



PUBLISH WHAT
YOU PAY

PWYP BOARD MEETING

22 June 2023, Zoom Webinar

Attendees

PWYP UK Board Members

Alan Detheridge (AD), Treasurer
Ali Idrissa (AI)
Carlo Merla (CM), Chair
Saswati Swetlena, (SS) GC/Board Liaison
Sihem Bouazza (SB)
Susan Hazledine (SH)

Apologies

Athayde Motta (AM)
Victoria Ibezim-Ohaeri (VO)

Secretariat

Joseph Bardwell, Director of Communications and Campaigns (JB)
Nyree Woolston, Operations Manager (NW)
Rami Hassouna, Director of Finance and Operations (RH)
Stephanie Rochford, Director of Member Engagement (SR)

PWYP MEETING MINUTES

Decisions

- No decisions were taken at this meeting, instead it was agreed that the board will re-convene in 3 weeks time.

Action	By who	By when
Share further insights into proposed recommendations	SR	30 June 2023
Circulate dates for an additional Board meeting	NW	30 June 2023

Welcome and Introduction

CM welcomed the board. Thereafter the meeting agenda was adopted. The objective of the meeting was to:

- agree next steps regarding the leadership of the secretariat
- agree next steps on board recruitment and succession planning

No conflicts of interest were declared or noted. The board reviewed the actions from the last meeting and confirmed progress made against them. The minutes from the last meeting were accepted and approved.

Leadership of the Secretariat

Following the departure of PWYP's Executive Director, there has been a period of reflection. SR presented highlights, learnings and remedial actions proposed to inform future recruitment plans.



PUBLISH WHAT
YOU PAY

JB presented three leadership model proposals, as well as the strengths and weaknesses of each approach, which include:

- External and network search
- Network and allies only search
- Co-leadership

The SMT is committed to all of the options presented, and shared the importance of taking time to consider the leadership needs of the secretariat, in the short, medium and longer term to ensure the right next steps.

Following a lengthy discussion, the board agreed that the model of a single ED be retained but no consensus was reached on how to proceed with the recruitment (with an external recruiter or not). The board agreed to take more time to consider the leadership needs of PWYP in conjunction with the strategy development and to re-convene in three weeks time.

Board Succession Planning

RH shared that three board members are approaching the end of their tenure, which conclude in May 2024. Of these, one will be elected by the Global Council, from a list of nominations made by PWYP members and two will be selected for their skills, to ensure that all required governance skills are present on the Board. The aim of the composition of the Board is primarily to ensure that PWYP is effectively and responsibly governed, while ensuring that PWYP's members retain a sense of ownership of governance through Board members also being drawn from among the PWYP membership.

Recommendations were presented outlining the potential profiles for these roles as well as the recruitment approaches for the selected members.

The Board debated the profiles and recruitment approaches and no consensus was reached. The board agreed to take more time to consider a way forward and to re-convene in three weeks time.

AOB & Closing

There being no other business the meeting was adjourned.
The meeting closed at 16.30.