



**Summary of the Minutes of 443rd Meeting of the Governing Board
Thursday, 10 August 2023, 10:30 a.m. to 12:45 p.m.**

President's Report [3]

- Deborah Landey explained that the focus of the meeting was (i) for the Board to be updated on the actions and discussions undertaken at the FAFICS 53rd Council session in July; (ii) any information that could be shared on the recent Pension Board meeting and (iii) to hear from the Communications team and consultant, who ran the focus groups, regarding ways forward for AFICS/NY on communications.
- At the next Governing Board meeting scheduled for Friday, 15 September, the President of FAFICS, Mr. Jerry Barton, would be participating in the meeting. which would be followed by a luncheon in his honor. .
- It was also indicated that the AFICS/NY leadership, who meets several times a year with senior managers in the UN and UNFCU, recently held a meeting with the President and CEO of UNFCU to raise the issue of their CD rates as it was felt that they were not as competitive as other financial institutions. The next round of visits with the UN leadership would start again in October.
- In addition, Deborah Landey reported on the establishment of two Groups (i) the Working Group established by the Governing Board on the AFICS/NY By-Laws and Rules of Procedure chaired by Jay Pozenel and John Dietz and (ii) the Visa-Retrogression Group chaired by Darshak Shah.

**Summary of the 53rd FAFICS Council 17-20 July 2023 and
the Pension Board session of 24- 28 July [4]**

- The AFICS/NY delegates to the 53rd FAFICS Council included Deborah Landey, Darshak Shah and Nancy Hertz-Soyka. They were able to seamlessly convey all the points on the issues that had been agreed to by the Governing Board on the items under discussion in FAFICS.

Pension issues:

- Suzanne Bishopric in her capacity as Chair of the FAFICS Standing Committee on Pension Issues and Pension Board FAFICS delegation member reported that there had been much discussion at the Council meeting on the issues contained in the summary reports.
- Ms. Rosemarie McClean (CEPA), Mr. Karl-Ludwig Soll (CFO) and Mr. Pedro Guazo (RSG) made presentations to the FAFICS Council.
- Darshak Shah reported that the long list of points on pension issues prepared by the Co-Chairs of the AFICS/NY Pension Committee, after discussion in both the Pension Committee and Governing Board were delivered to the FAFICS Council.
- Post facto marriages and the two-track system were two issues which were discussed and where other aspects were explained.

- There was also complete agreement by associations on the restoration of the 0.5% for retirees as the investments have now recovered.
- As for small pensions, it was noted that there was a legal framework to these pensions which needed to be followed but it was concluded that there must be a way to address this issue in the future.
- Also discussed was the situation of the former USSR, Ukrainian SSR and Byelorussian SSR retirees. It was agreed that this issue should remain on the table, and it was noted that there were other hardship places and therefore the Group involved in overseeing this issue should be expanded.
- On the question of the long-term real rate of return on the actuarial assumption for the Pension Fund's investments, which had been reduced to 3.4% from 3.5%, concerns were raised about this change as 3.5% had ensured financial stability for decades.

ASHIL issues:

- Jay Karia was unanimously approved as Chair of the Standing Committee on Health and Life Insurance (ASHIL) and would serve along with the Vice-Chair Giovanni Quaglia. Currently, there are seven members in the ASHIL core group, but it was hoped that new members from Geneva, Rome and possibly Vienna could be found.
- The Standing Committee-ASHIL had forwarded 11 recommendations, which had all been reviewed and endorsed by the AFICS/NY Governing Board, and all of which the Council approved.

Budget issues:

- The seven reports on financial and budget issues including the write-off report for the twenty member associations that for the period 2013 through 2022 had arrears amounting to \$10,538.72 were approved.
- In this connection, the Council approved the write-offs of all outstanding amounts due as of 31 December 2021 amounting to \$7,728.72 against the Reserve for Bad Debts. It was also decided that the FAFICS Bureau would continue to explore different approaches in reaching out to these associations, recognizing their different challenges.

Communications:

- The FAFICS Communications Strategy was approved with many associations wanting to see concrete actions taken.
- A new Secretary, Ms. Delia Barcelona (Philippines) was unanimously elected, and she would be working on this issue.
- Those with expertise in IT, Social media and communications should express their interest through the Expertise Pool to serve on the expanded Communications Committee.

President's report and issues of succession management

- Deborah Landey reported that the FAFICS' President's report was excellent and commended him for his regular communications with all the associations.
- The FAFICS Standing Committee on Pensions was called on to create its core team as had been done by ASHIL. It was noted that currently the core group was the Pension delegation, but that it had been agreed at a prior FAFICS Council meeting to add two or three others from the Expertise Pool who have expertise on pension issues.
- On the issue of succession, it was noted that while there would be little turnover in 2024 there was a great deal in 2025, so it was important that thought be given soonest as to what the vacancies are and who from the Expertise Pool could serve and of course

organize whatever training or handover might be required. It was important to continue to emphasize the need for associations to submit names of those able to serve in the specific areas of audit, budget, ethics, pensions, health insurance, website and communications so there is a group from across the Federation of talented people who can then step up into these positions so that turnover is ensured, and succession is handled in an orderly and prepared way.

Report of the Communications Committee Consultant (5)

- The consultant on communications who led the focus groups for AFICS/NY, Ms. Beth Magne-Watts, gave a presentation.
- The AFICSNY Ad Hoc Committee on Communications had included their recommendations in the consultant's report for moving forward in the areas of better communication within and without AFICS/NY.

ANY OTHER BUSINESS (6)

- Information was provided on the luncheon which would take place on 15 September to honor FAFICS President, Jerry Barton.
- George Saddler was welcomed to the meeting.
- It was suggested that at the next Governing Board meeting a photograph be taken of all those who serve on the Board for the term of 2023-2024.