



date of meeting	22 February 2024 1pm-4pm
location	online – via Microsoft Teams
subject	Board of Trustees Meeting
participants	Board Members plus NMT members as per the agenda below
author	Ms Judit Almási

Agenda points (red highlight, where Board decision and quorum is required):

1. **Acceptance of today's agenda (10 minutes)**
2. **Update on the property sales situation and plans for buying real estate in 2024 (20 minutes)**
Presenter: Szabolcs Pechan (OD), Krisztina Vámosi (F&OD)
3. **Fundraising Report (Jan-Dec 2023) (15 minutes)**
Presenter: Hajnalka Bán (interim FD&CD)
4. **Update on the Implementation of the Reinforced Sustainability Strategy (20 minutes)**
Presenter: Szabolcs Pechan (OD)
- Break (10 minutes)
5. **Update on the Transformation Process of the General Secretariat of the International Organisation (30 minutes)**
Presenter: Geri Kiss (ND)
6. **The Representation of the Founder in the Board of Trustees, possible revision of the statute of SOS Children's Villages Hungary (20 minutes)**
Presenter: Geri Kiss (ND)
7. **Review and discussion of Board priorities in 2024 (25 minutes)**
Presenter: Gábor Balás
8. **Others, upcoming events, (10 minutes)**
Presenters: NMT members
1. **Gábor Balás** welcomed the participants who accepted the modification of the agenda proposed by **Gergely Kiss** by changing the order of the topics: to start with points number 5-6-7 and continue after the short break with points number 2-3-4. They all accepted the recording of the online meeting. Minutes will be certified by László Szászko and Péter Szalay. Minutes will be prepared by Judit Almási. **All the meeting organizational points were accepted unanimously.**

Related to the International Organization topic **Gergely Kiss** started with the information, that the CVI Representative role will be ceased at the end of June 2024 for self-sufficient member associations. SOS international has no intention to provide representatives to national boards. This also reflects the long-term strategy towards more independent operation of member countries.

Following this decision, Alo Tammsalu 's role in the Hungarian Board Meetings will end as well during this year.

"The other topic that belongs to the Board of Trustees is related to my personal engagement"- continued **Gergely Kiss**. Regarding his role in SOS he mentioned that even in the case that in September SOS International would ask him to prolong his leading role in the reorganizational project, he would not continue it, and decided to leave SOS Children Village organization definitely. "I already informed the National Management Team and Gábor Balás as chair, and now I inform you as members of the Board as well" -told he. He added that he feels this is the best moment for him to leave, and there is enough time for the Board to replace him after an internal or external recruitment. **Andrea Duca** reacted first by thanking his excellent management cooperation.

After the announcement of Gergely Kiss, **Gábor Balás** initiated to vote regarding a modified agenda. He suggested to follow with agenda points 5-6 and 7, *this last point without the presence of NMT members only between the members of the Board*. Than all the other points- 2,3,4 and 8 after the break. The members of the Board unanimously accepted this modification of the agenda.

Gergely Kiss and **Gábor Balás** as well highlighted that this is a safe period to administer the changes in the position of National Director. Financially the Foundation is on track, the implementation of of the current strategy is going properly as well. "As Alo Tammsalu is with us till the end of June his replacement is not an issue today"-continued Gábor Balás. "This will be an issue -as only the representative of the Founder can appoint new Board Members but we have some months to address this question." -told he.

This was the point at the meeting that NMT members left the Meeting, and Board members with the President of the Board and with Róbert Dezső President of the Supervisory Board stayed in the meeting.

5. Update on the Transformation Process of the General Secretariat of the International Organisation

Before sharing his presentation **Gergely Kiss** mentioned "the general climate on international level is not so positive. There are a lots of trust issues in all term and in all level the organizational challenges are complex." The 2025 General Assembly will vote on the new governance structure. He shared his presentation regarding the reorganization plan of the General Secretariat. "This is a tactical cut to have enough resource to realize the transformation."-started he. He continued by talking about the GSC's journey, the critical adjustments and cut, about this year which will be a transition year focusing on business continuity. He showed the details of the key milestone in April 2024 the approval for a new GSC design, which will be important for the continuation of the project. He shared the vision, the strategic objectives, the transformation initiatives and the foundational capabilities like financial sustainability, culture and mindset and innovation as well.

Geri and his team are actually working on being able to present different possible operation models in details to unable to define the best operating structure of SOS international. "SOS Hungary is the sponsor of this reorganization process, this is the reason why I wanted to inform you regarding the details of where we are at the moment regarding the transformation" -told he. **Gábor Balás** thanked **Gergely Kiss** for the detailed presentation.

6. The Representation of the Founder in the Board of Trustees, possible revision of the statute of SOS Children's Villages Hungary

Gábor Balás asked Gergely Kiss what is the intention of SOS international regarding the need of a representative in the Board of Trustees in the countries. **Gergely Kiss** answered, that as the countries are independent members with voting rights, the less developed and the most dependent, risk countries would only need this kind of support, and Hungary is not among them. "Based on Hungarian respective rules, all the Foundations need to have a charter member of the Foundation, till June Alo is that person for us. On shorter term we would need to find someone replacing Alo, in the meantime with the support of a legal expert we would need to find how to proceed with this question in the future. *We will work on that issue in cooperation with dr Róbert Dezső from our Supervisory Board and will present a solution to the Board by the deadline*"-summarized he.

- Alo Tammsalu** confirmed that by the end of June he will continue to be part of the Hungarian Board, after that he will be replaced by someone, it might be the our regional director **Tom Malvet**, or someone else from the regional office. On longer term the solution will be to pass this role for example to a Hungarian Board member. At this point **Gergely Kiss** took the opportunity to express his gratitude for Alo the support SOS HU received during the years.
2. **Update on the property sales situation and plans for buying real estate in 2024**

Krisztina Vámosi and **Szabolcs Pechán** are worked together on this topic. **Krisztina Vámosi** started by presenting the current issues: one by one the SOS Hungary properties under sales in Orosháza, Egyházaskölyk, Battonya, and Budapest.

She thanked for the written vote regarding the successful selling of a property in Orosháza. After that she presented an overview of all the other properties with photos, the officially valuated price and the advertised price of them as well. At this point **Szabolcs Pechan** took the floor by presenting the Framework for property purchasing what was sent to the participants before the meeting. He mentioned the need to transform the existing facility for after care in the suburb of Szeged into smaller flats, to offer more independence for young adults in line with the youth care strategy. The question is how to share the responsibility within the frame of transparency and cooperation with Board members when selling and purchasing properties in the future. "How can we share in the most efficient way tasks and responsibilities between Board and NMT members"-continued he. "We need your approval to sell any property. Do you wish to deal with the cases one by one in the form of written voting, or somehow can we share responsibilities. The aim is to buy properties till summer, and the question is how to proceed." told he.

At this point **Gergely Kiss** proposed to establish a working group and prepare a clear property buying framework, internal regulation, for the future, and to vote on it in the May Board meeting. This is not a resolution for this meeting, but an important preparatory talk to know which direction would you prefer"-mentioned **Krisztina Vámosi**. **Gábor Balás** expressed his opinion that there should be somehow a kind of "fast track" as there are lots of other investors on the property market.

Alo Tammsalu added that are international examples in other SOS countries to select a little group-for example 2 Board members- to act and decide in a more flexible and time saver way. **László Szász** joined by adapting this good international practice by adding, that this is important to raise the property buying issues during the Board meetings before the decision making group decide.

The topic owner **Szabolcs Pechan** summarized and closed the sharing regarding property real estate buying by saying that **a proposal will be worked out by the next Board Meeting in a way that the important purchasing of flats connecting to Youth Care strategy could be realized.**

3. Fundraising Report (Jan-Dec 2023)

Hajnalka Bán started to present FR results. She mentioned external and strong internal influences among others FR director and one corporate fundraiser left the organization With incredible teamwork, by strengthening each other, by trusting ourselves and by taking advantage of new situations, we ended the year with results above plan."-summarized she . Hajnalka showed 2019-2023 gross income - Budget vs Actual data in M HUF, the Composition of income by channel, Individual fundraising in 2023. Talked also about New creative activities in 2023 like:

- New CG recruiting channel with telemarketing and email: **P2P**
- Implementation of a **telemarketing software**
- Awareness raising workshop for large corporate partners
- Extensive **PR campaign**: „Árvácskák”.

Expectations for this year:

- Further testing of P2P program, expand it with one-off donors as well
- Development of the telemarketing channel in loyalty building and fundraising
- Strengthening CRM in corporate fundraising
- Online one-off fundraising campaigns (emergency)

- More frequent PR appearance

After her presentation regarding the excellent FR results a conversation developed regarding her double role as Fundraising and Communication Director and Lead for Individual Giving (loyalty): which part could be in focus, would she like or not to continue her work as Communication Director and so on. **Gábor Balázs** summarized that the present organigram is valid till the end of August. The first priority is the future replacement of the National Director position, after that all the HR structure should be revised, including the position of **Hajnalka Bán**. In the name of the Board of Trustees **Gábor Balázs** thanked her for her work and for the effort of all her team.

4. Update on the Implementation of the Reinforced Sustainability Strategy

Szabolcs Pechan summarized as a reminder the main achievements as follows:

- the financial result of strategy plan shows a positive picture.
- programs became more geographically centralized with the handover of our foster care program in Vas county last year to -Mózeskosár" foundation
- from 2024 September an After-care program will replace the small group home
- in the meantime we are focusing on Family Strengthening Programs
- we started a Refugee Program from international funds, and we started working out new ones instead of originally planned ones
- we implemented the program through external partners with success, based on the experiences **Timea Lovig** designed the frame-work documentation of similar future projects.

He showed visual details of the implementation of the Reinforced Sustainability Strategy. At the end of his presentation he mentioned that regarding the implementation and realization of the strategy the Foundation is in all term on track.

Gergely Kiss added, that due to the general pay rise-especially for educator colleagues- our sustainability can be in danger. The other challenge could be the difficulty to find foster parents which raises the question: how can we keep the number of children in our care. "In my opinion it could be an effective way of tackling the challenges to build our next strategy not for the period of 2026 – 2030 but maybe between 2025-2027 or 2028." finished his comment **Gergely Kiss**.

At the end of the meeting **Gábor Balázs** announced that "there might be a written voting regarding the recruitment process of the next National Director, the result of it will be discussed in the May meeting, we will keep the originally planned date for the May meeting of the Board of Trustees."

As there were no more question or topic to discuss he closed the meeting.



Confirm the minutes
Mr Péter Szalay



Confirm the minutes
Mr László Szászki



Confirm the minutes
Mr Gábor Balázs



Writer of the minutes
Ms Judit Almási