

WORLD ZARATHUSHTI CHAMBER OF COMMERCE



ANNUAL REPORT-2024

Via Zoom



WORLD ZARATHUSHTI CHAMBER OF COMMERCE

REPORT - 2024

WZCC DIRECTORS /CHAPTERS CHAIRS / SUB-COMMITTEE CHAIRS

COMPILED BY
GLOBAL CORPORATE SECRETARY MS.
BEHROZE DARUWALLA

Date / Time	:	SATURDAY, JANUARY 18, 2025 AT 7.30 PM. IST
Join Zoom Meeting	:	https://us02web.zoom.us/j/88156570415?pwd=CDDbCxuqVzboLvbjawZ07uatepXon.1
Meeting ID	:	881 5657 0415
Passcode	:	981283



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SECTION 1

AGENDA FOR THE GLOBAL AGM (PERTAINING TO THE YEAR JANUARY TO DECEMBER 2024) TO BE HELD ON SATURDAY, JANUARY 18, 2025

Brief Welcome & Establishment of Quorum by Corporate Global Secretary.

(Ms Behroze Daruwalla)

Benediction: Zerick Dastur

1. Approval of the Minutes of the Global AGM held on 5th January 2024
2. Welcome address & report by the Global President (Capt. Percy Master)
3. Brief presentation of Annual Reports (January to December 2024)
 - Global Vice President (Perses Sethna) Via - Zoom)
 - Hon. Global Corporate Secretary (Behroze Daruwalla)
 - Hon. Global Treasurer (Ratan Mistry) (Via Zoom)
4. Announcement - appointment of MS Zerbanoo Gifford and Ronnie Irani as Honorary Members of WZCC.
- 6.. WZCC Global Conclave (pertaining to the Year January to December 2024) to be held in Toronto, Canada from 29th April to 3rd May, 2025.
7. Nominations of New Directors from January 2025 to be ratified.
 - a) Mr Zarir Irani to replace Ms Meher Bhesania - Middle East
 - b) Dr Meheraban Ardeshirian to replace Mr Bahram Partovi- Iran
 - c) Mr Cyrus Patel already inducted to replace Ms Dilnavaz Shroff – Canada
 - d) Incoming new Director Mr Arzan Wadia – USA
 - e) Incoming new Director Mr Zerick Dastur - India
 - f) Incoming new Director Ms Shernaz Engineer -UK
 - g) Inform about the extended Term of Global President Capt. Percy Master as per revised By-Laws and later ratified by a secret ballot
8. Global Secretary to announce the Outstanding Zarathushti Award Winners 2024.
9. Any other matter with permission of the Chair.

10. Closing Remarks by Global President.

AFTER THE AGM THERE WILL BE A DISCOURSE ON “**LEADERSHIP**’ BY COMMODORE ASPI MARKER.

AFTER THE TALK THERE WILL BE RECITAL OF PARSI MONAJATS.



SECTION 1

MINUTES OF THE GLOBAL AGM (PERTAINING TO THE YEAR (JANUARY TO DECEMBER 2023) HELD ON JANUARY 5TH, 2024 AT 9.30 PM (IST) AT HOTEL CROWN PLAZA, PUNE

PRESENT:

CAPT PERCY MASTER - GLOBAL PRESIDENT
BEHROZE DARUWALLA - GLOBAL CORPORATE SECRETARY
ZUBIN SETHNA - DIRECTOR
BEHRAM PASTAKIA - DIRECTOR
VIRAF DEBOO - DIRECTOR
ASPI ANTIA - CEO

INVITEES:

ROHINTON RIVETNA - FOUNDER & GLOBAL PRESIDENT EMERITUS
PHILI KHARAS - BUSINESS ADVISORY COMMITTEE
ADI SIGANPORIA - BUSINESS ADVISORY COMMITTEE
TEHMASP BHARUCHA - CHAPTER CHAIR PUNE

Behnaaz Nanavatti being the host introduced the audience by informing them that first time in the history of WZCC, the WZCC flag will be unfurled and handed over by Pune Chapter Chair to Toronto Chapter Chair, where the next Global AGM 2024 is to be held. She requested Captain Master along with Viraf Deboo and Tehmasp Bharucha to accept the flag. This Global AGM was telecasted throughout the world.

Behroze Daruwalla Global Corporate Secretary commenced the AGM. by saying that before She started the meet, by wishing Mr. Aspi Antia, our CEO a very Happy birthday and congratulated him for working with WZCC for such a long time. She also wished our earlier President, Global Emeritus Mr. Minoo Shroff a very Happy Birthday as his birthday was a few days away.

She established the quorum. The Minutes of the Global AGM 2022 held on 15th January, 2023 were approved and she informed the Members that it is already put up on our website. Since there was no objection from any Member she requested for proposal and acceptance of the same.

Proposed: Zubin Sethna

Seconded: Viraf Deboo

Opening Address – Global President.

Capt Percy Master once again wished very Happy Birthday to our CEO Mr. Aspi Antia and Mr. Minoo Shroff who completed 95 years of age. He wished all a Very Happy New Year, prosperity and good health. He mentioned that in the year 2022 WZCC had formed certain initiatives for the growth of our organization and which were implemented in 2023 and now in 2024 WZCC will be in a position and recognized as a Global Brand to be reckoned with. He stated that as a Chamber of Commerce we want to energize and Zarathushti Spirit to make WZCC a better engine for economic and prosperity of our community. Our past was very rich and we must maintain the same for the progress of the future. We want to create a sustainable future for the growth of WZCC members. It can be achieved only by knowledge and wisdom which we learned yesterday by our Dasturji. He stated that anything made by brick and mortar can be destroyed by time but wisdom and knowledge will endure forever.

He elaborated what WZCC had achieved in 2023. A new website has been created and which can be operated not only from the computer but also from the mobile phone. WZCC also completed/issued all the Membership ID cards Globally. All members have been given a unique ID number. Each member has been given a number according to his place of city and he can control the same. The funding to Entrepreneurs has also gained momentum and the response is tremendous. Mr. Philli Kharas heads this Funding Committee and he will speak to you later on about the same. Proud to say we have so far funded 17 Applicants so far and they are doing extremely well today. Few of them have returned the funds. Receiving many applications, as now the word has spread and the community is becoming aware of this project. The main objective of WZCC now, is to raise more funds. This funding facility has also been extended to North America and Canada by way of separate fund called the Zoroastrian Entrepreneur Development Fund (ZEDF). Here also WZCC provides interest free funds to the maximum of USD 50,000.00, so far 5 Applicants have already utilized this facility and are doing extremely well. Besides funding we also give scholarship to deserving students and so far we have funded 2 such students which is given by Zoroastrian Faculty Network is co-ordinated by our immediate past President Mr. Edul Daver. He has raised sufficient funds for the same. Both these funds which are created are helping our community to help them grow.

WZCC has now introduced a Strategic Plan for the year 2022 to 2024 and beyond to enable WZCC to grow. This Strategic Plan will give a momentum to WZCC to grow in the right structured manner. A lot of work behind the scenes have been put into practice. It promotes intellectual, economic and social value, Youth to the fore, Women Empowerment, Chapter Development and Membership, Empower Entrepreneurs, Communication and Outreach. So various members have put in a lot of hard work to accomplish this Strategic Plan and I request all the members to go through this pamphlet.

In order to develop this Global Network system which will benefit our seniors and broaden the horizon and see how business is carried out round the Globe. We have joined hands with various Chambers of Commerce. So far two MOU's have been signed, one recently with the Chamber of Commerce in Goa. One more will be signed shortly and 2 such MOU's are in the pipe line. We are trying with International Chambers of Commerce, where there are more than 200 chambers in their hold and once that happens, then WZCC will have a Global networking which we have never had before. All our members can develop and grow their business accordingly worldwide. The whole idea is that our Chamber of Commerce should grow professionally. The person responsible for this development is none other than our member Mr. Jamshed Mistry, who is instrumental in bringing these Chambers together. Moving with modern times and building the brand of WZCC we are now visible on Social Media, Facebook, Instagram, LinkedIn, YouTube, etc. to promote this brand.

A very good WZCC interview was conducted by Mazda Multimedia for You tube presentation for the India Region along with all the other Zoroastrian Organizations. The interview was widely appreciated by the members of the community and people came to know what WZCC can do and what it is capable of doing. This interview is uploaded on the WZCC Website which is very interesting and one should go through it. WZCC also publishes its Newsletter which will be put on the Website and E Blast. The Newsletter team is headed by Persis Sethna from UK, Dilnavaz Shroff, Zarine Kharas, Shernaz Siganporia and Capt Master. Zarine Kharas is the editor and designer of this product and she does a wonderful job. In order to promote Youth, we have appointed a new Youth Director, Ms. Rashna Jehani to deal with the Youth globally and who has taken over from Jehaan Kotwal whose term as Youth Director has ended. Secondly we also have the 'WE' Wing which is also doing very well globally to encourage Women Entrepreneurs which is headed by Ms. Behroze Daruwalla. The baton which will be passed on to Katayun Kapadia in 2024 and WZCC is sure that it will be taken up to still higher levels to empower Women Entrepreneurs.

Spotlight is another angle which one must not miss about those Entrepreneurs who have come up in life from the bottom of the ladder and who have attained success worldwide and they are also stationed in North America and Canada. They had gone for higher studies and from there

they have reached global heights. It informs us how from a meager sum of money and nothing but hard work has brought them to this level. Spotlight series is a wonderful series and is conducted by none other than Farrokh Mistree and Karishma Koka on a regular basis and the next spotlight is on our caterer Ms. Tanaz Godiwalla which shows how she has developed her business from the scratch.

Developing New Chapters and Regions globally is an ongoing process and we are in the process of adding new chapters in 2024. This project is headed by Viraf Deboo and he is cultivating new Chapters and Regions for us to grow. WZCC is a Global Chamber of Commerce and we have to have our presence Globally.

WZCC has a self-sustained Central Administrative Office in Mumbai and which is possible by contributions from different Chapters and way of advertisements and fund raising drive. Aspi Antia is our CEO who is doing a wonderful job for our Administrative Office.

In order to have increased participation from our Iranian Youths in the Zoroastrian Community, we have recently introduced WZCC Iranian Youth Network and which is mentored by Farrokh Mistree, Edul Daver and Karishma Koka because we would like them to come up in life as they have suffered a lot and it is our duty to bring them up as our roots are in Iran. They require our help in every possible manner. Our CAO is doing dedicated work, maintaining Statutory Commissions of the Charity Commissioner, taxation and various other compliance.

Capt Master also congratulated the Pune Chapter for hosting the Pune Conclave which is run by Viraf Deboo, Tehmasp Bharucha and his team. It was nothing but team effort and we must encourage this talent. *"We cannot build the future for the youth but definitely we can build the youth for the future"*. This is the message of WZCC for the youth which we must incorporate. His message for the youth is to have a very strong will power, speak the truth, it is difficult to make a name but more difficult to retain it. Develop the courage to act as per your convictions and do what is right. A little advice to all parents and grand-parents who are present here today that we require your support to encourage our children and grand- children and always follow the path of truth which is the principle of our religion and which has stood the test of the time since last thousand years. We may be small in number but we are a blessed community. Ahura Mazda is guiding us but we must be united. Each parent and grandparent must take upon themselves that their children take interest in our religion, wear our "sadra and kushti". Since we have given too much freedom to our children, we are suffering today. Our community is falling down which is solely due to us as we are not following our religion today. He also mentioned that when we were kids and before going to school, we were made to visit our Fire temple. Now in this modern times, it is not possible today but at least say our basic morning prayers before leaving for school and office. As long as Zarathushtra guides us on the path of truth, there is no looking back and you will succeed.

Prof Farrokh Mistree informed the audience that 5 members of the Iranian Zoroastrian Youth Network have come to the Conclave and he introduced them to the Members. Their main purpose is that they would like to develop the Yazd Cultural Heritage Resort and are in dire need of funds to achieve the purpose and for that we need your help and co-operation.

Message from Global Vice-President.

Global President, Capt. Percy Master to read out the message of Vice President Perses Sethna from UK since he is not available. He mentioned that the Newsletter team is doing an excellent job and it is not easy for them to compile everything, do the editing and then give it for publishing on time which is indeed commendable, he congratulated them for the same.

The team is headed by Perses Sethna, Zarine Kharas from Australia and even though we are all spread round the world, but it is because of zoom meetings which is done every 15 days that we are able to do it on time as we have to collect from different sources from well-known Zoroastrians from round the world and wished them success by adding that they are doing a super duper job. So Capt Master thanked them once again and hope that it continues for a long time.

The Global Secretary's Report.

Behroze Daruwalla introduced herself and informed the audience that it gave her great pleasure to inform them about the WZCC Report from January 2023 to Dec 2023. In all we have 14 Chapters and 4 Area Representative Offices (AROs) as well as Global committees. Our committees are appointed as and when required. Our 15 Committees comprises Global Committee, Social Media Committee, Youth Committee, Newsletter Committee, Entrepreneur Committee, Start up and Business Advisory Committee, Quarterly Newsletter Committee, Fund Raising and Finance Committee, Membership Committee, Zoroastrian Education Network, I D cards Committee whereby each and every member gets an I D card with a unique number and has to be carried all the time so that he can enjoy the facilities of WZCC at discounted rates, Spotlight, Woman Entrepreneurs and Global awards, Compliance Committee, Legal Committee. These last 2 committees have just come up last year as we have to deal with government agencies, so the compliance committee has been formed so that we do not fall in their trap since we are all volunteers doing social work. The Legal committee has also been formed so that our young recently graduated lawyers know what is happening and they are in the loop. 'WE' Wing, as you are all aware have their regular zoom meetings so that we have Global participation. Our Conclaves and AGM's are held every year in different parts of the world and weather conditions which has to be taken into account. They are both held separately and the time gap has to be taken into consideration for future Conclaves and AGM as the last Conclave was held in London just 6 months back and now we are having our Pune Conclave barely 6 months away. The Awards are conferred at the Conclaves and now since we are all having physical meeting, we will have to widen our time frame between 2 Conclaves. The Membership Committee is headed by Viraf Deboo and we are trying to bring in more and more new members globally. We were inactive for some time because of covid and now since we are active, we are trying our best to add 2 more Chapters in our wing who have become inactive and are trying to revive New Delhi and Ahmedabad Chapters. Our new website has been recently revamped and we are trying to make it as simple as possible so that we reach out to the world even those who are not members as we are just 1000 members which is not a good sign so we need new members to come forward as we are global and we have to spread the awareness as outsiders are unaware of WZCC. Recently we have signed up with Goa Chamber of Commerce and shortly we will be signing in Pune with Asian Chamber of Commerce and there are few which are in the pipe line and Jamshed Mistry will be heading this new Committee. Now we have various committees and that person will be responsible for the same. All information which is received by the CAO is put up on the website, E Blasts are going out in full swing and we request all our Chapter Chairs to send us as much information immediately before or after the function is over so that there are more hits on the website and people get to know about it asap. All chapters are having their own physical meeting, Meet and Greet in order to have active participation. By Zoom meeting we have Global participation so that it reaches out to everybody round the world. Our CAO at Tardeo, which is headed by Aspi Antia is doing excellent work and that she visits the office once a week to assist them as and when the need arises and she wished all the Chapters the very best.

Global Treasurer Report.

Ratan Mistry mentioned that the Financial Statements are in USD, the balance in USD is about three hundred and fifty-six thousand dollars. This is increase over two hundred and seventy thousand dollars from the previous year. The profit for WZCC for 2022 - 23 is seventy-three thousand US Dollars. He requested all the Chapters Chairs to send their dues.

Proposed: Rohinton Rivetna Seconded: Sam Balsara.

"WE" Wing Report.

Behroze mentioned that Mr.Minoo Shroff in 2012 requested that WZCC should have a Ladies Wing and it was started in Mumbai by a group of ladies and in 2015 it went Global and started WE Wing, Women Empowerment and it was well received and requested all Chapter Chairs to have atleast either one or two ladies on the committee so that we have women oriented

programs. It started off on a very small scale and many men wanted to pitch in and wanted to attend the programs as well. So we had many programs which were only for women and certain which both the genders could attend and how to turn your hobby into a profession. We have programs once in two months and all the meetings are held in zoom because of covid. We showed ladies who have broken the ceiling and ladies who have come forward with their talent and skills, ladies who are with NGO's, had varied programs and show cased their talent. In March we have an International Ladies Program and encourage them to come forward. During covid, many ladies lost their jobs and she suggested that those who are expert in Bakery, making food, etc. to come forward and start doing their work thereby making them independent. Started our whatsapp group, caught hold of delivery boys. She proudly mentioned that out of five such entrepreneurs three women were called back by their respective countries, but refused to go back and now are doing extremely well in sending food on a daily basis. They further mentioned that their mother in laws refused to send them back to work because they earned well and they looked after them as well children in the house. She concluded by saying that WE ladies group is doing very well and they are in regular touch with each other on Zoom round the world on a regular basis. Programs are arranged, negotiations are done, speakers are finalized and E-blast are then sent regular to all the members by CAO. She proudly mentioned that now since 'WE' wing is well established and she can proudly hand over the baton to Katayun Kapadia when term is getting over in December and who will run the show for a further period of 3 years and that she has got a wonderful team of ladies to help her in the activities of WE Wing.

Business Advisory Committee (BAC) Report.

Mr Phili Kharas wished all a very Happy New Year. He informed the audience that the BAC which has eleven Committee Members, is doing excellent work since 2019 and as of today funded and mentored 17 applicants having started with a Corpus of one crore and sixty-five lakhs and the entire corpus has been used and the balance as of today from the repayments we have received is Rupees forty-five lakhs. When we receive the applicants, our maximum funding is twenty-five lakhs. We cannot fund more than 2 such applicants. So we have to get more funds from HNIs of our community. Entrepreneurs create jobs, and to promote entrepreneurship it is not an easy job. He gave an example of Cyrus Mistry, one of the Fund Applicants who is rather doing very well and is here today to show case his wares.

Behroze Daruwalla informed the audience that all the reports are kept on our new website and anybody can have a look or access to it.

Youth Wing Report:

Youth Director, Rashna Jehani, thanked everyone for supporting her in her new endeavor as the last Youth Director term got over and now she has stepped in the shoes of Jehan Kotwal whose term has expired. She wanted to bring a lot of new ideas for which she requested the support of all the members.

Award Winners 2023:

Behroze informed the audience the names of the WZCC Outstanding Award Winners. They are

- Cyrus Rivetna for Outstanding Zarathushti Entrepreneur of the year 2023
- Tehmasp Printer for Outstanding Zarathushti Professional of the year 2023
- Rashneh Pardiwala for Outstanding Zarathushti Social Entrepreneur of the year 2023
- Jehan Daruvala for Outstanding Young Zarathushti Professional of the year 2023
- Berjeesh D Surty, was given A Citation of Honour, the pioneering Zarathushti Entrepreneur who shaped and influenced the lives in East Africa.
- Citation of Honour - Mr. Berjeesh Surty.

Capt Master announced the Citation of Honour to Mr. Berjeesh Surty so a Citation of Honour will be presented during the Awards night. Mr. Surty is a pioneering Zarathushti entrepreneur who changed the lives in East Africa. His specialty is in Solar energy, Industrial Boilers, waste water management and agriculture. He has started on his own and a very enterprising personality which is thriving in East Africa. He has specially come all the way from East Africa all the way to accept the Award.

Honorary Member 2023.

Capt Master announced the name of Mr. Berjis Desai as WZCC Honorary Member 2023. He informed the audience about the activities of Mr. Desai, his qualifications, experience, etc to the audience. He has assured that he will help us in achieving our target and he was not even aware as regards the activities of WZCC and we are proud to have him on our board as Honorary Member of WZCC.

Zerick Dastur introduced Mr. Berjis Desai to the audience. He informed the audience that Berjis Desai was a giver and not a taker in the true sense of the word. He has nurtured hundreds of students in their respective legal field when he was the MD of J. Sagar & Associates, he makes careers of students in the legal fraternity. He helps individuals to set up their own law firms and make them stand on their own feet. As far as our community is concerned, he does a lot of charity work, philanthropic activities, for e.g. Mumbai Metro case where the digging was in the way of our ancestral Atash Behram in Mumbai Dhobi Talao, he fought tooth and nail and agreed to become a Petitioners and volunteered in this case. He stood up financially and even contributed from his pocket, that shows us the nature of this person for the benefit of the community. He welcomed Mr. Berjis Desai to become a part of this forum. Since he was not available for the Pune Conclave he has sent WZCC his greetings and was grateful to WZCC for bestowing him the honor of Honorary Member.

Mr. Berjis Desai in his video speech admired the initiatives of WZCC, avoiding skepticism, encourage entrepreneurship in the present state of the community. When the Parsees came to India 1300 years ago as refugees, it was an overwhelming probability that we would get lost but Parsees overcame the challenges in the great Indian melting pot. We not only survived but also thrived. It was due solely to the vision of our forefathers, who graduated from farmers to traders, ship builders, etc of modern India. We often forget one important factor in success which is the risk taking factor which is missing in our community. All great Parsee house, like The Tatas, House of Godrej, the Wadias, Shapoorji Pallonji and Dr. Cyrus Poonawalla whose business are still thriving in the present world which is 60 years old and other Engineering businesses Houses like Thermax, Forbes and Marshall but in the last 50 years there has not been a single Parsi Business House. Professional success is there on a very large scale but there is no risk taking credit ability to create. It is time that WZCC expands its creativity and gets a corpus of Rs.100 crores for a period of 2 years. Where there are ideas and capability, capital will follow. This will give a sense of idea and pride to our community. He thanked the ideas of WZCC and requested members to contribute on a large scale.

Behroze informed the audience that the next Conclave will be held in Toronto in April 2025 and showed a small video presentation of the Toronto city.

New Directors:

Behroze announced the Nominations of New Directors from January 2024 to be ratified as the terms of many of them are getting over. They have either completed their terms or do not want to continue further for personal reasons. Jehaan Kotwal has completed his term as Youth Director and will be replaced by Rashna Jehani, Zarine Kharas who has resigned with effect from December 2023 will be replaced by Jimmy Medhora, Pervin Talyerkhan will be replaced by Ketayun Kapadia as Director, USA and also Afsaan Kermani has resigned from December 2023. New Directors who will be joining from January 2024 are Ketayun Kapadia, Jimmy Medhora, Rashna Jehani and Cyrus Patel.

Edul Davar wanted a change in the Constitution and get it ratified by March 2024. He wants Capt Master to continue for his third term, so he wanted the feedback from all present at the Conclave.

Capt Master further informed that the Conclave should not be held every year as it is not possible for all to attend and it should be held every two years so that it is cost effective and as well as time consuming for all, failing which the attendance will be not appropriate as everybody cannot afford the same. He asked the feedback from the audience and it was seconded by Arzan Wadia along with Behram Pastakia who seconded the same that it is really good suggestion. AGM will be held every year by zoom or physical in January.

Mr. Kharas informed the audience that in order to raise funds for BAC, he suggested Madison World of Sam Balsara to prepare an advertisement in two Parsee newspapers as to why WZCC needs additional funds and the cost will be borne by all BAC members which will give a lot of information to the general public as what we are doing to our funds.

Rohinton Rivetna informed that there were two excellent stalwart members Mr. Homi Davier who was a travel agent and Sarosh Collector who was the WZCC treasurer who passed away in Houston and it should be mentioned on the WZCC website about the yeoman services they have given us. Behroze further added that she knew both of them personally and they were founding members as she has worked with Homi Davier who was a travel agent and who was the brain behind hosting the Conclave in Las Vegas in 2019.

Piloo Aga mentioned that not to keep the Conclave after every 2 years but it should be held every year failing which the touch will be lost and the flame will not be kept burning. Even if there are 100 members who are present, it is more than enough and she was the first one to register for the Pune Conclave as mentioned by Viraf Deboo. Capt Master mentioned that WZCC completes 25 years in December 2025 and the Board is thinking of having the silver jubilee celebrations either in Las Vegas or Chicago or in Hawaii.

Prof Farrokh Mistree informed the audience about the 5 guests who have come all the way from Iran and were interested in Opening Zoroastrian Restaurants, Museums, etc. in historical places of interest in Yazd and that we should encourage them in their endeavor.

Behroze requested Mr. Adi Sigantoria to close the meet.

Mr Sigantoria thanked each and every Chapter Chair, Directors, CEO Aspi Antia the very best and the Pune Conclave personnel Tehmasp Bharucha and Viraf Deboo for doing an excellent job for the Pune Conclave.

The Meeting ended with a vote of thanks to the Chair.

SECTION 2



GLOBAL PRESIDENT'S REPORT – 2024

It gives me great pleasure in submitting the annual report as a Global President of WZCC for the year gone by.

We have continued the progress that we started few years back.

In order to sustain all-inclusive progress, we decided to implement a strategic plan in the year 2022. The main thrust areas of this strategic plan was to identify seven thrust areas where WZCC should concentrate in the years to come.

1. To promote intellectual, economic and social values.
2. Youth to the fore.
3. Women Empowerment
4. Chapter development and membership
5. Empowering entrepreneurs and professional
6. Community and outreach
7. Networking

We recognized that in order for our community to succeed we needed to educate our youth to the highest level possible. So the first area of concentration was Thrust 1 – to promote intellectual economic and social values. This is the Eco system on which the progress will be made by WZCC, in the future.

We all know that education is the key to success in life. Intellectual growth should commence at birth and cease only on death. In fact education is the passport to future for tomorrow belongs to those who prepare for it today. In this regard we are promoting education so that our community can look to our future with confidence. Good education will lead our youth to become good professional and entrepreneurs. Once they succeed we are sure they will develop the philanthropic spirit of Zarathushti, which is well known.

The second part of our thrust area is to promote youth as much as we can. Our slogan since year 2022, has been “Power of Youth driving future generation”. Youth are the future of our very existence and we would be failing in our duty if we do not promote youth to succeed. Our numbers are dwindling fast.

as we are an aging community and have very miniscule younger population. As per the census held in 2011, we were about 61000 in India. I am almost certain that the current figure will be well below 50000, we exist mainly in Gujarat and Maharashtra states of India. Mumbai/Bombay being the largest contingent of Zarathushti. We must remember that our roots are in India and this is our motherland. Our forefathers created reputable business houses, hospitals, education institutions, residential colonies and several trusts to look after the wellbeing of our community. If we do not preserve these facilities in India we will not be able to maintain our 8 Atash Behrams and over 100 odd fire temples which they have so diligently built. In fact, the Iranshah fire is situated in Udwada in India.

We must therefore create facilities which will encourage our youth to remain in India, consolidate and prosper. This can be done if we have the will to do so. The Government of India has restarted the Jio Parsi scheme but more needs to be done by us for the community to multiply rapidly.

In order to promote youth we have created various facilities, the one game changer is providing startup finance to young entrepreneurs and professionals. We have financed 18 such start-ups, who have been successful and more are in the pipeline. We are providing Rs. Twenty-five Lakhs interest free finance for a period of 3 years, plus 6 months as moratorium. The corpus created for this funding is on a rotational basis. Several of the recipients have returned the money before time to enable us to give finance to other startups. A similar fund is now being created in North America in collaboration with FEZANA known as ZEDF, Zarathushti Entrepreneurship Development Foundation. This facility gives USD 50000 interest free with similar conditions. We have financed 5-6 startups which are also doing well. Due to the excess funds available with ZEDF, education scholarships are also being given up to USD 15000. This initiative according to me is a game changer for the progress of our youth.

Another initiative which WZCC has taken is to develop extensive outside our community by engaging with multiple chambers of commerce worldwide. WZCC, has become member of the ICC, International Chamber of Commerce, where we have 245 chambers with 1.45 million members, a networking beyond compare.

According to me you can promote your business worldwide. In order to encourage and give experience to our youth we have a monthly spotlight which we conduct WZCC-ZEN – Zoroastrian Education Fund, under Farrokh Mistree and Karishma Koka, where successful entrepreneurs and professionals are interviewed and moderated to give their experience and their successes stories.

This spotlight gives a lot of knowledge to our youngsters and it is a great learning experience for seniors as well. Besides this we conduct several webinars on different topics. We have also created a Youth Network by selecting a Youth from each of the 14 chapters and formed a group which will concentrate on the development of youth in their jurisdiction.

Further we have tied up with FEZANA's youth and social media platforms to create a synergy between our youngsters. We are in the process of developing a Youth

Network by collaborating with various youth organizations to make a combined effort to promote youth by having webinars of several successful youths so that these successful events can be held by the youth, for the youth. We are sure this global youth network will promote friendship, exchange of ideas, learning experiences and above all good fellowship for the future generation to interact and marry within the community. We also have a quarterly newsletter which promotes activities of WZCC globally. Some outstanding articles on Finance and other topics are also included. This newsletter is widely circulated on social media and other apps. WZCC has created these facilities for our youth and I recommend that youth take advantage of these facilities. You can login to our website – wzcc.org which can also be operated also on your mobile phones.

We have several schemes; the budding youth program gives free membership between the ages of 15-18 years. You have to just fill a form available on the website. We have student membership between age group 18-21 years as well.

To potential entrepreneurs – I say, Entrepreneurship is living a few years of your life like most people want, so that you can spend the rest of your life like most people can't.

To professionals – I say, Professional is not a label you give yourself. It's a description, you hope others will apply to you.

The good human relations not only bring great personal rewards but are essential to the success of any enterprise.

Capt. Percy Master
Global President



SECTION 2

WZCC Global Vice President's Report - 2024

It has been a highly successful and eventful year for the WZCC.

There have been numerous successful and diverse events, online and in person at which subjects of key topical interest and value have been presented and discussed.

Another very successful and well-attended Conclave was held, in Pune in January 2024, and the next must-visit Conclave is well advanced in planning for Toronto on April 29th- May 3rd 2025.

The WZCC steering board, international board and chapter committees have all held regular meetings to ensure good governance, smooth running, and excellent experiences for all our members worldwide.

The WZCC international board have delegated six working groups on critical areas to support and accelerate the success of WZCC. Reports on each of these areas are appended with this one. The work of many committed, skilled and experienced people is shown in those reports, and we thank every one of them for their hard work and dedication.

All this has taken place with the leadership, wisdom and expert guiding hand of our Global President Percy Master.

Changes to our constitution were put forward this year, to ensure that this set of rules and principles that establish how WZCC is governed remain relevant and effective. The constitution was last updated in 2013.

One key update proposed was to enable a WZCC President to put themselves forward for a further 3-year term as President, after the usual total term of 3 years as a Director plus 3 years as Global President is completed.

This constitutional change was drafted and recommended by a special committee, then discussed and approved unanimously by the International Board, and then consented to by the chapter committees. This will give a much better time window to continue the momentum that is generated by each President, and gives each of them sufficient time to drive the success of our much- valued and growing organisation.

Perses Sethna
Global Vice President



SECTION 2

WZCC Global Secretary's Report - 2024

It gives me great pleasure in presenting the Global Hon. Corp. Secretary's report for the year January 2024 to December 2024.

The List of Global WZCC Directors for their term 2022 to 2024 is as follows :

<u>NAME</u>	<u>DESIGNATION</u>	<u>LOCATION</u>	<u>TERM</u>
1. Percy Master	Global President	India	2 nd Term
2. Perses Sethna	Global Vice President	UK	2 nd Term
3. Behroze Daruwalla	Global Corp. Secretary	India	1 st Term
4. Ratan Mistry	Global Hon. Treasurer	USA	1 st Term
5. Behram Pastakia	Regional Director	USA	1 st Term
6. Bahram Partovi	Regional Director	Iran	1 st Term
7. Meher Bhesania	Regional Director	Middle East	2 nd Term
8. Zarine Kharas	Regional Director	Australia	1 st Term
9. Viraf Deboo	Director	India	1 st Term
10. Xerxes Dastur	Director	India	1 st Term
11. Dilnavaz Shroff	Director	Canada	2 nd Term
12. Afsaan Kermani	Director	USA	2 nd Term
13. Zubin Sethna	Director	UK	2 nd Term
14. Pervin Taleyarkhan	Director	USA	1 st Term
15. Rashna Jehani	Director – Youth	India	1 st Term
16. Edul Daver	Imm. Past President	USA	
17. Aspi Antia	CEO	India	

No Directors resigned; hence nominations were not requested for this year and election was not required.

AREA REGIONAL OFFICER

1. Neville Shroff	ARO	Hong Kong
2. Hormaz Charna	ARO	Delhi - India
3. Zareen Karani Araoz	ARO	Boston – USA

GLOBAL COMMITTEES – CO-ORDINATORS

1. Quarterly Newsletter – Perses Sethna (UK)
2. Youth – Behnaaz Nanavatti (India)
3. Finance/Fund Raising – Edul Daver (USA) & Xerxes Dastur (India)
4. Social Media (Marketing) – Percy Master & Behnaaz Nanavatti (India)

5. Membership – Viraf Deboo (India)
6. Social Value Creation – Edul Daver (USA)
7. Zoroastrian Education Network – Farrokh Mistree (USA)
8. Website – Cyrus Bharucha (Pixel, India)
9. Start Up Fin & Bus Advisory Comm – Pheroze Kharas (India) & Edul Daver (USA)
10. Spotlight – Percy Master(India) & Farokh Mistree (USA)
11. Women Entrepreneur (WE) – Katayun Kapadia (USA)
12. Global Awards – Global President, Global Hon. Secretary & CEO of WZCC
13. Compliance Committee for India – Percy Master (India)
14. Legal Committee for India – Zerick Dastur (India)

Global Annual General Meetings and Conclave alternate between India and various parts of the world. AGMs are normally held in January but due to different climatic conditions it has not been possible to combine AGM with Conclave together every year. This year the AGM was hosted in Pune by India Region along with the Conclave from January 4, to 7,2024. Both the AGM and Conclave were well attended and were a success.

All Minutes and Notes of the Meetings as and when received by the Secretariat were circulated to all concerned. The membership update is an ongoing process and all endeavours are made to increase the members in all regions. Special Committees have been set up with global member involvement to distribute work and focus on various areas to take WZCC to the next level.

WZCC has 16 Chapters with approximate approximately less than 1000 members. India Region is in discussions to revive Delhi Chapter and Ahmedabad Chapter. A contact has also been established with Hyderabad to start Hyderabad Chapter shortly.

I am happy to report that we have joined hands with Goa Chamber of Commerce, India Business Network of British Colombia in Canada, Asian-African Chamber of Commerce & Industry and International Chamber of Commerce.

WZCC website has been completely revamped and a new vendor, Mr. Cyrus Bharucha of Pixel Inc. has been retained to maintain and upload all information on the website. Cyrus works closely with Social Media Committee members to update of social media platforms.

Information of various events as and when reported to the Secretariat were distributed and forwarded to be uploaded on the website and other social media links for all concerned to review and imbibe. Articles of events were also sent to various publications for the year.

All Chapters have started having physical seminars and events at their location. However many webinars and sessions were held by Zoom for global participation from all regions. These webinars have been very successful in creating hamazori and global participation. Details of all activities of the Chapters and Committees are reported by each entity in this report.

I wish All Chapters lots of success and look forward to a brighter future for WZCC!

Behroze Daruwalla
Director – Global Hon. Corp Secretary



SECTION 2

GLOBAL HONORARY TREASURER'S REPORT-2024

Global WZCC Compiled Consolidated Financial Statements 2024														
Statement of Activities	Global Treasurer	NY/NJ Chapter	Houston Chapter	Chicago Chapter	Southern CA Chapter	Central Florida Chapter	Toronto Chapter	Vancouver Chapter	India Region	London Chapter	ME- Dubai Chapter	Sydney Chapter	Iran Chapter	Total WZCC
Income														
Membership Dues		\$4,760	\$1,015	\$705					\$2,926		\$1,782	\$527		\$11,715
Dues from Chapters	\$1,190													1,190
Donations		15,000							79,499	1,941				96,440
Advertisements									6,294					6,294
Program Fees			722				347		22,516		5,681			29,266
Dividend and Interest Income		737							8,040					8,777
Other		130							181					311
Total Income	\$1,190	\$20,627	\$1,737	\$705	\$-	\$-	\$347	\$-	\$119,457	\$1,941	\$7,463	\$527	\$-	\$153,993
Expenses														
Dues to WZCC		1,190												1,190
Program Expenses		1,308	1,275	350			347		52,454	1,675	6,195			63,605
Advertisement Expenses		1,193	1,500											2,693
Meeting Expenses			345						38,776					39,121

Office Expenses		221						47	6,967					7,235
Other		72					158	224	5,166	38	645			6,303
Total Expenses	\$-	\$3,984	\$3,120	\$350	\$-	\$-	\$505	\$271	\$103,362	\$1,714	\$6,840	\$-	\$-	\$120,146
Statement of Financial Position														
Bank Balances & Other Funds														
Opening as of January 1, 2024	\$13,996	\$18,973	\$30,197	\$5,962	\$2,007	\$20,371	\$1,832	\$2,430	\$188,832	\$2,722	\$7,892	\$1,953	\$1,829	\$298,996
Closing as of December 31, 2024	\$15,186	\$35,616	\$28,814	\$6,317	\$2,007	\$20,371	\$1,674	\$2,159	\$204,927	\$2,949	\$8,514	\$2,480	\$1,829	\$332,843
Increase/(Decrease)	\$1,190	\$16,643	\$(1,383)	\$355	\$-	\$-	\$(158)	\$(271)	\$16,095	\$227	\$623	\$527	\$-	\$33,847

See attached Notes to the Compiled Consolidated Financial Statements
Notes to the 2024 Global WZCC Compiled Consolidated Financial Statements



SECTION 2

GLOBAL HONORARY TREASURER'S REPORT-2024

Notes to the 2024 Global WZCC Compiled Consolidated Financial Statements

1. Global WZCC 2024 Consolidated Financial Highlights – Income US\$ 153,993; Expenses US\$ 120,146; Excess of income over expenses (i.e., profit) US\$ 33,847. Main contributors are: (i) New York Chapter, and (ii) India Region.
2. The Global Treasurer in the U.S. maintains the global WZCC accounts by compiling the financial statements for WZCC global entities based on the financial information received from individual chapters or regions.
3. The amounts presented in the compiled financial statements are in USD.
4. The India Region includes the consolidated accounts of the Mumbai, Pune and Bangalore Chapters.
5. The annual financial statements for all WZCC entities are typically presented for the period from January 1 through November 30, except for India Region which are for the period from April 1 through March 31.
6. WZCC Dues – Thank you to the global Chapters and Regions who have paid 10% of their membership fees to WZCC Global and a reminder to others to pay their WZCC dues.

Ratan Mistry
Global Treasurer



SECTION 3

PRESIDENT INDIA REGION REPORT – 2024

It gives me great pleasure in presenting the India Region report for the WZCC Global Annual General meeting to be held by zoom on January 18, 2025

In our 23th year of existence, WZCC India Region has come a long way. WZCC India Region initially started with networking, lectures, meet and greet which of course included good foodbut today WZCC India Region can boast of completing the full circle of providing not only just commercial/professional expertise but social, educational and hard core financial assistance. WZCC India Region can boast of various initiatives which started in India and then spread across the globe thanks to dynamic Global Presidents and members of various global regions working in sync globally.

As I reflect on my journey as the “first lady President” of any region of WZCC... I am reminded of the words of Rumi”Respond to every call that excites your spiritand you are sure to succeed”and that is exactly what I have done for the past three years.

We all can confidently say nowthat WZCC have arrived and WZCC India has become a household name and a force to be reckon with.

It is with these thoughts in mind that I took over as President of the India Region - three years agobecause according to me success is not final ;..... And failure is not fatal.....but....it is the courage that you exude along the journey that counts.

This philosophy has motivated the India Region Board Directors of WZCC to become super active in providing not only commercial and professional expertise; but also social, educational and hard core financial assistance.

For the past three years of my tenure as President, India Region, WZCC has responded to the call of progress, innovation and unity; striving to elevate new opportunities with enthusiasm and dedication. This shared journey has been a testament of our collective spirit and unwavering commitment to excellence. It is often said that “...the best way to predict the future ...is to create itand.... Opportunities don't happen;...you often have to create them also!”

Our entrepreneurial spirit and dedication have driven numerous initiatives that have not only benefitted our local members but have also set a benchmark for excellence within the global organization.

India region has hosted groundbreaking events, fostered invaluable networks, and provided platform for knowledge exchange that have empowered our members to thrive in an increasingly competitive global market.

India Region has been instrumental in spearheading projects that emphasize sustainable development, technological advancements and inclusive growth. Our efforts in promoting young entrepreneurs and supporting startups have infused fresh energy into WZCC, ensuring that our community remains vibrant and forward-looking.

Moreover our India Region's unwavering commitment to professional development and mentorship has helped nurture the next generation of leaders within our community. Through workshops, seminars, webinars and collaborative ventures, we have equipped our members with the skills and insights needed to navigate and excel in the ever evolving business landscape.

Three years ago we started the social and media initiatives which are picking up very well -thanks to Capt. Percy Master; our dynamic Global President and members of various global regions, including India..... We now have a well-designed and vibrant newsletter and website.

India region has three active chapters and we are still trying to expand to other Chapters like Hyderabad, Delhi and Ahmedabad. We are in talks with candidates who are showing interest in igniting and starting new chapters in these cities and hope to visit these cities soon.

Each Chapter and sub-committee has provided a brief outline of their activities in this report . However here are some general observations that I want to place before you as President of India Region up to September 2024. The baton of presidency of India Region has now been handed over to a very capable next gen member Mr. Zerick Dastur.

As mentioned earlier WZCC is no more just an organization who brought in eminent speakers so that we could promote their achievements, get motivated and network. Today, WZCC India region is turning into a force to be reckon with slowly and steadily . India Region has always been very active and we endeavour to find ways and means to truly focus on the - women, youth and even our next generation.... We have started being proactive with youngsters, as young as 12-18 years old and we do not charge any fees...they just have to fill out a form and provide us with contact details and they will get all the information to participate in all our programs.

From 18 to 21 we charge only Rs.1000/- and after 21 years that youth can decide whether he/she wants to become a life member or remain an annual member.

WZCC India Region has become very active on Social Media since Youth seem to rely on these day and last year our website was revamped completely.

WZCC has launched newsletter and webinars on spotlight both are doing a brilliant job of uplifting the image of WZCC to the next level.

Another focus has been to enhance a "Business Advisory Committee". Members of this committee promote and mentor WZCC members by providing start-up funding up to Rs.25 lakhs which are interest free. The seniors also assist and guide them with their business plans and balance sheet. Our seasoned committee members ask them strategic questions which makes them think differently and strategically. So far we have funded 19 applicants who are being mentored by BAC committee and are doing very well.

We have provided these funds to entrepreneurs and professionals in various fields and industries including manufacturing units, laser dyes, lab grown diamonds, shipping containers, accounting, pizza outlets, cloud kitchen, custom furniture, hydroponic farming, hospitality industry etc. I am happy to report that all our candidates are doing well and prospering.

For years WZCC has been conducting and encouraging the youth. WZCC India regularly takes part in the holiday program for the youth organised by Bombay Parsi Panchayat in Mumbai along with other programs in other cities. WZCC spends a whole day holding talks and competition with the youth and is available to any organisation who requests that WZCC provide information on professions and entrepreneurship. WZCC India always tries to improve and evolve. Our two committees – WZCC Legal Committee and WZCC Compliance Committees are doing very well. Issues related to government entities like Charity Commission's office and Income Tax are being handled efficiently and on time.

WZCC Legal Committee comprises of eminent lawyers from our community who provide information and hold informative functions. They are doing yeomen services to the community legal fraternity.

The other committee that we had established for India - "Compliance Committee" is also on track. In this fast moving times with rules and regulations amending and changing rapidly, we decided to ensure that WZCC India gets into this groove and does not fall through any cracks especially with government entities. The government these days comes down very hard especially on NGOs, Charitable Organisations and Chambers of Commerce and it is imperative that we ensure that our Zarathushti ethics are not questioned in any way. This committee has two Accountants, two Lawyers, a Company Secretary, India Treasurer and President of India and CEO. Other members who head various charitable Trusts and Foundations also guide and complement the compliance work.

WZCC India Region does not only focus on entrepreneurs and ignore professionals. WZCC believes in providing knowledge and information to all and one of our subcommittees holds regular webinars to educate young next-gen on how to apply to various global universities, and guides young members on the requirements to study abroad and upgrading their skills.

In fact these days our committee members are even reaching out to students and members in Iran to provide them with guidance on their professions and entrepreneurship.

All these committees have highly qualified and skilled members and faculty of global universities and multinational companies. They are seniors who are willing to step forward to guide and mentor our community members.

Similar work is done for the Ladies Wing of WZCC known as "WE" which stands for "Women Entrepreneurs" and we constantly provide empowerment to our young ladies to upgrade and uplift themselves and today WZCC India can boast of many success stories where ladies have succeeded in turning their hobbies into businesses and have become full fledged entrepreneurs. The Ladies Wing objective is to make women financially independent so that they can create their own path in life and career.

WZCC's mission is to give opportunities and encourage the next-gen so that they can learn from experiences of well-established entrepreneurs and professionals. WZCC India is a Region that is willing and able to promote and enrich the members. Franklyalone... I could have done very littlebut together we have done and achieved a lot . Our achievements and success is a culmination of our combined efforts. I therefore want to place on record my sincere thanks to all the committee members and colleagues of India Region for helping me build a foundation that will continue to support and uplift our members for years to come.

I also want to take this opportunity to thank all our board members and volunteers as, all the above and more to come activities would not have been possible without the dedication of all the committee members of International BOD, India Region BOD, Chapter Committee members , Sub Committee members and all volunteers who work diligently for WZCC India Region. I sincerely thank them all for stepping forward to work selflessly for WZCC. I also want to thank the central office staff especially our CEO Mr. Aspi Antia who is ever willing to step forward to help and assist in all ways. I want to thank all.... Not for the hours they put into their workbut the work they have put those hours !

Behroze Daruwalla
President – India Region



WORLD ZARATHUSHTI CHAMBER OF COMMERCE

(WZCC)

MESSAGE FROM CEO

I have been associated with World Zarathushti Chamber of Commerce for over thirteen years. It is indeed a pleasure for me to recapitulate the scenario.

WZCC has completed 24 years of its fruitful existence. Members have certainly reaped benefits extended by WZCC in one form or the other. Chapters across the World have been organizing innumerable events/activities which are interesting and rich in substance. There is, therefore, no denying the fact that WZCC has done a splendid job. At this point of time we cannot forget the invaluable contribution put forth by our founding fathers who with their vision established this Chamber which has given benefits to its Members and our Community at large. Events are being held physically as well as through Zoom which are of benefit to our worthy Members and Guests. The subjects covered are topical and the attendance is also encouraging.

The International Board together with the Regional Boards as well as the Central Administrative office (CAO), perceived a new outlook with new vigor, the subjects covered witnessed a much broader spectrum.

All the crucial wings of WZCC, viz., "WE" Wing, Youth Wing, Business Advisory Committee and ZEDF have remained active and have given more than enough support and encouragement to women, youth as well as promising Entrepreneurs and Professionals. These efforts have been appreciated by all concerned.

The Central Administrative Office (CAO) is continuously engaged in performing management & support services for WZCC Chapters across the Globe. The entire spectrum of all Administrative activities is centrally handled by this office with the help of skeleton staff. I have no hesitation in appreciating their efforts. I also thank veterans of WZCC like Mr. Pheroze Kharas, Mr. Adi Sigantoria and Ms. Behroze Daruwalla, for their regular guidance and advice.

Over the years, the financial support was taken care of by none other than our benevolent, Global President Emeritus, Mr Minoo R. Shroff who beside contributing personally, regularly managed donations during his tenure. It is a pity that he is no more when extraordinary individuals like him are not only rare but are no more existing when their presence is so crucial.

An Organization like WZCC require selfless and devoted individuals who are committed to doing service to our Community through their rich experience and guidance without expecting any returns, monetary or otherwise. This attitude alone can bring more

effective and successful results. Therefore, acting as a Volunteer can change the lives of the beneficiaries which will ultimately improve the economic well-being of the Community at large. Time has come when humanity in general has to understand and replicate these basic principles of life.

I take this opportunity of wishing WZCC more and more successful years and thank all Individuals and Organization for their support and wish everyone a much more brighter New Year.

ASPI ANTIA
CHIEF EXECUTIVE OFFICER



SECTION 3

ANNUAL REPORT– BANGALORE CHAPTER –2023-2024

The Bangalore Chapter curated several events throughout 2023-2024 that aligned closely with the WZCC mission and mandate. These events showcased the outstanding work of our entrepreneurs, fostered a strong sense of professional community, provided expert mentoring and support to new businesses, and promoted the growth of our foodpreneurs. Our goal has always been to maximise benefits for all our entrepreneurs and members through these initiatives. We continued with the established format of initiatives developed by the committee, including The Expert Series Talks, Social Media Marketing Series, and Connect Over Coffee. This year, one of our main challenges was balancing our busy professional lives with the need to keep our chapter's momentum strong. Despite this, we came together to ensure quality engagement for our professionals and mentors, time and again.

1. Social Media Marketing Session with Anaheez Patel and Zarin Amrolia - Session 2 Case Studies

Date: November 2023

Attendance: 10

Our second session on navigating towards a successful social media platform was expertly carried out by Anaheez Patel and Zarin Amrolia and moderated by Sanaya Patell. The Bangalore Chapter selected a couple of two Zarthushti businesses at varying levels of growth to be case studies. The session carried out a deep dive on each of these businesses to identify and structure improvements to enhance social media presence. This session blossomed into a beneficial mentorship program.

**Social Media Marketing
Business Case Studies
Session 2**

Zarin Amrolia
DGM Corporate
Communications
Shapoorji Pallonji

Anaheez Patel
Senior Manager
Business Development | C&C Talent
Nutrition Coach & Content Creator
Founder - India Nutrition project

NOV 20TH | 8PM
ZOOM ID - 857 5540 3139
Password - 017492

A WZCC BANGALORE CHAPTER NETWORKING INITIATIVE

2. Expert Lecture Series - A WZCC Bangalore Initiative

Date: January 2024

Attendance: >50

“Cyrus the Great: Father of the Great Iranian Nation” - Dr. Rashna Writer

Dr. Rashna Writer kicked off January 2024 with an enthralling presentation titled "Cyrus the Great: Father of the Great Iranian Nation." Through her meticulous research and insightful analysis, Dr. Writer captured the audience's attention, delving into every aspect of Cyrus the Great's life and significance. Particularly noteworthy was her emphasis on the enduring relevance of Cyrus's principles of human rights in today's world. His commitment to tolerance and multiculturalism remains as pertinent now as it was in ancient times. Dr. Writer's expertise in political science enriched the discussion, offering fresh perspectives on Cyrus's role in shaping Iranian history and his lasting influence on global values.

The presentation took place at the sophisticated Lady Jehangir Kothari Hall, where attendees were treated to delightful refreshments curated by our talented Zoroastrian 'Foodpreneurs.' Among them were Parsi Kitchen Bites, Patisserie Nitash, Kashmira Patrawala's Kitchen, and Gallianoz Chocolates. As participants indulged in Parsi Chai, pora pau, and sev, a lively and stimulating exchange of ideas ensued, adding another layer of enjoyment to the event. The session was conducted by our Chapter Chair, Mr. Cyrus Bharucha, Ms. Dilshad Jalnawala (Treasurer) and Dr. Sanaya Patell (Hon. Secretary).



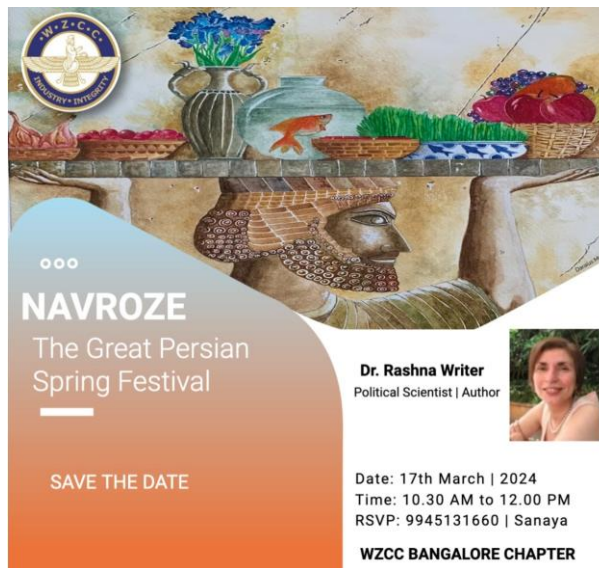
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3. **Expert Lecture Series “Navroze - The Great Persian Spring Festival” - Dr. Rashna Writer**
Date: March 2024
Attendance: >30

To celebrate Navroze and the arrival of spring, we were privileged to have Dr. Rashna Writer present another expert topic: "Navroze, the Great Persian Spring Festival." Dr. Writer's presentation was not only fascinating but also insightful, as she skillfully distinguished between fact and fiction surrounding this celebrated festival. In today's world, where humanity, fairness, and common sense hold paramount importance, separating truth from myth becomes increasingly crucial. A notable revelation for the audience was the acknowledgment that Jamsheed the Great was

indeed a fictional character, shedding new light on Navroze's historical context. Overall, the presentation proved to be incredibly engaging and thought-provoking. Our 'Teenpreneur' Ms. Umyra Divecha conducted the session with great enthusiasm.



This time, our event found a generous host in Mr. Cyrus Nariman, Partner - Kalyaniwala and Mistry, Bangalore, who provided us with the elegant setting of their breezy terrace. Overlooking canopies of rain trees and Ulsoor Lake, the venue offered a refreshing escape from the mid-March heat. Attendees had the pleasure of cooling off with a variety of delightful treats, including Falooda and chutney sandwiches, among others, adding to the overall enjoyment of the occasion. Special thanks to Mrs. Meher Nariman whose coordinating efforts did not go unnoticed.

Our Zoro Youth left the event with a deeper understanding and appreciation of their rich cultural heritage. Through engaging presentations and discussions, they gained valuable insights into the history, traditions, and significance of their Zoroastrian identity. These experiences will undoubtedly inspire them to carry forward their heritage with pride and continue to explore and uphold their cultural legacy in the future.



NOWRUZ
PIRUZ!

What's Next for the Bangalore Chapter with Dr. Rashna Writer

The feedback on Dr. Writer's lectures has been overwhelmingly positive, prompting us to explore the possibility of curating mini courses with her across various fields of her expertise. However, while we work on launching our next initiative, I invite you to take a look at the fantastic audio book created by Dr. Rashna and her husband, Mr. Roger Ryder. This captivating audiobook is readily available for download via the provided link. It comes highly recommended and is a must-listen for anyone interested in expanding their knowledge and enriching their understanding.

[The Story of the Zoroastrians - An Historical Perspective](#) **DOWNLOAD**
DR. WRITER'S FABULOUS BOOK 

About Dr. Rashna Writer:

Rashna Writer is a political scientist. She commenced her career as a Research Associate at the International Institute for Strategic Studies, London; went on to become a Contributing Editor of the Defense & Foreign Affairs Handbook; Defense & Foreign Affairs Strategic Policy. Subsequently, she was Head of Global Risks for a strategic risk consultancy in the UK, where she specialized in advising Lloyds of London syndicates specialty insurance underwriters on war, political and terrorism risks. She was a senior advisor to some European companies. She occasionally contributed on CNBC, Bloomberg and Reuters television on strategic risk issues.

Rashna pursued a parallel career in academia. She is the author of Contemporary Zoroastrians: An Unstructured Nation (1994); co-author, with Shahrokh Shahrokh of The Memoirs of Keikhosrow Shahrokh (1994), and author of The Reshaping of Iran from Zoroastrian to Muslim (2013), and the audio book The Story of the Zoroastrians: An Historical Perspective (2021). She has lectured on ancient Iranian history at Birbeck College (London) and Richmond College (London); was a Research Assistant at Manchester University where she undertook work on the Zoroastrian community in the United Kingdom. Between 2008 and 2019, she was Senior Teaching Fellow in the Department of Study of Religions, School of Oriental and African Studies (SOAS), London University, where she lectured on Zoroastrianism in Ancient and Modern Worlds. She has participated at international conferences and lectured in the UK, USA and the Indian sub-continent on Iranian history. Among her awards were a Commonwealth Scholarship (1973), and a Fellowship of the British Institute of Persian Studies (1988/89). She was a member of the National Employment Panel: 2006-2007, commissioned by Britain's then Chancellor of the Exchequer, Gordon Brown, before his elevation to the office of Prime Minister. Rashna Writer holds a doctorate from the London School of Economics in International Relations.

4. Expert Series Talk with Hormazd Doctor and Praveen Vishwanath
"Navigating the Skies"

Date: June 2024

Attendance: >30

We kicked off June with an intriguing lecture titled "Navigating the Skies" presented by Hormazd Doctor, an industry expert with nearly five years of experience in the drone industry. Hormazd, who is passionate about maintaining the highest quality control standards, plays a key role in ensuring the quality and performance of Aereo's drone products. We also welcomed Praveen Vishwanath, a dynamic speaker whose diverse experiences and skills allow him to connect with a wide audience, offering valuable insights and inspiring innovation. The session was well-attended and provided our listeners with valuable insights into an emerging field. The session was expertly moderated by Tushna Sigamporia.

About Hormazd Doctor

Hormazd Doctor is an industry expert with nearly half a decade of experience in the drone industry. With a passion for upholding the highest QC benchmarks, he is instrumental in ensuring the quality and performance of Aereo's drone products. Hormazd Doctor holds a Bachelors of Engineering degree in Electronics and Communication. He began his journey in the drone sector as a field operator. He worked on configuring, testing, and assembling electronic systems for hybrid and quadcopter drones. He also controlled the Ground Control Station and managed project planning and execution. Presently, Hormazd oversees quality control inspections for batteries, motors, and various subsystems in compliance and concurrence with the standard operating procedures. He has led several testing initiatives and conducted a webinar titled "Proper Usage and Maintenance of Lithium Batteries". In the webinar, he shared valuable insights and best practices for maximising the lifespan and performance of lithium batteries. Aereo, formerly known as Aarav Unmanned Systems, was founded in 2013 by Vipul Singh and Suhas Banshiwala in the research labs of IIT Kanpur. Aereo is India's leading end-to-end drone solutions provider. It is revolutionising multiple sectors through survey-grade PPK drones and an AI-powered cloud platform. Aereo's drone solutions impact major industrial sectors like mining, urban & rural development, and large-scale construction.

About Praveen Vishwanath

Multifaceted Expertise: With a robust background in product management, business development, and career up-skilling consultancy, Praveen brings a wealth of knowledge to the table. His experience spans across various industries, providing insights into effective strategies and innovative solutions **Technical Proficiency:** Praveen is well-versed in a range of technical skills, including advanced proficiency in Microsoft Office, SolidWorks Fusion360, MATLAB, C++, and Python programming. His ability to leverage these tools has been instrumental in driving project success and efficiency. **Educational Foundation:** Praveen's educational journey includes an Engineering degree and a solid pre-university academic foundation.

5. Offsite Sports and Networking Event

In July, we had planned a fun sports and team-building event with athlete and sportsman Parzan Nariman. Unfortunately, the event couldn't take place due to weather conditions and venue restrictions. We will be taking this event up at a later date.

6. Annual Members Networking Night

Date: August 2024

Attendance: >40

On August 31st, our chapter came together for the Annual Members Networking Night. This event served as a great opportunity to update everyone on the activities of the Bangalore Chapter. The evening began with an inspiring welcome from our

Chapter Chair, Cyrus Jal Bharucha, followed by the Treasurer's report on the chapter's finances, delivered by Dilshad Jalnawalla. Dr. Sanaya Patell, our Secretary, then provided a detailed account of the year's successful events and upcoming plans for 2024-2025.

Our Joint Secretary, Shernaz Sigantoria, delivered an energizing talk, emphasizing the importance of marketing and business growth for all our entrepreneurs and to always push towards new areas of pursuits.

Once the chapter updates were complete, we shifted focus to a couple of interactive games designed to spark entrepreneurial thinking. Sheriyar Unwalla led two engaging challenges, encouraging participants to work in teams and think critically, with lessons that could easily be applied to business building and management.

We also had an insightful session on Dronepreneurship, led by Hormazd Doctor and his colleague Praveen Vishwanath, which explored the business opportunities in the drone industry, from agriculture to security. Shernaz Sigantoria further shared a valuable session on "Drop Shipping" as a strategy for business expansion, using Diana Bharucha's Kinder Trust as a case study.

These sessions provided fresh insights that entrepreneurs could immediately apply to their ventures.

As always, our events provided a platform for our foodpreneurs to shine. Dilshad Jalnawalla served a delicious spread featuring authentic Curry Chawal & Kachumber, along with pasta bakes. Sanaya Patell contributed a fresh salad with tasty butter parsley garlic bread, while Patisserie Nitash ended the meal with a rich chocolate mousse. On the drinks side, we enjoyed Kashmiri Patrawala's Parsi chai and Avesta Nordic's GojiMax, a natural, diabetic-friendly hydration drink stress management.

We always strive to ensure that every entrepreneur has a chance to participate and showcase their talents at all our events!



**Members
Night 2024**

7. THE WZCC WINTER BAZAAR 2024

A Grand Success!

The WZCC Bangalore Chapter's **Winter Bazaar 2024** proved to be a spectacular event, exceeding all expectations and cementing itself as the highlight of the year. With a **footfall of over 500 people**, the event was a bustling hub of activity, brimming with energy and excitement.

A major attraction was the much-anticipated **Bombay Corner**, featuring **Parsi Dairy Farm, Ratan Tata Institute (RTI)**, and **Women's India Trust (WIT)**. This unique section was a runaway success, drawing in crowds eager to experience its iconic offerings.

The Bazaar featured **over 35 vendors**, showcasing a wide range of **Food, Lifestyle, and Artisan products**. From delectable treats by foodpreneurs to curated lifestyle goods, there was something for everyone. Impressively, all our food vendors sold out completely, a testament to the quality and appeal of their offerings.

This year's event also held special significance, as it supported **social initiatives and NGOs**, with sponsorships covering table costs for participants who are dedicated to empowering **women's cooperatives** and **farmers' groups**.

The event was made possible thanks to the tireless efforts of our volunteers, sponsors, and the community. Your support—be it sharing creatives, spreading the word, or lending a hand on event day—was invaluable.

The **Winter Bazaar 2024** was not just a marketplace; it was a vibrant community celebration, promoting entrepreneurship, fostering connections, and celebrating the entrepreneurial spirit of our members.

Here's to continuing this tradition of excellence and creating more impactful events in the future!

On Behalf of the WZCC Bangalore Chapter Dr.
Sanaya Patell (Hon. Secretary)

wzccbangalore@gmail.com

INVITING ALL
BANGALOREANS



THE WINTER BAZAAR

PARSI DELIGHTS AND SO MUCH MORE

NOVEMBER **16** 2024

3 PM TO 9 PM

LADY JEHANGIR KOTHARI MEMORIAL HALL
QUEENS ROAD CORNER

VALET PARKING AVAILABLE



On behalf of
WZCC Bangalore Chapter
Dr. Sanaya Patell (Hon. Secretary)



PARSI DAIRY FARM
SIR RATAN TATA INSTITUTE (RTI)
WOMEN'S INDIA TRUST (WIT)
SHIRAZ ART CAFE
PURE BY PARI
FLAMES OF THE FOREST
THE NEST
LINGUAL PARK
ARTIST GAUTAM BANSAL
WHILE THE CUCKOO SANG
THE GREEN POCKET
USHTATÉ JEWELLERY
SAVING GRAINS
DELISH BY PARI
PARSI PLATTER
INDIA HEMP & CO
BMD GOURMET
DIANA BILLIMORIA'S TREATS
HER-SHWE'S
MIXALICIOUS
BLOCK YOUR PRINT
SAFAR KI DUKAAN

THE WINTER BAZAAR

RUSTYGRILZ
FAMEZ ICE CREAM
INKLINGS
DAD'S HACK KOMBUCHA
MELCHIOR CHEESE
ANJU'S COLLECTION
ALIAZZO GEMS & JEWELLERY
AVESTA NORDIC
KINDER TRUST
PERIN'S POPCORN
QUENCHER'S BY TAS
PARSI KITCHEN BITES
KASHMIRA'S PARSİ CHOİ
DILSHAD'S PARSİ KITCHEN
WZCC DHANSÄK STATION
CURLY SUE PORK
PATISSERIE NITASH
THE LITTLE BAKERY
TAVASHA JEWELLERY
ROYALBARK
NUTUREPAWS
DO MAARGI
KUSUM'S DELIGHT
MOKO



SECTION 3

ANNUAL REPORT – CHICAGO CHAPTER– 2024

CHAPTER:

COMMITTEE

<u>Designation</u>	<u>Name</u>	<u>First Term</u>	<u>Second Term</u>
Chapter Chair	Mani Rao		*
Vice Chapter Chair	Roshni Kharoliwala	*	
Hon. Secretary	Khursheed Icchaporia		*
Hon. Treasurer	Rohinton Rivetna		*
Committee Member	Jamshed Rivetna	*	
Committee Member	Adil Pooniwala	*	
Committee Member	Roshan Rivetna		*
Youth Director	Vispi Karkaria	*	
Committee Member	Jehangir Darukhanavala		*

MEMBERSHIP

Total No. of Members in good standing as on date 12

Patron

Vice-Patron

Individual Annual	11	Individual Life
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Student

Corporate Annual	1	Corporate Life
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EVENTS/Webinars HELD DURING THE YEAR
Attach as a separate document in PDF format.
Please use the following
format to list each event.

Name of Event/Webinars

Date held

Number of members who attended the event

Description of the event/Webinar (in not more than 200 words)

COMMENTS BY CHAPTER CHAIR

CHICAGO CHAPTER REPORT-2024

Event: **HAMAS-PATH-MAEDEM GHAMBAR**

DATE: March 16,2024

No. of members attended: 65

The HAMAS-PATH-MAEDEM GHAMBAR event was a blend of spirituality, culture, and community. The program began with Mobedyar Armita Dalal's Zoroastrian Gahanbar prayers, recited via Zoom, while Sohrab Felfeli demonstrated the accompanying rituals. Sohrab also explained the symbolism of the Ghambar. Dr. Paulina Niechcial, a professor at Jagiellonian University and University of Rochester, then presented an insightful talk on "The Zoroastrian End of Winter," enhanced with images of modern-day Zoroastrian rituals in Tehran. The event concluded with Mani Rao, Chair of WZCC-Chicago, discussing the mission of WZCC-global, the newly formed ZEDF fund, and acknowledging donors and chefs. Guests enjoyed a delicious lunch of Persian dishes prepared by volunteers and sampler boxes prepared by ZKitchen chefs, creating a warm, communal atmosphere. The event was a great success, leaving participants with full bellies and peaceful hearts, thanks to the efforts of the WZCC committee.

Webinar -- **UNLOCKING THE POWER OF GPT: a Type of Large Language**

DATE: June 22, 2024

No. of Attendees: 35

The topic was presented very succinctly, by our own Youth Director, Ervad Vispi Karkaria, a Ph.D. student at Northwestern University, specializing in developing machine learning algorithms; and very ably moderated by Tushad Driver, a technology leader, who also serves as Treasurer for our Zoroastrian Association of Metropolitan Chicago. The session was conducted very effectively and smoothly, and complex concepts were simplified, ensuring clarity for all attendees. Some key highlights from the presentation include ChatGPT's ability to understand and generate human-like text, facilitate personalized interactions, and enhance productivity through automation. ChatGPT has proven to be a transformative technology in numerous fields, exemplifying the cutting-edge capabilities of AI in natural language processing. Its versatility in customer service, education, and content creation are remarkable. It is clear that ChatGPT is paving the way for new possibilities in AI-driven applications. The presentation was an excellent overview of this leading-edge technology, and received enthusiastic feedback, with attendees expressing inspiration and optimism about the impact of ChatGPT. There were several requests, that WZCC-Chicago is considering, for a follow-up tutorial session/workshop with ChatGPT — that would especially benefit high-school kids pursuing a STEM career.

Webinar: **TAKING CHARGE OF YOUR BRAIN AND SPINE**

December 7, 2024

No. of Attendees: 33

Dr. Turel, a distinguished neurosurgeon, currently practices at Wockhardt Hospitals in South Mumbai and serves as an Assistant Honorary Professor at Grant Medical College and Sir JJ Group of Hospitals. He specializes in treating brain and spine conditions, adopting a balanced yet aggressive approach to neurosurgery. In addition, he's a professional columnist for the Jam-e Jamshed Newspaper as well as the Sunday Mid-Day newspapers.

In his engaging talk on brain and spine health, Dr. Turel focused on providing valuable information for the common man, especially the elderly. He offered practical tips for maintaining a healthy lifestyle and discussed critical red flags that should prompt individuals to seek medical attention. The topics covered included stroke, dementia, Parkinson's disease, tumors, as well as common neck and back pain. Throughout his talk, Dr. Turel shared real patient stories that were both emotional and educational, bringing a mix of humor and compassion into the discussion.

Dr. Turel did an exceptional job of simplifying complex medical concepts, making them accessible and understandable for everyone. His ability to break down intricate topics in layman's terms, while keeping the audience engaged, made the session both informative and entertaining. His storytelling, blending medical expertise with real-life experiences, ensured that the talk was not only educational but also deeply relatable.

COMMENTS BY CHAPTER CHAIR:

The vision of the WZCC - Chicago educational initiatives is to cultivate a thriving community where businesses and individual community members are exposed to dynamic learning sessions that empower both businesses and individuals, driving economic prosperity. Our goal is to introduce modern technologies like Artificial Intelligence (AI), Internet of Things (IoT), Cybersecurity, etc., and provide practical use cases and examples of how these technologies can be incorporated into everyday life.

Additionally, we are committed to advancing our Zkitchen project and making it more practical and effective for our Zkitchen entrepreneurs.

Our aim is to support and develop a vibrant, entrepreneurial and professional ecosystem that offers guidance and resources for members to grow their skills and achieve their goals.

Whether someone is just starting out or seeking to take their career or business to the next level, we are here to support them every step of the way.

Finally, I would like to express my sincere gratitude to each member of our committee for their unwavering dedication, hard work, and collaborative spirit throughout the year. Their commitment to the mission and vision of WZCC is invaluable.

In closing, I am pleased to announce that we have received a generous Endowment Fund for the '**Hamaspath Maidem Gahambar**', a festival that embodies the concept of the middle path. This festival represents moderation, encouraging participants to lead healthy, joyful, and prosperous lives.

We are deeply grateful to the anonymous donor for their support, which will significantly enhance our community's efforts. This contribution will play a crucial role in advancing our collective mission, and we look forward to the positive impact it will bring.

Mani Rao

Chair

WZCC - Chicago Chapter

World Zarathushti Chamber of Commerce

Building the Spirit of Entrepreneurship



SECTION 3

ANNUAL REPORT – FLORIDA CHAPTER– 2024

Report Not Received



SECTION 3

Annual Report – Houston Chapter 2024

The WZCC – Houston Chapter had another successful year in which we held three successful events, plus a fourth all-day event that will be held prior to the start of the North American Zoroastrian Congress at the end of the year. The distinguished speakers for the three seminars were carefully chosen for their expertise in various topics that help our members in their professional, business, or personal lives. Each event was well attended and we received positive feedback from our members about the value provided by the seminars. A summary of the events held in 2024 is as follows:

IRAs and 401(k)s – Strategies and Opportunities for 2024, by Farokh Billimoria

Farokh Billimoria has 40 years of experience in retirement planning and personal finance, and he provided valuable strategies for growing wealth. He discussed benefits of Roth IRAs, the pitfalls to avoid when inheriting IRAs, donating funds from IRAs to qualified charities, strategies related to taking the required minimum distributions from your retirement accounts, and watch points for traditional IRAs and 401(k)s. This seminar was heavily attended and was followed by a robust Q&A session.

“Practical Applications of Today’s Artificial Intelligence in Business”, by Farzad Sunavala

A highly informative session on Artificial Intelligence (AI) tools in Business” was presented by Farzad Sunavala. Farzad is a Senior Product Manager at Microsoft, where he has an instrumental role in leading the product design and execution of Search and AI capabilities in Microsoft Azure. Farzad presented how AI will impact all business fields and our everyday personal lives, and he was passionate about empowering individuals and organizations in creating cutting-edge experiences that revolutionize the way we interact with technology. He shared how studies are indicating that a return of \$3.50 is realized by companies for every \$1 that they invest in AI. He also demonstrated how AI technology usage is growing at an extremely fast pace. For instance, it took the internet 7 years to reach 100 million users, whereas it took 3 months for the AI application ChatGPT to be utilized by 100 million users. Farzad also discussed the negative aspects of AI and the need for caution. The participants of this meeting greatly enjoyed the learnings from this enlightening session.

“The Avestagenome Project”, by Dr. Viloo Morawala Patell

Dr. Viloo Patel, the Founder & Chairperson of Avesthagen Ltd & AGENOME LLC, USA conducted an insightful session on genetic testing being conducted by her organization. Dr. Patell is an innovator and entrepreneur involved in international biotechnology development, and academic and corporate leadership resulting in global networks and alliances. She is also the recipient of many national and international awards including the French National Order “L’officier du Merit” and the “Karmaveer

Puraskar" Award.

Avesthagen Ltd. is a life science company, strategically positioned at the convergence of food, pharma, and population genetics. The company's flagship initiative, The Avestagenome Project, delves into the molecular underpinnings of longevity and disease prevalence within communities, particularly focusing on the Zoroastrian population. The project aims to decipher the genetic basis of increased disease susceptibility such as Cancers, Parkinson's, Alzheimer's etc. and it possesses a unique biobank of 4,700 Zoroastrians with a goal to increase this to 10,000. The vast databank would enable predictive diagnostics, and preventive and precision therapies.

WZCC-Houston Pre-Congress Day Trip

The Houston Chapter of WZCC is hosting a Pre-Congress Day Trip to the Port of Houston and the Museum of Fine Arts, Houston (MFAH). The Port of Houston is the 10th busiest port in the world and the registrants will enjoy a 90-minute educational boat ride with live commentary on the maritime activities of the Houston Ship Channel. The Port visit will be followed by lunch and a visit to the MFAH which is showcasing Zoroastrianism as part of its special exhibit "Living with the Gods", covering major World religions. It also has a room dedicated to Zoroastrian Legacy with artifacts provided by ZAH-Library and FIRES. Approximately 100 individuals will be attending this informative and enlightening Day Trip.

In accordance with the mission of the WZCC, we intend to continue to offer informational programs in 2025 that are of practical use to our members. We wish our WZCC family a happy, healthy and prosperous 2025.

**Best Regards,
WZCC – Houston Chapter Executive Committee**

Mission: "WZCC-Houston helps members succeed as entrepreneurs and professionals through career enhancement, better financial management, and enrichment of their personal lives."



SECTION 3

ANNUAL REPORT – DUBAI CHAPTER – 2024

Committee: Meher Bhesania, Reg.

Director since Jan. 2019

<u>Designation</u>	<u>Name</u>	<u>First Term</u>	<u>Second Term</u>
Chapter Chair	Firdaus B Irani	First term over in 2018	Second Term over in 2021 but will continue another Term from 2022 to 2024
Vice Chapter Chair			
Hon. Secretary			
Hon. Treasurer			
Committee Member	Ferzin Irani	Jan 2020	
Committee Member	Meher Gheewala	Jan 2023	

MEMBERSHIP:

Corporate = Nil

Individual = 27

Firdaus B. Irani
Chapter Chair - Dubai



SECTION 3

ANNUAL REPORT – MUMBAI CHAPTER – 2024

COMMITTEE

<u>Designation</u>	<u>Name</u>	<u>First Term</u>	<u>Second Term</u>
Chapter Chair	Xerxes Dastur	1st	
Vice Chapter Chair	Jamshed Mistry	1st	
Hon. Secretary	Percis Dubash	1st	
Hon. Treasurer	Veera Mundroina	1st	
Committee Member	Jasmine Dastur	1st	2nd
Committee Member	Tehemton Dalal	1st	2nd
Committee Member	Dinyar Marolia	1st	2nd
Committee Member	Rashna Sanjana	1st	2nd
Committee Member	Kershasp Carnac	1st	
Committee Member	Cyrus Shroff	1st	
Committee Member	Burges Wania	1st	

CHANGE OF COMMITTEE FROM SEPTEMBER 2024 ONWARDS

<u>Designation</u>	<u>Name</u>
Chairman	Daara Patel
Hon. Secretary	Burges Wania
Jt. Hon. Secretary	Merzi Daruwalla
Hon. Treasurer	Percy Kaikobad
Jt. Hon. Treasurer	Veera Mundroina
Committee Member	Pilloo Aga
Committee Member	Cyrus Shroffi
Committee Member	Kershasp Carnac
Youth representative	Rashna Jehani

MEMBERSHIP

Total No. of Members as on date

325

Patron

07

05

Vice -Patron

Individual Annual

37

244

Individual Life

Student

—

Corporate Annual

02

30

Corporate Life

**WZCC MUMBAI CHAPTER EVENTS HELD DURING THE YEAR
JANUARY 2024 TO DECEMBER 2024**

DATE : 16th March 2024

TOPIC : Understanding Stress and Coping with its Mechanism

PARTICIPANTS : 30

“WE” Women Entrepreneur, Ladies Wing of WZCC Mumbai Chapter conducted an exciting Event during the International Women’s Day 2024 on “Understanding Stress and Coping with its Mechanism” conducted by an eminent Critical Psychologist, Professor Ms. Zarin Sethna at Sir BJPC Institute, Fort, Mumbai. She is an Associate Professor and Head of the Department of Psychology, an Institution associated with the University of Mumbai. She guided the participants through the journey of self-growth. The entire presentation was intersperse with exciting games each of them gave important concept and kept the 30 participants interested and engaged throughout the program.

DATE : 21st May 2024

TOPIC : Holiday Youth Program (HPY)

On Tuesday, May 21, 2024 the Holiday Program for Youth was held at Alexander Girls’ English Institution at Fort, Mumbai. The WZCC Mumbai Chapter was represented by Mr. Merzi Daruwalla, Committee, who helped in conducting the workshop on Entrepreneurship / Professionalism along with Behroze Daruwalla, President, India Region, Aspi Antia, CEO-WZCC and Behnaaz Nanavati, the Youth Co-ordinator from Pune along with her volunteers. The winning team was presented with the rotating Trophy at the Valedictory Function.

DATE : 3rd August 2024

TOPIC : Unleashing the Power of Money

PARTICIPANTS : 50

Farhad Captain of Confiance Finvest, gave talk on “Unleashing the Power of Money “ at Bellisima Banquet Hall Mumbai. **Farhad** has over two decades of experience in financial services across Wealth Management and Private Banking. He is an MMS, Finance, from Somaiya Institute of Management Studies & Research and also a Certified Financial Planner (CFP) under the Financial Planning & Standards Board Ltd.

The 5 General Principles he gave are :-

1. Wealth Creation Formula = Sound Investment + Time + Patience
2. Ensure your money works as hard as you do to earn it
3. Keep an Emergency Corpus equivalent to at least six months expenses.
4. Generate a secondary source of income
5. Take Professional help if required.

He touched upon the Common Mistakes we all make viz :-

- a) Holding on to underperforming investments
- b) Spreading your money thinly over various investments does not contribute to overall portfolio returns.
- c) Not monitoring and reviewing the portfolio periodically with your financial advisor.

Other points discussed were on :

- Goal Based Planning
- SLR – Safety, Liquidity, Returns
- Timely review and monitoring
- Are your investments generating a secondary source of income?

The interactive presentations covered how all our members could “Unleash the power of money – our hard earned savings” & the questions came pouring out & were ably clarified by Mr. Farhad Captain and Mr. Manoj Gupta who is a Financial Trainer Entrepreneur & L&D Facilitator at HDFC Mutual Funds

The entire session sponsored by HDFC Mutual Funds, ended by all enjoying a light tasty dinner.



SECTION 3

ANNUAL REPORT – NEW YORK CHAPTER – 2024

The New York Chapter continued to welcome new members and organized inspiring events in 2024. We highlight our participants and activities

----- FABIAN, INSPIRED RUNNER

We are happy to introduce Fabian Katrak to the New York community. His story and passion for the upcoming TCS NYC Marathon are inspiring.

Fabian, originally from Mumbai, India, earned his Bachelor of Engineering from the University of Mumbai. He worked at Deloitte in Technology Consulting for 4 years before moving to the U.S. for an MBA at Yale. Post-graduation, he joined IBM in NYC and has been a Principal in Corporate Strategy for over 6 years, advising senior execs on strategic issues.

Fabian loves the outdoors and sports. He started distance running with the Mumbai half marathon in 2011 and has since completed 10 full marathons across 3 continents. He aims to become a "Six-Star Finisher," having completed 5 of the world's 6 major marathons.

On November 3rd, he ran the TCS NYC Marathon for the 5th consecutive year. New York is his favorite race due to its unique energy and unparalleled crowd support. Having run in major cities like London, Tokyo, Berlin, Chicago, etc. (all great races), New York is by far his favorite race! The atmosphere and crowd support is unparalleled, and it feels like the entire city has come out to support and cheer Fabian to the finish line at Central Park. One truly feels like an elite athlete! He recommends experiencing it, whether as a runner, volunteer, or spectator.

----- NAWAZ MERCHANT

Mother's Day, with the Women's Wing and New York

On May 11, a Global Webinar was conducted by WZCC-WE with several New York Chapter members highlighted. The event was, "A Balanced Approach for "Motherhood and Me-hood--can women really be true to both?" featuring Author Nawaz Merchant.

WZCC President Percy Master spoke enthusiastically on the treasured place of women, WZCC-WE Chair Katayun Kapadia gave a Welcome Message and Thanks,

WZCC-NY Member Zareen Mistry introduced Nawaz, and Natalie Gandhi, WZCC- NY Chair, conducted a Q&A discussion.

Nawaz shared her journey from writing as a hobby to becoming a full-time author (now delivering on her fifth book) after a successful corporate career. She emphasized the importance of empathy in her detective novels, reflecting her experiences as an immigrant and a mother.

She discussed the challenges of balancing motherhood and career, highlighting the need for spousal support and creative solutions such as communicating to develop a family's routines for cooking. Nawaz also shared her experience of caring for her ailing mother while preparing her sons for college.

Her advice to young women includes asking for what they want, not letting others hijack their time, and not giving away their authority. She shared a poem to illustrate her point, entitled "Let's cancel the word ALLOW".

----- **DR. VILLOO MORAWALA PATELL**

The B.D. Petit Parsee General Hospital North America Fundraiser was held on June 22, at our beautiful Dar-e-Meher in Suffern, New York and include an interesting talk by Dr. Villoo Morawala Patell.

It was titled, "The Avestagenome Project - Discovery, Innovation, and Wealth Creation From Ancient Genomes" and subtitled "Galloping Forward with Agenome LLC in the USA".

Avesthagen Ltd. is a life science company, strategically positioned at the convergence of food, pharma, and population genetics. The company's flagship initiative, The Avestagenome Project (AGENOME LLC, USA), delves into the molecular underpinnings of longevity and disease prevalence within endogamous communities, particularly focusing on the Zoroastrian-Parsi population.

The project aims to decipher the genetic basis of increased disease susceptibility such as cancers, Parkinson's, Alzheimer's etc. The project possesses a unique biobank of 4,700 Zoroastrian-Parsis with a goal to increase this to 10,000. The vast databank would enable predictive Liquid Biopsy diagnostics, Preventive and Precision therapies.

AGENOME LLC is looking for pre-IPO funding to accelerate commercialization of its diagnostics and next generation immunotherapy products to support healthy longevity.

Dr. Villoo Morawala Patell is Founder & Chairperson, Avesthagen Ltd & AGENOME LLC, USA. Dr. Patell is the recipient of many national and international awards including the French National Order "L'officier du Merit", the "Karmaveer Puraskar" Award and the WZCC Entrepreneurship Award among others.

New York members have also been assisting in organizing a Zarathushti Education

Network (ZEN)Spotlight event for September 22 for Villoo.

- **INDUSTRY LEADER, PARENDI BIRDIE**

Social Entrepreneurship: A Parsi's Journey Leading the Plant-Forward Food Industry, Engaging Zoroastrians in Creating a Brighter, Healthier Future

On September 14, industry leader Parendi Birdie shared her inspiring journey in building the sustainable food sector.

We were honored to have her business partner, the renowned chef Tom Lynch, who hails from Michelin-starred restaurants. Chef Lynch offered a tasting of their latest cutting-edge products before they hit store shelves, providing an exclusive preview of the future of food.

These innovative products are designed to elevate both taste and nutrition, including; Truffle Mushroom Meatballs, Bourbon Bacon Artichoke Pork Links, BBQ Braised Jackfruit Brisket, and Dhansak Meat-Veg Combo Kebabs. Parendi is kicking off her friends and family funding round and has extended this opportunity to the WZCC community.

Parendi earned a degree in biochemistry from the University of Kansas, with the goal of advancing the plant-forward food sector. She has helped build multiple companies from scratch, where she established and led various functions, including R&D, marketing, strategic partnerships, and product development. Parendi has helped close tens of millions of dollars in VC funding, secured partnerships, and led the R&D for the first commercially available cultivated meat cell lines. Parendi also managed her family's Montessori school to a successful acquisition by a private equity firm.

- **TOM LYNCH**

Her business partner and Co-Founder, Tom Lynch, has over 15 years of experience in cutting-edge R&D at Michelin- starred restaurants and alternative protein startups. With degrees in Culinary Arts from Le Cordon Bleu Culinary Academy and Food Science and Molecular and Cellular Biology from the University of Illinois, Tom began his career at the world- renowned Charlie Trotter's Restaurant, a 2 Michelin-starred restaurant that was named one of the top 50 restaurants globally.

Their vision is to provide the world with healthy, sustainable meat by combining animal and plant proteins for the massive untapped market of people who want to eat better, but don't want to give up meat.

- **MR. JAMSHEED BANAJI, M.B.A.**

We are looking forward to the WZCC-NY Fall

Quarterly Meeting. Speaker - Mr. Jamsheed Banaji,

M.B.A.

An Industry Leader's Journey to High

Performance Date and Time: October

6, 1.00 pm

Place: Arbab Rustam Guiv Dar-e-Mehr, Suffern, New York

Mr. Jamsheed Banaji M.B.A., will speak on "An Industry Leader's Journey to High Performance" Introduction: Mr. Edul Daver, WZCC President

Emeritus

Moderator: Ms. Nawaz Merchant, ZAGNY Vice President and Board Member Closing Thanks: Dr. Natalie R. Gandhi, WZCC-NY Chair

Jamsheed Banaji is a strategic and excellence-focused Business Executive with extensive pharmaceutical experience in leadership roles across various functions, therapeutic areas, and geographies. He has managed large-scale projects involving 100+ stakeholders, generating over \$1 billion in value. With 25+ years of global experience, he excels in governance, leadership, and fostering innovation.

Jamsheed has led teams of 25+ members in Medical Operations, Business Development, and Project Management across the USA, Europe, and India. He has deep insights into therapeutic areas like oncology, cardiovascular, and neuroscience. Known for exceeding expectations, he identifies growth opportunities and formulates strategies to capitalize on market trends.

He promotes collaboration and inclusion, driving team development and operational excellence. Jamsheed is proud to be a 2nd Generation Pfizerite, having worked on life-saving medicines like cancer drugs and Paxlovid. He currently supports clinical trial operations to bring new cancer therapies to market.

Moderator - Ms. Nawaz Merchant, ZAGNY Vice President and Board Member

Among many accomplishments Nawaz has expertise in Health Policy, with an MS from Jefferson University, School of Population Health. Nawaz also has three degrees in Economics and has worked in business analysis in the Pharmaceutical industry for two decades.

Her recent career development is as an author, with multiple awards. She is presently researching book five. Nawaz has appeared on NPR and written for Mystery Tribune, Mystery Scene Magazine, The History Reader, FEZANA Journal, Parsiana, and other publications. She teaches at the Rutgers University Osher Institute and is the New York chapter president at Mystery Writers of America.

A recording of Jamsheed inspirational journey is available on "WZCC Universe" on YouTube.

- **DINNER IN HONOR OF TCS NYC 2024 MARATHON RUNNERS**

As reported by Edul Daver in Jam-e-Jamshed and The Parsi Times, to recognize the NYC Marathon athletes the New York WZCC Chapter and ZAGNY hosted a dinner reception at

the New York Dar-e-Mehr on Friday, November 1.

It was gratifying to see our Zoroastrian community well represented at the TCS (Tata Consultancy Services) New York City Marathon on Sunday, November 3, 2024. Only four percent of those who applied for the NYC Marathon were accepted, so our community has done well.

The NYC Marathon is a grueling 26.219 miles, which all participants completed with flying colors, cheered on by Rustom Jesia and daughters Kaiomi and Khushnaaz, and Neville Navder Dusaj and parents Khursheed and Shailendra.

Athletes included Meher Chinoy Jesia (Mumbai); Firdaus Dotiwala (Florida); Fabian Katrak (New York); Noshir Lala (Mumbai); Arzan Singpurwalla (Mumbai).

Volunteers Niloufer and Edul Daver, Ervad Pervez Patel and daughter Avan Patel picked up the group from NYC and were lucky in Friday evening traffic to make it to Pomona by 6:00 pm. Upon arrival, guests toured the Dar-e-Mehr with their cameras constantly clicking, capturing as many pictures as they could of the spectacular building.

The group gathered in the Atash Kadeh (Prayer room) where Ervad Pervez Patel accompanied by Ervad Jamshed Dastur recited a Tandorosti.

After Prayers, the athletes were welcomed to the Main Hall for the dinner reception where they were greeted by about 50 ZAGNY members who were eager to meet them and hear their inspiring stories. Guests were invited to enjoy a delicious Italian dinner spread coordinated by Pam Shroff and Zarine and Sam Shroff.

ZAGNY President, Khursheed Navder, extended a warm welcome and presented a brief history of the Dar-e-Mehr and the tri-state Zoroastrian community to the guests. WZCC NY Chapter President, Natalie Gandhi, also extended a warm welcome and informed guests about the exciting NY Chapter activities.

With a round of applause for the athletes, Edul Daver (extreme left) invited Natalie and daughter Asha R. Gandhi to present a gift of appreciation to each of them while Nina Mistry wished the athletes good luck, looking forward to their return with even more Zoroastrian NYC Marathon participants next year!

Next, ZAGNY member, Jamshed Ghadiali, interested guests with some fun facts about the NYC Marathon and his experiences having run 13 NYC Marathons and six Long NYC Marathons. He also shared some tips for a successful run and invited Edul Daver to introduce the athletes.

Edul highlighted the special connection with the NYC Marathon which is sponsored by TCS and emphasized the importance of physical fitness and sports to develop character noting an interesting correlation between sportsmanship and an entrepreneurial outlook.

Edul called on the athletes to join him on stage while introducing each one of them (in alphabetical order by last name) to share their unique insight,

Firdaus Dotiwala: Previously a ZAGNY member, now residing in Florida, Firdaus was unfortunately unable to join that evening. This is Firdaus's 24th NYC Marathon and we hope we will have the opportunity to see him when he returns for his 25th run next year!
Noshir Lala: Noshir is from Mumbai and was CFO of Leo Burnett until he retired. Currently

he is engaged with UR CFO, which provides virtual outsourced CFO services. This will be Noshir's first NYC Marathon. He was drawn to running this marathon as the NYC Marathon is one of the premier global marathons. Next year he would like to run in another major marathon. His message is: We are a small community with a rich heritage and should stay cohesive and united wherever we might be in the world.

Arzan Singpurwalla: Arzan is from Mumbai and is Head of Partnerships, WhatsApp for Business, META. This will be Arzan's first NYC Marathon. He is here because he has heard about NY's great crowd support and amazing vibe. He has run the Berlin Marathon in 2015 and would like to run in another major marathon next year. His message is: All Parsi Bawas should wake up, lace up, and hit the road. Start running, it will change your life.

Fabian Katrak: Originally from Mumbai, Fabian has called NY home for the last seven years and is Principal, Corporate Strategy at IBM. This will be Fabian's fifth consecutive NYC Marathon. He runs because the joy and sense of accomplishment he experiences crossing the finish line is unmatched. In his words, the NYC Marathon is addictive. One experiences the best of the five boroughs and crowd support provides unparalleled energy. He plans to run again in the NYC Marathon next year. Fabian recommends every Zoroastrian experience the Marathon as an athlete, volunteer, or spectator. It truly is an exhilarating experience and inspires everyone to take up some form of physical activity to support a healthy lifestyle.

Meher Chinoy Jesia: Meher lives in Dadar Parsee Colony, Mumbai, and is a Partner at Union Press, Mumbai. This was Meher's first NYC Marathon and first full marathon. She plans to run another world major marathon next year. Her message to NY and the global diaspora is: Holistic health in Zoroastrianism advocates a balanced lifestyle for overall well-being. On a global scale, we Zoroastrians must work relentlessly to make sure we don't just survive but thrive. Our children will keep the ASHA shining bright.

It was, indeed, a unique and memorable event for all who attended.

- **JIVAHN MORADIAN, BRIGHT STARTUP STAR**

The New York Chapter is happy to welcome our newest member, Jivahn Moradian. He resides in NYC and does AI work for a French startup that operates in the cosmetics and haircare spaces. Jivahn helps to apply natural language processing to help firms in order to identify market trends from comments users provide for products. He also runs his own tutoring business as an entrepreneur. Edul and Natalie met with Jivahn and found him uplifting and exceptionally bright. He has a strong interest in getting involved with the chapter and working on activities.

- **YOUNG PROFESSIONALS PANEL AT THE TORONTO AGM**

The New York Chapter plans to take a tour bus of Young Professionals to the WZCC AGM in Toronto in the Spring of 2025.

The New York Chapter was pleased to nominate Nikita Surty for a Global Outstanding Young Zoroastrian Entrepreneur WZCC Annual Award.

Chair Natalie Gandhi assisted with Moderating Question and Answers in webinars from the Women's Wing of WZCC.



SECTION 3

ANNUAL REPORT – PUNE CHAPTER – 2024

<u>Designation</u>	<u>Name</u>	<u>First Term</u>	<u>Second Term</u>
Chapter Chair	TEHMASP BHARUCHA		YES
Vice Chapter Chair	PORUS DADACHANJI		YES
Hon. Secretary	FARROKH BHATHENA		YES
Hon. Treasurer	ARDAVIRAF SINOR		YES
Committee Member	YEZDI BATLIWALA		YES
Committee Member	GULNAR IRANI		YES
Committee Member	BENAZ NANAVATTI	YES	
Committee Member	BEZAN NANAVATTI	YES	

Total No. of Members as on date	106
Patron	NIL
Vice-Patron	NIL
Individual-Life	51
Individual-Annual	46
Corporate Life	5
Student	4

Report from January 2024 to December, 2024

At the beginning of the New Year 2024, WZCC Pune hosted the WZCC Global Conclave and AGM from 4th January, 24 to 6th January, 24. The Conclave was attended by WZCC Global President, International Directors, WZCC-India President and Directors, CEO, Chapter Chair Pune and members and about 150 delegates and other guests, promoting the spirit of entrepreneurship. Leading dignitaries from all over the world, including Pune, were invited to share their views on various topics. There was special presentation by delegates from Iran. The WE wing and Youth wing of WZCC also put up their presentations. The Conclave ended with the post AGM meeting on 7th January and field tour to Weikfield Pasta Factory in Pune.

Our next event was the Members' Nite in the month of March, 2024.

Mr. Adam Organ, from North Carolina, USA - a seasoned technology executive and ultra-endurance athlete with the heart of an entrepreneur, was invited. Adam spoke about his journey of weight loss and mountain climbing, and the many lessons that he learnt from Everesting 29029 to be applied in life and business by everyone. He advised that we should enjoy our journey of life and we should have passion and perseverance to follow our goals. We should stay away from our comfort zone and be willing to take up challenges. All this coupled with compassion makes us a good human being.

As part of its activity, WE Pune had another speaker, Rashna Elavia Deboo - Trauma-informed psychologist, trained EMDR Therapist and self-employed mental health practitioner. The second half of the programme was women centric, but men were also enthralled and listened attentively as Rashna spoke about the importance of Mental Health. She used a holistic approach to explain why women and their mental health are central at home, work, and in society. Rashna utilised case studies from her professional experience to demonstrate factors that affect mental health and how we can bring about a change. She also emphasised on how men's and women's mental health go hand in hand.

In the month of July 24, we had Members' Nite and WE event.

Ms. Shindes Jabore, an Expressive Movement Therapist, Perinatal Mental Health Facilitator, Movement Artist and Choreographer talked in detail about the dance therapy, healing power of movement, its transformative impact on mental health and the joy of dance to light up the occasion.

She took the audience to guide them through an extraordinary journey of Expressive Movement Therapy, inspiring joy, wellness and a sense of community. While narrating benefits of this Therapy for the Geriatric population, she explained how it enhances physical health by improving balance, flexibility, mobility; nurtures mental well-being reduces stress and brings immense joy through self-expression. The audience actively participated and enjoyed practical demonstrations on the floor.

Another young speaker, Khuzaan Dalal- a young self-developed entrepreneur narrated his life journey of entrepreneurship. He spoke about his early days and how he was impressed by the culinary expertise of his grandmother. He said he was very fond of Kolmino Patio made by his late grandmother and had developed liking for cooking from his early days. He did go through hard times working with some of the fine chefs of international standards who had their eateries in the posh areas of Koregaon Park,

Kalyani Nagar in Pune. Having said that Khuzaan was keen on starting his own set up which he ultimately did. He started an inclusive community hub serving fresh bakes, brews and meals with a side of good energy. One can discover the ultimate culinary haven amidst the harmony and warmth offered to every visitor. Café Bahar as he named his first venture, was run by a team offering top-notch service and a mouthwatering array of treats. His commitment, sincerity and hard work will surely take him to further heights.

On this day, we also felicitated outgoing WZCC India President Behroze Daruwalla for her services, support and guidance.

In the month of November, 2024, we celebrated the 20th Anniversary of WZCC Pune Chapter, amongst much jubilation alongside 75 guests and members. Chief Guest Dr. Nasli Ichaporia - leading Neurologist of Pune, talked about “How to keep the Brain Young” which was well received by the attendees. The event also witnessed taking over of our new Working Committee and honouring all past Chapter Chairs – Mahrukh Bharucha, Viraf Deboo and Tehmasp Bharucha. The founder Chair Mr. Adi Engineer-Ex MD of Tata Power was also felicitated in absentia. In addition to the dignitaries from India Region and Mumbai, the event was well-attended by Global Directors, and members from WZCC USA, UAE and Indore. WZCC Global President Capt. Percy Master, who could not attend the event, sent his message of appreciation which was read out by Global Corporate Secretary Behroze Daruwalla.

During the period, we enrolled 15 new members most of which belong to the youth category and the total membership of Pune Chapter has crossed the figure of 100.

Our monthly event of “Chai with WZCC” has picked up and has become more popular amongst the young crowd of Pune. Our WE wing and Youth wing are also putting up their events regularly.

All our events are very well covered by the press and media.

Pune,
November 28, 2024.



SECTION 3

ANNUAL REPORT – SOUTH CALIFORNIA - 2024

Report Not Received



SECTION 3

ANNUAL REPORT – Sydney Chapter - 2024

COMMITTEE

Chapter Chair	Jimmy Medhora
Hon. Treasurer	Aarish Doodha
Member	Jehan Bhagwagar

MEMBERSHIP

Total Number of Individual Members: 30

CHAPTER CHAIR REPORT

Reflections 2024

This year, we embraced the quiet strength of “growth behind the scenes”. While 2024 may not have featured formal events, it was a transformative period, filled with reflection, continuing to build and develop professional relationships, and laying the groundwork for the opportunities ahead.

Laying the Foundation

Sometimes, growth requires a moment of quiet reflection, planning, and recalibration. In 2024, our focus was on evaluating our vision and ensuring our future initiatives align with, and meet, the needs of our membership and entrepreneurial community. This intentional approach provided an invaluable opportunity to ensure we are prepared for a stronger, more impactful future.

Strengthening Connections

We continued to provide strong support to our entrepreneurs via social media initiatives and strengthen our relationships with external parties. These connections could play a key role as we embark on new projects in the coming year.

Vision for the Future

Looking ahead, we are filled with confidence and optimism. With the groundwork in place, we are energised for an exciting year ahead. Plans for key initiatives promise an impactful 2025. We are confident that our renewed focus and planning will yield meaningful and impactful programs.

Jimmy Medhora
Chair, WZCC Australia



SECTION 3

ANNUAL REPORT – TEHRAN -2024

Report Not Received



SECTION 3

ANNUAL REPORT – TORONTO - 2024

<u>Designation</u>	<u>Name</u>	<u>First Term</u>	<u>Second Term</u>
Chapter Chair	Cyrus Patel		
Vice Chapter Chair			
Hon. Secretary	Arashasp Shroff		
Hon. Treasurer	Mahyar Hansotia		
Committee Member	Fravash Chothia		
	Youth Engagement		
Committee Member	Mehrzaad Mogrelia		
	Digital Content		

MEMBERSHIP			
Total No. of Members as on date			
Patron		Vice-Patron	
Individual Annual		Individual Life	
Student			
Corporate Annual		Corporate Life	

Cyrus Patel
Chapter Chair - Toronto



SECTION 3

ANNUAL REPORT – VANCOUVER - 2024

COMMITTEE:

<u>Designation</u>	<u>Name</u>	<u>First Term</u>	<u>Second Term</u>
Chapter Chair	Arian Sasani	x	
Vice Chapter Chair	Mistry Vera	x	
Hon. Secretary	Fariborz Rahnamoon		x
Hon. Treasurer	Homi Italia		x
Committee Member	Firdosh Mehta		x
Committee Member	Kayras Irani		x
Committee Member			
Committee Member			
Committee Member			

MEMBERSHIP

Total No. of Members in good standing as on date

9

Patron

Vice-Patron

Individual Annual

9

Individual
Life

Student

Corporate Annual

Corporate
Life

EVENTS/Webinars HELD DURING THE YEAR

Attach as a separate document in PDF format. Please use the following format to list each event.

Name of Event/Webinars

none

Date held

Number of members who attended the event

Description of the event/Webinar (in not more than 200 words)

Value imparted to members (in not more than 50 words)

COMMENTS BY CHAPTER CHAIR

The Chapter was dormant

Signature

Chapter Chair



SECTION 3

ANNUAL REPORT – UK CHAPTER - 2024

The year started well with a dinner hosted by the incoming Lord Mayor of London, Alistair King DL for members of WZCC at Cyrus & Pervin's restaurant, Café Spice. The Lord Mayor wished to meet with the Zoroastrian Business Community and emphasised that London was open for business and the Zoroastrian Community had his support.

In April, the UK Chapter nominated three women for 'Asian Women of Achievement Awards'. Jasmine Dotiwala won the Media Award for her work as a TV Executive – Producer, reporter and director. Sheherazad Kapadia won the 'Young Achiever' award for her work as an Occupational Therapist and patient engagement lead. Shirin Amani Azari was finalist in the 'Public Service' category and is a clinical supervisor and psychotherapist.

In April, Cyrus Khushru Mehta was appointed to the UK Government's Competition and Markets Authority bringing his extensive experience of law to the regulatory body. A lunch was organised for Dr Adil Dalal at Café Spice. Dr Dalal, an award-winning author and visionary shared tips and gave an interactive talk on stress management. The lunch was very well attended with an excellent opportunity to network.

In October, the speaker for WE webinar was Navaz Sethna our UK WZCC Member who spoke about juggling motherhood with starting and then running a very successful Kumon Centre.

The UK Chapter, connected with Bangalore and managed to get invitations for their women WZCC members to attend a talk and networking event on leadership at the Leela Palace Hotel Bangalore. This was best practice, recommending another chapter.

Shernaz Engineer
Chapter Chair - UK



SECTION 3

ANNUAL REPORT – YOUTH WING - 2024

Introduction

In the words of Monica Ande "**The youth are the architects of tomorrow's world.**"

The World Zoroastrian Chamber of Commerce (WZCC) firmly believes in the power of youth to shape the future. Our mission is to empower and engage Zoroastrian youth globally, providing them with opportunities to grow, learn, and connect with each other. Through our diverse initiatives and programs, we aim to foster a vibrant and successful community that celebrates the achievements of our young members.

In our mission to empower Zarathushti youth globally, nine regions, each with a dedicated Youth Director, take charge as local leaders. From North America to Asia, these Youth Directors actively engage with their chapters, addressing unique regional needs. Through a dynamic WhatsApp network, these leaders exchange updates, insights, and strategies, fostering global connectivity. This collaborative platform allows them to adapt successful event approaches, share emerging trends, and collectively contribute to the WZCC Youth Wing's mission. This decentralized leadership model ensures targeted regional initiatives while keeping the global Zarathushti youth community interconnected and mutually supportive.

The below are the highlights of key events held between January 2024 – December 2024:

1. **Holiday Program for Youth (Mumbai):**

Successfully organised the HPY event catered specifically to 10th graders attended by over 100 youngsters, fostering innovation, instilling a spirit of resilience, and providing a platform for young minds to envision and pursue their entrepreneurial dreams. The program unfolded in collaboration with the Mumbai Chapter, creating a rich learning environment.

The event was executed by Behnaaz Nanavatti, WZCC youth director India along with a dynamic set of volunteers. The day-long event combined interactive workshops, engaging activities, and insightful discussions, ensuring that each attendee not only grasped theoretical concepts but also had a hands-on experience.

2. **WZCC x FOZYA Youth Conclave :**

The WZCC Youth in collaboration with FOZYA organised a youth conclave on 12th and 13th October 2024 for youngsters aged 18-37 years at the JJ Sanatorium in Khandala. The turnout was at least around 40- 45 youngsters and the objective being to encourage the Zoroastrian youth to participate, learn and network through sessions and talks conducted by the likes of Captain Master and facilitate networking by providing a platform to the youth across the country to connect with their peers and mentors within the community.

3. Youth participation at the ICC India Arbitration Conference :

The WZCC Youth represented by lawyers namely the International Youth Director Rashna Jehani and Ms. Nancy Tavaría were nominated on behalf of the WZCC to attend the prestigious ICC India Arbitration Conference held on September 14, 2024 at the Trident in Mumbai. The insights gained were extensive and invaluable. The discussions encompassed significant topics such as addressing third-party funding in arbitration and exploring strategies for arbitration in complex disputes. Overall, it was a remarkable event filled with numerous takeaways that would certainly enhance their understanding and practice in arbitration as legal practitioners.

4. WZCC Session with Dr. Farhad Captain :

A session in Mumbai was held on 3rd August 2024 namely 'Unleash the Power of Wealth' by Dr. Farhad Captain was organised in collaboration with the Mumbai chapter and WE wing. With a turnout of 40 attendees, this session focused on financial freedom and wealth creation through mutual funds, providing numerous benefits to participants.

5. Youth Representation at the Bahumata Session :

International Youth Director Ms. Rashna Jehani was invited to speak at the Global Bahumata Prayer, Leadership and Entrepreneurship Webinar held on 3 November 2024. The theme for the session was "Life is meant to be optimized, not compromised." In her capacity as a youth leader, she elucidated on how the core vision and mission of the WZCC aligns with and supports the essence of this theme. She further stated that the WZCC, through its various initiatives and programs, empowers young Zoroastrians to pursue their entrepreneurial aspirations and professional goals. By providing mentorship, networking opportunities, and access to resources, the WZCC enables youth to optimize their potential and create meaningful careers.

6. Collaboration with ZYNA on the Z Mentoring Program :

Many of the WZCC youth members have signed up as mentors and mentees to participate in the mentorship programme to be hosted by ZYNA during October-February 2025. The program is a Zoroastrian Youth of North America led initiative which aims to connect Zoroastrian youth with experienced mentors across various professions.

7. Coffee and Chai Meetups with WZCC (Mumbai and Pune Chapters):

In Mumbai the coffee meetups that happen every month offer youth members a fertile ground for networking, idea exchange, and personal growth.

In Pune, "Chai with WZCC" events are organised every month. These engaging events every month promote a space for networking and fun. In April, the gathering was held at the cozy Irani Café, while May's event took place at McDonald's.

These events bring together a diverse group of approximately 20-25 participants, ranging in age from the youngest at 17 to the oldest at 92. Attendees enjoy a variety of games and valuable networking opportunities, creating connections and building a strong community spirit. Chai with WZCC continues to be a delightful monthly tradition, thanks to their dedication.

8. Global Youth Seminars :

In pursuit of comprehensive youth development, fruitful discussions have commenced with representatives from organizations such as FEZANA including

Parshan Kosravi and Kimiya Shahzadi. Together, we aim to design and execute programs that resonate across diverse youth communities.

9. Partnerships with Other Organizations :

Discussions are in advanced stages with representatives from organizations such as FEZANA including with their President Mr. Sidwa through the efforts of Captain and the youth office bearers of ZYNA and IZYN to find synergies in order to expand youth activities on a global scale. Together, the aim is to design and execute programs that resonate across diverse youth communities, pursuing comprehensive youth development.

10. Induction of New Young Members :

We are pleased to announce the induction of three dynamic young individuals into our organization. These new members bring fresh perspectives and energy to our initiatives, promising a vibrant future for the World Zoroastrian Chamber of Commerce.

Upcoming Initiatives and Collaborations:

1. International ZORO Chitchat:

Presented by the youth committees of WZCC and Iranian Zoroastrian Youth Network (IZYN) the first online platform for zoroastrian youth to come together virtually and interact on 15 December 2024. The aim is to provide a platform for the youth to come together, foster unity, build knowledge and empower the spirit of entrepreneurship.

2. Collaboration with Colony Associations:

Discussions have been initiated with esteemed colony associations such as the Salsette Welfare Association and the aim is to collaborate on joint programs tailored for the youth, fostering community engagement and development.

3. Knowledge Management Sessions:

Organise knowledge management sessions as well as sessions focussing on g that will empower our members to navigate challenges and seize opportunities with confidence.

In conclusion the endeavor remains dedicated to nurturing the potential of our youth tactically through strategic partnerships, enriching programs, and a supportive community, which aim to empower the next generation of leaders. We are grateful for the encouragement and support of Captain Master, Mr. Aspi Antia and the entire WZCC team. With more volunteer support, we aim to implement these programs even better, ensuring that our youth have the resources and opportunities they need to thrive.

Thank you.



SECTION 4

ANNUAL REPORT – “WE” WING - 2024

WZCC launched WE in 2012, to empower women to capitalize on their inherent capabilities, realize their true potential and fulfill their dreams of starting and scaling up their own businesses and professions. WE provides a platform for networking with other successful women entrepreneurs and professionals as Only Women can best help Women to Succeed.

WZCC Strategic Planning Thrust 3 - Women Empowerment states Strategy for 2024 as: Empower Women, through training, counselling and networking, to turn hobbies into Economic Value through entrepreneurship.

WE continued to organize and participate in their respective WZCC Chapter activities as you will read from the individual Chapter Reports included in this Annual Report. However, WE have undertaken to host Global Webinars 5-6 times a year so that WE around the world can avail the unique opportunity to participate, learn and network. These global webinars have an averaged participation of 40 from India, Dubai, UK, USA, and Canada.

GLOBAL WEBINAR #1

“WE”, Women Entrepreneurs - Ladies Wing of WZCC organized a global webinar on Saturday, March 9, 2024 to celebrate International Women’s Day

Topic: My Inspiring Journey As An Entrepreneur by Yassmin Mistry

The webinar began with a warm welcome to all our WZCC friends and colleagues from around the world by Katayun Kapadia, the new Global Chair of WZCC-WE,. The theme for International Women’s Day 2024 by the United Nations was identified as “Count Her in: Invest in Women, Accelerate Progress”. Every year, WZCC-WE celebrates International Women’s Day with a global webinar and so today, we had Yassmin Mistry to take us on her Inspiring Journey as an Entrepreneur. Behroze Daruwalla, gave a brief insight on the activities of the WZCC-WE wing and then Katayun introduced the speaker.

Yassmin took us on an inspiring journey with her as to how at the young age of 19, on the sudden passing away of her father - Jal Mistry, a much-loved and cherished industrialist a force to reckon with in the Zoroastrian community, the onus of managing her father’s business fell on her young shoulders. As head of the business, she quickly learned the intricacies of managing the business and emerged victorious by expanding the Transport organization into a Logistics Giant proving her mettle as a bold, worthy and strong entrepreneur in an industry dominated by men. She thanked Godrej

enterprise for giving her, her first chance. Yassmin said that grit and persistence helped her to turn her inheritance into a legacy. Dorab Mistry told Yassmin about remembering her father and his trucking business association with Godrej.

Yassmin also runs a community based NGO since 2009 and is the founder Trustee of Zoroastrian Trust Funds of India (ZTFI). Yassmin spoke passionately about ZTFI and her sense of duty to give back to her Parsi/Irani Zoroastrian community. Yassmin demonstrated her leadership skills by taking these organizations from strength to strength. Her ability to navigate various sectors showcased her as a versatile and astute businesswoman. For her, failure was not an option and she always wanted to be first. Yassmin Mistry's journey of three decades was marked by resilience, compassion and an unwavering commitment to excellence. She stands as a role model for aspiring entrepreneurs, showcasing that success is not just about achieving personal milestones but also about making a positive impact on the community and society at large.

In the Q&A session, moderated by Arin Master and Behroze Daruwalla, Yassmin spoke about the tough decisions she had to make and the ethical choices she made to achieve the successes as a woman in a man's world, but she said she was a very persistent person, she put her foot down and she achieved her objectives. She said she was not a person who gave up easily. Yassmin was asked how to rope in the youngsters and get them interested in being entrepreneurs. Yassmin said that the young people today are very knowledgeable, they are very clear in what they want. Be open, learn from your past, your achievements, victories and failures. Inspiration is what you need. It is always about us and not me.

The webinar ended with a Vote of Thanks by Farida Deboo to all the participants. WZCC-WE would like to thank Captain Percy Master for his generous support and use of his personal office resources for WE activities. Michelle Obama said "Women and girls can do whatever they want, there is no limit to what we as women can accomplish". Our speaker today Yassmin had truly embodied that, she faced many challenges, is not scared of failures, persistence is what she believes in.

In addition to this global webinar, three WZCC chapters organized in-person events in Mumbai, Pune and Toronto in the month of March to celebrate International Women's Day

GLOBAL WEBINAR #2

Topic: A Balanced Approach for "Motherhood and Me-hood--can women really be true to both?" Featuring Author Nawaz Merchant.

The Women's Wing, WZCC-WE, and the New York Chapter, WZCC-NY, of WZCC provided a global webinar on "Motherhood and Me-hood--can women really be true to both?" featuring acclaimed author Nawaz Merchant on May 11, 2024.

WZCC President Percy Master first spoke enthusiastically on the treasured place of women, WZCC-WE Global Chair Katayun Kapadia gave a Welcome Message and Thanks, WZCC-NY Member Zareen Mistry introduced Nawaz, and Natalie Gandhi, WZCC-NY Chair, conducted a Q&A discussion.

Nawaz shared her journey from writing as a hobby to becoming a full-time author (now delivering on her fourth book) after a successful corporate career. She emphasized the importance of empathy in her detective novels, reflecting her experiences as an

immigrant and a mother.

She discussed the challenges of balancing motherhood and career, highlighting the need for spousal support and creative solutions such as communicating to develop a family's routines for cooking. Nawaz also shared her experience of caring for her ailing mother while preparing her sons for college.

Her advice to young women includes asking for what they want, not letting others hijack their time, and not giving away their authority. Nawaz believes success is a warm family, sufficient income, and a career that offers enjoyment, learning, and growth. She affirmed that women can be true to themselves and their families, though not always at the same time.

So Can women be true to themselves and the needs of their family? The short answer is Yes "NOT NECESSARILY AT THE SAME TIME but YES you can!"

GLOBAL WEBINAR #3

Topic: Passion 2 Profits

Financial Freedom! Financial Literacy!

FIRE (Financial Independence Retire Early)!

These are some of the phrases we hear around us in this volatile world.

"I have a great business idea. But, how do I action it into a successful business model?"

These are some of the frequent doubts that our speaker Firuzi Kotwal from Dubai addressed in the webinar on July 20th,- titled **Passion 2 Profits** and conducted by the WE group of WZCC.

Firuzi is an award winning business coach and a prolific entrepreneur who was introduced to WE by Meher Bhesania..

Here are some of the gleanings from the webinar:

- Live your life by design-- not by default.
- The first million is the hardest-- the rest is inevitable.
- Financial freedom means different things to different people.
- Create M.A.P system; Mind set / Action it/ Plan it; others have achieved it-- so can you!
- Let the business work for you--you don't be the business!
- Scale your business and become bigger! 7. If I can do it-- so can you!

An interactive question hour followed where participants put forth their problems relating to marketing/social media and even "Can I start my business at the age of 73?" asked one participant. Firuzi interacted with all, with fun and learning . She even offered to mentor the first 10 participants with their businesses! This was a truly global webinar. It was moderated by Katayun Kapadia, WZCC-WEGlobal Chair from WZCC-NY. The speaker was introduced by Ferzin Irani from WZCC-Dubai. The question hour was moderated by Shernaz Siganporia from WZCC-Bangalore and the vote of thanks was put together by Yasmin Medhora from WZCC- Houston.

GLOBAL WEBINAR #4

Topic: Navigating Entrepreneurship: A Journey with Navaz Sethna from

Volkswagen Group To Kumon

This WZCC-WE webinar On October 5, 2024 was a delightful blend of entrepreneurial wisdom, life lessons, and the kind of storytelling that makes you wonder if the business world isn't just one big sitcom waiting to happen. Led by the ever-charming Navaz Sethna, from WZCC-UK, the session offered an insightful (and often humorous) dive into her journey from a wide-eyed student to a seasoned entrepreneur.

Starting at 18 and Knowing Nothing (Relatable, Right?): Navaz began with a confession that could resonate with many of us: she started her entrepreneurial journey at 18 with no idea what she was doing. Enrolled in a European Business degree, Navaz split her time between the UK and Germany—an adventurous mix of cultures, languages, and the unexpected realization that she probably should have read the course prospectus more carefully. Her takeaway? “It’s okay to not have everything figured out at 18. Just pack some enthusiasm, a sense of humour, and maybe a good map for navigating German trains.”

From Corporate Cubicles to Creative Freedom: After graduating, Navaz entered the corporate world—because what else does one do when faced with a mountain of student debt? It was here she honed her skills, learning how to lead, manage, and (occasionally) survive meetings that felt longer than the European Union’s budget negotiations. But corporate life wasn’t all spreadsheets and staplers. It gave Navaz a taste for solving problems, building teams, and spotting opportunities. Eventually, this led her to venture out on her own, trading the safety net of corporate cubicles for the thrilling rollercoaster of entrepreneurship.

Entrepreneurship: Glamorous Chaos: Navaz described starting her first business as equal parts exhilarating and chaotic. From navigating the joys of finding clients to the sheer terror of tax season, her anecdotes had everyone nodding in sympathy (and possibly pouring an extra glass of wine). Her advice? “Entrepreneurship isn’t about avoiding failure; it’s about laughing through it and moving forward.”

Community and Collaboration: The Secret Sauce: Navaz emphasized the importance of surrounding yourself with a supportive community. It starts with a supportive partner (in this case her life and business partner Professor (Dr) Zubin Sethna), through to family, friends, and/or fellow entrepreneurs; having a circle that cheers you on. From partnering with other businesses to learning from mentors, Navaz stressed that no entrepreneur is an island. “Unless, of course,” she joked, “you’re running a tropical retreat business—then maybe you are an island.”

Advice for Aspiring Entrepreneurs:

Navaz shared some golden nuggets of advice for anyone dreaming of starting their own business:

- Find Your Why: Passion is great, but a clear purpose will keep you going when the going gets tough (and it will).
- Start Small, Dream Big: You don’t need a fancy office or a perfect plan to start. Begin where you are, with what you have.
- Learn Continuously: Whether it’s from books, mentors, or mistakes, every experience is a chance to grow.

- Have Fun: “If you’re not having fun,” Navaz quipped, “you might as well go back to those long corporate meetings.”

The webinar ended with a lively Q&A session, covering everything from balancing work and life to managing self-doubt. Navaz answered with her trademark wit and warmth, leaving attendees inspired and a little less scared of diving into the world of entrepreneurship. Shernaz Engineer introduced us to Navaz and Dorab Mistry gave the vote of thanks.

If there’s one thing we took away from this session, it’s that entrepreneurship isn’t just about building a business—it’s about building a life you love. Navaz’s journey reminded us that success comes with a mix of hard work, resilience, and the ability to laugh at yourself when things go awry.

GLOBAL WEBINAR #5

Topic: Empowering Yourself At The Workplace

“Welcome to the fifth and final webinar of the year 2024” said Katayun Kapadia, the global chair of WE, as she welcomed the participants from all over the globe: on December 1, 2024, to an interactive webinar on “Empowering yourself at the workplace” by Adv Sana Hakim.

Sexual Harassment is a critically concerned subject globally. said Captain Percy Master, Global President of WZCC, in his opening remarks .“Our religion believes in gender equality” as he referred to the gender equality prevalent and enforced in the reign of Emperor Cyrus -- where women had equal rights in business/politics and all walks of life. Thus, giving more power to women.

Empowering women in the workplace is a winning strategy for both the women and the business. With the advent of various kinds of instances at workplaces globally, there is a rising awareness of rights of employees and obligations of employers across sectors.

Workplaces are not immune to instances of violations. One of the most reported forms is sexual harassment at the workplace, said Farida Deboo of the WZCC Pune Chapter, as she introduced the speaker, Adv Sana Hakim; a subject matter expert practicing in the space of diversity and inclusion, family and criminal laws for more than 15 years now. Adv Sana Hakim is a co-founding partner of Equilibrio Advisory, which is a firm of lawyers and psychologists. Setting the context at the outset, Sana laid down the ground rules for sharing experiences; while hoping to create a safe place for everybody to have an open conversation.

Is sexual harassment industry specific? Is there a correlation between the industry setup? Which industry had the highest case reported? Did you know that one in every 5 women and one in every 5 men have faced sexual harassment-- --United Nations. In the film industry, 90% respondents said that they had experienced sexual harassment. However, a large number had not reported their cases. And most of them were women! In the Indian context, a study showed that among Sensex firms, 83% of sexual harassment cases were reported from the IT and Banking sectors. which showed that the population here had recourse to reporting and were aware of the problem. It was the question of reporting and recourse to reporting the problem. Why do people not report it? Is it embarrassment/will I be labelled as a trouble- maker?

As Sana moved from the macro to the individual, citing boundaries of time and emotion relationships-- which are very individually specific and not gender specific, we realized that many people find it difficult to assert themselves, and very often Sexual Harassment emanates from a position of privilege and power. Sana explained to us what constitutes sexual harassment as per POSH Act 2013.

Sana shared examples of cases where one crosses professional boundaries and makes remarks which are intrusive and uncomfortable, asks inappropriate questions and makes suggestions. However, in sexual harassment cases, the Impact supersedes the Intent; it can have a significant impact on a person's psychological, physical and professional wellbeing. Causes of sexual harassment: Power dynamics and position; imbalance /gender inequality; · Patriarchy, men's perceived role in society; no recourse for redressal.

Can we prevent Sexual harassment at the workplace? "Yes", said Sana "I am a die-hard optimist and believe that it can and is being done." Sensitizing and educating employees to the problem and the forms of sexual harassment; legal recourses; strong focus on the legal compliances; in India the POSH act of 2013 was passed to make workplaces safer for women. One of the participants shared that there were more cases reported in organizations where the Posh Committee was set up. Thus, a legal recourse in an organisation, empowers women to stand up for their rights highlighting the employee's role; not to be bystanders.

The session ended with a crisp and concise vote of thanks by Yasmin Medhora, appreciating Adv Sana Hakim for educating and sensitizing the group on the understanding the scope of meaning of sexual harassment, the rights and obligations of individuals and legal recourses.

It was in an interactive and participative session, with case studies and real-life experiences. It truly impacted us all. As WE members let us not be bystanders; let us unite to empower women at the workplaces and beyond

WE wing would like to thank Captain Percy Master, Global President, WZCC for allowing us to use the resources in his personal offices to manage the zoom for our global webinars.

In 2025, WE look forward to WZCC Chapter Chairs to continue to support women to plan, organize and hold WE events in their respective communities.

Katayun Kapadia
WZCC-WE Global Chair
WZCC-WE Ladies Wing of WZCC



SECTION 4

ANNUAL REPORT – BUSINESS ADVISORY COMMITTEE (BAC) – 2024

A detailed report of Entrepreneurs/Startups (E/S) funded is as follows:

The statement provides information on:

- The E/S funded year-wise are: four in 2022; five in 2023; one in 2024.
- Six E/S who have fully repaid the funds are not mentioned in the Report.
- The funds to be repaid by twelve E/S amounts to Rs. 96,44,385.00
- The funds already repaid amounts to Rs. 95,55,615.00
- The Bank balance as on December 9, 2024 is Rs. 1,34,32,297.00
- The BAC Corpus, when we started funding, was Rs.1,65,00,000.00.

As a tribute to our past President, Mr. Minoo Shroff, (who passed away in April 2024 at the age of 95 years), Capt. Percy Master, Global President, had suggested that the BAC Fund for E/S, should be named as “Minoo Shroff Memorial Fund” (MSMF), which was approved by the India Region Board. Select members were asked if they would like to contribute to the MSMF. The contribution received so far is Rs.60,00,000.00.

What is of concern is the fact that in this year we have funded only one E/S – Dr. K. Dadachanji, owner of Sparkle Dental Care. We need to have four to five E/S for funding each year. The BAC had a meeting on October 9, 2024 to determine what action should be taken to promote Entrepreneurship within the Community. The following action steps were determined:

- a) To inform Members to keep their eyes and ears open to locate potential Entrepreneurs/Start-ups. Members need to know the BAC’s first step in mentoring E/S seeking Funds. The first Note to E/S is attached which helps E/S with information on starting or growing a business.
- b) To get potential Entrepreneurs/Start-ups by advertising in the Social Media. A brief write-up was made for Social Media and given to Mr. Yazdi Tantra for circulation in Social Media. After publishing the write-up, two Applicants have responded seeking funds. One of them we have declined because he does not comply with our Policy requirements. One is under consideration (Mr. Eric Naverawalla).
- c) To create an interest within the Community, for promoting Entrepreneurship, we have recently made four videos on young entrepreneurs whom we have funded. The video on their success stories will be put on Social Media sites and the WZCC website.
- d) Mr. Adi Siganporia will shortly give a write-up on WZCC’s efforts on mentoring Young Entrepreneurs/Start-ups and Professionals, for the Parsi Press and Magazines.

Pheroze Kharas
Special Advisor
Business Advisory Committee
International Board



SECTION 4

ANNUAL REPORT ZARATHUSHTI ENTREPRENEURSHIP DEVELOPMENT FOUNDATION (ZEDF) - 2023

ZARATHUSHTI ENTREPRENEURSHIP DEVELOPMENT FOUNDATION

NARRATIVE OF 2024 ACTIVITIES

The Zarathushti Entrepreneurship Development Foundation (ZEDF) was formed in 2021 as a 501(c)(3) not-for-profit entity to provide interest free loans to budding entrepreneurs. The complete 2023 Financial Report is attached. The activities for 2024 are listed below:

- Total donations collected to-date: \$599,000. Additionally, ZEDF has a formal committed agreement with the Ronnie and Shahnaaz Irani Foundation to receive the \$225,000 balance of their donation (\$25,000/year for the next 9 years).
- Total loan disbursements to-date: \$405,000.
- Nine (9) loans have been disbursed to-date:
 - 1) Suvio, LLC (manufacturer and seller of dietary supplements for muscle retention).
\$40,000 disbursed
 - Fully paid off in January 2024 upon the divestiture of a majority stake to a new third-party investor.
 - 2) Pariz Salon, LLC (upscale Hair Beauty Salon). \$50,000 disbursed
 - Paying back on schedule, current balance \$21,000.
 - 3) Grizzlies, LLC (boutique restaurant specializing in Pastrami-based foods). \$50,000 disbursed
 - Not paying back on schedule. Is on a payment plan to repay \$100 monthly, current balance \$43,000.
 - 4) All City Embroidery (commercially embroiders logos, etc. on wearing apparel such as caps and shirts). \$50,000 disbursed
 - Paying back on schedule, current balance. \$42,000.

- 5) Agenome LLC (develops liquid biopsy-based diagnostics for lung and other cancers). \$50,000 disbursed
 - Paying back on schedule, current balance. \$44,000.
 - 6) ZEDF Scholar: In 2022, ZEDF initiated a \$30,000 loan initiative for students pursuing a Master's degree with a major or focus in Entrepreneurship. A maximum loan of \$15,000 to an individual can be disbursed and repayments will start within four (4) years starting six (6) months after graduation. In September 2023, ZEDF disbursed \$15,000 to Layla Mazdyasni.
 - 7) CA Dental and Medical CPA, Inc: (CPA services to medical professionals). \$50,000 disbursed.
 - Paying back on schedule, current balance. \$48,000.
 - 8) Orian Gamete Ltd: (sperm and egg banking). \$50,000 disbursed in July 2024.
 - Repayments will start in January 2025.
 - 9) Shahzadi Capital LLC: (owns and manages real estate). \$50,000 disbursed in November 2024.
 - Repayments will start in May 2025.
- Cash, cash equivalents and investments balance as of December 31, 2024: \$297,000.
 - Loans receivable as of December 31, 2024: \$312,000.
 - Other Applicants: We have three interested individuals but formal applications with accompanying business plans are still pending at the time of this report submission. (In general, the applicant pool is growing but it has been less than anticipated).
 - Trustee Meetings: The Trustees met formally at five (5) meetings during 2024. At each meeting, at least the following items were discussed:
 - o Donor pipeline
 - o Treasurer's Report, including:
 - i. Current Donations to ZEDF and encouraging more in future years
 - ii. Bank and investment balances
 - iii. Income earned on investments
 - iv. Appreciation/depreciation in the value of investments and if any changes in the existing investment portfolio are needed
 - v. Status of loan applications and loan repayments
 - vi. Filing status of the annual Federal and State returns
 - vii. Meetings of the ZEDF Business Advisory Board
 - o Opportunities for marketing ZEDF to encourage donations & applications
 - o Strategizing ways to secure and encourage more applications

2024 ZEDF Trustees:

- Edul Daver (ZEDF Co-Chair)
- Homi Gandhi (ZEDF Co-Chair)
- Ratan Mistry (ZEDF Treasurer)
- Pervin Taleyarkhan (ZEDF Secretary)
- Arzan Wadia (ZEDF Trustee)
- Rohinton Rivetna (ZEDF Trustee)
- Toos Daruvala (ZEDF Trustee)

Zarathushti Entrepreneurship Development Foundation Unaudited Statements of
 Financial Position as of December 31,

	<u>Unaudited</u> <u>2024</u>	<u>Unaudited</u> <u>2023</u>
ASSETS		
CURRENT ASSETS		
Cash in checking account with Chase Bank	\$ 10,868	\$ 20,908
Cash equivalents in account with Fidelity	186,223	55,674
Investments in brokerage account with Fidelity	100,001	94,412
Loans receivable	311,866	185,191
TOTAL ASSETS	<u>\$ 608,957</u>	<u>\$ 356,184</u>
LIABILITIES AND NET ASSETS		
GENERAL FUND	\$ 608,957	\$ 356,184
TOTAL LIABILITIES AND NET ASSETS	<u>\$ 608,957</u>	<u>\$ 356,184</u>

RATAN MISTRY



SECTION 4

WZCC HONORARY MEMBERS

NADIR GODREJ, INDIA

ALAYAR DABASTANI, U.S.A.

MINOO SHROFF, INDIA (EXPIRED)

FALI NARIMAN, INDIA (EXPIRED)

PALLONJI MISTRY, INDIA (EXPIRED)

LORD KARAN BILLIMORIA, U.K.

BYRAM AVARI, KARACHI

SAM BALSARA, INDIA

DR JAMSHED J IRANI, INDIA (EXPIRED)

NUSLI WADIA, INDIA

JAL SHROFF, HONGKONG

DINYAR (DINNY) DEVITRE, U.S.A.



SECTION 4

WZCC GLOBAL OUTSTANDING AWARD WINNERS FROM 2011 ONWARDS

2011		
Outstanding Zarathushti Entrepreneur	Khurshed Daruwalla	India
Outstanding Zarathushti Professional	Farrokh Khambata	India
Outstanding Young Zarathushti Entrepreneur/Professional	Dr. Shazneen Limzerwalla	India
2012		
Outstanding Zarathushti Entrepreneur	Ms Homai Engineer/Capt. Percy Master	India
Outstanding Zarathushti Professional	Bomi Bhote	India
Outstanding Young Zarathushti Entrepreneur/Professional	Dr. Zuleika Homavazir	India
2013		
Outstanding Zarathushti Entrepreneur	No Award given	
Outstanding Zarathushti Professional	Dr. Behruz Sethna	USA
Outstanding Young Zarathushti Entrepreneur/Professional	Kobad Bhavnagri	Australia
2014		
Outstanding Zarathushti Entrepreneur	Edul Daver	USA
Outstanding Zarathushti Professional	Ms Shirrin Kumaana-Wadia	USA
Outstanding Young Zarathushti Entrepreneur/Professional	Prof. Ms. Nina Godiwalla	USA
2015		
Outstanding Zarathushti Entrepreneur	Dr. Zarir Hector Sholapurwalla	India
Outstanding Zarathushti Professional	Ms Jasmin Sohrabji	India
Outstanding Young Zarathushti Entrepreneur/Professional	Dr. Urvakhsh M. Mehta	India
2016		
Outstanding Zarathushti Entrepreneur	Ms Delna Bhesania	USA
Outstanding Zarathushti Professional	Dr. Arnavaz Havewalla (Jt. Awardee) India/ Arzan Khambata (Jt. Awardee) USA	India-expired 9 May 2019 USA
Outstanding Young Zarathushti Entrepreneur/Professional	Hanoz Tarapore	India

2017		
Outstanding Zarathushti Entrepreneur	Feroze Bhandara	USA
Outstanding Zarathushti Professional	Dr. Ferzaan Engineer	India
Outstanding Young Zarathushti Entrepreneur/ Professional	Zerick Dastur	India
2018		
Outstanding Zarathushti Entrepreneur	Dr. Jennifer N. Avari Silva	USA
Outstanding Zarathushti Professional	Ms Spenta Captain Kandawalla	USA
Outstanding Young Zarathushti Entrepreneur/ Professional	Ms Perzen Rushad Patel	India
Outstanding Zarathushti Social Entrepreneur	Ms Roshan Bharucha	Pakistan
2019		
Outstanding Zarathushti Entrepreneur	Mr. Farrokh Nariman Cooper	India
Outstanding Zarathushti Professional	Mr. Cyrus Farokh Hirjibehedin	USA
Outstanding Young Zarathushti Entrepreneur/ Professional	Ms. Pervin Rusi Taleyarkhan	USA
Outstanding Zarathushti Social Entrepreneur	Ms. Mira Mehta	USA
2020		
Outstanding Zarathushti Entrepreneur	Dr. Rustom Kanga	Australia
Outstanding Zarathushti Professional	Dr. Zarathustra J. Amrolia	London
Outstanding Young Zarathushti Entrepreneur/ Professional	Mr. Rahul Bansal	USA
Outstanding Zarathushti Social Entrepreneur	Dr. Yasmin J. Ghadiali	USA
2021		
Outstanding Zarathushti Entrepreneur	Mr Piruz Khambatta	India
Outstanding Zarathushti Professional	Dr Farrokh Mistree	USA
Outstanding Young Zarathushti Entrepreneur/Professional	Mr Urvaksha Tavadia	India
Outstanding Zarathushti Social Entrepreneur	Dr Armene Modi	India
2022		
Outstanding Zarathushti Entrepreneur	Sir Ron Khalifa	UK
Outstanding Zarathushti Professional	Mr Rohinton Surty	Bahrain
Outstanding Young Zarathushti Entrepreneur	No Nominations Received	---
Outstanding Young Zarathushti Professional	Mr Bahrom Firozgary	USA
Outstanding Zarathushti Social Entrepreneur	Ms Shernaz Cama	India

2023		
Outstanding Zarathushti Entrepreneur	Cyrus Rivetna	Chicago
Outstanding Zarathuhsti Professional	Tehmasp Printer	Mumbai, India
Outstanding Young Zarathushti Entrepreneur	No Nominations Received	-----
Outstanding Young Zarathushti Professional	Jehan Daruvala	Mumbai, India
Outstanding Zarathushti Social Entrepreneur	Rasneh Pardiwala	Mumbai, India



SECTION 4

ACTIVITIES OF WZCC

- Chapters across the World organize Events covering Trade, Business, Commerce, Industry, Entrepreneurship and Professionalism.
- Entrepreneur Development Programs.
- Training Programs for Entrepreneurs and Professionals
- Business Plan mentoring
- Annual Regional Meetings
- Annual Global Meetings in India and Abroad.
- Honoring Outstanding Entrepreneurs /Professionals through Annual Awards
- “WE” – Women Entrepreneur Wing — Organizing Events for their special needs
- “YOUTH” wing –organizing events
- Business Advisory Committee.
- Extending financial support to promising small and medium size business Enterprises /Professionals for Start-Ups and business growth.
- Zoroastrian Faculty Network with focus on students going abroad for further studies
- Events to provide Networking for mutual benefit
- Talks /Lectures by Celebrities /Leaders from well-known Business Houses and others like TATA, GODREJ, CITIBANK, STANDARD CHARTERED BANK, EX- SHERIFF OF MUMBAI, Lord Karan Billimoria, Lord Meghnad Desai and Senior Consulate Staff of various countries
- Talks on Leadership /Discipline by Ex-Senior Defense Officials of our Country.
- Events covering Health Issues by eminent individuals
- Speeches by Social Entrepreneurs
- Quarterly News Letter
- Publication of Book on “Management”
- Organizing “Zoroastrian Tiger’s Den” Event for Promising Business Youth
- Member of IMC Chamber of Commerce and Industry
- MOU with Goa Chamber of Commerce and Industry & BCIBN.
- Field visits to gain practical perception.
- “Coffee with WZCC” is an effective mode of Communication – particularly amongst Youth.
- E-Blasts connect people worldwide



SECTION 4

VENUE OF GLOBAL ANNUAL GENERAL MEETINGS OF WZCC FROM 2002 ONWARDS

Year	Place Country	Held On
2002	Chicago – USA	04 th July 2002
2003	Toronto – Canada	22 nd November 2003
2004	San Joe , California – USA	29 th – 31 st December 2004
2005	London – UK	29 th June 2005
2006	Mumbai – India	06 th January 2007
2007	Pune – India	11 th & 13 th January 2008
2008	Houston – USA	20 th – 31 st December 2008
2009	Dubai – UAE	29 th December 2009
2010	Tehran – Iran	30 th April 2011
2011	Mumbai – India	07 th & 08 th January 2012
2012	Singapore	03 rd to 05 th January 2013
2013	Mumbai – India	26 th December 2013
2014	Dubai – UAE	18 th December 2014
2015	Goa – India	18 th to 20 th December 2015
2016	Hong Kong	16 th to 18 th December 2016
2017	Bangalore – India	14 th to 16 th December 2017
2018	Orlando – USA	01 st to 05 th May 2019
2019	Lonavala – Mumbai	03 rd to 05 th January 2020
2020	London – UK (Virtual via Zoom)	23 rd January 2021

2021	Pune – India (Virtual via Zoom)	8th January 2022
2022	India (Virtual via Zoom)	15 th January 2023
2023	Pune, India Physical + Zoom	05 th January 2024
2024	India (Virtual via Zoom)	18 th January 2025

