

SOROPTIMIST INTERNATIONAL
SOUTH EAST ASIA PACIFIC

EXECUTIVE
ANNUAL REPORTS 2025



**SOROPTIMISTS
EMPOWER CHANGE**

Soroptimist International South East Asia Pacific

Empower | Engage | Elevate



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SOROPTIMIST INTERNATIONAL SOUTH EAST ASIA PACIFIC

Report

President 2024-2026

Authored by: Joanne Yeoh President 2024-2026

Date of Report: 1 March 2025



PRESIDENT’S REPORT

As I started my term as President, my first point of reference was the SISEAP Strategic Plan. It provided a clear framework and vision to guide our work, and I made it a priority to track our progress during the first 10 months of the biennium.

Soroptimist International South East Asia Pacific

a global voice for women

SISEAP Strategic Plan 2022 - 2026

Our Vision
Women and girls will achieve their individual and collective potential, realise aspirations and have an equal voice in creating strong, peaceful communities worldwide.

Our Mission
Soroptimists transform the lives and status of women and girls through education, empowerment and enabling opportunities.

STRATEGY 1	STRATEGY 2	STRATEGY 3	STRATEGY 4
Develop and strengthen Programme and advocacy	Empower membership through strengthening diversity, capacity and effectiveness to deliver the Soroptimist Mission	Raise awareness and understanding of programme work in the broader community	Enhance Structure, Strategic Leadership and Financial resilience

This report reflects our collective efforts, achievements, and commitment to our goals during this critical period.

Strategy 1: Develop and Strengthen Programme and Advocacy

Achievements:

**This is SISEAP programme & advocacy score card 2024.
(impressive and impactful)**



Increased the number of programme-based projects across the Federation, aligning with Soroptimist International advocacy goals

- ❖ Hosted successful workshops and webinars on key advocacy themes such as gender equality, climate change, and violence against women.
(SISEAP@CSW - Adolescents Agents for Advocacy, @ CSW - Soroptimists 'on the road' to bridging the gaps of Beijing +30, SISEAP International Women's Day Webinar 2025, 16 day of Activism 2024, Day of the Girl Child 2024 (video), Education Day (video))
- ❖ Partnered with other organizations to amplify the voice of women and girls at local, national, and international platforms (SISEAP @CSW - supported 20 SI-led parallel and side events)
- ❖ Brilliant Futures Fund
 - supported funding for 7 clubs to implement projects
 - enhanced project application process and project impact monitoring through standardized reporting templates, enabling more effective data collection and storytelling.

Our achievements have only been possible through the collective dedication of our members, Clubs, and leadership teams. I am inspired daily by your passion and determination to create lasting change.

I would also like to express my appreciation to the **Programme Team**, under the leadership of Donnell Davis, for our successes in **programme and advocacy** during this biennium. Their tireless efforts have ensured that our projects remain aligned with Soroptimist International's global priorities, while also responding effectively to the unique needs of our local communities.

Strategy 2: Empower Membership through Strengthening Diversity, Capacity and Effectiveness



❖ **Achievements:**

- ❖ At the end of 2024, our membership numbers stood at 2,112. I believe the efforts were due to our innovative new membership categories, strengthened club sustainability through targeted training especially the Thriving Futures Programme, recruitment and retention focus by clubs and mentorship programs connecting newer members with experienced leaders to build capacity and confidence.

This includes total for YTD 2024:

Member Exits:	-355
Member Deaths:	-8
Club Closures:	2
Club Charters:	2

Membership Category Totals	
General / Linked	1,986
Young Adults	30
Student - Tertiary	62
Student - High School	8
Awardee	24
Corporate	2
TOTAL	2,112



- ❖ I would like to acknowledge the important role played by the **Membership Team** during this period. Recognizing that strong and healthy clubs are vital to the success of our Federation, the Membership Team has taken a proactive leadership role in:
 - **Mentoring ailing clubs:** providing guidance, support, and encouragement to clubs facing challenges, helping them rebuild strength and confidence.
 - **Mentoring club leadership:** equipping club leaders with the tools, resources, and confidence they need to lead effectively and inspire their members.
 - **Monitoring club membership numbers:** closely tracking trends across the Federation, identifying areas for attention, and implementing strategies to retain and grow our membership base.
- ❖ However, at the beginning of 2025, membership numbers have dropped below 2000, as clubs grapple with higher capitation fees and aging membership. To this end, the Board and Leadership Team will take on a SWOT analysis of all aspects of membership and move forward with recommendations to stem the drop in membership numbers.

Strategy 3: Raise Awareness and Understanding of Programme Work in the Broader Community

(Branding and Awareness)

Achievements:

- ❖ Increased visibility of SISEAP programme initiatives through enhanced social media engagement and storytelling.



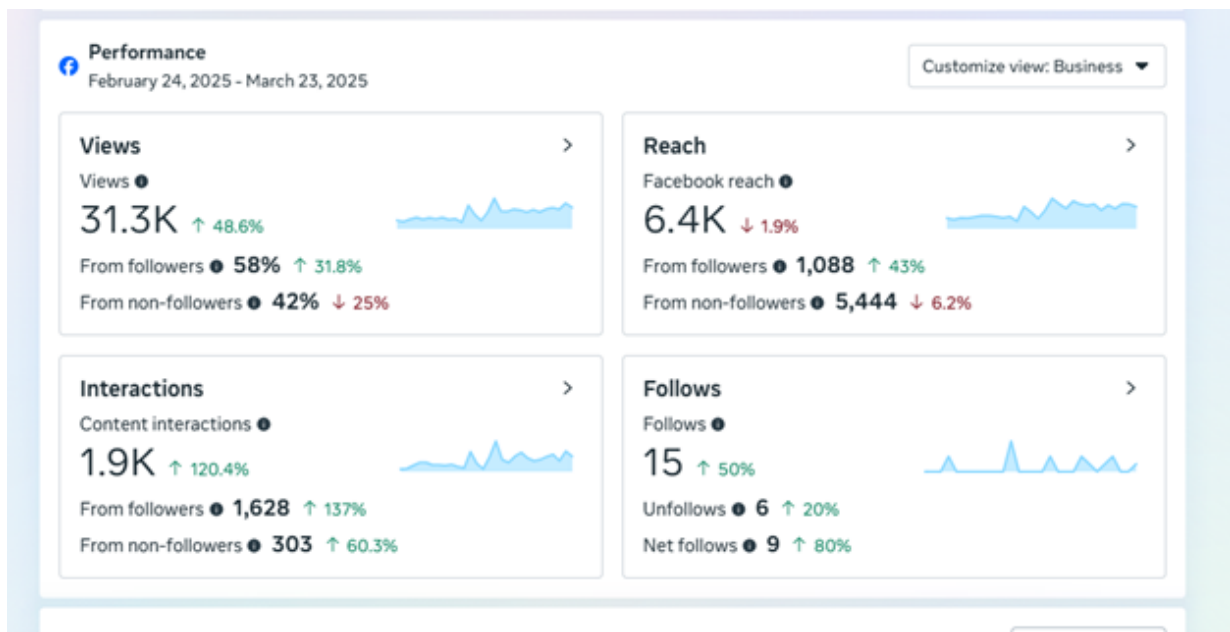
- ❖ Organized community open days, exhibitions, and public forums showcasing the positive impact of Soroptimist projects.
- ❖ Several programme stories have been featured in local and regional news outlets, international publications expanding awareness beyond membership circles.

I recognised that while we have made significant strides, certain challenges remain. **Our branding is not yet as strong as it could be, and there remains a general lack of awareness of the Soroptimist name and mission among broader communities.** Strengthening the visibility and recognition of our brand must remain a priority as we move forward.

On a positive note, **social media awareness and engagement have increased across all major platforms, with encouraging growth on Facebook and LinkedIn.** These efforts have enhanced our outreach and storytelling capabilities.

Facebook Analytics :

- Facebook remains the preferred social media platform for SISEAP Soroptimists.



Instagram Analytics

Jessica @ HQ has been doing a good job posting on IG - but we are only reaching minimal numbers. The Likes on all posters are mostly single digits. I would say that our members are not IG users. But IG users is our target audience if we are wanting to reach out to attract younger women to join SISEAP.

LinkedIn Analytics

For LinkedIn, March 2025 saw a 600% increase in Reactions and 264% increase in Impressions! That's amazing and is probably due to increased posting and promotion about CSW in March. Well done to all involved in CSW!



Analytics ▾

Overview

Content (

Highlights

Data for 3/9/2025 - 4/7/2025

470

Impressions

▲ 264.3%

35

Reactions

▲ 600%

4

Comments

● 0%

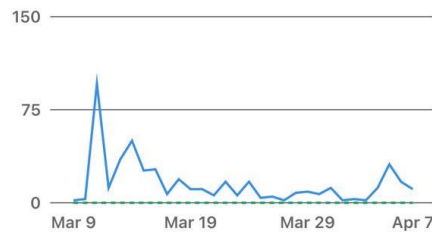
1

Reposts

● 0%

Metrics

Impressions ▾



However, TikTok remains an area where further development and strategic focus may be needed to reach new and younger audiences.

Addressing these communication gaps will be key to ensuring that Soroptimist International South East Asia Pacific continues to grow, inspire, and attract future members and supporters.

Strategy 4: Enhance Structure, Strategic Leadership, and Financial Resilience

❖ Governance and Compliance

- Maintaining our integrity and accountability as a Federation remains a top priority. I am pleased to report that **SISEAP received its registered charity status with the Australian Charities and Not-for-profits Commission (ACNC)**, reflecting our ongoing commitment to transparency, responsible management, and adherence to all regulatory requirements. The Board completed a comprehensive governance review, resulting in updates to policies and procedures to support better accountability and transparency.
- Throughout the past 10 months, we have **strengthened our governance practices** to ensure alignment with the highest standards expected by the ACNC and our members. Regular reviews of policies, financial management, and reporting practices have been undertaken to uphold good governance across all areas of our operations. We completed a comprehensive governance review, resulting in updates to policies and procedures to support better accountability and transparency.
- In addition, we have made strong progress in **enhancing risk management frameworks**, identifying potential risks early, and implementing proactive measures to protect the Federation's reputation, assets, and mission delivery. These improvements not only reinforce our organisational resilience but also help build a sustainable future for SISEAP.



❖ Financial sustainability

- Financial sustainability remains a challenge for the Federation. Our main source of income continues to be **membership dues**, and with membership numbers remaining relatively static or declining in some areas, **our financial base has been weakened**.
- In an effort to diversify our income streams, a **Fundraising Manager** was employed; however, she left after only five months. While this was disappointing, it reinforced a critical learning — that **branding and fundraising are deeply connected**. Until our brand visibility and awareness are significantly strengthened, large-scale fundraising campaigns will continue to be difficult.
- In light of this, we have **shifted our focus towards grant sourcing and grant applications** as a more suitable and realistic funding strategy for our Federation. Grants offer a valuable opportunity to support both Federation-level initiatives and Club-level projects without placing further financial pressure on members.
- I am pleased to report that **many Clubs have already demonstrated great success in securing grants** for their community projects. This highlights the potential for a Federation-wide approach to grant applications, which could strengthen our financial sustainability moving forward.
- Building a stronger brand, improving grant acquisition skills, and maintaining sound governance will be key to ensuring SISEAP's long-term financial health.

❖ Strategic Leadership and Leadership Development

- A strong future for our Federation depends on a continuous pipeline of capable, visionary leaders. However, we are observing a concerning trend: **there is a lack of interest among members in stepping into leadership roles** at both Club and Federation levels. This reluctance has the potential to weaken our organizational capacity and continuity over time.
- To address this, it is clear that a **mindset shift** is needed across all levels of membership. Leadership must not be viewed as a burden, but rather as an opportunity to make a lasting impact, to grow personally and professionally, and to help shape the future of Soroptimist work in our region.
- **To support leadership growth, we must:**
 - **Develop structured leadership pathways** that make the journey into leadership roles clear, achievable, and rewarding
 - **Create supportive environments** where new leaders feel guided and empowered, rather than overwhelmed.
 - **Invest in leadership development programs** that build confidence, skills, and resilience among future leaders. For this, we need to find the budget.
- Strategic leadership development must become a Federation-wide priority if we are to secure a strong, dynamic future. Leadership is not the responsibility of a few; it is the shared responsibility of all members who believe in the mission of Soroptimism.

Personal Journey (for the past 10 months)

- ❖ SI Region of Malaysia Sustainable Food Security Projects
@ SIROM, I continue to project lead 3 Sustainable Food Security projects, 2 in Sabah, East Malaysia and 1 in Bentong, Peninsular Malaysia. Acquittal reports have been issued for all 3 projects and you may view the videos and articles relating to these projects :

<https://www.facebook.com/share/v/sAszF29aRKnN47bx/4>



<https://www.youtube.com/watch?v=ZVqggZtILmk&t=16s>
<https://m.malaysiakini.com/sustainability/735151>

SIROM continues to roll out another sustainable food security project in 2025 and possibly another one in Sabah in 2026.

These projects have achieved SDGs 1, 2, 3, 4, 5, 10 and 17.

❖ Visits to Clubs

- In Malaysia, I have made visits to our Penang Clubs, SI Penang, SI Pearl of the Orient and SI Kota Kinabalu.
- In Thailand, Donnell and I made visits to SI Dusit (trying to convince the members not to close the club) and SI Bangkok
- In Singapore, visits were made to SI Singapore, Si Singapore Garden City and SI Singapore Orchid.
- Attended SIROM Biennial Conference of Clubs 2025

❖ Closure of Thriving Futures 2023

- Managed the closure of the Thriving Futures Program which was held in Kuala Lumpur in 2023

❖ International events

- Represented SISEAP @ UNESCAP Asia Pacific Ministerial Conference on the Beijing+30 review in Bangkok, Nov 2024, (where I had the opportunity to read a statement on behalf of SISEAP)
- Represented SISEAP @ the 69th Session of the Commission on the Status of Women (CSW69) at the United Nations (which coincided with the Beijing + 30 review)

Closing Remarks

As I bring this report to a close, it is both timely and appropriate to reflect on the journey we have undertaken together, and the remarkable contributions of our members across Soroptimist International South East Asia Pacific.

Throughout the past year, our organisation has demonstrated a profound commitment to our mission: to **empower** women and girls, to **elevate** communities, and to **engage** with the pressing challenges of our time. Every project we have delivered, every partnership we have nurtured, and every voice we have uplifted has been a direct result of your unwavering dedication and collective spirit.

The impact we have achieved is measured not only in tangible outcomes, but also in the renewed hope, resilience, and opportunity we have fostered. It is through the consistent leadership, service, and compassion of our members that we continue to build a legacy of positive, lasting change.

As we look ahead, let us remain steadfast in our resolve: to **empower** those we serve, to **elevate** our standards of excellence, and to **engage** with the world around us with wisdom, courage, and purpose. Together, we hold the ability — and the responsibility — to create a future where every woman and girl can thrive.

Together, we are Soroptimists, and together, we will continue to transform lives.

Joanne Yeoh - President 2024-2026



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SOROPTIMIST INTERNATIONAL SOUTH EAST ASIA PACIFIC

Report

Immediate Past President 2024-2026

Authored by: Christine Johnstone IPP 2024-2026

Date of Report: 1 March 2025



1. Executive Summary

This report covers my term as President from 1st January 2024 until 31st May 2024 and my term as Immediate Past President from 1 June 2024- 31 December 2024

Representing Soroptimist International South East Asia Pacific will remain as a much-loved period of my life, where I was able to raise all our voices as we advocated for much needed change to women's policy across our 13 countries and demonstrated that Soroptimist take action and deliver results.

During this period the Federation Conference was held, I wish to thank the conference committee under the leadership of Conference Chair Ralda Forzin for delivering a conference which excelled in presentations and workshops, where members came together in friendship, learning new skills and taking back renewed energy to their clubs to continue with our Vision to Educate and Empower Women and Girls.

2. Activities undertaken as President 1st January 2024 until 31st May 2024

Director of SISEAP company

Member of the Management Committee

Represented SISEAP at CSW68 in New York, speaking live at 2 face to face events, and speaking at 2 virtual events. Met with the Australian delegation to discuss and further discussion and advocacy on women's issues and Soroptimist involvement with the wider Australian NGO community.

Officiated at the Charter of SI Pearl of the Orient

Was a panellist on the SI Penang IWD webinar

Promoted and judged the Federation Creative Arts Competition

Promoted Environmental Day

Conference of Clubs Tweed Heads



3. **Activities undertaken as Immediate Past President 1 June 2024 - 31 December 2024**

Director of SISEAP company
 Member of the Management Committee
 Member of the Governance Sub Committee
 Represented SISEAP at CHOGM Samoa 2024
 Federation Project Liaison , promoting the Brilliant Futures Fund
 Attended Commonwealth Foundation meetings in the lead up to CHOGM
 Attended the virtual SI AGM
 Member of the Fundraising Committee
 Worked with Membership committee and SI Samoa on extension



A huge thank you to all the Federation Position holders for the 2022-2024 biennium.

4. **Progress/outcomes related to SISEAP Strategic Plan**

Strategy 1 – Develop and Strengthen Programme and advocacy

Presentations at CSW, showcasing the work undertaken by SISEAP clubs, presenting at two live events and two virtual events., Event 1 Feminist Financial Freedom
 Panellists on the Soroptimist International CSW 68 in person event, showcasing the work undertaken by Soroptimist clubs work in the empowerment of women across our SISEAP countries
 Panellists at the SI Penang IWD virtual event, showcasing the advocacy work undertaken whilst participating at CSW
 Presentations at CHOGM, and participating in workshops and forums where SISEAP projects and advocacy were able to be showcased
 Presented at a SI Samoa function to showcase SISEAP programme work
 Federation Project Liaison, promoting the Brilliant Futures Fund, and the opportunities for clubs to receive funding for their grass roots projects.
 Continue to work with the Programme team on the eSPAN editorial and toolkits.

Strategy 2 - Empower membership through strengthening diversity, capacity and effectiveness to deliver the Soroptimist Mission

Worked with the membership team on retention and extension of the SI Samoa club.



A ex officio member of the Membership committee.

A member of the judging panel for the Membership Best Practice Awards

Strategy 3 - Raise awareness and understanding of programme work in the broader community

This was undertaken at CSW and also at CHOGM.

Video messages for Education Day, Environment Day and Day of the Girl Child, showcasing the work of our members and the SISEAP position on the importance of these UN days.

Strategy 4 - Enhance Structure, Strategic Leadership and Financial resilience

Contributed to the budget process

A member of the Governance subcommittee

A major piece of work undertaken as part of structure and leadership was to work on the documents required for the ACNC accreditation. This involved the co authoring of 10 documents.

4. Progress/outcomes on delivery of Resolutions

Not applicable.

5. Comments/Observations

The Role of Immediate Past Present has a lot to offer the functioning committees as the position holder transfers skills and knowledge to the new incoming leadership team.

6. Conclusion/Recommendations (Please complete Item for Discussion/Decision form)

7. Appendices (as appropriate)

Christine Johnstone, IPP 2024-2026



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SOROPTIMIST INTERNATIONAL SOUTH EAST ASIA PACIFIC

Company Secretary's Report

Year Ended 31/12/2024

Authored by: Theresa Lyford

Date of Report: 24 April 2025



1. Executive Summary

The 2024 year saw a change of Office Bearers after the 3rd May Annual General Meeting held at Twin Towns Conference and Function Centre, Tweed Heads, New South Wales with then President Christine Johnstone and her Federation Team handing over officially to incoming President Joanne Yeoh and incoming President-Elect Anthea Penny and the new Federation Team.

In June 2024 Carolyn Hudson retired as Company Secretary and then sadly passed away 23rd July 2024.

Theresa Lyford was appointed as Company Secretary June 2024.

The Company announced on 6 September 2024 (effective from 2 January 2023) that SOROPTIMIST INTERNATIONAL SOUTH EAST ASIA PACIFIC had been approved and registered as a charity under ACNC – Australian Charities and Not for Profit Commission.

2. The State of the Company in 2024

Membership of the Company

We started 2024 with 129 Members (Clubs). Two Clubs were chartered – SI Sisters Online (New Zealand Aotearoa) February 2024 and SI Pearl of the Orient (Malaysia) March 2024. These Clubs were duly admitted as members of the Company. Unfortunately, we had the following Clubs close – SI Townsville (Queensland) October 2024, SI Dusit (Thailand) December 2024. We ended in a membership of 129 Clubs at 31 December 2024.

A list of the members of SISEAP as at 31 December 2024 is in the Appendix to this report.

The members of the Company had 2112 individual Soroptimists at the end of 2024.

Directors of the Company

At the start of the 2024 year, the Directors were:

Christine Ann Johnstone

Poh Suan Yeoh (Joanne)

Sonia Casanova



Donell Rita Davis
Wendy Patricia Evans
Anthea Helen Penny

At the SISEAP 13th Annual General Meeting in May 2024, Sonia Casanova and Christine Johnstone retired along with Gail Kerr (Gail never took office after being appointed and as such retired and this was noted at the AGM). Christine Johnstone subsequently re-applied and was reappointed at the SISEAP 13th Annual General Meeting.

The following 2 Directors were appointed in August 2024 after securing their Directors' ID as is a requirement to be a Director of a registered company in Australia to fill a casual vacancy:

Deborah Lee Copland Wood
Maria Tsovelas

and will be required under **Clause 43: 43.1 Term of Office** – 43.1.1 Any Director appointed by the Directors to fill a casual vacancy or as an additional Director must retire; and under **Clause 43.5** A director who retires under Clause 43.1 may nominate for election or re-election. Both are eligible to reapply.

At 31 December 2024 the following were Directors

Poh Suan Yeoh (Joanne)
Christine Ann Johnstone
Donell Rita Davis (retired December 2024)
Wendy Patricia Evans
Anthea Helen Penny
Deborah Lee Copland Wood
Maria Tsovelas

Note:

1. *Carolyn Hudson, Company Secretary, **retired** June 2024*
2. *Theresa Lyford, **appointed** as Company Secretary June 2024*

SPECIAL RESOLUTIONS

At the 13th Annual General Meeting the following Special Resolution was passed by the Members (Clubs) present. (Full information and rationale can be found in the Minutes of the 13th Annual General Meeting)

MOTION: That the company constitution be amended as listed below and highlighted in colour on the attached copy of the Company Constitution V15 Draft Amendments and that all the amendments be effective from the date this motion is passed:

1. to enable a reviewer rather than an auditor to be appointed (highlighted in **RED**)
2. to change the possibility of a club being closed to the withdrawal of a club's charter (highlighted in **GREEN**)
3. to update provisions for the use of Virtual Meeting Technology and other forms of technology. (highlighted in **ORANGE**)

ABSTAIN 1 AGAINST 0 **FOR 84** **CARRIED**



COMPANY CONSTITUTION, BY-LAWS & MANUALS

Further amendments and changes to the Company By-Laws and Federation Membership Manuals were undertaken in 2024 along with updates and amendments to Company policies/procedures to ensure continued relevance and compliance.

LEGAL MATTERS

There were no legal actions in 2024.

3. Appendices

Extract of the SISEAP Company Register as at 31 December 2024.

Appendix to Company Secretary's Report

SOROPTIMIST INTERNATIONAL SOUTH EAST ASIA PACIFIC

ACN 147990627

Registered 22/12/2010

COMPANY REGISTER (extract) - as at 31 December 2024			
	Country/National Association	Member Soroptimist International of	Date Joined Company
1	Australia/NSW	Brisbane Water Inc	2010
2	NSW	Canberra Inc	2010
3	NSW	Goulburn Inc	2010
4	NSW	Griffith Inc	2010
5	NSW	Hornsby	2010
6	NSW	Inner City Sydney	2023
7	NSW	Lightning Ridge	2010
8	NSW	Northern Beaches	2020
9	NSW	Port Macquarie	25 February 2023
10	NSW	Randwick & Eastern Suburbs Inc	2010
11	NSW	South West Slopes	2010
12	NSW	Sydney Inc	2010
13	NSW	The Hills District Inc	2010
14	Australia/QLD	Bayside Inc	2010
15	QLD	Beenleigh inc	2010
16	QLD	Brisbane Inc	2010
17	QLD	Brisbane South Inc	2010
18	QLD	Gold Coast Inc	2010



COMPANY REGISTER (extract) - as at 31 December 2024

Country/National Association		Member Soroptimist International of	Date Joined Company
19	QLD	Logan Inc	2010
20	QLD	Mackay inc	2010
21	QLD	Moreton North Inc	2010
22	QLD	Toowoomba Inc	2010
23	QLD	Townsville Breakwater Inc	2010
24	QLD	Tropical Tablelands Inc	2010
25	Australia/SA	Adelaide Inc	2010
26	SA	Eastern Districts of Adelaide Inc	2010
27	SA	Murray Bridge Inc	2010
28	SA	Northern Highlands Inc	2010
29	SA	Port Pirie Inc	2010
30	SA	Southern Districts of Adelaide Inc	2010
31	SA	Torrens Inc	2010
32	Australia/TAS	Burnie Inc	2010
33	TAS	Circular Head Inc	2010
34	TAS	Devonport Inc	2010
35	TAS	George Town Inc	2010
36	TAS	Hobart Inc	2010
37	TAS	Launceston Inc	2010
38	Australia/VIC	Ballarat Inc	2010
39	VIC	Brighton & Southern Districts Inc	2010
40	VIC	Cobram Barooga Inc	2010
41	VIC	Deakin Inc	2010
42	VIC	Geelong Inc	2010
43	VIC	Melba Inc	21 April 2012
44	VIC	Melbourne Inc	2010
45	VIC	Mornington Peninsula Inc	2010
46	VIC	Shepparton Inc	2010
47	VIC	Wyndham Inc	24 November 2018
48	Australia/WA	Albany Inc	2010
49	WA	Bunbury	21 February 2015
50	WA	Canning Districts Inc	2010
51	WA	Carnarvon Inc	2010
52	WA	Fremantle Inc	2010



COMPANY REGISTER (extract) - as at 31 December 2024

Country/National Association		Member Soroptimist International of	Date Joined Company
53	WA	Helena Inc	2010
54	WA	Joondalup Inc	2010
55	WA	Mandurah	14 September 2012
56	WA	Maylands Peninsula	2010
57	WA	On the Terrace Inc	2010
58	WA	Perth Inc	2010
59	WA	Rockingham Inc	2010
60	WA	South Perth Inc	2010
61	WA	The Midwest Inc	2010
62	Malaysia	Ampang	2010
63	Malaysia	Bangsar	2010
64	Malaysia	Bentong	20 October 2019
65	Malaysia	Damansara	2010
66	Malaysia	Ipoh	2010
67	Malaysia	Iskandar Puteri	5 November 2016
68	Malaysia	Johor Bahru	2010
69	Malaysia	Kota Kinabalu	14 April 2012
70	Malaysia	Kuching	07 July 2012
71	Malaysia	Kuala Lumpur	2010
72	Malaysia	Kuantan	2010
73	Malaysia	Melaka	05 November 2022
74	Malaysia	Pearl of the Orient	23 March 2024
75	Malaysia	Penang	2010
76	Malaysia	Petaling Jaya	2010
77	Malaysia	Sentul	2010
78	Malaysia	Seremban	2010
79	Malaysia	Shah Alam	2010
80	New Zealand Aotearoa	Auckland Inc	2010
81	New Zealand Aotearoa	Christchurch	2010
82	New Zealand Aotearoa	Dunedin	10 October 2020
83	New Zealand Aotearoa	Gore	2010
84	New Zealand Aotearoa	Invercargill Inc	2010



COMPANY REGISTER (extract) - as at 31 December 2024

Country/National Association		Member Soroptimist International of	Date Joined Company
85	New Zealand Aotearoa	Kapiti Coast	2010
86	New Zealand Aotearoa	Lower Hutt Inc	2010
87	New Zealand Aotearoa	Nelson	2010
88	New Zealand Aotearoa	New Plymouth	2010
89	New Zealand Aotearoa	North Canterbury	2010
90	New Zealand Aotearoa	North Shore	2010
91	New Zealand Aotearoa	Rangatahi Wellington	20 November 2021
92	New Zealand Aotearoa	Rotorua	2010
93	New Zealand Aotearoa	SISEAP Sisters Online	24 February 2024
94	New Zealand Aotearoa	Taupo	12 February 2011
95	New Zealand Aotearoa	Tauranga	2010
96	New Zealand Aotearoa	Waimea	2010
97	New Zealand Aotearoa	Waitara	2010
98	New Zealand Aotearoa	Wellington	2010
99	New Zealand Aotearoa	Westland	2010
100	Hong Kong SAR	Hong Kong	2010
101	Indonesia	Jakarta	2010
102	Indonesia	Kebayoran Baru	8 February 2020
103	Indonesia	Kemang	18 April 2015
104	Singapore	Singapore	2010
105	Singapore	Singapore Garden City	2010
106	Singapore	Singapore Orchid	2010
107	Thailand	Bangkok	2010
108	Thailand	Dusit	Closed
109	Fiji	Ba	2010
110	Fiji	Gold Town Tavua	17 September 2022
111	Fiji	Labasa	2010
112	Fiji	Lautoka	2010
113	Fiji	Nadi	2010



COMPANY REGISTER (extract) - as at 31 December 2024

Country/National Association		Member Soroptimist International of	Date Joined Company
114	Fiji	Nadi Jetset	18 January 2020
115	Fiji	Rakiraki	2010
116	Fiji	Sigatoka	2010
117	Fiji	Sugar City Fiji	26 March 2022
118	Fiji	Suva	2010
119	Cambodia	Phnom Penh	04 July 2010
120	Mongolia	Amgalan	7 October 2017
121	Mongolia	Darkhan	2010
122	Mongolia	Erdenet	23 June 2012
123	Mongolia	Ulaanbaatar	2010
124	Myanmar	Yangon	12 December 2020
125	PNG	Lae	2010
126	PNG	Port Moresby	2010
127	PNG	Ramu	2010
128	PNG	Wewak	16 November 2019
129	Samoa	Samoa	2010



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SOROPTIMIST INTERNATIONAL SOUTH EAST ASIA PACIFIC

Report

Governance Convenor 2024-2026

Authored by: Michele Navinder Kaur

Governance Convenor 2024-2026

Date of Report: 26 April 2025



Reporting Period: January 2024 – February 2025

During this reporting period, the Governance Committee undertook the following tasks for the Company, members, Federation leadership team and the HQ staff.

1. Policy Documents & Governance Framework

- Reviewed and proposed amendments to Governance Roles & Responsibilities (14 May 2024).
- Drafted SISEAP Acceptance of Position Form at the request of the Restructuring Committee (4 April 2024).
- Reviewed amendments to Company By-Laws to clarify the distinction between the Federation and Company Secretary.
- Reviewed Conflict of Interest Policy & Procedures and Anti-Fraud & Anti-Corruption Policies (25 September 2024).
- Reviewed Communications Policy and National President Reporting Template (February 2025).

2. Board Resolutions & Motions

- Reviewed an Item for Decision for the SISEAP Board Meeting (20 March 2024).
- Prepared Item for Decision on Company By-Laws for the 27 October 2024 SISEAP Board Meeting.
- Prepared Items for Decision on governance-related matters, not specifically mentioned here, throughout the reporting period.
- Provided ad hoc advice to directors and HQ staff on governance procedures and compliance matters, throughout the reporting period.

3. Document Reviews & Compliance

- Responded to membership enquiries regarding rights and benefits of honorary members (February 2024).
- Advised on attendance & proxy representation for the May 2024 AGM.



- Reviewed Conflict of Interest Register and prepared the Item for Decision (4 August 2024).
- Reviewed Charter Removal Correspondence (August, September & November 2024).
- Assessed Club Dissolution Correspondence (December 2024 – January 2025).
- Reviewed PE Nomination Form (February 2025).
- Evaluated SISEAP Membership Manual v5 (5 November 2024).
- Reviewed and updated the SISEAP 2025 Calendar together with SISEAP President.

4. Governance Committee & Sub-Committee

- Governance Committee Meetings held on 21 July 2024, 27 October 2024, 26 January 2025 and 16 February 2025.
- Assisted in the Directors' Training Session, led by the Company Secretary (18 August 2024). This was a useful induction course for new directors and a refresher for existing directors.
- Governance (Restructuring) Sub-Committee Meetings, chaired by the Constitution Convenor, sometimes co-chaired by the Company Secretary, held on multiple dates from January to November 2024.

5. Governance & Advisory Initiatives

- Confirmed composition of the Governance Committee & Restructuring Committee (16 June 2024).
- Advised on the qualification & role of a Company Secretary under applicable laws.
- Attended the Board Meeting as Procedural Consultant (30 June 2024).
- Advised on the resignation and departure of the Fundraising Manager.
- Responded to SI Moreton & SI Helena's enquiry about national association status for Australia.
- Highlighted governance and compliance deadlines for the 2025 SISEAP calendar.

6. Priorities for the Next Reporting Periods

- Governance Committee Focus Areas
- Update the Documents and Forms Register to maintain accuracy, relevancy and compliance.
- Assist the directors to finalize the Risk Management Plan to strengthen oversight mechanisms.
- Absorb the scope of the Governance Sub-Committee, streamlining governance functions.
- Co-opt members to the Governance Committee to enhance diversity and expertise.

7. Restructuring Committee Considerations

- The Restructuring Committee has completed significant work to support SISEAP's qualification as a registered charity under ACNC, which requires compliance with new governance and reporting standards.
- With major policy reviews nearing completion in 2025, it is recommended that the Governance (Restructuring) Sub-Committee wind down in the following year, subject to director approval.

**Acknowledgments**

A special recognition is extended to Anne Gover, Virginia Wilson, Liz Butson, Wendy Evans, Christine Johnstone, Di Lockwood and Sue Latta, along with various Federation officers who have actively contributed in the Restructuring meetings. Their efforts have been instrumental in supporting the Federation's governance evolution at both regional and national levels.

Additionally, I extend my heartfelt thanks to President Joanne, President Elect Anthea, Company Secretary Theresa and Constitution Convenor Virginia for their exceptional support and unwavering commitment. Their vision and dedication have been pivotal in steering the Governance Committee on some critical governance milestones, ensuring alignment with ACNC standards and Australian laws, while fostering a culture of accountability and excellence.

Michele Navinder Kaur
Governance Committee Convenor
29.4.2025



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SOROPTIMIST INTERNATIONAL SOUTH EAST ASIA PACIFIC

Report

Communications Convenor 2024-2026

Authored by: Hanaa Wong Abdullah

Communications Convenor 2024-2026

Date of Report: 26 April 2025



INTRODUCTION

The 2022-2025 period marked an exciting new chapter for Communications at SISEAP, with the introduction of the Communications Convenor role to strengthen our Federation's visibility and engagement across platforms.

I am the second Communications Convenor, 2024-2026, and I am pleased to share some highlights of our journey, celebrate our collective achievements, and suggest areas for continued growth.

HIGHLIGHTS and ACHIEVEMENTS

1. Strengthened Social Media Presence

- Regular postings on Facebook and Instagram helped spotlight Federation events, member achievements and key global campaigns.
- During March 2025, engagement spiked significantly, particularly during our Federation's strong representation at the CSW (Commission on the Status of Women) in New York.
- Our International Women's Day posts and CSW activities received the highest engagement for this period.

2. Campaigns

- **CSW & Beijing +30 Campaign:** President Joanne and our Programme Convenor Dr. Donnell, led an impactful delegation to New York. Programme Team supported this by designing conversation-starter postcards and sharing a video of President Joanne's presentation.
- **Membership Month Campaign:** An inspiring webinar featured a diverse panel of speakers from across SISEAP, highlighting our Federation's rich cultural tapestry and commitment to inclusion.



3. Communications Collaboration

- Monthly Comms meetings with HQ and the volunteer Comms Team enabled smoother alignment on initiatives and content planning.
- Ongoing collaboration strengthened our collective ability to showcase Federation activities in a consistent and vibrant manner.

AREAS FOR CONTINUED GROWTH

1. Expanding Platform Reach

- Facebook analytics are well-tracked; we look forward to enhancing tracing and engagement strategies for Instagram and LinkedIn moving forward.

2. Team Application

- As we continue to post rich content, encouraging members to like, comment, and share can amplify our visibility and expand our community reach organically.

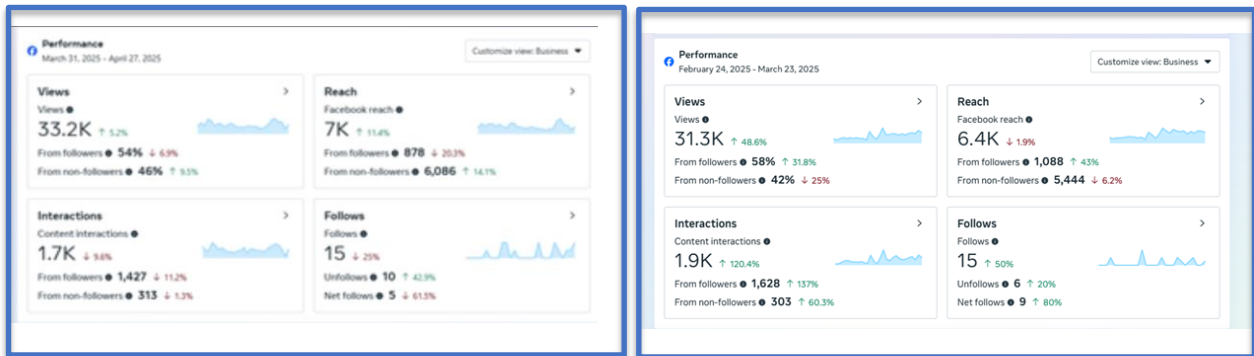
3. Visibility of Federation Resources

- We can further highlight useful Federation document, campaigns, and guidelines through short posts or summaries, helping members stay connected and informed.
- We are looking into a Branding Awareness campaign strategy and would love to hear from any member or region who might be able to contribute feedback and/or resources in this area.

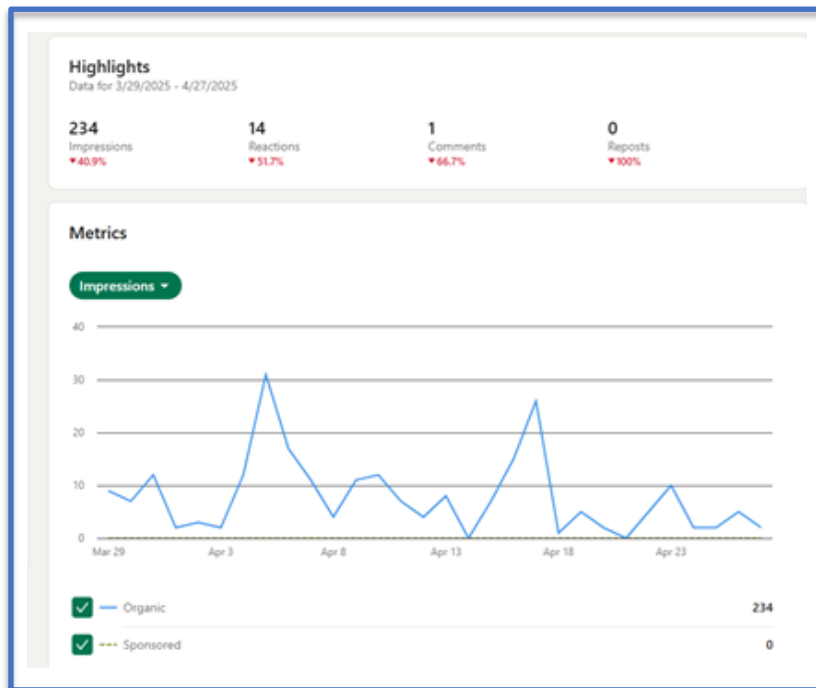
SNAPSHOTS OF POSTS



1. Facebook - March and April 2025



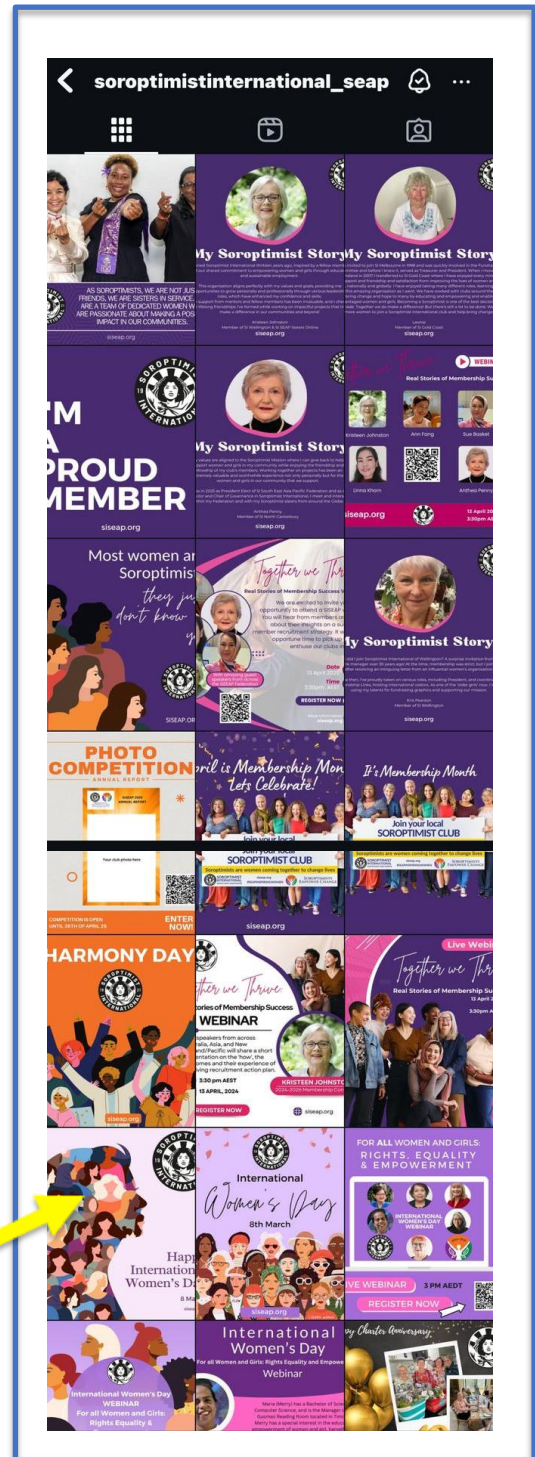
There was a marked increase in Engagements and Views in March, during the CSW event in New York.





2. Instagram

- We have made 375 posts
- And have 336 followers.



Most of the IG posts have single-digit Likes. The post which had the highest number of Likes (12) was the IWD post.



3. LinkedIn

← Soroptimist Interna... [bell icon] [mail icon]

Analytics Overview Content

Visitor highlights

45
Page views
▲ 181.3%

25
Unique visitors
▲ 150%

0
Custom button clicks

Visitor metrics

Page views All pages

8
4
0

Mar 29 Apr 8 Apr 18 Apr 1

Desktop 2
 Mobile 1

← Soroptimist Interna... [bell icon] [mail icon]

Analytics Overview Content Vi

Search highlights

Search appearances 546
Last 7 days ▲ 96.4%

Visitor highlights

Page views 45
Last 30 days ▲ 87.5%

Unique visitors 25
Last 30 days ▲ 78.6%

Show all →

Follower highlights

Total followers 768
Lifetime

New followers 4
Last 30 days ▼ 20%

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Visitor highlights

45
Page views
▲ 181.3%

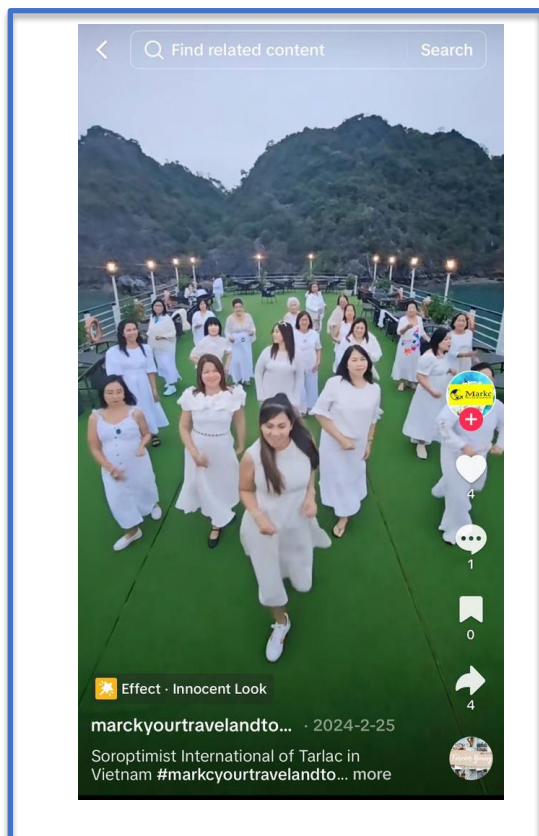
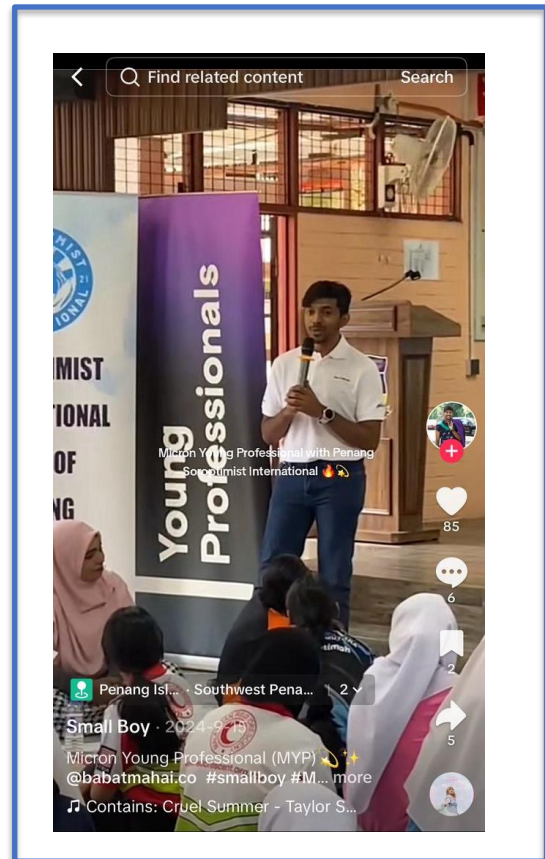
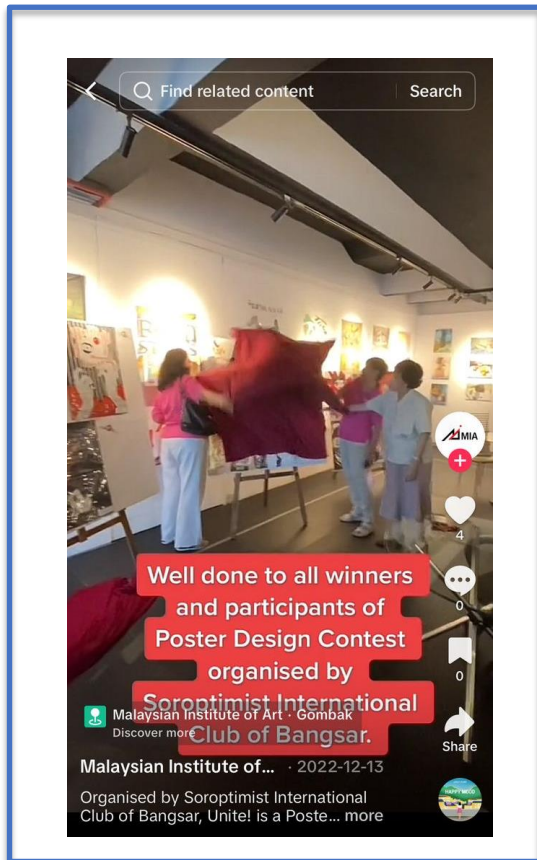
25
Unique visitors
▲ 150%

0
Custom button clicks

Thank you to Sue Latta for posting on LinkedIn.
Positive numbers for April.



4. TikTok



SISEAP's TikTok presence seen from SI Vietnam, SI Penang and SI Bangsar.



CONCLUSION

The past 11 months have laid a strong foundation for Communications at SISEAP. I am grateful for the teamwork, dedication, and spirit of collaboration that drives our efforts.

As we move forward, I am excited to continue building an even stronger communication culture - one that showcases the heart, achievements, and global spirit of SISEAP Soroptimists.

Thank you for the opportunity to serve.



Appointee' Reports



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SOROPTIMIST INTERNATIONAL SOUTH EAST ASIA PACIFIC

Report

ICT LIAISON 2024

Authored by: Christine Johnstone

ICT Liaison 2024-2026

Report Date 1 March 2025

1. Executive Summary

The role of the ICT Liaison is to manage and maintain SISEAP communication, technology and computer systems, networks, software, publicity material, and a member of the Communications team. This includes troubleshooting technical issues, looking at advancements in hardware and how these can benefit SISEAP at the same time being cost effective to the organisation. Liaising with software providers and developers to ensure smooth operation of our ICT systems. Acting as the primary technical support point for staff, Directors, Federation Position holders and our members.

I officially was appointed to the role on the 1st of June 2024, having performed the role informally during my term as President.

2. Activities undertaken during period

Negotiated a discount for the GoTo licence

Negotiated a discount for the Zoom licence

Support for the Programme Database

Support for SISEAP google suite of products

Support for the website

Support for social media platforms

Member of the Communications and Programme teams.

Publicity of SISEAP actions and programme via regular postings to Facebook, Instagram and X

Undertook training for the Federation Position Holder and the Directors on the Google Suite and Shared Drives.

Upgrade the domain name for the SISEAP emails and google platform. This was a significant piece of work, undertaking over 60 hours of my time, which involved writing tender documents, seeking tenders, of which the organisation could not afford, and then writing up a work process plan to undertake the work. Writing communication plans and then undertaking the work. I am pleased that the work was successful with minimal impact on the organisation.



3. Progress/outcomes related to SISEAP Strategic Plan

Strategy 1 – Develop and Strengthen Programme and advocacy

As a member of the Programme team, assist with technical issues and training on the Programme Database.

Create the forms for Best Practice Awards, Brilliant Futures Fund

Assist with the eSPAN publication

Update the Federation programme pages on the website.

Work with Programme communication convenor and HQ to promote the vision, actions and programme work through Social media channels, Programme Latest News and information to members.

Strategy 2 - Empower membership through strengthening diversity, capacity and effectiveness to deliver the Soroptimist Mission

As a member of the Communications Committee, assist with the production of publications, brochures and social media initiatives.

Strategy 3 - Raise awareness and understanding of programme work in the broader community

As a member of the Communications Committee, assist with the production of publications, brochures and social media initiatives

Edit the SISEAP website to keep the content current and relevant to our audience and members.

Post regular articles on the vision, actions and programme work undertaken by the Federation and its members on Facebook, Instagram and X.

Strategy 4 - Enhance Structure, Strategic Leadership and Financial resilience

Contributed significantly to the creation of a new Risk Management Policy, as IT is across all of the sections of Risk and Management of that Risk, my work assisted the organisation to achieve its risk management objectives and mitigation, this new risk policy helps protect our assets and reputation.

Contributed to the Leadership team with the creation of templates for governance documents, and the correct formatting and presentation of documents and manuals for members.

Continually monitor the costs of technology for the organisation and where appropriate seek discounts and or cheaper options for the organisation. This is done throughout the year but in particular as we lead up to budget submissions.



Undertake IT work where appropriate so that this work does not have to be outsourced at a financial cost to the organisation.

4. Progress/outcomes on delivery of Resolutions

Not applicable.

5. Comments/Observations

- The cost of IT to NFP is now a significant portion of any NFP budget. NFPs are increasingly relying on technology for communication (google and website), program delivery, fundraising, donor management, document management, the dependency on ICT necessitates a greater IT investment.
- SISEAP is a diverse organisation spread across 13 countries, to function on a daily basis the organisation relies heavily on the seamless collaboration and communication of the Federation position holders via virtual meetings, all of this comes at a cost.
- Digital transformation is becoming a necessity, not a luxury.
- NFP are not immune to cyberattacks, the cost to keep the organisations databases secure with the correct security, firewalls and antivirus software is essential and expensive. To remain secure, and to keep up with changing technology, hardware and software requires regular security updates.
- NFPs such as ours with limited resources, means that we often cannot keep pace with IT advancements impacting on our ability to deliver programs and services effectively
- We are very fortunate to be a NFP partner with Google, reducing our operational costs for emails, storage of data, use of document, collaboration on documents, and meeting software to nil.

6. Conclusion/Recommendations (Please complete Item for Discussion/Decision form)

That the organisation seeks corporate sponsorship to help the organisation continue to meet its ICT obligations.

7. Appendices (as appropriate)



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SOROPTIMIST INTERNATIONAL SOUTH EAST ASIA PACIFIC

Report

Federation Project Liaison 2024-2026

Authored by: Christine Johnstone

Project Liaison 2024-2026

Report Date 1 March 2025

1. Executive Summary

This report covers the term of my appointment for 1 June 2024-31 December 2024

The Immediate Past President takes on the role of Federation Project Liaison for the biennium she is IPP.

The current Federation Project is the **Brilliant Futures Fund**. This fund provides the opportunity for SISEAP clubs to nominate a project for funding up to \$10,000AUD.

2. Activities undertaken as

A member of the Federation Programme Team

Worked on a new set of documents for the Brilliant Futures Fund, these involved the replacement of the MOU with a grant agreement document and additional policy document to enable SISEAP to apply for ACNC status. Work with the successful winning Brilliant Futures clubs

Assist with publication of the work undertaken by the clubs, the successful projects are publicised on the website, espan and social media. As well as used at presentations to CHOGM, CSW and other Federation wide webinars.

3. Progress/outcomes related to SISEAP Strategic Plan

Strategy 1 – Develop and Strengthen Programme and advocacy

The Federation wide project showcases how our clubs work at grass roots level to change the lives of women and girls. The publicity of the projects are showcased on the SISEAP website, eSPAN and on social media.



Strategy 2 - Empower membership through strengthening diversity, capacity and effectiveness to deliver the Soroptimist Mission

Quality projects will attract members, and showcasing such diverse projects by clubs increases the capacity for growth and development.

Strategy 3 - Raise awareness and understanding of programme work in the broader community

The projects funded by the Brilliant Futures Fund are showcased at international events.

Strategy 4 - Enhance Structure, Strategic Leadership and Financial resilience

Quality grassroots projects such as the ones who win funding by the Brilliant Futures Fund, provide practical on the ground training, the club members learn organizational skills. Planning, executing and financial budgeting, along with regular reporting to SISEAP and final accruals. These are invaluable skills.

4. Progress/outcomes on delivery of Resolutions

Not applicable.

5. Comments/Observations

Since the introduction of the new set of governing documents to meet ACNC requirements, the number of clubs submitting applications for funding as dropped.

6. Conclusion/Recommendations (Please complete Item for Discussion/Decision form)

That the Programme team undertake a training webinar to members on these new set of documents and that clubs can seek assistance on completing these documents from their zone coordinators.

7. Appendices (as appropriate)

Christine Johnstone
Project Liaison 2024-2026