

Date:	June 24th, 2020	Place:	Digital meeting in Teams
	Draft Board Meeting Minutes		
Present	From the Board: Anders Hamming (AH), Andreas Dybkjær-Andersson (ADA), Flemming Hansen (FH) (agenda 3-10), Helle Munk Ravnborg (HMR), Karen Jørgensen (KJ), Mahmoud Ismail (MI), Sine Jensen (SJ) (agenda 1-3 + 6-10), Steen Folke (SF) and Stine Krøijer (SK) (agenda 1-4 + 8-10)		
	Others: Marie Uldall Thomsen (MUT) (Parliamentary Audit)		
	From the Secretariat: Jonas Giersing (JGI), Julie Koch (JK), Kirsten Hjørnholm (agenda 4) (KIS), Lars Koch (LAK) (agenda 4), Laura Danielsen (LGD) (agenda 6), Nora Christiansen (NCH), Pierre Vernet (PVE) (agenda 7), Sarah Grøn (SSG) (agenda 6), Sisse Egeberg (SE) and Tim Whyte (TRW).		
Apologies	Asger Narud (AN) (Alternate), Rasmus Kjær Slot (RKS) and Khaterah Parwani (KP)		
	Minute –Taker: Sisse Egeberg		
	The meeting was conducted in Danish		

Agenda

01. Welcome and approval of the agenda
02. Approval of minutes and matters arising from the Board Meeting on May 6th, 2020
03. AA Strategic Implementation Framework (SIF)
04. Climate Justice
05. News from AADK and AA
06. New ms.dk
07. Staff status
08. Localisation and funds to the global South
09. Board evaluation
10. AOB

01.	<p>Welcome and approval of the agenda</p>
	<p>Stine welcomed the board members to the digital Board meeting.</p> <p>The agenda was approved without comments.</p>
02.	<p>Approval of minutes and matters arising from the Board Meeting on May 6th, 2020</p>
	<p>The minutes from the Board Meeting on May 6th, 2020 were approved without comments.</p>
03.	<p>AA Strategic Implementation Framework (SIF)</p>
	<p>A consultation process (Strategy Implementation Framework - SIF) focusing on strategic priorities for the next three years is currently being conducted in Action Aid involving all members of the federation. Climate Justice and decent work have been proposed as themes. In addition, an analysis has been made that the federation in the next year will lose part of its current funding base, partly due to child sponsorship, so we need to look at what will be our sources of funding in the future (Long-Term Finance and Funding Strategy - LTFFS). In this context we discuss, among other things, individual donations, and institutional funding. The two processes have been discussed among the employees and among AADK board members in the AAI General Assembly working group. Both support climate justice as the main theme and applaud the focus on young people.</p> <p>At the board meeting, the board discussed what should be AADK's report back to Action Aid in relation to the two processes.</p> <p>The AADK Board also supports climate justice as the main theme and appreciates the focus on young people. Therefore, we do not want to start a discussion about the suggested themes.</p> <p>However, it is important that shrinking space and the current challenges in this regard are taken into account.</p> <p>In our feedback to the Federation, we must support the initiative to create the joint campaign and stress the importance of campaigning being youth easy and rooted. It is important that we get a clear communication from the Global Secretariat regarding what is the understanding of joint campaigning and what we can expect from the Global Secretariat in this regard. In addition, there must also be room for Action Aid countries to make their own efforts that are outside the common theme.</p> <p>AADK is skilled in relation to young people, and we want to continue to play that role. Our contribution to the joint campaigning will therefore be within the field of Youth led campaigning. We also have competencies regarding among other things Outcome Harvesting which is also something we can offer in this regard. We also expect to be able to contribute with experiences in relation to the digital working field.</p> <p>Regarding LTFFS (Long-Term Finance and Funding Strategy), the AADK Board appreciates that the Federation is now addressing the problem. AADK supports this agenda - the current funding situation is unsustainable. It is a serious situation that cannot continue.</p> <p>When looking at the funding, it is important to consider where we are doing something that is indeed worth the money and effort. We must also be brave and dare to suggest that we stop working where the money and effort do not make a significant difference.</p> <p>There is no clear consensus on the AADK Board regarding institutional funding and other forms of funding, among other things in relation to the degree of limitations in the use of</p>

	<p>funds. However, there is clear agreement that we should endeavour to achieve a composite financing consisting of institutional funding and other forms of funding. It is also important that we continue to obtain funds that are relatively unbound. Our activist approach will give us access to other sources of funding. For the sake of future strong collaboration with other organizations, we should also strive to be good at what others we would like to work with are not good at.</p> <p>We are skilled in in relation to institutional funding, but we have not been good at sharing our experiences with others in the Federation. In relation to the institutional, it is central to try to look a little into the future and give an indication of what will interest the donors. Front line communities and the creation of examples of adopting to climate change could be interesting. Another possible future area could be digital funding. Campaign-based fundraising linking to the digital. We should also discuss the humanitarian work where we are gaining some experience.</p>
04.	Climate Justice
	<p>The Board had prior to the meeting among other things received a document providing an overview of the AADK Experiences on climate justice and a position paper with proposal for an AADK approach to Climate Justice. On that background, the Board was encouraged to have a strategic discussion regarding what should be the AADK focus in relation to Climate Justice. This is the first step in defining the AADK footprint regarding Climate Justice and the process will continue based on strategic directions outlined by the Board.</p> <p>At the meeting, Mahmoud conveyed input to the discussion from the climate group in Aarhus. The Aarhus Climate group calls for:</p> <ul style="list-style-type: none"> • Focus on connecting actions and the political level • Training program for young activists • Bridgebuilding between the climate battle in South and North <p>In the following discussion the Board discussed among others:</p> <p>It is important that we are aware of our strategy. Our principles of organizing and youth led change must always be present in everything we do. In our strategy, there is also a strong focus on sustainable economies. In relation to Climate Justice, it is important to focus on structures within the area. Among other things, there are structures making it easier to be big investors and companies. It is important to support that local, smaller actors can also be a part of this field.</p> <p>It is obvious to build a better link between campaign, politics, and program and of course it must be rooted and youth easy.</p> <p>The connection between the local and the global is exciting. There is also something interesting about country vs. urban. Many of the young climate movements are active in the cities, but the very big discussion on climate is supposed to be about agriculture. One possibility could be to continue working with the LRPs and young people there and build on the work already being conducted in Action Aid. Similar movements can also be found among young people in the countryside in Denmark, among others, Den økologiske landbrugs front and Imarksætter.</p> <p>There are many others who know a lot and are active within this field, including pension funds. It is therefore important to look at what others are doing and what should be our added value.</p>

	<p>The system-changing level, both in relation to the north and the south and economic/political system change, is important. We need to do something that can demonstrate alternatives. This can be done by creating good examples locally.</p> <p>We must support the experiences in the global South, among other things through a programmatic approach to the countries we support with e.g. Danida funds and build up the experience there. We can reach out to other Action Aid countries regarding this. We are not the only ones with Climate Justice as a new priority - the others are also working on what should be their approach.</p>
05.	News from AADK and AA
	<p>Tim presented the latest news from Action Aid's work in DK and globally and gave an update on the Corona-situation. The Board has prior to the meeting received a Dashboard and at the meeting board members had the opportunity to ask questions and comment.</p> <ul style="list-style-type: none"> • <i>Finance</i> - To live up to the agreement on the expected deficit for 2020 of 6.3 million DKK the following issues has been implemented: 4 full-time AC positions will not be rehired. Some employees have accepted reduced working hours. Employees have contributions of approx. 300.000kr. from their fruit arrangement. Savings have been found across the organization at approx. DKK 1 million and it is expected to be able to receive compensation for approx. 600.000kr. The Leadership team has agreed not to receive payment for pension for a period of 6 months corresponding to approximately DKK 100,000. TCDC are in serious financial trouble as they have not been able to implement activities. In relation to Global Contact, it is unknown when it will again be possible to travel abroad. Increasing focus on making travel and events in Europe and generally focusing on developing our travel program. Our fundraising has achieved great results and is DKK 1.5m above budget. • <i>Dashboard</i> – Regarding core volunteers, the figure is lower than expected. There are some promising changes going on in the field. A volunteer coordinator, Julie Madsen, has been hired. The focus is on quality rather than quantity and on increasing the link between national and international work. The financial situation regarding hostel and cafés is distressed due to the corona crisis. The cafes have reopened. The new recommendations are being followed and we are beginning to see a small progress, but it is difficult to manoeuvre with the varying rules and regulations. We have also embarked on a process on how to use our facilities on Fælledvej. Globalhagen Kitchen is in the process of opening a new take away concept. NPP starts up in Esbjerg. • <i>Campaign status</i> – two campaign tracks; Climate justice and refugees. Currently we are running a campaign 'Teddy bears for Moria', where one can locally go to politicians and demand action. There are good experiences of local mobilization and engagement. Regarding Climate justice, we experience good cooperation with, among others, the Green Student Movement (Den grønne studenterbevægelse). AADK also participated in the big Black lives matter demonstration. <p>The Board welcomed the good results of fundraising. The high number and target number for the global platforms were questioned, and it was stated that it does not only reflect physical but also digital platforms.</p>
06.	New ms.dk
	<p>Ms.dk is currently undergoing a substantial reorganization with the purpose of tightening up the extensive material and targeting the communications. At the Board meeting, Sarah Grøn from the Secretariat introduced the new ms.dk. The keyword is quality rather than</p>

	<p>quantity. The story of AADK and who we are must flow through the entire homepage not just selected parts. It must be easier to find us physically. All Facebook groups and all cafés are presented at the webpage to make it easier to find. User test will be conducted in the development stage and on an ongoing basis. Statistics is also being used continuously. Sarah displayed the information architecture that was also sent to the Board prior to the meeting. Subsequently, Laura Danielsen demonstrated the design and the considerations behind. The new ms.dk will be available in a laptop and a mobile edition.</p> <p>The board was very pleased with the new ms.dk. Satisfaction was particularly expressed in relation to the focus on possible actions and especially actions that are not just about raising funds. Encouragement to also communicate the cross-cutting campaigns at the new ms.dk was expressed. It will also be possible to "meet" relevant people on ms.dk e.g. meet a volunteer, meet a council member etc. Considerations regarding mobile view versus laptop version and the fact that people use mobile differently were also considered and will be tested.</p>
07.	Staff status
	<p>Prior to the meeting, the Board had received a Staff status report. Pierre Vernet from the Secretariat opened agenda 7 with a short presentation. Much has changed in relation to the conclusion shown in the report submitted. It is a different context today because of the Corona crisis:</p> <ol style="list-style-type: none"> 1. We have worked from home because of corona and we have learned a lot from that experience 2. We have strengthened our tools and skills in relation to working digitally and we are scaling this up throughout the Federation 3. We are forced to focus on savings. Some of our employees have reduced working hours and we are not hiring new staff unless it is crucial for at least until the end of the year. <p>Processes including role clarification and budget planning have been implemented and it has provided clarity on roles and priorities at the individual and at the team level, which was in demand. We are in the process of implementing a major plan for follow-up on APV. Challenges remain in finding a good work life balance. A reorganization of the international cluster has been implemented. Free seating has been implemented, of which there are widely shared opinions. We are using the learnings stemming from the work from home experiences as we move forward expectably towards a more flexible work life. HR competencies must be developed in several parts of the organization. Several new policies have been developed and there have been 5 real cases. There are 7 cases that have led to changed procedures, actions.</p> <p>The Board were pleased with the information and expressed satisfaction with, among other things, the whistle blower scheme and overview of cases and that action is also taken in those cases where there is no substance.</p>
08.	Localisation and funds to the global South
	<p>The Board received an update on the distribution of funds registered respectively in Denmark and in the global South and discussed relevant targets for the future.</p> <p>It was agreed that this is an important issue that needs to be focused on.</p>
09.	Board evaluation

	<p>50% of the Board members had completed the evaluation questionnaire received prior to the meeting. A report with result of the evaluation were sent to board members prior to the Board meeting.</p> <p>At the meeting, Stine facilitated the discussion.</p> <p>One of the biggest challenges that was agreed upon is the problems of lack of attendance at the board meetings. This creates a lack of continuity and it becomes difficult to build a team feeling. It is important to deal with this challenge, among other things, by clarifying what the expectations are when running for election for the Board and that Board members are prepared to deliver the required efforts.</p> <p>More information and more discussion regarding the global South were called for. It was proposed to the forthcoming Board to consider whether to establish an international committee with reference to the Board.</p> <p>Calling for consideration regarding what competencies will be needed in the AADK Board in the coming period and on to try to locate candidates with the required skills.</p> <p>Anders Hamming and Helle Munk Ravnborg are not electable for the Board in the upcoming period. Many thanks to Helle and Anders for their great efforts. Helle is at disposal to continue at the Globalhagen kitchen's Board if requested.</p> <p>The Board Chair aims a high degree of delegation of duties widely among the Board members and encouraged everyone to come to her with any suggestions for improvement.</p> <p>Recommendations from the Board evaluation 2019-2020 will be passed on to the 2020–2021 Board.</p>
10.	AOB
	Nothing to report.

The meeting closed at 19:50

Adopted during the Board Meeting June 24th, 2020.