

CERTIFICATE OF TRANSLATION

I, Anne-Marie Silvester, am an authorised translator from Swedish into English and certify that the attached translation into English is a true, accurate and complete translation of the original document to the best of my knowledge and ability.

Signature of Translator



Name of Translator

Anne-Marie Silvester



MINUTES OF ORDINARY ANNUAL MEETING OF DIAKONIA, 8 JUNE 2023

Venue: The Swedish Alliance Mission's central office, Jönköping

Representatives of the Uniting Church in Sweden

Lasse Svensson, Johan Einarsson, Johan Adolfsson and Ola Rikner

Representatives of the Swedish Alliance Mission

Stefan Elg, Martin Ström, Karolina Stuesson and Joanna Palmquist

Participants from the Board of Directors of Diakonia

Pether Nordin, Chairperson and Marie Lackenbauer, Member

Participants from Diakonia staff

Mattias Brunander, Acting Secretary General; Irén Frändå, Global Director for Operational Support and Finance; Joakim Wohlfeil, employee representative and Evelina Rosell, meeting secretary

Participating elected representatives

Lars-Gunnar Jonsson, meeting chairperson; Eva-Marie Cider, Anna Kimming and Roland Oscarsson, Nominating Committee; Karin Hallin and Micael Lindholm, internal auditors

Participating candidates proposed by the Nominating Committee

Anders Bertell and Marcus Bernström

Other participants

Petter Jakobsson, SMC (Swedish Mission Council) adviser (only took part in the introductory seminar)



§ 01-23

Introduction

Diakonia's Chairperson Pether Nordin welcomed all participants to the annual meeting. Pether gave special thanks to Petter Jakobsson from SMC, who began the day with a seminar on being a faith-based and rights-based organization.

Pether Nordin reflected on the negative trends in the world, with the climate emergency and war in Europe as two examples. He also reflected on the changes in

Swedish development cooperation that have taken place since the new government took office in Sweden in the autumn of 2022. He thanked the church leaders from each founding church for lending their crucial voices to the debate on development cooperation policy. Pether then declared the annual meeting open.

§ 02-23

Election of meeting chairperson

Roland Oscarsson presented to the annual meeting the Nominating Committee's proposal that Lars-Gunnar Jonsson chair the meeting.

It was decided

that Lars-Gunnar Jonsson be elected to chair the meeting.

§ 03-23

Election of secretary

Roland Oscarsson presented the Nominating Committee's proposal that Evelina Rosell be meeting secretary.

It was decided

that Evelina Rosell be elected meeting secretary.

Lars-Gunnar Jonsson thanked the meeting for entrusting him with chairing the annual meeting.

§ 04-23

Election of two members to verify the minutes

It was proposed that Ola Rikner of the Uniting Church in Sweden and Martin Ström of the Swedish Alliance Mission verify the minutes of the annual meeting.

It was decided

that, along with meeting chairperson Lars-Gunnar Jonsson and the Chairperson of Diakonia Pether Nordin, Ola Rikner and Martin Ström be elected to verify the day's minutes.

§ 05-23

Election of two vote counters

It was proposed that Ola Rikner of the Uniting Church in Sweden and Martin Ström of the Swedish Alliance Mission count the votes.

It was decided

that Ola Rikner and Martin Ström be elected to count the votes.



§ 06-23 Statutory notice to attend the annual meeting (Annex 01)

According to the statutes, an ordinary annual meeting of Diakonia must be held before the end of June and written notice sent three months before the meeting. Documents must be sent four weeks prior to the annual meeting.

Irén presented Annex 1 and informed the meeting that notice of the annual meeting was sent to the founding churches on 8 March 2023 and that documents were sent out on 11 May 2023.

It was decided

that notice of the annual meeting had been provided in accordance with the statutes.

§ 07-23 Adoption of voting list (Annex 02)

The following representatives had been registered by the founding churches:

Uniting Church in Sweden

Lasse Svensson

Johan Adolfsson

Johan Einarsson

Ola Rikner

Swedish Alliance Mission

Stefan Elg

Martin Ström

Karolina Sturesson

Joanna Palmquist

Lars-Gunnar Jonsson presented the proposed voting list as set out in Annex 2. He informed the meeting that Johan Einarsson was replacing Gerard Willemsen, who was unable to attend.

Under Diakonia's statutes, a mediator from each founding church must be appointed at an annual meeting. Lars-Gunnar Jonsson informed the meeting that the founding churches had decided that Karin Wiborn from the Uniting Church in Sweden and Kjell Larsson from the Swedish Alliance Mission shall have responsibility in the event of mediation.

It was decided

that the voting list be adopted

that information be received about each founding church's representative in the event of mediation.



§ 08-23 Adoption of agenda (Annex 03)

Lars-Gunnar Jonsson presented the preliminary agenda in Annex 3. Irén Frändå proposed that item 12 of the proposed agenda be addressed after item 9. Lars-Gunnar proposed that items 09-23, 10-23, 11-23, 12-23 and 14-23 be declared immediately verified so that the annual report could be published and distributed

immediately, and that items 15-23, 16-23 and 17-23 be immediately verified, as the Board would be meeting shortly, and that item 22-23 be immediately verified regarding the election of the Secretary General.

It was decided

that the agenda, with the above-mentioned addenda concerning reordering agenda items and immediately verifying decisions, be approved.

§ 09-23

Annual report and annual accounts (Annex 04)

Mattias Brunander presented Diakonia's annual report for 2022, including the management report and sustainability report, which can all be found in Annex 4. He particularly highlighted Guatemala, where the new Swedish government plans to reduce funding, the sanctuary created for LGBTQI people in Peru and the positive impact of religious leaders in the run-up to the Kenyan elections. Mattias also highlighted the *One Hundredth for the World* campaign and the engagement and advocacy work performed ahead of the 2022 Swedish parliamentary elections, in which the free church movement has also been active.

Irén Frändå presented Diakonia's annual accounts for 2022, which can be found in Annex 4. One major area of focus during the year has been to develop the organization's financial and operational management, internal control and risk analysis. She then presented Diakonia's financial analysis and the income statement and balance sheet with notes for 2022, also in Annex 4.

The annual meeting then asked questions, which Mattias Brunander and Irén Frändå answered. The questions related to the redirection of funds to partner organizations, possible reductions in ongoing contracts, extraordinary costs in 2022, expected costs for incidents in 2023 and costs related to reorganizing Head Office. Irén emphasised that Diakonia has a large amount of equity, which creates stability.

It was decided

that the annual report and annual accounts for the 2022 activity year be adopted
that the sustainability report drafted be adopted
that the item be declared immediately verified.

§ 10-23

Auditor's report (Annex 04)

Irén Frändå presented the auditor's report that authorised public accountant Erik Albenius submitted that is available in Annex 4 on pages 48–49 of the annual report. Erik Albenius' auditor's report recommends that the Board be discharged



from liability. Irén also presented the auditor's opinion on the statutory sustainability report, which confirms that a sustainability report has been drafted; see page 66.

It was decided

that the annual meeting adopt the auditor's report by Erik Albenius and his opinion on the sustainability report

that the item be declared immediately verified.

§ 11-23

Adoption of income statement and balance sheet (Annex 04)

Irén Frändå presented the income statement and balance sheet under item 09-23. It can be found in Annex 4, pages 30–47.

It was decided

that the financial result for the 2022 activity year, totalling SEK 175 000, be adopted

that the item be declared immediately verified.

§ 12-23

Decision based on the financial result for the year (Annex 04)

Irén Frändå presented the allocation of surplus for 2022 under item 09-23. It can be found in Annex 4, pages 30–47.

It was decided

that the allocation of surplus for 2022 as set out in the annual accounts be adopted

that the item be declared immediately verified.

§ 13-23

Internal auditors' report and response of the Board (Annexes 05 & 06)

Karin Hallin and Micael Lindholm presented the internal auditors' report in Annex 5, which is based on the review carried out together with internal auditor Roland Henrysson.

Pether Nordin thanked the internal auditors for their report and then presented the Board's response in Annex 6.

It was decided

that the reports be filed.



§ 14-23 Decision to discharge the Board from liability

Under items 12–23, Irén Frändå presented authorised public accountant Erik Albenius' opinion on the Board's management of Diakonia for 2022, in which he proposed that the annual meeting discharge Board members from liability for the 2022 financial year.

It was decided

that the members of Diakonia's Board be discharged from liability for the 2022 financial year

that the item be declared immediately verified.

§ 15-23 Decision on the number of Board members (Annex 07)

Roland Oscarsson presented the Nominating Committee's proposal as set out in Annex 7.

It was decided

that Diakonia's Board consist of 11 members until the 2024 ordinary annual meeting

that the item be declared immediately verified.

§ 16-23 Election of Board members (Annex 07)

Roland Oscarsson presented the Nominating Committee's proposal as set out in Annex 7.

a. Election of Chairperson

The Nominating Committee's proposal was that Pether Nordin be re-elected Chairperson of Diakonia for two years.

It was decided

that Pether Nordin be re-elected Chairperson for two years

that the item be declared immediately verified.

b. Election of Deputy Chairperson

The Nominating Committee's proposal was that Anette Drewitz be re-elected Deputy Chairperson of Diakonia for two years.



It was decided

that Anette Drewitz be re-elected Deputy Chairperson for two years
that the item be declared immediately verified.

c. Election of Board members

Emma Harrysson, Marie Lackenbauer and Mats Hårsmar each have one year left of their term of office. Andreas Linderyd, Eva Eriksson and Linnea Gullholmer each have two years left of their term of office.

It was proposed that Göran Gunner (re-election), Ulrika Erkenborn Rugumayo (re-election) and Anders Berntell (election) be elected for three years until the annual meeting in 2026.

It was decided

that Göran Gunner be re-elected a Board member for three years
that Ulrika Erkenborn Rugumayo be re-elected a Board member for three years
that Anders Berntell be elected a Board member for three years
that the item be declared immediately verified.

§ 17-23

Election of external auditor and their deputy (Annex 07)

Roland Oscarsson presented the Nominating Committee's proposal in Annex 7 to re-elect Erik Albenius external auditor and Angelica Stööp his deputy for one year each. Both are authorised public accountants and work at the auditing firm PwC.

It was decided

that Erik Albenius be re-elected external auditor for Diakonia and Angelica Stööp his deputy for one year
that the item be declared immediately verified.

§ 18-23

Election of internal auditors (Annex 07)

Roland Oscarsson presented the Nominating Committee's proposed internal auditors for Diakonia. Karin Hallin and Micael Lindholm each have one year left of their term of office. Following the distribution of documents for the annual meeting, the Nominating Committee prepared a proposal for electing Marcus Bernström internal auditor. Marcus introduced himself and informed the meeting that he has previously been a member of Diakonia's Board, worked at the Swedish Alliance Mission's international department and was a member of the Swedish Alliance Mission's international council.



It was decided

that Marcus Bernström be elected internal auditor for Diakonia for two years.

§ 19-23

Election of Nominating Committee (Annex 7)

Lars-Gunnar Jonsson informed the meeting that Anna Kimming and Eva-Marie Cider each have one year left of their term of office. The Uniting Church in Sweden proposed that Ulrika Morazán be re-elected for two years. The Swedish Alliance Mission proposed that Kerstin Carlsson be elected for two years.

It was decided

that Kerstin Carlsson be elected and Ulrika Morazán be re-elected members of the Nominating Committee for two years each.

§ 20-23

Orientation plan and orientation budget for 2024 (Annexes 08, 09 and 10)

Mattias Brunander presented the orientation plan and Irén Frändå presented the orientation budget for Diakonia for 2024, which is found in Annexes 8–10. They emphasised that the documents should be seen as preliminary as they were drafted early in the year and considering the uncertain economic and political situation regarding Swedish development cooperation.

Lasse Svensson asked a question about the Board's plan going forward given the uncertain economic situation. Pether Nordin replied that Diakonia's activities must be adapted to the available funding, but that it is important to manage any changes in a responsible manner. Diakonia has a large amount of equity, which is a tool that enables it to act responsibly.

It was decided

that the proposed orientation plan and orientation budget for Diakonia for 2024 be adopted.

§ 21-23

Presentation of the Board's proposal for Secretary General (Annexes 11 & 12)

Pether Nordin presented the Board's proposal for a candidate for Diakonia's Secretary General. The Board set up a working party to work on the recruitment process. This working party was supported in the recruitment process by recruitment consultant Stina Hauschildt from EasyHR. During the process, Pether has been in regular contact with church leader Lasse Svensson at the Uniting Church in Sweden and mission leader Ulf Häggqvist at the Swedish Alliance Mission. This is in addition to an initial meeting with additional representatives of the founding churches. Pether and the Board working party have also had internal



discussions at Diakonia, including a global staff meeting, and with trade union representatives at Head Office.

After a specification of requirements had been drawn up, a job advertisement was published. In addition to this advertisement, the recruitment consultant received tips and worked on the search. A total of 23 candidates applied for the position, which is comparable both in number and in level of expertise to previous recruitment processes for Secretaries General to Diakonia. After a careful selection process, the Board has agreed to propose Mattias Brunander as new Secretary General of Diakonia.

Joakim Wohlfeil emphasised that the recruitment process has been well supported by staff, and that he sees an improvement compared to previous recruitment processes.

It was decided

that the information be received.

§ 22-23

Appointment of Secretary General of Diakonia (Annexes 11 & 12)

Pether Nordin presented the Board's proposal to the annual meeting, i.e. to appoint Mattias Brunander as new Secretary General of Diakonia.

It was decided

that Mattias Brunander be appointed Secretary General of Diakonia

that the decision was unanimous

that the decision be declared immediately verified.

§ 23-23

General information about Diakonia's activities

Evelina Rosell informed the meeting of Diakonia's communication and fundraising efforts in connection with the Vätternrundan cycling race the coming weekend, at which the Cycling Project in Bangladesh will be highlighted in particular. She also informed the meeting that Diakonia, the Uniting Church in Sweden and the Swedish Alliance Mission are organizing a day of inspiration regarding global issues on 30 September in Jönköping and invited all those present.

Joakim Wohlfeil thanked both founding churches for their commitment to Diakonia's work and for inviting Diakonia to visit congregations and folk high schools. Joakim also stated that he and many employees felt a great deal of



appreciation for the way in which Diakonia's support functions, such as the Board and internal auditors, have functioned over the past year.

It was decided

that the information be received.

§ 24-23 Next annual meeting

Irén Frändå asked to return with a proposal for the date of Diakonia's annual meeting in 2024. The meeting will be hosted by the Uniting Church in Sweden.

It was decided

that Diakonia be tasked with returning with a proposal for the date of Diakonia's ordinary annual meeting in 2024.

§ 23-23 Other business

There was no other business.

§ 24-23 Close of the meeting

Pether Nordin thanked the meeting for entrusting him to lead Diakonia as Chairperson for another two years. Pether welcomed Anders Berntell to the Board. He then thanked Roland Henrysson for his work as internal auditor and Roland Oscarsson for his work in the Nominating Committee.

Pether Nordin also thanked Mattias Brunander, Irén Frändå, Joakim Wohlfeil, Evelina Rosell and all other Diakonia staff for their daily work. He also thanked the Board, whose respective expertise contributes to Diakonia's crucial work.

To close the meeting, Pether Nordin read a text by Oscar Romero, and Martin Ström read a text by Dom Hélder Câmara.

Meeting chairperson Lars-Gunnar Jonsson thanked the meeting for entrusting him to chair the annual meeting and then declared the meeting closed.

Jönköping, date as above,

Evelina Rosell
Secretary



Lars-Gunnar Jonsson
Meeting chairperson

Pether Nordin
Chairperson of Diakonia

Ola Rikner
Member appointed to verify the minutes

Martin Ström
Member appointed to verify the minutes

