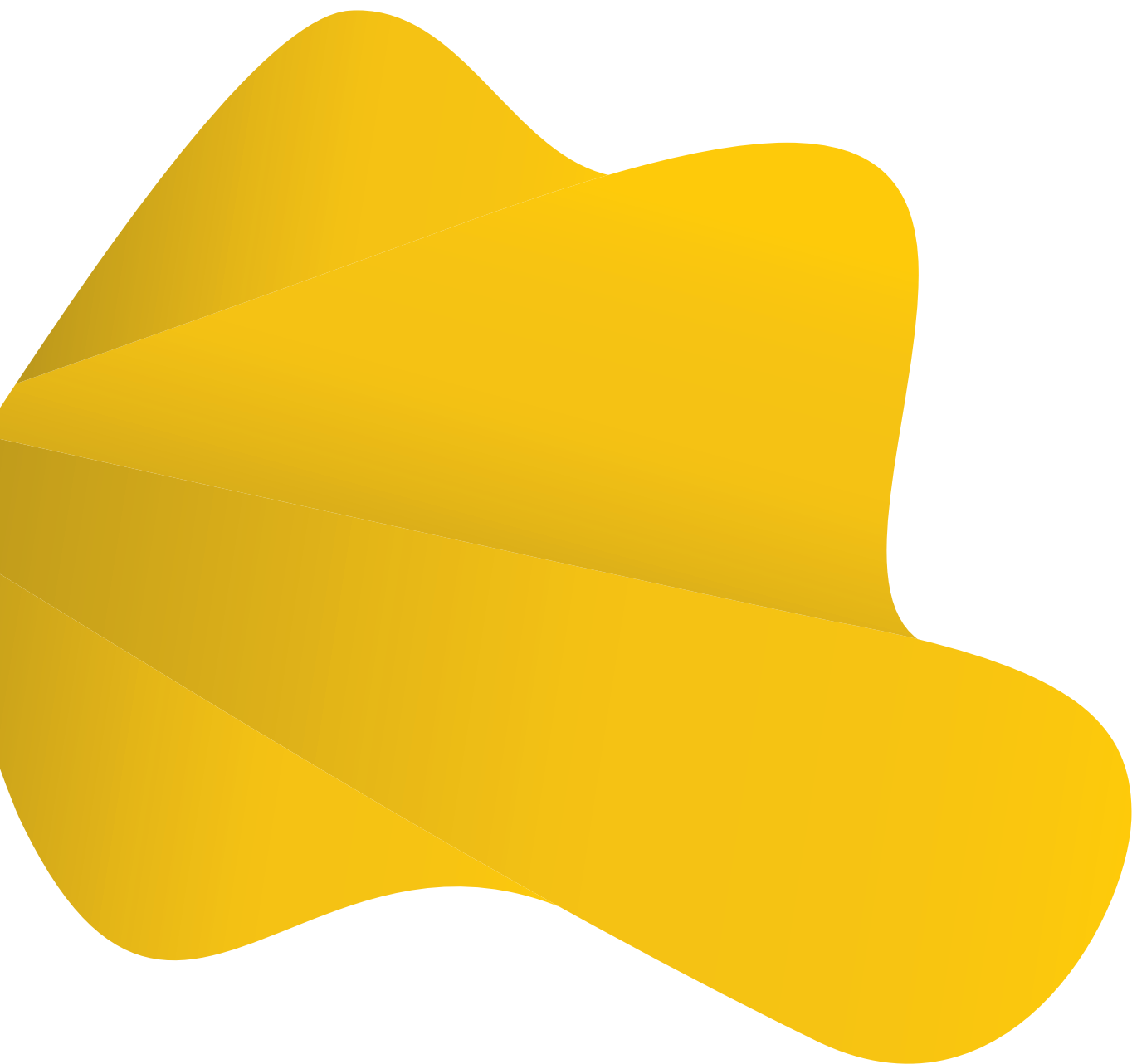




2018

ANNUAL REPORT & ACCOUNTS



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WHO WE ARE

Women in Management, Business and Public Service (WIMBIZ) is a non-profit organization that has, over the last 17 years, implemented programs that inspire, empower and advocate for greater representation of women in leadership positions in the public and private sector. WIMBIZ has a contributory associate pool of 679 accomplished women in management, business and public service and over 9,500 women in its database. WIMBIZ collaborates with credible domestic and international global organizations to deliver programs, which have influenced over 107,465 women since inception.



Our Vision

To be the catalyst that elevates the status and influence of women and their contribution to nation building.



Our Mission

To inspire and empower women to attain leadership positions in business, management and public service.



Core Values

- Selflessness
- Passion
- Professionalism
- Respect
- Integrity
- Team Work



MESSAGE FROM THE CHAIRMAN, BOARD OF TRUSTEES

Funmi Roberts

LL.M, FCI Arb, FSC Arb

It is with great pleasure that I present the 2018 Annual Report and Financial Statements of Women in Management Business and Public Service. What a phenomenal year it was. Every progress no matter how small is worth celebrating.

The past 17 years comprised of growth and impact, in our programs, collaborations, associate base, social media reach, sponsorship, grant donors and so much more. We have watched the WIMBIZ vision and mission take on its full expression across Nigeria and it has been from one level of high impact to another with the challenges making us stronger, wiser and better.

As part of our commitment to our goal of expanding our reach throughout Nigeria and beyond, the first ever WIMBIZ Summit and Super Round Table held in Abuja and Port Harcourt in 2018. These programs were

organised with the intent to establish our footprint and take our raison d'être to the door steps of women in these cities. Also, for the first time, the flagship WIMBIZ Annual Conference was live streamed to online participants from various parts of the world. We had delegates from Ghana, United Kingdom, United States of America pay to watch live.

This tells me that WIMBIZ remains the organisation that enables women to activate their potential; we push, we provoke and we celebrate your successes.

I remain humbled and honoured to chair the Board of Trustees of WIMBIZ for the third year running and this report will be deficient if it does not articulate my heartfelt gratitude to the founding Trustees, Executive Council Members, Associates and staff of WIMBIZ. WIMBIZ is, because you all are.

Funmi Roberts, LL.M, FCI Arb, FSC Arb.

MESSAGE FROM THE CHAIRPERSON EXECUTIVE COUNCIL



Olubunmi Aboderin Talabi

I am delighted, humbled and honoured to be a part of an organisation that recognises the vital role that women play in society and inspires them to do better as professionals whether they are in careers or running their own businesses. This is what WIMBIZ does and has been doing for the last 17 years.

At WIMBIZ we implement programs that seek to inspire, empower, connect, and advocate for greater representation of women in leadership positions both in the public and private sector. WIMBIZ now has a contributory associate pool of over 679 accomplished women and more than 9,500 women on its database. We regularly collaborate with credible local and multinational organisations to deliver programs, which have, on aggregate, directly influenced over 107,465 women since inception. 2018 has been an amazing year for our organisation: a season of firsts, stretch assignments, innovations and record achievements. In 2018 our sponsorship

engagement reached its highest levels to date; we had the biggest annual intake of new Associates thus far and the largest attendance at our flagship event the WIMBIZ Annual Conference since inception. Our WIMBIZ App is now available on iOS as well as Android. Our Roundtable Lunches extended beyond Victoria Island; Ibadan; Abuja and Port Harcourt to reach Ikeja; the Grand Bonny Kingdom and Accra, Ghana for the first time. The Big Sister Program was taken to Ogun and Rivers

States. Our induction ceremony to welcome new Associates into WIMBIZ took place not only in Lagos, but Abuja and Port Harcourt this year for the first time.

We launched regional summits this year, the first two took place in Abuja and in Port Harcourt respectively. Furthermore, in 2018, we had a social media campaign to encourage organisations to formulate and enact a sexual harassment policy if they did not already have one. We launched our #runvotegetinvolved press releases and set the groundwork for our social media video

campaign to encourage political consciousness amongst women. Finally, we started an Executive Conversations platform to make sure that the Associates and attendees of WIMBIZ events from the early years have an avenue to meet and exchange ideas with like-minded peers.

In 2018 we did our best to **INSPIRE** through programs such as the Annual Conference, which this year also had several add on features such as a Speed Networking Breakfast Session where participants were taught how to construct their elevator pitch and then given the opportunity to

meet 15-20 people in a pre-defined time frame. In addition, at the 2018 conference **WIMBIZ** enhanced its online livestream component to make it fully interactive. Our online conference delegates were able to ask questions in real time; give session feedback and participate in all the plenaries for the first time in our history. The 2018 Female Achievers Award focused on Women in the Military and our Impact Investment Competition Winners were selected from the Health Care Industry.

In 2018 we did our best to **EMPOWER** through a star-studded faculty assembled for the Masterclass on Leadership; through the ever popular and always oversubscribed Annual Mentoring Program; through WIWIC which held at the University of Jos this year and through WIMCAP, a 2-day training session for SME owners, which expanded beyond Lagos for the first time, to reach entrepreneurs in Abuja and Port Harcourt.

In 2018 we did our best to **CONNECT** our Associates with each other and with those outside their day-to-day acquaintance, through regular channels such as our Book Club, and through extraordinary channels such as the Mentoring Breakfast Meeting with Indra Nooyi the erstwhile Chairman and CEO of PepsiCo. Finally, we did our best to **ADVOCATE** for more women in leadership positions and for innovative investments in people through WIMBOARD; WIMPOL; our CEO/Policy Maker Interactive Forum, and by participating in a Consultative Dialogue organised by UN Women.

We are delighted that the Deloitte **Women In The Boardroom 2018 Report** recognised the role of WIMBIZ and cited the initiatives of our organisation in “[assisting] female entrepreneurs and [increasing] the presence of women on company boards and management teams”. WIMBIZ is also pleased to be a part of the **Female Representation on Corporate Boards in Nigeria Report** released this year by DCSL and prepared in conjunction with the International Finance Corporation and the Institute of Directors’ Centre for Corporate Governance. The quantum and the depth of each and every one of

our programs, are achievable because of solid, constant, team work involving an unimaginable amount of time dedicated to planning, preparing, fine tuning and then executing all of our viable concepts, bringing them to life, making sure they are meaningful and, in many instances, even life-changing.

I thank our volunteers, staff and Executive Council for working together to build on the successful legacy of those who have gone before us and working passionately to make 2018 the best year for WIMBIZ yet!

I want to take the time to thank the Executive Council Members who completed their tenures in Quarter 4 of 2017 and in 2018: Bunmi Oke, Taba Peterside and Bimbola Wright. Ladies, your work ethic, passion and wisdom make you valuable to any team. You are much appreciated.

I also welcome the new members of the Executive Council who came on board in 2018 Foluso Gbadamosi, Audrey Joe-Ezigbo and Awuneba Ajumogobia. Furthermore, I want to give a special mention to former WIMBIZ Executive Council Chairperson Aishah Ahmad who became confirmed and resumed as a Deputy Governor of the Central Bank of Nigeria, and WIMBIZ Executive Council Member Audrey Joe-Ezigbo who became the first ever female president of the Nigerian Gas Association, both in 2018.

I sincerely appreciate our Board of Trustees, the Founders and vision keepers of WIMBIZ: Mrs Funmi Roberts, the Chairman of the Board of Trustees; Mrs Bola Adesola; Mrs Ibukun Awosika; Mrs Adeola Azeez; Miss Mairo Bashir; Mrs Morin Desalu; Mrs Ifeoma Idigbe; Mrs Ifeyinwa Ighodalo; Dr Omobola Johnson; Mrs Julia Oku Jacks; Miss Toyin Olawoye; Mrs Yewande Zacccheaus and Mr Chichi Okonjo. They watch over all the planning, enhance the concepts and make sure that we deliver the best possible outcome.

On behalf of the Executive Council, Associates, Staff and all the beneficiaries of WIMBIZ programs, I say thank you to our Trustees, Sponsors and Partners. May 2019 be an even greater year. **Thank you.**



MESSAGE FROM THE EXECUTIVE DIRECTOR

Hansatu Adegbite

The year 2018 was a year of “the squeeze” in many respects for me as an individual and in an organisational capacity. We experienced significant changes in staffing, processes and governance initiatives.

The most significant experience was the WIMBIZ Retreat supported by a grant from the African Women Development Fund (AWDF) which held on September 28, 2018 and was facilitated by Paula Fray, a South African based AWDF coach. It was a time of bonding and strategic focus with members of the Board of Trustees, Executive Council and Secretariat staff of WIMBIZ grouped into teams. The retreat helped squeeze out pertinent areas of focus which were used to map out

organizational development strategies and interventions. In order to spread our reach and social impact, we introduced a number of new programs in 2018. These included the WIMBIZ Masterclass, WIMBIZ Conversations and the WIMBIZ Women on Boards Mentoring Program. WIMBIZ Capital (WIMCAP), an existing WIMBIZ program focused on the development of female entrepreneurs, took place for the first time in Abuja and Port Harcourt respectively.

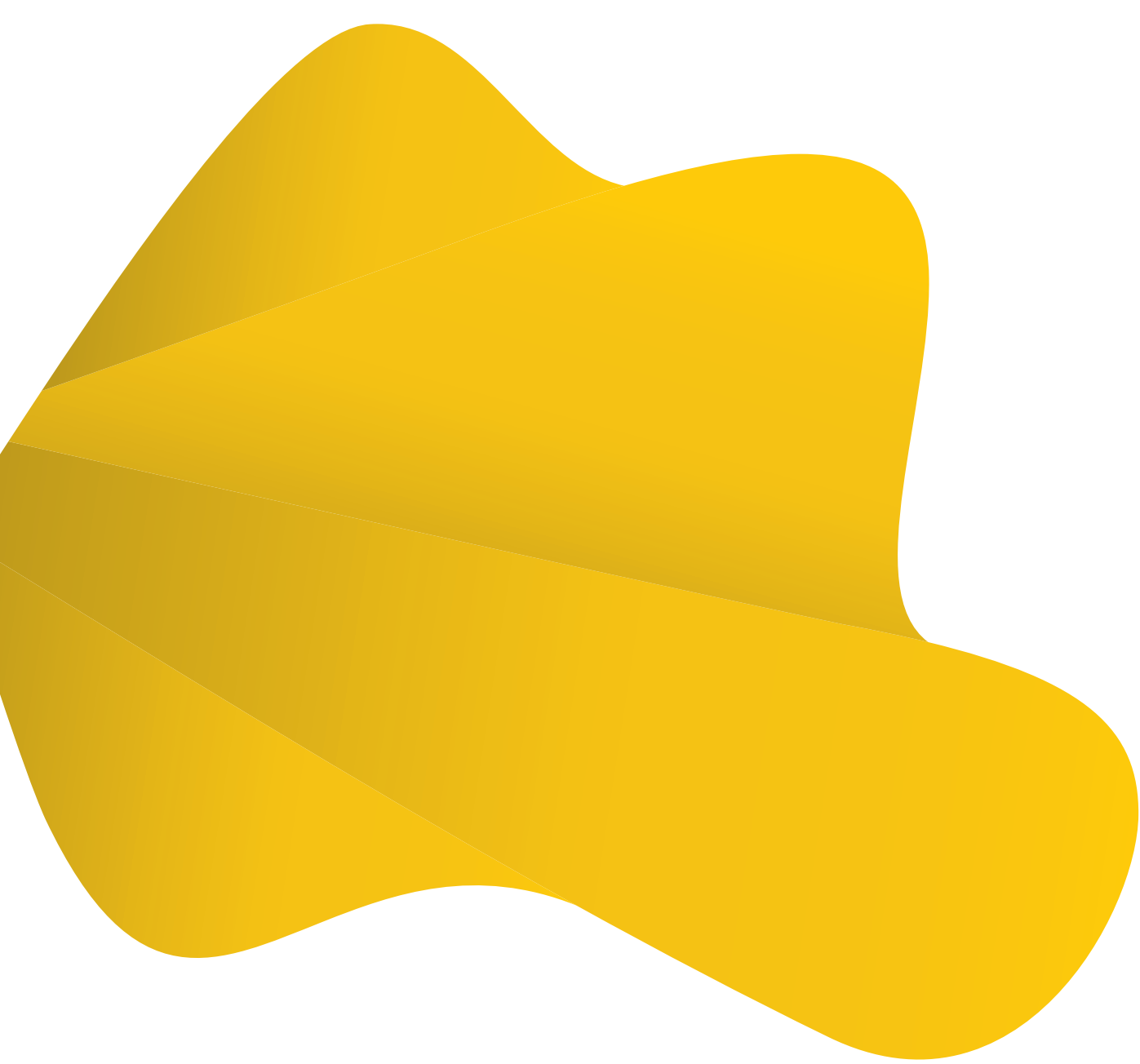
We also produced the WIMBIZ Coffee Table Book Inspire Me Volume 2, which was unveiled by the former president of the Federal Republic of Nigeria Chief Olusegun Obasanjo, at the 2018 WIMBIZ Annual Lecture where he was the Keynote Speaker.

Flowing from fires kindled by conversations at the 2014 WIMBIZ Annual Lecture, that centered on the state of low female representation in the political space and our mandate to serve women in public service, WIMBIZ saw a need to organize the WIMBIZ Women in Politics (WIMPol) workshop themed – Politics 101: The winning Formula with 276 women in attendance.

The first WIMBIZ Ghana Roundtable held in Accra and the participants were inspired by the speakers from both Ghana and Nigeria. Over the years, WIMBIZ has stayed true to its

vision to inspire and empower women to attain leadership positions in business, management and public service. Through constant innovation, we have been able to execute programs that stimulate the minds of women in their core fields of focus to contribute their quota to nation building.

I appreciate the WIMBIZ Board of Trustees, Executive Council, Associates, Secretariat staff, sponsors, grant partners, media partners, speakers, facilitators, mentors and volunteers, who constantly sacrifice their time, resources, knowledge, expertise and skills. As a collective tribe, they help WIMBIZ continue to be, do and give of itself towards the development of leadership skills, entrepreneurial spirit, corporate savviness and governance in and for women so they can contribute their quota to nation building.



Financial Reports



**WOMEN IN MANAGEMENT, BUSINESS &
PUBLIC SERVICE**
(IT NO 16720)



**FINANCIAL STATEMENTS FOR THE
YEAR ENDED**
31ST DECEMBER, 2018



ABAX-OOSA PROFESSIONALS
(Chartered Accountants)

GENERAL INFORMATION

BOARD OF TRUSTEES

Mrs Olufunmilayo Ajike Roberts Chairperson
Ms Olutoyin Folasade Olawoye
Mrs Yewande Zaccheaus
Dr Omobola Johnson
Mrs Bola Adesola
Mr Chi Chi Okonjo
Mrs Ifeyinwa Ighodalo
Mrs Ifeoma Ifeyinwa Idigbe
Mrs Adeola Azeez
Mrs Omorinsojo Desalu
Mrs Ibukun Awosika
Mrs Julia Oku Jacks
Ms Mairo Bashir

SECRETARY

Funmi Roberts & Co Nominees Ltd

NATURE OF BUSINESS AND PRINCIPAL ACTIVITIES

Women in Management, Business and Public Service. The Organisation was incorporated on 2nd April 2004 as a non governmental organisation with an overriding vision to be the catalyst that elevates the status and influence of women and their contribution to nation building

REGISTERED OFFICE

House of His Glory
Lekki - Epe Expressway
Lekki, Lagos

BUSINESS ADDRESS

200B Isale Eko Avenue
Dolphin Estate, Ikoyi
Lagos

BANKERS

Polaris Bank Limited
First Bank of Nigeria Limited
Diamond Bank Plc
Access bank Plc

Abax-OOSA Professionals
(Chartered Accountants)

REPORT OF THE BOARD OF TRUSTEES

The Trustees submit their Report, together with the Audited Accounts of the Organisation for the year ended 31st December, 2018.

1. INCORPORATION

The Organisation was registered as “The incorporated Trustees of Women in Management and Business” on 2nd April, 2004 with an overriding vision to be the catalyst that elevates the status and influence of Women and their contribution to nation building. The name of the Organisation was changed to Women in Management, Business and Public Service on 23rd December, 2014.

2. AIMS AND OBJECTIVES

- (a) To educate and challenge women to maximise their potential and rise up to the work/life challenges that they will face
- (b) Elevate and ensure the attraction and retention of women in the workplace.
- (c) To create a platform/opportunities for networking and building value-added business relationships.
- (d) To build a sustainable support infrastructure for mentoring, career and business guidance and facilitation.
- (e) Assist the needy and perform charitable functions.
- (f) Foster the interaction between women corporate executives and entrepreneurs.

3. BOARD OF TRUSTEES

In accordance with the Organisation’s constitution, the names of the Trustees who served during the year and to the date of this report are as follows:

Name

Mrs Olufunmilayo Ajike Roberts (Chairperson)
Ms Olutoyin Folasade Olawoye

Mrs Yewande Zacccheaus
Dr Omobola Johnson
Mrs Bola Adesola
Mr Chi Chi Okonjo
Mrs Ifeyinwa Ighodalo
Mrs Ifeoma Ifeyinwa Idigbe
Mrs Adeola Azeez
Mrs Omorinsojo Desalu
Mrs Ibukun Awosika
Mrs Julia Oku Jacks
Ms Mairo Bashir

4. SECRETARY

The secretary of the Organisation is Funmi Roberts & Co Nominees Ltd. of 40A Raymond Njoku Crescent off Awolowo Road, Ikoyi, Lagos State.

5. PERSONNEL

(a) Employment of disabled persons

No disabled person was employed by the Organisation during the period under review. It is however the Organisation’s policy to consider disabled persons for employment if academically and mentally qualified.

(b) Health, Safety and Welfare

The Organisation provides subsidies to all employees for medical care and treatment as and when required. Employees are made aware of the safety regulations in force within the premises and during installation and services assignments.

(c) Employees involvement and training

The Organisation is committed to keeping employees fully informed, as much as possible, regarding the Organisation’s performance and progress, and seeking their views, wherever practicable, on matters which particularly affect them as employees.

6. AUDITORS

Abax-OOSA Professionals (Chartered Accountants), having expressed their willingness, will continue in office in accordance with section 357 (2) of the Companies and Allied Matters Act of Nigeria, CAP C20 LFN 2004.

The financial statements set out on pages 8 to 24, which have been prepared on the going concern basis, were approved by the Board on 30th May, 2019 and were signed on its behalf by:



Secretary
Funmi Roberts & Co Nominees Ltd
40a Raymond Njoku Crescent
Off Awolowo Road, Ikoyi
Lagos State

INDEPENDENT AUDITOR'S REPORT

To the members of Women in Management, Business and Public Service Report on the Audit of the Financial Statements

OUR OPINION

In our opinion, the financial statements present fairly, in all material respect, the financial affairs of Women in Management, Business & Public Service as at 31st December, 2018, and its financial performance and its cash flows for the year ended in accordance with International Financial Reporting Standards, and the requirements of the Companies and Allied Matters Act of Nigeria, CAP C20 LFN 2004, Money Laundering (Prohibition) Act, 2011 and the Financial Reporting Council of Nigeria Act No 6, 2011.

WHAT WE HAVE AUDITED

The financial statements of Women in Management, Business & Public Service which comprise:

- *The statement of financial position as at 31st December, 2018;*
- *The statement of activities and other comprehensive income for the year ended;*
- *The statement of changes in net asset for the year ended;*
- *The statement of cash flows for the year ended; and*
- *The notes to the financial statements, which include a summary of significant accounting policies.*

BASIS FOR OPINION

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report.

We believe that the audit evidence we have obtained is sufficient and appropriate to

provide a basis for our audit opinion. We are independent of the Organisation in accordance with the International Ethics Standards Board for Accountants' Code of Ethics for Professional Accountants (IESBA Code). We have fulfilled our ethical responsibilities in accordance with IESBA Code.

KEY AUDIT MATTERS

Key audit matters are those matters that, in our professional judgement, were of most significance in our audit of the financial statements of the current period. These matters would normally be addressed in the course of our audit of the financial statements as a whole, and in forming our opinion thereon.

However, the provisions of Section 8(2), 30 and S3(2) of the Financial Reporting Council (FRC) of Nigeria, Act No. 6, 2011 excludes the Organisation from applying International Standards of Auditing (ISA) 701 (Communicating Key Audit Matters in the Independent Auditor's Report).

We have nothing to report in this regard.

TRUSTEES AND THOSE CHARGED WITH GOVERNANCE' RESPONSIBILITY FOR THE FINANCIAL STATEMENTS

The Organisation's Trustees are responsible for the preparation and fair presentation of these financial statements in accordance with International Financial Reporting Standards, Financial Reporting Council of Nigeria Act, No. 6, 2011, Money Laundering (Prohibition) Act 2011, and requirements of the Companies and Allied Matters Act of Nigeria, CAP C20 LFN 2004, and for such internal controls as the Trustees determine is necessary to enable the preparation

of financial statements that are free from material misstatements, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the Organisation's ability to continue as a going concern, disclosing as applicable, matters related to a going concern and using the going concern basis of accounting unless the Trustees either intend to dissolve the Organisation or to cease operations, or have no realistic alternative but do so.

OTHER INFORMATION

The Trustees are responsible for other information which comprise the Trustees Report as required by the Companies and Allied Matters Act of Nigeria, CAP C20 LFN 2004, which we obtained prior to the date of this report. Other information does not include the financial statements and our Auditor's Report thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information identified above. In so doing, we consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained during the audit or otherwise, appears to be materially misstated. If, based on the work we have performed on the other information that we obtained prior to this report, we conclude that there is a material misstatement of the other information, we are required to report that fact. We have nothing to report in this regard.

AUDITOR'S RESPONSIBILITY

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance

is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements. As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Organisation's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of Trustees' use of the going concern basis of accounting and based on the audit evidence obtained, whether a material uncertainty exist related to events or conditions that may cast significant doubt on the Organisation's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in

the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Organisation to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the Organisation and to express an opinion on the financial statements. We are responsible for the direction, supervision and performance of the Organisation audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant deficiencies in internal control that we identify during our audit.

REPORT ON OTHER LEGAL AND REGULATORY REQUIREMENTS

As required by the Companies and Allied Matters Act of Nigeria, CAP C20 LFN 2004 we report to you, based on our audit, that:

- We have obtained all the information and explanations which to the best of our knowledge and belief were necessary for the purposes of our audit;
- In our opinion proper books of account have been kept by the Organisation, so far as appears from our examination of those books; and
- The Organisation's Statement of Financial Position and Statement of Activities and Other comprehensive income are in agreement with the books of accounts.

Abax-OOSA Professionals
(Chartered Accountants)
Lagos, Nigeria
30th May, 2019

Signed: 

Bababode O. Osunkoya
Partner
FRC/2013/ICAN/00000002054



STATEMENT OF FINANCIAL POSITION AS AT 31ST DECEMBER, 2018

	Note(s)	2018 N	2017 N
Assets			
Non-Current Assets			
Property, Plant and Equipment	2	4,635,359	3,078,670
Current Assets			
Prepayments and other Current Assets	3	10,877,405	7,109,998
Cash and Cash Equivalents	4	90,914,738	88,992,953
		101,792,143	96,102,951
Total Assets		106,427,502	99,181,621
Equity and Liabilities			
Equity			
Accumulated Surplus		105,180,567	92,955,054
Liabilities			
Current Liabilities			
Accounts Payable and other Current Liabilities	5	1,246,935	6,226,567
Total Equity and Liabilities		106,427,502	99,181,621

The financial statements and the notes on pages 8 to 24, were approved by the Board of Trustees on the 30th of May, 2019 and were signed on its behalf by:



Mrs Olufunmilayo Ajike Roberts
Chairman, Board of Trustees



Mrs Ifeoma Ifeyinwa Idigbe
Member, Board of Trustees

The accounting policies on pages 12 to 18 and the notes on pages 19 to 24 form an integral part of the financial statements.

STATEMENT OF ACTIVITIES AND OTHER COMPREHENSIVE INCOME FOR THE YEAR ENDED 31ST DECEMBER, 2018

	Note(s)	2018 N	2017 N
Receipts	6	258,212,725	200,187,506
Program Expenditure	7	(171,869,323)	(127,732,594)
		86,343,402	72,454,912
Other Receipts	8	9,826,524	4,707,643
General Expenditure	9	(83,944,413)	(67,826,075)
Surplus for the Year		12,225,513	9,336,480
Surplus for the Year		12,225,513	9,336,480
Other Comprehensive Income		-	-
Total Comprehensive Income For the Year		12,225,513	9,336,480

The accounting policies on pages 12 to 18 and the notes on pages 19 to 24 form an integral part of the financial statements.

STATEMENT OF CHANGES IN NET ASSETS FOR THE YEAR ENDED 31ST DECEMBER, 2018

	Retained Income N	Total Equity N
Balance at 1st January, 2017	83,618,574	83,618,574
Surplus for the Year	9,336,480	9,336,480
Other Comprehensive Income	-	-
Total Comprehensive Income For the Year	9,336,480	9,336,480
Balance at 1st January, 2018	92,955,054	92,955,054
Surplus for the Year	12,225,513	12,225,513
Other Comprehensive Income	-	-
Surplus for the Year	12,225,513	12,225,513
Balance at 31st December, 2018	105,180,567	105,180,567

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31ST DECEMBER, 2018

	Note(s)	2018 N	2017 N
Cash flows from operating activities			
Cash receipts from Customers		222,733,921	200,187,505
Cash paid to Suppliers and Employees		(217,342,386)	(205,207,739)
Cash used in operations	12	5,391,535	5,020,234
Net Cash from Operating Activities		5,391,535	5,020,234
Cash flows from Investing Activities			
Purchase of Property , Plant and Equipment	2	(3,469,750)	(1,360,990)
Sale of Financial Assets		-	10,152,967
Net Cash from Investing Activities		(3,469,750)	8,791,977
Cash flows from Financing Activities			
Total Cash Movement for the Year		1,921,785	3,771,743
Cash at the Beginning of the Year		88,992,953	85,221,210
Total Cash at the end of the Year	4	90,914,738	88,992,953

The accounting policies on pages 12 to 18 and the notes on pages 19 to 24 form an integral part of the financial statements.

ACCOUNTING POLICIES

1. PRESENTATION OF FINANCIAL STATEMENTS

A. REPORTING ENTITY

Women in Management, Business and Public Service (WIMBIZ) was incorporated in Nigeria on 2nd April, 2004 under the Companies and Allied Matters Act as a non governmental organisation. The registered address of the Organisation is located at House of His Glory, Lekki-Epe Expressway Lekki, Lagos State. The Organisation was established to create a platform for women to interact and address gender inequalities in the workplace and public service as well as to provide support as they manage these challenges.

B. STATEMENT OF COMPLIANCE

The financial statements have been prepared in accordance with International Financial Reporting Standards and the Companies and Allied Matters Act of Nigeria, CAP C20 LFN 2004. The financial statements have been prepared on the historical cost basis. As a result of the funding activities undertaken and the increased focus on working capital in the last few years, the Organisation has improved both its short-term and medium-term liquidity position.

C. BASIS OF MEASUREMENT

The financial statements have been prepared on the historical cost basis.

D. FUNCTIONAL AND PRESENTATION CURRENCY

The financial statements are presented in Naira, which is the Organisation's functional currency.

E. NEW STANDARDS AND INTERPRETATIONS

A number of standards, amendment to standards and interpretations are effective for annual periods beginning after 1st of January, 2018 and beyond, and have not been applied in preparing these financial statements. Those which may be relevant to the Organisation are set out below:

Standard	Content	Effective Year
IFRS 16	Leases	1-Jan-2019

IFRS 9: FINANCIAL INSTRUMENTS

IFRS 9 as issued reflects the first phase of the IASB's work on the replacement of IAS 39 and applies to classification and measurement of financial assets and financial liabilities as defined in IAS 39. The standard is effective for annual periods beginning on or after 1st January, 2018. IFRS 9 requires financial assets to be classified into two measurement categories: those measured at fair value and those measured at amortised cost. The determination is made at initial recognition. The classification depends on the entity's business model for managing its financial instruments and the contractual cash flow characteristics of the instrument. For financial liabilities, the standard retains most of the IAS 39 requirements. The main change is that, in cases where the fair value option is taken for financial liabilities, the part of a fair value change due to an organisation's own credit risk is recorded in other comprehensive income rather than the income statement, unless this creates a qualitative mismatch. The adoption of the first phase of IFRS 9 will have an effect on the classification and measurement of the Organisation's financial assets, we will now have two main categories of financial assets i.e.

fair value and amortized cost (as opposed to the four categories prescribed by IAS 39 - fair value through profit & loss, loans & receivables, held to maturity and available for sale assets) but will potentially have no impact on classification and measurements of financial liabilities.

The Organisation intends to adopt IFRS 9 not later than the accounting period beginning 1st January, 2018.

IFRS 15: 'REVENUE RECOGNITION' (EFFECTIVE DATE-1ST JANUARY, 2018)

This standard establishes the principles that an organisation should apply to report useful information to users of financial statements about the nature, timing and uncertainty of revenue and cash flows arising from a contract with a customer. It replaces the previous Revenue Standard: IAS 18 - Revenue and IAS 11- Construction Contracts, and the related interpretations on revenue recognition: IFRIC 13 - Customer Loyalty Programmes, IFRIC 15 - Agreements for the Construction of Real Estate. IFRIC 18 - Transfers of Assets from Customers and SIC 31 - Revenue Barter Transactions involving Advertising Services.

It stipulates that an organisation should recognise revenue to depict the transfer of promised goods or services to customers in an amount that reflects the consideration to which the organisation expects to be entitled in exchange for those goods or services. The framework will be applied consistently across transactions, industries and capital markets, and will improve comparability in the 'top line' of the financial statements of companies globally. The Organisation is yet to assess the full impact of IFRS 15 and intends to adopt IFRS 15 no later than 1st January, 2018.

IFRS 16: LEASES: (EFFECTIVE DATE-1ST JANUARY, 2019)

This standard eliminates the classification of lease as either operating or finance leases for a lease. Instead, all leases are treated in a similar way finance lease under IAS 17 Lease are 'capitalised' by recognising the present value of the lease payments and showing them either as lease assets (rightof- assets) or together with property, plant and equipment. If lease payments are made over time, an organisation also recognizes a financial liability representing its obligation to make future lease payments. IFRS 16 does not require a lease to recognise assets and liabilities for:

- (a) short term leases
- (b) leases of low value assets.

The Organisation is yet to assess the full impact of IFRS 16 and intends to adopt IFRS 16 not later than 1st January, 2019.

1.1 PROPERTY, PLANT AND EQUIPMENT

INITIAL RECOGNITION

All property, plant and equipment are stated at cost less accumulated depreciation less accumulated losses. Historical cost includes expenditure that is directly attributable to the acquisition of the items. Cost may also include transfers from equity of any gains/ losses on qualifying cash flow hedges of foreign currency purchases of property, plant and equipment. Purchased software that is integral to the functionality of the related equipment is capitalised as part of the equipment. When parts of an item of property, plant and equipment have different useful lives they are accounted for as separate items (major components) of property, plant and equipment. Gains and losses on disposal of an item of property, plant and equipment are determined by comparing the proceeds from disposal with the carrying amount of property,

plant and equipment, and are recognised in the Statement of Activities.

SUBSEQUENT MEASUREMENTS

Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the Organisation and the cost of the item can be measured reliably. All other repairs and maintenance are charged to the Statement of Activities during the financial period in which they are incurred.

DEPRECIATION OF PROPERTY, PLANT AND EQUIPMENT

Depreciation is calculated over the depreciable amount, which is the cost of an asset, or other amount substituted for cost, less its residual value. Depreciation is recognised in the profit or loss on a straight line basis over the estimated useful lives of each part of an item of property, plant and equipment which reflect the expected pattern of consumption of the future economic benefits embodied in the asset. Lease assets are depreciated over the shorter of the lease term and their useful lives unless it is reasonably certain that the Organisation will obtain ownership by the end of the lease term in which case the assets are depreciated over the useful life. Depreciation on assets is calculated using the straight-line method to allocate their cost revalued amounts to their residual values over their estimated useful lives, as follows:

Computer Equipment	- 3 years
Motor Vehicles	- 4 years
Plant and Machinery	- 5 years
Furniture and Fittings	- 5 years
Office Equipment	- 5 years

The depreciation method, assets' residual values and useful lives are reviewed at the end of each reporting period and adjusted if appropriate. An asset's carrying amount is written down

immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable value.

DERECOGNITION

Gains and losses on disposals are determined by comparing the proceeds with the carrying amount. These are included in the Statement of Activities and other Comprehensive income under operating income.

RECLASSIFICATION

When the use of a property changes from owner occupier to investment property, the property is remeasured to fair value and reclassified investment property. Any gain arising on remeasurement is recognised in the Statement of Activities to the extent in other comprehensive income and that it reverses a previous impairment loss on specific property, with any remaining amount recognized in other comprehensive income and presented in the revaluation reserve in equity. Any loss is recognised immediately in the Statement of Activities and other comprehensive income.

1.2 FINANCIAL INSTRUMENTS

A. INITIAL RECOGNITION AND MEASUREMENT

Financial instruments are recognised initially when the Organisation becomes a party to the contractual provisions of the instruments. Financial instruments carried at fair value through profit or loss are initially recognised at fair value with transaction costs, which are directly attributable to the acquisition or issue of the financial instruments, being recognised immediately through profit or loss. Financial instruments that are not carried at fair value through profit or loss are initially measured at fair value plus transaction costs that are directly attributable to the acquisition or issue of the financial instruments. Financial instruments are recognised or derecognised on the date of the

Organisation commits to purchase or sell the instruments.

B. INITIAL RECOGNITION AND MEASUREMENT

Subsequent to initial measurement, financial instruments are measured either at amortised cost or fair value, depending on their classification category.

C. CLASSIFICATION

(i) FINANCIAL ASSETS

Subsequent to initial recognition, all financial assets of the Organisation are measured at:

- Amortised cost;
- Fair value through other comprehensive income (FVOCI)
- Fair value through profit or loss (FVTPL)

The Organisation's financial assets are subsequently measured at amortised cost if they meet both of the following criteria:

- * 'Hold to collect' business model test - The asset is held within a business model whose objective is to hold the financial asset in order to collect contractual cash flows; and
- * 'SPPI' contractual cash flow characteristics test - The contractual terms of the financial assets give rise to cash flows that are solely payments of principal and interest (SPPI) on the principal amount outstanding on a specified date. Interest in this context is the consideration for the time value of money and for the credit risk associated with the principal amount outstanding during a particular period of time.

All other financial assets (equity investment) are measured at fair value.

Financial assets are classified and measured at fair value through profit or loss (FVTPL) if the financial asset is:

- A debt instrument that does not qualify to be measured at amortised cost or FVOCI;
- An equity instrument which the Organisation

has not elected to classify as FVOCI

- Financial assets where the Organisation elected to measure as FVTPL

(ii) FINANCIAL LIABILITIES

Financial liabilities are either classified by the Organisation as:

- * Financial liabilities at amortised cost; or
- * Financial liabilities at Fair value through profit or loss (FVTPL)

D. MEASUREMENT

*** Amortised Cost**

The amortised cost of a financial asset or liability is the amount at which the financial asset or liability is measured at initial recognition, minus principal repayment, plus or minus the cumulative amortisation using the effective interest rate method of any difference between the initial amount recognised and the maturity amount, minus any reduction for impairment.

*** Fair Value**

'Fair Value' is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date.

The fair value of a financial instrument at initial recognition is the transaction price - that is, the fair value of the consideration given or received. However, in some cases, the initial estimate of fair value of a financial instrument on initial recognition may be different from its transaction price. In other cases, the fair value at initial recognition is considered to be the transaction price and the difference is not recognised in profit or loss immediately but is recognised over the life of the instrument on an appropriate basis or when the instrument is redeemed, transferred or sold, or the fair value becomes observable.

Subsequent to initial recognition, the fair value of a financial instrument is based on quoted market price or dealer price quotation for financial instrument. If a market for a financial instrument is not active, then the Organisation establishes

fair value using a valuation technique. Valuation technique includes using recent arm's length transactions between knowledgeable, willing parties (if available), reference to the current fair value of other instruments that are substantially the same, discounted cash flows analyses and option pricing models. The chosen valuation technique makes maximum use of market inputs, relies as little as possible on estimates specific to the Organisation, incorporates all factors that market participants would consider in setting a price, and is consistent with accepted economic methodologies for pricing financial instruments.

E. IMPAIRMENT

IFRS 9 allows entities to apply a 'simplified approach' for trade receivables, contract assets and lease receivables. The simplified approach allows entities to recognise lifetime expected losses on all these without the need to identify significant increase in credit risk. Certain accounting policy choices apply:

For trade receivables and contract assets that do not contain a significant financing component, it is a requirement to recognise a lifetime expected loss allowance (i.e an organisation must always apply the simplified approach')

For other trade receivables, other contract assets, operating lease receivables and finance lease receivables it is an accounting policy choice that can be separately applied for each type of asset (but which applies to all assets of a particular type).

DERECOGNITION

Financial assets are derecognised when the contractual right to receive cash flows from the investments have expired or have been transferred and the Organisation has transferred substantially all risks and rewards of ownership. Financial liabilities are derecognised when they are extinguished, that is when the obligation is discharged, cancelled or expires.

1.3 EMPLOYEE BENEFITS

SHORT TERM EMPLOYEE BENEFIT

These are measured on an undiscounted basis and are expensed as the related service is provided. A liability is recognized for the amount expected to be paid under short term cash plan if the Organisation has a present legal or constructive obligation to pay this amount as a result of past service provided by the employee, and the obligation can be estimated reliably.

1.4 RECEIPTS RECOGNITION

Receipts from individuals and private organisations is measured at the fair value of consideration received or receivable. Receipt is recognized when persuasive evidence persists, usually in the form of an executed agreement, that cash or assets would be received through private grants and sponsorships and other forms of receipts.

1.5 INVESTMENT RETURN

Investment return consists of dividend, interest and rent receivable, movement in amortized cost on debt securities and other loan and receivables, realized gains and losses, and unrealised gains and losses on fair valued assets.

1.6 PROVISIONS AND CONTINGENT LIABILITIES

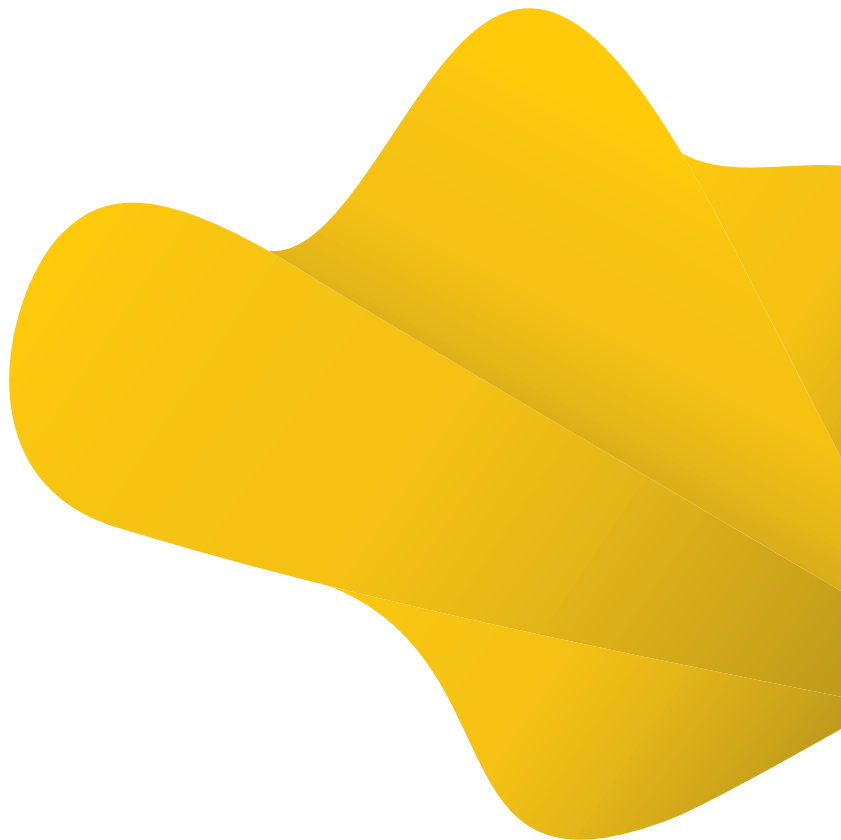
PROVISIONS

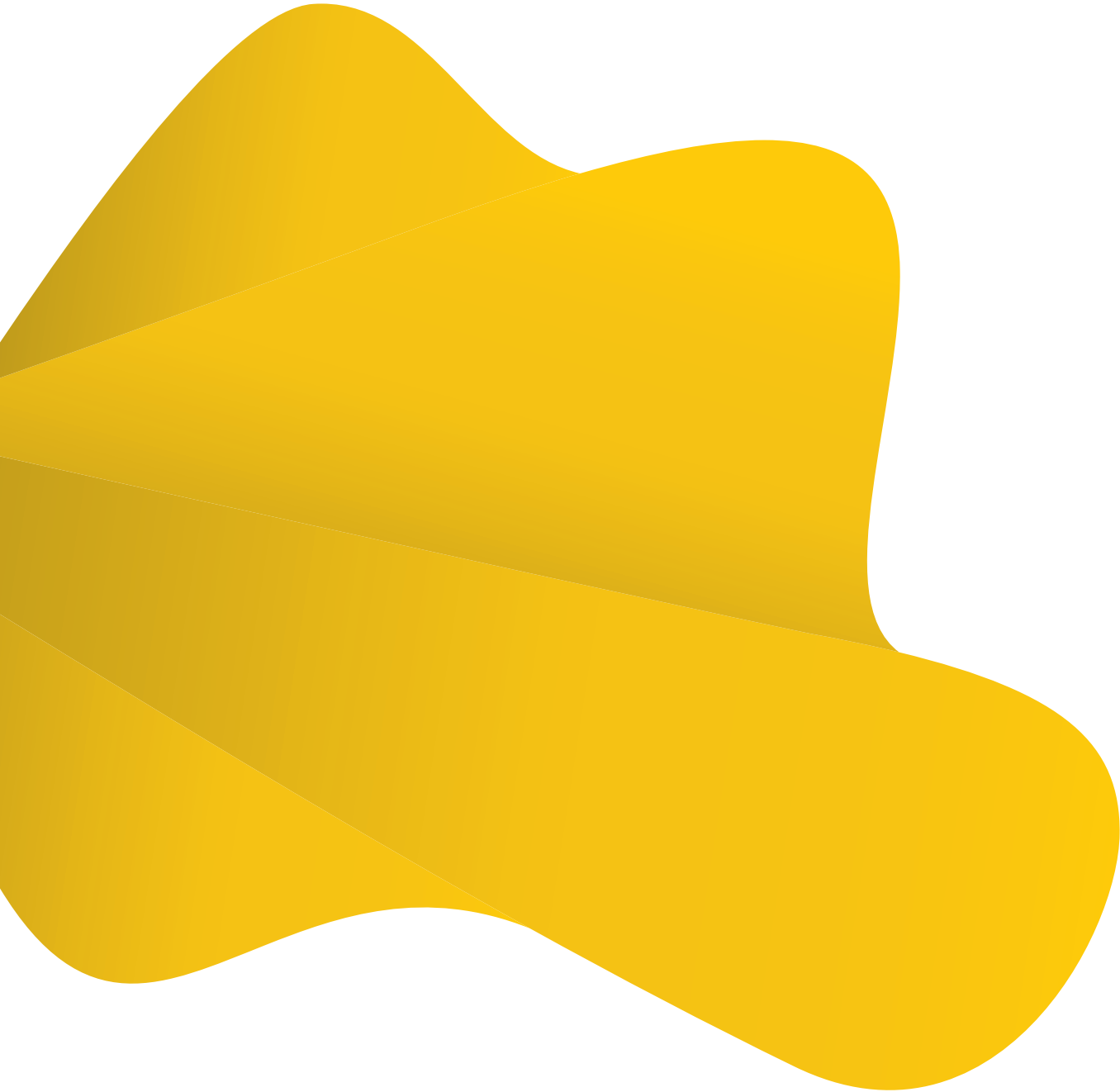
Provisions are recognised when the Organisation has a present obligation (legal or constructive) as a result of a past event, and it is probable that the Organisation will be required to settle the obligation, and a reliable estimate can be made of the amount of the obligation. Provisions are determined by discounting the expected future cashflows at a pre-tax rate that reflects current market assessments of the time value of money and the risks specific to the liability. The unwinding of the discount is recognised as finance cost.

CONTINGENT LIABILITIES

Contingent liabilities are possible obligation that arise from past events and whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the Organisation, or a present obligation that arises from past events but is not recognised because it is not probable that an outflow of resources embodying economic benefits will be required to settle the obligation; or the amount of the obligation cannot be measured reliably.

Contingent liabilities are only disclosed and not recognised as liabilities in the statement of financial position.





We Inspire

ANNUAL CONFERENCE

Our annual flagship event which holds in November each year at Eko Hotel and Suites, Victoria Island, Lagos held on Thursday, November 1 & Friday November 2, 2018. The Annual Conference themed Unstoppable You: Reinvent and Reinvigorate! focused on equipping delegates with transformational concepts on how to stay on the right track with regards to self-development.

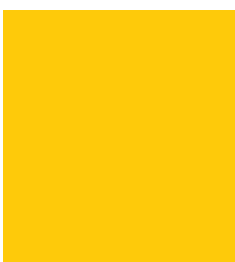
With reinvention and reinvigoration as the core focus areas, the Conference explored the relationship between physical and mental wellbeing and how these play into women's overall career success. Speakers drew upon their experience and personal journeys and shared tips on leadership, overcoming obstacles and staying relevant in the ever-evolving sphere of work.

The 2-day event had over 1,600 delegates in attendance from across Nigeria and featured a wide range of speakers such as Dr. Sarah Alade, CEO, Social and Economic Policy Advisory Services, H.E. Mrs. Dolapo Osinbajo, Wife of the Vice President of the Federal Republic of Nigeria, Austin Okere, Founder, CWG Plc., F. John Bray, Consul General, US Consulate Lagos,

and Owen Omogiafo, CEO of Transcorp Hotels Plc. to mention a few.

The conference had side events such as The Networking Breakfast and The After Party. The Female Achievers Awards which acknowledged the first female Generals in the Nigerian armed forces. The yearly Impact Investment Competition since its launch in 2014 supported young female entrepreneurs. The 2018 Impact Investment Award in partnership with Act Foundation awarded 3 winners who emerged from 10 shortlisted applicants with a seed capital to support and ensure the success and the sustainability of their business.







ANNUAL LECTURE



The WIMBIZ 2018 Annual Lecture was themed Women, Politics and Nation Building and it held on March 22 at Eko Hotel & Suites, Victoria Island, Lagos.

The speaker for the event was Chief Olusegun Obasanjo, Former President of the Federal Republic of Nigeria. There were 650 participants in attendance. Chief Olusegun Obasanjo noted that women ought to press for progress as nation building cannot be successfully done with half of the population. Women who according to some statistics, represent 52% of the Nigerian Population, must be allowed to play their respective roles in Nation Building.





BIG SISTER PROGRAMME (BSP)

The Big Sister Program (BSP) is created to inspire & empower teenage girls in public secondary schools between the ages of 14-18 years with life skills and confidence to boost their self-esteem and leadership capacity while leveraging WIMBIZ's extensive female network of accomplished leaders in the corporate and business world to mentor and influence the girls for a day of learning and fun. The 2018 edition of the Big Sister Program (BSP) successfully trained 912 young girls from 2 states namely Oyo and Rivers states. The Training of Trainers (TOT) also held in these locations with 89 additional mentors added to the pool of trained big sisters. The program was primarily funded by the US Embassy and supported by Uplift Foundation, NLNG and various state ministries of Education. Following the feedback from the students, the program was inspiring and very impactful.



WINNING WITHOUT COMPROMISE (WIWIC)

The Winning Without Compromise (WIWIC) campus outreach is targeted at young female undergraduates in higher institutions of learning, preparing them to overcome the challenges faced as they prepare for business and the workplace environment. The program is themed “Building the Future That You Want”. The 2018 WIWIC program took place at the University of Jos, Plateau State Nigeria on September 20 featuring speakers such as Olubunmi Aboderin-Talabi, Chairperson, WIMBIZ Executive Council/ Publisher, Clever Clogs, Eric Nanle, Incubation Manager, nHub Incubator & Accelerator Limited, Ezekiel Gomos, CEO Jos Business School amongst others who inspired 700 students in attendance by sharing their personal stories.

The program had a business plan competition for interested participants in which the 5 shortlisted candidates presented their plans to the audience and panel of judges. The top 3 winners were awarded seed capital and enrolled in the mentoring program alongside

other students. The program had a combined attendance of 25 students and was primarily funded by the US Embassy.





ABUJA SUMMIT

The Summit sought to challenge women to push the envelope and chart new territories in the face of adversity, to inspire themselves to take bold and sometimes unconventional steps, so they can defy stereotypes and continue to become meaningful contributors to the Nation's development. WIMBIZ held her Abuja Summit on Thursday September 27, 2018. Speakers such as Dr. Mairo Mandara, Chief. Lorretta Aniagolu, Mrs. Aishah Ahmad, Mrs. Sarah Ocheke graced the occasion and shared their personal stories. There were over 270 women in attendance. 10 women were inducted as WIMBIZ Associates from across Nigeria and the Diaspora.



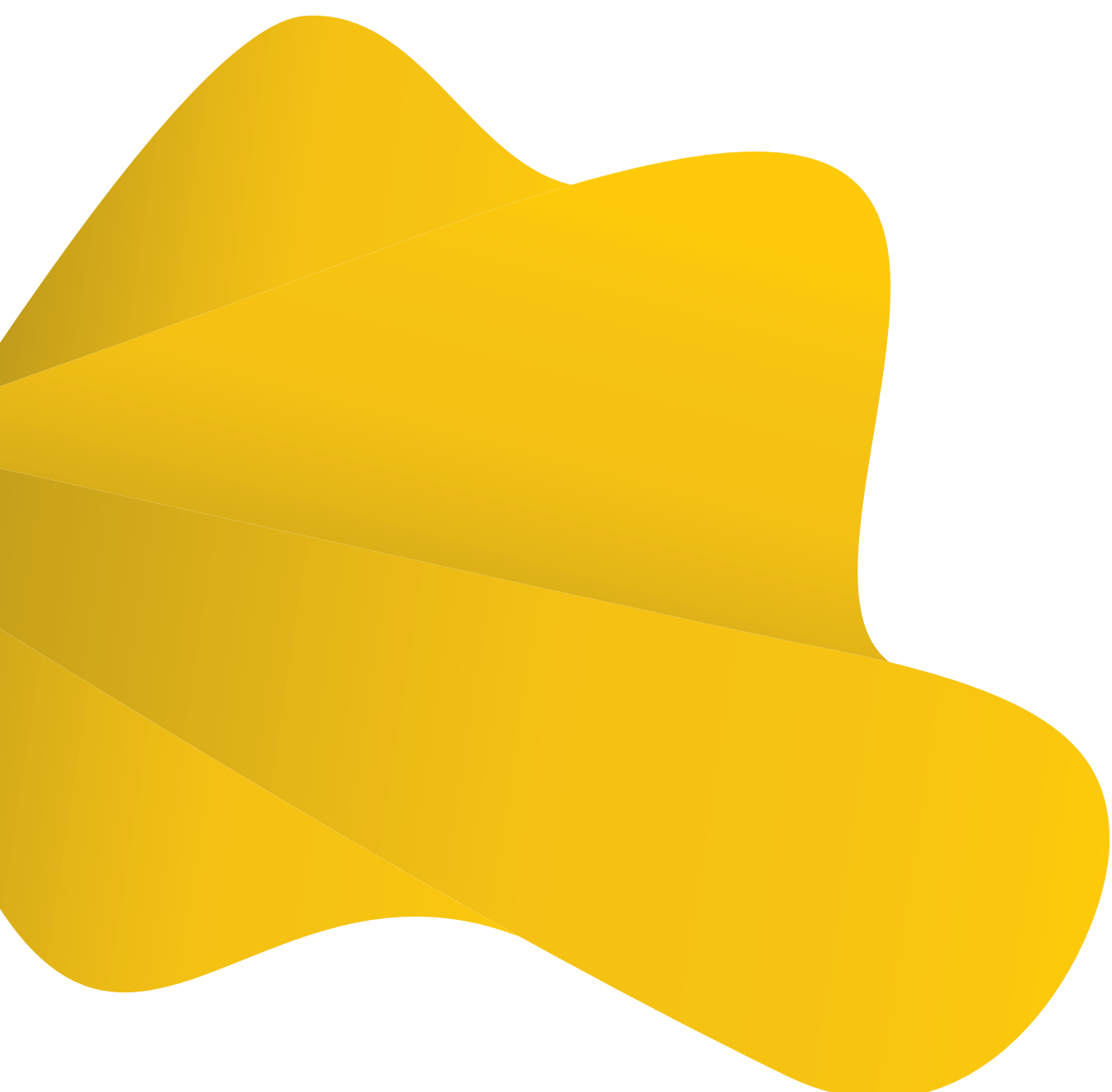
GHANA ROUNDTABLE

Following the success of the maiden edition of our international conference in Ghana which held in 2017 and based on popular demand, we went back to Ghana in 2018 and successfully held a roundtable lunch. The event held on September 15, 2018 at the Labadi Beach Hotel, Accra, Ghana with over 40 women in attendance. Speakers were TY Bello, CEO, TY Bello Photography and Mrs. Mawuena Adzo Trebarh, Founding Director & Chief Business Strategist, Inspire Africa Consult Limited.

The event was interactive, engaging and inspiring. Feedback from participants showed that they got valuable insight into building the life they want and learning from their failures.







We Empower

WIMBIZ CAPITAL (WIMCAP)



The WIMBIZ Women in Capital (WIMCAP) is designed to equip female entrepreneurs with the skills and tools for instituting systems and structures that will enable them to grow their businesses, attract investments and create jobs. In 2018, WIMCAP got bigger! In collaboration with Aspire Coronation Trust Foundation (ACT Foundation), we trained 197 female entrepreneurs across three locations (Lagos, Port-Harcourt and Abuja) in Nigeria. The training spanned 2 days at each location, ending with an impactful Business Clinic that catered to direct individual needs of the participants' businesses.









WIMBIZ WOMEN IN POLITICS (WIMPOL)



The WIMBIZ Women in politics (WIMPOL) initiative was aimed at sensitizing, equipping and mobilizing Nigerian women with knowledge and the needed skills to participate more in Nigerian politics. The 2018 edition of the WIMPOL Initiative began with a workshop themed: Politics 101, The Winning Formula. This workshop was held in Lagos on March, 22, 2018 and had over 300 women in attendance. The workshop received wide media coverage in the local news and sparked frank discussion on women and Nigerian politics.

MENTORING PROGRAMME

The 2018 Mentoring Program began with a 1-day training on Saturday, February 17, 2018 at Canton Concourse, Victoria Island. 75 mentees were paired with mentors. The training covered sessions such as Effective Communication, Alternative Mentoring Methods, Understanding Generational Gaps and Setting Boundaries. The program lasted for a period of 8 months of constant communication between the mentors and mentees. We held our Mentoring Graduation Dinner on Friday, December 7, 2018 at Eve Restaurant. 40 mentees and mentors successfully graduated and have made significant progress in their personal and professional lives.





THE WIMBIZ 2018 IMPACT INVESTMENT COMPETITION WINNERS

The WIMBIZ 2018 Impact Investment competition focused on female owned Nigerian businesses providing solutions in the health sector. The businesses considered were SMEs in their start-up phase & less than 18 months old. The competition was opened to women between the ages of 21-30. 20 applications were received and 10 were shortlisted. Presentations were made by the 10 shortlisted. Five (5) finalists emerged following an interview and selection process by the panel of judges, out of which 3 winners were finally chosen with one emerging as the first-place contestant.



SUPPORTED BY
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THE WINNERS



Oluwakemi Olawoye

Genuine Health Africa

Business Overview:

Genuine Health Africa is a health communications company focused on providing public relations services to health and wellness organizations.



Nneka Maduka

Lynek Physiotherapy Clinic and Health Consults

Business Overview:

Lynek Physiotherapy Clinic and Health Consults brings services close to the patients who need it but can't access it or find it difficult going to the hospital just for physiotherapy on a daily basis.

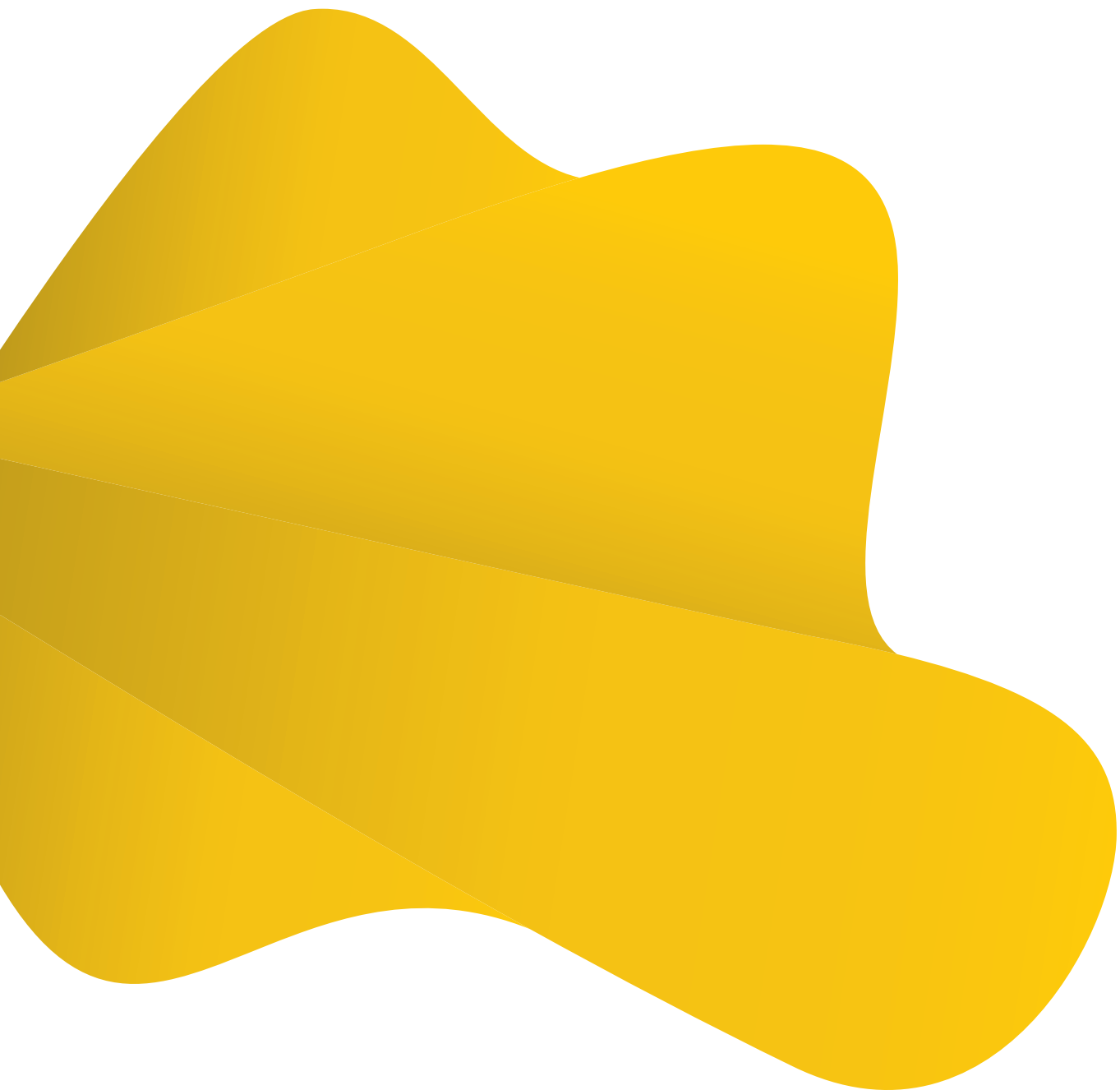


Elizabeth Obiorah

Baby Nurse Africa

Business Overview:

Baby Nurse Africa is a company that is focused on the totality of the African child. The main focus is to improve the quality of maternal and child health and reduce child mortality rate through effective health education.



We Advocate



WIMBOARD INSTITUTE

2018 Women on Boards Program in partnership with IE Business School: The program kicked off with the first face to face session on Tuesday, April 24th at Radisson Blu Anchorage Hotel, Victoria Island, Lagos with 13 participants. The online session kicked off on Wednesday, May 9 and the final face to face session in Lagos on Thursday, May 31. The participants then went to Madrid in July 2018 to complete the program. This year's set were tagged the Game Changers. Feedback from participants revealed that the session was well delivered, the program was the best training program for women they have ever attended as it gave them the opportunity to share various challenges being faced in their personal and professional lives and how to rise up and take charge.



WIMBOARD MENTORING

The maiden edition of the Women on Boards (WIMBoard) Executive Mentoring program held on June 5, 2018 at the Wheatbaker Hotel, Ikoyi, Lagos.

It had 72 women in attendance and brought rich and invaluable insights as the speaker Dr. Oba Otudeko, CFR, Group Chairman, Honeywell Group shared practical tips and insightful viewpoints on women serving on boards and challenged attendees to take bold steps and become meaningful contributors while serving on Boards.





WIMBIZ MASTERCLASS

The 2018 WIMBIZ Masterclass was tailored towards equipping Nigerian women with tools needed to acquire leadership positions both in the public and private sectors. This program addressed issues faced by women (morally, ethically, institutionally etc.) when they attain these positions. The WIMBIZ Masterclass program was introduced in 2015 to serve as a platform for women in various careers to learn, be trained and use the new skills and information obtained to propel themselves forward economically. Since its inception, the masterclass has strove to fulfil its objectives which are: to promote civic engagement, to provide Nigerian women with the tools needed to effectively manage leadership positions and to promote good governance in Nigeria.

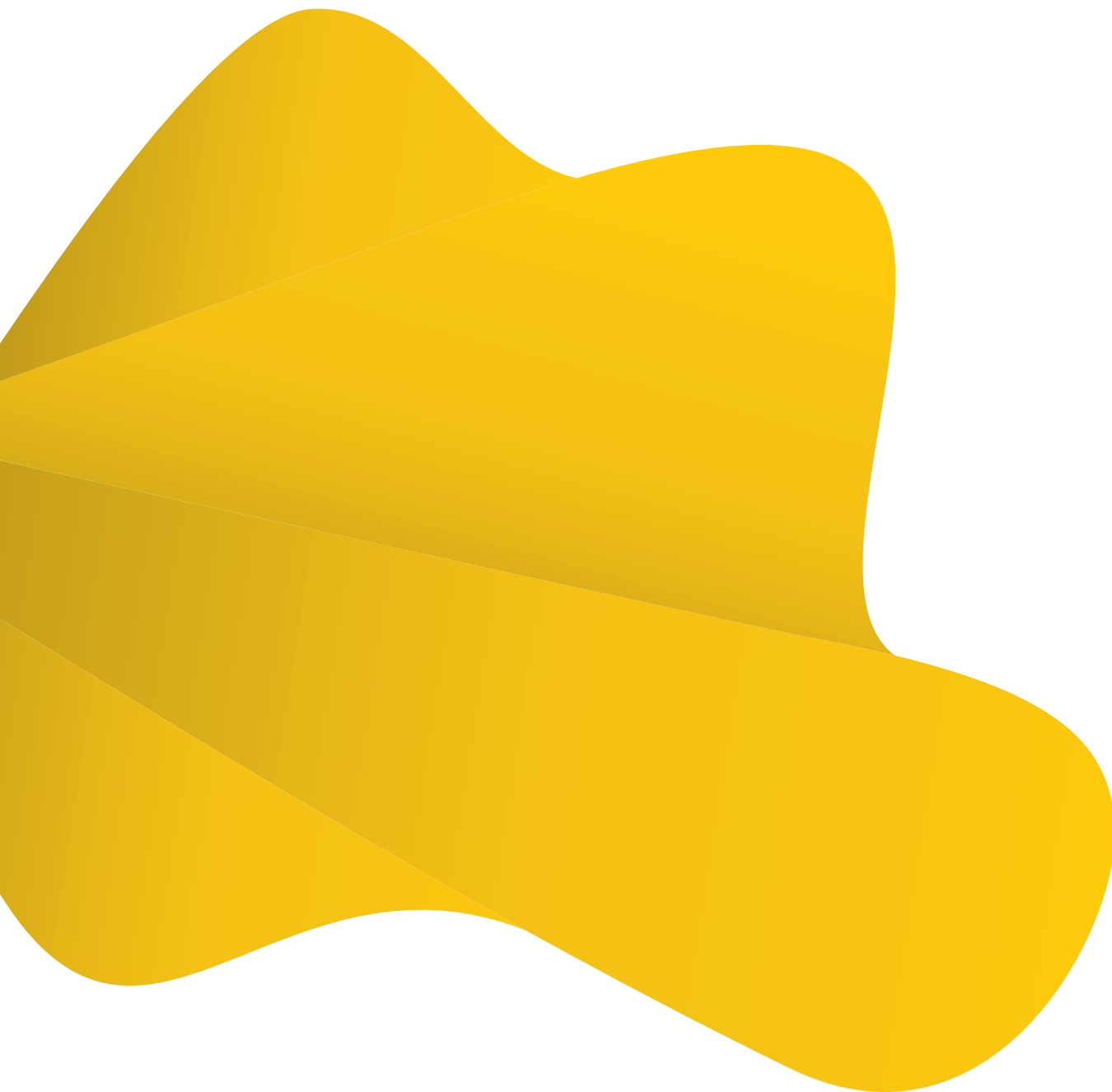


CEO/POLICY MAKER INTERACTIVE BREAKFAST SERIES

The 12th edition of the CEO/Policy Maker Interactive Breakfast Series was themed Innovative Investments in People: The Multiplier Effect, and was held on June 5, 2018 at the Wheatbaker Hotel Ikoyi Lagos. It was attended by 106 distinguished guests. The discussions highlighted the role of business owners and leaders in championing initiatives that support all round growth in human development in Nigeria. Panelists at the event were Mrs Peju Adebajo, Honourable Commissioner for Agriculture, Ogun State Government; Mr. Yaw Nsarkoh, Executive Vice President Ghana Nigeria, Unilever Nigeria Plc; Mrs. Kehinde Nwani, MD/CEO Meadow Hall Group; Dr Kelechi Ohiri, Managing Partner, Flint Atlantic Capital and moderated by Mrs. Catherine Bickersteth, Director, Strategic Educational Advisory Services Ltd. Amongst others in attendance were the Australian High Commissioner, Paul Lehman, The US Public Affairs Officer, Darcy Zotter and Former Minister for State Petroleum Resources, Odein Ajumogobia.







We Connect

EVENING WITH ASSOCIATES

This year was a historic one for our Evening with Associates event. Induction ceremonies were held in Lagos, Abuja and Port Harcourt. In total 148 Associates were added to the WIMBIZ Network.



WIMBIZ CONVERSATIONS

WIMBIZ Conversations was borne out of the realisation that female senior executives are faced with different challenges and opportunities in their careers or businesses and are keen to share experiences, ideas and topics that are of mutual interest to them in a private forum. We successfully held two editions on Friday, March 16, 2018 and Thursday, July 5, 2018.



ROUNDTABLE LUNCH

Our Roundtable Lunch is one of our most popular programs that many women look forward to attending. The lunches are held in Lagos, Abuja, Ibadan and Port Harcourt. This year we had the opportunity to hold a lunch on Bonny Island and in Ikeja.



WIMBIZ PORT HARCOURT SUPER ROUNDTABLE

In 2018, we had the opportunity to hold, for the first time a Super Roundtable Lunch in Port Harcourt themed “Thriving Today...Building Your Tomorrow” at La Sein Pavilion Royale, 22 Forces Avenue, Old G.R.A Port Harcourt. Speakers at the event were Dr (Mrs) Seinye Lulu-Briggs, Mrs. Ebele Enunwa, Mrs. Chizor Malize. The event was moderated by Mrs. Julia Oku Jacks. We had 86 women in attendance.

The speakers shared their stories, they specially highlighted tips on how to thrive in order to ensure a secured future. Salient points made by the speakers included: find an idea that solves a problem ; don't follow ideas that are pedestrian; build a business plan around that idea and execute it; never accept the attitude of someone that is falling and not rising again; have a vision, be clear about it and have the courage to see it through.



WIMBIZ RETREAT

The WIMBIZ Retreat supported by a grant from the African Women Development Fund (AWDF) held in September 2018 and was facilitated by Paula Fray, a South African based AWDF coach. The retreat aimed at improving the communication and operational effectiveness of the organisation.





A large, abstract, organic shape in a vibrant yellow color, composed of several overlapping, rounded, and irregular segments. It occupies the upper and middle portions of the page, creating a dynamic and modern visual element.

Notes to Financial Statements

2018
N2017
N**2. Property, Plant and Equipment**

	2018			2017		
	Cost or Revaluation	Accumulated Depreciation	Carrying Value	Cost or Revaluation	Accumulated Depreciation	Carrying Value
Plant and Machinery	2,752,987	(2,064,523)	688,464	2,752,987	(1,513,927)	1,239,060
Furniture and Fixtures	4,095,340	(3,435,933)	659,407	3,645,340	(3,179,857)	465,483
Motor Vehicles	4,450,000	(4,449,990)	10	4,450,000	(4,449,990)	10
Office Equipment	2,419,440	(1,882,130)	537,310	2,084,690	(1,674,668)	410,022
IT Equipment	6,589,446	(3,839,278)	2,750,168	3,904,446	(2,940,351)	964,095
Total	20,307,213	(15,671,854)	4,635,359	16,837,463	(13,758,793)	3,078,670

Reconciliation of Property, Plant and Equipment - 2018

	Opening Balance	Additions	Depreciation	Total
Plant and Machinery	1,239,060	-	(550,596)	688,464
Furniture and Fixtures	465,483	450,000	(256,076)	659,407
Motor Vehicles	10	-	-	10
Office Equipment	410,022	334,750	(207,462)	537,310
IT Equipment	964,095	2,685,000	(898,927)	2,750,168
	3,078,670	3,469,750	(1,913,061)	4,635,359

Reconciliation of Property, Plant and Equipment - 2017

	Opening Balance	Additions	Depreciation	Total
Plant and Machinery	1,789,658	-	(550,598)	1,239,060
Furniture and Fixtures	466,282	270,000	(270,799)	465,483
Motor Vehicles	10	-	-	10
Office Equipment	432,958	207,990	(230,926)	410,022
IT Equipment	459,208	883,000	(378,113)	964,095
	3,148,116	1,360,990	(1,430,436)	3,078,670

	2018 N	2017 N
3. Prepayments and other Current assets		
Prepayments	7,452,405	3,374,998
Staff Debtors	2,575,000	-
Other Receivables	850,000	3,735,000
	10,877,405	7,109,998

Prepayments: This represents rent fee paid in advance and motor vehicle insurance, group life insurance and health insurance paid in advance. Other Receivables: This represents monies to be paid by companies that sent in delegates for Annual Conference.

4. Cash and cash equivalents

Cash and cash equivalents consist of:

Cash on hand	(1,513,927)	1,239,060
Bank balances	(3,179,857)	465,483
Short-term deposits	(4,449,990)	10
	(13,758,793)	3,078,670

Short term deposits represents the amount of money placed in FBNQuest for a term no longer than one year.

5. Accounts Payable and other Current Liabili-

Prepayments	(1,513,927)	1,239,060
Staff Debtors	(3,179,857)	465,483
Other Receivables	(4,449,990)	10
	(4,449,990)	10
	(4,449,990)	10
	(13,758,793)	3,078,670

Amounts received in advance: These represent monies received in advance for associate inductions. Outstanding Prize Money(Impact Investment): This is the money payable to winners of the Impact Investment program. An advance is usually given, and balance payable on completion of the project. Sundry Payables: This is amount payable to one of the vendors for the Roundtable Lunch.

	2018 N	2017 N
6. Receipts		
Annual Conference- Sponsorship	57,067,500	54,120,923
Annual Conference- Registration	73,444,420	69,742,920
Members Subscription	-	5,240,000
Annual Conference - Live streaming	735,250	-
WIMPol	437,500	-
EC Contribution	1,500,000	1,300,000
Mentoring	3,192,000	4,690,080
Annual lecture series - Sponsorship	8,188,500	8,100,000
Annual Lecture Series - Registration	6,546,500	4,396,383
WIMCAP	6,970,000	3,120,000
Associate Induction Fees	-	3,400,000
WIWIC Sponsorship	3,580,156	6,108,500
CEO/Policy Makers Interactive Series	4,150,000	5,650,000
WIMBoard	36,206,747	7,720,576
Roundtable	3,991,450	6,438,360
Big Sister Program	3,587,128	6,171,243
Graduate Internship Program	-	200,000
Ghana Conference - Sponsorship	-	6,969,000
Ghana Conference - Registration	-	6,774,521
Inspire Me Vol. 2	4,673,500	45,000
Associate Induction	7,132,500	-
Associate Subscription	9,178,750	-
Corporate Membership Dues	1,000,000	-
WIMBIZ Conversation	320,000	-
AWDF Income	5,930,725	-
Impact Investment Income	1,500,000	-
Abuja Summit - Other	1,480,000	-
Abuja Summit - Sponsorship	9,050,000	-
Market Place	1,445,000	-
Port Harcourt Summit - Registration	737,000	-
Port Harcourt Summit - Sponsorship	550,000	-
Networking Breakfast	1,700,000	-
Masterclass	3,586,066	-
	257,880,692	200,187,506

	2018 N	2017 N
7. Program Expenditure		
Annual Conference Expenses	82,246,823	77,430,501
Mentoring	1,662,740	1,199,411
Lecture Series	11,278,065	6,576,112
WIMCap	5,357,368	1,661,887
Evening with Associates	2,804,852	2,117,302
WIWIC Expenses	2,049,250	3,443,504
CEO/Policy Makers Interactive Series	2,767,150	3,013,190
WIMBoard	30,179,937	2,858,227
Roundtable Lunches	4,356,659	6,643,910
Graduate Internship Program	10,000	191,700
Big Sister Program	2,275,100	6,543,300
Ghana Conference Expenses	21,000	13,581,800
Inspire Me Vol. 2	8,391,250	112,350
Abuja Summit	3,504,310	-
Market Place Expenses	4,072,836	-
Wimbiz Conversation	885,292	-
Wimpol Expenses	760,454	-
Master Class Expenses	3,736,463	-
Fundraising	538,069	300,000
Impact Investment	413,435	1,300,000
SmartWoman	-	425,000
Mckinsey Program	-	334,400
WIMBIZ Retreat Expenses	2,603,400	-
Port Harcourt Summit	1,954,870	-
	171,869,323	127,732,594
8. Other Receipts		
Unrealised Exchange Gain	7,989,329	2,670,266
Interest Income from Short-term Deposit	1,998,185	2,037,377
	9,987,514	4,707,643

	2018 N	2017 N
9. General Expenditure		
The following items are included within general expenditure:		
Miscellaneous Expenses	105,450	343,500
Audit Fee	945,000	945,000
Bank Charges	959,159	947,016
Professional Service Expenses	1,796,000	607,600
Computer Expenses	-	107,000
Depreciation, Amortisation and Impairments	1,913,061	1,430,437
Employee Costs	55,041,453	40,944,960
Entertainment	208,520	1,297,215
Website Development	1,502,179	2,813,885
Public Relations	822,700	697,090
Rent Expense	4,607,090	4,017,626
Fines and penalties	977,500	200,100
Insurance	525,114	182,543
Newspapers and Periodicals	105,200	103,850
Medical expenses	578,942	366,833
Fuel and oil	235,295	266,664
Staff Training	1,548,565	993,804
Utilities	1,799,246	1,369,556
Courier & Postage	1,412,561	801,089
Printing and stationery	1,799,858	2,461,415
Publicity and Branding	870,771	1,612,500
Repairs and maintenance	1,742,946	1,656,873
Staff welfare	922,805	1,435,075
Club expenses	584,400	255,504
Telephone	1,125,500	1,214,900
Travel Expenses	1,125,500	1,214,900
	83,944,413	67,826,075

	2018 N	2017 N
10. Audit Fee		
Fees	945,000	945,000
11. Employee costs		
Employee Costs		
Gross Salary	51,568,195	37,402,668
Pension- Employer's Contribution	3,473,258	3,542,292
	55,041,453	40,944,960
12. Cash used in operations		
Surplus for the Year	12,225,513	1,430,437
Adjustments for:		
Depreciation	1,913,061	1,430,437
Changes in working capital:		
Accounts and Other Receivables	(3,767,407)	(2,178,498)
Accounts and Other Payables	(4,979,632)	(13,608,653)
	5,391,535	(5,020,234)

13. RISK MANAGEMENT

LIQUIDITY RISK

Prudent liquidity risk management implies maintaining sufficient cash and marketable securities, the availability of funding through an adequate amount of committed credit facilities and the ability to close out market positions. Due to the dynamic nature of the underlying businesses, Organisation treasury maintains flexibility in funding by maintaining availability.

The Organisation's risk to liquidity is a result of the funds available to cover future commitments. The Organisation manages liquidity risk through an ongoing review of future commitments.

OPERATIONAL RISK MANAGEMENT

Operational risk is the risk that is not inherent in financial, systematic or market-wide risk. It is the risk remaining after determining financing and systematic risk, and includes risks resulting from breakdowns in internal procedures, people and systems.

The organisation's operational risk exposure is measured by:

- The number of unauthorised or improperly authorised transactions per month
- The number of non-compliance cases per month
- The date and number of unresolved balances in general ledger accounts
- The age and volume of outstanding debts; and
- The number of discovered control override in a month.

OPERATIONAL RISK CONTROL

The Organisation's policies, processes and procedures to control, mitigate and manage material operational risks include:

- Proper segregation of duties;
- Staff rotation and mandatory annual leave;
- Proper succession planning;
- An adequate recruitment process
- Dissemination of SMS alerts to the

organisation's members ;

- Physical controls such as dual access control to safety ;
- Regular staff training;
- Proper handling of complaints;
- Transparent disciplinary process for all erring employees;
- Effective internal control ; and
- Proper authorisation of transaction.

INFORMATION SECURITY RISK

Information security risk is the risk of the Organisation's information assets being accessed by unauthorised persons, leading to avoidable losses. The Organisation complies with all legal regulatory, contractual and commercial requirements of information security. The Organisation employs a combination of continuous monitoring, well-defined and established risk management metrics and an effective awareness programme to manage its data.

The Organisation has put in place processes that will ensure that confidentiality of information will be maintained across its operations and processes. The Organisation is committed to preserving the integrity of information through protection from unauthorised modification, disclosure and theft. The Organisation's information risk appetite is set by the Board of Trustees as identified in the risk assessment methodology; it is set at a level that minimises risk to the integrity, confidentiality and availability of information assets.

14. GOING CONCERN

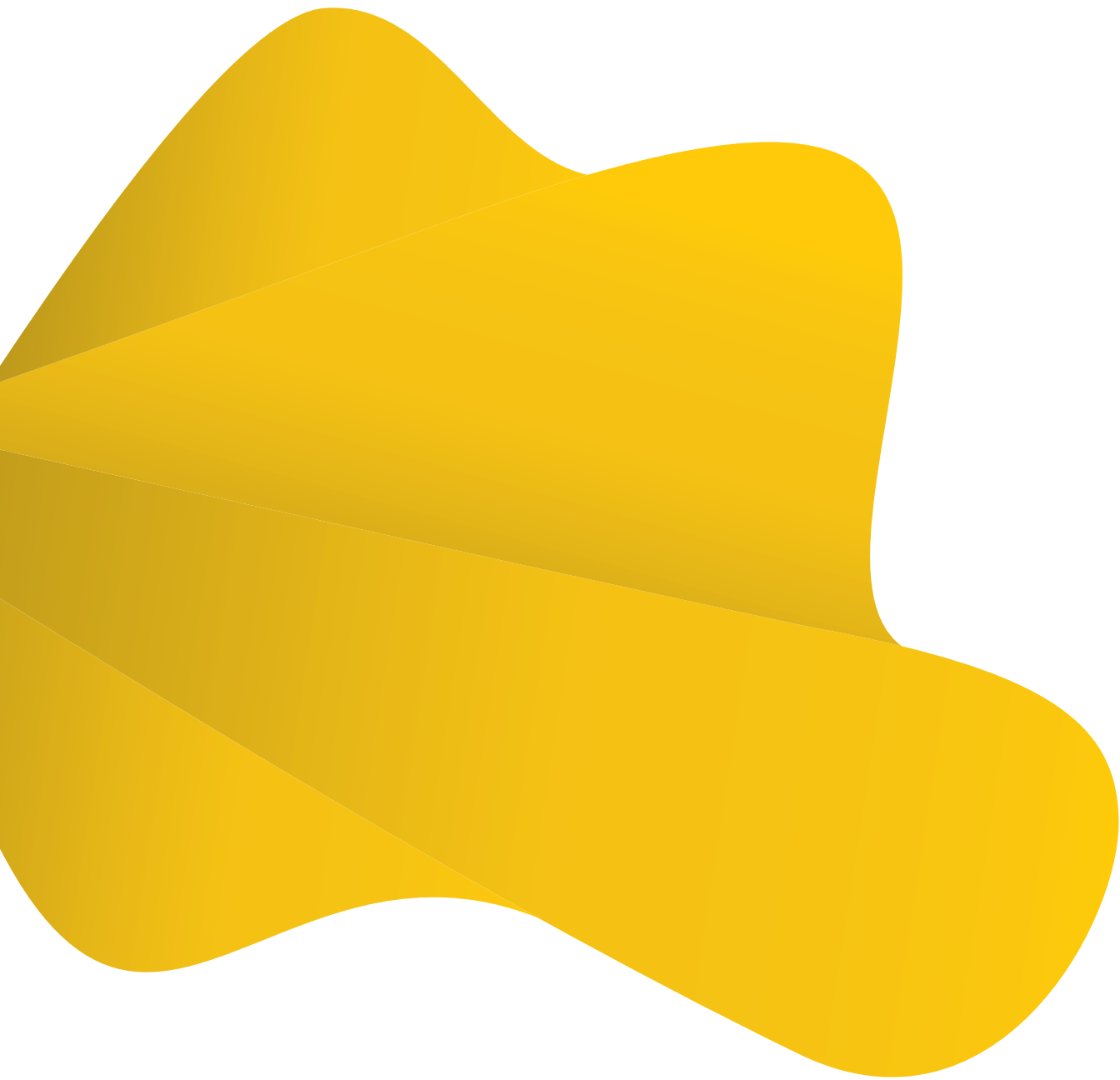
The financial statements have been prepared on the basis of accounting policies applicable to a going concern. This basis presumes that funds will be available to finance future operations and that the realisation of assets and settlement of liabilities, contingent obligations and commitments will occur in the ordinary course of business.

VALUE ADDED STATEMENT FOR THE YEAR ENDED 31ST DECEMBER, 2018

	2018 N	2017 N
Value Added		
Value added by operating Activities		
Receipts	258,212,725	200,187,506
Bought - in Materials and Services	(198,859,222)	(153,183,271)
Other Receipts	9,826,524	4,707,643
	69,180,027	51,711,878
Value Distributed		
To Pay Employees		
Salaries, wages, medical and other benefits	55,041,453	40,944,960
	55,041,453	40,944,960
To be retained in the business for expansion and future wealth creation:		
Value reinvested		
Depreciation, Amortisation and Impairments	1,913,061	1,430,436
	1,913,061	1,430,436
Value retained		
Surplus	12,225,513	9,336,482
	12,225,513	9,336,482
Total Value Distributed	69,180,027	51,711,878

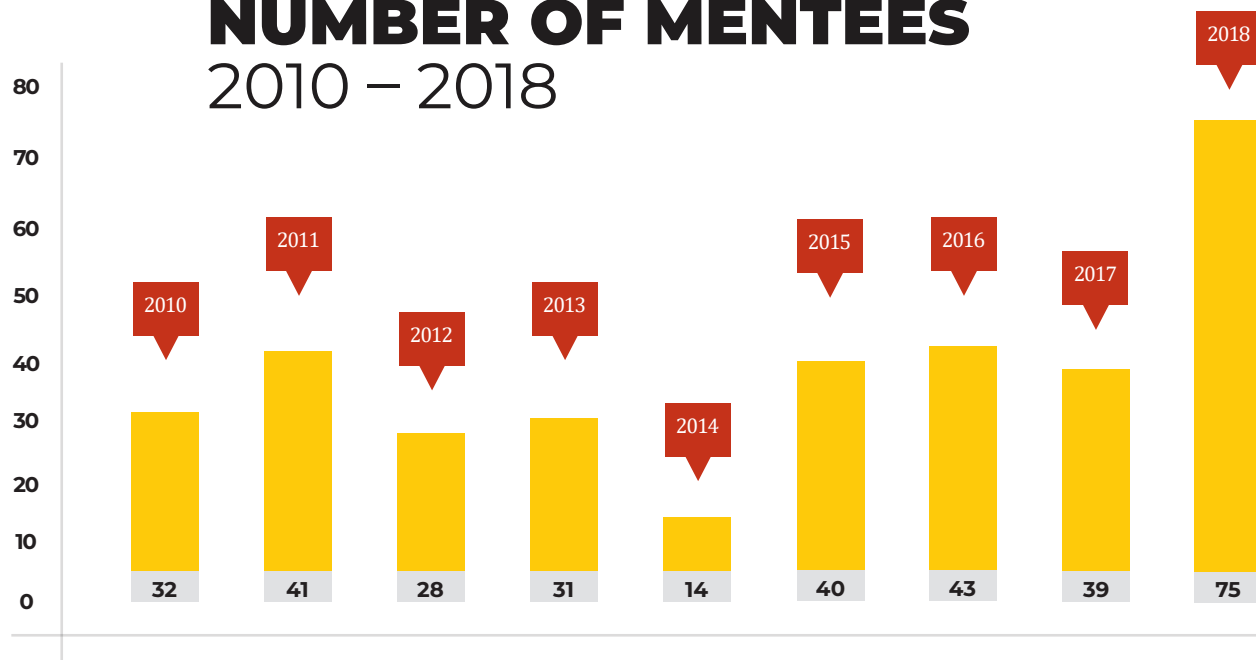
FIVE YEAR FINANCIAL SUMMARY AS AT 31ST DECEMBER, 2018

	2018 N	2017 N	2016 N	2015 N	2014 N
Statement of Financial Position					
Assets					
Non-current assets	4,635,359	3,078,670	3,148,117	4,591,113	3,983,482
Current assets	101,792,143	96,102,951	90,152,710	61,735,896	73,689,414
Total Assets	106,427,502	99,181,621	93,300,827	66,327,009	77,672,896
Liabilities					
Current Liabilities	1,246,935	6,226,567	9,682,253	2,631,000	2,119,496
Equity					
Accumulated Surplus	105,180,567	92,955,054	83,618,574	63,696,009	75,553,400
Total Equity and Liabilities	106,427,502	99,181,621	93,300,827	66,327,009	77,672,896
Financed by:					
Retained income	105,180,567	92,955,054	83,618,574	63,696,009	75,553,400
Total Equity and Liabilities	106,427,502	99,181,621	93,300,827	66,327,009	77,672,896
Statement of Profit or Loss and Other Comprehensive Income					
Receipts	258,212,725	200,187,506	208,805,332	171,710,141	144,122,052
Program Expenditure	(171,869,323)	(127,732,594)	(136,955,966)	(124,957,443)	(93,299,241)
	86,343,402	72,454,912	71,849,366	46,752,698	50,822,811
Other receipts	9,826,524	4,707,643	1,361,002	3,522,931	4,658,099
General Expenditure	(83,944,413)	(67,826,075)	(60,061,070)	(63,012,378)	(55,228,903)
Surplus/(Deficit) for the Year	12,225,513	9,336,480	6,376,030	(13,616,106)	(1,342,934)
Profit (Loss) before Taxation	12,225,513	9,336,480	6,376,030	(13,616,106)	(1,342,934)
Profit (Loss) from Discontinued Operations	12,225,513	9,336,480	6,376,030	(13,616,106)	(1,342,934)
Profit (Loss) for the Year	12,225,513	9,336,480	6,376,030	(13,616,106)	(1,342,934)
Surplus/(Deficit) for the Year	12,225,513	9,336,480	6,376,030	(13,616,106)	(1,342,934)
Cash Flow					
Other receipts	5,391,535	(5,020,234)	45,631,727	(14,561,612)	(16,128,812)
General Expenditure	(3,469,750)	8,791,977	(10,585,913)	(3,128,330)	(779,500)
General Expenditure	-	-	-	(318,252)	(1,270,745)
Cash Movement for the Year	1,921,785	3,771,743	35,045,814	(18,008,194)	(18,179,057)



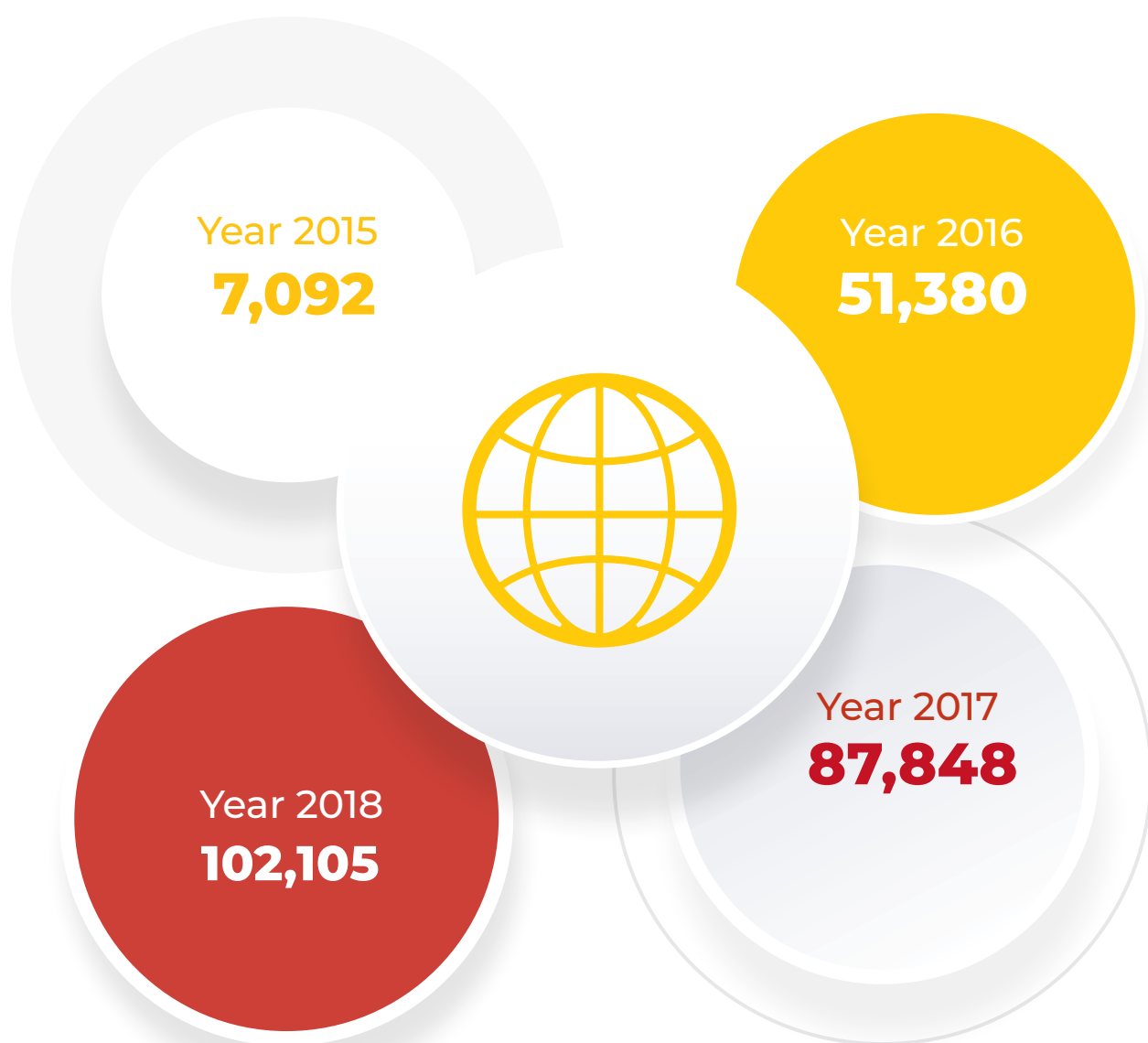
Our Journey So Far

NUMBER OF MENTEES 2010 – 2018



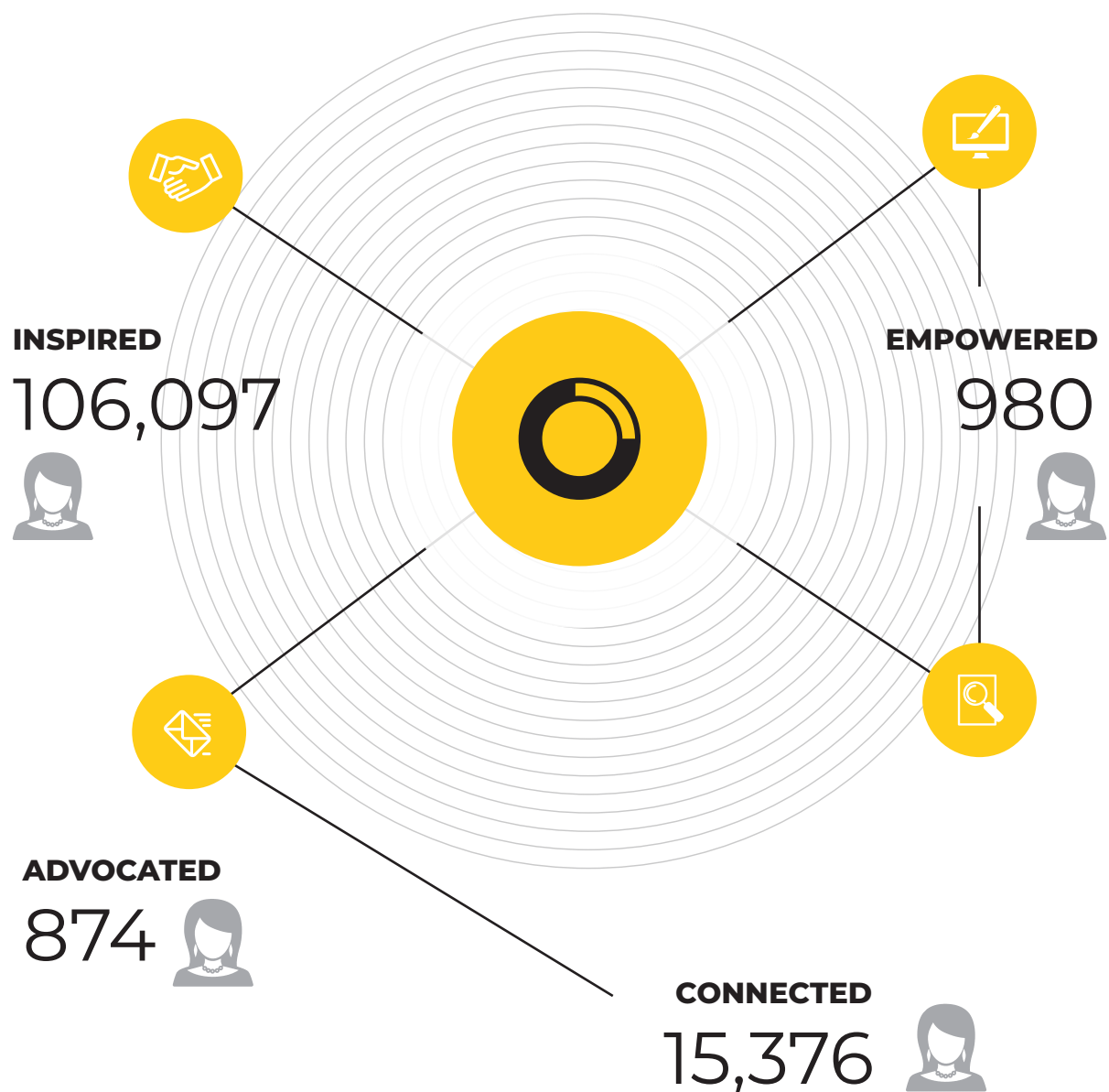
OUR REACH THROUGH THE YEARS





OUR SOCIAL MEDIA GROWTH OVER THE YEARS

OUR NUMBERS



LIST OF INDUCTEES

1.	Adaeze Okoli	54.	Helen Brume	106.	Olukemi Onabanjo
2.	Adebisi Shonekan	55.	Ibifama Walaka-Saya	107.	Olutoyin Oladunjoye
3.	Adebukola Oyelehan	56.	Ichechi Okonkwo	108.	Oluwabunmi George
4.	Adebunmi Wellington-Ogunlewe	57.	Idu Oruamabo	109.	Oluwafayoke Lawal
5.	Adedayo Joseph	58.	Ife Ibitokun	110.	Oluwafolakemi Fadahunsi
6.	Aderonke Akinluyi	59.	Ifeoluwa Oladapo-Dixon	111.	Oluwatoyin Abegunde
7.	Adesua Dozie	60.	Igeme Ezenwata	112.	Oluwatoyin Aralepo
8.	Adeyinka Abiru	61.	Ihinosen Ebinum	113.	Oluwatoyin Atobatele
9.	Adeyinka Adekoya	62.	Ihuoma Ugoeze Okafor	114.	Oluwatoyin Iyayi
10.	Afomachukwu Ofodile	63.	Ijeoma Adesanya	115.	Oluwatoyosi Zainab Lawal
11.	Aisha Bakare	64.	Imaobong Essien	116.	Oluayemi Afariogun
12.	Amaka Okorie	65.	Izin Akioya	117.	Omobowale Agboade
13.	Anwulika Ahonsi	66.	Joke Akinseye	118.	Omolara Awoyemi
14.	Ayodotun Rotimi-Akinfenwa	67.	Joy Lawal	119.	Omolara Odufuwa
15.	Ayomide Owokade	68.	Joyce Daniels	120.	Omolola Adenuga
16.	Barbara Patrick-Isicheli	69.	Juanita Udemba	121.	Omolola Amos-Oluwole
17.	Bisola Oluseyi Siffre	70.	Juliet Imo	122.	Omolola Salako
18.	Blessing Abeng	71.	Juliet Uzoamaka Okafor	123.	Omolola Theresa Abolarinwa
19.	Bolanle Akintewe	72.	Kalanne .O Ebiye-Koripamo	124.	Omowunmi Benson-Ajila
20.	Bolanle Oduyale	73.	Kemi DaSilva-Ibru	125.	Onyinye Blessing Nwogu
21.	Boyede Adebajo	74.	Kike Mesubi	126.	Opeyemi Oduwale
22.	Bukola Agbeniga	75.	Kofo Arowolo	127.	Oreoluwa Atinmo
23.	Bunmi Bajomo	76.	Laura Fisayo-Kolawole	128.	Oreoluwa Lesi
24.	Charlotte Obidairo	77.	Margaret Monyeh	129.	Osen Iyahan
25.	Chidiebere Olaoye	78.	Mary Awolaja	130.	Queen Martins
26.	Chidinma Maduka	79.	Mary Olanubi	131.	Ramat Lawal-Unuigbe
27.	Chineze Amanfo	80.	Marytina Osuchukwu	132.	Remilekun Erinle
28.	Chinny Ogunro	81.	Mayokun Fadeyibi	133.	Rolake Akinkugbe-Filani
29.	Chinwe Onubogu	82.	Miilicent Duru	134.	Saadatu Mohammed
30.	Chioma Ofodile	83.	Modupe Lanre Akinsiun	135.	Sade Adeyi
31.	Christian Boboh	84.	Modupe Senbanjo	136.	Sarah Boulos
32.	Chukwumah Ujunwa	85.	Mofoluwaso Ilevbare	137.	Sherifat Akinwonmi
33.	Constance Njoku	86.	Mojisola Dayo-Dunmoye	138.	Stephanie Uche Ajo
34.	Cynthia Ogbe	87.	Mojisola Igbinovia	139.	Sylvia Olayinka-Olaniyi
35.	Dami Jones	88.	Morenikeji Sanni	140.	Temitope Iluyemi
36.	Edith Hart	89.	Motunrayo Ibiyemi	141.	Thelma Osuher
37.	Efosa Ewere	90.	Munirah Ameh	142.	Tina Oby Unachukwu
38.	Ehime Eigbe-Akindele	91.	Ndifreke Okwuegbunam	143.	Titilayo Saidu
39.	Ekaete Ebiefie	92.	Nneka Osoka	144.	Titilola Ekugo
40.	Ekaette Umoh	93.	Nnennaya Awoyokun	145.	Tochukwu Okafor
41.	Ekhomo Edowaye	94.	Obafunmilayo Willoughby	146.	Tolanji Jemi-Alade
42.	Emuesiri Agbeyi	95.	Odunayo Adewuyi	147.	Tosin Fawole
43.	Eunice Obasohan	96.	Olajumoke Lawuyi	148.	Toyin Sanni
44.	Fanti Tukuwei	97.	Olamide Adeosun	149.	Tricia Ikponmwonba
45.	Fati Kere Ahmed	98.	Olatanwa Talabi-Taiwo	150.	Uju Obuekwe
46.	Fola Kafidiya-Oke	99.	Olatowun Candide-Johnson	151.	Victoria Dipo-Onalaja
47.	Folake Fajemirokun	100.	Olayide Odediran	152.	Violet Abdulkadir
48.	Foluso Kolawole	101.	Olayinka Ogunleye	153.	Welela Dawit
49.	Franca Akaniro	102.	Olo Okoye	154.	Wunmi Ogunde
50.	Funmi Ogutuga	103.	Olubukola Adewuyi	155.	Yemi Adesanya
51.	Funmi Adegoke	104.	Olubukola Moyo Babajide	156.	Yetunde Ayeni-Babaeko
52.	Funmilayo Omo	105.	Olufunke Irabor	157.	Yetunde Obrimah
53.	Gloria Iroegbunam				

MEET THE BOARD OF TRUSTEES



Funmi Roberts

Principal Partner, Funmi Roberts & Co. Chairman, Board of Trustees, WIMBIZ

Bola Adesola
Senior Vice Chairman,
Africa, Standard Chartered
Bank



Ibukun Awosika

Chairman, First Bank Plc

Adeola Azeez
Deputy Country
Representative, Deutsche
Bank Representative Office



Mairo Bashir

CEO, Creditcorp Limited.

Morin Desalu
MD, Riskwatch
Insurance Brokers



Ifeyinwa Ighodalo

CEO, DO.II Designs

Ifeoma I. Idigbe
Founder & Executive Vice
Chairman, boys to Men
Foundation



Omobola Johnson

Partner, TLCOM Capital

Chi-Chi Okonjo
MD, Georgetown
Consulting



Julia Oku Jacks

CEO, Tree Water
Limited

Toyin Olawoye
Director, Multistream
Energy Limited.



Yewande Zaccheus

CEO, Eventful Limited

MEET THE EXECUTIVE COUNCIL



Olubunmi Aboderin-Talabi

Publisher, Clever Clogs Books.
Chairperson, WIMBIZ Executive Council



Hansatu Adegbite

Executive Director,
WIMBIZ



Folake Adeniyi-Adeleye

Regional HR Director,
Oracle



Aishah Ahmad

Deputy Governor, Central
Bank of Nigeria



Awuneba Ajumogobia

Co-Founder / Director,
Multistream Energy
Limited



Ebisan Akisanya

Contracts Advisor,
Chevron Nigeria
Limited



Foluso Gbadamosi

Director, Business
Process & Technology
Prime Atlantic Group



Bukky George

CEO, Healthplus Ltd. &
Casabella Int'l Ltd.



Ifeyinwa Ighodalo

CEO, DO.II
Designs



Ngover Ihyembe-Nwankwo

Head Coverage, Rand
Merchant Bank Nigeria



Audrey Joe-Ezigbo

Co-Founder & Executive
Director, Commercial
Operations



Chizor Malize

Managing Partner &
CEO, Brandzone
Consulting LLC



Zaynab Mu'azu

CEO, Piped
Desserts



Julia Oku Jacks

CEO, TreeWater
Limited



Tope Omage

CEO, Tomag
Consulting



Ronke Onadeko

Principal Consultant,
DRNL Consult Limited

Meet The WIMBIZ Team



Hansatu Adegbite
Executive Director



Elsie Akpabio
Communications and
Research Manager



Ayomide Olajide
Programs Manager



Munirah Ameh
Program Officer



Jumoke Deniyi Balogun
Program Officer



Dotun Gade
Program Officer



Mayowa Hassan
Program Officer



Sylvia Omenukwa
Program Officer



Ekundayo El-Hassan
Programs Assistant



Adedoyin Adejumo
ICT Officer



Ayomiposi Ogunti
Monitoring and Evaluation
Officer



Melody Nuhu
Communications Assistant



Elizabeth Adeyemo
Accountant



Jocelyn Asemota
Accounts Assistant



Farida Olawoyin
Grants Assistant



Oluwatosin Sanyaolu
Administrative Officer



Chibuzor Madichie
Front Desk Officer



Daniel Imuzeghe
Office Assistant

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- NLNG
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- Rainoil
- Reddington Hospital
- Remita
- Rendeavour
- Scientify
- Sebecly Cancer Care
- Shell
- Stanbic IBTC
- STV
- TGI Group
- The Baby Lounge
- TIWI
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- Vanguard
- Voice of Nigeria
- VWS

How Can We Help You?

*Please send your email enquiry
to the right address*

Administration: admin@wimbiz.org

Accounts & Payments: payments@wimbiz.org

Annual Conference: conference@wimbiz.org

Associates: associates@wimbiz.org

General Enquiries: wimbiz@wimbiz.org

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Media/Publicity: communications@wimbiz.org

Membership: membership@wimbiz.org

Programs: programs@wimbiz.org

Sponsorship: sponsorship@wimbiz.org



PHONE NUMBERS

You can contact us from
(9.00am - 5.00pm Monday-Friday)

Accounts:	08034946249
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Communications:	08106396789
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Enquiries:	08035946249
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Management:	07039448124
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Programs:	08066148885
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