



INTRODUCTION

Process, People, and The Big Picture

History

IWF-Palm Beach was created out of IWF – Miami. A few members of that forum lived in Palm Beach and Broward Counties and found that regularly driving to Miami was difficult. As a result, in 2012, IWF-Palm Beach was formed through the leadership of Teresa Weintraub, Toni Randolph, Dolores Sukdeo and Grace Shafir. Over the course of the next ten years, the Forum grew to over 80 members and incorporated as a separate entity. The President throughout the creation and incorporation of the Forum was Grace Shafir, who gathered the first Board of Directors. In 2021, Rena Blades was elected President and a strategic planning process was initiated.

Board of Directors

Kate Arriza	Judith Mitchell
Sherry Barrat	Beth Neuhoff
Rena Blades	Toni Randolph
Kristin Calder	Grace Shafir-Reiss
Kathleen Crampton	Laurie Silvers
Sandra Finn	Susan S. Stautberg
Kelly Husak	Phyllis Swersky
Kathi Kretzer	Jereann S. Zann

Trends Effecting the Future and Our Work

Population

- Expected to continue increase by more than 12% over next 10 years, especially throughout south Florida.
- Influx of foreign-born residents (87% from Latin America) along with people/businesses migrating from high-tax urban areas are playing a key role

Real estate values

- After two years of record growth, home prices are projected to continue to rise. Median sales price of a single-family home in South Florida is currently \$475k.
- More specifically, annual home value increase last year in Broward and Palm Beach counties was 20% and 23%.
- South Florida has become one of the least affordable places in the US to buy a home, creating social and business pressures as home ownership and attractive rentals become out-of-reach of middle class.

Trends Effecting the Future and Our Work

Employment

- As the 12th-largest economy in the US, the economic output of S Florida is about the same Hong Kong, Israel, or Chile. GDP has grown by 46% in past 10 years.
- Job market is strong but still roiled by Covid-impacts and “great recession”. Working remotely, new styles of management, new demands on executives are still being resolved as new business models are developed and tested.
- Industries with highest job growth projections include construction, retail, leisure/hospitality and financial services
- Entrepreneurship is receiving a lot of new attention and funding, with investors moving from New York and California. Expect to see more high-profile business founders.
- Largest industries in Palm Beach include agriculture, life sciences and health care, technology, insurance and financial services, education, aviation, security,
- Largest industries in Broward include aviation, technology, health care, automotive, education, customer care, offshore oil and gas, maritime
- Both counties offer a wide range of effective social service organizations
- Communities continue to promote our counties as attractive locations, stressing quality of life and tax rates.
- Women continue to target most senior roles and corporate board positions but there is considerable room to improve

Trends Effecting the Future and Our Work

Diversity

Our counties are diverse, multi-ethnic areas.

Palm Beach County -- 55% white, 22% Hispanic, 19% Black, 4% other

Broward County -- 42% white, 25% Hispanic, 28% Black, 5% other

Diversity, equity and inclusion are important and high-profile issues in our community.



PURPOSE VALUES HISTORY

About IWF

The International Women's Forum (IWF) is an invitation-only network of the most accomplished women in the world. We connect women leaders across every professional sector in support of each other and the common mission of advancing women's leadership and championing equality worldwide.

Established in New York City in 1974, today IWF is comprised of over 7,500 preeminent women leaders in 33 countries and 74 local Forums. IWF is the only organization of this scale that builds significant relationships between C-level women across countries and careers. Our members are inventors, entrepreneurs, CEOs, heads of state, academics, scientists, astronauts, Olympic athletes, artists, filmmakers, financiers, philanthropists and more.

Purpose

Advancing Women's Leadership.
Championing Equality Worldwide.

Every member of IWF has a demonstrated commitment to our unifying mission: advancing women's leadership and championing equality worldwide. Together we are shaping a future in which leadership has no gender and the next generation is inspired and equipped to transform the world.

History

Why We Exist

The International Women's Forum (IWF) was launched in New York City in 1974 when the first generation of women leaders was breaking the glass ceiling in professional sectors from finance to fine arts. Forum founders lacked access to “the old boys club” so the new women's network was born – to provide professional and personal support to aid each other's success and inspire women who follow.

Women supporting women is just as vital today as the challenges we face call for a new era of leadership. Women remain underrepresented in the c-suite, on corporate boards, at the top of academia, law, finance, science, technology, media and health sectors and the creative arts and receive a fraction of venture capital awarded to male-led enterprise.

IWF – Palm Beach was established as a satellite Forum of Miami in 2012 and incorporated as a separate Forum in 2019.



STRATEGIES AND GOALS

Goals and Strategies

MEMBERSHIP

- **Goal 1:** Grow the number of members to always include at least 85 women.

Strategies

- Following IWF membership guidelines, recruit only those women who are pre-eminent in their field, active in the community, represent the diversity of our community.
- Membership Committee to lead efforts each year to recruit new members seeking quality over quantity
- Membership Committee lead efforts to mentor and onboard new members

- **Goal 2: Embrace members from other IWF Forums**

Strategies

- Allow members in good standing from other Forums to join if they move to our region
- Publicize our events to encourage visiting member attendance
- Analyze and decide upon fee structure for members who live here part of the year.

Goals and Strategies

MEMBERSHIP

- **Goal 3:** Enhance engagement and connections among members
Strategies
 - Using electronic communication platforms and other means, provide routine and outstanding information about members
 - Offer regular and interesting programs for members
- **Goal 4:** Connect Palm Beach forum members to the benefits and offerings of other forums and the International organization.
Strategies
 - Provide regular communication about upcoming programs outside our region
 - IWF-Palm Beach leadership participate regularly in International programs, representing our Forum “at the table”
 - Address the deep connections to Miami and clarify processes for communications and attendance
- **Goal 5:** Be actively engaged as leaders of the region
Strategies
 - Lead and participate in initiatives of the three S. Florida Forums
 - Seek and participate in International roles and initiatives

Goals and Strategies

PROGRAMS

- **Goal 1:** Create and implement outstanding monthly events/programs that encourage friendship and lasting connections among our members.

Strategies

- Program Committee will seek out and implement outstanding programs using Forum members as resources and the local region as inspiration
- Intimate gatherings are the priority for this Forum
- Keep the 82 mile distance between Stuart and Fort Lauderdale in mind

- **Goal 2:** Enhance and increase engagement of our members through regular and varied programs

Strategies

- Provide programs that include a “behind the scenes and special access” to places and ideas.
- Provide programs that encourage getting to know one another “one on one”

Goals and Strategies

GOVERNANCE

- **Goal 1:** Insure regular succession of leadership for the Board of Directors.

Strategies

- Revise Bylaws to allow for flexibility in elevating leadership and to allow at least TWO year terms for officers
- Governance Committee actively recruit engaged leaders in leadership roles
- Maintain active committees including: Program, Membership, Governance and others as needed and appointed by the President

- **Goal 2:** Determine nonprofit corporate status

Strategy

- By October, 2022, decide between 501c3 and 501c6 federal filing status and file with the IRS

- **Goal 3:** Insure excellent corporate processes and members services

Strategies

- Continue to hire a part-time manager for Forum administration
- Continue to contract with an outstanding accounting firm for oversight and financial management



FINANCIAL IMPLICATIONS AND FORECAST

Three Year Budget Forecast

	<u>22 – 23</u> <u>Budget</u>	<u>23 – 24</u> <u>Budget</u>	<u>24 – 25</u> <u>Budget</u>
<u>INCOME</u>			
Membership Dues (1)	\$54,000	\$57,000	\$65,000
Sponsorship/Event fees Retained	<u>5,000</u>	<u>6,000</u>	<u>7,000</u>
<u>Total Income</u>	\$59,000	\$63,000	\$72,000
<u>EXPENSES</u>			
IWF Global Fees (2)	\$15,750	\$16,625	\$20,000
Accounting & Administration	20,500	22,000	22,000
Website	6,000	6,000	6,000
Other	<u>13,700</u>	<u>14,000</u>	<u>14,000</u>
<u>Total Expense</u>	\$55,950	\$58,625	\$62,000
<u>Net Income (Loss)</u>	\$ 3,050	\$ 4,375	\$10,000
Cash Basis			

Notes:

- (1) Currently: \$550. 82 members
 22 – 23: \$600. 90 members
 23 – 24: \$600. 95 members
 24 – 25: \$650. 100 members
- (2) Currently: \$150
 22 – 23: \$175
 23 – 24: \$175
 24 – 25: \$200

Assumes no change to Event Fee (\$73) or Hostess Reimbursement of \$70/guest.