

**Restless Development
Minutes of Trustee Meeting 28th January 2020**

Minutes of Trustee Meeting, 28th January 2020. Attendance is reflected in the table below. Members of the International Board of Trustees are listed on the left; Senior Leadership Team members are listed on the right. Charlotte Eaton, the chair, opened the meeting and welcomed all those attending. Apologies were sent by Matt Beard, Antoinette Boateng and Alex Kent. Ed Francis, Jenny Wilson and Anand Aithal joined remotely along with Primrose Manyalo, Global Networks Manager, from Zimbabwe.

Meeting Dates	24 July	7 Aug	11 Sept	20 Nov	29 Jan	23 April	23 July	10 Sept	26 Nov	3 Dec	28 Jan		24 July	7 Aug	11 Sept	20 Nov	29 Jan	23 April	23 July	10 Sept	26 Nov	3 Dec	28 Jan
Hannah Bronwin	○	●	●	●	●	●	○	*	●	●	●	Ed Francis	*	○	*	●	●	*	*	*	*	*	*
Affan Cheema	●	*	●	●	●	●	●	●	*	●	●	Gemma Graham	○	●	○	○	●	*	●	●	●	●	●
Jon Gorrie	●	○	○	●	●	●	○	●	●	●	●	Perry Maddox	●	●	●	●	●	●	●	●	●	●	●
Carol Monoyios	*	*	*	●	☒	☒	☒	☒	☒	☒	☒	Alex Kent	○	○	○	○	○	●	●	○	●	●	○
Bella Mosellmans	●	●	●	○	●	●	●	○	●	●	●	Kate Muhwezi	●	●	●	*	*	●	●	●	●	●	●
Jim Sewell	○	●	●	☒	☒	☒	☒	☒	☒	☒	☒	James Sole	○	○	●	●	●	○	●	●	☒	☒	☒
Myles Wickstead	●	●	●	☒	☒	☒	☒	☒	☒	☒	☒	Graham Leigh	●	●	●	●	☒	☒	☒	☒	☒	☒	☒
Charlotte Eaton	●	●	●	●	●	●	○	●	●	●	●	Katie Rowberry	○	●	●	●	●	○	●	●	●	●	●
Anand Aithal	●	●	*	*	●	*	●	●	●	●	*	Christina Lewis	●	●	●	●	●	●	●	●	●	●	●
Jenny Wilson	●	○	●	●	●	●	●	*	*	●	*	Alex Stewart	●	●	○	●	●	●	☒	☒	☒	☒	☒
Mark Dickinson	☒	☒	●	○	●	○	●	○	●	●	●	Nazzy Amin	☒	☒	☒	☒	☒	☒	☒	●	●	●	●
Paul Wafer	☒	☒	●	●	●	●	●	*	●	●	●												
Antoinette Boateng	☒	☒	●	*	●	●	*	●	●														
Amelia Pan	☒	☒	☒	●	●	●	○	○	●														
Matt Beard	☒	☒	☒	●	*	○	○	○	○														

Tom Allen	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>										
Lucinda Moore	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>										

● In attendance ○ Absent/Apologies ☒ Not a Trustee/Resigned * Via Phone/Skype

1. **Welcome.** Charlotte Eaton, the Chair, opened the meeting and welcomed all those attending. Apologies were sent by Matt Beard, Antoinette Boateng and Alex Kent. Ed Francis, Jenny Wilson and Anand Aithal joined remotely along with Primrose Manyalo, Global Networks Manager, from Zimbabwe.

Charlotte congratulated Gemma Graham and Kate Muhwezi on their appointment as interim Deputy CEO and interim COO, respectively. Charlotte then announced that Hew Otubu, former young Board Member, had been honoured with a British Empire Medal. She then formally welcomed Segun Olowookere, the new Finance Director, to his first Board Meeting and thanked all of the board members for their contributions at the Big Give charity appeal.

She briefly spoke about the meeting she had with Perry and Gemma looking at all the take-aways from the Board Away Day in December and assured all members that all of their views, ideas and points were being taken into consideration, especially the points made around the Youth Collective and the Climate Movement.

2. **Minutes and Matters Arising.** Charlotte reviewed the actions from the last meeting, noting them all as complete and asked the board if they were happy with the minutes. All actions from the last meeting were signed off as complete and all agreed to the minutes. She asked the Board Members to carry on suggesting contacts for the new Thrive Initiative, and Gemma pointed out that the initiative was progressing well.

3. **Restless Leaders Spotlight.** Perry started this Restless Leaders Spotlight session by introducing Primrose Manyalo, Global Networks Manager, and Harriet Mason, Youth Stop Aids Coordinator. Primrose joined remotely. He highlighted that both were chosen to be on the interview panel for the interim Deputy CEO and COO as both were excellent leaders and Values Champions.

Primrose shared her reflections on what she and Harriet learnt from the agency’s senior leaders through the interviews. She expressed how it was great to see different types of strong leadership in the candidates from inclusive, feminist to authentic and how the leaders have continued to challenge themselves throughout their leadership journey. She further expressed how passionate all the candidates were about the achievement of a just and sustainable transformative change for the agency and how inspiring it was to hear them talk about their vulnerabilities, showcasing how strong leadership comes with embracing vulnerability. She added that she learnt a lot about the power of co-leadership through the process and how it is a more centralised way of leading an agency.

Harriet then went on to explain the key lessons/takeaways from her experience of being on the panel. She echoed Primrose’s reflection on how inspiring, re-energising and motivating it was to learn about the different types of leadership and how she will take this inspiration back with her on her own leadership journey.

Charlotte expressed how impressive the presentation was and how lovely it was to hear from such inspiring young leaders. She pointed out that she was inspired to take this new approach of recruitment to her own workplace and share learnings with her team.

4. **CEO Report.** Perry, the CEO, opened up his session highlighting that we had a very good quarter. A quarter that sets us on a good track for the year on both a Fundraising and Finance front. He highlighted that we as an agency have started asking strategic questions around Data, Inequality and Climate and have formed strategic groups in the lead up to our next Directors Conference in October. He introduced Segun, as the new Finance Director, and expressed how happy he was with having him on board, adding that Segun worked for Restless Development in a different capacity many years ago. Perry thanked Primrose and Harriet for their presentation as both left the meeting at this point.
5. **Finance Committee Report.** Segun Olowookere, Finance Director, presented the 1819 Year End Update. All Hub audits have been completed, and the Trustees report has been drafted and shared with auditors. Segun went on to present a recap of opening headlines for the 1920 budget, before presenting Q1 reforecast. Segun then showed the board a graph showcasing the Cashflow for this year. Charlotte asked Perry how he feels about the Cash Flow position, to which Perry responded that it is acceptable. Jon thanked Segun and Genevieve for their work.
6. **Programmes, Policy and Practise Committee Report.** Affan Cheema, chair of the Programmes Committee, went through an overview of the Programmes, Policy and Practice Committee Report highlighting that there are no major red flags and that the new online MEL system generated this report. He pointed out that the committee spent time on the strategy and discussed Climate Change, Power and Data. Ed then gave an update on the Listening Exercise. Charlotte expressed how great this was to hear, reassuring her and the Board that we are consistently giving a good level of support to our young leaders.
7. **Resource Mobilisation Committee Report.** Gemma Graham, Business Director, in presenting the Resource Mobilisation Committee Report conveyed that all income targets are on track for Q1. She highlighted that the Big Give was a success, thanking the board for its generosity, and noting the team is currently focusing on supporting the US with funding leads as we work towards a new Business Development Strategy.
8. **People Committee Report.** Christina Lewis, People Director, presented the People Committee Report. She highlighted that a number of infinity groups (employee resource groups) have developed organically with the new Diversity and Inclusion Strategy.
9. **External Engagement Report.** Tom Allen, on behalf of Alex Kent, gave an overview of the External Engagement Report and highlighted that the committee looked at risks on both the political context in the UK and of significant opportunities on the horizon. The unit's Strategy has developed very well and the committee is looking at collaborative work with the Resource Mobilisation Committee to think about how we can constantly engage the wider network of young people. He further highlighted that in the coming quarter key priorities will include the progress of the new website, the Annual Report and strategic fundraising.
10. **Quality Assurance including Risk & Safeguarding Report.** Kate Muhwezi, Operations Director, adding to the discussion on UK political climate and presenting the Quality Assurance Report pointed out that we have changed the name of the risk on the register from 'Brexit' to 'UK Political Climate' in order to regularly monitor this wider risk to include nationalism, declining support of aid and the risk to DFID. Kate also pointed out that a new emerging risk the committee was looking into was the FX movement and the challenges around data risk.
11. **Spotlight External Engagement.** As Alex was absent, Charlotte ended the meeting.

The meeting ended at 19:40.