
Meeting Minutes – approved

ICM Council Meeting 2024 (electronic)

On **25 June 2024**, the **Virtual Council Meeting** took place via the online meeting platform Zoom. Delegates and Observers nominated by their Midwives' Association were invited to participate. Only Delegates had the right to speak during the meeting. 72 Delegates from 47 Member Associations participated in the meeting, and 31 Observers from 12 Member Associations and from the ICM Head Office attended the meeting.

Simultaneous interpretation in ICM's three official languages; English, French and Spanish, was provided throughout the meeting. ICM's Member Associations in Japan provided simultaneous interpretation in Japanese for their delegates.

- **Council Papers** were made available to Council Delegates on 8 May 2024 on the online Council Platform.
- **Discussion** of certain papers took place on the Council Platform Online Discussion Forum prior to the Virtual Council Meeting. Further discussion took place during the meeting.
- **Voting** took place via the electronic voting system "Simply Voting" from 25 June – 2 July 2024. Council Delegates were informed of the voting results on 8 July 2024.

Meeting Minutes

ICM Council Meeting (electronic)

25 June 2024 11:30 – 14:00 CEST

A list of Council Delegates and Observers who attended the meeting can be found in Appendix 1.

1. Welcome

Sandra Oyarzo Torres, ICM President, welcomed Council Delegates and Observers to the meeting, and the ICM Board Members and Head Office Staff present. Delegates were thanked for their participation and their role through the Council in advancing the organisation and the profession of midwifery.

The list of observers was shared for approval by **Sally Pairman, ICM Chief Executive**. There were no objections registered to the list of observers. The list was approved by the Council.

Delegates were reminded of the voting period of 25 June to 2 July.

2. Meeting Minutes Triennial Council 2023

Actions from 2023 Triennial Council Meeting were shared. All actions completed.

3. Annual and Financial Report 2023 (incl. auditor's opinion)

The Chief Executive presented the Annual Report. **Andrew Otiko, ICM Treasurer**, presented the Financial Statement and the Auditors Report.

The Chief Executive thanked the Japanese Nursing Association and Japanese Midwives' Association for highlighting editorial matters that will be corrected before the report is published.

Ulrike Geppert-Orthofer (Deutscher Hebammen Verband, Germany): noted that Congress takes place every three years but that costs are incurred in other years. She asked if there is an overall result for the Congress in Bali 2023.

The **Treasurer** noted that the details are included in the Financial Statements. In future years the summary for each individual Congress and Conference can be added to the presentation at Council meetings.

The **Chief Executive** reminded delegates of the voting questions related to the Annual Report and Financial Statement.

4. **Governance Changes**

The **Chief Executive** reminded Delegates of the Governance Structure of ICM and explained the Governance changes that have taken place from 2020 to 2024. She highlighted that the proposed 2024 changes were discussed with Member Associations at the Pre-Council Regional Meetings. Each of the four proposed changes were presented.

Awa Epse Yao (Association des Sages-Femmes Ivoiriennes, Côte d'Ivoire)

asked about the level of membership fees. They have increased significantly this year, although nothing has changed within their organisation.

The **Chief Executive** explained the change in the structure of Membership Fees, which came fully into effect in 2023. The changes were approved in 2020 and were phased in over three years. The changes made fees more equitable for lower- and middle-income countries. The changes were approved by Council in 2020. She noted that fees are difficult for some member associations but that she hoped the benefits of being a member of ICM are valuable. Any member association struggling with fees is encouraged to contact the Head of Operations and Finance for a discussion.

Sarah Ngoma (Midwives Association of Zambia) asked about how projects in different countries are audited. This question related to Agenda Item 2.

The **Chief Executive** noted that the audit of project accounts depends whether the funds were passed on to the association or if the funds were under ICM management. However, the auditing of project accounts is different to the audit of ICM's Financial Statements, which is Agenda Item 2 at the Council Meeting.

Alicia Cillo (Colegio de Obstétricas de la Provincia de Buenos Aires, Argentina) highlighted the financial situation in Argentina, notably the difficulty of transferring funds outside of the country.

The **Chief Executive** reiterated that Argentina is very good at communicating with ICM. Arrangements have been made ahead of time with the Head of Operations and Finance. That process will not change, plans made prior to the Council meeting will still be acceptable. The proposed change is regarding Member Associations wanting to pay part way through the meeting.

Fredrica Enyonam Hanson (Ghana Registered Midwives Association) asked if the decision of the removal of the Vice President needed to be taken at a Triennial Congress [*Triennial in-person Council Meeting that takes place the same year as a Triennial Congress*].

The **Chief Executive** responded that there is no requirement for Council to delay any decision like this. The ICM Council can vote on Constitutional matters at any of its meetings.

Lilian Gertrude Dodzo (Zimbabwe Confederation of Midwives) questioned the proposed removal of the post of Vice President and noted her feeling that the post is critical in other organisations.

The **Chief Executive** noted that Delegates can vote in line with their view and reiterated that she is presenting the view of the Board that the Vice President

position at ICM is not necessary. The Constitution allows for the Board to continue in the event that the President resigns.

The **President** noted her appreciation of Delegates' views but highlighted the recommendation of the Board, her experience in the Vice President role and that a non-hierarchical, competency-based Board operates more effectively.

Winnie Motlolometsi (Society of Midwives of South Africa) asked if the proposed change for ICM to no longer have a Vice President has an impact on Midwives' Associations. Her request is that Midwives' Associations can decide for themselves whether to have the role or not.

The **Chief Executive** emphasised that it is the prerogative of the MA to decide if they have the Vice President position or not. Their Constitution does not need to follow the ICM Constitution. The proposed change would not affect ICM MAs.

Eunice Atsali (Midwives Association of Kenya) asked about the role of the Vice President initially.

The **Chief Executive** mentioned that the role has always been problematic. The President, Vice President and Treasurer used to form the Executive Committee. This Committee was removed several years ago. All Board Members are involved in all discussions and have the same information as the President.

The **President** reiterated her comments that the Vice President position was not clear in the past. The change to a competency-based board has made a significant difference and now anyone can take the President's position, should the need arise. A small Board makes more effective decisions.

The **Chief Executive** closed the discussion.

5. Membership

a. Suspension

Three associations have been given notice that their membership will be suspended due to non-payment of membership fees in line with the criteria set out in the Governance Policies.

The associations are:

- Associação de Parteiras de Moçambique
- Federación Nacional De Obstetrices Y Obstetras Del Ecuador
- Somali Midwifery Association (SOMA)

Delegates were informed that there will be three questions in the electronic vote related to this item.

b. Update on Membership Review (for information only)

The **Chief Executive** explained the three ICM membership categories: Full, Associate and Affiliate and noted that the organisation is undertaking a review of its members as ICM does not have up to date information on all of its MAs, and some MAs may be incorrectly classified. The six phase process, culminating in the plan to take recommendations to the Board in October 2024 was explained.

6. Core document Updates

a. Essential Competencies review

The **Chief Executive** presented the project to review the ICM Essential Competencies and the proposed changes. She noted that they are reviewed every five years.

Delegates will be asked to vote on this item.

b. Position Statement and Core document review and update

The **Chief Executive** provided an overview of the nine core documents that have been reviewed and updated in the last year.

Delegates will be asked to vote on this item.

7. ICM Strategy 2024-2026

The **Chief Executive** presented the ICM Triennial Strategy 2024 - 2026. She highlighted that the 2023 Council in Bali set the Strategic Direction and based on their input ICM will continue with the first three Strategic Priorities and add a fourth. Strategic Priorities 1, 2 and 3 have been reviewed and updated where appropriate. The new Strategic Priority, number 4 is to *Work in partnership to ensure MAs are prepared and well positioned to respond to emergent humanitarian and climate crises*. This is an issue that has been faced by many MAs.

8. ICM Regional Conferences update

The **Chief Executive** provided an overview of the two Regional Conferences taking place in 2024: Africa and Eastern Mediterranean in September and Europe in November. In 2025 the Americas and (joint) Western Pacific and Southeast Asia Regional Conferences will take place.

The Regional Conferences will be comprised of six practical workshops that all delegates will attend.

9. Outcome bi-annual member needs and expectation survey

The **Chief Executive** presented the bi-annual survey including the objectives, survey approach and response rate, member assessment of ICM's Member Benefits, Services and Resources, suggestions for improvement, MA challenges, needs and priorities, ideas for collaboration between MAs and humanitarian crises and midwifery.

ICM has responded to the suggestions for improvement with plans for each item and developed the six workshops at the Regional Conferences to address MA needs. Furthermore, ICM will review the MA ideas for collaboration with a view to facilitating them.

Heather Clarke (American College of Nurse-Midwives) mentioned she had not been able to access the Council Members area on the website and had not received surveys and information that has been sent out.

The **Chief Executive** advised that it would be checked immediately following the Council Meeting and reiterated that all documents are on the Council Platform, the voting period is 25 June – 2 July and the recording of the Council Meeting will be added to the platform.

Fredrica Enyonam Hanson (Ghana Registered Midwives Association) noted that she was pleased to see mental health support for Midwives in humanitarian settings in the survey. She asked that the scope is expanded beyond humanitarian crises and settings.

The **Chief Executive** acknowledged that there are mental health challenges for midwives in many settings for many reasons. ICM received the message through the survey with reference to humanitarian settings. She noted that when ICM creates resources in the future it will try to make them as generic as possible so they can be used in many contexts.

Sarah Ngoma (Midwives Association of Zambia) noted that she appreciated the topics that were presented. Regarding strengthening associations through collaboration with Ministries of Health and Governments, she noted that it is important that ICM includes leadership of the Midwives' Association in discussions.

The **Chief Executive** reaffirmed that ICM's approach is to work with Midwives Associations.

The **Chief Executive** reminded Delegates of the voting period, the importance of voting and encouraged them to complete the evaluation survey of the Council Meeting.

10. End of Meeting

The **President** closed the meeting thanking Delegates for their comments and noting her appreciation for the Chief Executive and the work of the Head Office Team.

She recognised the hard work of Midwives' Associations over the past year, and highlighted her hope that Delegates continue to support Midwifery Leadership around the world. She emphasised the significant and increasing support and recognition of Midwives and Midwifery around the world. The President thanked Delegates and noted that ICM Board Members were happy to represent them.

Voting Results

Council Delegates were informed of the voting results via email on 8th July 2024.

64 out of our 135 full Member Associations (47%) nominated Council Delegates to represent them in this year's meeting. 57 Member Associations voted out of the 91 who were eligible to vote (62%).

As stated in the ICM Constitution, the quorum of the meeting of the Council shall be one fourth (25%) of the Member Associations - represented by one or two delegates (ICM Constitution Article 14). Amendments to the Constitution require at least a two-thirds (67%) of the total number of members to be present (ICM Constitution Article 25 i).

The count of Member Associations for calculating the quorum was based on the number of Member Associations represented by delegates registered for the Council meeting before the meeting commenced. The quorum of the meeting of the Council was achieved with 47% of Member Associations registering delegates.

All voting questions were approved, including voting question 4 on the changes to ICM Constitution, approved by 95.3%. However, the level of participation of Member Associations in the vote (62%) was lower than that required to make amendments to the Constitution (67%).

The voting questions and results are attached in Appendix 3.

APPROVED BY ICM COUNCIL

Signature:



Date: 31 January 2025

Sandra Oyarzo Torres

ICM President

Signature:



Date: 31 January 2025

Sally Pairman

ICM Chief Executive

Appendix 1

Council Delegates

Member Association	Country	Name
Colegio de Obstétricas de la Provincia de Buenos Aires	Argentina	Alicia Cillo
Colegio de Obstétricas de la Provincia de Buenos Aires	Argentina	Silvina Sonaglioni
Austrian Midwives Association	Austria	Bernadette Brieskorn
Austrian Midwives Association	Austria	Stefanie Winkler
Bangladesh Midwifery Society	Bangladesh	Tammim Akter
Belgian Midwives Association	Belgium	Geneviève Castiaux
Belgian Midwives Association	Belgium	Joeri Vermeulen
Maa Vyara Uheke Burundi	Burundi	Augustin Harushimana
Maa Vyara Uheke Burundi	Burundi	Chanelle Nininahazwe
Association Des Sages-Femmes Ivoiriennes (ASFI)	Cote D'Ivoire	Awa Epse Yao Diallo
Association Des Sages-Femmes Ivoiriennes (ASFI)	Cote D'Ivoire	Kottia Charlotte Ndraman
Cyprus Nurses and Midwives Association - CYNMA	Cyprus	Manoli Emmanuela
Cyprus Nurses and Midwives Association - CYNMA	Cyprus	Stella Leontiou
Estonian Midwives Association	Estonia	Irena Bartels
Estonian Midwives Association	Estonia	Liis Raag
The Federation of Finnish Midwives	Finland	Päivi Oinonen
National Association of Gambia Nurses and Midwives	Gambia	Bakary Sanneh
DHV Deutscher Hebammenverband e.V.	Germany	Ulrike Geppert-Orthofer

Ghana Registered Midwives Association	Ghana	Fredrica Enyonam Hanson
Ghana Registered Midwives Association	Ghana	Netta Forson Ackon
Asociación de Parteras Profesionales de Guatemala - APPG	Guatemala	Gabriela Meléndez Peláez
Association des Sages Femmes d'Haiti (ASFH)	Haïti	Rose Cardelle Riche
Association des Sages Femmes d'Haiti (ASFH)	Haïti	Yves Carmelle Fanfan
Hong Kong Midwives Association	Hong Kong, China	Lai Yin Irene Lee
Hong Kong Midwives Association	Hong Kong, China	Lee Man Yeung
Indonesian Midwives Association (IMA)	Indonesia	Laurensia Lawintono
Indonesian Midwives Association (IMA)	Indonesia	Indra Supradewi
Japan Academy of Midwife	Japan	Erika Ota
Japan Academy of Midwife	Japan	Hiromi Eto
Japanese Midwives Association	Japan	Yoko Shimpuku
Japanese Nursing Association	Japan	Hiroko Imoto
Japanese Nursing Association	Japan	Kumiko Yoshikawa
Midwives Association of Kenya	Kenya	Eunice Atsali
Independent Midwives Association Lesotho (IMAL)	Lesotho	Mamoshoeshoe Matlotlo
Association Luxembourgeoise des Sages-Femmes	Luxembourg	Melina Muller
Association Nationale des Sages Femmes de Madagascar	Madagascar	Zo Anjaraniaina Rakotosalama
Malta Midwives Association	Malta	Pauline Fenech

Independent Midwives Association of Namibia	Namibia	Helena Nuumbosho
Independent Midwives Association of Namibia	Namibia	Sylvia Hamata
Midwifery Society of Nepal	Nepal	Goma Devi Niraula
Midwifery Society of Nepal	Nepal	Prasansha Budha Lama
New Zealand College of Midwives	New Zealand	Debbie Fisher
The Norwegian Association of Midwives	Norway	Lena Henriksen
Midwifery Association of Pakistan	Pakistan	Mussarat Rani Rani
Integrated Midwives Association of the Philippines, Inc.	Philippines	Dionica Saquilon
Integrated Midwives Association of the Philippines, Inc.	Philippines	Patricia Gomez
Philippine League of Government and Private Midwives Incorporated	Philippines	Cecilia Santos
Philippine League of Government and Private Midwives Incorporated	Philippines	Florminda Tejano
APEO-Associação Portuguesa dos Enfermeiros Obstetras	Portugal	Isabel Ferreira
APEO-Associação Portuguesa dos Enfermeiros Obstetras	Portugal	Vitor Varela
Independent Midwives Association	Romania	Mihaela Corina Radu
Saudi Association of Midwifery	Saudi Arabia	Ibtesam Jahlan
Saudi Association of Midwifery	Saudi Arabia	Roa Altaweli
Association Nationale Des Sages-Femmes D'etat Du Senegal	Senegal	Ndeye Bigue Ba Epouse Mbodji
Society of Midwives of South Africa (SOMSA)	South Africa	Rebecca Motete
Society of Midwives of South Africa (SOMSA)	South Africa	Winnie Motlolometsi

Federación de Asociaciones de Matronas de España (FAME)	Spain	Francisca Postigo Mota
The Swedish Association of Midwives	Sweden	Eva Nordlund
The Swedish Association of Midwives	Sweden	Malin Bogren
Swiss Federation of Midwives (Schweizerischer Hebammenverband)	Switzerland	Petra Graf Heule
Tanzania Midwives Association	Tanzania	Beatrice Mwilike
Association des Sages - Femmes du Togo ASSAFETO	Togo	Ladi Dikeni Tchagnao Sourou
Trinidad and Tobago Association of Midwives	Trinidad and Tobago	Marcia Rollock
Trinidad and Tobago Association of Midwives	Trinidad and Tobago	Nicole Reece-James
Midwives at the Royal College of Nursing, UK	United Kingdom	Carmel Bagness
Midwives at the Royal College of Nursing, UK	United Kingdom	Yvonne Bronsky
The Royal College of Midwives	United Kingdom	Mervi Jokinen
American College of Nurse-Midwives	USA	Heather Clarke
American College of Nurse-Midwives	USA	Jessica Brumley
Midwives Association of Zambia	Zambia	Sarah Ngoma
Zimbabwe Confederation of Midwives	Zimbabwe	Lilian Gertrude Dodzo
Zimbabwe Confederation of Midwives	Zimbabwe	Moreblessing Mapfumo
Board	Chile	Sandra Oyarzo Torres (President)
Board	Mexico	Samara Ferrara
Board	Nepal	Laxmi Tamang
Board	New Zealand	Alison Eddy
Board	Pakistan	Farida Shah

Board	United Kingdom	Lia Brigante
Board	United Kingdom	Andrew Otiko

Council Observers

Member Association	Country	Name
Colegio de Obstétricas de la Provincia de Buenos Aires	Argentina	Myriam Aquino
Colegio de Obstétricas de la Provincia de Buenos Aires	Argentina	Nancy Ale
Maa Vyara Uheke Burundi	Burundi	Parfait Iradukunda
Maa Vyara Uheke Burundi	Burundi	Kanyambo Muriella
Association Des Sages-Femmes Ivoiriennes (ASFI)	Cote D'Ivoire	Marie Chantal Epse Kouame Senou
Association Des Sages-Femmes Ivoiriennes (ASFI)	Cote D'Ivoire	Minka Lucie Oule
Estonian Midwives Association	Estonia	Grete Tamm
Estonian Midwives Association	Estonia	Häli Viilukas
Association des Sages Femmes d'Haiti (ASFH)	Haïti	Mervilus Dumaude Blanc
Indonesian Midwives Association	Indonesia	Gita Nirmala Sari
Indonesian Midwives Association	Indonesia	Mitra Kadarsih
Japanese Nursing Association	Japan	Hanae Miyawaki
Midwives Association of Kenya	Kenya	Jane Mbaluka
Midwifery Society of Nepal	Nepal	Archana Pandey Bista
APEO-Associação Portuguesa dos Enfermeiros Obstetras	Portugal	Andreia Soares Gonçalves
APEO-Associação Portuguesa dos Enfermeiros Obstetras	Portugal	Paula Pereira
Saudi Association of Midwifery	Saudi Arabia	Rawan Althomily

The Swedish Association of Midwives	Sweden	Anja Lundström
The Swedish Association of Midwives	Sweden	Emilija Wilson
ICM Staff	Brazil	Bruna Bimbato, Events and Digital Logistics Coordinator
ICM Staff	Croatia	Daniela Drandic, Head of Advocacy and Communications
ICM Staff	Netherlands	Leefke Hinderlich, Governance and Regional Senior Coordinator
ICM Staff	Netherlands	Coleen Gonner, Operations Administrator
ICM Staff	Netherlands	Fernanda Gonzalez, Executive Assistant to the Chief Executive, Chief Midwife & President
ICM Staff	Netherlands	Helen Kirkpatrick, Head of Organisational Projects
ICM Staff	Netherlands	Maulina Cahyaningrum, Office Manager
ICM Staff	Netherlands	Sally Pairman, Chief Executive

Appendix 2

Action List

Agenda item	Action number	Action	Timeline
3	1	Add the summary result for each individual Conference to Council meeting presentations.	2025

Appendix 3

Voting questions and results



5160 Decarie Boulevard, Suite 502
Montreal, QC, H3X 2H9 Canada
1 (800) 585-9694

Jul 3, 2024

International Confederation of Midwives
Koninginnegracht 60
The Hague, Zuid Holland
2514AE Netherlands

To Whom It May Concern:

The following election results are certified by Simply Voting to have been securely processed and accurately tabulated by our independently managed service.

Respectfully yours,

Brian Lack
President
Simply Voting Inc.

Results - ICM Council 2024

Start: 2024-06-25 14:00:00 Europe/Amsterdam
End: 2024-07-02 23:59:00 Europe/Amsterdam
Turnout: 91 (74.6%) of 122 electors voted in this ballot.

3a - The Council ratifies the 2023 Annual Report as presented in the section Introduction, ICM's Impact, ICM's Structure, Progress on Priorities, and Looking Forward of the attached document 03a.

Option	Votes
Approve	87 (98.9%)
Reject	1 (1.1%)

VOTER SUMMARY

Total	91
Abstain	3 (3.3%)

3b - The Council ratifies the financial report as presented in the section Financial Overview and Financial Statement 2023 of the attached document 03a.

Option	Votes
Approve	85 (100.0%)
Reject	0 (0.0%)

VOTER SUMMARY

Total	91
Abstain	6 (6.6%)

3c - The Council ratifies the auditor's opinion as presented in 9.2 Auditor's Report of the Independent Auditor of the English version.

Option	Votes
Approve	84 (100.0%)
Reject	0 (0.0%)

VOTER SUMMARY

Total	91
Abstain	7 (7.7%)

4 - The Council approves the changes to the ICM Constitution, set out in documents 04a, taking into account any additional non-material textual changes the notary feels necessary when executing the notary deed.

Option	Votes
Approve	82 (95.3%)
Reject	4 (4.7%)

VOTER SUMMARY

Total	91
Abstain	5 (5.5%)

5a 1 - That the Council agrees to suspend the membership rights of the associations Associação de Parteiras de Moçambique, Federación Nacional De Obstetricas Y Obstetras Del Ecuador, Somali Midwifery Association (SOMA)

Option	Votes
Approve	73 (90.1%)
Reject	8 (9.9%)

VOTER SUMMARY

Total	91
Abstain	10 (11.0%)

5a 2 - The Council agrees to suspend each listed association for a period of six months, effective from the 2024 Council meeting.

Option	Votes
Approve	74 (88.1%)
Reject	10 (11.9%)

VOTER SUMMARY

Total	91
Abstain	7 (7.7%)

5a 4 - If a suspended Member Association has not paid its debt by conclusion of the suspension period, the association's membership of ICM will be terminated.

Option	Votes
Approve	68 (88.3%)
Reject	9 (11.7%)

VOTER SUMMARY

Total	91
Abstain	14 (15.4%)

6a - The Council approves the updated Essential Competencies for Midwifery Practice, set out in document 06a.

Option	Votes
Approve	90 (100.0%)
Reject	0 (0.0%)

VOTER SUMMARY

Total	91
Abstain	1 (1.1%)

6b - The Council approves all reviewed position statements listed in Council paper 06b and below:

Option	Votes
Approve	88 (100.0%)
Reject	0 (0.0%)

VOTER SUMMARY

Total	91
Abstain	3 (3.3%)



Election ID: 236873
To validate the authenticity of this
report please contact Simply
Voting at info@simplyvoting.com.