

IPPF BOARD OF TRUSTEES EXTRAORDINARY MEETING
Held virtually on 17 February 2025

DRAFT MINUTES

Present: Trustees	In attendance:
Ammar Al Salama	Alvaro Bermejo, Director-General
Daren Paul Katigbak	Eugenia Lopez Uribe, RD, Americas & Caribbean Region
Hayathe Ayeva	Fadoua Bakhadda, RD, Arab World Region
Isaac Adewole	Lucy Fernie, Director, People, Organisation & Culture
Jon Lomoy	Manuelle Hurwitz, Director, MA Development & Impact
Karina Vartanova	Marie-Evelyne Petrus-Barry, RD, Africa Region
Kate Gilmore (Chair)	Micah Grzywnowicz, RD, European Network
Mia Perdomo	Mina Barling, Director, External Relations Division
Patrick Mwebesa	Nitu Verma, Chief Commercial Officer
Rada Valchanova	Tomoko Fukuda, RD, ESEAOR & Interim RD SARO
Rathnamala Desai	Varun Anand, Director, Finance & Technology Division
Rose-Marie Belle Antoine	
Sami Natsheh	Achille Togbeto, Director, Governance & Accreditation
Ulukbek Batyrgaliev (Vice Chair)	Anurodh Saxena, Governance & Accreditation Advisor
	Marianne Niosi, Co-Lead Charter of Values Development
Apologies for absence	Renee Sewe, Communication Advisor
Elizabeth Schaffer	Eleanor Phelan, Minute Taker

WELCOME AND INTRODUCTIONS

Ulukbek Batyrgaliev, Board Vice Chair, welcomed attendees to the extraordinary meeting of IPPF's Board of Trustees (BoT) and chaired the meeting. Trustees were invited to briefly share a recent highlight or positive experience from their lives.

Apologies for absence had been received from Elizabeth Schaffer, with no proxy nominated.

1. PRESENTATION OF THE CHARTER

The Board had received *IPPF Charter of Values Draft 1*, and paper [BoT/02.25/DOC 2, Endorsement of the Charter of Values](#), introduced by Mina Barling, Director, External Relations Division, and presented by Marianne Niosi, Co-Lead, Charter of Values Development.

Draft 1 is the result of two years of extensive internal and external consultations, reflecting the core values that unify the Federation and strengthen its ability to navigate future challenges. The development process has included in-depth discussions across the Federation as well as engagement with external stakeholders.

The Vice Chair expressed appreciation to the Co-Lead, Charter of Values Development, and all those involved for their dedication and excellent work.

2. DISCUSSION

The Board of Trustees provided feedback on Draft 1 of the Charter of Values, commending its significant progress while identifying areas for refinement to ensure clarity, balance and impact.

In *We Lead with Integrity*, Trustees debated the scope of discrimination addressed, considering how much should be explicitly named. While IPPF's work cannot be viewed in isolation due to its intersection with broader human rights issues, concerns were raised about striking the right balance - ensuring inclusivity without an exhaustive list. They also highlighted the need to clarify that *We Seek Justice* refers specifically to SRHR-related issues, as the current wording was seen as too broad.

While inclusivity is embedded throughout the text, some suggested explicitly naming it as a core value. There was also a suggestion to elevate volunteering as a core value rather than limiting its mention to *We Build Community*. To ensure cultural appropriateness, some Trustees called for more diplomatic language when addressing structural injustices. Additional suggestions included adding donors to *We Build Community*, incorporating population dynamics given IPPF's history in family planning, and making care and service provision more explicit. The inclusion of reparations was acknowledged as an important commitment, though further exploration is needed on feasibility and accountability mechanisms.

A Board member sought clarification on the Charter's intended use. The DG explained that it was developed as a unifying framework for all MAs to align with beyond shorter-term strategies. As a constitutional document rather than a strategic one, the Charter is intended to serve as a long-term anchor for the Federation's identity, empowering it to take a stronger stance on shared values. It provides a guiding framework for IPPF and MAs when making difficult decisions, reinforcing unity and boldness in their collective mission.

The Board Chair highlighted a key tension between defining core values and making external demands, as the document currently blends principles with action-oriented statements. She suggested refining the text to focus on internal values rather than advocating for external change, and restructuring it to clearly state each principle, provide illustrative examples, and conclude with a declarative statement. The Charter should articulate what IPPF stands for, ensuring that its values are consistently reflected in its work.

Trustees also discussed balancing boldness with the realities of operating in diverse global contexts. They debated how far the Charter should push boundaries while maintaining unity across the Federation and minimising risks for MAs in restrictive environments. While the document has moved beyond consensus to a more assertive stance, there was agreement on the need to consider local sensitivities while remaining progressive. Engaging with those in different regions will be key to achieving this balance, with an indicative vote planned ahead of GA 2025 to gather further insights.

The term "pleasure" was also discussed, with recognition of its progressive significance but also its potential to provoke backlash in certain cultural contexts and translations. While the Charter team confirmed its intentional inclusion to signal IPPF's stance, some suggested reframing it as a broader celebration of sexual and reproductive health. The upcoming indicative vote will allow MAs across the Federation to provide feedback on whether the current wording should remain or be adjusted. Translation and risk mitigation will be addressed in the next phase of work.

3. **DECISION TO ENDORSE DRAFT 1**

It was **agreed** that a revised draft will be produced, incorporating feedback from the Board, C-SIP and DLT. This updated version will be shared with Trustees ahead of the March BoT meeting, where the aim will be to secure Board endorsement. The Chair emphasised the importance of full Board confidence in the document and suggested an additional dedicated meeting if needed.

Board endorsement will pave the way for a sensitisation process across the Federation, leading to an indicative vote to gather final input before GA 2025. The finalised Charter will then be formally presented and approved at the GA.

4. **ANY OTHER BUSINESS**

Recommendation for expulsion of the Democratic Republic of Congo MA

The Board had received paper BoT/02.25/DOC 4, outlining the Membership Committee's recommendation to initiate the expulsion process of the MA in the Democratic Republic of Congo. This action will enable the Secretariat to channel stream 3 funding through an alternative organisation, ensuring the Federation can continue providing critical support to the ongoing humanitarian crisis in DR Congo.

*The Board, as per the recommendation of the MC, **approved by consensus** the expulsion of the Association pour le Bien-Être Familial/Naissances Désirables (ABEF-ND) from IPPF membership.*

DG recruitment process

The Steering Committee has been providing regular updates on the DG recruitment process. The Chair invited final comments on the candidate package by the end of the week to ensure all Trustees are comfortable with the document. Once feedback is incorporated, the updated version will be shared. The Board will be informed when the recruitment process goes live. Perrett Laver was acknowledged as a strong and trusted partner in this process.

Vice Chair position

With Ulukbek Batyrgaliev completing his second and final term on the Board of Trustees in May 2025, the Vice Chair position will become vacant, and the deadline for nominations is approaching. Trustees were encouraged to consider applying.

In response to a new Trustee's question, the Vice Chair provided an overview of the role, while the Chair clarified the nomination process. Trustees can either self-nominate or nominate others, with the NGC responsible for screening and processing nominations before making recommendations to the Board, which then makes the final decision. This process ensures impartiality and strengthens credibility.

Trustees applauded the Vice Chair for his service, leadership and inspiration.

CLOSE OF MEETING

In closing the meeting, the Vice Chair expressed gratitude to Trustees for their active participation and dedication. On behalf of the Board, appreciation was extended to the DG and the DLT for their exceptional work, Sharon Tagoe for her excellent service, Eleanor Phelan for her minute taking, and the interpreters and IT team for ensuring the smooth running of the meeting.