forum or institute that offers women especially young women safe spaces and platforms for acquiring skills that will allow them to make/influence decisions that affect their lives, gain confidence, become assertive and access opportunities so they can create a dignified future, free of poverty, injustice and violence. In a world where resources are shrinking, I see the YWCA creating global partnerships within and outside of the movement, and sharing programs, strategies, and spaces for cross-learning.

### **2.2 How are you going to work and achieve the vision and impact statement of the World YWCA?**

The vision of the movement is clear, the challenge is how to operationalize it. The World Board needs to think of strategies and mechanisms to implement this vision. We can create committees, task forces, and other mechanisms that will be issue based and help us tap on the resources within the movement and share lessons learnt and successful strategies. Engaging the YWCA's around the world is the most crucial step now. The World Office should be well resourced, staffed and positioned to facilitate that process.

### **2.3 What is your vision for young women?**

I envision young women as agents of change, embraced, mentored, supported and engaged in meaningful ways in their organizations and countries. I would like to see our intergenerational leadership coming to action so that more young women are prepared and pushed into these leadership and decision-making positions within the YWCA movement, as well as national and international structures. We should take UNSCR2250 seriously since it has been endorsed by the member states. This resolution calls on governments and civil society organizations like us for meaningful and inclusive participation of youth in building a sustainable future that promotes justice, respect and security.

### **2.4 What is your vision on the Christian principles, as stated in the Preamble of the World YWCA Constitution?**

The World YWCA is founded on and inspired by the Christian faith, which is deeply rooted in justice, equality, care for the poor, and nurtures inclusiveness and diversity. These principles should guide us in all we do and say. It is our faith that guides us to work for justice, reach out for the most needy, advocate boldly on issues of injustice, voice the concerns of the most needy without fear, just like Jesus has done. We should respect and accept diversity and find creative ways of standing together in solidarity with the communities that we serve without discrimination. We are called upon to be the servants of God in the darkest moments.





Mira RIZEQ

For: President

Also running for Board and Vice-President

Member Association: YWCA Palestine

## Questions for the position of World YWCA President

### 1. What are the most important global issues that the World YWCA should respond to?

Women continue to be the main victims of wars, conflict, poverty, structural injustice and violence. Women continue to find themselves on the margins, more excluded especially from formal structures and decision-making, unprotected, unable to access dignified livelihoods and subjected to all forms of violence. The YWCA should continue to prioritize leadership building and civic engagement especially of young women as tools for promoting gender equity and social empowerment. The YWCA should equally empower women in peace building and conflict resolution, by embracing the implementation of UNSCR 1325 and UNSCR2250. Combating all forms of Violence should be a priority area to be coupled with education around reproductive rights and health. Economic justice should continue to be the corner stone of our work as a movement. Women should be empowered to access resources, jobs and markets all of which can guarantee the dignified livelihood that they deserve. As important as programs are, they will be lacking if not coupled with strategic advocacy targeted at changing policies, regulations and structures. The World YWCA is perfectly positioned to play that role.

### 2. Describe your skills and experience in a leadership role in a volunteer organisation, including your experience as the President or Chair of a board at the local, national or international level.

As President of the National YWCA of Palestine few years ago, I gained extensive experience in managing board meetings, setting the agenda, monitoring implementation of decisions, and intervening when problems arise. I am a visionary person, and have strong skills in seeing to it that any vision or mission we set for ourselves as an organization is realized through strategy development, resource allocation and the institution of mechanisms. I have succeeded in drafting strategy papers, concept notes and position papers on issues as a strategy for facilitating discussions and decision-making for Boards. As President and Board member I have led the process of strategic planning and program development. I have taken the lead in processes or organizational restructuring both at the YWCA and other organizations. I have volunteered with many organizations to help build planning, monitoring and reporting systems and internal controls. I have deep understanding and skills in governance issues, and have taken the lead in drafting constitutions, Bylaws, Operational Policies and Procedures and Manuals, and mentoring other Board members and staff to do this.





Mira RIZEQ

For: President

Also running for Board and Vice-President

Member Association: YWCA Palestine

### **3.How do you propose to work collaboratively and manage conflict as President?**

In many cases, conflict is a result of miscommunication, lack of clarity of vision and division of roles, all of which promote a sense of insecurity and anxiety. As President, my major role would be to make sure that we as Board members understand our role as a Board (collectively and individually), relationships with each other and the staff, the mission we are set to accomplish. The President should encourage open discussion, share information openly, and professionally, and encourage constructive discussion to enable the Board to reach consensus on issues. It is important to remind each other of the shared values of the organization, promote an environment of mutual respect, recognize diversity as a strength and guide the Board to be focused in its deliberations and decisions. The President has a major role in ensuring compliance to institutional policies and procedures as a tool for good management and accountability. This will help in reducing the risk of conflict and producing a healthy working environment.

### **4.Outline how you meet the qualifications and skills requirements as set out in the roles and responsibilities for the President.**

The combination of my management and development knowledge and skills have been crucial to my success as a leader in the YWCA and all my previous jobs and voluntary positions. As previous President of our national board, and presently as a GS, I have taken the lead in facilitating the strategic planning processes and setting the priorities which have guided our work all through. I have extensive experience in networking and representation especially with donors and UN agencies locally and globally. I consider myself a very participatory and empowering leader, and have strong organizational, planning and evaluation skills which have helped the organization to position itself as a leading women, youth and development organization in Palestine and regionally. As a professional organizational development trainer myself, I was able to produce a Board manual for NGOs which we used to build the capacity of our Board and potential Board members. As a GS, I am in charge of recruitment and evaluation of senior staff. I have extensive experience in planning and budgeting and mentoring staff to ensure compliance with good management standards and donor requirements.



Mira RIZEQ

For: President

Also running for Board and Vice-President

Member Association: YWCA Palestine

## Questions for the position of World YWCA Vice President

### 1. Describe your skills and experience in a leadership role in a volunteer organisation

I have served on the local YWCA Board and national Board, and served as a national President for one term at YWCA of Palestine. In addition, I served on many other local NGO Boards. I have represented the organization in many forums where I was also asked to chair meetings. Since last year the YWCA is hosting the National Coalition Combating Violence Against Women, and as Chair of the Coalition, I prepare the agenda, preside over the meetings, facilitate the discussions and most importantly gear the discussions so we can reach consensus. I have taken the initiative to redraft the internal Bylaws for the Coalition, so it works with improved, more effective and transparent procedures. I am engaged now in a vigorous process of restructuring internally with the YWCA of Palestine, advising the Board, and keeping the staff focused and efficient during this difficult transition. I believe I have the skills needed to lead an organization in transition as well as a stable organization. I am very organized, focused, and believe in team leadership.

### 2. Outline how you meet the qualifications and skills requirements as set out in the roles and responsibilities for the Vice President.

As President of the National YWCA of Palestine few years ago, I gained extensive experience in managing board meetings, setting the agenda, monitoring implementation of decisions, and intervening when problems arise. I am a visionary person, and have strong skills in seeing to it that any vision or mission we set for ourselves as an organization is realized through strategy development, resource allocation and the institution of mechanisms. I have succeeded in drafting strategy papers, concept notes and position papers on issues as a strategy for facilitating discussions and decision-making for Boards. As President and Board member I have led the process of strategic planning and program development. I have taken the lead in processes or organizational restructuring both at the YWCA and other organizations. I have volunteered with many organizations to help build planning, monitoring and reporting systems and internal controls. I have deep understanding and skills in governance issues, and have taken the lead in drafting constitutions, Bylaws, Operational Policies and Procedures and Manuals, and mentoring other Board members and staff to do this.





**Jamie MEDICINE CRANE**

**For: President**

**Also running for Board and Vice-President**

**Member Association: YWCA Canada**

**Language: English – Excellent / French – Weak / Spanish – Weak / Blackfoot - Good**

### **Questions completed by the member association making the nomination**

#### **What makes this person a good candidate for this role?**

Jamie has been involved in, and a leader in, the YWCA Movement for almost 20 years. She is currently a member of the World Board, and previously served on the Board of YWCA Canada and before that on the Board of her local Member Association. She has shown her commitment to the values, mission and goals of the Movement, and because of her long involvement in all levels, she brings a complete understanding of the governance structure, as well as the issues and concerns of the Members.

Through her involvement with the YWCA Movement, Jamie has shown her ability to communicate, build relationships and lead. She was the force behind the creation of the Reconciliation Action Committee for YWCA Canada, and has led workshops at our YWCA Canada Annual Members Meeting on Reconciliation. She has not only been an active attendee at UN CSW, but has spoken at seminars and panels at UN CSW. Jamie is a member of a First Nation of Canada, where she has also taken on leadership roles, and she will bring that unique perspective and skill-set to the role of President. In addition, Jamie's experience as an educator means she brings strong communication skills, as well as a deep desire to mentor and develop young women and girls, and help them to bring their voices to the world.

### **Questions completed by the nominee**

#### **1. Personal Qualifications**

##### **1.1 Present occupation/role in the YWCA**

Currently I am a board member on the World Board of Directors and I have been a part of the movement for about 19 years, with experience for 5 years in local, 11 years national and last 3 years with the World.

Professional: Currently work as a faculty developer and curriculum developer-building capacity and curriculum inclusive of Indigenous perspectives. Formerly worked with Alberta Education as Curriculum developer ensuring Indigenous perspectives are included in K-12 curriculum. Professional multi-disciplinary artist advocating for women and Indigenous peoples rights around the globe.



Jamie MEDICINE CRANE

For: President

Also running for Board and Vice-President

Member Association: YWCA Canada

## 1.2 Please give a summary of your educational and professional background

Degrees: Master of Education in Leadership and Administration, Bachelor of Education, Bachelor of Business Administration

Professional: Currently work as a faculty developer and curriculum developer-building capacity and curriculum inclusive of Indigenous perspectives. Formerly worked with Alberta Education as Curriculum developer ensuring Indigenous perspectives are included in K-12 curriculum. Professional multi-disciplinary artist advocating for women and Indigenous peoples rights around the globe.

## 1.3 Describe how your experience and skills will contribute to your effectiveness as a member of the Board including YWCA and non YWCA experience. In particular consider qualifications and skills described under the Board Roles and Responsibilities.

As a member of the Board including YWCA and non YWCA experience. In particular consider qualifications and skills described under the Board Roles and Responsibilities. With my experience as a board member at a local, national and international level I will contribute to the effectiveness with the understanding the role and responsibilities of the board, understanding the vision, mission and goals of the YWCA movement, and how I work with others

## 1.4 Describe your volunteer Board experience. This may include YWCA or other organisation experience.

I have been volunteering with YWCA, the past sixteen years at a local, national and international level as a board member, having the past experience as a vice-president and co-chair of Reconciliation Action committee for YWCA Canada. I have had the opportunity to be a part of many committees local, national and international such as YWCA Canada advocacy committee, World YWCA Governance committee. Outside of the movement I have had the opportunity to be the President and vice chair at the First Nations, Metis and Inuit education council with Alberta Teachers Association, and vice-president with Kainaiikiiksi a local non-profit organization advocating for Indigenous women's rights.

## 2. What is your vision

### 2.1 What is your vision for the World YWCA movement for the next four years?

My vision for the World YWCA Movement for the next four years is to continue to make space for our young women and girls to take leadership roles, allowing them to build their leadership skills and use their voices. I also see us bringing together the diverse intergeneration's to teach each other and work together to be represented in leadership roles and being advocated for at all levels.



Jamie MEDICINE CRANE

For: President

Also running for Board and Vice-President

Member Association: YWCA Canada

## 2.2 How are you going to work and achieve the vision and impact statement of the World YWCA?

When working to achieve the vision and impact statement of the World YWCA is to work collaboratively with the staff, member associations, Young Women's Global Advisory Council, external/internal stakeholders to ensure we are reaching the goal: "By 2035, 100 million young women and girls will transform power structures to create justice, gender equality and a world without violence and war; leading a sustainable YWCA movement, inclusive of all women."

## 2.3 What is your vision for young women?

I would like to work closely with the Young Women's Global Advisory Council to see what their vision with the YWCA is. I would like to see the representation of Young Women in all diversities to use their power to empower themselves and others. As my vision for young women is to take leadership roles, and to empower themselves and others to reach goals that will impact all women and girls to create a safe and sustainable world.

## 2.4 What is your vision on the Christian principles, as stated in the Preamble of the World YWCA Constitution?

I believe that the Christian principles as stated in the preamble of the World YWCA constitution is the foundation as to what the YWCA stands for. It shows the Christian values that bind the movement together.

## Questions for the position of World YWCA President

### 1. What are the most important global issues that the World YWCA should respond to?

Each YWCA member around the globe have issues that they advocate for within their organizations. Although there are many issues in the world, I think YWCA should focus and respond to the issues that align with the strategic direction of World YWCA to continue strengthening young women and girls' transformative leadership, realising human rights, and sustaining the YWCA movement. Each of these goals set out by the strategic direction allows for women to work towards empowerment, leadership and rights for all women and girls.



Jamie MEDICINE CRANE

For: President

Also running for Board and Vice-President

Member Association: YWCA Canada

**2. Describe your skills and experience in a leadership role in a volunteer organisation, including your experience as the President or Chair of a board at the local, national or international level.**

The skills that I have gained with my experience as a board member at a local, national and international level allows me to strategize and understand how the organization works and where it can grow. I have learnt that one of the most important skills of a leader is the ability to communicate effectively. As a leader I also see the importance of building relationships in which I am very personable and empower others to reach their potential. I am dependable and adaptable in various situations.

**3. How do you propose to work collaboratively and manage conflict as President?**

How I propose to work collaboratively and manage conflict as a president is trying to listen to each other, using many team building strategies and working together in a respectful manner to be transparent and work towards a movement that is for all women and allow all women and girls to feel represented and valued. I have training in conflict resolution and would work with the board development committee to create sessions for the board.

**4. Outline how you meet the qualifications and skills requirements as set out in the roles and responsibilities for the President.**

The ways that I meet the qualifications and skills is that I understand the YWCA vision and strategic direction. Through various capacities through work and experience as a board member I have built strong leadership skills that allow me to strategize and empower others. I am able to look at short term and long term goals and follow through with them. Having the experience of owning a business I understand the operations and processes of running a business and organization, and know the need to budget and make sure resources are allocated properly. I understand the importance of working with the board, the general secretary and member associations to reach the goals of the World YWCA.



Jamie MEDICINE CRANE

For: President

Also running for Board and Vice-President

Member Association: YWCA Canada

## Questions for the position of World YWCA Vice President

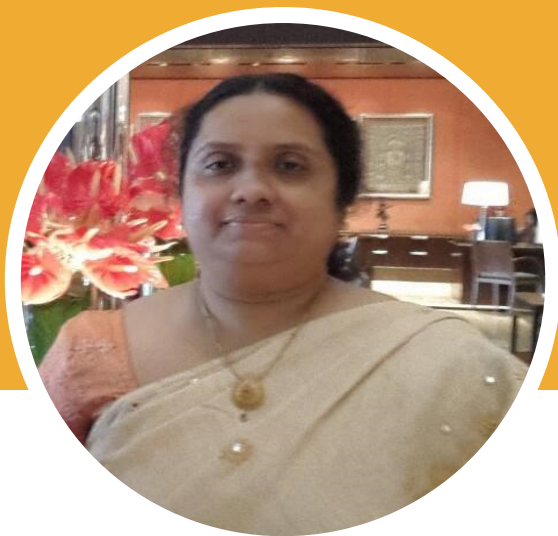
### 1. Describe your skills and experience in a leadership role in a volunteer organisation

The ways that I meet the qualifications and skills is that I understand the YWCA vision and strategic direction. Through various capacities through work and experience as a board member I have built strong leadership skills that allow me to strategize and empower others. I am able to look at short term and long term goals and follow through with them. Having the experience of owning a business I understand the operations and processes of running a business and organization, and know the need to budget and make sure resources are allocated properly. I understand the importance of working with the board, the general secretary and member associations to reach the goals of the World YWCA.

### 2. Outline how you meet the qualifications and skills requirements as set out in the roles and responsibilities for the Vice President.

The ways that I meet the qualifications and skills is that I understand the YWCA vision and strategic direction. Through various capacities through work and experience as a board member I have built strong leadership skills that allow me to strategize and empower others. I am able to look at short term and long term goals and follow through with them. Having the experience of owning a business I understand the operations and processes of running a business and organization, and know the need to budget and make sure resources are allocated properly. I understand the importance of working with the board, the general secretary and member associations to reach the goals of the World YWCA.





**Santhi Elizabeth LIJU**

**For: Treasurer**

**Member Association: YWCA India**

**Language: English – Excellent / Malayalam – Excellent / Tamil – Weak**

### **Questions completed by the member association making the nomination**

#### **What makes this person a good candidate for this role?**

A certified professional chartered accountant with committed contribution at local, regional, national level. A part of the global affiliation and sustainability task force

### **Questions completed by the nominee**

#### **1. Personal Qualifications**

##### **1.1 Present occupation/role in the YWCA**

National Finance Chairperson of YWCA of India and National Board Member of YWCA of India since 2014. My role is to ensure effective management of funds, strengthening the financial resources, budgeting, streamlining the financial systems, periodically reviewing the financial position, ensuring completion of audits on time and exploring new avenues for financial sustainability of the National Association with five large income generating projects and 86 Local Associations.

Member of the Task Force on Sustainability and Affiliation Fee of the World YWCA representing Asia during 2015 -2016.

Chairperson of the Task Force on Affiliation Fees of the YWCA of India which reviewed the Affiliation Fees of the 86 local associations during 2017 -2018 .and Chairperson of the Fund Raising Committee for the National Convention of YWCA of India held in 2018.

Member of the Constitution Review Committee of the YWCA of India during 2011 - 2014.

Board member of the Local Association for 8 years and Committee Chairperson of Youth, Finance and Membership





## 1.2 Please give a summary of your educational and professional background

Chartered Accountant and Fellow member of the Institute of Chartered Accountants of India, Masters In Commerce and Diploma in Information Systems Audit. Have been a practicing professional in the field of Financial Management, Consultancy and Audit since 2001 and have co-founded a company with presence across India and servicing global clients. The experience of working with small, medium and large corporates, NGOs and Banks has developed my skills and expertise to execute efficient, effective and timely solutions to diverse and complex operations and financial challenges faced by these organisations.

## 1.3 Describe how your experience and skills will contribute to your effectiveness as a member of the Board including YWCA and non YWCA experience. In particular consider qualifications and skills described under the Board Roles and Responsibilities.

The strategic vision of the World YWCA inspires and challenges me to contribute my skills and professional experience to strengthen the financial resources of the World YWCA. I shall be pro-active in streamlining financial and accounting systems, developing effective financial reporting systems and securing funds. I will work with the team to explore new networking partners in the development and business sector, International NGOs and the UN agencies committed to support projects towards women's empowerment and other programmes of the World YWCA. I am committed to ensuring the World YWCA Envisioning 2035 goal becoming a reality by developing concrete strategies to implement the Goal which has financial implications. I firmly believe that we can develop creative resource mobilisation programmes that can sustain the world YWCA programmes and projects supporting millions of women worldwide and I shall feel proud to play an active role, if given an opportunity.

## 1.4 Describe your volunteer Board experience. This may include YWCA or other organisation experience.

I joined YWCA as a volunteer in 2003 as a young woman leader and the YWCA vision and training programmes and advocacy have always inspired me to contribute my time and skills to achieve its goals. I have gained additional skills in leadership through the YWCA experience especially during my participation at World Councils in 2011 and 2015 and the Asia Regional Conference in 2017. I was also a member of the Task Force on Sustainability and Affiliation Fee of the World Board and have also served as a National Board member and National Finance Chairperson of YWCA of India and have served the Local Board for eight years and chaired the Committees on Youth, Finance and Membership. I have handled sessions for training of General Secretaries and have presented papers at various meetings of the YWCA at local, regional and national levels. Being a member of one of the largest volunteer movements has instilled in me the priceless value of selfless service to the community. My Professional expertise and skills has enabled me to contribute extensively in the field of Finance at Local, National and World YWCA platforms.



## 2. What is your vision

### 2.1 What is your vision for the World YWCA movement for the next four years?

My Vision for the World YWCA is to set concrete milestones for the next four years and work towards achieving the Envisioning 2035 Goal and focus on the financial sustainability of the movement. My mission is to enhance the relevance of YWCA in the life of women, young women and girls. I would volunteer as a leader and a team member to uphold human rights principles and Christian based values across geographical boundaries. My dream is to explore funding possibilities that could support YWCA projects that can transform the lives of women in marginalised communities across the world. I would work towards creating effective mutual partnerships and resource sharing where our sisters can share a common vision, skills, experience and expertise across countries and regions reflecting YWCA as a true Global movement.

### 2.2 How are you going to work and achieve the vision and impact statement of the World YWCA?

I would work towards achieving the vision through focusing on the guidelines laid by the Envisioning 2035 Goal. This can be achieved faster through leveraging more of the technology and working towards the Sustainable Development Agenda and Gender Equality. I would work with World YWCA creating and providing social capital and building more social entrepreneurs with leadership of women and young women which can result in more jobs and reducing Income disparity. I would focus more on mutual partnerships and resource exchange programmes that can collectively enhance the experience and create transformational leadership. I would also highlight the importance of increasing the awareness of the significant work and contribution of World YWCA and member YWCAs in reversing climate change.

### 2.3 What is your vision for young women?

Our young women and girls are the future of YWCA movement. I would work towards creating an environment to foster knowledge, empowerment and leadership skills of our young women, who would in turn contribute towards advancing peace, justice and gender equality and care for our environment and in making the world a better place to live in. I would want the role of our young women and girls in transforming the changing power structures so that root causes of rights violations, conflicts, poverty and marginalisation can be minimised and eradicated. I would explore extensively of the funding options for young women to increasingly invest in the young women leadership and programmes. I wish to be part of the change that would be creating the transformational young leadership today, who would eventually lead Goal 2035 and beyond.



## 2.4 What is your vision on the Christian principles, as stated in the Preamble of the World YWCA Constitution?

My vision is an inclusive community based on Christian Principles and foundation, which includes women of all faith and background. I am totally aligned with the Christian traditions and principles on which the YWCA is founded and I uphold the faith in God the Almighty, Jesus Christ and Holy Spirit as described in the Preamble of the World YWCA Constitution. I will focus to reflect and promote the Preamble through financial accountability, integrity and service to the community.

### Questions for the position of World YWCA Treasurer

#### 1. What is your experience in financial management?

I qualified as a Chartered Accountant in 2001. At the professional level, I have led the practice of the Firm I had co-founded on delivering financial management, advisory, financial consultancy, audit and taxation services to our clients. I had been engaged in Cash and Fund Flow management and budgeting for clients. I have hands on experience in planning, organising, managing and monitoring financial management of funds and skill in developing pro-active action points to achieve the budget requirements through efficient and timely financial management. I also have experience and understanding on the significance of financial management in achieving the objectives of the organisation and ability to control the financial activities that include procurement and utilisation of funds, accounting, payments, risk assessment and mitigation and other related areas. I also have experience in working with NGOs handling both domestic and foreign funds.

I have experience in Financial Management with YWCA of India, especially in the role of National Finance Chairperson since 2014. YWCA of India other than its national office manages various projects across India and 86 local associations are affiliated to YWCA of India.

#### 2. What is your experience in fundraising?

I have participated in small and big fund raising campaigns of YWCA. I have the experience of devising fund raising initiatives for NGOs. At present, I am participating In a Fund Raising activity for setting up a facility for the senior citizens at one of the properties of YWCA of India. For the National Convention of YWCA of India in 2018, I was the Chairperson of the Fund Raising Committee. I have experience in organising events for fund raising. I have raised funds from individual donors through contacts and also from Corporates.



Santhi Elizabeth LIJU

For: Treasurer

Member Association: YWCA India

**3. Outline how you meet the qualifications and skills requirements as set out in the roles and responsibilities for the Treasurer.**

I have the professional qualification of a Chartered Accountant and have 18 years of post-qualification experience in Financial Management, Financial Consulting, Accounting, Audit and Taxation. I also have the skill, insight and experience in working with the Local, National and World YWCA, especially in the field of finance.

I have the skill, learning, experience and ability to lead and work as a team to oversee management of funds, review and monitor reports which can be supported with recommendations, advice board on financial matters and knowledge of the International Accounting and Reporting Standards.

I would work with Member Associations for Internal generation of funds which would result in increase of unrestricted Income through projects undertaken by Member associations for sustainable income generation and devise strategies for better utilisation of assets which can lead to higher generation of unrestricted income.

I also possess skills to raise funds and communicate with donors. I possess sound understanding of organisational governance, strategic planning and effective negotiation and interpersonal skills.

Apart from the professional background and technical skills in finance, I have a long association of more than 16 years of voluntary service with the YWCA. The YWCA has given me immense confidence and inspiration and if given an opportunity to take on one of the key positions as Treasurer of the World YWCA, I would consider it an honour to serve the World YWCA movement with my volunteer time, dedication, skills and commitment.





**Emma MCCARTHY**

**For: Treasurer**

**Also running for Board**

**Member Association: YWCA Australia**

**Language: English – Excellent / German – Good**

### Questions completed by the member association making the nomination

#### What makes this person a good candidate for this role?

We believe Emma possesses the skills and experience that the World YWCA Board needs at this time.

### Questions completed by the nominee

#### 1. Personal Qualifications

##### 1.1 Present occupation/role in the YWCA

World YWCA Treasurer Member, YWCA Australia.

##### 1.2 Please give a summary of your educational and professional background

I am an accounting professional with 22 years' experience across various facets of accounting and finance. I have a Bachelor of Commerce and am a Chartered Accountant. I have worked in Audit, Tax, Property and am now a Transaction Manager in an investment company in Sydney, Australia. I was also the Treasurer of YWCA Australia for 4 years from 2009 to 2012, at which time I became the President of YWCA Australia. I am currently the Treasurer of the World YWCA Board.



Emma MCCARTHY

For: Treasurer

Also running for Board

Member Association: YWCA Australia

**1.3 Describe how your experience and skills will contribute to your effectiveness as a member of the Board including YWCA and non YWCA experience. In particular consider qualifications and skills described under the Board Roles and Responsibilities.**

I have been on the World YWCA Board as Treasurer for over three years and have a sound understanding of the strategic vision of the World YWCA. My time on the World Board and the Australian Board has given me a strong knowledge of the movement. I have also attended World Council and CSW, enhancing my understanding of the breadth of our movement. My background in accounting and finance enables me to support the Board in financial decision making.

**1.4 Describe your volunteer Board experience. This may include YWCA or other organisation experience.**

I have served more than three years as Treasurer of the World YWCA Board, and prior to this I was on the YWCA Australia Board for seven years – four as Treasurer and three as President. I have also served as Treasurer of a local charity that works with victims of domestic and family violence. My experience on the World YWCA Board in the current quadrennium has given an understanding of the financial situation of the World YWCA which will enable continuity and support to the new Board, as elected.

**2. What is your vision**

**2.1 What is your vision for the World YWCA movement for the next four years?**

I believe the next four years will be critical in ensuring the sustainability of the World YWCA. As expectations from donors and funders are ever increasing, we must ensure that we follow best possible practices in our processes, as we strive to deliver on the Envisioning 2035 goal. The YWCA is uniquely placed to empower and support young women in leadership, and I believe we must continue to focus on our global goal as the centre piece of the work we do with women, and most particularly young women.

**2.2 How are you going to work and achieve the vision and impact statement of the World YWCA?**

I will ensure that my input to all board decisions and discussions keeps the vision and impact statement of the World YWCA as the basis of my views. The World YWCA, and imperatively its Board, must practise the views it works to have other organisations embrace. This means that all board members must be empowered to make decisions that are based on the vision of a fully inclusive world. It is incumbent on office bearers to lead the board to ensure that the values of the organisation are reflected in every decision.



Emma MCCARTHY

For: Treasurer

Also running for Board

Member Association: YWCA Australia

### **2.3 What is your vision for young women?**

I believe that young women are integral to the leadership and membership of our organisation and in the world as whole. The YWCA has committed to being an organisation of young women for young women. The current World YWCA board has 60% young women as members, and I have felt privileged to have learnt from these accomplished young women. I am passionate about empowering young women, and consider myself fortunate to have been mentored by the young women of the Board over the current quadrennium.

### **2.4 What is your vision on the Christian principles, as stated in the Preamble of the World YWCA Constitution?**

I believe that the YWCA's foundation in the Christian faith, and the ongoing commitment to the fundamental principles of Christianity, including the commandments to love one another, and love your neighbour as you love yourself, guides us in how we should treat all people, working towards the vision of the World YWCA of a fully inclusive world, as outlined in the preamble to the World YWCA Constitution.

## **Questions for the position of World YWCA Treasurer**

### **1. What is your experience in financial management?**

I am a Chartered Accountant and I have been working in the accounting and finance profession for 22 years. I have worked in financial accounting, audit, tax and investment banking. This experience provides me with the ability to understand and manage the financial affairs of a complex organisation such as the World YWCA. I have worked in many different financial entities, and this broad experience has provided me with insights into many and varied types of organisations – both for profit and not-for-profit. I believe this experience enables me to support the Board in financial decision making. All Board members are responsible for all decisions, including financial decisions, and it is the Treasurer's role to ensure that all Board members understand the financial affairs and position of the organisation they govern, to ensure the Board makes informed decisions. I have experience as Treasurer of a local not-for-profit, a National YWCA, as well as a term as Treasurer of the World YWCA, so I am well placed to support the Board in this part of their duty as directors.



Emma MCCARTHY

For: Treasurer

Also running for Board

Member Association: YWCA Australia

## 2. What is your experience in fundraising?

The fundraising landscape is constantly changing, and this is a major issue for all NGOs. Sustainability must be a central focus of any Board. A mix of revenue is essential, to ensure that we are not reliant on a single source of income. As Treasurer, my role is to ensure that the office policies and procedures enable Funders and Donors to have absolute confidence in our organisation when they grant or donate funds to us. I believe we need to be moving more into Social Enterprise models, to ensure our independence and sustainability into the future. The World YWCA has a role in facilitating Member Associations by providing adaptable tools and processes to implement these models. In my board roles I have experience raising funds from the Government and Corporate sector, as well as talking to individual donors and supporters. I have written proposals for grants and met with senior professionals about fundraising and donations. One of the most important aspects of fundraising is how we tell our story, and share our impact.

## 3. Outline how you meet the qualifications and skills requirements as set out in the roles and responsibilities for the Treasurer.

My professional experience and qualifications in accounting and finance, and my experience in the current quadrennium in the role, provide me with the necessary skills and knowledge to continue in the role of Treasurer. I have worked closely with the General Secretary, and the broader finance team to ensure clear and effective information is provided to the Board to enable informed decision making. In my time as Treasurer, financial processes and procedures in the World Office have improved significantly, and therefore the information provided to the Board has been clearer and more timely. I have worked with the President to perform the Appraisal of the General Secretary, including the implementation of a new Appraisal tool to streamline the process. I have participated in the Investment Advisory Group and liaised with the external Auditors to ensure all financial reporting requirements are met. I have worked to support all Board members in their understanding of the financial position of the World YWCA, and to ensure that they have the information they need to make decisions around budget.







### **Rose Coquette NOUNA Epse BASSANG'NA**

For: Board

Also running for Nominations Committee, if candidate is not elected to the Board

Member Association: YWCA Cameroon

Language: English – Good / French – Excellent / Spanish – Weak / Bassa – Excellent

### **Questions completed by the member association making the nomination**

#### **What makes this person a good candidate for this role?**

Mrs. Rose Coquette NOUNA would make a good candidate for this role for several reasons.

Mrs. Rose Coquette is the head of the Yaoundé 6 Municipal Branch within ELECAM (a body in charge of election organisation and management in Cameroon) and coordinates a team of 17 electoral process collaborators and 12 other stakeholders. She thus has strong experience in the management of the electoral process, qualities that give her high moral integrity coupled with a perfect mastery of the ethical principles of the Nominating Committee members.

In fact, she has been a member of the YWCA Cameroon since its creation in 2014, and coordinates the YWCA Sakbayemi branch activities. She is a member of the YWCA Cameroon National Executive Committee and actively participates in all meetings.

She has a perfect command of the World YWCA statutes and legal framework, its priorities and governance policies, good management, and accounting.

### **Questions completed by the nominee**

#### **1. Personal Qualifications**

##### **1.1 Present occupation/role in the YWCA**

President of the YWCA Sakbayemi branch and a member of the National Executive Committee.



## **Rose Coquette NOUNA Epse BASSANG'NA**

For: Board

Also running for Nominations Committee, if candidate is not elected to the Board

Member Association: YWCA Cameroon

### **1.2 Please give a summary of your educational and professional background**

I hold a Bachelor's degree in Science and a Master's degree in Government Procurement and Contracts Law obtained from the University of Yaounde II. Currently, as the head of the Yaoundé 6 Municipal Branch, I lead a team of 29 people and cover a district with nearly 87,000 voters in 233 polling stations. I am responsible for training all members of local polling committees. I have a perfect command of the electoral process and I have considerable experience in marketing, accounting, and management.

### **1.3 Describe how your experience and skills will contribute to your effectiveness as a member of the Board including YWCA and non YWCA experience. In particular consider qualifications and skills described under the Board Roles and Responsibilities.**

I am a volunteer member of the YWCA Cameroon National Executive Committee where I actively participate in all meetings. I participate in the implementation of the policies approved by the National Council and play a major role in research on strategies for the meaningful involvement of young women. I contribute to the preparation of annual financial reports and budgets.

### **1.4 Describe your volunteer Board experience. This may include YWCA or other organisation experience.**

I am a member of the Guienting II Rural Women's Association in Ombessa (a rural area of Central Region). I sit on a voluntary basis on the Executive Committee of this association called the "Committee of the Wise". The role of this Committee is to consider strategies to encourage rural women to network, with the aim of increasing their agricultural production and facilitating the sale of their products at the local market.

## **2. What is your vision**

### **2.1 What is your vision for the World YWCA movement for the next four years?**

In the next four years, I would like the World YWCA to continue its efforts to achieve the 2035 vision. In order to do this, the strategic priorities would be to continue to implement any 2016-2019 strategic framework objectives that have not been achieved. It is desirable that particular emphasis be placed on the sustainability of the movement through the promotion of the intergenerational and transformative leadership of women and young women and the reinforcement of good governance.



## Rose Coquette NOUNA Epse BASSANG'NA

For: Board

Also running for Nominations Committee, if candidate is not elected to the Board

Member Association: YWCA Cameroon

### 2.2 How are you going to work and achieve the vision and impact statement of the World YWCA?

I will build on the bold and transformative 2035 goal of empowering young women leaders to drive change through the mentoring of older women to realise the World YWCA vision and impact statement. In order to build an inclusive world, it is important that the entire YWCA movement be inclusive and that it adhere inexorably to sustainability by promoting and supporting the emergence of regional structures.

### 2.3 What is your vision for young women?

My vision is that of the movement's bold and transformative 2035 goal. On this basis, I intend to build on the creation and multiplication of Safe Spaces in all YWCAs around the world and in communities so that young girls can exchange and develop their leadership through supporting older women. Considering the instability of young women, I intend to accentuate the transfer of intergenerational solidarity.

### 2.4 What is your vision on the Christian principles, as stated in the Preamble of the World YWCA Constitution?

My vision is that of a faith in action that emphasizes the inclusive aspect of Christian values. We work in communities of different religions, so our work must be done taking into consideration all these religions for a sustainable social transformation.





**Nelly LUKALE**

**For: Board**

**Also running for Nominations Committee, if candidate is not elected to the Board**

**Member Association: YWCA Kenya**

**Language: English – Good / Spanish – Weak / Swahili – Good**

### **Questions completed by the member association making the nomination**

#### **What makes this person a good candidate for this role?**

Long Standing Membership at YWCA with known and tested leadership abilities .

### **Questions completed by the nominee**

#### **1. Personal Qualifications**

##### **1.1 Present occupation/role in the YWCA**

I am the current Chairperson of YWCA Kenya Nairobi Branch.

##### **1.2 Please give a summary of your educational and professional background**

I am a trained community health professional with proven work experience in sexual and reproductive health and rights (SRHR) for women and girls for over 10 years. I have Proven work record at administering leadership management projects and excellent in team work and communications skills.



Nelly LUKALE

For: Board

Also running for Nominations Committee, if candidate is not elected to the Board

Member Association: YWCA Kenya

**1.3 Describe how your experience and skills will contribute to your effectiveness as a member of the Board including YWCA and non YWCA experience. In particular consider qualifications and skills described under the Board Roles and Responsibilities.**

I have been a member of the YWCA Kenya for over 10 years and am very aware and conversant with the programs within the organization both locally, regionally and globally. Following my active leadership role at YWCA Kenya; I got an opportunity to work as a program associate at the World YWCA Geneva where I served as a key expert that led a multi-talented team of young women researchers who worked on the review of SRHR indicators in 8 African countries generating a global south SRHR report: southern voices: Reclaiming and redefining the Sexual Reproductive Health and Rights (SRHR) Agenda for 2015. With this experience and my leadership role at Hope in Action Health and Hygiene Network which I co-founded, I want to bring my innovative wealth of knowledge to the world board which will be used by other member associations in training other young women in their communities to be strong advocates of SRHR as well as overcoming resistance and negotiating for safe spaces.

**1.4 Describe your volunteer Board experience. This may include YWCA or other organisation experience.**

I have been a board member for my national association which is YWCA Kenya and I am currently serving as the chairperson for my local branch which is Nairobi. These opportunities have given me a platform to grow and get to learn and know the YWCA in depth. I am now able to advocate for issues affecting women and girls without any fear and this is because I was given a platform to grow, learn and practice. This has enabled me to grow into a self-initiating, disciplined young woman with a self-controlled drive committed to achieve my career goals.

**2. What is your vision**

**2.1 What is your vision for the World YWCA movement for the next four years?**

- An association with a pool of young women leaders who are able to voice out issues relating to SRHR for women and girls.
- An association that is willing or able to learn from other member association and this includes being able to have an inter association exchange programs for women and girls as well as create more partnerships with other organizations.
- An association that is more visible on social media since it is one of the best and widest means of communication especially by and among young women.
- An association that is free from discrimination and willing to create regional sisterhood.



Nelly LUKALE

For: Board

Also running for Nominations Committee, if candidate is not elected to the Board

Member Association: YWCA Kenya

## **2.2 How are you going to work and achieve the vision and impact statement of the World YWCA?**

I will share my experience with the aim of creating a pool of young women leaders from different regions; I will learn best practices from other board members and share with associations from my region. I will commit my time, resources and energy to serve the association to the best of my ability.

## **2.3 What is your vision for young women?**

To see them get platforms on local, national, regional and global levels to advocate for issues affecting them. To see them included on decision making tables because their voices matter. To see them create a strong SRHR advocates team with the aim of making the world a global village.

## **2.4 What is your vision on the Christian principles, as stated in the Preamble of the World YWCA Constitution?**

A world where every woman and girl is treated with respect and dignity; without any discrimination but based on our Christian values and principles.





**Mtisunge KACHINGWE\***

**For: Board**

**Also running for Vice President**

**Member Association: YWCA Malawi**

**Language: English – Excellent / Chichewa – Good**

### Questions completed by the member association making the nomination

#### What makes this person a good candidate for this role?

Mtisunge is passionate, hardworking, and intelligent. She has been key to the growth and success of our organisation. We know she will be a tremendous asset on the world Board.

### Questions completed by the nominee

#### 1. Personal Qualifications

##### 1.1 Present occupation/role in the YWCA

I am currently the board president of the YWCA of Malawi. My current roles and responsibilities include providing leadership and governance in the organisation. I also provide technical support on projects.

##### 1.2 Please give a summary of your educational and professional background

I am a medical doctor by profession with a degree in Master in Medicine and Master in surgery (MBBS) obtained at the college of Medicine in Blantyre Malawi. Since graduation in 2013 I have been employed in the public sector, working for the Ministry of health, Queen Elizabeth Central Hospital.



**Mtisunge KACHINGWE\***

**For: Board**

**Also running for Vice President**

**Member Association: YWCA Malawi**

**1.3 Describe how your experience and skills will contribute to your effectiveness as a member of the Board including YWCA and non YWCA experience. In particular consider qualifications and skills described under the Board Roles and Responsibilities.**

I have been involved with the YWCA since 2010, I am very knowledgeable and passionate about the human rights and women leadership. Being President of the YWCA Malawi I am knowledgeable on matters of governance, finance and strategic planning. and YWCA I have developed skills in leadership, team work and as I am heading towards the end of my studies I will dedicate my time to the board.

**1.4 Describe your volunteer Board experience. This may include YWCA or other organisation experience.**

I have been board president of the YWCA of Malawi for 4 years now and I also have served on other boards. I am also a board member of the life support foundation Malawi Chapter, this organisation aims to improve critical care in the country. In these roles I have worked with the team to ensure organisations mission, goals and objectives are being implemented. I have the experience to be a World YWCA Board member.

**2. What is your vision**

**2.1 What is your vision for the World YWCA movement for the next four years?**

I believe the World YWCA is unique and it offers something that other organisations do not. My vision is to see the World YWCA grow, not only in quantity but in the quality as well. Strengthen collaboration and relationships in the current membership, growing membership of young women and developing young women leaders on the principle of intergenerational leadership.

**2.2 How are you going to work and achieve the vision and impact statement of the World YWCA?**

I believe in intergeneration leadership, while I have a lot to offer I also have much to learn. Mentorship is important, I plan to only receive mentorship from other women but also provide some. Being a role model and an agent of change. Be an advocate for human rights and work to transform power structures.





Mtisunge KACHINGWE\*

For: Board

Also running for Vice President

Member Association: YWCA Malawi

### 2.3 What is your vision for young women?

I am a young woman and I have benefitted from the YWCA, It has provided me with knowledge and skills to be empowered and a human rights advocate. This is what I envision for other young women, not only in my country but all over the world. Young women educated, empowered, taking up leadership positions, and being agents of change and speaking up to the issues that affect them.

### 2.4 What is your vision on the Christian principles, as stated in the Preamble of the World YWCA Constitution?

I believe this is an important part of our identity and the foundation on which to base our works. The Christian part is not to segregate but one of love. In the world we live in, our members are faced with many challenges and hardships. The Christian faith offers comfort, faith and hope for a better world.

### Questions for the position of World YWCA Vice President

#### 1. Describe your skills and experience in a leadership role in a volunteer organisation

As a medical doctor I have experience running a district hospital. I understand what it means to head an institution, the knowledge, skills and team work required. I am also currently the board president of YWCA Malawi and I am serving as board member on another board.

#### 2. Outline how you meet the qualifications and skills requirements as set out in the roles and responsibilities for the Vice President.

I have been involved with the YWCA since 2010, Over the years my knowledge on the human rights issues have grown tremendously, I have been involved in the works of the organisation not only at a local level but also regional and internationally; CSW, African union to mention a few. I will have ample time to work on issues of the board and world YWCA as I am at the end of studies.





**Chikwue OCHIAGHA**

**For: Board**

**Also running for Vice-President**

**Member Association: YWCA Nigeria**

**Language: English – Excellent**

### Questions completed by the member association making the nomination

#### What makes this person a good candidate for this role?

She is well learned with impressive and relevant wealth of experience fit for the position.

### Questions completed by the nominee

#### 1. Personal Qualifications

##### 1.1 Present occupation/role in the YWCA

Immediate Past National President and National Executive Committee member of YWCA of Nigeria.

##### 1.2 Please give a summary of your educational and professional background

Obtained bachelors degree with honours in Law LL.B, Masters degree in Law LL.M, a Notary Public and an International Licensed Certified Management Consultant (CMC)

##### 1.3 Describe how your experience and skills will contribute to your effectiveness as a member of the Board including YWCA and non YWCA experience. In particular consider qualifications and skills described under the Board Roles and Responsibilities.

My wide experience and skill as a national leader with various practical actions on women and girls rights and empowerment will definitely help the Movement's strategic vision. My sound understanding of organisational governance and legal framework will help innovative policies in line with the Movements guiding values and target of leadership development and capacity building of Young women to shake power structures leading change.



**Chikwue OCHIAGHA**

**For: Board**

**Also running for Vice-President**

**Member Association: YWCA Nigeria**

**1.4 Describe your volunteer Board experience. This may include YWCA or other organisation experience.**

I have a rewarding volunteer Board experience of achievements, lessons learnt, and challenges in achieving a lot of the Movement's core areas of focus. I had achievements in creating vivid awareness in favour of women's rights and zero tolerance of VAWG. The movement needs to undertake further research to provide insight in Young Women's participation in leadership roles in order to boost their motivation and commitment levels.

**2. What is your vision**

**2.1 What is your vision for the World YWCA movement for the next four years?**

My vision lies in amplification of work, campaign and advocacy to increase Young Women's participation in leadership roles. This can be achieved through numerous training sessions and undertaking considerable global outreach to fully equip them to effectively shake power structures and leading change and thereby achieve the Movement's strategic framework and Envisioning 2035.

**2.2 How are you going to work and achieve the vision and impact statement of the World YWCA?**

First is making myself available for the task. Placing women, young women and girls at the centre of the work as the focus. Respect for diversity and tolerance will form important codes of my conduct and operation. Good governance and accountability will form part of my watch words.

**2.3 What is your vision for young women?**

Young Women's development is the star issue of the Movement. I vision that they be fully recruited and/or mobilized, equipped, trained, and supported to claim, uphold and enjoy their human rights everywhere and anywhere. I am committed and passionate to the Movement's vision in this regard to achieve this goal and will push for the needed investment in respect thereof. This will build a sustainable Movement we will all cherish by making the world equitable and a better place.



## **2.4 What is your vision on the Christian principles, as stated in the Preamble of the World YWCA Constitution?**

My vision on the Christian principles is the adherence to the Christian faith with the standards spelt out in the Holy Scriptures. It is to develop women and girls leadership to function at the highest level of care for their health, human dignity, freedom and care for the environment plus women's leadership as part of God's creation in His image.

### **Questions for the position of World YWCA Vice President**

#### **1. Describe your skills and experience in a leadership role in a volunteer organisation**

My skills and experience in leadership role in a volunteer organisation is founded on my sound training as a Barrister and Solicitor. It's product in my practical leadership role from local to state and to the national level both in YWCA and other volunteer organizations. Using my management consultant license exposed me organisational skills, management skills and accountability.

#### **2. Outline how you meet the qualifications and skills requirements as set out in the roles and responsibilities for the Vice President.**

I am a trained lawyer with Masters Degree and over 25years legal practice experience. My status as a notary public attained on the recommendation of seven high court judges. Also of value is my credible status as an International licensed Certified Management Consultant (CMC). My wealth of relevant experience in leadership from local to national level and regional. Being active in the activities of the YWCA gave me the advantage of knowledge of its workings. I am also available to my regional calls.





**Dédé Fafa Eyram ATTIOGBE\***

**For: Board**

**Also running for Vice-President and Nominations Committee**

**Member Association: YWCA Togo**

**Language: English – Excellent / French – Excellent / Spanish – Weak / German - Good**

### **Questions completed by the member association making the nomination**

#### **What makes this person a good candidate for this role?**

Dédé ATTIOGBE joined the YWCA Togo where she has been volunteering for fourteen (14) years. She has a good grasp of how the YWCA works. She is dynamic, dedicated, and competent. She is a woman of vision who makes an impact and positive changes in all walks of life. We are sure that she will participate actively and effectively in the World YWCA meetings and activities, and contribute to the achievement of our movement's global goals by sharing her experiences.

### **Questions completed by the nominee**

#### **1. Personal Qualifications**

##### **1.1 Present occupation/role in the YWCA**

Currently, I am the National Youth Coordinator, and since January 2019 I have voluntarily assumed the post of the Acting National Secretary General (following the death of the National Secretary General, pending his replacement) of YWCA Togo.

##### **1.2 Please give a summary of your educational and professional background**

A trained translator, I obtained my degree in Translation (French, English, and German) at the Ghana Institute of Languages. Since then, I have put my skills to work to break down language barriers. I gained professional experience during seven (7) years as an independent translator-interpreter in various institutions, including the Presidency of the Republic of Ghana, Compassion International-Togo, and West African Cabinet of Translation and Interpretation. I also teach English in high schools in Lomé.



Dédé Fafa Eyram ATTIOGBE\*

For: Board

Also running for Vice-President and Nominations Committee

Member Association: YWCA Togo

**1.3 Describe how your experience and skills will contribute to your effectiveness as a member of the Board including YWCA and non YWCA experience. In particular consider qualifications and skills described under the Board Roles and Responsibilities.**

From 2005 to 2009 I was the president of YWCA Togo's first-ever youth section; from 2009 to 2013 I was the first National Youth Vice-President, since 2013 I have been the National Youth Coordinator. In 2019, I voluntarily assumed the post of the Acting National Secretary General of YWCA Togo. I have managed projects; organised training workshops for young people on matters of their Rights and Obligations, Sexual and Reproductive Health, and early marriage; and participated in the delivery of projects concerning violence against women.

**1.4 Describe your volunteer Board experience. This may include YWCA or other organisation experience.**

We were created to be at the service of others. With this in mind, I find great pleasure in volunteering for changing the status of women and girls through my leadership at YWCA Togo. I have experience in communication, negotiation, strategic planning, interpersonal relations, and organizational governance through my volunteer work on the Executive Committee of YWCA Togo.

**2. What is your vision**

**2.1 What is your vision for the World YWCA movement for the next four years?**

My vision of the world YWCA movement for the next four years is for it to be a movement of leaders, empowered, daring, dynamic, committed young women and girls who can transform the status of women, reduce poverty, violence, injustices, inequalities, and scourges that undermine the well-being of women and girls. I want it to be a movement of capacity building and sustainable development in the world for a just and peaceful society.



Dédé Fafa Eyram ATTIOGBE\*

For: Board

Also running for Vice-President and Nominations Committee

Member Association: YWCA Togo

## **2.2 How are you going to work and achieve the vision and impact statement of the World YWCA?**

Advocate in schools and universities, produce programs and carry out media training on Sexual and Reproductive Health Rights, Bold and Transformative Leadership, and Violence Against Women. Collaborate with the Ministry for the Advancement of Women and all other institutions supporting women's rights and the improvement of conditions for women, girls, and children. Make good use of social networks by creating work platforms between local YWCAs for experience sharing.

## **2.3 What is your vision for young women?**

Young women and girls must be leaders. They must be dynamic, autonomous activists in women's rights, well equipped to impact their generation for a transformation of mentalities in order to take control of their destinies. They must work for human dignity, a healthy environment, and the effectiveness of gender parity for a peaceful and just world.

## **2.4 What is your vision on the Christian principles, as stated in the Preamble of the World YWCA Constitution?**

The faith in God the Father, the Son and the Holy Spirit mentioned in the preamble to the World YWCA Statutes must be manifested by tolerance, mutual respect, sharing, integrity, transparency, being of service to others and loving one's neighbour without exception.



Dédé Fafa Eyram ATTIOGBE\*

For: Board

Also running for Vice-President and Nominations Committee

Member Association: YWCA Togo

### Questions for the position of World YWCA Vice President

#### 1. Describe your skills and experience in a leadership role in a volunteer organisation

In addition to my university training, I acquired skills in administration, communication, project management, and good governance through my leadership as a volunteer. I mainly worked in the YWCA Togo and I experienced the effectiveness of teamwork, there is strength in numbers. We are able to develop by serving and listening to others.

#### 2. Outline how you meet the qualifications and skills requirements as set out in the roles and responsibilities for the Vice President.

As an expert in translation, I have a good command of English, French, and German. My availability, my language skills, and the experiences I gained in Togo and abroad, and also through my participation in the World Council, will be a great asset for the role and responsibilities of Vice President. As a volunteer in YWCA Togo Executive Office for many years, the areas of negotiation, communication, and interpersonal skills, as well as the World YWCA and its priority action areas, hold no secrets from me.







**Flavia Carolyne MPANDE**

**For: Board**

**Member Association: YWCA Uganda**

**Language: English – Excellent / Swahili - Excellent**

### Questions completed by the member association making the nomination

#### What makes this person a good candidate for this role?

Flavia is committed to the movement, and believes in an intergenerational movement with space for young women

### Questions completed by the nominee

#### 1. Personal Qualifications

##### 1.1 Present occupation/role in the YWCA

Accountant Tan Group of Companies/ President YWCA Uganda.

##### 1.2 Please give a summary of your educational and professional background

Flavia holds a Bachelors degree in Business Administration majored in Accounting. Flavia is a professional accountant.

##### 1.3 Describe how your experience and skills will contribute to your effectiveness as a member of the Board including YWCA and non YWCA experience. In particular consider qualifications and skills described under the Board Roles and Responsibilities.

Colleagues and friends, I seek candidacy for Board to effectively contribute to promoting young women's dignity, respect and to define the rights of the young women in the world. I have sound understanding of organization governance, experience, exposure and passion to make a credible candidate. I have specialized in policy advocacy which is crucial for transforming the policy environment around the young women issues. Am a politician since 2001 to date, and current president of YWCA Uganda and this has enhanced my Advocacy and Planning Skills over the years.



**1.4 Describe your volunteer Board experience. This may include YWCA or other organisation experience.**

- As a leader both in government and YWCA, I have served and continue to serve as;
- President YWCA Uganda since 2013 - to date.
- 3rd Vice President YWCA 2008- 2012
- Deputy Mayor and Secretary in charge of Finance, Planning and Administration Tororo Municipal Council 2011- 2016
- Female youth Councillor Tororo Municipal Council 2001-2015
- Chairperson Rock view Primary School Management Committee 2011- 2016

**2. What is your vision**

**2.1 What is your vision for the World YWCA movement for the next four years?**

To have an inclusive intergenerational movement that will empower young girls and women to become leaders and decision makers in their communities by 2035.

**2.2 How are you going to work and achieve the vision and impact statement of the World YWCA?**

Effectively represent the interest of young women by generating policies that will enhance skill- based and thematic trainings to respond to the needs of their communities hence contributing towards goal 2035.

**2.3 What is your vision for young women?**

Building a critical mass of women, especially young women leaders who can deliver effective rights based programmes that empower communities and build the foundation for goal 2035.

**2.4 What is your vision on the Christian principles, as stated in the Preamble of the World YWCA Constitution?**

To have a movement with its faith based in God Almighty, Jesus Christ and the Holy Spirit





Lucy MASIYE

For: Board

Also running for Vice-President

Member Association: YWCA Zambia

Language: English – Excellent / French – Weak / 7 Local languages

### Questions completed by the member association making the nomination

#### What makes this person a good candidate for this role?

She has the relevant professional experience, skills and educational qualifications. She continues to be an active and full member of the Association. She has a clear understanding of the Vision and Mission of YWCA at all levels of our structures. Her passion in mentoring the young women is an added advantage to the YWCA.

### Questions completed by the nominee

#### 1. Personal Qualifications

##### 1.1 Present occupation/role in the YWCA

Managing family Businesses, Freelance Consultant and active YWCA Volunteer and National President. I am also an active member of the Global campaign of #SheDecides. I am a member of the Rotary International through my local club. An active member of the Women Movement in Zambia on issues of women and girls.

##### 1.2 Please give a summary of your educational and professional background

Global Masters in Business Administration (MBA), Degree in Development Studies, 2 Diplomas in Educational Studies(Higher and lower). High School teacher at local and international level. Regional Director at local level and Programmes Manager at National level. In summary, I am a multi-skilled with a rich background fitting well into the needs of YWCA at all levels.



Lucy MASIYE

For: Board

Also running for Vice-President

Member Association: YWCA Zambia

**1.3 Describe how your experience and skills will contribute to your effectiveness as a member of the Board including YWCA and non YWCA experience. In particular consider qualifications and skills described under the Board Roles and Responsibilities.**

A combination of my skills and experience will interpret into imparting strategic plan development and enhanced social change and meaningful intergenerational transformation in leadership among the member association especially in the Africa Region where need has been identified. World YWCA Council 2019: Nomination Form for election to the World YWCA Board My contribution will also cover participatory management and formulation and linking of policy and programming. Included in the package, is my experience in advocacy and lobbying skills, negotiation and entrepreneurship skills.

**1.4 Describe your volunteer Board experience. This may include YWCA or other organisation experience.**

I bring a wealthy of experience after serving on civil society, government and rotary international boards. The governance issues and the different roles played by different stakeholders in an institution are clear to me. I have also appreciated the different types of boards in society. However, being on YWCA board has a few differences which I noted. The huge number of board members make it a challenge for everyone to contribute effectively. We are not fully utilised as per our skills, and profession.

**2. What is your vision**

**2.1 What is your vision for the World YWCA movement for the next four years?**

To contribute to the achievement of the Bold Goal 2035 by targeting the Africa Region to realize and accept meaningful leadership of the young women in all YWCA structures. I also want to see real networking among Member Associations of different regions.

**2.2 How are you going to work and achieve the vision and impact statement of the World YWCA?**

Engage all key actors at local levels, improve communication among member associations and World office. Encouraging pairing up the weak and the strong member association. Enhance monitoring of the member associations on good governance.



Lucy MASIYE

For: Board

Also running for Vice-President

Member Association: YWCA Zambia

### 2.3 What is your vision for young women?

I want to see the young women taking responsible leadership roles beyond YWCA. I want to be a mentor to impart into the young women to believe in themselves.

### 2.4 What is your vision on the Christian principles, as stated in the Preamble of the World YWCA Constitution?

Retain the Christian principle but accommodate other religions without compromising the association's purpose of existence. I support the following statement, "The World YWCA recognises the equal value of all human beings".

## Questions for the position of World YWCA Vice President

### 1. Describe your skills and experience in a leadership role in a volunteer organisation

I am well versed with good organisational governance issues. I possess acceptable minimum requirement knowledge and skills of financial issues and I possess negotiation skills including communication and interpersonal skills. I am aware of the importance of reading and understanding the Constitution and other policy's at the level of this position.

### 2. Outline how you meet the qualifications and skills requirements as set out in the roles and responsibilities for the Vice President.

I have a Global and Regional perspective and experience. I am readily available when needed and I have proved to respond promptly. I am fluent in English which is one of the official languages. Generally, I have a rich educational and professional background that fits well into YWCA global leadership leaders.





**Varaidzo Faith MAGODO-MATIMBA\***

**For: Board**

**Also running for Vice President**

**Member Association: YWCA Zimbabwe**

**Language: English – Excellent / German – Weak / Shona – Excellent**

### Questions completed by the member association making the nomination

#### What makes this person a good candidate for this role?

Varaidzo is a good candidate to take up the role of Vice President firstly because of her passion and commitment to advancing the YWCA agenda. She has been an active member of the Zimbabwean chapter since her childhood often taking small leadership roles within her teenage stage. She currently volunteers her expertise by being the Consultant who guides the organisation in understanding and litigating different labour and governance and policy issues. This commitment led to the production of the newly ratified YWCA Zimbabwe Constitution, largely through her involvement in guiding the amendment process to meet best practices. She has also conducted other programs at one of the local chapters where she created the Young Women Hub which involves having programs for women in all their diversity by inviting legal, health and other experts. Varaidzo is dedicated and a team leader, her worldview would be an asset to the board.

### Questions completed by the nominee

#### 1. Personal Qualifications

##### 1.1 Present occupation/role in the YWCA

I am the African Representative for the World YWCA Global Advisory Council. I am also a member of my local YWCA where I volunteer my skills as a legal mind to strengthening the governance of the organization through legal advice and policy drafting.

##### 1.2 Please give a summary of your educational and professional background

I attained a Bachelor of Laws (with Honours) Degree in 2016 and I am a registered legal practitioner and commercial lawyer. In 2016 I worked as a Policy and Advocacy Assistant at the Women Coalition Zimbabwe and then moving to Zimbabwe Women Lawyers Association as a Legal Aid Assistant. I am a Youth Taskforce member for the British Council Next Generation Africa project whose aim is to research the needs of the African youth through collection of data. I am a Change Maker for the African Leadership Institute for a 6-month youth project.



**Varaidzo Faith MAGODO-MATIMBA\***

**For: Board**

**Also running for Vice President**

**Member Association: YWCA Zimbabwe**

**1.3 Describe how your experience and skills will contribute to your effectiveness as a member of the Board including YWCA and non YWCA experience. In particular consider qualifications and skills described under the Board Roles and Responsibilities.**

I have experience with policy and strategy formulation particularly the drafting of governance documents. This experience will be an asset especially in the implementation of approved policies. Being part of various core leadership groups and getting relevant training has enhanced my leadership and communication skills. I am a legal and corporate governance expert and such expertise is key in ensuring that the strategic vision of the YWCA is upheld.

**1.4 Describe your volunteer Board experience. This may include YWCA or other organisation experience.**

I have assisted my local YWCA board in reviewing its governance documents. I have assisted them in drafting and subsequently adopting policies including but not limited to finance, human resources, governance, volunteer and gender policies. Prior to my involvement with YWCA Zimbabwe I worked with the board of the Women's Coalition of Zimbabwe on a project that required them to review their governance policies as a volunteer. My success on this project as a volunteer led to my appointment as a policy and advocacy assistant.

**2. What is your vision**

**2.1 What is your vision for the World YWCA movement for the next four years?**

I envision a World YWCA movement that will put young women at the front to achieve the 2035 goal. I envision a World YWCA movement that will support region specific organic interventions that will be sustainable and not dependent on donor funding. I envision a unified feminist movement that continues to strengthen monitoring, evaluation, participatory management and partnership support initiatives using an innovative approach. I envision collaborative young women organizing that employs a human rights-based approach in impacting the lives of young women and girls.

**2.2 How are you going to work and achieve the vision and impact statement of the World YWCA?**

To ensure that World YWCA is placed to support young women initiatives not only financially, but also in their capacity building, we will oversee that the World Office as the secretariat carries out the strategic mandate of the movement. As the Board we will strengthen intergenerational work by strategically surrounding young women with intergenerational alliances which support the feminist agenda. To recognise, embrace and adapt to the diversity of the YWCA movement we will lobby for opportunities and initiatives for mutual learning and experience sharing in line with the 2035 goal.





Varaidzo Faith MAGODO-MATIMBA\*

For: Board

Also running for Vice President

Member Association: YWCA Zimbabwe

### 2.3 What is your vision for young women?

I envision young women at the helm of leadership roles within the YWCA movement. I envision an environment for young women that is safe, that recognizes their rights and that does not continue to prejudice young women because of ageism. I envision young women led feminist organizing that seeks to transform power structures, create new spaces of expression and action leaving no woman behind. I envision fierce engaged global citizens who are empowered and have the capacity to demand accountability for their rights.

### 2.4 What is your vision on the Christian principles, as stated in the Preamble of the World YWCA Constitution?

Based on the fact that Christian principles form the foundation of the organization and the movement I envision a YWCA global movement that continues to give cognisance to the Christian faith. I envision a global movement that is faith based and more importantly that recognises the equal value of all human beings. I envision a movement that strives to advocate and support that recognition and protection of rights of all human beings in their diversity.

## Questions for the position of World YWCA Vice President

### 1. Describe your skills and experience in a leadership role in a volunteer organisation

I led the Governance Review process for YWCA Zimbabwe and advocated for policy change through constitutional amendments in a bid to create spaces and enable young women to rise in leadership positions. Built on my leadership background, I achieved success through leading corporate governance development and improvement initiatives. By creating an innovative consultative program, through planning and teamwork, we successfully achieved our goal of producing a Constitution that aligns with international best practices.

### 2. Outline how you meet the qualifications and skills requirements as set out in the roles and responsibilities for the Vice President.

I have an excellent appreciation of local and global issues and trends related to human rights with a specific knowledge and exposure to human rights theory, policy and international instruments and frameworks and able to read, analyse and interpret legal and policy documentation. I am a confident, hardworking, determined, goal oriented, motivated, team builder who inspires the team and an exemplary leader who is visionary and a strategic thinker who has a track record as a high achiever. I am innovative and proactive in my approach to business with very strong problem-solving abilities.

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**Bakhita FRANCIS\***

**For: Board**

**Member Association: YWCA India**

**Language: English – Excellent / Hindi – Good**

### **Questions completed by the member association making the nomination**

#### **What makes this person a good candidate for this role?**

Involvement, commitment and leadership in the movement for several years. An outspoken passionate worker on ending VAW especially among young women girls.

### **Questions completed by the nominee**

#### **1. Personal Qualifications**

##### **1.1 Present occupation/role in the YWCA**

I am currently a youth member of the YWCA of Secunderabad, India. I have also been Vice President, Board Member and Chairperson of committees on my local association

##### **1.2 Please give a summary of your educational and professional background**

I have completed my bachelor's degree in Mass communications, Literature and Social Management. I have worked as a Fashion Communications manager for an Indian Fashion brand, Mishru, in India. Currently work in an engineering company under the Customer relations department.



**1.3 Describe how your experience and skills will contribute to your effectiveness as a member of the Board including YWCA and non YWCA experience. In particular consider qualifications and skills described under the Board Roles and Responsibilities.**

Being a media student, I enjoy photography and communications. I have a flair for event management and motivating people to work as a team. I also have an active picture blog and share my views and experiences on lifestyle, travel and food. I have a good stage presence and enjoy drama, dance and music. I am a good listener and this helps me to be an influencer to youth facing any peer pressure. I am a strong advocate for women's rights, animal rights, substance abuse and prevention of suicide.

**1.4 Describe your volunteer Board experience. This may include YWCA or other organisation experience.**

I have been on the local board for 4 years, as board member and then as Vice President. I have taken active part in local programs, both as organiser and participant. I am actively involved in the project committee and as a youth member.

**2. What is your vision**

**2.1 What is your vision for the World YWCA movement for the next four years?**

I envision that the World YWCA will be an active force in implementing laws against rape and domestic violence. I come from a country where women face these problems on an everyday basis and feel helpless against laws that are ineffective. The YWCA should also reach out to include young women of varied cultures and ethnicity to build a strong women force.

**2.2 How are you going to work and achieve the vision and impact statement of the World YWCA?**

I will use my reach and position on the world board to empower and speak for and on behalf of women and girls everywhere. I will be glad to assist and take active part in leadership training and use that to influence women to fight for justice, peace and equality.



### 2.3 What is your vision for young women?

I envision a future for young women where we are not subjected to violence of any form and we have the power to make our own choices without societal fear. I envision a world where women are safe, independent and supportive of one another. I envision a world for women where equality doesn't need to be fought and is a basic right. I also envision the YWCA having programs to prepare young men for such strong women.

### 2.4 What is your vision on the Christian principles, as stated in the Preamble of the World YWCA Constitution?

I believe to truly follow Christ means to be an advocate for human rights, especially women's rights. I hope to translate my faith into actions through my work in the YWCA. And Romans 8:31 says "If God is with us, who shall be against us?" I draw my strength from this verse and believe that as a young woman I am called, blessed and sent out to help others.





**Mimi HAN**

**For: Board**

**Also running for Vice-President**

**Member Association: YWCA Korea**

**Language: English – Excellent / French – Weak / Spanish – Weak / Korean - Excellent**

### **Questions completed by the member association making the nomination**

#### **What makes this person a good candidate for this role?**

Ms. Han has served the World YWCA as the Vice President and the Board since 2015. During her term in office, she has been actively connecting with the Member Associations all around the world by personally visiting 10 different Asia YWCA local offices to support and empower the board members, staff, and young women. As a result and the request of the Asia YWCAs, Mimi Han, with the support of the National YWCA of Korea, is planning on hosting the 2019 Asia YWCA Regional Meeting in June, 2019 to strengthen the solidarity of the Asia YWCAs.

As an Executive Board Member of the National YWCA of Korea, she has successfully given direction and implemented a wide of policies for all 52 local and regional YWCAs of Korea. She has strong local, regional, and global perspectives and experiences. Ms. Han has been serving the National YWCA of Korea as a board member since 2003 and as a chairperson of the North Korean Children Humanitarian Support Committee, 'Think Money' Youth Financial Education Advisory Committee, and International Relations and Cooperation Committee.

In her various roles within the YWCA of Korea, she has demonstrated strong negotiation, communication, interpersonal relationship and advocacy skills. As a result of her dedication to Youth empowerment movement and the global peace movement, she has been elected as the Executive Director of Seoul Scholarship Foundation for Youth and the Core Advisory Member of Women Peace Initiative Committee of the Ministry of Foreign Affairs of Korea.

Ms. Han also actively serves in the ecumenical movement as the Vice Committee Chairperson of International Relations Committee of the National Council of Churches in Korea (NCCK) and has been working to enhance the partnership with the World Council of Churches (WCC) and World Communion of Reformed Churches(WCRC)

Ms. Han has effectively accomplished challenging tasks and helped define the strategic vision of YWCA. With her experience of living in Asia and America, she is able to empathize and communicate with people of diverse backgrounds and will successfully be able to create a practical consensus acceptable to all participants in her position as VP.



Mimi HAN

For: Board

Also running for Vice-President

Member Association: YWCA Korea

## Questions completed by the nominee

### 1. Personal Qualifications

#### 1.1 Present occupation/role in the YWCA

Executive Board Member (Secretary)/ Vice President of the World YWCA

#### 1.2 Please give a summary of your educational and professional background

Emory Univ. BA in International Relations & Sociology /1989: Reporter of MBC National TV Station/1990: Manager of Guest Relations Dept. of Sheraton Hotel/ 1991~1995: Teacher of Korean Language at 'Korean-American Academy' /2004~2006: Member of Korea Media Rating Board /2005~2006: Published serially about movie reviews at Kukmin Ilbo Newspaper /2010: Member of Ombudsman Committee at NAVER portal site / 2008~present: Advisory Board Member of N.E.W. Entertainment Corp/2018~present: Advisory committee member of Ministry of Foreign Affairs and Trade/2019~: Executive director of Seoul Scholarship Foundation. Etc

#### 1.3 Describe how your experience and skills will contribute to your effectiveness as a member of the Board including YWCA and non YWCA experience. In particular consider qualifications and skills described under the Board Roles and Responsibilities.

Over the past years, I have been responsible for designing and coordinating multiple programs and conferences related to youth development and empowerment. Especially, I have expanded 'THINK MONEY' which is YWCA-Citi financial education program to a global program over 10 years. Such experiences have taught me how to be a diligent, responsible and efficient leader. In addition, my involvement in the media industry uniquely equips me to be a creative thinker, effective communicator and coordinator. Lastly, my experiences living abroad help me to attain broad and diverse views and perspectives on multi-cultural and interregional YWCA movement.



Mimi HAN

For: Board

Also running for Vice-President

Member Association: YWCA Korea

#### **1.4 Describe your volunteer Board experience. This may include YWCA or other organisation experience.**

1999~present: Member of Youth Committee at Seoul YWCA/-2003~present:Board Member of National YWCA of Korea/ Chairperson of Youth Committee (6yrs)/Chairperson of Peace Committee (1yr)/ Chairperson of Multicultural Youth Support Program (2yrs)/ Chairperson of Youth Financial Education (9yrs)/ 2017~ present: Vice-chairperson of International Corporation committee at NCCK(The National Council of Church in Korea)/2017~present:Board Member of Women Migrants Human Rights Center of Korea/2017~present:Board Member of GRAS(Global Relief-Agape in Solidarity) etc.

### **2. What is your vision**

#### **2.1 What is your vision for the World YWCA movement for the next four years?**

I do see many peacekeepers in ecumenical movement and advocacy groups. However I do not see many true peacemakers. I believe YWCA's calling is to speak out and reach out to the world communities where desperately need God's Love and Justice and Peace. At 2011 YWCA world council YWCA of Korea & Japan proposed the joint resolution about peace issue in N. Korea. I have a great hope that World YWCA will play a vital role as a peacemaker not only for Korean peninsula but for the world.

#### **2.2 How are you going to work and achieve the vision and impact statement of the World YWCA?**

First, I hope build meaningful partnerships with other global ecumenical NGOs or NPOs (ex: WCC, NCC, UMC, etc.) by cooperating and collaborating in various peace movements. Second, I hope to use my experience in the entertainment industry to generate new, creative platform through which people can learn and participate actively in peace and justice issues. Multicultural approaches can also help foster a friendly peace-seeking community.

#### **2.3 What is your vision for young women?**

Women and children continue to be the major victims of GBV in conflict zone. Every child of God has the right to attain the safe haven both spiritually and physically. In order to fulfil both physical and spiritual needs for young women, YWCA must expand and enhance the development of education and training leadership program to empower young women around the world. These programs will also incorporate teaching women Christian values and ethics to live by.



Mimi HAN

For: Board

Also running for Vice-President

Member Association: YWCA Korea

## 2.4 What is your vision on the Christian principles, as stated in the Preamble of the World YWCA Constitution?

Matthew 5:43~44: You have heard that it was said 'Love your neighbour and hate your enemy' but I tell you 'Love your enemies and pray for those persecute you'. There is no way we can be a peacemaker without God's love and grace. Only power of God's love can make peace in this world. Mathew 5:9: Blessed are the peacemakers, for they will be called sons/daughters of God.

### Questions for the position of World YWCA Vice President

#### 1. Describe your skills and experience in a leadership role in a volunteer organisation.

As an Executive Board Member of the National YWCA of Korea, I have successfully given vision, direction and implemented the policies for 52 local and regional YWCAs of Korea. I have a strong local, regional and global perspectives and experiences. With various experiences and crucial roles in many volunteer organizations, I am able to have proficient negotiation, communication, interpersonal and advocacy skills.

#### 2. Outline how you meet the qualifications and skills requirements as set out in the roles and responsibilities for the Vice President.

Having background of multi-cultural experiences and diverse ability in programming and mobilizing local, national, and global level of youth education and leadership can contribute to support and empower young women and girls' leadership in developing countries. In addition leading the strong public awareness and campaign in danger of nuclear energy and nuclear weapon, GBV and gender inequality can bring more global attention to advocate for increasing commitment and actions towards our safe and peaceful and nuclear-free world.





**Karen A. PIRA**

**For: Board**

**Member Association: YWCA the Philippines**

**Language: English – Excellent**

### Questions completed by the member association making the nomination

#### What makes this person a good candidate for this role?

Miss Karen A. Pira is a home grown YWCA leader. Her involvement in the YWCA started during her college days as young woman of the local YWCA of Makati, Philippines. She started as a regular member and have attended several trainings since then organized by the YWCA of Makati and the National Association. Karen, eventually emerged as one of the important leader of her LA where she served as Vice-President for Program and Membership. In the National Association, Karen participated in various forums, seminars and training in the National association including representing the National Association in inter-agency activities and forums. She was also one of the young woman intern in 2007 and served at the national office for one (1) year providing her the skills and experience in the YWCA work as part of the national staff. Karen became the NYCC president in 2014 a position she held for 2 terms (total of 4 years). She was one of the Philippine YWCA participant in the SRHR training organized by the World YWCA held in Tanzania in 2014 and the ESCAP Asia Pacific Meeting as one of the participant of the World YWCA in Bangkok, Thailand. Karen again was part of the World YWCA participants in the UN Sustainable meeting in New York in 2016.

Her YWCA commitment is beyond measure. Despite ending her term as national youth president Karen continues to serve the association this time as a young adult in national committees like the National Leadership Training Committee helping the association train future youth leaders. Other young woman leaders of the Association looked upon her as a role model and inspiration.

### Questions completed by the nominee

#### 1. Personal Qualifications

##### 1.1 Present occupation/role in the YWCA

I'm teaching English to foreign students in the Philippines. In the YWCA, I'm actively involved in the planning and conducting of leadership trainings and workshops, as well as youth programs and activities, to different YWCA local chapters in the Philippines.





## **1.2 Please give a summary of your educational and professional background**

My educational background includes my high school diploma and obtaining my degree in Bachelor of Science in Education Major in English at the University of Makati, Philippines in 2006. In 2007, I served as a Young Woman Intern at the YWCA of the Philippines. After my internship in 2008, I started to work as an English teacher to foreign students who are staying in the Philippines. These experiences helped me a lot to grow my patience, flexibility and self-discipline to be successful.

## **1.3 Describe how your experience and skills will contribute to your effectiveness as a member of the Board including YWCA and non YWCA experience. In particular consider qualifications and skills described under the Board Roles and Responsibilities.**

My active involvement in the YWCA for many years has honed my understanding of the Christian aims and objectives of the organization. It also strengthened my commitment and passion to help the organization in achieving its key priority issues and concerns including women's rights, SRHR, and leadership. I believe that the experiences and knowledge I gained from the YWCA have empowered and prepared me well to carry out the roles and responsibilities of an effective leader to the Board.

## **1.4 Describe your volunteer Board experience. This may include YWCA or other organisation experience.**

My active involvement in the YWCA for many years has honed my understanding of the Christian aims and objectives of the organization. It also strengthened my commitment and passion to help the organization in achieving its key priority issues and concerns including women's rights, SRHR, and leadership. I believe that the experiences and knowledge I gained from the YWCA have empowered and prepared me well to carry out the roles and responsibilities of an effective leader to the Board.

## **2. What is your vision**

### **2.1 What is your vision for the World YWCA movement for the next four years?**

In the next four years, I envision the World YWCA movement to have empowered and trained more servant leaders who would serve as the backbone in guarding the democratic ideals of the YWCA movement. And that the World YWCAs bold and transformative goals were put into action through its programmes that would create a positive and long lasting impact on the lives of women and girls in the movement.



Karen A. PIRA

For: Board

Member Association: YWCA the Philippines

## **2.2 How are you going to work and achieve the vision and impact statement of the World YWCA?**

Being a service oriented person, I would be able to help the organization to deliver its mission to the communities by serving and helping others to develop their own leadership skills. My extensive YWCA volunteer work experience would help me in imparting new ideas and different leadership perspectives to the future youth leaders. I will also trust my dreams to be able to share the importance of personal balance between creating opportunities for others to shine and being accountable for creating impact.

## **2.3 What is your vision for young women?**

I envision young women to be more dedicated, committed and passionate in achieving the goals, missions and visions of the YWCA. I also envisioned a safe space for young women and girls to enhance their leadership potentials in different aspects of development and to prepare them in areas of decision-making and life enhancing values.

## **2.4 What is your vision on the Christian principles, as stated in the Preamble of the World YWCA Constitution?**

My vision on the Christian principles of the World YWCA Constitution is for it to be used as an instrument of positive change and provide a role model to all the YWCA volunteers in their family, work and community. Guided by these Christian principles, God would utilize their talents in all aspects of their lives with energy, purpose and gratitude to ensure a productive, responsive and safe community.





**Banuja JEYASOORIYA\***

**For: Board**

**Member Association: YWCA Sri Lanka**

**Language: English – Good / French – Weak / Spanish – Weak / Tamil – Excellent / Sinhala – Good**

### Questions completed by the member association making the nomination

#### What makes this person a good candidate for this role?

Her active participation and interest in youth activity locally and nationally during the past 6 years and contribution in decision making as Vice President in this triennium world would qualify her as a suitable candidate.

### Questions completed by the nominee

#### 1. Personal Qualifications

##### 1.1 Present occupation/role in the YWCA

I'm 2nd vice president of National YWCA of Sri Lanka and Treasurer and youth president of YWCA of Jaffna (local association). As a vice president, I use to attend the meetings of officers, personnel and executive and make the decisions collaboratively for the betterment of YWCA.

##### 1.2 Please give a summary of your educational and professional background.

I have completed my bachelor's degree in Business Administration with second class at the University of Jaffna, Sri Lanka. In addition to that aat (association of accounting technician), CBF (certificate in banking and finance), Tally (accounting package) have been completed. I worked as a trainee in Bank of Ceylon and Allianz insurance Lanka Ltd. Currently, I'm working as an accountant at the University of Jaffna.



**1.3 Describe how your experience and skills will contribute to your effectiveness as a member of the Board including YWCA and non YWCA experience. In particular consider qualifications and skills described under the Board Roles and Responsibilities.**

I am extremely organized and skilled at budgeting my time. I use to attend our National board and church youth meetings regularly. Likewise, I'll organize my time to attend world board skype and face to face meetings and give my best to take effective decisions to uplift the YWCA. As a vice president, I'm familiar with appointing general secretary and auditors. I have a good understanding of financial issues, strategic planning and financial statements because I have completed my degree in Business Administration.

**1.4 Describe your volunteer Board experience. This may include YWCA or other organisation experience.**

Volunteer president for Church youth fellowship for two years. Organized two youth camps and a workshop based on human rights. Serving the YWCA as National 2nd vice president and Treasurer of local association. Volunteer work experience has helped me to master that balance between being accountable for creating impact and creating opportunities for others to shine.

I love those people I have worked with over the years. It makes me feel like I'm a small part of their story, and they're part of mine.

**2. What is your vision**

**2.1 What is your vision for the World YWCA movement for the next four years?**

Raise funds to sustain the world YWCA movement's and member associations' work. Build Member Associations' capacity to engage creatively and effectively with human rights bodies locally, nationally and regionally to build stronger partnerships and recognition. Implementation of a human rights-based approach to young women and girls' leadership. Develop strategies to achieve the envisioning goal 2035.

**2.2 How are you going to work and achieve the vision and impact statement of the World YWCA?**

World YWCA vision can be achieved through a number of different approaches.

Build and support the capacity of all Member Associations to implement intergenerational and transformative leadership using a human rights based approach.

launch a Global Network on Young Women Leaders to share experiences and strategies on how to empower other young women and inspire a new generation of leaders.



### 2.3 What is your vision for young women?

Strengthening young women and girls' transformative and inclusive leadership is my vision for young women. Because Young women experience discrimination based both on gender and on age. Therefore, investing in young women's leadership will not only change the trajectory of their future, but that of their communities as well. Increase young women's representation and participation in decision-making processes.

### 2.4 What is your vision on the Christian principles, as stated in the Preamble of the World YWCA Constitution?

God's longing for a world in which justice and peace are established and creation is cared for. Advocacy is most important. We should Speak up for those who cannot speak for themselves, for the rights of all who are destitute. Speak up and judge fairly: defend the rights of the poor and needy.

Every person, male and female, of every race and nationality is an image bearer of God and is equal before God.





**Margaret Jip KUO**

**For: Board**

**Member Association: YWCA Taiwan**

**Language: English – Excellent / French – Weak / Spanish – Weak / Cantonese Chinese – Excellent / Mandarin Chinese - Excellent**

### Questions completed by the member association making the nomination

#### What makes this person a good candidate for this role?

Dr. Margaret Kuo is a positive, and energetic college professor in Nutrition and Health Science. She has been involved with YWCA of Taiwan for over 17 years, serving faithfully on the national Board for the last nine years. She is currently Vice President of our national Board. She is passionate about social services and never hesitates in lending her hands to help people. She will be a great asset to the World YWCA Board.

### Questions completed by the nominee

#### 1. Personal Qualifications

##### 1.1 Present occupation/role in the YWCA

- Present occupation: Assistant Professor of Nutrition and Health Science at China University of Technology in Taipei, Taiwan.
- Committee Member, Medical & Anti-doping Committee of World Bodybuilding & Physique Sports Federation (WBPF) based in Singapore.
- Role in the YWCA: Vice President of YWCA of Taiwan.

##### 1.2 Please give a summary of your educational and professional background.

I am a specialist in sports nutrition and clinical nutrition. I received a Bachelor of Science from Taipei Medical University; a Master's in Sports Nutrition from National Sport University; and a Doctorate in Nutrition and Food Science from Fu-Jen Catholic University. Besides teaching, I have worked since 2002 as a sports nutritionist for sports teams, including baseball, judo, marathon and bodybuilding, and as a consultant for a food and supplement company. My research interests include Chinese herbs *Eleutherococcus senticosus*, ergogenic aids and diet planning for athletes.



Margaret Jip KUO

For: Board

Member Association: YWCA Taiwan

**1.3 Describe how your experience and skills will contribute to your effectiveness as a member of the Board including YWCA and non YWCA experience. In particular consider qualifications and skills described under the Board Roles and Responsibilities.**

I have co-authored 16 textbooks and 95 articles published internationally about science and health. I am passionate about social services, so I can help the Board particularly in the area of education about women's health. I can provide health information to members, network with other YWCA's and to share successful experiences in nutrition and exercise programs for people of all ages. I am willing to do what it takes to help people as demonstrated in 2014 when I ran an ultra- marathon (45K) that raised US\$8000 for the Taiwan ITI.

**1.4 Describe your volunteer Board experience. This may include YWCA or other organisation experience.**

I have been a volunteer of YWCA since 2001 and have been on the board of National YWCA of Taiwan since 2009. I am positive, energetic and enthusiastic in sharing my knowledge about women's health. I am Secretary of Women's Committee of the Asian Bodybuilding & Physique Sports Federation (ABBF), and have served as a judge of World Bodybuilding & Physique Sports Federation. I participated in 2012 CSW and the 2011 World Council. I conducted a workshop about CEDAW and spoke on violence in the 2017 Asia regional meeting. I am also the Aging Advisor of ICW.

**2. What is your vision**

**2.1 What is your vision for the World YWCA movement for the next four years?**

I envision World YWCA will collectively begin the transformation of the power structures to create a world of justice and gender equality. We will focus on three priority areas: Strengthening young women and girls' transformative leadership; Realising human rights; and Sustaining the YWCA movement. In addition, I am passionate about YWCA's vision of promoting health, which is also UN's Sustainable Development Goal #3 Good health and well-being. I would like to contribute to develop the leadership to improve nutrition and health for women, which will lead to health for all.

**2.2 How are you going to work and achieve the vision and impact statement of the World YWCA?**

I will work with the Board on strengthening young women and girls' leadership, realizing human rights, and sustaining YWCA movements. With regards to health and nutrition issues, I suggest we consider networking and partnership with other organizations (e.g. YMCA) to promote good practices, such as: 1) Infants: Promoting breastfeeding. 2) Children: Promoting healthy school lunches and a habit ' of regular physical activities. 3) Teens: Promoting healthy diet during menstruation. 4) Menopause: Reducing the osteoporosis. 5) Pregnant women: Working for the removal of wine, drug and cigarettes.



Margaret Jip KUO

For: Board

Member Association: YWCA Taiwan

### 2.3 What is your vision for young women?

My vision is to help empower young women to be healthy, happy and professional. I would like to encourage young women to take care of themselves physically, mentally and emotionally, and to advocate for issues impacting women, such as health issues, sexual harassment, and teen pregnancy. Together, we will achieve YWCA's vision that " by 2035 , 100 million young women and girls transform power structures to create justice, gender equality and a world without violence and war; leading a sustainable YWCA movement, inclusive of all women."

### 2.4 What is your vision on the Christian principles, as stated in the Preamble of the World YWCA Constitution?

True Christianity teaches that every person, regardless of sex, race, and nationality, is an image bearer of God and is equal before God. YWCA recognizes equal value for all human being and its vision is of a fully inclusive world. We work to raise the education level and economic status of women, to eliminate violence against women, to empower women and girls, and to promote justice, peace, health, human dignity, freedom, and care for the environment. We do all of these with a prayerful heart and God's love.

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**29TH WORLD  
YWCA COUNCIL**

Young Women Transforming Power Structures for Gender Equality

**17 - 22 NOVEMBER, 2019**





**Adriana Maria SOSA\***

**For: Board**

**Member Association: YWCA Haiti**

**Language: English – Excellent / French – Excellent / Spanish – Weak / Haitian Creole – Excellent**

### Questions completed by the member association making the nomination

#### What makes this person a good candidate for this role?

Adrianna Sosa is a remarkable and dynamic young woman. She has received two consecutive awards for Outstanding Academic Achievement. In her free time, if she is not lost in a book, she is probably practicing her photography, working out or advocating for better conditions for young women and girls. Having been raised in a small household consisting of two women, her mother and grandmother, Adrianna has grown up to be a feminist with a keen sense of independence and ambition. Adrianna is certified by Bocconi University in corporate sustainability and currently works at Reba S.A. as a sales and marketing representative for the company's coffee shops. Adrianna has volunteered in rehabilitation programs for the handicapped, participated in events hosted by the Rotary Club, and has been actively involved at the YWCA Haiti since 2015. Since then, Adrianna has been one of the most trustworthy volunteers at YWCA Haiti. She contributes to the academic support and life skills programs by giving her input on the different topics that need to be addressed with the young girls in Haiti. She also helps at the administrative level, translating important documents, giving support in communications campaigns, and collaborating with foreign and local donors.

The YWCA Haiti is proud to present Adrianna as a candidate for the position of World YWCA Board Member. Given Adrianna's performance since the past four years at the YWCA Haiti, it is clear to us that she is following her calling to have an important social and humanitarian impact. She is an open-minded person, who always looks out for the empowerment of youth, and especially young women. Through her experience as a YWCA Haiti volunteer, she has learned a lot about the reality of young Haitian women and girls and has continuously used her platform as a young photographer and aspiring change maker to voice their stories and advocate for their rights. Without a doubt, this opportunity to sit on the World Board, will reinforce her capacity to continue her advocacy work, making sure the voices of young women and girls of the region even stronger.

### Questions completed by the nominee

#### 1. Personal Qualifications



Adriana Maria SOSA\*

For: Board

Member Association: YWCA Haiti

**1.1 Present occupation/role in the YWCA.**

I am currently serving on the Board of Directors of the YWCA Haiti.

**1.2 Please give a summary of your educational and professional background.**

I graduated from Bridge Academy in 2018, then pursued professional certificates in Corporate Sustainability, Entrepreneurship as well as Green Building Design. I have worked in Strategic Development Agencies as well as freelanced in drafting Sustainability Action plans for small businesses. I am currently entering the business field of coffee culture in the hope of promoting sustainability at a more corporate level.

**1.3 Describe how your experience and skills will contribute to your effectiveness as a member of the Board including YWCA and non YWCA experience. In particular consider qualifications and skills described under the Board Roles and Responsibilities.**

Being involved - both at a strategic Board level but also with programmes - at a small YWCA in a developing country with a challenging context, I have acquired a number of soft skills, such as flexibility, resilience, patience and courage. I have also learned how to have difficult conversations, such as issues related to pregnancy with young women. Furthermore, I have actively participated in Strategic Planning sessions with YWCA Haiti and as an intern with Strategic Development Agencies. These experiences and skills will enable me to be an effective Board member in implementing the vision and the 2035 Goal.

**1.4 Describe your volunteer Board experience. This may include YWCA or other organisation experience.**

My Board Experience with the YWCA has been a unique experience filled with life changing lessons opportunities, as well as challenges. I first joined the YWCA in 2014; Four years later, we were still facing the consequences of the 2010 Earthquake in Haiti, such as young women with no families, no resources, little to no education, and that needed the support of the YWCA Recently YWCA Haiti faced a challenging financial situation and the board had to make difficult decisions. This gave me the opportunity to think strategically and creatively for fundraising.



## 2. What is your vision

### 2.1 What is your vision for the World YWCA movement for the next four years?

For the next four years to come I envision the World YWCA having reached a more sustainable financial situation that can deal with any unpredictable ups and downs. I also envision greater visibility for the movement in general, as well as for the less visible YWCA's at the regional level. Moreover, I envision the YWCA undertaking inspired innovation that will enable it to reach its goals.

### 2.2 How are you going to work and achieve the vision and impact statement of the World YWCA?

I hope to help achieve the YWCA's vision and Impact Statement with the knowledge, skills and tools I gained over the last five years of working with YWCA Haiti, as well as with my life experiences. I believe women and young women always have to be at the center of what we do, and they need to be empowered. I hope to achieve the World YWCA Vision by being the voice of young women, through shared leadership and action by Christian principles. I believe that anything is possible through faith and love.

### 2.3 What is your vision for young women?

I believe that within every little girl and young woman, there is a leader- there is a voice. My vision for young women is a world where self-love, self-acknowledgment, and self-validation rule. I envision young women no longer limiting themselves with society's preconceived ideologies of who they should be, but rather they live their lives according to who they believe they are and with the power that dwells within them. Through empowering young women to be leaders, the 2035 Goal will be much closer to being fully achieved.

### 2.4 What is your vision on the Christian principles, as stated in the Preamble of the World YWCA Constitution?

Having grown up in a Christian Family, the principles of love, tolerance, and respect are deeply rooted within me. I truly believe in unity within diversity just as the Bible teaches us to respect each and every human being regardless of ethnic or religious background. Moreover, I believe in the Trinity; I believe in the Holy Spirit bringing upon us guidance to become better people and by being inspired by love, we can fully tolerate and accept diversity which nurtures unity and strength. Through Christian principles we can also help women and young women achieve their purpose.





**Erica LEWIS**

**For: Board**

**Member Association: YWCA Great Britain**

**Language: English – Excellent / Spanish – Weak**

### Questions completed by the member association making the nomination

#### What makes this person a good candidate for this role?

Erica is a long standing and active member of the YWCA family, who started her YWCA journey with YWCA Canberra and YWCA Australia. Erica is now Co-Chair of YWCA Great Britain, and has been key to helping our organisation re-orient our purpose and strategy. In addition, Erica is passionate enough about young women's leadership and the YWCA to write a PhD on it. We believe that Erica will make a brilliant contribution to the World Board and will model the intergenerational leadership qualities and behaviours that make the YWCA so powerful.

### Questions completed by the nominee

#### 1. Personal Qualifications

##### 1.1 Present occupation/role in the YWCA.

I am currently Co-Chair of the YWCA of Great Britain with Josie Swords. We work as co-chairs as an expression of intergenerational shared leadership.

##### 1.2 Please give a summary of your educational and professional background.

I am currently a university lecturer. I have previously served as a policy advisor and political staffer in both the UK and Australia. Prior to that I worked in education policy and regulation for the Australian Government and as the policy and advocacy co-ordinator for the YWCA of Australia.

I hold an honours degree in political science and a law degree from the Australian National University. A Master of Public Administration from the Kennedy School at Harvard University, and a PhD, on young women's leadership development from Lancaster University.



Erica LEWIS

For: Board

Member Association: YWCA Great Britain

**1.3 Describe how your experience and skills will contribute to your effectiveness as a member of the Board including YWCA and non YWCA experience. In particular consider qualifications and skills described under the Board Roles and Responsibilities.**

For most of the last 20 years I have been either a staff member or board member of the YWCA in either Australia or Great Britain, building skills in programme management, governance, financial management, membership engagement and strategic planning. I have also been to three world Councils and participated in regional meeting in Europe and the Asia/Pacific. My professional and volunteer background means I have experience in managing staff, working in teams including geographically dispersed groups, and developing both staff and volunteers.

**1.4 Describe your volunteer Board experience. This may include YWCA or other organisation experience.**

At 18 I was elected to my student union board. I joined the YWCA of Canberra board as a young woman and served for nine years, including six as treasurer, broken by three years on the board of the YWCA Australia as Vice-President. I have also served as secretary and national-coordinator for the Women's Electoral Lobby and as the Chair of Sexual Health and Family Planning organisation in Canberra for three years. Since moving to the UK I have served on the board of the YWCA of Great Britain since 2015, and as co-chair since 2016 and as a trustee of my student union.

**2. What is your vision**

**2.1 What is your vision for the World YWCA movement for the next four years?**

I envision our movement as being the world's largest network of young women, girls and women leading change locally, nationally and across the world. To do this we need to build our strength and sustainability as a movement helping member associations to share resources, skills and campaigns so that every member organisation feels connected to and supported by the movement. And that collectively we can work to change the power structures that benefit from stopping girls, young women and women from knowing, claiming and enjoying our human rights.

**2.2 How are you going to work and achieve the vision and impact statement of the World YWCA?**

Good governance requires building a strong understanding of the challenges and work of an organisation, which means listening to and engaging with our member associations. I have been part of small and fragile organisations as well as large and financially strong ones, and I believe there is more the World YWCA could be doing to help our smaller associations. My Phd was done with the YWCA looking at how we understood intergenerational shared leadership and exploring how we could strengthen our practice and this is work I would continue to offer to the movement.



Erica LEWIS

For: Board

Member Association: YWCA Great Britain

### 2.3 What is your vision for young women?

I'm passionate about the YWCA's commitment to young women's leadership. I benefited from it as a young woman, and as an old/er woman I'm dedicated to supporting our young women leaders. However, not every young woman experiences the support I had, and not every old/er woman feels that her place in our movement is clear. We need to ensure every woman knows that there is a place for her within our model of intergenerational & shared leadership. We will not achieve our goals of transforming power structures, without the leadership of young women.

### 2.4 What is your vision on the Christian principles, as stated in the Preamble of the World YWCA Constitution?

Spaces in which to be both a feminist and a woman of faith, are rare, yet vital to securing the rights of women, young women and girls. I particularly admire the work of YWCAs within faith communities to address issues of women's leadership; sexual and reproductive health and rights; and ending violence against women. Places were our faith speaks in support of, but man-made traditions speak against it. I am a member of Lancaster Priory Church, and also work with other faith and inter-faith groups in my community.





**Jeannette VAN DONGEN**

**For: Board**

**Also running for Vice-President and Nominations Committee if candidate is not elected to the Board**

**Member Association: YWCA the Netherlands**

**Language: English – Excellent / French – Good / Spanish – Weak / German – Good-Weak / Dutch – Excellent**

### Questions completed by the member association making the nomination

#### What makes this person a good candidate for this role?

Jeannette van Dongen is currently the president of the Dutch YWCA.

Jeannette has a lot of experience with international women committees in her past career and has been chair of several committees within the international trade union movement as well had experience working as a project officer internationally. Jeannette is used to working in an environment of people with different roots, cultural backgrounds, languages etc.

Jeannette became chair of the YWCA Netherlands in a difficult time addressing financial and organizational challenges. She has been a driving power to improve the organization and stimulate us to become more active, more focused and better organized according to the decisions of the World congress towards good governance in 2015.

She works professionally within a Cooperative called 'Incitamentum' (Latin for inner drive) in a multicultural team focused on improving the effectiveness of organizations and employee driven innovation. She is a consultant, trainer and coach.

We think Jeannette could support the World YWCA, based on her broad experience, in the further development and therefore are happy to fully support and promote her nomination.

### Questions completed by the nominee

#### 1. Personal Qualifications

##### 1.1 Present occupation/role in the YWCA.

President of the YWCA Netherlands. As a member of the board I have developed, in cooperation with our members a new policy document, a good governance code, development policy for volunteers, new communication focused on promotion strategy, and currently I'm involved in the 100-year anniversary committee. I'm the first spokeswoman towards the members and outside organizations. The yearly Golden Girl Award is initiated by me.



Jeannette VAN DONGEN

For: Board

Also running for Vice-President and Nominations Committee if candidate is not elected to the Board

Member Association: YWCA the Netherlands

**1.2 Please give a summary of your educational and professional background.**

I'm the founder of the Cooperative Incitamentum where consultancy, training and coaching focused on effectiveness off people and organizations from a multicultural and gender aware perspective is our main focus. I have been educated in gender and policy developing, democratic processes, as well as communication and cooperation, personal development and Belbin (my CV is added).

**1.3 Describe how your experience and skills will contribute to your effectiveness as a member of the Board including YWCA and non YWCA experience. In particular consider qualifications and skills described under the Board Roles and Responsibilities.**

I have supported the YWCA Netherlands in a change from a troubled organization towards an organization where the financial situation is clear, the organization can focus again on the activities they want to develop and the policy they want to implement, and into an organization where addressing whatever is an issue can be done in a safe and open environment. I connect women to other women to exchange experience and to make them stronger.

**1.4 Describe your volunteer Board experience. This may include YWCA or other organisation experience.**

I have been part, and I am part of different boards, nationally, European and Internationally. I've experienced how different cultures and opinions can meet each other and join each other towards the same goal. Many times, I have found that women can achieve great things if they are invited to recognise each other's position and if they can strengthen each other's talent and power. I have, in all my positions, always been a supporter of a process of 'sister support'. For my concrete experience please check my LinkedIn profile.

**2. What is your vision**

**2.1 What is your vision for the World YWCA movement for the next four years?**

Different cultures, different circumstances, different preferences and generations of women already empower each other through the work of the YWCA world-wide. Many times, women forget to show "others" sufficiently what their capacities and results are and have been. I would like to see the World YWCA as a movement that is well known by women and girls as a safe place and a place to develop leadership. I would like to support this development.





Jeannette VAN DONGEN

For: Board

Also running for Vice-President and Nominations Committee if candidate is not elected to the Board

Member Association: YWCA the Netherlands

## 2.2 How are you going to work and achieve the vision and impact statement of the World YWCA?

I would like to initiate more interlinking communication on a structural bases with all member organizations and stimulate this. YWCA as a democratic organization addressing the issues and policies that the members find important, supported by an enthusiastic team from the world organization, can be an example for women all over the world. Being an entrepreneur with an international network and my experience in many organizations and companies, I can be of added value in this process.

## 2.3 What is your vision for young women?

Young women face many challenges in the current globalising world, and I think we should find ways and methods to organise support for them, and ask their support for other women, also those of age. Any generation has its own challenges, and has developed coping mechanism to deal with them, to exchange them can give women more power and stronger leadership. I learn a lot from our young members as I find learning from each other is of essence. We should also promote celebrating being a woman.

## 2.4 What is your vision on the Christian principles, as stated in the Preamble of the World YWCA Constitution?

I have been raised in the Christian believe, both catholic and protestant, and I find the values in the Christian believe of great guidance in my live. The story of the Good Samaritan is a strong guideline for me, and also makes me aware how important inclusiveness is and how important caring for other people is, regardless of their backgrounds. Compassion is for me not just a word, but a lifestyle, that is not always easy to implement and maintain.

## Questions for the position of World YWCA Vice President

### 1. Describe your skills and experience in a leadership role in a volunteer organisation.

I connect people and discover their specific skills, challenge them, and make them grow and work as a team. I'm a strategic thinker who likes to develop plans for the future and support ideas to become realistic plans in a pragmatic and effective way, focused on sustainable result. In my work I have been involved in many organizations and their changes and I have experience in organizational design and development.



Jeannette VAN DONGEN

For: Board

Also running for Vice-President and Nominations Committee if candidate is not elected to the Board

Member Association: YWCA the Netherlands

**2. Outline how you meet the qualifications and skills requirements as set out in the roles and responsibilities for the Vice President.**

As a vice president I'm bringing my experience from the international level and my contacts and network, to the benefit of the YWCA. My inner drive has always been to make women, and the position of women worldwide, stronger. In my study, Women and Policy development, I was part of an exchange based on International Policy with the UN the privilege of such experiences can support further development off an important organization as the World YWCA is for women everywhere.





**Alberdina Hendrika HENGELAAR (Dieke)\***

**For: Board**

**Also running for Vice-President**

**Member Association: YWCA the Netherlands**

**Language: English – Excellent / French – Weak / Spanish – Weak / Hindi – Good / German – Good / Dutch - Excellent**

### Questions completed by the member association making the nomination

#### What makes this person a good candidate for this role?

Dieke is well educated, but above all highly intelligent and loyal to the organization. In the past time that she has been a volunteer worker in our organization we have seen her acting in a most responsible way. She is accurate and supplies everybody with correct information and is very open minded and supportive to other members.

Due to her performance, she has been a member of our Dutch board and played a very active role. She is eager to learn, and for this reason we fully support her nomination. Dieke is very motivated and therefore, we hope you will nominate her and give us a chance to learn from the World YWCA, based on her experience, which she will bring home to our organization.

### Questions completed by the nominee

#### 1. Personal Qualifications

##### 1.1 Present occupation/role in the YWCA.

I am a member of the national Communication Commission, Nomination Commission and Human Rights Commission. For the Communication Commission, I coordinate the newsletter and write personal blogs. For the Nomination Commission, I take interviews with potential board members and advise the national board. For the Human Rights Commission, I monitor national and international actions on women's rights. Apart from this, I am an active member in activities organised and I have good contact with all our active members



Alberdina Hendrika HENGELAAR (Dieke)\*

For: Board

Also running for Vice-President

Member Association: YWCA the Netherlands

## **1.2 Please give a summary of your educational and professional background.**

I graduated January 2018 with a Master degree in Public International Law, Human Rights track at Utrecht University. Before this, I completed a Bachelor degree in Cultural Anthropology and Development Sociology. During my Masters, I specialised in Women's Rights. I also studied for six months in Ireland and did research at the European Union in Belgium. February 2018, I was selected for a national traineeship and I am currently working as a Policy Advisor in Social Policy at the local government. Before this, I interned for six months at the Ministry of Foreign Affairs.

## **1.3 Describe how your experience and skills will contribute to your effectiveness as a member of the Board including YWCA and non YWCA experience. In particular consider qualifications and skills described under the Board Roles and Responsibilities.**

Because of my background in Women's Rights and Gender, I have a good knowledge of local, regional and global actions on this. I have visited multiple YWCA's, such as the YWCA India, Thailand and Ireland, to see or participate in their work. Because of my Legal and Policy background, I bring good knowledge about governance to the board. In my job, I work with subsidies and I have responsibility over public financing. I work in a team in my job. Next to my job, I find it important to also work as a volunteer to help others, such as youth, refugees or elderly.

## **1.4 Describe your volunteer Board experience. This may include YWCA or other organisation experience.**

I have been a member since 2013 and joined our International Commission. A year later, I became the head of the Commission. Because I really enjoyed this leadership role, I decided to take the next step and join the National Board. From 2015 to 2017, I was a Board Member for the YWCA the Netherlands, responsible for external and internal communication. During my studies, I have been a member of a student's association. Within this association, I have been in the Board responsible for organising lectures and discussion nights for big groups (average 100-200 people).

## **2. What is your vision**

### **2.1 What is your vision for the World YWCA movement for the next four years?**

My focus would be on intercultural, intergenerational and inclusive connections between women. The YWCA members do amazing work to empower women and I would add to this the power of inclusive connections to work towards positive, peaceful change. My priority is to work towards to full realisation of women's and girl's rights. We have a powerful network to teach and learn from each other effective action and change. With the right governance of the World Board, we can be an important addition to improve Human Rights. Because Human Rights are Women's Rights.



Alberdina Hendrika HENGELAAR (Dieke)\*

For: Board

Also running for Vice-President

Member Association: YWCA the Netherlands

## **2.2 How are you going to work and achieve the vision and impact statement of the World YWCA?**

The basis of a good organisation is effective policies and governance. Because of change in the world, the World YWCA has to keep changing. We have to keep looking if we have the right vision in the right time about the right issues. I want to use my knowledge as Policy Official to work towards this. Moreover, it is important that young women and women from minorities get a voice. I would put forward as much as I can the women that are less heard in our community. This also means a greater voice to cultural and ethnic minorities. I would use my organising and communication skills to bring people closer and give a chance to speak up with their opinion.

## **2.3 What is your vision for young women?**

I am a young woman that cannot wait to use my leadership skills and my talents to empower other young women. I want to be an advocate for the young women and help them pursue their dreams and provide a platform where their voices are heard. It is very important to have intergenerational learning, because young women can learn many things from women with more experience and vice versa. In my work, I am often not taken seriously because I look young, but I will always speak up, sit at the table and make sure that my skills and knowledge are taken seriously. I think every young woman brings their own talents and skills that should not be ignored.

## **2.4 What is your vision on the Christian principles, as stated in the Preamble of the World YWCA Constitution?**

The Christian principles are an important cornerstone for the World YWCA that makes us govern and lead out of important principles, such as tolerance and responsible accountability. I am raised as a Christian and proud of the morals that the Christian faith brought me. It turns me and others into persons that live a genuinely better life. Because of faith, I find it important to accept and care for all other human beings and be inclusive to all. It is therefore of great importance to connect with people of all different faiths and beliefs. This will lead to peace and love.



Alberdina Hendrika HENGELAAR (Dieke)\*

For: Board

Also running for Vice-President

Member Association: YWCA the Netherlands

## Questions for the position of World YWCA Vice President

### 1. Describe your skills and experience in a leadership role in a volunteer organisation.

In 2014, I have been the head of the International Commission for a year. In this role, I coordinated a group of about ten women that organised activities (such as lectures, discussions and movie nights) about women's rights or female leadership in the international context. I had the responsibility over our financing and our communication with the National Board. From 2015 to 2017, I have been a national Board member responsible for communications. I enjoyed working with intrinsic motivated volunteers and also the growth of my own leadership and governing skills.

### 2. Outline how you meet the qualifications and skills requirements as set out in the roles and responsibilities for the Vice President.

I am highly motivated to be Vice President as a young woman. I have a broad experience in the international context with many conferences I attended abroad and experience with the Human Rights Council of the United Nations in Geneva. I have been in the international political context, but also connected to people locally. My partner and family in law is from India and I have grown in my intercultural communication skills. I am willing to take on responsibility and show leadership in my work for the Board. Some aspects will be new to me, but I am more than willing to learn.





**Caroline Midttun ROSTRUP\***

**For: Board**

**Also running for Vice-President**

**Member Association: YWCA YMCA Norway**

**Language: English – Excellent / French – Weak / Spanish – Weak / Italian – Weak / Scandinavian languages - Excellent**

### Questions completed by the member association making the nomination

#### What makes this person a good candidate for this role?

Caroline Midttun Rostrup is a longstanding member of our organization that has made a mark in our organization. In addition to being a member of our board, she was from 2012- 2016 a member of the Executive Committee of the European Ten Sing Group in YMCA Europe and she has since 2012 served in our National YWCA Committee. Caroline is an ambitious woman and she shows that through her strong commitment to work towards strengthening our organization. With Caroline on board you will have a strong advocate for rejuvenating the World YWCA. The candidate has not proven eligible for a role in the YWCA board for being a young woman, but for her abilities and her governance skills. She has an impressive understanding of the organizations governing structures and culture, and has the ability to separate what is important from less important. She has proven fit for the role of Vice President of the World YWCA for her thoroughness, dedication and engagement in the organization and for her skills and bravery to fight for a stronger faith-based, rights-based women's organization both nationally and internationally.

### Questions completed by the nominee

#### 1. Personal Qualifications

##### 1.1 Present occupation/role in the YWCA.

Since the previous World Council, I have had the privilege to serve as World Board member. A role I hope to continue in the upcoming period. In the World Board I have served as Vice-Chair of the Global Governance and Constitution Committee. I now hold the position as ex-officio in our national YWCA Committee. Together with fellow sisters from the Nordic countries, I am part of the Nordic YWCA Network, working to enhance the feminist perspective into our joint movements of YWCA-YMCA in Scandinavia.



Caroline Midttun ROSTRUP\*

For: Board

Also running for Vice-President

Member Association: YWCA YMCA Norway

## **1.2 Please give a summary of your educational and professional background.**

From spring 2019 I hold a MA /Clinical Professional Degree in Psychology from the University of Oslo. Included in the MA are courses of Organizational Psychology, Social Entrepreneurship, Economics and Political Science. My professional background includes in addition to clinical psychotherapy, professional counselling and supervision, radio and media, consulting, work with young people and adults, programmes focusing on gender-based violence and SRHR linked to mental health. I was elected as part of McKinsey 2018-19 Young women Leadership Program.

## **1.3 Describe how your experience and skills will contribute to your effectiveness as a member of the Board including YWCA and non YWCA experience. In particular consider qualifications and skills described under the Board Roles and Responsibilities.**

Through my academic studies, multiple different platforms of professional engagement and the last quadrennial as board member of World YWCA, I have further developed my analytical and cooperative skills. Serving on the World YWCA Board has also given me substantial insight in the financial structure and challenges of the movement, and I have also understood more of the multitude and complexity of the YWCA. Through my specific engagement in the GGCC - Global Governance and Constitution Committee, I have gained knowledge and understanding of the formal regulations for our movement. I hope that this broad and in-depth comprehension of YWCA programmes and governance, together with what I believe are my skills as listener and contributor in group dynamics, will add value to and strengthen the World YWCA Board in the next four years

## **1.4 Describe your volunteer Board experience. This may include YWCA or other organisation experience.**

As a consequence of my position as member of the World YWCA Board, I have a permanent seat in the National YWCA Committee in Norway. In addition, I am taking active part of the Nordic YWCA-network. From 2012-2015 I served as an appointed member of our National YWCA Committee, 2012-2016 as member Executive Committee of the European Ten Sing Group in YMCA Europe. I have also been part of the Program Board of the Department of Psychology, University of Oslo (2015) and the various boards as part of the Student Union.

## **2. What is your vision**

### **2.1 What is your vision for the World YWCA movement for the next four years?**

My vision is for the World YWCA to have increased cohesion, impact and solidarity for our internal diversities, together with building a sustainable movement across regions and a transparent and more democratic governance structure. With continuous focus on Goal 2035 and sisterhood and partnerships across borders, I believe we as a movement can achieve this.





Caroline Midttun ROSTRUP\*

For: Board

Also running for Vice-President

Member Association: YWCA YMCA Norway

## **2.2 How are you going to work and achieve the vision and impact statement of the World YWCA?**

To reach Goal 2035 - Vision and Impact Statement we must work together as a movement, and I believe either the World Office, the World Board or the individual member association separately can achieve this. Regarding my own contribution, I will support and work together with the WO to support and push forward on the goals, strive to build bold and transformative leadership capacity on all levels of our movement. As a member of the national movement in Norway and a young woman from Europe, I will seek to strengthen the relation between the regions and the World YWCA.

## **2.3 What is your vision for young women?**

Young women are at the heart of our movement and shall continue to be in the centre of attention of our work and programmes. However, I believe we still can increase the support to young women on our boards on national and international level. It is important to make our governing bodies within our movement more accessible for young women who tend to be in the start of their careers and in the period of building a family etc. We need to continuously strengthen our intergenerational leadership within our movement, and make sure to establish the governing positions so they are possible for young women to take.

## **2.4 What is your vision on the Christian principles, as stated in the Preamble of the World YWCA Constitution?**

The World YWCA must continue to be a proactive and strong faith-based voice within the networks of ecumenical, secular and inter-faith NGOs and movement, and offer women's rights centred understanding on critical issues like SRHR, gender equality and all forms of oppression and violence against women.



Caroline Midttun ROSTRUP\*

For: Board

Also running for Vice-President

Member Association: YWCA YMCA Norway

## Questions for the position of World YWCA Vice President

### 1. Describe your skills and experience in a leadership role in a volunteer organisation.

As a young leader within my national YWCA, Executive com. in the ETS Group in Europe and as a young woman in the World YWCA board I have got valuable knowledge on strategy development, governance, financial evaluation and intercultural cooperation. Leadership for a very diverse global movement needs the coordinated effort of a group of people, and still it also requires the specific leadership in some key positions. I hope and believe I am a capable candidate for a position among the Officers of the YWCA Board.

### 2. Outline how you meet the qualifications and skills requirements as set out in the roles and responsibilities for the Vice President.

I have a strong commitment and knowledge about the European region and been connecting with both our regional body and other member associations throughout my period as board member. I have good knowledge of the global movement, its programmes and its governing structures and procedures. As a person and professional, I am analytical, hardworking, conscientious and thorough in my work. Skills that I believe are important as an Officer in the World YWCA.





**Yvonne SCHÜPBACH\***

**For: Board**

**Member Association: YWCA YMCA Switzerland**

**Language: English – Excellent / French – Good / German – Excellent / Swiss German – Excellent / Italian - Weak**

### Questions completed by the member association making the nomination

#### What makes this person a good candidate for this role?

We have come to know Yvonne Schüpbach during her many years of commitment at various levels of the YWCA YMCA Switzerland as a very dedicated, purposeful and conscientious personality. With her perceptiveness, analytical thinking and strong sense of fairness, she has always been a very valuable addition to our committees.

Yvonne has been actively involved as a group leader in a local YWCA YMCA group in the region of Bern since the age of 14. In 2016 she became a member of the international committee of YWCA YMCA Switzerland. This expert group, she is chairing since 2017 and responsible of the sensibilisation and awareness rising concerning global issues within our movement. She was also part of the Strategy Commission of YWCA YMCA Switzerland, which developed our long-term strategy and Yvonne represented women and the YWCA issues along with other representatives of our member organizations. Furthermore, Yvonne has completed the two-year leadership program "Change Agents" of the World YMCA. The Change Agent Program aims to empower young people to participate in decision-making processes at local, national and international levels.

Yvonne fulfils all her tasks with a lot of personal commitment and conviction. All her engagement in the YWCA YMCA Switzerland was and is voluntary, and not paid.

Yvonne's heart beats for gender equality and the empowerment of young women. We can warmly recommend Yvonne for this role, as we know that she will bring in a lot of energy, foresight and commitment. The board of the YWCA YMCA Switzerland therefore unanimously supports her candidacy.

### Questions completed by the nominee

#### 1. Personal Qualifications



### 1.1 Present occupation/role in the YWCA.

I am the head of the international committee of the YWCA YMCA Switzerland. Moreover, I teach sport, leadership and prevention of sexual exploitation in our leadership courses. I am also in the board of my local group, in which I have been a member and volunteer for sixteen years. As a delegate of the YWCA YMCA Switzerland, I have participated in twelve international meetings and conferences of the YWCA and the YMCA Movement within the past five years. Finally, I've been part of the she speaks blog team since 2015.

### 1.2 Please give a summary of your educational and professional background.

I did my general qualification for university entrance in 2014 with specialization in psychology, education and philosophy. From 2014 to 2018 I studied history, linguistics and literature at the University of Bern and graduated in 2018 with a Bachelor of Arts in History. Since 2017 I am doing my master's degree in history and gender studies. In 2019, I will complete my master's degree. Since 2017 I work as assistant at the research institute for research in German literature. To finance my studies, I also work for a retailer in Switzerland.

### 1.3 Describe how your experience and skills will contribute to your effectiveness as a member of the Board including YWCA and non YWCA experience. In particular consider qualifications and skills described under the Board Roles and Responsibilities.

As an international delegate, I gained experience in political discussion, solution finding and intercultural and intergenerational communication. As a council member of my church, I have diverse skills in dealing with challenging business, coaching employees, and volunteers, discussion leading and financial affairs. My most important qualification is that I am experienced in democratic processes and good governance through numerous board and delegate mandates.

### 1.4 Describe your volunteer Board experience. This may include YWCA or other organisation experience.

I've been at YWCA YMCA Switzerland since I was 7, since I was 14 as a volunteer. I have had numerous mandates within our organization in local, regional, national and international projects and boards over the past ten years. In my church I am a parish council member responsible for employees, communication, finance and youth projects. In everything I engage in, justice, open and direct communication and proper democratic processes are very important to me.



## 2. What is your vision

### 2.1 What is your vision for the World YWCA movement for the next four years?

Over the next four years, I expect the World Board to practice and show excellent governance, clear and fair democratic processes, and new and more far-reaching transparency and accountability. I think this is the necessary condition for us to successfully develop our organization and achieve our vision in 2035. My vision is, that by strengthening our organization, we are strengthening our impact on society and our commitment to young women and girls worldwide.

### 2.2 How are you going to work and achieve the vision and impact statement of the World YWCA?

I think that you can only achieve great things together. In our organization, therefore, a wide variety of people must have space and use their strengths to achieve our common goals, through good governance, courageous leadership, clear democratic processes and transparency as well as mutual respect. By improving our organization internal and by involving a lot of talented women and girls worldwide, we will achieve our goals.

### 2.3 What is your vision for young women?

Young women are not just the future, but they are relevant now. The system of our societies, the patriarchy, discriminates all those who do not correspond to the categories white, male, heterosexual and usually also rich and adult (not young). Therefore, young women have to face multiple marginalization. My heartfelt concern is that as young women we can use our potential to be equally involved in decision making tables to make independent and informed decisions about our organization, our societies, our sexuality and our everyday life.

### 2.4 What is your vision on the Christian principles, as stated in the Preamble of the World YWCA Constitution?

The Christian principles, as stated in our Preamble, are very much in line with my personal ethical principles. Unfortunately, in our world, Christianity and other Religion are often misused to exclude and misrepresent people of a particular minority or marginalized group. But that's not how I imagine it. The infinite diversity of people gives me great pleasure. Everyone is equal in dignity and value. My vision is a world in which people of all kinds can live peacefully and equally, and we as World YWCA are working towards this vision already.





**Abril BECERRA BONNET\***

**For: Board**

**Member Association: YWCA Argentina**

**Language: English – Excellent / French – Weak/ Spanish – Excellent**

### Questions completed by the member association making the nomination

#### What makes this person a good candidate for this role?

Despite being very young, we consider Abril Becerra Bonnet to be a good candidate for the World YWCA Board given her entrepreneurial spirit, her demonstrated leadership among peers and her commitment to using her activities to develop a more inclusive world for young women and girls through technology. In addition, her role as Social Media Manager of Instagram for YWCA Argentina and her participation in their Communication Subcommittee also highlight her ability.

As an outstanding young woman, Abril was selected to be the delegate for Córdoba, Argentina at the international diplomatic forum of young leaders, Youth 20, at the G20 Summit. During this summit, seventy influential youth from around the world met to discuss the future of work, education, skills for the 21st century, entrepreneurship, sustainable development, and inclusion.

This leads us to her candidacy, as we consider that her future is promising.

### Questions completed by the nominee

#### 1. Personal Qualifications

##### 1.1 Present occupation/role in the YWCA.

- Young member of YWCA Formosa.
- Participant in the Communication Subcommittee of YWCA Argentina.
- Social Media Manager of Instagram for YWCA Argentina.
- Translator of documents and information from World YWCA to communicate to the YWCA Argentina community.



**1.2 Please give a summary of your educational and professional background.**

- Secondary school diploma specialized in Natural Sciences from the Instituto La Salle Argüello. Honourable mentions obtained every year (2014-2019).
- British School. Honourable mentions and awards for achievements obtained (2010-2019). I will take the Cambridge First Certificate in English (FCE) in November 2019.
- Technological Training Institute, Video Game Programmer using Unity and C#.
- Globant, Club for Female Programmers. Training in HTML, JavaScript, Python and MIT.
- Youth 20 Hub, G20 Young Delegate. I participated as a young delegate in the Youth 20 Argentina summit.
- ADA (Argentine Debating Association) 4th English Fest 2019. Debates in English.
- Delegate for Model Unasur, Ambassador for Argentina.
- INJUVE Argentina, delegate for Model G20 representing the European Union.
- Argentine Youth Organization for the United Nations (OAJNU), delegate representing Estonia.
- Young Córdoba Agency, participant in Young Protagonists.

**1.3 Describe how your experience and skills will contribute to your effectiveness as a member of the Board including YWCA and non YWCA experience. In particular consider qualifications and skills described under the Board Roles and Responsibilities.**

Although I am young, I aspire to be an agent of change in society. I am preparing myself to partake in our society's transformation into one that is more just and more inclusive, that also includes more significant opportunities for women and girls. I am convinced that this can be done through laws, education and access to technology.

I believe that the experience I gained in the Communication Subcommittee represents an important ability considering that social media can be a fundamental tool in making a community visible and bringing about a sense of community. This, in turn, promotes sociocultural change. Social media can also highlight different realities and empower young women to achieve a more inclusive world that promotes and sustains justice, peace, health, human dignity, liberty, and the protection of the environment.



#### 1.4 Describe your volunteer Board experience. This may include YWCA or other organisation experience.

I consider my experience in the Youth 20 Forum especially relevant. During the forum, young people from countries that comprise the G20 discussed the future of work, education and skills for the 21st century, entrepreneurship, sustainable development, and the inclusion of excluded groups. During my involvement in the Chicas en Tecnología NGO, we worked to ensure that girls and adolescents could find safe and supportive spaces where they can develop their technological skills. Through our programmes and initiatives, we motivate, train and accompany the next generation of female leaders in technology.

I also participate in the NGO ADA and have taken part in the Open Innovation and Creativity programme of the software company Vates. They selected my idea, and together, we presented the Glucoguardián project to Fonsoft, which is an Argentine subsidy programme. It was recently approved so we can now begin its development.

## 2. What is your vision

#### 2.1 What is your vision for the World YWCA movement for the next four years?

During global crises, youth, women and children are always the most vulnerable populations. For that reason, my vision for YWCA for the next four years is to implement initiatives to develop women's and girl's leadership. This will enable us to transform the structures of power and decision-making and, as a result, achieve justice, peace, health, liberty, a world without wars and violence, and a sustainable environment for everyone, considering that women prioritize caring for life and human dignity. This is closely aligned and shows commitment to the World YWCA goal for 2035.

#### 2.2 How are you going to work and achieve the vision and impact statement of the World YWCA?

Using my education and skills, I propose working so that girls and adolescents consider technology to be a partner in achieving the different goals that affect their realities and communities by designing programmes and initiatives that are based on four pillars: technology, education, leadership, and entrepreneurship. All of these are connected by a focus on collective empowerment that we obtain by belonging to a world movement such as YWCA, and the impact, visibility, and development of community that social media provides.





### 2.3 What is your vision for young women?

I am a young woman, and I consider that spaces that provide a sense of belonging, training and volunteer opportunities for girls and young women are necessary. However, we must make sure that these spaces are appealing and that they allow young women to feel integrated. These spaces must also enable them to grow in their areas of interest and to feel useful, supportive and valued in their communities. Therefore, these spaces require constant renewal and reinvention.

### 2.4 What is your vision on the Christian principles, as stated in the Preamble of the World YWCA Constitution?

I was born into a family with Christian principles, which I practice. However, I consider myself ecumenical with a profound respect for different religions, beliefs and cultures, and always respecting life, dignity, justice and human rights.





**Silvina Mariel GERBALDO**

**For: Board**

**Member Association: YWCA Argentina**

**Language: English – Excellent / Spanish – Excellent / Italian -- Excellent**

### **Questions completed by the member association making the nomination**

#### **What makes this person a good candidate for this role?**

We consider her candidacy as another possibility for her to offer the knowledge she acquired in the position at the World Board. Our candidate, as a member of the National Board, is an active and outstanding volunteer. Her expertise in marketing allows her to expand her relationship with young women and all women in our Movement.

She maintains permanent and dedicated communication to empower our young women and engages in in-person training sessions through the network. We want her to continue having the possibility of making progress and empowering herself every day. This will also enable our National Board to learn, transform and grow, together with Silvina, who is a great collaborator.

### **Questions completed by the nominee**

#### **1. Personal Qualifications**

##### **1.1 Present occupation/role in the YWCA.**

I am currently a member of the Young Women's Christian Association of the city of Córdoba in Argentina. I was previously an honorary secretary for the Federation of YWCAs of Argentina for the 2015-2018 period. I am a current member of the World Board for the 2015-2019 period.



**1.2 Please give a summary of your educational and professional background.**

I graduated in Social Communication, I am a piano teacher, I have a diploma in Modern Diplomacy, and I am a practitioner in Neurolinguistic Programming. I currently work at the Superintendence for Occupational Risks, in the area of Technical and Vocational Training. I conduct training sessions in primary and secondary schools regarding risks that are present in various areas. I am also a tutor and author of various courses of the Virtual Classroom Platform for said institution. I have participated in many activities organized by the YWCA of Córdoba, Argentina and the World YWCA for over twenty years.

**1.3 Describe how your experience and skills will contribute to your effectiveness as a member of the Board including YWCA and non YWCA experience. In particular consider qualifications and skills described under the Board Roles and Responsibilities.**

Regarding my experience, I have participated and collaborated in events such as the following: International Institute on Women's Leadership in Bogotá, Colombia (2014), International Institute on Young Women's Leadership World YWCA in Bangkok, Thailand (2013), Training Workshop on programmes focused on girls and organized by Population Council in Lusaka, Zambia (2013), Regional Conference on Population and Development in Latin America and the Caribbean in Montevideo, Uruguay (2013), World YWCA Council in Zurich, Switzerland (2011), and member of the World Board for the 2015-2019 period. I have detailed knowledge of the constitution of the World Board, the strategic plan and the standards for good management and accountability, in addition to issues related to the organizational governance, financial affairs, strategic planning, among others. I have participated in the majority of meetings and voting sessions of the World Board for the 2015-2019 period with efficiency, and with conviction in the good work of the team.

**1.4 Describe your volunteer Board experience. This may include YWCA or other organisation experience.**

Personally and professionally, my experience as a member of the World Board during the 2015-2019 period was very satisfactory. I have collaborated and gained an understanding of how this international movement operates. I obtained various tools related to marketing, sponsorship, finances, and administration of organizations in general. At the same time, I have offered my knowledge and experience in defending women's rights and the idiosyncrasy of Latin America and Argentina by contributing to and participating in activities, voting, and virtual and in-person meetings.



## 2. What is your vision

### 2.1 What is your vision for the World YWCA movement for the next four years?

My vision for the next four years is of an inclusive world where women can develop their full potential. In addition, that by 2035, 100 million young women and girls transform the structures of power to create justice, gender equality and a world without violence and war, while leading a sustainable YWCA movement that includes all women. I am committed to meeting the global strategic framework, to the transformative leadership of women, young women, and girls, to the fulfilment of human rights, and to the sustainability of the World YWCA movement.

### 2.2 How are you going to work and achieve the vision and impact statement of the World YWCA?

I will participate in achieving this vision through my everyday activities at work, in the everyday places I visit, by disseminating women's rights, and connecting various people and organizations that are willing to work for this same vision. I also intend to do this by participating in the different World YWCA meetings set to make fundamental decisions and/or to vote. Currently, I am in the process of developing a virtual class on gender nationally for the Superintendence for Occupational Risks. The purpose of this is to comply with the recent Micaela Act, Decree 38/2019 (Act #27499), which addresses the required training in gender for every person that is part of the three branches of the Argentine state.

### 2.3 What is your vision for young women?

I believe it is crucial and necessary to include young women in the decision-making process and the strategic roles of the various labour and professional environments, in the training and equalising of the education and economic levels of women, young women and girls without resources. I firmly believe that young women will lead a great number of decisions globally in the next few years and that they are a transformative agent with the strength to change outdated and obsolete structures.



Silvina Mariel GERBALDO

For: Board

Member Association: YWCA Argentina

#### **2.4 What is your vision on the Christian principles, as stated in the Preamble of the World YWCA Constitution?**

My Christian and ecumenical values are the inspirational guide for all my activities and decisions in life to create peace, justice, health, human dignity, and liberty, and to protect the environment. I believe in a rights-based approach and in the equality of all human beings with tolerance, respect and diversity, and always honouring our predecessors who had the firm conviction of establishing and growing this wonderful international movement.





**Gabriela CERDA OYARCE\***

**For: Board**

**Also running for Nominations Committee if candidate is not elected to the Board**

**Member Association: YWCA Chile**

**Language: English – Weak / French – Weak / Spanish – Excellent**

### **Questions completed by the member association making the nomination**

#### **What makes this person a good candidate for this role?**

Gabriela is a young volunteer at our YWCA. She has completed tasks and represented us responsibly; she has made significant contributions to our vision, and to the revision of tasks in group work that she has taken part in. She has maintained relations through social media with the peers she has met thus far. We believe that she is a young professional woman that is sensitized by the YWCA movement, and she can contribute and update its visions from her Latin American perspective.

### **Questions completed by the nominee**

#### **1. Personal Qualifications**

##### **1.1 Present occupation/role in the YWCA.**

I currently participate in the management board. I maintain relations with the young age group, while keeping with the general YWCA guidelines in their application to the Chilean, Latin American, and current reality.

##### **1.2 Please give a summary of your educational and professional background.**

I attended Catholic schools and later began my studies in Psychology at the Universidad de Playa Ancha, which is a secular, public and state university. Here, I have worked on developing relations with the area since the first year, and have gradually increased my contributions and interventions. I have been involved in educational institutions, primary and secondary health centres, self-managed organizations, centres to address serious abuse and child abuse, etc.



**1.3 Describe how your experience and skills will contribute to your effectiveness as a member of the Board including YWCA and non YWCA experience. In particular consider qualifications and skills described under the Board Roles and Responsibilities.**

I have been a counsellor of the guide-scout movement in Chile. In addition to my studies in psychology, I have worked in issues of training and protection of childhood. I believe that my Latin American vision, my experience in various circles of leadership and participation –including the University environment where I am the academic commissioner– can be of service for resource and strategic management that promote, based on the YWCA values, responses that are adjusted to the local reality.

**1.4 Describe your volunteer Board experience. This may include YWCA or other organisation experience.**

My experience in YWCA has been to harmonize the visions and needs of the older members with those of the younger ones, while articulating the value of experience with the value of innovation, which are grounded on the same basis. My experience in the guide-scout movement has been as a young girl, and today as an adult accompanying children and youth in their personal development based on values of righteousness, service, ecology, feminism, reflection, and social consciousness.

**2. What is your vision**

**2.1 What is your vision for the World YWCA movement for the next four years?**

A YWCA that is involved in the critical global environmental issues, in touch with the current social movements, and taking sides and action accordingly with special focus on the leadership of women and girls.

**2.2 How are you going to work and achieve the vision and impact statement of the World YWCA?**

Working on strengthening central and local organizations, delivering plans of action that can be adapted to each specific reality and context, but provide general guidelines, activities and ideas to execute; plans that gather the experience of members who participate in their development and aim for intersectoral institutions that promote female empowerment. Working hard with other young women in a collective power that becomes viral and contagious.



Gabriela CERDA OYARCE\*

For: Board

Also running for Nominations Committee if candidate is not elected to the Board

Member Association: YWCA Chile

### 2.3 What is your vision for young women?

We must consider the lessons that the institution keeps in its memories, members, and experiences. We must also approach specific locations and strengthen them, while valuing the knowledge that they have produced from their own needs. We must know how to listen to elders while also following our instincts that push us to progress and revolutions based on righteousness, the belief in change, peace, and justice. We must promote a better world together.

### 2.4 What is your vision on the Christian principles, as stated in the Preamble of the World YWCA Constitution?

As I mentioned before, my education is based on strong Christian principles, and along with my family support, it enables me to reconcile the foundational principles of the movement. I also work on tolerance among people, respect for dignity and the search for justice and peace. It is important to value the leadership of women who have volunteered and served at different times and with various concerns in the YWCAs. Values unite us and are our foundation.







**Karla Leyani CHÉVEZ CÁCERES**

**For: Board**

**Also running for Vice-President**

**Member Association: YWCA Honduras**

**Language: English – Excellent / Spanish – Excellent**

### **Questions completed by the member association making the nomination**

#### **What makes this person a good candidate for this role?**

Because during her ten years as a volunteer, she was dedicated to working on the goals of the movement until she had in-depth knowledge of them; because during her time as President of YWCA Honduras, she was able to improve it, and because her vision involves the entire Latin American region.

### **Questions completed by the nominee**

#### **1. Personal Qualifications**

##### **1.1 Present occupation/role in the YWCA.**

I am the President of YWCA Honduras (interim from 2014 to 2016, and official from 2017 to the present date). We are an executive board; therefore, I have coordinated all YWCA projects since 2015.

##### **1.2 Please give a summary of your educational and professional background.**

I am a lawyer and I have a specialization in International Relations and Diplomacy. Currently, I work at the Cultural Centre of the Spanish Agency for International Development Cooperation certified in Honduras (the second highest cooperating agency in the country). I am the General Programme Coordinator, and I specialize in programmes related to literature, gender, diversity, heritage, and new technologies. Part of my job involves developing proposals, organizing events, implementing projects, and other actions.



Karla Leyani CHÉVEZ CÁCERES

For: Board

Also running for Vice-President

Member Association: YWCA Honduras

**1.3 Describe how your experience and skills will contribute to your effectiveness as a member of the Board including YWCA and non YWCA experience. In particular consider qualifications and skills described under the Board Roles and Responsibilities.**

My experience in YWCA, especially in the Power to Change projects and the Las Flores Girls Centres that we previously managed, helped me improve my leadership skills and to obtain better knowledge of the movement. For that reason, I have a clear vision of what I want for YWCA. My official role is to manage cooperation projects through strategic planning; thus, I am familiar with work based on strategic objectives and with issues of diversity and innovation, about which I can contribute to YWCA.

**1.4 Describe your volunteer Board experience. This may include YWCA or other organisation experience.**

My experience in YWCA changed my life. I came from a sexist family, and when I joined the movement, I was very young. I felt different from other women in my family or my country, and with the YWCA I began to discover feminism, gradually but effectively. Now I am the President of my YWCA; I give talks on gender at other associations, and my job includes issues of gender. I am also a cultural volunteer in my city and contribute to Wikipedia, where I focus almost exclusively on editing articles about women.

**2. What is your vision**

**2.1 What is your vision for the World YWCA movement for the next four years?**

I envision a World YWCA that is stronger organizationally and economically. A YWCA that grows through its members and that also helps them grow through a productive synergy that enables the movement to become stronger. In my vision, I prioritize the regional growth of the YWCAs because I believe that, as a region, we are stronger and more productive. I envision a YWCA that changes the lives of other young women as it did to me, through Member Associations that reflect the principles of the movement.



Karla Leyani CHÉVEZ CÁCERES

For: Board

Also running for Vice-President

Member Association: YWCA Honduras

## 2.2 How are you going to work and achieve the vision and impact statement of the World YWCA?

By working strategically within the Board, within the region and within my YWCA. By promoting external and regional strategic alliances among YWCAs, and by promoting network projects that strengthen Member Associations and the World YWCA. If we ensure the sustainability of the World YWCA, this will enable the movement to grow and to empower more women and girls in order to achieve our vision. I also want to propose new ways to empower through new technologies.

## 2.3 What is your vision for young women?

I want to see more young women in positions of power, leading, and prepared to make a change. I see the YWCA movement empowering young women through inter-generational leadership. It makes me proud that YWCA Honduras is an example of this leadership. I see young women innovating within our YWCA. The more empowered women there are, the faster we can change our future and the world.

## 2.4 What is your vision on the Christian principles, as stated in the Preamble of the World YWCA Constitution?

I joined YWCA because the principles fully aligned with my Christian principles. I do not think there is another way to really be “human” than by living every day with love for thy neighbour, by respecting and celebrating diversity, by recognizing the equality of human beings, and by serving those in need.

## Questions for the position of World YWCA Vice President

### 1. Describe your skills and experience in a leadership role in a volunteer organisation.

Since I joined YWCA Honduras, I was able to become a leader despite the fact that, at that moment, older women were in positions of power. When I was 30, I became the Interim President, and I was later elected President. I have had the vision and energy to lead and enable my YWCA to grow in the last few years. I have participated in a YWCA International Leadership Institute and in a working group, representing the Latin American region regarding membership fees. Currently, I coordinate another group of cultural volunteers.



Karla Leyani CHÉVEZ CÁCERES

For: Board

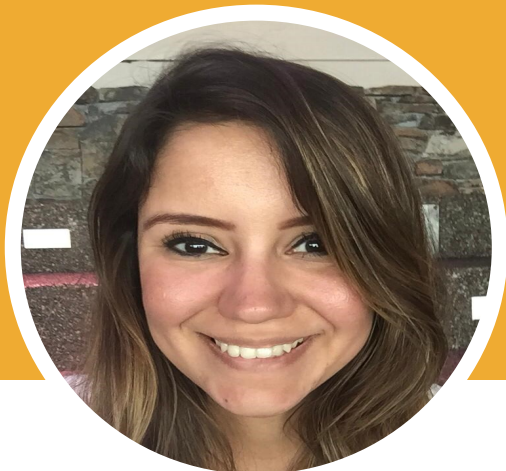
Also running for Vice-President

Member Association: YWCA Honduras

**2. Outline how you meet the qualifications and skills requirements as set out in the roles and responsibilities for the Vice President.**

I have experience in regional perspectives, in network projects, and a solid knowledge of the operation of World YWCA. I am familiar with the rights-based approach, and I have the availability in terms of time. I am one of the most organized people regarding time that you will meet. I have working knowledge of English, and Spanish is my native language. I am accustomed to leadership positions and to working based on strategic objectives.





**Isabella DÍAZ\***

**For: Board**

**Also running for Vice-President**

**Member Association: YWCA Honduras**

**Language: English – Excellent / Spanish – Excellent**

### Questions completed by the member association making the nomination

#### What makes this person a good candidate for this role?

For her track record and experience in the YWCA of Honduras and the Latin American region. As a young woman, she has contributed her time and knowledge to allow the movement to grow.

### Questions completed by the nominee

#### 1. Personal Qualifications

##### 1.1 Present occupation/role in the YWCA.

Vice President, YWCA Honduras.

##### 1.2 Please give a summary of your educational and professional background.

I have a bachelor's degree in finance, and currently manage a scholarship programme that provides opportunities to low-income children in the western region of our country. My job consists of conducting socio-economic surveys to prospective children for scholarships, obtaining sponsors (companies, families, and/or individuals), managing donations, developing proposals and annual projections, and implementing processes.



Isabella DÍAZ\*

For: Board

Also running for Vice-President

Member Association: YWCA Honduras

**1.3 Describe how your experience and skills will contribute to your effectiveness as a member of the Board including YWCA and non YWCA experience. In particular consider qualifications and skills described under the Board Roles and Responsibilities.**

I have knowledge regarding how the World and local YWCA operate, I have had the opportunity to participate in different planning groups, and I know the strategic plan. I am a current member of GAC, which has allowed me to obtain a greater understanding of the current situation of young women. I have worked on motions that will be presented during the World Council this year. I have financial and project management knowledge. I am also a member of the group to develop a methodology for a future study by World YWCA.

**1.4 Describe your volunteer Board experience. This may include YWCA or other organisation experience.**

I have been a volunteer for five years. Of those, I have been a Vice President for two. I have learned a lot from the women that I surround myself with in YWCA Honduras. It has been an incredible experience and one filled with many challenges. Volunteering is fundamental in developing projects where there are no conflicts of interest. To me, it is very important to dedicate time to social causes.

**2. What is your vision**

**2.1 What is your vision for the World YWCA movement for the next four years?**

I want the YWCA to be recognized as a leading NGO globally that fights for the rights of girls and young women. However, what I consider more important is to strengthen the smallest YWCAs, so that they become self-sustainable, and to eliminate the obstacles to their growth. There should be safe spaces for all women that need them. Supporting young women is crucial, as well as providing them with the opportunities they deserve, and trusting that, with the appropriate support, they can achieve extraordinary things for the movement.



Isabella DÍAZ\*

For: Board

Also running for Vice-President

Member Association: YWCA Honduras

## 2.2 How are you going to work and achieve the vision and impact statement of the World YWCA?

The most important step to achieving such a grand vision is to begin by being well organized in the smallest aspects. It is important for every region to come together and to be further strengthened so that we can work as a whole, and to learn of the work that other YWCAs are doing. We have to join efforts with the Presidents of every region. They must be able to have great communication through the Vice Presidents to raise their real needs to the World Office.

## 2.3 What is your vision for young women?

I want young women to feel respected, heard and valued in every role they occupy. We should not be underestimated because we are young, and there should be no discrimination because we are women. Jobs should be available to us, and other women should help each other grow, become empowered and trust their work.

## 2.4 What is your vision on the Christian principles, as stated in the Preamble of the World YWCA Constitution?

I firmly believe in the Christian principles of the YWCA and I support them. Christian values are necessary to establish an environment of respect, love and acceptance. No one is more than anyone else, and we are in this world to help.

## Questions for the position of World YWCA Vice President

### 1. Describe your skills and experience in a leadership role in a volunteer organisation.

I was selected to be a part of the Global Advisory Council group, which I consider one of my greatest achievements within the YWCA. This has allowed me to have a greater position and understanding of the organization. I am currently the Vice President of YWCA Honduras, and I consider myself a leader with skills in public speaking, and great competence to present my ideas and maintain my criteria. I was elected by the UN as a young woman to participate in the CSW 59, where I was able to lead a forum and, in that way, demonstrate my abilities.



Isabella DÍAZ\*

For: Board

Also running for Vice-President

Member Association: YWCA Honduras

**2. Outline how you meet the qualifications and skills requirements as set out in the roles and responsibilities for the Vice President.**

I have knowledge of the World YWCA and of the way it operates. I have the availability of time and I am fluent in English, both of which enable me to maintain a conversation with technical terms. I meet everything that is required at every meeting and I know how to manage my time appropriately. I am willing to provide YWCA and my region with a good representation.







Eman ABBASI\*

For: Board

Also running for Vice-President and Nominations Committee if candidate is elected to the Board

Member Association: YWCA Jordan

Language: English – Excellent / Arabic – Excellent / Turkish – Weak

### Questions completed by the member association making the nomination

#### What makes this person a good candidate for this role?

An active member of the youth committee previously and now participating in all the events and programs in YWCA of Jordan.

### Questions completed by the nominee

#### 1. Personal Qualifications

##### 1.1 Present occupation/role in the YWCA.

As a volunteer for the (YWCA) and a participant in workshops for educational purposes for the minors and giving awareness classes for children about the risks in (social media, water drinking and harassments) and linking between the students of universities and the (YWCA).

##### 1.2 Please give a summary of your educational and professional background.

A certificate for translation from Yarmouk University, also a certificate for the TOEFL exam with grade 78 from Yormouk University. I om on active member of the (YWCA) I participate in conference, workshops, volunteering and helping with the administrative and secretarial business, I also worked a lot before in America (Chicago) as a saleswoman in cash for gold and marketing in Natalie grocery store. I also worked in (ACCTS/CULTURAL) as children care teacher.



Eman ABBASI\*

For: Board

Also running for Vice-President and Nominations Committee if candidate is elected to the Board

Member Association: YWCA Jordan

**1.3 Describe how your experience and skills will contribute to your effectiveness as a member of the Board including YWCA and non YWCA experience. In particular consider qualifications and skills described under the Board Roles and Responsibilities.**

By applying to the rules tot are mode by the (YWCA) within the skills and the experiences gained in the administrative and filed work and placement all this under the bored cover.

**1.4 Describe your volunteer Board experience. This may include YWCA or other organisation experience.**

Being a lecturer: 1. making groups to work for helping the society 2. Visiting the field and educate the schools 3. Making the teenagers lo get satisfied in economic and living terms 4. Educate the elderly ow to face the electronic life and to convey it 5. Train the people with the special needs and strengthen their legal information with them rights.

**2. What is your vision**

**2.1 What is your vision for the World YWCA movement for the next four years?**

Increase the number of associates for the (YWCA) and increase the number of young participants.

**2.2 How are you going to work and achieve the vision and impact statement of the World YWCA?**

Explain the rules and the terms of the association and work as much as could to attract a large number from the educated and the participants in this community (youth ,adults).

**2.3 What is your vision for young women?**

Getting the woman to know more about her political, economical and social rights for a better life.



Eman ABBASI\*

For: Board

Also running for Vice-President and Nominations Committee if candidate is elected to the Board

Member Association: YWCA Jordan

## 2.4 What is your vision on the Christian principles, as stated in the Preamble of the World YWCA Constitution?

Seeing our Christian principles under the association cover (serve each other with love).

### Questions for the position of World YWCA Vice President

#### 1. Describe your skills and experience in a leadership role in a volunteer organisation.

By giving the tasks between participants each one according to their speciality and making plans to work within the applicable framework in the organisation.

#### 2. Outline how you meet the qualifications and skills requirements as set out in the roles and responsibilities for the Vice President.

A university graduate, looking for creativity and excellence, love the team work and the ability to make workshop and participate in it with my experience as a lecturer. The ability of making the girls knowing more about the political, economic and the legal aspects, also having knowledge with the message of the good governance (knowledge in the constitution and legal legislation).





Lara AL-LATY

For: Board

Member Association: YWCA Jordan

Language: English – Excellent / Arabic – Excellent

### Questions completed by the member association making the nomination

#### What makes this person a good candidate for this role?

An active member of the youth committee previously and now participating in all the events and programs in YWCA of Jordan.

### Questions completed by the nominee

#### 1. Personal Qualifications

##### 1.1 Present occupation/role in the YWCA.

Team Leader (YWCA Youth)

##### 1.2 Please give a summary of your educational and professional background.

Upon attaining my high school diploma, I enrolled in the Irbid National University where I graduated with a bachelor's degree in Hotel and tourism management. Following that, I took part of Jordan gateway tours in the field of tourism from (2010). In the meantime, as a youth volunteering ultimately a youth leader in our local YMCA and YWCA, I decided to enrich my knowledge in the humanitarian and NGO field and graduated with a diploma in Management of international organizations in humanitarian response- at German Jordanian University.



**1.3 Describe how your experience and skills will contribute to your effectiveness as a member of the Board including YWCA and non YWCA experience. In particular consider qualifications and skills described under the Board Roles and Responsibilities.**

My time in the YWCA has enabled self-growth as I have gained experience and skills. This includes leadership skills as I have led a youth group throughout different projects (PD session). It has also strengthened my managerial skills through financial analysis across planned budgets as well as maintaining the alignment of communication between the youth and board of executives. Furthermore, I was able to develop my leadership skills and communication.

**1.4 Describe your volunteer Board experience. This may include YWCA or other organisation experience.**

I have had the opportunity to empower my skills on different levels throughout the Organisation. I started out as a youth volunteer throughout projects within the YMCA. After a few years, I was appointed as youth leader by which I had led two different age groups. This included strategy development across set KPIs and communicating our needs. Furthermore, I was nominated to take part of the world YMCA program which included 2 years of web training, global gatherings and finally come up with a project that summarizes all learnt aspects. Afterwards, as I grew so did my interest in women empowerment. I saw the YWCA as a powerful tool of enablement and so I took part as a volunteer and ultimately a youth leader.

**2. What is your vision**

**2.1 What is your vision for the World YWCA movement for the next four years?**

Transforming power structures to create justice, gender equality and a world without violence and war; leading a sustainable YWCA movement, inclusive of all women.

**2.2 How are you going to work and achieve the vision and impact statement of the World YWCA?**

As the world YWCA has a global impact and is present in 120 countries, it has been a great source of empowerment and enablement for women and ultimately generations globally. Therefore, as young woman from the Middle East, we need to be connected with other YWCA in the Middle East and the World.



Lara AL-LATY

For: Board

Member Association: YWCA Jordan

Language: English – Excellent / Arabic – Excellent

### 2.3 What is your vision for young women?

I can envision the YWC A's impact in the areas of the development of the young women in different areas of the leadership and collective power of women and girls around the world to achieve justice, peace, health, human dignity, freedom and a sustainable environment for all people.

### 2.4 What is your vision on the Christian principles, as stated in the Preamble of the World YWCA Constitution?

As the YWCA based on Christian Values we have to working based on it , because we can't forget our history.





**Nagham NASSAR**

**For: Board**

**Also running for Vice-President**

**Member Association: YWCA Lebanon**

**Language: English – Excellent / French – Excellent / Arabic – Excellent**

### **Questions completed by the member association making the nomination**

#### **What makes this person a good candidate for this role?**

Our nomination for Nagham Nassar as Vice President to the World YWCA Board, affirms our honest conviction that she will make a difference. This is endorsed by the fact that she is a committed YWCA member from her teen years, which led her to volunteer as Youth Leader at local and National levels since she was 18. Moreover, during her one year internship at the World Office in 2012, she was delegated to organize and conduct several regional workshops that reflected her full sense of responsibility, creativity and ability to communicate with all age groups. More importantly, on her return from this internship, she accepted the position as National Youth Coordinator whereas she was offered more lucrative jobs in her field of specialization. Her commitment to take up this position, over the past four years, evolved from her passion to develop youth involvement at National and Local levels, in order to pass on her vision and expertise to a new generation of YWCA activists. Even now, as she operates her independent business, she continues to lead and inspire our youth leaders to stay committed to their YWCAs.

### **Questions completed by the nominee**

#### **1. Personal Qualifications**

##### **1.1 Present occupation/role in the YWCA.**

At the moment I am a volunteer on the National Board of the YWCA of Lebanon, promoting youth leadership at National and local levels, and a Member on the World YWCA Board.

##### **1.2 Please give a summary of your educational and professional background.**

I hold a degree in speech therapy. I worked at the National YWCA of Lebanon as the National youth coordinator for four years, after my year of internship at the World YWCA. Right now, I run my own Paramedical Center, while also working with students at a school for special needs.



**Nagham NASSAR**

**For: Board**

**Also running for Vice-President**

**Member Association: YWCA Lebanon**

**1.3 Describe how your experience and skills will contribute to your effectiveness as a member of the Board including YWCA and non YWCA experience. In particular consider qualifications and skills described under the Board Roles and Responsibilities.**

I have been a volunteer with my local association for more than 20 years now. From camper, to leader, to World YWCA intern, to National staff, and to world Board member; my journey has been incredible. It taught me a lot and made me understand the spirit of the association, its constitution and its vision. In addition, working for women's rights inspires me; especially when I come from a country and a region where women are still marginalized and their rights neglected.

**1.4 Describe your volunteer Board experience. This may include YWCA or other organisation experience.**

Volunteerism has been at the center of my life since an early age. At first, I started as a camper with the YWCA of Lebanon. Then I joined the Scouts movement and the Red Cross. I served in many leadership roles on the boards of these associations. However, the YWCA was always at the center of my life. After my one year-long internship at the World Office in Geneva, I took up the role of National Youth Coordinator, and was elected to the World Board, representing the Middle East region as a Young Woman. This experience taught me a lot on a personal and professional level. The last three years have been so educational, especially with all the changes happening in the World, the Region and at the World Office. So I hope to continue what we started together and have a chance to contribute further at both the World and Regional levels.

**2. What is your vision**

**2.1 What is your vision for the World YWCA movement for the next four years?**

I intend to work towards achieving our common "Goal 2035". I hope to see the YWCA reaching out to more young women and women in general. In parallel, I am committed to strengthen the association in my region in an attempt to attract new members.

**2.2 How are you going to work and achieve the vision and impact statement of the World YWCA?**

By reaching out to a wider audience; working on achieving our Goal 2035 as one of my top priorities; defending women's rights; working to implement these rights even in the most difficult regions and countries; bearing in mind, that social media plays a big role in our daily life, and young people have their own mind-sets, thus they are no longer blind. As such, I plan to reach out to the youth on these issues, and share with them our vision for more inclusive involvement.





**Nagham NASSAR**

**For: Board**

**Also running for Vice-President**

**Member Association: YWCA Lebanon**

### **2.3 What is your vision for young women?**

Young women and young people are at the center of our world, "They are the Future". I believe that an empowered young woman can guide her kids in the right way; thus we will be insuring new empowered generations that may contribute to change. Young Women are at the center of the economy, the environment and politics!!

### **2.4 What is your vision on the Christian principles, as stated in the Preamble of the World YWCA Constitution?**

To serve and love one another despite all our differences. This is what Christianity teaches us. Coming from a country with more than 17 different religions and confessions, allowed me to apply this principle on a daily basis. I wish to spread the true meaning of tolerance and mutual respect, as a means to a more inclusive World.

## **Questions for the position of World YWCA Vice President**

### **1. Describe your skills and experience in a leadership role in a volunteer organisation.**

As I stated earlier, throughout my life I held many leadership positions in different organizations. However, the biggest role was at the World YWCA Board. The past years have been full of challenge and experience. It's not always easy to work with 20 different mentalities, backgrounds and mind-sets. However, despite all this, we were able to deliver our best on the various agendas.

### **2. Outline how you meet the qualifications and skills requirements as set out in the roles and responsibilities for the Vice President.**

The exposure I had as YWCA Member, world YWCA intern, board member in my country, and World Board Member, has made me more familiar with the organization's vision, mission, constitution and SGMA. I have a strong regional and global experience. I am capable of working in a team, I have good communication and negotiation skills, and I am committed to give my full energy.





Selina ABDALLAH\*

For: Board

Member Association: YWCA Palestine

Language: Language: English – Excellent / French – Good / Arabic – Excellent

### Questions completed by the member association making the nomination

#### What makes this person a good candidate for this role?

Selina has been a youth staff member at one of our local YWCA's and has shown lots of potential, dedication, and leadership especially amongst her youth colleagues and membership. As a volunteer, she is a very dedicated to the YWCA vision and mission, always takes initiative, is a responsible and dependable person, and has very good communications and organizational skills. She has taken an active role in major national events and conferences organized by the YWCA of Palestine, and has also represented us in regional and international meetings, events and platforms very well. We feel Selina has a lot to contribute towards building the capacity of other young women in the global setting.

### Questions completed by the nominee

#### 1. Personal Qualifications

##### 1.1 Present occupation/role in the YWCA.

I am a full time employee as a youth and women program coordinator at the YWCA/Palestine. I work primarily with marginalized youth and women in marginalized areas such as The Jalazone Refugee- Camp, Amari Camp, Saffa, Aboud and Al-Tireh. My work is to empower these individuals to become socially and economically independent through providing them with livelihood, soft skills, knowledge- based trainings as well as vocational education. Therefore, these services are provided to practice positive citizenship and thus change their surroundings to the best benefit of their communities in forms of initiating and executing initiatives, campaigns and build local collaborations.



**1.2 Please give a summary of your educational and professional background.**

I joined Birzeit University in 2011 to pursue my Bachelor's Degree in Business Administration - with a minor of Marketing. I have worked as a vocational training centre administrative at the YWCA. It allowed me to communicate with different students from different backgrounds, writing reports related to the vocational education as well as maintaining a collaborative workflow between management and students. After graduation in 2015, I decided to continue my education and pursue my master's degree in the same specialization field. During my education years, I've worked as a research assistant, in the business and marketing department, to build up my writing and research skills. Moreover, my professional life has been significantly impacted by many soft-skills and knowledge-based trainings such as leadership, communication, UNSCR 1325 and 2250. I have become certified Passport-to-success trainer that mainly focuses on providing soft skills trainings to young people. These skills qualified me to different leadership opportunities.

**1.3 Describe how your experience and skills will contribute to your effectiveness as a member of the Board including YWCA and non YWCA experience. In particular consider qualifications and skills described under the Board Roles and Responsibilities.**

I am an active YWCA member who shared her journey at a young age. I used to be part of YWCA/Palestine activities since I was a kid, continued to volunteer to finally become a full-time employee. During these years, I was privileged to participate in several international, regional and local platforms to share my experience with other YWCA sisters and peers. Consequently, these representations have given me a comprehensive organizational awareness and added up to my knowledge, skills and personality that qualify me to leadership positions such as becoming a member of the world YWCA board. During my membership, I will employ critical thinking and problem solving skills to maintain professional and growing environment. I will share my ideas, recommendations, and views in objectivity and without biases.

**1.4 Describe your volunteer Board experience. This may include YWCA or other organisation experience.**

I have never been a board member yet but my experience in volunteering in different organizations, private and public sectors, have broadened my horizons and discovered myself more. I always look forward for growing and enriching experiences as I am continuously seeking professional and personal growth. Furthermore, I have a strong passion to the world YWCA movement and causes which excites me to be part of this international stewardship. This experience will hold within many lessons. The learning process of this experience will be shared with other young people to encourage them to consider nominating themselves in leadership positions as this one. I will also, employ my knowledge and skills to build support system to the team with willingness to express my opinions.



## 2. What is your vision

### 2.1 What is your vision for the World YWCA movement for the next four years?

G.D Anderson once said "Feminism isn't about making women stronger, women are already strong. It's about changing the way the world perceives that strength" And it hit me hard. When someone wants to present their opinions and beliefs to the world with conviction, then they must be informed and seasoned. The more they read, the more nuanced everything becomes. Thus, the effectiveness of the world YWCA movement is determined by the women's ability of comprehending the thoughts of allies and adversaries alike, and work towards claiming their right by drinking up all voices of opinions including controversial and non-controversial ones.

### 2.2 How are you going to work and achieve the vision and impact statement of the World YWCA?

Since the world YWCA is currently working in more than 120 countries and 20,000 local communities with a vision of providing safe spaces to women in an inclusive, non-judgmental and human rights based approach. I would suggest working on creating a global cyber safe space through initiating what I call 'Y-Tedx' based on the "Human Library" concept to discuss issues such as Sexual and Reproductive Health Right (SRHR), HIV and violence. The content is designed to build a positive framework to challenge stereotypes and prejudices. These talks would be shared on social media platforms to reach as many people as possible.

### 2.3 What is your vision for young women?

I once read a sentence that keeps rewinding inside my head every now and then, it is as the following (Everyone wants a strong woman, until she actually stands up, flexes her muscles, and projects her voice. Suddenly, she is too much.. ) I believe that young women are never too much, they are just enough for their self-achievement project and contribute to other women's projects. Although, they have a lot of potentials, they lack direction and guidance or even opportunities to express themselves. They are constantly put in molds that eliminate their progress, however, they never fail us to shine whenever they decide to break free. 'Strong Women! May we know them! May we be them. May we RAISE them!'



Selina ABDALLAH\*

For: Board

Member Association: YWCA Palestine

#### 2.4 What is your vision on the Christian principles, as stated in the Preamble of the World YWCA Constitution?

As a young female leader who has responsibility towards this world, I believe that people in general come together when they share same and/or common grounds, this doesn't necessarily mean based on race, religion or ethnicity. It means people work towards one goal when the common ground is based on humanity, love and acceptance. We always try to be part of something that ignites the human side in us. Thus, looking back to the vision and mission of the world YWCA, all programs challenge biases, prejudices and stereotypes to build up united community towards human rights-based goal.





**Kate NELISCHER**

**For: Board**

**Also running for Nominations Committee if candidate is not elected to the Board**

**Member Association: YWCA Canada**

**Language: English – Excellent / French – Weak**

### Questions completed by the member association making the nomination

#### What makes this person a good candidate for this role?

Kate has been involved in the YWCA Movement for many years, first as member of the Board at her local Member Association, and then since 2014 as a member of the Board of YWCA Canada. She has stepped into a leadership role. Taking on the position as Chair of the Nominating Committee. In that position, she has worked with not only the Board but also the broad membership and has proven herself to be an effective leader able to calmly navigate the committee through many and varied discussions.

Kate is always prepared for Board meetings and participates in a thoughtful manner. She has a strong understanding of the roles and responsibilities of a Board member, and of the importance of working within a policy framework for decision-making. She is committed to the mission and values of the YWCA Movement and has reflected that commitment not only through her work with the YWCA, but also through her professional career.

Kate is a thoughtful, engaged, dedicated Board member and would be a strong and effective member of the World YWCA Board.

### Questions completed by the nominee

#### 1. Personal Qualifications

##### 1.1 Present occupation/role in the YWCA.

I am a member of the YWCA Canada National Board. Through this position, I also serve as the chair of the Nominating Committee.



Kate NELISCHER

For: Board

Also running for Nominations Committee if candidate is not elected to the Board

Member Association: YWCA Canada

**1.2 Please give a summary of your educational and professional background.**

I am the Assistant Dean, Academic Planning and Governance, at the University Of Toronto Faculty Of Architecture, and a lecturer in city studies. I am also a PhD Candidate in Planning at the University of Toronto. My most recent publications explore women's right to the city and the history of women's housing. I previously worked in community engagement for the City of Toronto and a private urban planning firm. I hold an Honours Bachelor of Landscape Architecture and a Master of Design Writing.

**1.3 Describe how your experience and skills will contribute to your effectiveness as a member of the Board including YWCA and non YWCA experience. In particular consider qualifications and skills described under the Board Roles and Responsibilities.**

My eight years of board experience within the YWCA (including six at the national level and two at the local level) demonstrate commitment to and knowledge of the movement, as well as my ability to effectively carry out board responsibilities. Additionally, my professional background in facilitating community engagement for municipal governments and leading University governance will be an asset in contributing to policy development and implementation as a World Board member.

**1.4 Describe your volunteer Board experience. This may include YWCA or other organisation experience.**

I have served on the YWCA Canada National Board for the past six years. Previously, I served on the YMCA/YWCA Guelph Board of Directors for two years.

**2. What is your vision**

**2.1 What is your vision for the World YWCA movement for the next four years?**

My vision is for the World YWCA movement to continue to work towards becoming more inclusive and equitable. The unique structure of the organization, with many different national member associations with varying priorities, presents interesting opportunities and challenges to creating a unified movement. My hope is that the movement can continue to find new ways to collaborate more effectively and create an even stronger worldwide network of support for women and girls.



Kate NELISCHER

For: Board

Also running for Nominations Committee if candidate is not elected to the Board

Member Association: YWCA Canada

## **2.2 How are you going to work and achieve the vision and impact statement of the World YWCA?**

Open communications and collaboration between staff and volunteers across the movement is vital to achieving the World YWCA vision and impact statement. As a board member I will work to cultivate greater transparency to deepen trust across the movement, allowing for more productive and fruitful work. Leadership from the World Board in encouraging greater openness and acceptance is vital to achieving YWCA's vision of an inclusive world that prioritizes young women's leadership.

## **2.3 What is your vision for young women?**

My vision for young women is centred around increasing their representation in decision-making processes across all industries, governments, and geographies. The goal of increasing representation is to make young women's leadership an accepted and respected standard, valuing their unique perspectives. The YWCA's significant reach and respectability gives the organization the ability to advocate for power-sharing with young women from diverse backgrounds, experiences, and identities.

## **2.4 What is your vision on the Christian principles, as stated in the Preamble of the World YWCA Constitution?**

The Christian principles serve as an important means to guide the World YWCA in upholding its core values, including equity, diversity, inclusivity, freedom, justice, human dignity, peace, sustainability and health.







**Brittany TIBBO\***

**For: Board**

**Member Association: YWCA Canada**

**Language: English – Excellent / French – Good / Spanish – Weak**

### Questions completed by the member association making the nomination

#### What makes this person a good candidate for this role?

Brittany is an outstanding young woman who would bring valued experience and perspective to the World YWCA Board. She has been involved with the YWCA Movement for many years, including serving on the Board of her local Member Association and now serving on the Board of YWCA Canada. Through both her work with YWCA and her professional career she has developed a strong foundation in governance and planning. During her time on the YWCA Canada Board she has proven herself to be an effective and engaged Board member, willing to take on additional roles, such as leading the Steering Committee for the Annual Members Meeting. Brittany is always prepared for Board meetings, and has well-thought out and insightful questions. And as a young woman herself, she is committed to developing leadership opportunities for young women. Brittany would be a strong addition to the World YWCA Board.

### Questions completed by the nominee

#### 1. Personal Qualifications

##### 1.1 Present occupation/role in the YWCA.

Director, YWCA Canada

##### 1.2 Please give a summary of your educational and professional background.

Bachelor of Science (Biochemistry -Nutrition), Memorial University (NL CAN) Bachelor of Business Administration, Memorial University (NL CAN) Masters of Arts, Public Policy and Management (York , UK) Fellow of Information Privacy (2018), Certified Information Privacy Manager (2016), and Certified Information Privacy Professional- Canada (2015)

I have worked in Privacy and Data Protection for nearly five years and currently work for the Office of the Privacy Commissioner of Canada as a Senior Advisor. Prior to this work I worked in the Not for Profit Sector including 2 years as the NL Youth Coordinator for Equal Voice, promoting young women's engagement in politics



**1.3 Describe how your experience and skills will contribute to your effectiveness as a member of the Board including YWCA and non YWCA experience. In particular consider qualifications and skills described under the Board Roles and Responsibilities.**

My volunteer and professional experiences would contribute to my effectiveness as a member of the World YWCA board particularly in the areas of organizational governance and strategic planning. In my professional experiences I have been responsible for managing Privacy and Information Management programs which formed the foundation of data governance responsibilities and contributed to overarching governance models and legislative obligations. I also have experience participating in YWCA Canada Strategic planning sessions and have been a member of the governance committee.

**1.4 Describe your volunteer Board experience. This may include YWCA or other organisation experience.**

In addition to my YWCA experiences, other volunteer work has included:

/APP Canadian Advisory Board Member January 2017 - Present Health Research Ethics Board - Privacy Advisor March 2017 - October 2018

Towards Recovery - Provincial Services Team Member September 2017 - October 2018 City of St. John's Kenmount Terrace Park Planning Committee April 2015 - August 2017 TEDx Fort Townshend Organizing Committee Member August 2013-March 2013 Canadian Community Economic Development Network, Emerging Leader 2010 - 2012.

**2. What is your vision**

**2.1 What is your vision for the World YWCA movement for the next four years?**

My vision for the World YWCA over the next four years is to provide leadership to our Member Associations and continue work and focus on the 2035 vision. I hope that my experience from YWCA Canada a leader in the world movement and YWCA St. John's, a small rural member association of YWCA Canada can help inform the World YWCA's work in creating space for collaboration and networking among young women in order to meet the 2035 vision.

**2.2 How are you going to work and achieve the vision and impact statement of the World YWCA?**

Utilize my connections within YWCA Canada, Prepare for all meetings, Work collaboratively with other board members to maintain focus and direction, Leverage my expertise in governance and policy development to guide the work, Provide leadership in developing and fostering relationships with smaller MAs



Brittany TIBBO\*

For: Board

Member Association: YWCA Canada

### **2.3 What is your vision for young women?**

My vision for young women is for each young woman to be free from harm and to be given the opportunity to achieve their top potential.

### **2.4 What is your vision on the Christian principles, as stated in the Preamble of the World YWCA Constitution?**

I believe that my personal values align well with the Christian principles as outlined in the preamble of the World YWCA Constitution. Through mutual respect and responsible accountability, I hope to be able to contribute to a World YWCA that supports health, human dignity, justice and peace for all women and girls. From a very young age, I have fostered a personal commitment to volunteerism and integrity; helping others and upholding a strong set of moral standards by which I strive to live by.





**Andrea THAXTON**

**For: Board**

**Member Association: YWCA USA**

**Language: English – Excellent / French – Weak / Spanish – Weak**

### Questions completed by the member association making the nomination

#### What makes this person a good candidate for this role?

Andrea has not only been an active member of her local association for many years, she has also been an active member of our global movement particularly as it relates to governance and young women's leadership. She will make a great addition to the board of the World YWCA. She is hard working and dedicated to the YWCA.

### Questions completed by the nominee

#### 1. Personal Qualifications

##### 1.1 Present occupation/role in the YWCA.

I have been serving as the Executive Assistant of my local association, YWCA Charleston, West Virginia, just over nine years. I chair our local Young Women's Advisory Committee (YWAG) and lead a mentoring program for at-risk high school girls called YWCA Girl Talk. In 2018, I was elected to serve on the Executive Committee of the YWCA World Service Council.

##### 1.2 Please give a summary of your educational and professional background.

I attended college at the University of Charleston in West Virginia and studied marketing. After moving out of state for work, I returned to WV where I have been involved in the nonprofit sector for 12 years; 3 years with the Mental Health Association of WV and 9 years with YWCA Charleston. I attended the 28th World Council in Thailand as a voting delegate representing YWCA USA. In 2018, I attended the 62nd UNCSW and was elected to the Executive Committee of YWCA World Service Council. I was a founding member of YWAG and YWCA Girl Talk in 2012, which I continue to lead today.



**1.3 Describe how your experience and skills will contribute to your effectiveness as a member of the Board including YWCA and non YWCA experience. In particular consider qualifications and skills described under the Board Roles and Responsibilities.**

I have staffed many Board and non-Board committees which review financials, establish budgets, and screen new individuals to nominate for Board and committee service. I have participated in establishing strategic framework at the local, national, and global level, and implemented/tracked strategic plans and risk management procedures at the local level. I played a key role in ensuring our local bylaws met national standards. I have performed peer reviews of sister YWCA associations. I see myself as a strong, multi- generational communicator with supervisory and leadership skills.

**1.4 Describe your volunteer Board experience. This may include YWCA or other organisation experience.**

I have 12 years of experience working with various Boards and committees impacting change. I have worked closely with all of my Board Presidents and Executive Committee members. I am responsible for mentoring our young high school Board members to help them understand their Board responsibilities and keep them engaged. I keep the Board informed of World YWCA and YWCA USA news, and coordinate orientation. Due to my extensive work with non-profit Boards, I have had the opportunity to train young women in my community about how to engage with non-profits through committee and Board service.

**2. What is your vision**

**2.1 What is your vision for the World YWCA movement for the next four years?**

I envision being a part of helping World YWCA meet its 2035 goal of transforming the lives of 100 million young women and girls. I fully support the engagement, empowerment, and support of young women. I do not want to lose sight of the wisdom and value that women with experience bring to the vision. I envision a more unified World YWCA movement where many of the member associations are engaged in an intergenerational and international exchange and development program, as well as to deepen the domestic and international work of the YWCA.

**2.2 How are you going to work and achieve the vision and impact statement of the World YWCA?**

I plan to listen. We cannot be leaders if we do not learn to actively listen to others and value their thoughts and opinions. I will engage in meetings, converse with others, participate in activities, and educate those I encounter about the work of the World YWCA. I will continue my work engaging young women, empowering them, and creating the new leaders of today and tomorrow. I will do what I can to support the other Board members and staff of the World YWCA office in order to cultivate an empowering and supportive atmosphere.



Andrea THAXTON

For: Board

Member Association: YWCA USA

### 2.3 What is your vision for young women?

As a young woman with longevity in the YWCA movement, I have a deep rooted passion for the work of the YWCA. Engaging young women and girls is the future of our movement. If we lose sight of lifting up and empowering the generations to come, then our mission will not live on beyond us. If someone older, wiser, and more experienced than me had not made a seat for me at the table 9 years ago, I would not be who or where I am today. I feel it is important to help other young women achieve their potential and create spaces where they can be heard, where they can learn, and where they can grow.

### 2.4 What is your vision on the Christian principles, as stated in the Preamble of the World YWCA Constitution?

My Christian beliefs are the foundation for social change; the belief that every human is made in the image of God. Jesus was the ultimate champion of social justice. In a time when a woman's testimony was not even allowed in the court of law, He regarded women with honor and dignity. He said the lives of children mattered. He consistently stood up for the mistreated, neglected, victimized, and forgotten. At times, He stood alone. If we are to live in the image of God, then we are all responsible for our part. I would be honored to do my part with World YWCA to create a world where justice, peace, health, human dignity, and freedom are promoted and sustained.





**Lucy LLOYD-BARKER**

**For: Board**

**Member Association: YWCA Aotearoa/New Zealand**

**Language: English – Excellent / French – Weak / Spanish – Weak**

### Questions completed by the member association making the nomination

#### What makes this person a good candidate for this role?

Lucy Lloyd-Barker has served actively in the YWCA as an Operations Manager and a Deputy CEO of a Member Association and is currently Co-President of Hamilton YWCA. Lucy's strong leadership skills have been influential in her work within the YWCA and the industries she has worked in. Her commitment to the YWCA has seen her contribute significantly through her management and governance roles to provide strategic direction and vision to achieve change for young women within her communities. Being aware of the challenges faced by all women especially young women globally inspires Lucy to join diligently with others to address these issues.

Lucy has sought to continue her involvement with the YWCA as she has relocated cities, she firmly believes in the purpose and core values of our movement. She embraces diversity in all aspects of her involvement and seeks opportunities to ensure all women have the opportunity to be heard and be supported. It is without hesitation that we recommend Lucy as a candidate for the World Board because within the roles she has had, she has always upheld the values of the Aotearoa New Zealand movement.

### Questions completed by the nominee

#### 1. Personal Qualifications

##### 1.1 Present occupation/role in the YWCA.

Co-President of Hamilton YWCA New Zealand

Previously Operations Manager and Deputy CEO of Auckland YWCA New Zealand

Member of both Auckland and Hamilton YWCAs New Zealand



Lucy LLOYD-BARKER

For: Board

Member Association: YWCA Aotearoa/New Zealand

**1.2 Please give a summary of your educational and professional background.**

Diploma in Business Administration (UK), Business & Life Coach, NZ Business Mentor, Prince2 Project Management – Practitioner, Acupuncture Practitioner/Tutor (Shanghai), Health & Fitness Instructor/Tutor, National Certificate in Adult Education and Training – L4, Health & Safety Representative, Pre-Hospital Emergency Care, Counsellor.

Industries worked/volunteered include: NFP, Government, Healthcare, HMForces UK.

Marketing and Adult Education. Roles inc. General Manager, Director and CEO.

**1.3 Describe how your experience and skills will contribute to your effectiveness as a member of the Board including YWCA and non YWCA experience. In particular consider qualifications and skills described under the Board Roles and Responsibilities.**

I believe the diversity of industries and roles I have experienced will help me support & drive a global strategic view to transform power structures for all women. My international exposure from living and working in UK, Europe, Russia, Sri Lanka & New Zealand has given me an understanding of challenges faced across many cultures and countries by women. Strong leadership, management, strategy, HR, communications and education are key skills I would bring.

**1.4 Describe your volunteer Board experience. This may include YWCA or other organisation experience.**

Board member of the UltraForce Group – International Recruitment & Consultancy (Health and leisure industries). First Chair of Women in Recreation – Recreation Leaders NZ Co-President Hamilton YWCA NZ. Advisor to New Lives Animal Rescue Charity (NZ) board.

**2. What is your vision**

**2.1 What is your vision for the World YWCA movement for the next four years?**

Creating greater visibility through higher profile advocacy for the work of World YWCA and therefore every member association. Our history of achieving change can be used to drive our strategic vision of transformative leadership, human rights and sustainability of the movement. Collaboration can be explored to gain greater reach and increased outcomes. I look forward to reviewing the strategy outcomes to date (due to end 2019) so the next four years can be clearly mapped out, ready to further our support and celebration of all women.





## 2.2 How are you going to work and achieve the vision and impact statement of the World YWCA?

Learn more of the achievements and challenges to date, understand the detail, focus and drive from those already leading the global movement. Agree how best to contribute to and collaborate for the success of our strategy and the forward focus for all YWCA's. Set clear goals, map actions and make outcomes happen. Lead from heart, using knowledge and nimble planning to shape and measure the strategic goal of success for all women, increasing the number every day so the 25 million will only grow!

## 2.3 What is your vision for young women?

Empowerment, freedom, equality and a core belief that we can do anything we set our hearts and minds to. Helping women to take those first steps, find information needed to make change, provide relevant support through education and advocacy. The Leadership Academy will reach many more through technology as well as on the ground, to create a ground swell of confident, empowered young women to lead the permanent changes needed in our world. Those we support become our new ambassadors for all women.

## 2.4 What is your vision on the Christian principles, as stated in the Preamble of the World YWCA Constitution?

I believe Christianity embraces all religions and peoples, champions equality, freedom, justice and diversity, thereby supporting an inclusive and caring world. My mother was raised in a convent, brought up Christian, am comfortable with Buddhism and respect all others' beliefs. I have a healthy desire to bring about equality through understanding and demonstrating integrity at all levels. We also need to support positive change through education, improved healthcare and pastoral care wherever possible.





Charlotte MUGGERIDGE\*

For: Board

Member Association: YWCA Aotearoa/New Zealand

Language: English – Excellent / French – Weak / Spanish – Weak

### Questions completed by the member association making the nomination

#### What makes this person a good candidate for this role?

Charlotte has been involved with the YWCA for the past two years, serving as a Board Member and now as Co-President of YWCA Hamilton. As a young woman, Charlotte's dedication and passion to see equality for every woman of New Zealand is inspiring. Charlotte has made a significant impact within New Zealand's wider women's sector through academia, advocacy and policy reform. Charlotte embodies the YWCA values and her empathy and compassion for others is reflected in the strategic conversations she leads.

Charlotte would be an excellent candidate for the World Board because of her legal skills and experience in policy development and advocacy. More importantly, the culture Charlotte sets of inclusivity and innovation would help steer the World YWCA towards a future that draws our global movement together and strengthens it so we remain sustainable for future generations of girls and young women.

### Questions completed by the nominee

#### 1. Personal Qualifications

##### 1.1 Present occupation/role in the YWCA.

I am currently Co-President of the YWCA Board, Hamilton.



**1.2 Please give a summary of your educational and professional background.**

I graduated from the University of Waikato in 2015 with a Bachelor of Arts (Political Science) and a Bachelor of Laws. In 2018, I received my Masters in Political Science with first class honours. My thesis for this degree included the topic "Income Inequality, Voter Turnout and Employment in 2005-2014 Elections in New Zealand". For my working career, I started at Waikato District Council in 2015 where I worked on local authority property matters. In 2017, I moved to McCaw Lewis Lawyers Ltd, where I am currently employed as a Senior Solicitor with my focus being local government and environmental law.

**1.3 Describe how your experience and skills will contribute to your effectiveness as a member of the Board including YWCA and non YWCA experience. In particular consider qualifications and skills described under the Board Roles and Responsibilities.**

I have gained experience through commercial operations and the running of a YWCA. This also included strategic planning. I have also learnt the importance of differentiating opinions being key to a successful board. I am currently leading the development subcommittee with the goal of expanding our hostel, which includes the rebuild of the current hostel in Hamilton. In my legal career, I have successfully gained charitable status for a Trust that had been declined, negotiated with local authorities for the best outcome for my client and written legal opinions based on fact and law.

**1.4 Describe your volunteer Board experience. This may include YWCA or other organisation experience.**

I have been a board member of the YWCA Hamilton for 21 months, currently Co- President. I have been involved with National Council of Women for 3 years and I am currently President of the Hamilton Branch, a role I have held for the last 22 months. Through my work with NCW, I have contributed to submissions to central government on issues that affect women, this includes: Abortion Law reform, mental health and addiction, earthquake commission bill, employment (Pay Equity and Equal Pay) bill, and the Fertility Services Standard. This has allowed me to have knowledge of issues that are affecting women.

**2. What is your vision**

**2.1 What is your vision for the World YWCA movement for the next four years?**

To encourage, empower and support women to feel safe and communicate their ideas in their community. To create and promote opportunities that are accessible to 100 million young women, whether that be in their local communities or a virtual hub they can reach. To have the World YWCA as an education tool women can refer to and use. I also see the Work YWCA creating a sustainable future for national branches.



## 2.2 How are you going to work and achieve the vision and impact statement of the World YWCA?

By using my skills and voice from a New Zealand perspective to assist in creating sustainable policies, strategies and programs for the World YWCA that will offer inclusiveness of all women, regardless of race or class, and harbour a safe space for development. Use my advocacy skills to be a voice for New Zealand young women, keeping up-to-date with law changes and continue assisting in submissions to central government. From this, issues close to the hearts of New Zealanders will be communicated on a world platform.

## 2.3 What is your vision for young women?

To enable all women to excel in any area desirable by that young women. To feel no barriers and be supported in personal decisions a woman may make. For their voice to be heard and not falling on ears that believe 'she will grow out of it'. To create a pathway for future young women, to move the rocks and pebbles that currently block young women from being successful.

## 2.4 What is your vision on the Christian principles, as stated in the Preamble of the World YWCA Constitution?

The Christian principles of "a fully inclusive world where justice, peace, health, human dignity, freedom and care for the environment are promoted and sustained by women's leadership" is a message worthy of being promoted now and in 100 years' time. I vision these values being used and referred to in any decision made by the world board, and at times of difference, these values are what will keep us connected and focused on the overall World YWCA goals. I would ensure these values are reached to all persons who interact with the World YWCA and that inclusiveness is given to any women.





**Vanessa BEGGS**

**For: Board**

**Also running for Vice President and Nominations Committee**

**Member Association: YWCA Australia**

**Language: English - Excellent**

### Questions completed by the member association making the nomination

#### What makes this person a good candidate for this role?

We believe Vanessa possesses the skills and experience that the World Y Board needs at this time.

### Questions completed by the nominee

#### 1. Personal Qualifications

##### 1.1 Present occupation/role in the YWCA.

Formerly the CEO of YWCA NSW, involved in the negotiations to merge the previous 10 Australian associations into a single, united, national organisation. Strong track record in improving the financials and operations of the YWCA to ensure sustainability and redirect more funds to the front line. Now have a strong desire and drive to contribute to the YWCA movement in a global capacity.

##### 1.2 Please give a summary of your educational and professional background.

Over 25 years' experience in senior executive roles in not for profit, corporate and government specialising in strategy, financial performance, business transformation, HR and operations. Holds a Bachelor of Applied Science (Land Economics), Grad Diploma in Management, Masters of Corporate Real Estate and a Graduate of the Australian Institute of Company Directors.



Vanessa BEGGS

For: Board

Also running for Vice President and Nominations Committee

Member Association: YWCA Australia

**1.3 Describe how your experience and skills will contribute to your effectiveness as a member of the Board including YWCA and non YWCA experience. In particular consider qualifications and skills described under the Board Roles and Responsibilities.**

Deep experience in the development and implementation of strategic plans at the Board level, at YWCA NSW and other not for profit organisations whom I have served as a Board Director including Corenet Global, and Scouts NSW, Will also bring strong capability in policy and governance development and implementation. Excellent stakeholder engagement and negotiating capability, able to broker and facilitate agreements.

**1.4 Describe your volunteer Board experience. This may include YWCA or other organisation experience.**

2018 – Current: DriveAbout World Pty Ltd (Edutech start up) Non Executive Director  
2017 – 2018: YWCA NSW Board, CEO and Executive Director.  
2014 – 2017: University of Sydney, School of IT Industry Advisory Board.  
2013 - 2016: NICTA (CSIRO) Digital Careers National Steering Committee  
2011 – 2014: Scouts NSW Property Advisory Board.  
2008 – 2014: Corenet Global, NSW Board member

**2. What is your vision**

**2.1 What is your vision for the World YWCA movement for the next four years?**

From a service perspective: Greater empowerment of women and girls around the globe, with particular focus on advocating for systemic change in regions where women's rights are diminished, and increasing safety and inclusivity for all women.

From an organisational perspective: Increased financial rigour to ensure future sustainability of the movement.

**2.2 How are you going to work and achieve the vision and impact statement of the World YWCA?**

Taking an active approach to achieve the goals of the YWCA. Considered decision making, increasing the reach of the movement, enabling more women and girls to live in a safe, just and equitable world free from violence. This can be achieved through increased advocacy and lobbying for change, and with greater education and skill training, encouraging women to take a stand – stronger together. Underpinning this activity will be a drive to share and leverage best practice across regions, eliminating duplication and simplifying operations.



Vanessa BEGGS

For: Board

Also running for Vice President and Nominations Committee

Member Association: YWCA Australia

### 2.3 What is your vision for young women?

To live free of violence in a safe and just world – with equal opportunities.

To be supported and encouraged to learn, create, challenge and achieve – given the space and opportunity to do for themselves rather than be told or cloistered.

### 2.4 What is your vision on the Christian principles, as stated in the Preamble of the World YWCA Constitution?

That in the Christian tradition, the doors of the YWCA be open to all people, of all backgrounds and religions. As a practicing Christian, I wholeheartedly encourage a culture and practice of inclusion, tolerance and service to others.

## Questions for the position of World YWCA Vice President

### 1. Describe your skills and experience in a leadership role in a volunteer organisation.

A former CEO of YWCA NSW, I successfully led the organisation through one its most tumultuous periods, as it prepared to transition from a federated structure to a national organisation. Readyng teams, communicating with our volunteers, partners, clients and other stakeholder groups – role- modelling confidence in the new structure and management.

### 2. Outline how you meet the qualifications and skills requirements as set out in the roles and responsibilities for the Vice President.

Excellent knowledge and experience of the YWCA movement. Adherence to the World YWCA Constitution, Strategic Plan and the Standards of Good Management and Accountability (SGMA).

Deep experience in governance, finances, strategic planning, legal frameworks and requirements, and organisational requirements – both employee and volunteer.





**Georgina MORPHETT\***

**For: Board**

**Member Association: YWCA Australia**

**Language: English – Excellent / Spanish – Weak**

### Questions completed by the member association making the nomination

#### What makes this person a good candidate for this role?

Georgina, a Young Woman, has skills and experience which would benefit the World YWCA Board.

### Questions completed by the nominee

#### 1. Personal Qualifications

##### 1.1 Present occupation/role in the YWCA.

I am presently a member of the inaugural YWCA Australia Young Women's Council. In this role, I am working with other members of the Council across Australia to develop a charter for the Council, and working towards the development of a young women's engagement strategy for the YWCA to use more broadly. It is exciting to be a part of shaping the agenda and priorities for young women in the newly amalgamated YWCA Australia. I have previously been a member of the YWCA Adelaide Nominations Committee, and enjoy being involved in the YWCA community.

##### 1.2 Please give a summary of your educational and professional background.

I completed a Bachelor of Laws and a Bachelor of Arts (majoring in Politics and International Studies) in 2017 at the University of Adelaide. I am currently completing my Graduate Diploma in Legal Practice, and will commence my Masters of Law in 2019 at the Australian National University. I have recently completed my graduate year as a legal graduate at the Australian Taxation Office, and am now placed permanently in the Review and Dispute Resolution (Litigation) team. I have experience in public policy development, as well as in retail, tutoring, and governance roles.





**1.3 Describe how your experience and skills will contribute to your effectiveness as a member of the Board including YWCA and non YWCA experience. In particular consider qualifications and skills described under the Board Roles and Responsibilities.**

I have experience on a number of boards and committees, which places me well to contribute to the work of the YWCA World Board. I am skilled in strategic planning, financial oversight and risk management from a governance perspective. I am trained in cross-cultural communication and negotiation, which are important skills for a global forum like the World YWCA. I have experience making difficult and complex decisions as a Director, and in critically analysing information. My varied board experience will allow me to approach the challenges of the World YWCA Board.

**1.4 Describe your volunteer Board experience. This may include YWCA or other organisation experience.**

I am currently the President and Chair of the Board of the Youth Affairs Council of South Australia (YACSA), which is the peak organisation for young people and the youth sector in South Australia. In previous Board Directorships, including as a member the University of Adelaide Council, and the Adelaide University Union Board, I have been involved in strategic planning, staff recruitment decisions, and commercial decision-making. I am practiced in risk identification (both strategic & realised) and in evaluating all areas of the organisation including business activity and advocacy.

**2. What is your vision**

**2.1 What is your vision for the World YWCA movement for the next four years?**

My vision for the next four years of the World YWCA movement is to raise the profile of the work of the World YWCA, and to expand the role and engagement of young women in the organisation. I look forward to the World YWCA continuing its work in global advocacy and the empowerment of women. I see the next four years as a key time to ensure that the World WYCA is on track to achieve the priorities set for 2035, and that women of all backgrounds are on the shared journey. Expanding the global movement to include more young women, and focussing on development is critical.

**2.2 How are you going to work and achieve the vision and impact statement of the World YWCA?**

As a Board member of the World YWCA, I hope to contribute to the vision of the YWCA by providing my skills in governance and strategic oversight. I also see my membership of the World Board as a practical example of the YWCA developing and encouraging young women's participation in governance, particularly rural women. I am skilled in identifying gaps & working towards long-term goals. I view the role of the Board as both a monitoring & proactive responder to the changing global environment & leading the organisation through various global challenges.



### 2.3 What is your vision for young women?

My vision is for a world in which young women are empowered & encouraged to pursue a life & career of their choosing, and that all young women globally will have a safe, fulfilling & empowered life, in which they are not inhibited by their gender. I want all women to be valued, supported & encouraged by their communities. Young women & girls globally will understand the value & power of the women's movement, with a respectful view of the women who came before them, & possess a passion to create a better world for the young women who come after them.

### 2.4 What is your vision on the Christian principles, as stated in the Preamble of the World YWCA Constitution?

The values of the YWCA as outlined in the World YWCA Constitution are values that I uphold in my everyday work and life. I believe in the power of diversity, integrity & mutual respect, & see these values, as well as all others referenced in the Constitution, as integral to the success and strength of the wider global women's movement. Service to humanity, with a focus on justice & peace is a central part of the work of the World YWCA, and its Board. My vision is that the World YWCA will continue to live & work by these values as a leader for women's empowerment globally.





**Debbie NORMAN**

**For: Board**

**Also running for Vice-President**

**Member Association: YWCA Australia**

**Language: English – Excellent / Chinese Mandarin – Weak**

### Questions completed by the member association making the nomination

#### What makes this person a good candidate for this role?

We believe Debbie possesses the skills and experience that the World YWCA Board needs at this time.

### Questions completed by the nominee

#### 1. Personal Qualifications

##### 1.1 Present occupation/role in the YWCA.

- Immediate past President & Chair YWCA Adelaide (pre-National Australian merger)
- Provision of voluntary HR Expertise to YWCA Australia CEO (Talent Acquisition, Employee Relations)
- Mentor within the SHE Leads program

##### 1.2 Please give a summary of your educational and professional background.

I am a graduate of the Australian Institute of Company Directors program, and have qualifications in Executive Talent Management, a Masters in HR Management, a Graduate Diploma in Business and a Bachelor of Health Science. 20+ years' experience in human resources and leadership and am most engaged in situations involving significant organisational change, including mergers & acquisitions. Key strengths include people & performance management, risk management, stakeholder engagement & collaboration and influencing & managing change.



Debbie NORMAN

For: Board

Also running for Vice-President

Member Association: YWCA Australia

**1.3 Describe how your experience and skills will contribute to your effectiveness as a member of the Board including YWCA and non YWCA experience. In particular consider qualifications and skills described under the Board Roles and Responsibilities.**

My executive leadership experience in corporate business has provided me transferable experience in developing and implementing strategic vision, values and objectives, together with managing performance and stakeholder expectations. As Director of Human Resources for a global technology company, I lead the organisational development function, working closely with the executive and global teams to implement strategic objectives around leadership, talent, performance and engagement, contributing to successful achievement of global business goals.

**1.4 Describe your volunteer Board experience. This may include YWCA or other organisation experience.**

Four years with the YWCA Adelaide Board as President and Chair, Vice President and Executive Convener. I was also an active influencer in the successful 2018 YWCA national merger of 10 YWCA entities. In this merger, I provided significant contribution to the Governance group, and was elected to the Leadership Selection Group which recruited and appointed the inaugural skills based national board and CEO. I was also involved in multiple committees during the YWCA merger and at YWCA Adelaide, including Human Resources, Finance & Risk committees.

**2. What is your vision**

**2.1 What is your vision for the World YWCA movement for the next four years?**

My vision is that the World YWCA movement becomes globally renowned and sought after by governments, commercial business and for purpose enterprise for guidance on all gender quality issues and solutions. I want the strength of women and girls to drive equality in all aspects of our lives around the world.

**2.2 How are you going to work and achieve the vision and impact statement of the World YWCA?**

I will work collaboratively with my local, national and international sisters to represent our collective right to ensure all women develop their leadership potential. Leadership to influence and implement changes will ensure we create not only a world that is safe for all, but a world where women are empowered and continue to advocate for the needs of others. My professional experience provides the background for developing leaders, driving solutions and collaborative decision making.



Debbie NORMAN

For: Board

Also running for Vice-President

Member Association: YWCA Australia

### 2.3 What is your vision for young women?

I envision a world where all young women grow up and there is no difference in their opportunities, safety or power to achieve compared to that of a young man.

### 2.4 What is your vision on the Christian principles, as stated in the Preamble of the World YWCA Constitution?

I envision that the Christian principles on which the YWCA was founded continue to support women of other religions and non-religious women until a truly secular global society is achieved. That is, where an individual women's religion does not impact on her right to be equal.

## Questions for the position of World YWCA Vice President

### 1. Describe your skills and experience in a leadership role in a volunteer organisation.

Four years with the YWCA Adelaide Board as President and Chair, Vice President and Executive Convener. I was also an active influencer in the successful 2018 YWCA national merger of 10 YWCA entities. In this merger, I provided significant contribution to the Governance group, and was elected to the Leadership Selection Group which recruited and appointed the inaugural skills based national board and CEO. I was also involved in multiple committees during the YWCA merger and at YWCA Adelaide, including Human Resources, Finance & Risk committees.

### 2. Outline how you meet the qualifications and skills requirements as set out in the roles and responsibilities for the Vice President.

I have 20 + years of leadership experience in corporate business, not for profit entities and community & sporting organisations. I am a graduate of the Australian Institute of Company Directors program which provides qualifications in board leadership, board roles & responsibilities, financial and ethical governance. I have four years of practical board experience with YWCA Australia and YWCA Adelaide as President, Vice President, Executive Convenor, board member and committee member. I encourage collaborative decision making and diverse discussion.



## List of candidates running for the positions of Nominations Committee Member at World Council 2019

### NOMINATIONS COMMITTEE

#### Africa

Rose Coquette NOUNA Epse BASSANG'NA £,  
Cameroon Nelly LUKALE £, Kenya  
Dédé Fafa Eyam, ATTIOGBE\* \$ £, Togo

#### Asia

Young Hee WON#, Korea

#### Europe

Jeannette VAN DONGEN £, the Netherlands

#### Latin America

Valeria ROJAS BORDA\*, Bolivia  
Gabriela Sofia CERDA OYARCE\* £, Chile

#### Middle East

Eman ABBASI \* \$, Jordan

#### North America

Kate NELISCHER £, Canada  
Lynne KENT #, Canada  
Debra STOCK, USA

#### Pacific

Vanessa BEGGS \$ £, Australia

- \* Young woman of 30 years of age or under
- # Currently in the Nominations Committee 2016-2019
- \$ Running for Nominations Committee member if candidate **is elected** as World Board member
- £ Running for Nominations Committee member if candidate **is not elected** as World Board member

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For your reference, this is a list of the current World YWCA Nominations Committee Members 2016-2019 who are standing for re-election to the Nominations Committee during the World Council 2019.

Young Hee WON, Korea

Lynne KENT, Canada





**Rose Coquette NOUNA Epse BASSANG'NA £**

**For: Nominations Committee**

**Also running for Board**

**Member Association: YWCA Cameroon**

**Language: English – Good / French – Excellent / Spanish – Weak / Bassa – Excellent**

### Questions completed by the member association making the nomination

#### What makes this person a good candidate for this role?

Mrs. Rose Coquette NOUNA would make a good candidate for this role for several reasons.

Mrs. Rose Coquette is the head of the Yaoundé 6 Municipal Branch within ELECAM (a body in charge of election organisation and management in Cameroon) and coordinates a team of 17 electoral process collaborators and 12 other stakeholders. She thus has strong experience in the management of the electoral process, qualities that give her high moral integrity coupled with a perfect mastery of the ethical principles of the Nominating Committee members.

In fact, she has been a member of the YWCA Cameroon since its creation in 2014, and coordinates the YWCA Sakbayemi branch activities. She is a member of the YWCA Cameroon National Executive Committee and actively participates in all meetings.

She has a perfect command of the World YWCA statutes and legal framework, its priorities and governance policies, good management, and accounting.

### Questions completed by the nominee

#### 1. Personal Qualifications

##### 1.1 Present occupation/role in the YWCA.

President of the YWCA Sakbayemi branch and a member of the National Executive Committee.





Rose Coquette NOUNA Epse BASSANG'NA £

For: Nominations Committee

Also running for Board

Member Association: YWCA Cameroon

**1.2 Please give a summary of your educational and professional background.**

I hold a Bachelor's degree in Science and a Master's degree in Government Procurement and Contracts Law obtained from the University of Yaounde II. Currently, as the head of the Yaoundé 6 Municipal Branch, I lead a team of 29 people and cover a district with nearly 87,000 voters in 233 polling stations. I am responsible for training all members of local polling committees. I have a perfect command of the electoral process and I have considerable experience in marketing, accounting, and management.

**1.3 Please provide your experience of a Nominations Committee or Board election process.**

I am a volunteer member of the YWCA Cameroon National Executive Committee where I actively participate in all meetings. I participate in the implementation of the policies approved by the National Council and play a major role in research on strategies for the meaningful involvement of young women. I contribute to the preparation of annual financial reports and budgets.

**1.4 Describe your volunteer Board experience. This may include YWCA or other organisation experience.**

I am a member of the Guienting II Rural Women's Association in Ombessa (a rural area of Central Region). I sit on a voluntary basis on the Executive Committee of this association called the "Committee of the Wise". The role of this Committee is to consider strategies to encourage rural women to network, with the aim of increasing their agricultural production and facilitating the sale of their products at the local market.

**1.5 List the skills and experiences you have that will contribute to your effectiveness as a Nominations Committee member, including relevant YWCA and non-YWCA experience.**

The functions of the position of Head of the Yaoundé 6 Municipal Branch that I currently hold give me strong experience in the management of elections. I cover a district with nearly 87,000 voters in 233 polling stations. Among other things, I am in charge of receiving applications, and selecting and training all members of local polling committees.





**Nelly LUKALE £**

**For: Nominations Committee**

**Also running for Board**

**Member Association: YWCA Kenya**

**Language: English – Good / Spanish – Weak / Swahili – Good**

### Questions completed by the member association making the nomination

#### What makes this person a good candidate for this role?

Long Standing Membership at YWCA with known and tested leadership abilities.

### Questions completed by the nominee

#### 1. Personal Qualifications

##### 1.1 Present occupation/role in the YWCA.

I am the current Chairperson of YWCA Kenya Nairobi Branch.

##### 1.2 Please give a summary of your educational and professional background

I am a trained community health professional with proven work experience in sexual and reproductive health and rights (SRHR) for women and girls for over 10 years. I have Proven work record at administering leadership management projects and excellent in team work and communications skills.

##### 1.3 Please provide your experience of a Nominations Committee or Board election process.

As a former nominations committee member of the Association of the Welfare of Children and Youth Kenya (AWCY), I had an opportunity to participate in the nominations for Board members of the association. I was part of the group that was going through the nomination process which included going through all the applications, shortlisting and overseeing the election process. This gave me an overview of how elections are carried out and all the details that are needed during any electoral process. I also learnt to stand by every rule and regulation that pertains elections no matter what or how it is done.



Nelly LUKALE £

For: Nominations Committee

Also running for Board

Member Association: YWCA Kenya

#### 1.4 Describe your volunteer Board experience. This may include YWCA or other organisation experience.

I have been a board member for my national association which is YWCA Kenya and I am currently serving as the chairperson for my local branch which is Nairobi. These opportunities have given me a platform to grow and get to learn and know the YWCA in depth. I am now able to advocate for issues affecting women and girls without any fear and this is because I was given a platform to grow, learn and practice. This has enabled me to grow into a self-initiating, disciplined young woman with a self-controlled drive committed to achieve my career goals.

#### 1.5 List the skills and experiences you have that will contribute to your effectiveness as a Nominations Committee member, including relevant YWCA and non-YWCA experience.

Chairperson of the (YWCA) Nairobi Branch

- i). Preside over the Branch Annual General and the Branch Executive Committee meetings;
- ii). Ensure that all Branch meetings take place as per the schedule and all members attend;
- iii). Provide general guidelines related to the affairs of The Association;
- iv). A signatory to The Association's Branch bank account(s) and any relevant contractual agreement at the Branch level;
- v). Ensure that all the Branch Committees undertake their responsibilities and timely attend to matters that arise; and
- vi). The official representative of the Branch on matters that take place within the Branch's jurisdiction.

Co-founder and Director at Hope in Action health and Hygiene Network Kenya

- i). To represent and act on behalf of the organization;
- ii). Keep full complete, and up-to date record of the organization's affairs;
- iii). Provide oversight, supervisory and technical support to the organization's staff;
- iv). Provide leadership in the implementation of policies and strategies of the organization;
- v). Present periodic reports to the Organization's Board;
- vi). Document and keep all the minutes of the organization's Board and other meetings as may be necessary according to the existing policies and laws and





Dédé Fafa Eyrar, ATTIOGBE\* \$ £

For: Nominations Committee

Also running for Board and Vice-President

Member Association: YWCA Togo

Language: English – Excellent / French – Excellent / Spanish – Weak / German - Good

### Questions completed by the member association making the nomination

#### What makes this person a good candidate for this role?

Dédé ATTIOGBE served the YWCA Togo for fourteen (14 years). To this end, she has a good command of how the YWCA works. She is dynamic, competent. She is a woman of vision who brings positive change wherever she is. With the experiences gained, we remain confident that she will participate actively and effectively in the meetings to enrich the debates, learn and share the experiences so that the meetings will be fruitful for more positive impact in the world.

### Questions completed by the nominee

#### 1. Personal Qualifications

##### 1.1 Present occupation/role in the YWCA.

Currently, I am the National Youth Coordinator, and since January 2019 I have voluntarily assumed the post of the Acting National General Secretary (following the death of the National General Secretary, pending his replacement) of YWCA Togo.

##### 1.2 Please give a summary of your educational and professional background

A trained translator, I obtained my degree in Translation (French, English, and German) at the Ghana Institute of Languages. Since then, I have put my skills to work to break down language barriers. I gained professional experience during seven (7) years as an independent translator-interpreter in various institutions, including the Presidency of the Republic of Ghana, Compassion International-Togo, and West African Cabinet of Translation and Interpretation. I also teach English in high schools in Lomé.



Dédé Fafa Eyram, ATTIOGBE\*

For: Nominations Committee

Also running for Board and Vice-President

Member Association: YWCA Togo

### 1.3 Please provide your experience of a Nominations Committee or Board election process.

From 2005 to 2009 I was the president of YWCA Togo's first-ever youth section; from 2009 to 2013 I was the first National Youth Vice-President, since 2013 I have been the National Youth Coordinator. In 2019, I voluntarily assumed the post of the Acting National Secretary General of YWCA Togo. I have managed projects; organised training workshops for young people on matters of their Rights and Obligations, Sexual and Reproductive Health, and early marriage; and participated in the delivery of projects concerning violence against women.

### 1.4 Describe your volunteer Board experience. This may include YWCA or other organisation experience.

We were created to be at the service of others. With this in mind, I find great pleasure in volunteering for changing the status of women and girls through my leadership at YWCA Togo. I have experience in communication, negotiation, strategic planning, interpersonal relations, and organizational governance through my volunteer work on the Executive Committee of YWCA Togo.

### 1.5 List the skills and experiences you have that will contribute to your effectiveness as a Nominations Committee member, including relevant YWCA and non-YWCA experience.

As an expert in translation, I have a good command of English, French, and German. My availability, my language skills, and the experiences I gained in Togo and abroad, and also through my participation in the World Council, will be a great asset for the role and responsibilities of Vice President. As a volunteer in YWCA Togo Executive Office for many years, the areas of negotiation, communication, and interpersonal skills, as well as the World YWCA and its priority action areas, hold no secrets from me.





**Young Hee WON#**

**For: Nominations Committee**

**Member Association: YWCA Korea**

**Language: English – Excellent / French – Weak / Spanish – Weak / Korean - Excellent**

### Questions completed by the member association making the nomination

#### What makes this person a good candidate for this role?

Dr. & Professor Won joined YWCA as a member of University YWCA in 1973 and had worked for a year and a half after college at the Seoul YWCA as a coordinator of International Corporative Committee. After she got her master's degree in the United States, she returned to Seoul YWCA as a committee member of International Affairs in 1989. And she has been serving the YWCA of Korea as an elected board member since 2000. She had worked as the chairperson of the Human Resources Committee while completed her PhD majoring Translation Studies in Korea. She also served as a chairperson on the preparatory committee in the YWCA of Korea for the 2012 YWCA ITI (November 2012, Seoul, Korea), planning the training program and training YWCA members and staffs from all over the world YWCAs to grow bold and transformative leaders.

As a Executive board Member, Dr. Won has been elected as the Vice President of the National YWCA of Korea since 2016 and has been dedicating her time and effort to carry out her role to give common vision, mission and purpose for the movement of all 52 regional YWCAs of Korea until today. As a Chairperson of the local YWCA Management Committee, Dr. Won has closely been supporting the regional YWCA and has played a vital role in rejuvenating the core YWCA movements (anti-nuclear energy movement, gender quality movement, peace movement and etc) nationwide.

Globally she had carried out her roles as a board member of the World YWCA between 2011 and 2015, and has been serving the World YWCA as the Nomination Committee Member since 2015. Through her engagement and experiences with the World YWCA, she has made herself familiar with the World YWCA Constitution, Strategic Plan and the Standards of Good Management and Accountability.

Dr. Won has shown strong commitment to the YWCA movement and act honestly through her long-term involvement with and dedication to the organization. She has been worked with people who have different social, economic, political and cultural backgrounds and maintained her duties free from discriminatory behavior. With her experiences in the YWCA of Korea and the World YWCA and with her qualification and skills, she will conduct well the role of the Nominations Committee.



Young Hee WON#

For: Nominations Committee

Member Association: YWCA Korea

## Questions completed by the nominee

### 1. Personal Qualifications

#### 1.1 Present occupation/role in the YWCA

- Board member of the World YWCA/ Nomination Committee Member
- Executive Board Member (Vice President of the National YWCA of Korea)\_
- Chairperson of Personelle Committee of National YWCA of Korea (인사위원장)
- Committee member of the International Cooperative Affairs of the Seoul YWCA of Korea

#### 1.2 Please give a summary of your educational and professional background

- PhD. in English Literature & Language, majoring TRANSLATION STUDIES
- MA in English Literature and Language, majoring American Literature in the USA.
- Professional Translator, Completed 17 books , English into Korean.
- Author of the textbook on Translation Studies, and an Editor, and a Poet.
- President of the CR Translation Institute
- Professor, adjunct. Dept. of Translation & Interpretation of Handong University, Korea.

#### 1.3 Please provide your experience of a Nominations Committee or Board election process.

As a long term committee member of the international affairs in the Seoul YWCA more than 25 years, I have many opportunities to meet young people in their 20s and 30s who were interested in the YWCA movement. Simultaneously as the board member of the National YWCA of Korea and the chairperson of the HR committee several years ago, I could have had a good opportunity to take good care of their leadership, giving them opportunity to grow in the YWCA and gradually empower. When they were about to be ready to grow more, I recommended them to nominate a board member of the Seoul YWCA one after the other. Now eventually four of them are in the Board. In Korea, mostly emeritus board members can be nominated to the candidate for the nomination committee member with one general secretary form the local YWCA.





Young Hee WON#

For: Nominations Committee

Member Association: YWCA Korea

**1.4 Describe your volunteer Board experience. This may include YWCA or other organisation experience.**

Serving others and sharing what you have with the have-nots are basic teachings of the Holy Bible and at the same time purposes of the YWCA. That idea led me into the life as a volunteer and the volunteer Board. While living as a volunteer positively, I did meet many moments of decision making, for example, if we insist on denying Nuclear Energy or not, or if we need to be patient with VAW, and so on. Someone must decide if we go on or stop. That is why I raised my hand to become a decision maker for sustaining Justice, Peace, and Integrity in our society. We, the YWCA of Korea, finally could shut down one oldest nuclear power plant in Korea, and marched for #ME TOO and #WITH YOU with the world, and now Korean public has slowly but steadily recognized both what had been wrongly aware in gender equality and which are the real fair energy.

**1.5 List the skills and experiences you have that will contribute to your effectiveness as a Nominations Committee member, including relevant YWCA and non-YWCA experience.**

Firstly, I have trained young YWCA members to grow healthy leaders, becoming actual board members of the regional YWCA, for I am very much sensitive to discover their potentiality and kept on encouraging their positive and active spirit. Secondly, I have taught many, almost a thousand students in the universities for almost two decades. I can immediately figure out who would be the actual and able leader of the group or the community. Thirdly, I had administered as the managing director of the monthly magazine Guideposts in Korea, while editing it as the editor in chief, training reporters, marketing and even observing accounting department. Fourthly, I must have frequent experiences relating personnel matters for I am serving as Senior Vice President of the YWCA of Korea now and simultaneously as a chairperson of the Personnel Committee and a board member for almost twenty years, while doing my committee member's duty in the Seoul YWCA for thirty years. I had to recruit and to have interviews to find the right and reliable staff. It has been my great joy to have meeting new and young people in the YWCA and in my University every year for many years.







**Jeannette VAN DONGEN £**

**For: Nominations Committee**

**Also running for Board and Vice-President**

**Member Association: YWCA the Netherlands**

**Language: English – Excellent / French – Good / Spanish – Weak / German – Good-Weak) / Dutch - Excellent**

### **Questions completed by the member association making the nomination**

#### **What makes this person a good candidate for this role?**

Jeannette van Dongen is currently the president of the Dutch YWCA.

Jeannette has a lot of experience with international women committees in her past career and has been chair of several committees within the international trade union movement as well had experience working as a project officer internationally. Jeannette is used to working in an environment of people with different roots, cultural backgrounds, languages etc.

Jeannette became chair of the YWCA Netherlands in a difficult time addressing financial and organizational challenges. She has been a driving power to improve the organization and stimulate us to become more active, more focused and better organized according to the decisions of the World congress towards good governance in 2015.

She works professionally within a Cooperative called 'Incitamentum' (Latin for inner drive) in a multicultural team focused on improving the effectiveness of organizations and employee driven innovation. She is a consultant, trainer and coach.

We think Jeannette could support the World YWCA, based on her broad experience, in the further development and therefore are happy to fully support and promote her nomination.



Jeannette VAN DONGEN £

For: Nominations Committee

Also running for Board and Vice-President

Member Association: YWCA the Netherlands

## Questions completed by the nominee

### 1. Personal Qualifications

#### 1.1 Present occupation/role in the YWCA

President of the YWCA Netherlands. As a member of the board I have developed, in cooperation with our members a new policy document, a good governance code, development policy for volunteers, new communication focused on promotion strategy, and currently I'm involved in the 100-year anniversary committee. I'm the first spokeswoman towards the members and outside organizations. The yearly Golden Girl Award is initiated by me.

#### 1.2 Please give a summary of your educational and professional background

I'm the founder of the Cooperative Incitamentum where consultancy, training and coaching focused on effectiveness off people and organizations from a multicultural and gender aware perspective is our main focus. I have been educated in gender and policy developing, democratic processes, as well as communication and cooperation, personal development and Belbin.

#### 1.3 Please provide your experience of a Nominations Committee or Board election process.

I have supported the YWCA Netherlands in a change from a troubled organization towards an organization where the financial situation is clear, the organization can focus again on the activities they want to develop and the policy they want to implement, and into an organization where addressing whatever is an issue can be done in a safe and open environment. I connect women to other women to exchange experience and to make them stronger.

#### 1.4 Describe your volunteer Board experience. This may include YWCA or other organisation experience.

I have been part, and I am part of different boards, nationally, European and Internationally. I've experienced how different cultures and opinions can meet each other and join each other towards the same goal. Many times, I have found that women can achieve great things if they are invited to recognise each other's position and if they can strengthen each other's talent and power. I have, in all my positions, always been a supporter of a process of 'sister support'. For my concrete experience please check my LinkedIn profile.



Jeannette VAN DONGEN £

For: Nominations Committee

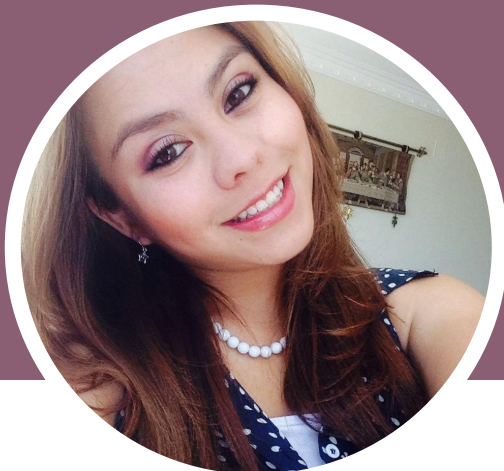
Also running for Board and Vice-President

Member Association: YWCA the Netherlands

**1.5 List the skills and experiences you have that will contribute to your effectiveness as a Nominations Committee member, including relevant YWCA and non-YWCA experience.**

Working as a private consultant focused on the subject of people and business, I have an extended experience in labour relations within many different companies to implement different ways of working as well as stimulating workers representation. This has given me the experience of connecting the right people with a certain role and goal. In my practice for coaching groups and individuals I have learned a lot about the personal talents and skills people have, how they can use them in the most effective way, and which challenge they should, and should not take upon them. During my work in my city council and provincial parliament, I was part of several nominations committees for example to propose a new Meir. Very interesting procedures of which I learned a lot, about the right quality of people and the possibilities of being successful based on the support they are able to create for their work. Besides that my training in becoming a registered coach and becoming master in Belbin, has given met the tools to evaluate people and also to beware of the match to make a team become stronger.





**Valeria ROJAS BORDA\***

**For: Nominations Committee**

**Member Association: YWCA Bolivia**

**Language: English – Weak / Spanish – Excellent / Portuguese – Good**

### Questions completed by the member association making the nomination

#### What makes this person a good candidate for this role?

I believe that her commitment to the philosophy of our institution is essential to reactivate the presence of our institution in the Latin American region. Her enthusiasm, understanding and loyalty can encourage both adult and young women to get involved in the principles and commitment that are associated with being a member of YWCA. For those of us who have experienced it, it becomes a way of life and personal growth.

In my opinion, Valeria is an ideal candidate for the position to which she is applying. It would be an honour for us if she is able to serve the purposes of the organization in Latin American and the world. With complete confidence in her commitment, I provide this information in honour of the truth.

### Questions completed by the nominee

#### 1. Personal Qualifications

##### 1.1 Present occupation/role in the YWCA

Currently and since 2015, I am the youth representative of Bolivia. This period ends in June of this year.

##### 1.2 Please give a summary of your educational and professional background

I have a bachelor's degree in humanities, and I went to a German School in Sucre, Bolivia. I studied Law and Legal Sciences at the Universidad Privada del Valle, and I have a specialization in Human Rights from the Universidad Católica del Norte in Antofagasta, Chile.

I have worked as a childhood advocate for two years. I worked as a lawyer and practiced freely for three years. I am currently working in the Municipal Council of Sucre, Bolivia as a legal assistant.



Valeria ROJAS BORDA\*

For: Nominations Committee

Member Association: YWCA Bolivia

**1.3 Please provide your experience of a Nominations Committee or Board election process.**

For the 2015 Congress in my country, I participated as member of the Nominations Committee for the general elections for that period. This year, 2019, I participated in the Nominations Committee for the elections for national youth representative.

**1.4 Describe your volunteer Board experience. This may include YWCA or other organisation experience.**

I have been a volunteer for seven years within the YWCA of my country. For the past five years, I have worked in the National Board training youth around the country. We have worked with projects related to sexual and reproductive health, gender-based violence, and environmental projects.

**1.5 List the skills and experiences you have that will contribute to your effectiveness as a Nominations Committee member, including relevant YWCA and non-YWCA experience.**

I am a young proactive woman and I am eager to support, learn and work. Although I may not have that much experience globally, I know the principles and I have the guiding values that the YWCA has provided me with.





**Gabriela CERDA OYARCE\***

**For: Nominations Committee**

**Also running for Board**

**Member Association: YWCA Chile**

**Language: English – Weak / French – Weak / Spanish – Excellent**

### Questions completed by the member association making the nomination

#### What makes this person a good candidate for this role?

Gabriela is a young volunteer at our YWCA. She has completed tasks and represented us responsibly; she has made significant contributions to our vision, and to the revision of tasks in group work that she has taken part in. She has maintained relations through social media with the peers she has met thus far. We believe that she is a young professional woman that is sensitized by the YWCA movement, and she can contribute and update its visions from her Latin American perspective.

### Questions completed by the nominee

#### 1. Personal Qualifications

##### 1.1 Present occupation/role in the YWCA.

I currently participate in the management board. I maintain relations with the young age group, while keeping with the general YWCA guidelines in their application to the Chilean, Latin American, and current reality.

##### 1.2 Please give a summary of your educational and professional background.

I attended Catholic schools and later began my studies in Psychology at the Universidad de Playa Ancha, which is a secular, public and state university. Here, I have worked on developing relations with the area since the first year, and have gradually increased my contributions and interventions. I have been involved in educational institutions, primary and secondary health centres, self-managed organizations, centres to address serious abuse and child abuse, etc.



Gabriela CERDA OYARCE\*

For: Nominations Committee

Also running for Board

Member Association: YWCA Chile

**1.3 Please provide your experience of a Nominations Committee or Board election process.**

I do not have previous experience to the aforementioned process.

**1.4 Describe your volunteer Board experience. This may include YWCA or other organisation experience.**

My experience in YWCA has been to harmonize the visions and needs of the older members with those of the younger ones, while articulating the value of experience with the value of innovation, which are grounded on the same basis. My experience in the guide-scout movement has been as a young girl, and today as an adult accompanying children and youth in their personal development based on values of righteousness, service, ecology, feminism, reflection, and social consciousness.

**1.5 List the skills and experiences you have that will contribute to your effectiveness as a Nominations Committee member, including relevant YWCA and non-YWCA experience.**

Thanks to my citizenship training and study in public and state universities, I have polished my civic criteria in what corresponds to elections, mediations and collective bargaining, prioritizing transparency, representativeness and the superior benefit of the collective.





Eman ABBASI\*\$

For: Nominations Committee

Also running for Board and Vice-President

Member Association: YWCA Jordan

Language: English – Excellent / Arabic – Excellent / Turkish – Weak

### Questions completed by the member association making the nomination

#### What makes this person a good candidate for this role?

An active member of the youth committee previously and now participating in all the events and programs in YWCA of Jordan.

### Questions completed by the nominee

#### 1. Personal Qualifications

##### 1.1 Present occupation/role in the YWCA.

As a volunteer for the (YWCA) and a participant in workshops for educational purposes for the minors and giving awareness classes for children about the risks in (social media, water drinking and harassments) and linking between the students of universities and the (YWCA).

##### 1.2 Please give a summary of your educational and professional background.

A certificate for translation from Yarmouk University, also a certificate for the TOEFL exam with grade 78 from Yormouk University. I om on active member of the (YWCA) I participate in conference, workshops, volunteering and helping with the administrative and secretarial business, I also worked a lot before in America (Chicago) as a saleswoman in cash for gold and marketing in Natalie grocery store. I also worked in (ACCTS/CULTURAL) as children care teacher.





**1.3 Please provide your experience of a Nominations Committee or Board election process.**

I am one of the general authority for the YWCA in our area (northern region) for the young woman Christian association (ALHusn). I got nominated within a group of youth as I been listed that I am the only one that participate and followed the area and that for me having the bachelor degree in translation and the fluently in the English language (conversation & writing). My name got posit for the YWCA union and had been selected from the members of the union committee (Administrative board) and I was nominated to participate in the world federation conference.

**1.4 Describe your volunteer Board experience. This may include YWCA or other organisation experience.**

Being a lecturer: 1. making groups to work for helping the society 2. Visiting the field and educate the schools 3. Making the teenagers lo get satisfied in economic and living terms 4. Educate the elderly ow to face the electronic life and to convey it 5. Train the people with the special needs and strengthen their legal information with them rights.

**1.5 List the skills and experiences you have that will contribute to your effectiveness as a Nominations Committee member, including relevant YWCA and non-YWCA experience.**

- 1 The bachelor degree in translation from Yarmouk University.
- 2 Working as a volunteer in teaching the Syrian kids from the caritas and the baptism organization.
3. Participate in workshop including the brain storm workshop for the YWCA youth group (Husn).
4. The field education and entertainment visits for the natives of the mountain lady (children orphans).
5. The field visits commissioned by the administrative body in the association for the SOS villages in the (Northern region).
6. Participated in the medical care free days in the YWCA more than one time.
7. Participated in several festivals was establish in the north like the (Wheat and Olives) festivals.
8. The school visits for the awareness and the psychological guidance.





**Kate NELISCHER £**

**For: Nominations Committee**

**Also running for Board**

**Member Association: YWCA Canada**

**Language: English – Excellent / French – Weak**

### **Questions completed by the member association making the nomination**

#### **What makes this person a good candidate for this role?**

Kate has been involved in the YWCA Movement for many years, first as member of the Board at her local Member Association, and then since 2014 as a member of the Board of YWCA Canada. She has stepped into a leadership role, taking on the position as Chair of the Nominating Committee. In that position, she has worked with not only the Board but also the broad membership and has proven herself to be an effective leader, able to calmly navigate the committee through many and varied discussions.

Kate is always prepared for Board meetings and participates in a thoughtful manner. She has a strong understanding of the roles and responsibilities of a Board member, and of the importance of working within a policy framework for decision-making. She is committed to the mission and values of the YWCA Movement and has reflected that commitment not only through her work with the YWCA, but also through her professional career.

Kate is a thoughtful, engaged, dedicated Board member and would be a strong and effective member of the World YWCA Nominating Committee.

### **Questions completed by the nominee**

#### **1. Personal Qualifications**

##### **1.1 Present occupation/role in the YWCA.**

I am a member of the YWCA Canada National Board. Through this position, I also serve as the chair of the Nominating Committee.



Kate NELISCHER £

For: Nominations Committee

Also running for Board

Member Association: YWCA Canada

### 1.3 Please give a summary of your educational and professional background

I am the Assistant Dean, Academic Planning and Governance, at the University of Toronto Faculty of Architecture, and a lecturer in city studies. I am also a PhD Candidate in Planning at the University of Toronto. My most recent publications explore women's right to the city and the history of women's housing. I previously worked in community engagement for the City of Toronto and a private urban planning firm. I hold an Honours Bachelor of Landscape Architecture and a Master of Design Writing.

### 1.3 Please provide your experience of a Nominations Committee or Board election process.

As a member of the YWCA Canada Board of Directors, I have served as Chair of the Nominating Committee for three years. The Nominating Committee oversees the nominations and elections for the YWCA Canada National Board, delegates to UN CSW and to WYWCA Council, and nominations to the WYWCA Board.

### 1.4 Describe your volunteer Board experience. This may include YWCA or other organisation experience.

I have served on the YWCA Canada National Board for the past six years. Previously, I served on the YMCA/YWCA Guelph Board of Directors for two years. On the National Board, I have served as Chair of the Nominating Committee, co-chair of the Young Women's Leadership Miles Committee, and member of the Governance Committee.

### 1.5 List the skills and experiences you have that will contribute to your effectiveness as a Nominations Committee member, including relevant YWCA and non-YWCA experience.

I am currently the Assistant Dean, Academic Planning and Governance, at the University of Toronto Faculty of Architecture, and a lecturer in city studies. In this role I lead academic governance for the Faculty and ensure we meet University-wide governance standards. I am also a PhD Candidate in Planning at the University of Toronto. My most recent publications explore women's right to the city and the history of women's housing. I previously worked in community engagement for the City of Toronto and a private urban planning firm. My expertise in governance, facilitation, and research, along with my experience as a YWCA Canada board member and chair of the Nominating Committee, will allow me to serve as an effective Nominations Committee member.





**Lynne KENT #**

**For: Nominations Committee**

**Member Association: YWCA Canada**

**Language: English – Excellent / French – Weak**

### Questions completed by the member association making the nomination

#### What makes this person a good candidate for this role?

Lynne is a strong believer in the YWCA Movement and in the important role of the World YWCA not only in the Movement but for women and girls around the world. She brings extensive experience within the YWCA Movement. In particular, She is currently a member of the World YWCA Nominations Committee and so brings experience to the position. But her involvement with the YWCA goes very deep. She has been a member of her local YWCA Member Association for 30 years, and served as Chair of it and of the YWCA Canada Board. She continues to serve on several YWCA Canada Committees, including the Nominations Committee. She has also attended UN CSW and World Council Meetings. As a result, she brings a deep understanding of the roles and responsibilities of a World Board member, the characteristics required for success as a Board member and the elements of building an effective Board.

Beyond the YWCA Movement, Lynne has been an active member of multiple boards and organizations, including those with international reach. She has also served on municipal and provincial boards and councils, so she has a broad range of experience with different governance structures. She has a proven track record of working well with people in many different environments.

### Questions completed by the nominee

#### 1. Personal Qualifications

##### 1.1 Present occupation/role in the YWCA.

I am a 30 year member of YWCA Vancouver, and the YWCA Vancouver Inner Circle and 4 year member of YWCA Canada Nominating Committee and a 3 year member of the World YWCA Nominating committee.



Lynne KENT #

For: Nominations Committee

Member Association: YWCA Canada

## **1.2 Please give a summary of your educational and professional background**

I have a BA in Psychology, Certificate in Early Childhood Education, Certificate in Conflict Resolution, and Mediation & Negotiation from the Justice Institute of BC. I worked in a busy medical practice in accounting, then reception, then secretary, then office manager. I worked for the Ministry of Children & Families as Chair of the Vancouver Coastal Region Council.

## **1.3 Please provide your experience of a Nominations Committee or Board election process.**

As President of YWCA Vancouver & YWCA Canada I served on both nominations committees ex-officio. As a delegate to World Council 2011 & 2015 I participated in the YWCA Canada World Council Leadership Committee which engaged in the World Council nomination and election process. I have served for 4 years on the YWCA Canada Nominations Committee which oversees the nominations and elections for the National Board, delegates to UN CSW and to WYWCA Council. I have served for 3 years on the WYWCA Nominations Committee and am fully versed in the nomination & election process for WYWCA.

## **1.4 Describe your volunteer Board experience. This may include YWCA or other organisation experience.**

I have served on the following boards: Northwind Industries (manufacturing); BC Medical Assoc Alliance (Chair); Gambier Island Community Assoc; Kits Point Residents Assoc (Pres); Ministry of Children & Families, Vancouver Coastal Region (Chair); Child & Family Research Institute; Asian Youth Task Force (Chair); YWCA Vancouver Inner Circle (Chair); YWCA Vancouver (Chair); YWCA Canada (Chair); Learning Disabilities Association of Vancouver (Chair); Learning Disabilities Association of BC (Chair); Canadian Federation of University Women (VP). I have been elected as a School Board Trustee, a City Councillor & College Board Trustee. This volunteer work has afforded me a diverse experience with a variety of governance styles and leadership opportunities.



Lynne KENT #

For: Nominations Committee

Member Association: YWCA Canada

**1.5 List the skills and experiences you have that will contribute to your effectiveness as a Nominations Committee member, including relevant YWCA and non-YWCA experience.**

I have 30 years of experience with the YWCA and have served on most of its committees at the local and national level. I have extensive leadership experience in a multitude of community and political organizations. My studies in conflict resolution, negotiations & mediation have served me well in many challenging situations of diverse opinions and positions. I Co-Chaired the development of YWCA Canada's organizational standards from inception to acceptance by Member Associations. This was a challenging piece of work, born in conflict and resistance. By taking the time for a full consultative process, providing several feedback opportunities, addressing all issues and incorporating the majority view without limiting ways to include minority opinions, we finished with unanimous approval from our Member Associations. I served on the Envisioning Task Group for the World YWCA and on the search committee for the General Secretary. I have participated in seven meetings of UN CSW and two World YWCA Council meetings in which I have come to know many members of the YWCA across the world. I am currently in my fifth year serving on the Nominations Committee of YWCA Canada and in my fourth year on the WYWCA Nominations Committee. I have a well-rounded and grounded understanding of the YWCA at all levels.





**Debra STOCK**

**For: Nominations Committee**

**Member Association: YWCA USA**

**Language: English – Excellent / Spanish – Weak**

### Questions completed by the member association making the nomination

#### What makes this person a good candidate for this role?

Deb Stock has been an active member of the YWCA USA for over 20 years. In addition to serving as the CEO of YWCA York, she served as a YWCA USA board member and chaired the Board for 3 years. She brings extensive governance knowledge and is committed to young women's leadership.

### Questions completed by the nominee

#### 1. Personal Qualifications

##### 1.1 Present occupation/role in the YWCA.

Currently I serve as the Co-Chair of the World Service Council (a USA fund raising arm for the World YWCA) and a member of the YWCA USA Global Relations Committee. I served on the YWCA USA national Board from 2006-2012, two years as Treasurer and three years as President. I also served as CEO of my local association for thirteen years where I was successful in growing the organization from a \$1mil to \$7mil budget with 200 employees offering vibrant programs and services to more than 30,000 people.

##### 1.2 Please give a summary of your educational and professional background

I am a high school graduate with some college, leaving prior to earning a bachelor's degree. I have many years of management experience in both profit and not for profit business. I attended and received a certificate on 'Strategic Perspectives for Non Profits' at Harvard Business School in 2005, and am the recipient of several awards including 'Athena.'



Debra STOCK

For: Nominations Committee

Member Association: YWCA USA

**1.3 Please provide your experience of a Nominations Committee or Board election process.**

I have served on the Board Governance Committees of many of the organizations listed in 1.4, including YWCA USA.

**1.4 Describe your volunteer Board experience. This may include YWCA or other organisation experience.**

As previously stated I served as Board President of YWCA USA for 3 years. Three initiatives were launched under my leadership which included a governance shift for a regional to national model, involvement of more young women in YWCA USA, and payment of all back service fees owed to World YWCA. Nationally I also served as a Trustee for 501c Services Trust. I have served on many local boards, ranging from human services, health care, education and community development. Some include United Way, York Hospital, Rotary, Family Services, Better York, Leadership York, Children's Advocacy Center, and New Hope Charter School. On most I served as an officer or on the executive committee.

**1.5 List the skills and experiences you have that will contribute to your effectiveness as a Nominations Committee member, including relevant YWCA and non-YWCA experience.**

I fully embrace the vision and impact statement of the World YWCA and through my strong commitment as a nominating committee member will freely give my time wherever needed. I am willing to take responsibility for tasks and am very accountable.







**Vanessa BEGG \$ £**  
**For: Nominations Committee**  
**Also running for Board and Vice-President**  
**Member Association: YWCA Australia**  
**Language: Language: English - Excellent**

### Questions completed by the member association making the nomination

#### What makes this person a good candidate for this role?

We believe Vanessa possesses the skills and experience that the World YWCA Nominations Committee needs at this time.

### Questions completed by the nominee

#### 1. Personal Qualifications

##### 1.1 Present occupation/role in the YWCA.

Formerly the CEO of YWCA NSW, involved in the negotiations to merge the previous 10 Australian associations into a single, united, national organisation. Strong track record in improving the financials and operations of the YWCA to ensure sustainability and redirect more funds to the front line. Now have a strong desire and drive to contribute to the YWCA movement in a global capacity. Ex-officio on all committees of the Board, including the Nominations Committee.

##### 1.2 Please give a summary of your educational and professional background

Over 25 years' experience in senior executive roles in not for profit, corporate and government specialising in strategy, financial performance, business transformation, HR and operations. Holds a Bachelor of Applied Science (Land Economics), Grad Diploma in Management, Masters of Corporate Real Estate and a Graduate of the Australian Institute of Company Directors.



Vanessa BEGGS

For: Nominations Committee

Also running for Board and Vice-President

Member Association: YWCA Australia

### 1.3 Please provide your experience of a Nominations Committee or Board election process.

As CEO of YWCA NSW (one of the 11 YWCA's in Australia prior to merger), I was also Company Secretary, and hence responsible for ensuring the accurate implementation of the Constitution including Board appointments, management of Board director tenure, attracting and assessing new Board Directors and preparing materials for the election process at the AGM. Previously, I was on the Remuneration Committee for the Corenet Global Board (2008-2014) which also conducted Board elections.

### 1.4 Describe your volunteer Board experience. This may include YWCA or other organisation experience.

2018 – Current: DriveAbout World Pty Ltd (Edutech start up) Non Executive Director

2017 – 2018: YWCA NSW Board, CEO and Executive Director.

2014 – 2017: University of Sydney, School of IT Industry Advisory Board.

2013 - 2016: NICTA (CSIRO) Digital Careers National Steering Committee

2011 – 2014: Scouts NSW Property Advisory Board.

2008 – 2014: Corenet Global, NSW Board member

### 1.5 List the skills and experiences you have that will contribute to your effectiveness as a Nominations Committee member, including relevant YWCA and non-YWCA experience.

Deep experience in the development and implementation of policy and processes at the Board level, at YWCA NSW and other not for profit organisations whom I have served as a Board Director including Corenet Global, and Scouts NSW, Strong inter-personal skills and an executive background in organisational development - specialising in capability and talent development – which will be valuable in assessing skills matrices and ensuring diversity of thought, skills and experiences.

