

**Agenda points:**

date of meeting	23 <sup>rd</sup> of february 2023 between 9h– 12h05
location	Teams
subject	Board of Trustees Meeting
participants	Ágnes Simonyi, Andrea Duca , Krisztina Kindla, Léna Szilvási, Ágnes Romet-Balla, Timea Lovig , AloTammsalu, Gábor Balás, Gergely Kiss, Péter Szalay, Szabolcs Pechan
Invited speaker author	Tamás Ferenczy Children Protection Focus Point Judit Almási

1. **Acceptance of today's agenda (10 minutes)**
2. **Review and discussion of Board priorities in 2023 (25 minutes)**  
Presenter: Gábor Balás
3. **Revision of the statute of SOS Children's Villages International (20 minutes)**  
Presenter: Gergely Kiss (ND); Participants: NMT members
4. **FR Report (Jan-Dec 2022) (15 minutes)**  
Presenter: Ágnes Romet-Balla (FD&CD)
5. **Our refugee program: current situation, questions regarding the way forward (20 minutes)**  
Presenter: Lovig Timea (ERPD)
- Break (10 minutes)**
6. **Child Safeguarding in the centre of our approach (20 minutes)**  
Presenter: Léna Szilvási (QMD)
7. **Introduction of our volunteer programs (20 minutes)**  
Presenter: Krisztina Kindla (HROD)
8. **Update on the property sales situation and plans for buying real estate in 2023 (20 minutes)**  
Presenter: Szabolcs Pechan (YC&FSD), Gergely Kiss (ND)
9. **Update on SOS International issues etc. (10 minutes)**  
Presenter: Alo Tammsalu (CVI Rep), Geri Kiss (ND)
10. **Upcoming events, possible areas where the assistance of Board Members would be appreciated (10 minutes) (1<sup>st</sup> of March 2023 Loyalty event for corporate donors in the Marriott Hotel)**



### 1. Welcome and introduction to the agenda

**Gergely Kiss** greeted the participants and presented the agenda of a Board of Trustees Meeting where there will be no hard decision to make. This will be an excellent opportunity of more profound exchange regarding professional topics.

The language will be Hungarian with a continuous interpretation for Alo Tammsalu by Anna like during last meeting. The participants accepted the agenda with a slight modification that QM issues might be the topic covered before Refugee program actualities depending the run-off of the meeting.

With the acceptance of participants, Gergely Kiss as usually started to record and Judit Almási to take notes. Gábor Balás will lead and moderate the meeting.

### 2. Review and discussion of Board priorities in 2023.

**Gábor Balás** asked the members what could be the priorities regarding the functioning of the Board in 2023. **Andrea Duca** suggested a live Board Meeting or event to enhance personal connection among Board and NMT members. She asked who is joining the year evaluation event in Marriott on the 1<sup>st</sup> of March. **Ágnes Romet-Balla** was happy to join this topic re-inviting all Board members to next week's party event at Hotel Marriott. **Léna Szilvási** offered another visit in Kecskemét and/or organization of a special Playback Theatre Event. **Gábor Balás** added that a specialist colleague will be continuously invited started from the present meeting. **Gergely Kiss**: "What could make your Board membership experience better?" **Andrea Duca** questioned the relevance and the cost of the interpretation during Board Meeting events as everybody speaks English. **Gábor Balás** answered that there is a cost of course, but the quality of the active participation to the meeting especially for the invited specialists might be more important. **Gergely Kiss** mentioned on one hand the inclusivity as a living value in connection with all processes of SOS International, the positive feedback of Alo Tammsalu on the other hand. At this point **Alo Tammsalu**: for me it is completely ok to participate to the meeting through interpretation, I am used to it. **Gábor Balás**: "Please let us know if there is any information or action that could make to Board Meetings more efficient." –closed he this topic.

### 3. Revision of the statute of SOS Children's Villages International (SOS CVI)

**Gergely Kiss** opened the presentation sent before the meeting to all participants. He asked Alo Tammsalu to complement in any moment. He summarized the main topics regarding the worldwide change of governance at SOS CVI. He started by showing a map presenting SOS International umbrella organization covering a lots of member organizations and its programs. He described the consultation process. New rules of procedure will be adopted by the General Assembly, and the modification of the Statutes is on the table, as well.

The main features of the draft Statute will be the simplified and modernized language, the lean structure and the removal of procedural provisions. The new Rules of Procedure to be adopted by the General Assembly and the changes to the Statutes were presented by **Gergely Kiss** who talked about the obligations of ordinary members and the dilemmas, proposals as well.

**Alo Tammsalu** highlighted that somehow these changes are related also to the historical changes of the Federation. In recent years, the federation became more democratic as the President the Vice President and Senate members are elected. Being closer to the member associations became a priority. There will also be a seminar organized by the office of the President next week to answer all the remaining questions. **Gergely Kiss**: The new Rules of Organisation and Operation was completed 2 days ago, he will share it with the Board Members in case they would add, ask anything till the 3<sup>rd</sup> of March which is a short deadline, but without this document the modified founding document is not complete. **Gábor Balás**: is there any new rules influencing the operation? What are the range of the rules needed 50% majority instead of two-thirds majority? How all these changes will influence our Foundation activity?" **Gergely Kiss** took the example of a future" Ombuds" focus point as a question touched and solved differently by financed or other countries. **Gábor Balás** asked: does any parts of the new documents covering the situation of the new cluster called self-sufficient members? **Gergely Kiss**: short answer is no, the 33 countries –like Hungary- who are on the sustainable path so called self-sustaining countries are not mentioned particularly in the foundational documents: PSA countries have 8 senate seats, all the others share 9 elected seats in the senate. **Alo Tammsalu** shared that the federation is working on the requirements of each category. Being a self-sufficient country requires increased quality, and the capacity to

support the development of subsidy receiving countries by professional guidance like Geri does with Middle-East member associations. Financing others is not a requirement. Gergely Kiss shared the document regarding the new Statutes for information. **Gábor Balás**: the fact that there is not a separate category for these 33 countries can be a message that this is a temporary status, not a category. **Ágnes Simonyi**: changes happened in the organization. They modified not only the basic document and the rules of regulations but their connection as well. This provides more latitude, more independence more responsibility to the countries. As there were no more comment at this point before closing the topic **Gábor Balás** offered support from Board Members to the foundation in case of any need to revise or comment documents under preparation.

#### 4. FR Report (Jan-Dec 2022)

Presenter: Ágnes Romet-Balla (FD&CD)

**Ágnes Romet-Balla** stated that 2022 was a good year in term of results, full of lessons, quick adaptation, quick decisions, some of them not the best, but all of them corrected. "We reached the budget plan numbers but from the numbers you can clearly see the huge efforts and fights for them. This was the first year of a not so spectacular growth." She tries to motivate her team to a more risk taking budgeting attitude. Covered all the FR reality details behind the numbers: war situation, inflation, "Kata" tax law change, recruitment issues and new digital strategy. Mentioned new projects, innovations, also 3 PR Awards. For years, the team has been working continually by learning, innovating, crises handling. They are proud of the new innovating campaign. She thanked the cooperation of Léna Szilvási and QM team also Gabriella Vidus. **Gergely Kiss** gave information regarding the "Pledge for Change" project, he thinks that the local reliable story telling that FR and QM worked out together can be a solid base of the development of new programs " It is one of our main mission to let understand for many people the real need of the children"-told he. He thanked the cooperation of NMT members and Board members regarding this matter.

#### 6. Child Safeguarding in the centre of our approach

Presenter: Léna Szilvási (QMD), Tamás Ferenczy (Child Safeguarding Focal Point)

Summarizing the presentation sent before to meeting to all participants **Léna Szilvási** mentioned: "even that the number of the children decreased, the number of the alert cases increased. The results clearly shows that the sensitivity and the awareness, the willingness for alert/signal is growing. Children's safety is our first priority. Donor organisations are very demanding regarding that matter. It is important for Board members to be well informed and to be vigilant to raise questions. Since 2017, we have had a regulation for incident cases happened in the past as well. She presented the compliance with minimum child safeguarding requirements as well. We meet 70% of the expectations. In 2023, we do everything to include a strong child protection audit in all our programs, to offer a warm and positive atmosphere in all our families. **Timea Lovig** added that the presence of Tamás Ferenczy as Focus Point insure a real added professional value for the donors of refugee program as well. **Gábor Balás** had a question to **Tamás Ferenczy** regarding the composition of victims and perpetrators. He answered that there was only 1 victim who was member of our external program, and between external perpetrators there were native parents and external educators as well. Answering the question of **Ágnes Simonyi** regarding the monitoring system, **Léna Szilvási** mentioned interviews and risk analysis. **Ágnes Simonyi** suggested self-evaluation as a possible tool. **Alo Tammsalu** proposed to think about the delegation of one Board Member who is responsible for this topic. **Gábor Balás** thanked the presentation before closing the topic.

#### 5. Our refugee program: current situation, questions regarding the way forward

**Lovig Timea** started by sharing that they will continue the project based on the saved money alone, as the Romanian colleagues are closing their activity. There is a possibility to continue the program for another year from the isolated budget of the Foundation, but they are searching for other external donors. The main challenge for the moment is to find a financial coordinator colleague, with a fixed-term contract. They are working on the financial re-planning currently. She presented the program indicators in details and the future dilemmas as well. She also talek about their cooperation with other organizations. **Gergely Kiss** thanked the one-year hard work of Timea Lovig who managed this unusual activity of the Foundation in an excellent way, also the support of all the other NMT members.

## 7. Introduction of our volunteer programs Presenter: Krisztina Kindla (HROD)

**Krisztina Kindla** gave a short summary regarding how our volunteer program – which we have already since 2015 - works. The decision that this topics and the volunteer coordinator itself belongs to HR was made at that time. She presented the main objectives like cost reduction, brand recognition and the burn-out prevention of the staff and foster parents. „The recruitment of volunteers were based on demand of colleagues. At a starting point, we had no tools –like TikTok-to be connected to young generations. It is one of our important task to find out what could be the tasks covered by volunteers.” continued she. After that, she presented the recruitment process-similar to any recruitment flow- which starts always with a need formulated by a department/responsible of our foundation towards to volunteer coordinator. “Good example of volunteer activity is the important task of storytelling in foreign languages towards patrons. We are talking about significant number, approx. 200 standard letters –to write than to translate-based on true stories prepared after consultation with foster parents.” told she. “We also started an online successful volunteer tutoring program for our children and young people” She presented the spectacular benefits: last year 121 volunteers - 1353 working hours, savings of over 5.000.000 HUF. Additional benefit: many of our young volunteers become a donor later. “Challenges are –among others-the possible negative experience and tasks ripples that they need to handle. **Gábor Balás** had a question: “is there any exit interview with volunteers? Do we know the percentage of the volunteers becoming donors later? **Krisztina Kindla** answered: “no, but it is a good idea to develop it further. We will think about it.” **Gergely Kiss**: “the largest donation is our time that we give for others like the Board of Trustees give their time for our foundation.” –closed he this topic.

## 8. Update on the property sales situation and plans for buying real estate in 2023

Presenter: Szabolcs Pechan (YC&FSD), Gergely Kiss (ND)

“We wanted to give a property overview for you today, but last weekend we received a very promising written offer regarding our property in Helvécia through Otthon Centrum Agency”-started his summary Szabolcs Pechan. We have a house in Helvécia, 15 km from Kecskemét. Land size 2,341 m2. It is located in the periphery of the village (enclosed garden), which is not regarded from legal point of view as residential area (inland area).

It was operating as a small group home until last summer, when we moved it into Kecskemét. Since then it has been empty and we do not want to use it anymore.

During the sale process, we have been following the protocol of SOS Children’s Villages International. We hired a Real Estate Agency (called Otthon Centrum) and put the house on the market in January 2023. The offer is 52 million HUF. **Krisztina Vámosi** completed the information, that as there is a 10 million of price depreciation in 10 years, the value of the real estate in the annual account book is the net value means approx.43 million HUF.

**Gergely Kiss** mentioned that as the Board of Trustees can only make final decision regarding property sales. As we could not add this topic to our agenda we are not able to make any decision now, we can only ask your opinion, thoughts. **Szabolcs Pechan** mentioned that the bidder is aware regarding the need to wait the result of the written voting.

At this point, **Gábor Balás** started a vote regarding the launch of a written voting during upcoming days by the 28<sup>th</sup> of February. The Board Members unanimously voted to start a written voting.

## Szabolcs Pechan continued with another topic: Szeged - flats for youth programme

He explained the detailed needs: 1.these flats should be located as close to each other as possible 2.We should act quickly when an appropriate flat is available, on the other hand we want to be perfectly transparent.

“We have a protocol to follow when selling a property, but we miss it when buying”-continued he. “Since the Board of Trustees has the right to buy a property, the question is how can we set up a process that is sincere, transparent, provides the Board members with enough detailed information and not too slow. The Board can appoint three members who will scrutinize all the proposals closely.” He asked the Board members opinion how to proceed in a transparent and smooth way during buying processes in the future. “Do we need to handle this case individually, or as a recurrent topic should we establish a process for it?”-asked **Gábor Balás**. “ I agree that our reaction time can be too slow. The question is what are the rules regarding property buying and investment, how free is the NMT regarding decision of this kind”-continued he. “I would prefer to have an investment policy. It can be a point for our next Board Meeting.” After that, he

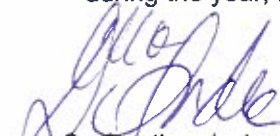
launched a discussion regarding the possibility of renting through “Lakásalap”. **Gergely Kiss** agreed to check this solution. Suggested to work out a policy regarding property buying for next Board Meeting in May. Before closing his presentation **Szabolcs Pechan** added: “Regarding Budapest office we decided to continue to rent the same office by 2025, regarding Kőszeg property the good news is that we still have the buyer.”

## 9. Update on SOS International issues etc. Presenter: Alo Tammsalu (CVI Rep)


**Alo Tammsalu** gave a short summary regarding the subject, some of his topics were already touched by **Gergely Kiss** during point 3. Among others, he mentioned the next general assembly meeting in Innsbruck in July. The main topic will be the change of statute of the Federation. Other important topic is that Austria wish to protect the brand on one side, on the other side we are in our changing environment services of the Federation change as well. Principles of calculation of the membership fees is a topic again. Mentioned the future “Ombuds” system as well as **Gergely Kiss** did before as Federation’s priority: children’s right.

## 10. Upcoming events, possible areas where the assistance of Board Members would be appreciated: 1<sup>st</sup> of March 2023 Loyalty event for corporate donors in the Marriott Hotel.

**Ágnes Romet-Balla**: please register to the event. **Andrea Duca** asked information regarding joining Sociopoly event. **Ágnes Romet-Balla** gave info regarding prices, future groups. **Gergely Kiss** suggested for next meeting the online form. Taking in consideration that next time it will be important to have the quorum, **Gábor Balás** agreed, postponing a personal meeting later during the year, maybe offer a blended form for May. Next meeting will be the 25<sup>th</sup> of May.




Confirm the minutes  
**Ms Andrea Duca**



Confirm the minutes  
**Mr Gábor Balás**  
Chair of the Board



Confirm the minutes  
**Mr Péter Szalay**



Writer of the minutes  
**Ms Judit Almási**

