



## Veterans For Peace 2013 Board Meeting Minutes

- January 26-27, 2013
- March 25, 2013
- April 12-14, 2013
- September 16, 2013
- October 26 - 27, 2013
- November 18, 2013
- December 16, 2013

**VFP Board Meeting Minutes  
26th-27th January 2013**

Saturday, 26th January

**Directors Present:** Mark Foremen, Gerry Condon, Patrick McCann, Tarak Kauff, Adrienne Kinne, Mike Hearington, Michael McPhearson, John Heuer, Ken Dalton, Dough Rawlings, Leah Bolger, Matt Southworth, Mike Reid and Mike Prysner (by phone)

**Also Present:** Nate Goldshlag, Virginia Druhe, Doug Zachary, Woody Powell, and Casey Steinmitz

**Reconvene** Scheduled for 8:00

**Administer oath to new members** Scheduled for 8:05 for 5 minutes  
Doug

**Approve agenda** Scheduled for 8:10 for 5 minutes  
Leah

Discussion

*MOTION to amend the agenda to include three items for 20 minutes after the ED Report. Approved.  
MOTION to approve the agenda. Seconded. All in favor. Agenda approved.*

**Election of officers** Scheduled for 8:15 for 30 minutes  
Doug

Process

Two-minute candidate statements given by each President candidate. Vote by secret ballot. Two-minute candidate statements given by each VP candidate. Vote by secret ballot. Candidates for Secretary and Treasurer unopposed. Candidates affirmed.

Results

President: Patrick McCann  
Vice President: Matt Southworth  
Secretary: Adrienne Kinne  
Treasurer: Mike Hearington

**Approval of December/Strategic Planning Minutes** Scheduled for 8:45 for 5 minutes  
Patrick Actual start at 8:52 for 1 minute

No Discussion. *MOTION to approve. Seconded. All in favor. Minutes approved.*

**Treasurer's report** Scheduled for 8:50 for 20 minutes  
Nate and Mike Hearington Actual start 8:53 for 29 minutes

Review of the Treasurer's report – see submitted.

Overview:  
Clarification of bequests versus major donors.

Balance Sheet:

Mark: Question about Unrestricted Funds vs. Howard Zinn and other restricted funds. Nate: Clarification of restricted vs. Non-restricted funds. See page 9 for full list of special projects.

Statement of Operations:

Michael McP: Question about where we are losing money – Convention or store. Nate: The difference is actually negligible at \$3800. But you can see the emailed documents for full breakdown.

YTD Income Minus Operations:

Mark: Why loss of money after 2008-2010? Michael McP: One part of this is the 2008 Economic crisis. Many non-profits collapsed during that time. Members kept us going, maybe less than before but we're still here. Also, the election – people were giving money to that rather than non-profits.

Income:

Mike Reid: Most grants in 2012 were unsolicited. Tarak: Our chapters have only given \$512 total? Yes.

*(MOTION to extend time by 10 minutes. Approved.)*

Patrick: Prioritize the way we raise money – bequests, grants, dues. Nate: I would say donations and major donors versus dues. We have a major donor program that we will discuss during the fundraising. Matt: Three veins – dues/donations, major donors, and bequests. These are areas that we definitely have to focus on. When we are setting places for board meetings – we need to think about major donors in the city and plan to incorporate reaching out to them. It's great that we have members who have paid dues, but we can't rely on members solely. Nate: Agreed. This is something that we will discuss during the development plan. Clarification that Donations-Corporations is a refund from a company and will likely be reclassified.

Revenue Sources:

Patrick: Question about prices of store merchandise. Virginia: High cost to VFP based on Union label – actual revenue is low – but it is worth it. Nate: We need to focus on building grant base. Michael McP: We have to be careful not to become too reliable on grants. Grant foundations change focus. A lot of orgs have folded when grant money dried up. Good to get grants but it's also great that we have so many reliable members. Gerry: If members are our bedrock, we need to focus on bringing in new members.

Expenses and Special Projects: No Discussion

**Development Committee Report**

Mark

Scheduled for 9:10 am for 20 minutes

Actual start 9:22 for 18 minutes

Review of Development Committee Report – see submitted.

Snail-mail appeal: No discussion.

E-mail appeal:

Mike Reid: The E-mail appeals will have a different take this year. There will be a specific ask around actions with follow-up. E-mail appeals average 20 gifts with about a \$2,000 income generated. Patrick: Anita was really good on the board in years past about delegating things to committee so that the whole board doesn't have to weigh in on every e-mail appeal. Leah: Where are you estimating these numbers, they seem very high. Ken: These goals came from Tammie. They do seem optimistic. I am serving on the committee and one of the first tasks is to review the plan and come back with more realistic numbers. Matt: \$55,000 from snail mail and \$35,000 from email is a bit of a stretch but it is realistic. My organization is very small with a small email list and we raised \$80,000 in December alone.

Planned Giving:

*ACTION ITEM: Ken will submit planned giving report during February conference call.*

Board involvement:

Mark: I would like to make an appeal to the board to give as much as possible every year. Doug: The dollar amount is not as important as 100% board participation in giving.

Grants/Foundations:

Mark: We need to develop programs to bring in the money. Please review Mike Ferner's proposal.

Tarak: I support this and we will have member support going forward. Adrienne: I think that programmatic planning is something that we have been working on and I would like to ask that we table this discussion until the strategic plan portion of the agenda (agreed). Michael McP: I did make copies of the plan so that we can review this.

Special Events and Zinn Fund: No discussion

### **Fundraising**

Scheduled for 9:30 am for 20 mins

Leah

Actual start at 9:40 for 14 minutes

Leah: I have included this section so that we can discuss Wealthpoint. We have this data based on financial support from a member. It assesses potential giving of donors on our list. Plan is to go through this list, identify individuals who can give at least \$1,000. We have these lists. The point is that the board needs to help the ED in doing these asks and participate. This will be the responsibility of Patrick and Mark in the future. We have in the past developed a script. It will take some work to train the board in how to do this. There are about 40 names on this list.

### Discussion

Matt: We should do a training, even by phone. We can develop a call script and talking points and that would help people make these calls. Not everyone is going to be able to make these calls well and that should be fine – though we need to balance that with board responsibility. Tarak: We need to have solid programs before we can make the asks. Mark: I do recognize that some people like to make calls and are great at it and we on the development committee will be comfortable working the calls and proceeding from here. Mike Reid: I do think that we need to have relationships and build from this to making the asks. Michael McP: There is a difference between a script and a solid program and we aren't quite there with the solid programmatic asks but we are getting there. Matt: To practice I think we could be making "thank you calls" as a board to people who have already donated – no ask. That is a potential bridge to some of the other fundraising work.

### **ED Report**

Scheduled for 9:50 am for 25 minutes

Mike Reid

Actual start 9:54 for 21 minutes

Review of the ED Report – see submitted.

### Discussion

Mike Reid: We have some found money in the State of California – unclaimed funds. I need a Board motion to authorize me to get.

*MOTION to grant Mike Reid authority to claim money from the State of California – roughly \$8,000. Seconded. All in favor. Motion approved.*

*ACTION ITEM: Adrienne will type letter reflecting Board decision to grant Mike Reid authority to claim found monies in the State of California on behalf of VFP and submit to Mike Reid as Secretary.*

Tarak: Who is the "we"? Mike: The National Office and also the Membership Committee – Adrienne is the Chair. Patrick: Peace and Justice Caucus of the NEA meets on July 4<sup>th</sup> every year. If we want to do a coordinated event, that might be an anchor. Mike Reid: We try to respect the autonomy of members. We will lift all members up – make us louder together. Patrick: May want to add MLK JR day to our list. Ken: The 100th year anniversary of the Christmas Truce is coming up in 2014. Something to really be thinking about. Mike Reid: I have a couple asks of the board as we go into the Strategic Plan. We still need an elevator pitch. We really need to focus on that in the near future that we can pass an official pitch about who we are.

## **Break**

Scheduled for 10:15 for 15 minutes  
Actual start 10:15 for 30 minutes

## **Amended Item, Updates**

Gerry

Amended for 10:30 for 20 minutes  
Actual start time 10:45 for 30 minutes

## **Our Lives Our Rights**

Gerry: Updates on a few items. "Our Lives Our Rights Campaign." Mike Prysner is on the phone for an update. Mike Prysner: We deployed to Ft. Lewis prior to a unit deployment to Afghanistan. This was kind of on the fly. The trip was good – attracted a good response and a lot of support. Have a soldier now filing for CO from Afghanistan. Next follow-up location is Fort Hood – coffeehouse support similar to Ft. Lewis. Met with Under the Hood folks a few days ago about doing this campaign in March with a bit more ground work/planning. Gerry: Also thinking about going to Fort Bliss at the same time. Both Forts have upcoming deployments to Afghanistan. We would like to get VFP member involvement in the area in mid-March.

## Discussion

Doug: Are you going to be asking for chapter support – money and statements – as you did before? Gerry: Yes. Mike Reid: Can you draft an article about this so we can include it in the newsletter – next one in May. Tarak: I would also like to add a full page for War Times Crimes that will come out prior to the action. Patrick: What about actions at Fort Meade considering we will be there for support to Bradley Manning? Gerry: We also have Fort Riley on the agenda. Leah: I don't think that the VFP presence around Fort Hood is as strong as the presence around Fort Lewis. This is a campaign we could take on that could also be geared at developing/supporting chapters. Particularly in the Norfolk area. Gerry: The Our Lives Our Rights is a very specific action but these are important items we can carry forward for a broader discussion. Mike Prysner: My proposal is really about the next step of the campaign. We can think through how to incorporate VFP for broader involvement – make literature available to chapters and members. Doug: Suggestion that in Texas you really need to organize out of Austin – Code Pink and activists – do a fundraiser. That's where a lot of the spirit is. Deadlines for publications: May for Newsletter and Tarak will check for War Times Crimes.

## **Drone Work - National Anti-Drone Days of Action (Week of April 4<sup>th</sup> out of San Diego).**

## Discussion

Leah: Expanding to a month of Action in April. First week toward drone manufacturers organized out of San Diego. Second week toward drone bases. Third week around drone education. Starting to go international. UN investigation into drones is also beginning. Gerry: May want to pick April board meeting in conjunction with an activity. Matt: What is the bottom-line for these actions? Leah: The overall ask is to stop the use of drones. Not just combat drones but surveillance drones as well. Matt: There is a report that will be coming out soon about that that will change the conversation. Working with Barbara Lee to get dream policy to ground all drones. Right now the caucus is very pro-drones and pro-drones business. We need to figure out how to work on strategy to impact policy.

## **10<sup>th</sup> Anniversary of End of Bombing/Testing in Vieques**

Gerry: There is the 10<sup>th</sup> anniversary around end of US bombing/testing on the island of Vieques in Puerto Rico coming up in May. There is a huge environmental clean-up still needed. We are going back in May. There have been previous VFP delegations to the area. Would like to make a big delegation visit in May.

### Discussion

General support. Adrienne: On the membership committee front – we are re-establishing contact with a member of an ex-pat chapter of VFP in that region. I think we should make sure we are in contact with them in making a plan around this event.

## **Alliance for Global Justice**

Gerry: The Alliance is organizing a national conference in Tuscon called “Tear Down the Wall” in October 28 to November 3 to bring movement together around tearing down the walls – Wall Street, etc. (see copy of proposal). No discussion.

### **Strategic Plan**

Michael McPhearson and Mike Reid

Amended for 10:50 for 2 hours

Actual start at 11:15 am for 1:15 hours

Michael McP: Discuss the framework of the strategic plan discussion process.

Discussion about why we each joined VFP: A few themes fell out among reasons for joining. 1) People met a member at an action, and 2) the logo/name spoke to people.

Brainstorming session about ways that VFP is unique: our name, military experience, transformative experience from warrior to peacemaker, feeling of betrayal, unique relationship with violence as instrument of violence – compelled to commit violence for a salary, profoundly personal experience, understand people in the military as Veterans, nonviolent, remorse, activist Vets, anger\* (we should be angry, it's how you use your anger)

Brainstorming about why VFP is important: credibility to peace perspective, provide access to civilians to peace via their family connection to military, people take heart (feel it) because VFP stands up, breaking the mold/ alternative way of being, provides a vehicle and place for people men and women, put out a pole of resistance, support troops by opposing war, shattering/challenging stereotypes, lost our fear

Michael McP: We need to plan, because we need to think about maneuvers of the system so that we can be on task and not allow ourselves to be out-manuevered by the establishment saying that “ten years of war are over” for example.

### **Lunch**

Amended for 12:50 for 1 hour

Actual start at 12:35 for 1:10 hours

### **Strategic Plan/Staff Feedback**

Michael McPhearson

Scheduled for 1:30 for 2 hours

Actual start at 1:45 for 2:15 hours total

### **Staff Feedback**

Scheduled for lunch (merged into Strategic Plan)

Actual Start 1:45pm for 1 hour

Virginia: Discussion of membership numbers and webpage hits. “Find a Chapter” most popular page.

Casey: Discussion of Facebook page – up to 15,000 “followers”, 1.5 million potential followers, this could be

used as a fundraising medium.

Virginia: We are a network trying to become an organization; are we able to do programs?; some hollow chapters; webinars one key to help change and build culture; recruitment is a big issue.

Doug Zachary: Review of membership trends – WWII vets are fewer and new members are not renewing. We should put a more concerted effort to call members who have attended in the past and all new members to attend convention – people who experience a convention tend to become more active.

### Discussion

Adrienne: I think that it's true that chapters are doing a lot independently. However, I think if we put in the legwork to tie the narratives together, we do have programs out there if we put the pieces together. On fundraising, I think we need to be careful of the asks that we put out to chapters. Chapters struggle to raise money themselves and I think that VFP's struggle is how to better support chapters to include monetary support rather than the other way around. We also need to remember that a lot of members already donate a lot of money. Patrick: Information and resources – what are the projects that we need to pick up. Including calls for action around dates and Bradley Manning, etc. Gerry: I know some Vets and chapters mobilize around holidays, it's not really for me. We are a network trying to be an organization. We could tie together activities to make programs, but it's also true that a lot of chapters could use some leadership and direction. Not everything will suit everyone, but we can get a few things going and show chapters that they have board/staff support. Second focus on Bradley Manning facing court martial in June. Tarak: Focus on programs that will tie us into communities and integrate us with communities – expand our power base. Adrienne: Suggestion that we think about how to get more money to help support members to get to convention. (Put to convention committee.) Woody: Chapter leaders and Board should have two-way communication and sharing of responsibilities. Michael McP: About our expectations about numbers of members. Many people join VFW and AL because they are militaristic, etc. We are an alternative way to be and it's hard to be that, so I'm not sure that we will get that big, we will get bigger, but we need to check our expectations so that we don't think we're failing when we're not. We do pull society. Gerry: It is good to have a goal like 5% growth year to year. Leah: There are 24 million Veterans out there. We have spent \$0 for marketing. We need to put some money into advertising.

### **Strategic Plan**

Actual start at 2:45 for 1:15 hours

Review of the Strategic Plan Brief to Membership – see brief dated November 5, 2012

### Discussion of Specific Vision 1

Tarak: What about incorporating the causes of war? Matt: That is a part of discussion that we can be having, but that isn't quite a measurable thing that we can alter as VFP. Michael: What do others think about this? Mike H.: Where is the money going? Tarak: I still think that exposing the causes of war is something radical that we can get into. Mike Reid: I think we are focusing on the cost of war as a common enemy – we don't have George W. anymore, but we do have this cost of war as something we can rally around. They are stealing money out of our pockets – adds to violence, people don't have enough. Mark: I appreciate this framework. We aren't experts, we do have experience, but we need that expertise. Matt: This is really about setting some objectives and having some measurable goals. We need to think about the context of the world, what resources we have, what our energy is, we need to hone in on those items that we can have the best impact on – part action/ part advocacy – we will be more effective and it will help our ability to fundraise and write grants when you have a specific plan. Discussion about including the “causes of war” into specific vision one. Question if there is consensus about the causes of war? Perhaps that's something that we should be talking about without necessarily incorporating it into the strategy explicitly at this point. Have to guard against being dogmatic or rhetorical. The idea that war is tied to oil and money isn't necessarily radical anymore. Recommend that we keep the specific vision the same since its from our statement of purpose and include a reference to the cause

of war in our "Goal" line.

*MOTION to change goal to "Expose/educate the public to the causes and true costs of war (human, economic and environmental)." Approved and so amended.*

Michael McP: What else is missing? Adrienne: Perhaps we need to prioritize a "Communications Committee." Virginia: Also a "Program Committee." Michael McP: Under Defining Tactics and Metrics, we have some specific items. Mike Reid and the staff were next going to create an action plan that would incorporate some numbers and quantify these actions. We need to work with the staff to flesh these items out a bit more. (Matt: review his work with FCNL as an example of how to develop metrics.)

#### Discussion of Specif Vision 2

Need to reword the goal. Perhaps to "Demilitarize US Foreign Policy." Mike P. that might lead people to think "sanctions." Virginia: How about "Erode military support for current US foreign policy." Adrienne: Perhaps we could skip the goal for now and concentrate on the tactics and allow the goal to emerge out of the program we develop. Matt: The goal should be broad but also allow some direction. Mike P: I think it is important to address sanctions because that is a big tool of the US/military. Michael McP: We also need to remember that some organizations are addressing issues such as sanctions and focus on what we can bring as Veterans for Peace. This might allow us to be more effective.

#### **Break**

Scheduled for 3:30 for 15 minutes  
Actual start at 4:00 for 15 minutes

#### **Budget**

Mike Reid

Scheduled for 3:45 for 1 hour  
Actual start at 4:15 for 1:45 hours

Review of the Veterans for Peace Draft Budget 2013 – see submitted.

Dues Revenue: No discussion.

#### Donations: Highlight Grants/Major Donors/Bequests

Mike Reid: Grants from 2012 were largely unsolicited. Shorted this to \$50,000 though need to put some legwork into this. Looking to Board members to become/solicit major donors. Nate: Bequests and planned giving should be \$0. (Consensus to zero out Bequests line.) Nate: Question about special events, this is a significant line that we should discuss. Mike Reid: We are looking for chapters to do some events to raise funds. John: Do we have a process for tracking bequests that have been made? (Yes, but we don't always know the actual dollar amount.) Virginia: We have mailed members over 60 about the process for bequests and we may want to do that again. Tarak: The special events thing that brought in \$200 last year, I don't see chapters doing this. If we have a chapter project going on that is what we are going to raise money for. Mike Reid: It might be that chapters do fundraisers and give a portion. We would like to give trainings that would be of value to chapters about how to fundraise. Michael: If we provide a service, information, the how-to-fundraise tool – then I think there's a way to jointly raise money together and sharing a small percentage with the national organization providing the training and resources. Leah: We could be doing a lot of special events that might not be reliant on chapters – silent auctions, etc.

#### Other Revenue:

Mike Reid: Expecting very positive convention so the numbers reflect that – still budgeted as a zero revenue item. Project Funds Management reduced back to \$2,500. Doug: We need to be realistic but also positive so that foundations see that we have a positive outlook. Adrienne: Along those lines the store is rounded down from 2012 and we could round up and get \$5,000 back (amended).

Expenses:

Advertising/Marketing: Looking to do billboards. Gerry: We can do specific asks for billboards around events and raise money specifically for them.  
Bank Charges: Discuss if Bank Charges/Merchant Charges have been reversed. Mike Reid will check.  
Capital Equipment Purchase: Planning to purchase refurbished computers.  
Consulting Services: Previously reflected Development Director. Reduced to \$10,000 in 2013.  
Computer Services: Lower to reflect change to slightly cheaper service.  
Dues, Books, Subscriptions: Not renewing one of our subscriptions so that is lower.  
Fundraising Expenses: Reflects last year's level. Nate: We had discussed reducing number of snail-mails to previous levels so that would be lower. It didn't really pay off to increase the number of snail-mails so maybe we would decrease the number. Mike Reid: This was reflecting an increase in membership numbers as well.  
Gifts: To send cards/flowers/etc. to members and donors.  
Liability: Amended to \$6,500.  
Insurance: Increased due to more employees receiving health insurance.  
Workers Comp: Will increase to \$1500 to reflect increase in salaries.  
Miscellaneous: Pens, paper, etc. Have our own printer now so paper costs will be up.  
Postage and Mailing: Increase reflects cost to mail new members premium packages.  
Printing: Envelopes, brochures, etc.  
Mailing Service: Office expenses for mailings to include new member packets.  
Merchant Fee: For using the credit card.  
Printing Newsletter/Journal: Reduced costs because we anticipate mailing these in-house this year. We tried it with a few hundred and it worked. Still have to try on larger scale.  
Professional Development: Will include classes for staff.  
Payroll Fees: Through quick books – amended to \$200.  
Action Contributions: Increase reflects increase in asks for actions. Will include banner costs.  
Salaries and Wages: Includes COLA increases and raises.  
Telephone/Internet: Will be same.  
Training: This is for regional/national trainings.  
Travel – Staff: Increase reflects staff travel for trainings.  
Travel – Board: Same  
Travel – ED and President: Same  
Utilities: Same

Mike: Budget bottom line now in the red based on adjustments. Might need to rework some numbers to reflect break even. Michael McP: This isn't necessarily true. We are working on a strategic plan. We are looking to invest in ourselves. And there is a way to phrase this that can be positive. Leah: We don't have a line item for programs. We can't plan a delegation speaking campaign if we haven't budgeted it. We need to set some money aside for programs. Perhaps Training line item should be Program Development. (Renamed.) Matt: This is a very honest budget. Our problem is revenue and donations. We need to be better about major donor programming. We need to have a real concerted effort to raise more money. Deadlines are in February. Alterations made to ensure donations reflected at least same as last year and halved the line item for Consultants.. Bottom-line is now -\$10,000 with which we are comfortable.

*MOTION to allow the ExComm to approve the budget once the numbers are adjusted to reflect discussion by Mike Reid. Seconded. All in favor. Motion approved.*

*ACTION ITEM: Mike Reid to have budget amendments completed for ExComm Approval to be done within the next week.*

## **Membership Committee**

Adrienne

Scheduled for 4:45 for 20 minutes

Actual Start at 6:00 for 13 minutes

Review of membership committee report – see submitted.

### Discussion

Doug: It looks like the international organizing is going pretty well and taking off. Is that so? Adrienne: It's seems that way so far. I am reminded of the comment that Ben made during the convention that many other countries don't have the history of veteran organizing that we have here in the US and once the idea is out there it seems to be finding resonance. We will see how things continue but so far it's fairly positive. Virginia: One concern we have is the cost of international mailing and that communication with the office be in English. It was \$11 to mail one charter overseas. We don't have the linguistic knowledge to handle other languages. Adrienne: The Committee has discussed mailing costs and that thought was to keep things as electronically based as possible. We will hash out mailing costs more definitely. There are some talents among the membership in terms of language, so we anticipate working that angle as the need arises. Leah: Question about the national calendar and what it covers – and whether we will get at-large members involved in the working groups? Mike Reid: It includes the national calendar of events/actions/outreach and how we can get at-large members involved. Gerry: I think we need to be careful about phrasing "the need for dollars and English." We should be more sensitive. Dues – there was a discussion on the board about whether it might be easier to waive dues? Adrienne: So far it's been going pretty well paying dues on-line, no complications. I think we are good to go for now and we can address problems if they arise.

*ACTION ITEM: Please email Adrienne with any other questions/comments that you have regarding membership and membership committee for more thorough review on next call.*

## **Working Groups report**

Gerry and John

Scheduled for 5:05 for 25 minutes

Actual start at 6:13 for 8 minutes

Review of Working Groups document – see submitted.

Gerry: Would like to see the working groups be included in the strategic plan and the convention. John: highlighted report from War Crimes Working Groups – question in the movement about including Obama, not popular in some circles. Mike Reid: We need to evaluate what working groups are active and what groups are not. If we are going to be asking members to join working groups we need to know what groups are active. Gerry: We will provide a list of the status and contacts for all working groups within a month.

## **Adjourned at 6:23**

Scheduled for 5:30

Sunday, 27th January

**Directors Present:** Mark Foremen, Gerry Condon, Patrick McCann, Tarak Kauff, Adrienne Kinne, Mike Hearington, Michael McPhearson, John Heuer, Ken Dalton, Dough Rawlings, Leah Bolger, Matt Southworth, Mike Reid and Mike Prysner (by phone)

**Also Present:** Virginia Druhe

**Reconvene and Update Agenda**

Scheduled for 8:00 / Actual start at 8:13

**Comments on Yesterday**

Amended for 8:15 for 1 minute

Tarak

Remember to be self-disciplined on time and keep to the agenda. We also need to be civil with one another when reminding to keep time check. Mike H. volunteered as time keeper.

**Outgoing President's report**

Scheduled for 8:05 for 20 minutes

Leah

Actual start at 8:16 for 21 minutes

Emphasize need to develop programs. We need to coordinate with chapters better and help tie the work we're doing together to help make it more powerful. Overview of New Priorities Network. Impact of the War Economy and how VFP can get involved. Mike Reid: Agree this is a hot topic. Matt: There are three opportunities in the near future around the budget and debt ceiling where VFP members are encouraged to write letters about holding Pentagon accountable on budget cuts. Adrienne: I think we are doing this work around war economy and writing letters to the editor and making calls, we need to package it. Students have been blown away by Bradley Manning and his story and it speaks to them and this is a timely event and need for support. Gerry: VFP could bring a lot of support to Bradley in the near future and get some boots on the ground. Mike Hearington: It might be good for us as a board to create narratives about what we are involved in and our efforts to begin to tie this all together. Michael McP: We have identified a lot of priorities – we need to stop talking about identifying priorities – the next step is to write down what we are doing around these items. One next step is to create web site space for our different areas of work. We also need to find capacity who can tie the work together. The next circle is the working groups and the campaigns and bringing the people in to execute. We have identified things. That's the next step of the strategic planning process.

**Committee assignments**

Scheduled for 8:25 for 20 minutes

Patrick

Actual start at 8:36

Review of VFP Committees 2013 Report – see submitted.

### Discussion

Communications Committee: Now defunct, needs to be built up. Mike Reid: We do need some help streamlining letters and statements. Michael McP: We need to determine our voice as an organization and give that direction to those writing statements. We need to remember we need to have a Veteran voice and how we can amplify that voice. Leah: Non-Veterans can write statements with the understanding of our background. Matt: Communication committee could also keep better track of calendar of events around which we would want to get statements out. Members: Patrick, Matt, Mike Reid, and David Swanson. Michael McP: Important for the voice of the ED to be a part of all communications as long term face of the organization. John: Would also be important to know more about internal communications. \*include Speaker's Bureau

Nominations Committee: John and Patrick. Will ask Doug Zachary.

Veterans Peace Teams Committee: Add Mike Hearington.

New Committees:

War Crime Times (add Patrick and Doug)

Program Committee (Mike Reid, Michael McP, Patrick, John, Gerry, Adrienne)

**Convention**

Doug and Mike Reid

Scheduled for 8:45 for 20 minutes

Actual start at 8:58 for 20 minutes

Mike Reid: We are on schedule. We need a theme/logo. There will be a lot of activists in Madison during convention, that this is a time to rejuvenate. Possible theme: "Power to the Peaceful." (Supported.) Looking at Unitarian Church for Saturday event (offered for free – Frank Lloyd Wright – will check on transportation). Shelly is on standby to put up Convention Website. Doug: We are always concerned with bringing on local people to participate. On most recent calls local chapter has been jumping on alternative shelter, possible sliding scale for registration. Banquet has to be Friday night due to hotel schedule. Looking to coordinate with broader peace movement – Liberty Tree – for Saturday. Mike H: Seems nominations for speakers are all over, can we get a list going? Michael McP: Power to the Peaceful is great. I think there's a lot to that and we need to remember that there's a transformation piece that we can also focus on. John: We are looking to camping locations at convention. Also would like to include Working Groups in convention. Doug: We are going to send out the usual call for workshops. John: Ask about Asheville for 2014? Doug: Thought that we had decided that in Madison – Asheville for 2014. Gerry: Will help outreach to working groups for convention. National Association of Black Veterans is in Milwaukee, would like to outreach to them to participate. Patrick: Do we have speakers of color? Doug: We have nominations that are diverse, but need to lock up connections and solidify. Please send me the names of those you would like to nominate so we can get this together. Shelly is going to start posting about the convention on the website in February. Theme: Power to the Peaceful. Mike Reid will be working on the logo. Will be putting up call for workshops next. Possible participation of the Board in an event on August 6<sup>th</sup> prior to the Board meeting regarding Hiroshima.

**ED evaluation**

Michael McPhearson

Scheduled for 9:05 for 20 minutes

Actual start at 9:18 for 25 minutes

Review of the ED Evaluation General Form for 2013, VFP Executive Director Specific Goals for 2013, and Specific Goals suggestions from the board for the ED – see submitted.

Michael McP: In looking at the Evaluation form, we should review the weight factors and determine if we want to maintain the weight factors or change them. There is the general evaluation form, the specific goals, and staff input. We need to decide on the general evaluation form – weight factors. Adrienne: Last time everyone emailed me their thoughts and I took averages and we discussed the areas where we were off by a few points. I could do that again this time – email me with your thoughts within a week. Mike H: For example, we might want to increase the weight factor for "Programs" given our discussions.

*ACTION ITEM: Board members shall email Adrienne with weight factors for 2013 General Evaluation Form by Midnight, February 3<sup>rd</sup>.*

Michael McP: We also need to look at the ED specific goals and have a collaborative conversation about solidifying 2013 goals. (Discussion about what is meant by media, need to include alternative media which is our base.) *(Add 5 minutes to agenda item.)*

Michael McP: Review of specific goal suggestions from the board for the ED. Tarak: Please include a section on results regarding securing funding. Mark: Depends on if you have programs that you can write grants for. Tarak: We need a committee that makes a comprehensive list of what we have accomplished and what we want to accomplish. Michael McP: Program Committee will be taking part of this on. Part of this is Mike Reid's responsibility. Mark: This is also something Development Committee could take on. (Michael and Mark will connect off-line)

*ACTION ITEM: Review Specific Goal suggestions from the Board for the ED. Email suggestions for alterations to Michael McPhearson by Midnight, February 3<sup>rd</sup>.*

**Non-Violence Charter and New South Network**  
John

Scheduled for 9:25 for 15 minutes  
Actual start at 9:45 for 12 minutes.

John: VFP recently endorsed this charter, which, among other things, calls for the liberation of Iran, and whether that endorsement will have any impact on the proposed VFP delegation to Iran.  
<http://thepeoplesnonviolencecharter.wordpress.com>

#### Discussion

*ACTION ITEM: Process for Endorsements needs to be solidified and put on the website. ((Need to identify who will do this and when by.))*

### **New South Network of War Resisters**

Review submitted proposal – see submitted.

#### Discussion

Patrick: We need to organize the south. Michael McP: We need to look at why we are having difficulty in the South. We think we know why but we might not based on different success in different cities in the South. This is great because the environmental impact is strongly and directly connected to the military. John: Longest GI Meeting House is in Fayetteville – the Quaker House. Tarak: If we want to promote VFP in these places is through distribution of underground newspapers. Matt: I am on the Board of the Quaker House in Fayetteville. My focus is state senators and drones but I'm more than happy to be a liaison for that.

#### **Strategic Plan:**

Michael McPhearson and Mike Reid

Scheduled for 9:45 for 1:10 minutes  
Actual start at 9:57 for 1:20 minutes

Review of "Framework for a Basic Nonprofit Strategic Plan Document" – see submitted

#### Discussion

Michael McP: This is a basic framework that we can use and adapt to meet our needs. Mike Reid: How about including long term planning? Michael McP: That is something that we should include. This is a living document, amendable. Adrienne: I think this is great – framework that we've needed and I think this will help a lot. I think we need to take ownership of this and start filling it out. Michael McP: What are folks thoughts? Mike Reid: We need a mission/vision statement and our elevator pitch. Michael McP: The Statement of Purpose should fit in there somewhere. Adrienne: I thought we had talked about using the opening line of the Statement of Purpose for our Mission Statement and the underlining items for further sections. Tarak: In the programmatic sections we should include the pro-peace work which is an important component to the protest portion. Michael McP: This is true. It will also help us increase our membership to bring that focus in as well. Leah: Do we need to rethink our Statement of Purpose? Michael McP: The conversation about Veterans services is a long one, members want to do it, I think we need allow that room for members to do that work as encompassed in seeking "justice for veterans and victims of war." Tarak: It's the spirit of the law that is important. Peace is not just the ending of hostilities. We need to be mindful that we want to build another society. We need to better incorporate a vision of peace into our work. Mike Reid: There is a lot of contention among chapters about direct action versus direct services. Mike H: It also says that we have a responsibility to serve the interests of world peace. That encompasses a lot. Mike Reid: We do need to figure this out because meetings come to blows and this can't be happening. Mark: This is part of the culture – PTSD – and we will have these moments. Adrienne: I think we need to stop speaking about things in terms of dichotomies. It isn't

either or. Both is important. Michael McP: This is a national organization issue. There are a lot of organizations that have done both – provide services and radicalize. People have needs, we need to listen to those needs and provide for those needs. Leah: We aren't a Service Organization – in our Strategic Plan conversation we prioritized direct action and speaking to war. Why are we funding chapters to buy manuals on counseling? Tarak: We need to commit a day to this and hash this out. Doug: Maybe we need a reconciliation team that can work this issue, I would be happy to be on this. Virginia: Also remember that there are building a culture of peace, peace and art, that would be important to keep in mind.

Michael McP: Getting back to the plan – this is for the board and staff, members, fundraising, and public. Mike H: Might want to consider incorporating traditions into the "Organizational Description." Michael McP: Situational Analysis – External includes context analysis, current trends, relationships, legislative context.

Introduction	(Written after to summarize the document once completed)
Executive Summary	(Written After) Mike Reid
Organizational Description	Mike Reid and Tarak
Mission Statement	Leah *From the Statement of Purpose
Vision Statement	Leah *From the Statement of Purpose
Values Statement	Leah *From the Statement of Purpose
Situation Analysis – Internal	Adrienne and Membership Committee
Situation Analysis – External	Leah
Strategic Issues	(Identified after the Internal/External Analysis)
Goals and Strategies	Michael McP, Gerry, Mark: Program/Development Committees
Objectives	Michael McP, Gerry, Mark: Program/Development Committees
Action Plan	Michael McP, Gerry, Mark: Program/Development Committees
Strategic Plan Board Authorization	(Once finalized)
Appendices:	
Budget	Mike Reid
Policy and Procedure Checklist	Michael McP will send out

*ACTION ITEM: Michael McPhearson will email full document with descriptions to Board ASAP. Members are assigned to specific sections of the "Strategic Plan". Please have a draft of your assigned section(s) emailed to the Board by February 17. Next Board Call rescheduled for the week February 24.*

Michael McP: Moving on, we need to revisit the Goal for Vision 2. Gerry: This item is about empowering resistance. Leah: Not sure of the connection between preventing our country interfering in the affairs of others – resistance is not enough to influence policy. Gerry: One of the pillars that supports war is the morale of the soldiers. Michael McP: Supposition is that by informing soldiers, they will be able to make a more informed decision. Example – in South Africa there was a question about whether the US would intervene in support of apartheid should the call for support be made, I think they definitely thought about how that would be perceived or whether it would be seen as possible to use soldiers to engage in this way and it might have impacted the decision to go or not. Ken: Similar thoughts during the Arab-Israeli War. We need to educate about rights and responsibilities and Nuremberg principles that can inform their decisions. John: The language is indirect but it is good. Question about Goal? Adrienne: The Goal should be broad, borderline pie in the sky, the Objectives is where we really flush things out. It's not meant to be the end of all be all but one component.

*ACTION ITEM: Around Specific Vision 2, small group to flush out Goal statement – Gerry, Mike Reid, Leah, Michael McP.*

**Break/Check-out**

Scheduled for 10:50 for 20 minutes  
(Skipped)

**Racism discussion**

Patrick

Scheduled for 11:10 for 20 minutes

Actual start at 11:18 for 10 minutes

Review of VFP Addressing Race document – see submitted.

Discussion

Mike H: We recently had a contact with an African American Veteran who didn't join based on the Obama Impeachment resolution. This is a detractor. Mike Reid: Propose we come up with something that we can present to the church that is religiously focused. We need to craft a message for churches. John: Outreach to faith community is important. Members are allowed to distance themselves from resolutions and that might be something to keep in mind. Adrienne: IVAW member Logan L was interested in this and I will email him to see what his thoughts are on this issue. Gerry: This is a good document/overview. Michael McP: I as a male always think about what I say and do and how they might impact women. There are some things that I need to be open to learn and not be offended if someone says something to me about something I do so that I can broaden who I am. This is something we should do as males, white people, etc. More than one thing can be true at the same time – the Black community has some perspective on Obama and the significance of his election. Impeach Obama is a slap in the face to the idea that we are equal. Does that mean that he isn't all the things that we say? No, there are two things in play, and he is multiple things to multiple people. We alienate ourselves from large groups of people when we target individuals.

**Announcements**

Patrick

Scheduled for 11:30 for 20 minutes

Actual start at 11:30 for 15 minutes

Date/place of Spring Board Meeting Discussion

Discussed having the meeting in DC versus Dallas during the Liebury action. Consensus was that travel to DC would be more affordable. Matt can coordinate FCNL meeting space for free and less expensive lodging.

*MOTION to have the meeting in Washington DC on April 12-14<sup>th</sup>. Second. All in favor. Approved.*

*Items tabled for next meeting: Travel budget for members.*

**Adjourn at 11:45 am**

Scheduled for 11:50

Adrienne Kinne, Secretary

**VFP Board Meeting Minutes**  
**25 March 2013**

Directors Present: Patrick McCann, Adrienne Kinne, Matt Southworth, Mike Hearington, Michael McPhearson, John Heuer, Matt Southworth, Tarak Kauff, Gerry Condon, Mike Prysner, Mark Foremen, Doug Rawlings, Mike Reid, and Ken Dalton

Directors Absent: Leah Bolger

Proposed Agenda (80 minutes):

1. Approval of the Agenda
2. ED Report
3. Treasurer's Report
4. President's report
5. Committee reports:
  - a. Development
  - b. Communications
  - c. Membership
  - d. Working Groups
  - e. Bradley Manning
6. April board meeting (agenda and logistics)
7. Strategic planning
8. 2013 and 2014 conventions

**1. Approval of the Agenda (Approved)**

**2. ED report (Mike Reid)**

- Administration:
  - Staff is near completion of gathering information on programs within chapters. We used information gathered from Chapter reports, phone calls and 990 reports.
  - New Communications Committee will be Mike Reid, Leah Bolger and David Swanson. All requests for postings will need to go through this committee. Shelly should not be contacted personally for submissions.
- Marketing:
  - Newsletter is completed and should be reaching doors this week. Job was too large for us to handle efficiently. 6000 copies in-house should be done outside VFP print shop. Those were for our membership. We can print any additional copies in-house.
- Resource Development:
  - Email Appeal has raised \$1350 so far. This is an average amount for our email appeals

- Programs:
  - Given the success of the recent Regional Chapter Conferences the staff is organizing a Mid-West regional (MO, IL,KS, IN, northern Arkansas and northern Kentucky conference for some time in October to be held in St. Louis (regions within a 4-5 hour drive from St. Louis).
  - Phase 2 of Website is complete and Launching should be this week
- Board/Volunteer Development:
  - Considering drafting a Board Development/ Development SOP.
- Community Involvement:
  - Participated in Northern California Conference in Ukiah, California
  - Attended the VFP Peace Parade in Boston
  - Met with an aide of Claire McCaskill with local Peace activist to discuss our concerns with drone policy
- Convention:
  - Coming along very quickly/well – more details later on the agenda

#### Discussion:

- Doug: Also need to emphasize all the work you've been doing on the convention – can't be overstated.
- Michael: On the website, will we be able to get the old newsletters back up on the website? (Mike Reid: I'm not sure, will have to see if we still have them). Regarding the Board Minutes will they be accessible to the board? (Mike Reid: yes). There's information that is important for us to know about policy development. Organized by year.
- Patrick: How often does the newsletter come out? (Mike Reid: four times a year).
- Patrick: Aide (to McCaskill) busting out a general for overturning a rape conviction – featured on Fox News. May want to approach. (Mike Reid: Yes, but cautiously, McCaskill is in strong support of drones, staunch support).

### 3. Treasurer's Report: Mike Hearington

The corrected treasurer's report has been sent out. Newsletter expense was listed as a convention expense, but that has been fixed. You all have the corrected budget to date. Membership dues short, Store revenue short. Expenses short of budget. Most other items in line with expectations. Nate Goldshlag will be working with me for another month to prep for the Board meeting.

#### Discussion

- Doug: Should we have a separate budget for the convention? There are so many things flowing right now that small things might throw our whole budget off. (something to think about for the future)

#### 4. President's report: Patrick McCann

- The organizational highlight (in my opinion) of the past 2 months was the regional meeting that Mike Reid, Gerry Condon, and I attended in Ukiah, CA with 9 NoCal chapters (about 45 folks in attendance for the weekend). They were ecstatic to have us, and especially responded to my call to unite the coasts. We pushed hard for Bradley Manning. Mike and I intend to get back to NoCal and get a regional going in the LA/San Diego area, too. We're thinking Cali for the 2015 convention!
- I'm primarily concerned with internal organizing, although building the June 1<sup>st</sup> rally at Ft. Meade, MD. At my request, Mike Reid developed (and printed) glossy red, white and blue flyers for the rally. They feature Bradley as a truth-telling GI action hero! Distributed the first batch of 50 Saturday at our Bring the War Dollars home bus and car caravan from Baltimore to DC. We have 2+ months to build this rally, and should be able to get 1,000+ folks there. We had a rally a year ago of 600-700. Doing primary outreach in the Balto.-DC area, especially on college campuses. They're already going up at George Washington University. Flyers are available from the national office.
- Mike and I will attend local events and meetings as a way of keeping chapters and regions in touch with national, and help them organize their chapters. We attended (w/ Michael McP. and Ken) the Dave Cline event in NYC, and will return in May. Mike R. (and Leah?) attended the Boston St. Patrick's Day parade, which we should strongly support next March. When a chapter is doing righteous local battle, we should bring in support. I'll attend, and speak at, the monthly Philly VFP meeting tomorrow, and see if we can resume northern Mid-Atlantic regionals, which were disrupted up there over 5 years ago. I've begun discussion of a southern Mid-Atlantic regional to include contacts/chapters in Asheville, Greensboro, Charlottesville, DC, and an Iraq vet in the Tidewater, VA area. VFP has nobody in this area with the largest US naval base in the world. Mike is working on a St. Louis regional in October. I'd like us to have some regional caucusing at the convention in Madison.
- Re-building the DC chapter - Given the amount of time we spend in DC, this is important (any among us taking responsibility for keeping a chapter together?). Spoke 2 weeks ago at a drone rally at CIA HQ before going to a memorial for Hugo Chavez in DC, where I signed the Venezuelan Embassy's book for VFP. Finally met an Iraq vet in NoVa (with whom I've been in contact) at the CIA. He has an Iraq combat vet buddy also interested, and will help re-build the DC area chapter and do Bradley Manning Support work. Ray McGovern spoke at the rally, also attended by a VFPer from Baltimore. Have plans to go to the Historians Against the War conference in Baltimore 2 weekends from now. Baltimore is less than an hour away. Saw Ellen B. at the previously-mentioned rally this Saturday. Also spoke at the local Bradley Manning program a few weeks ago in DC. While there were only 3 dozen folks, it included Medea B., Kevin Z., Margaret F., and Geoff Millard, showing again the importance of re-building this chapter. Met the Tidewater, VA Iraq War vet at the Bradley Manning program, and signed up Ryan Harvey, an IVAW favorite, to play at the convention in Madison. That's it for now.

## 5. Committee reports:

- a. Development
- b. Communications
- c. Membership
- d. Working Groups
- e. Bradley Manning

### a. Development Committee: Mark Foreman

- **Old Business**
  - **Snail-mail Appeal:** Mike R. will be using our in-house printer to save time. He also reported that last December's two snail-mail appeals netted \$32,000, probably due to sending out two mailings.
  - **Email Appeal:** Mike R. told the Dev. Comm. that he sent email appeals out in early March and will let us know the results as soon as they are available. All action emails now have a "DONATE" and "JOIN" button.
- **New Business**
  - **Planned Giving:** Ken Mayers has researched Planned Giving as a viable way to raise money for VFP. Planned Giving options will now be included with VFP's monthly email blast. VFP members will be asked in the monthly email blast to consider using their Insurance Policies and Wills as a way to support VFP. Ken will explain more about the Planned Giving campaign at our March 25<sup>th</sup> phone conference. The Dev. Committee will coordinate phone appeals asking for donations from Major Donors, as well as those who want to be involved with Planned Giving.
  - **Recurring Donors:** Doug Z. has created an excel program template, which will enable Dev. Committee members to recruit more Recurring Donors. Mark Foreman is encouraging all Board members to become role-models for the Recurring Donors initiative.
  - **Major Donor Campaign:** Matt Southworth is drafting a process for the Board to participate in Thank You calls for our review as a board during the April Board meeting.
- **Zinn Fund**
  - The Zinn Fund Committee, chaired by Ken Barger, has recently awarded two new grants for the first half of this year. Because the Zinn Fund is limited to giving out only \$3000/yr. it was decided to make awards twice a year as opposed to four times a year. The Zinn Fund Committee, under Ken Barger's direction, has done an outstanding job of organizing the structure for grant applicants to follow, plus a judging process to evaluate each grant application.
  - The Dev. Committee is hoping to raise money this year, earmarked for the Zinn Fund. This could be accomplished by asking a specific percent of Major Donors to also contribute to the Zinn Fund.
- **New Projects**

- The Dev. Committee is waiting for completion of the Strategic Plan to move forward with fundraising for Programs, Campaigns, and Projects.

### **Discussion:**

- Doug: Remember also that just because they only approved two, they sent feedback to other submitters for how they could improve their submission and encouraged to resubmit.
- Adrienne: I think that this is a solid process and one of the most important ways that we can be supporting the initiatives of local chapters and I would support us focusing on raising money for the Zinn Fund as we strive to increase money.
- Mike H.: I wanted to just cover that the Ex-Comm voted to approve the committees recommendation but there has been some question that the recommendation should have gone to the full board. We need to clarify this for the future and make sure the process is clear. (Patrick: I think we can hold this until April, there won't be another round of applications before our Board meeting, and this will allow Leah to participate).
- Patrick: Perhaps we need to create a specific time of the year that we do a specific ask for the Zinn fund to get more funds in this program.
- Mark: Yes, I also think we need to target major donors to donate funds for the Zinn fund as well – a portion.
- Matt: I think this would be a good thing to raise on the Development Committee and that this might be something we could write a grant for – if we find the right organization we could get a foundation to help fund this.
- Michael McP: The Zinn name does offer the affordability to reach out to broader audiences. We need to broaden out and ensure that we are still reaching out to our main stakes to raise funds for the national office and programs.

### **b. Communications Committee: Patrick McCann**

- Update to the personnel: will be Mike Reid, Leah Bolger, David Swanson
- Focus on getting the committee up and running
- Recent meeting in Washington DC was very much an inaugural meeting of the group
- Will compile notes and submit complete report at April Board meeting.

### **c. Membership Committee: Adrienne Kinne**

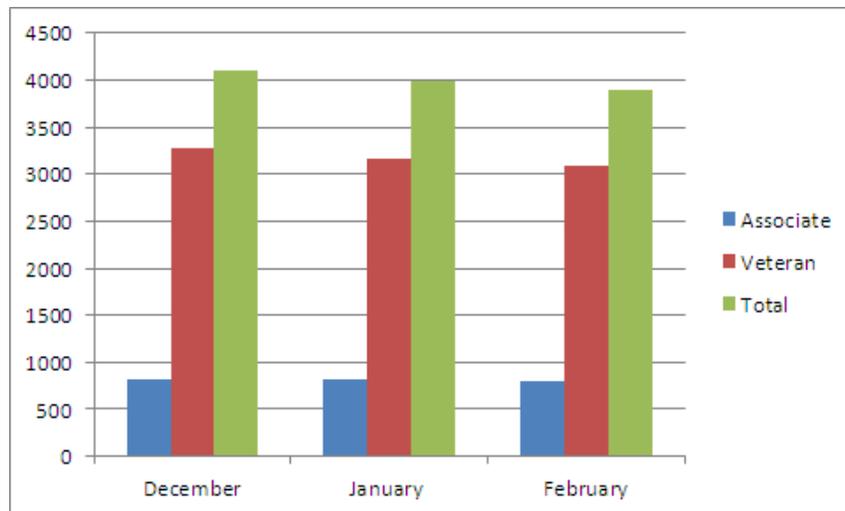
From: Gene Marx, Membership Committee Chairperson

This monthly report includes summaries of Committee and staff recommendations from recent calls, the last occurring on March 22, 2013.

- Old Business:
  - Ongoing reorganizing efforts in Tampa, FL; Taos, NM; Pensacola, FL; and Mobile, AL.
  - Ongoing Chapter charter organizing effort in Ireland; Irish Defense Forces veteran Edward Horgan is coordinating the application process. Expect a

possible 6-week delay to charter petitioning due to Horgan's participation in UN oversight of Pakistan's National election.

- Brad Cotton organizing in Circleville, OH. There are enough members (15 to 20) on their temporary chapter roster; hasn't filed the petition yet.
- New Business:
  - Application brochures, wallet applications, and lapsed membership postcards printed with suggested changes, including assisted and student rates.
  - February Membership Report
  - VFP data base shows a significant decline in membership of nearly 5 % (4.7%) since November 2012, with other benchmarks and indicators – lapsed and new members, renewals and reactivations – also showing less than favorable trends.



1. Total members – 3903. Current Veteran (3098) and AM (805) numbers, down by 70 and 9 respectively from last month. Lifetime membership – 235, up by 2 from January.
2. Total lapsed members – 2308. Up by 43 from January, after a two-month decline.
3. New Members – 15, Veteran (10) and AM (5), a decrease of 14 since last month.
4. Renewals – 179; 146 and 33 respectively, a total decrease of 75 over last month.
5. Reactivated – 49; 31 and 18 respectively, a decrease of 46 from last month.
6. See Appendix I for Membership churn and attrition rates.

#### 1. New Projects:

- a. International Dues

The Membership Committee call on March 15 discussed an idea proposed by Ben Griffin, and based on feedback from UK and Irish veterans, concerning annual dues assessment fees for foreign chapters, in lieu of individual renewals. This policy might also include adjustments for local economics.

The Committee also felt that assessments might also be considered in the US to stabilize attrition rates, subject to beneficial international applications.

The pros and cons of such an assessment will warrant further discussion by Board members, and also a necessary Policy Directive change.

b. Possible VFP chapter in Valencia, Spain.

Ben's been in contact with a member in Spain that's interested in starting a VFP chapter; would like to see 3 new Internationals by the time of the Convention in August.

Discussion:

- John: three vets in Greensboro, NC put out a chapter forming organizing call in recent e-blast – something to keep eye on as well.
- Doug: Maybe we could consider a special deal for international members to get to the convention. It really excited members last year and if it could help get international members to the convention, I think we might do well to pursue that.
- Mark: Do you have a handle on the seasons of the year? Membership is down around December/January. Is this is a cyclical thing?
- Adrienne: I've wondered the same. One thing that I have wondered is whether it would be better to have dues all due during a particular quarter rather than based on the day the member joined VFP as a way to streamline the process.
- Michael McP: We did try that in the past, but the office just got overwhelmed for two months with mail. I don't know of any other organization where members' dues are due at the same time. People might not be used to that and it might be confusing.
- Patrick: I was talking to Virginia and she said that part of the membership loss might have been loss of members who had joined in response to the Occupy Movement and left after that year. Question: Do we still allow reduced rate to GWOT veterans. (Yes)
- Mike R.: We have members who are active but don't pay their dues and some don't realize that they need to pay dues. But they are members and consider themselves to be members, but they don't get any communication from the national office and that leads to them thinking the office doesn't do anything because they haven't received communication from the national office.
- Mike H.: I think that sending postcards to lapsed members once a month or so would be a good way to keep that in folks minds.
- Michael McP: I think this has been an issue for a long while. Sending something

every month adds up cost wise. We would send something every few months for three years and if people didn't renew by then we figured they wouldn't be renewing.

- Doug: We have the same in Maine, people paying chapter dues but not national and the response is usually what has national done for us. So that is something that we need to be on.

#### **d. Working Groups Committee Report: Gerry Condon and John Heuer**

- The Homeless Vets Work Group is re-emerging
- Possibility of teaming up with anti-corporatist groups researching the potential for class action law suits against predatory banks illegally foreclosing on active duty service members.
- Generally encourage our convention planners to give priority for convention work shop time and space to VFP projects and work groups

#### Discussion:

- Mark: I think this is great and I just would like to say that the Development Committee needs to know what is going on with the Working Groups so we can include this in the fundraising.
- John: We might need to figure out who is responsible and how to organize leadership of the workgroups. Gerry has done a good job picking this up but this is something we might need to address.
- Gerry: That might really require a staff person.
- Mike H: What about administrative fees attached to work groups? (Mike R.: It takes 3% right off the bat to get the money processed. 5% is low given that they are covered on our insurance, that we spend staff time, etc. Maybe we need a sliding scale, but right now we have a flat tax. The 3% is bottom line given our fees we have to pay. 5% is pretty low.
- Gerry: Other organizations are at 7% and they are considered to be rock bottom. Most groups who serve as fiscal sponsors ask for 10% or more. So even though these are our own members, we have costs.
- Mike H: 8% was the number I had heard and I guess it wasn't evenly applied and there has been some confusion so we're trying to get this straightened out for folks who had asked.
- Patrick: Do we need a proposal for our April meeting?
- Mike R.: I'm not really sure how a sliding scale might work – but I can work this out.

#### **e. Bradley Manning Report: Gerry Condon**

- On Thursday, March 21, I represented VFP on an international conference call for Bradley Manning Support Network organizers. There were 16 people on the call from around the U.S. and Europe.
- The major focus for U.S. organizers was on building momentum toward the rally at Fort Meade, Maryland (near Baltimore and DC), on Saturday, June 1, two days before the scheduled beginning of Brad's court martial.

- Public events leading up to court martial:
  - A key organizer from Chicago presented the idea of doing larger scale events in several U.S. cities prior to June 1 (presumably in May), with speakers from the Bradley Manning Support Network, and possibly even the likes of Ann Wright, Dan Ellsberg, Glenn Greenwald, Kevin Zeese, etc. After I spoke in favor of this proposal, lead organizer Emma Cape asked me if I thought VFP might be able to organize such events. I answered that VFP could do so as part of local coalitions, and that we were stronger in some places than in others.
- **June 1 Rally at Fort Meade**
  - For all its amazing work, the Bradley Manning Support Network is short on “ground troops” at the grassroots level. They are really counting on Veterans For Peace and others to mobilize for a large, impressive rally on June 1. I believe this should be one of our priorities.
- **Summer long vigil at Fort Meade**
  - Bradley’s court martial is expected to last through August! It would be great to maintain a daily vigil at Fort Meade throughout his entire court martial. I think that Veterans For Peace would probably be the group most capable of anchoring such a vigil. We could encourage our members and allies to make it to Fort Meade sometime during the summer. Of course, we would need a core group to anchor and organize this. I would be willing to help.

## 6. April board meeting (agenda and logistics)

- Patrick: I’ve been keeping track of things tabled for the April meeting. I will compile and send out the agenda and we can shape it in the board meeting. This will be sent to all in the next day or so.
- Matt: I have a draft email that I will send to all for logistics (tonight/ tomorrow). A few will be at a hostel. Checking hotels (prices have increased due to cherry blossom time).
  - 245 2<sup>nd</sup> Street NE (FCNL) is the address of where we will be meeting
- Patrick: If folks are staying with me – I can drive folks home in my car and we can drive in or metro in. Mark is one metro stop from me. A few are staying here – plenty of floor space.
- Matt: We have some parking space, so let me know if you plan to drive.

## 7. Strategic planning: Michael MacPherson

Michael McP: I have compiled the information that everyone took on in one document and that was sent out to everyone on Sunday. I would like everyone to look it over – see if it makes sense. There are sections in red where I have some questions so please pay attention to them. If this makes sense we can move forward in this format. We need to decide on specific vision 2. I have talked with Leah and Gerry and we need to talk as a group again. We need to review the document on the 8<sup>th</sup> just to do that to help set us up to finish on the board meeting. The third thing is to go through our current work to develop

action plans so we can add that into the plan and the development committee to have something to work with. It isn't about the strategic plan being "done" but it's about helping members think about how they're doing their work. We can't finish it until we get info back about what we're doing. Four areas of focus include: future/current wars, drone, military budget, military resistance. We have the grand vision and two specific visions. We are doing a lot of work around specific vision 1 already and that's something we can start working around to show a guideline about how to get other activities into the plan - an example. We need members to think about what their goals are, what their objectives are, we can't write the action plans about all of the work as a board, we need members who are doing the work to help with our including this information. We have some groups that have board members on them, so that might also be areas where we can have board members work with group to get action plans drafted to serve as examples, that's where we can start drafting thing to assist with applying for grants and helping to hone our work. Lastly I would like you to follow this link to the Fellowship of Reconciliation's website: <http://forusa.org/content/demilitarizing-life-land>. The page is where you will go if you click Our Work in the site's navigation bar. The page attempts to layout their work and provides rationale for how their work will achieve their goals. I'm not sure it makes complete sense, but I see where they are going. Then look at the Our Work page on the VFP site. <http://www.veteransforpeace.org/our-work/> I think we want to get to a place where our page outlines our activities and explains the logic behind how these activities will achieve our goals.

Discussion:

Patrick: Your email was great. I would encourage people to read through Michael's email, read through the document, and prepare so we can solidify this during our April meeting. We need to really focus on this over the next few weeks so we can finalize this.

Adrienne: Are you asking to have a board call April 8<sup>th</sup> to discuss this? (Yes)

Call: April 8<sup>th</sup> at 8:00pm to discuss the strategic plan

## **8. 2013 and 2014 conventions**

- Doug: Going really well. Budget/plan will be shared at the April board meeting. Lot of good speakers. May have another one to add. And 2014 is in Asheville.
- Patrick: We should work to formalize this.
- Doug: It was formalized during the Miami board meeting. Asheville has been in communication with me and I have sent them the templates, etc.
- Patrick: Looking at California convention for 2015.

*Call adjourned on March 25, 2013 at 9:44p*

*Notes submitted by Adrienne Kinne, Secretary*

**VFP Board Meeting Minutes  
Washington DC  
12, 13, 14 April 2013**

Directors Present: Patrick McCann, Adrienne Kinne, Matt Southworth, Mike Hearington, Michael McPhearson, John Heuer, Tarak Kauff, Gerry Condon, Mike Prysner, Mark Foreman, Doug Rawlings, Ken Dalton, Leah Bolger, and Mike Reid

**Friday, April 12**

7:00-9:00pm                      Informal gathering for board hosted by Matt

**Saturday, April 13**

8:00-8:30am                      Breakfast

8:30-9:00am                      Approval of the agenda

- Discussion of the pros/cons of amending the agenda to take two hours off to attend the drone rally – straw poll result in a draw – motion is NOT APPROVED.
- Will re-evaluate at lunch time.

9:00-10:30 am                      Board protocols, expectations

a) E-mail Conduct Policy (submitted by Matt)

- Matt: review of email code of conduct (Approved)

b) Endorsements Policy (submitted by Matt)

- Matt: Review of proposed amendments to endorsement policy
- Adrienne: Include language that stresses local chapters are empowered to endorse local events
- Doug: Include turn around time; once the decision is made the decision should be sent out to all chapter contacts (Matt: this will be included once a month in ED report); also how to communicate decisions, maybe send an email (Adrienne: suggest we have a tab for “endorsed events” so it’s on the website, clear to all, and avoid emails)
- Gerry: Suggest we have a liberal endorsement policy
- Michael McP: So when you say “tab” that’s the drop down off of “take action” (yes); I’m not sure it is a good idea to endorse everything because what does that mean? If it’s to get our name out there then that’s one thing – just not sure what it means
- Matt: This proposal doesn’t change our policy of what we endorse, just the front-end of how endorsements are submitted and how decisions are

communicated

- Mark: Make sure the staff know what's going on with this.
- Patrick: Also link to work groups, etc.
- Matt: So we need to have a tab for "request endorsements" and another one for "current endorsements"
- Mike Reid: It's hard for staff to figure out what to tell people when we decline endorsements.
- Doug: I do think we need a standard "decline" response; I think we should stress the ED and Ex-Comm have the responsibility to handle endorsements, would like communication about what has/hasn't been endorsed and why to the board (Matt: will be in the ED report)
- Leah: In the case of something that is time sensitive, how are they handled? (Matt: we could include an "urgent" handle, but the email will be sent to the Ex-Comm at the moment so we will get them in real time)
- Michael McP: Propose that we finish this proposal as is, we need to have more discussion about what our policy is – this is meant to streamline the policy and not change the policy so let's finish this and later on we can go into specifics about changing the policy
- Matt: Focus on the policy with discussed amendments (motion to approve with amendments, second, Approved)
- Discussion of other concerns with the policy – what happens if the Ex-Comm doesn't come to consensus? Does that mean it should come to the full board? What if the board disagrees with the Ex-Comm decision?
- Matt: Amend policy to reflect discussion (will be shared with the secretary and board)
  - Endorsement request to the Ex-Comm – if we have consensus on endorse or not we will make the decision and send to the board.
  - If we endorse our decision will go to the board and the board will have a chance to contact the Ex-Comm if they feel different and why and can make request for review by the full board;
  - If we decline, our decision will go to the board and the board will have a chance to contact the Ex-Comm if they feel different and why and can make request for review by the full board;
  - If the Ex-Comm does not come to consensus – request will go to the board for a vote;
  - Discussions about reasons for endorse or not is internal board communication not to be shared external to the board;
  - Time and date for voting to start and to end (monitored by the Co-Chair)
  - Motion made, Second, the Policy changes are APPROVED

c) Reports Protocol (submitted by Matt)

- Matt: Proposal that leading up to all board meetings all reports be sent to Matt who will compile and then forward to the full board at least 48 hours prior to the meeting in one email – will help clarify what we all need to read

- Gerry: I don't see a problem with people sending the reports to the board and there could be a problem with them going to one person
- Matt: We can try this and see how it goes; getting one email with all documents should
- Mark: Also adds an incentive for people to submit reports in a timely fashion
- Adrienne: I think streamlined in one email is big; I would suggest that for in person meetings we should get reports in at least 3 days prior if not more so people have time to get things in
- Michael McP: What reports do we mean – should committee and other reports go through board liaisons to Matt? (Yes)
- Gerry: It was helpful to have things streamlined and appreciate this document of compilations

d) Zinn Fund process (5 min)

- Mark: Requests to the committee; the committee reviews and makes recommendations for who should receive the award; decision goes to the board liaison and then to the Ex-Comm for a vote. If the Ex-Comm accepts or rejects, their decision should be honored and it shouldn't go to the full board. If every issue we have goes to the full board then we aren't going to get things done. I think the Ex-Comm and the Committee should have some leeway to make these decision with a vote by the Ex-Comm.
- Doug: The liaison should work with the committee and come to decision. The Ex-Comm should be very careful about rejecting their decision because they have put a lot of thought into it.
- Mark: Should all proposals go to the Ex-Comm? Or the committees final recommendations about who and how much and that should go to the Ex-Comm?
- Leah: Michael McP went to lengths to put together a protocol for how the communication of the proposals with recommendations and why – not for the board to second guess – but so that we know what's going on and what the interest is.
- Michael McP: Review of the policy – recognition that it isn't in the policy book – we need to incorporate the policy into the book (sent to the board for review and to be included in the policy book)
- Mark: Zinn Fund Committee should make recommendations to be forwarded to the board for quarterly meetings – the report goes to the full board in April and October for review and vote
- Doug: The liaison's responsibility to get the info to the board in a timely manner – committees recommendation for up/down vote
- Matt: Timelines should be included in the website where people can submit applications
- Mark: When people send in their proposals those proposals don't have to come to the board until the report is submitted
- Mike H: Have we discussed increasing the funding?

- Patrick: Recent approval was for \$750 total to two proposals, seems low amount of money.
- Mark: A lot of proposals did not meet basic requirements
- Matt: Current caps are \$3000 total for a year, \$1000 per grant request – we could include information on how to write a grant
- Doug: Ken has a solid process and does give feedback to people about why it was declined

e) Board Member Expectations and Accountability

- Matt: Part of this is reports discussion, part of this is email, part is knowing what our responsibilities are as a board
- Adrienne: Review of policy in the VFP policy book list of responsibilities and expectations – IAW had a form with more information that new board members were given with a full packet, and they signed them so that everything is clear
- Mike R: We should include the board responsibilities, sexual harassment, and other documents for all members to sign when they come on the board
- Patrick: Civility – listen – value and appreciate one another
- Mark: Who will get this to the new board members (Mike R: either the ED of Board Chair)
- Matt: Secretary and Co-Chair can put a packet together, getting documents signed and back to the board will be Chair and ED
- Michael McP: I would like to assist with this and send the full packet to the full board and that we have a training as a board about this in the future

(Break for 10 minutes)

10:25-11:45am                      Reports

a) President's Report, Patrick

- Patrick: Main point for Board review is section on Tomas Young for a decision this weekend
- John: Patrick decided to come to Chapel Hill event on bringing our war dollars home; did a great job; was planning to go to Historians Against the War but wasn't able to make it – might want to have a presence there in the future

b) Treasurer's Report, Mike H

- Mike H: Review of report; projected by now \$20,000 grant and we have \$0 to date; confusion about the Zinn fund and how the money is being accounted for – different totals in different sections
- Mike R: This is something the accountants are working on
- Mark: Why is the principle in a savings account and not a CD? (CD interest

rates low right now)

- Michael McP: We need an investment strategy about savings versus CDs as part of our money management – if we make changes to the policy we need to run that by Zinn family – part of reason of giving money out small percent is to keep the fund around for long time
- Mike H: Discussion about liabilities
- John: Do we get information about what the expenses paid are out of the Special Projects?
- Michael McP: Receipts go to Virginia, she can draw things to attention of the board if need be. We should get updates to the board about what they are doing?
- John: These are program areas that we should know about and be able to broadcast.
- (Discussion about Golden Rule – tabled for tomorrow)
- Michael McP: Why less money coming in from special projects?
- Mike R: We got money from IWP earlier this year.
- (Need to follow-up on special project accounting)

c) Executive Director Report, Mike R

- Mike R: Review of report; the Afcom issue is really bringing African communities and Black Nationalist Movements to VFP – meetings held out of VFP national office weekly
- Mark: Is there a way for us to connect with Veterans in these organizations (Mike R: yes)
- Patrick: John and I were at Black Workers for Justice meeting – 30 year old organization; Mike and I are talking and attempting to develop some highlighting of diversity in VFP
- Leah: What is “Black nationalism”?
- Michael McP: Pan-African movement, Black people working together not just in the US but globally and that issues people face nationally/globally are faced by people nationally/globally. Not all the same – variations – but that is a basic theme. Inclusive of all races.
- John: Nationalism is used in a different framework.

d) Development Committees, Mark and Matt

- Mark: Review of report
- Matt: “Thank you calls” – Mike and I working on successes page; and board members would have a call script and process for follow-ups, when to leave a message, etc; hand written card in the mail thank you – no ask just with return envelope. This will help us get some practice and a sense of what’s what.
- Leah: End of year appeal was \$32,000 – March 2013 was \$1300 – is that difference real?
- Mike R: Yes, remember we had that error in sending out from the print shop so requests were sent twice.
- Mike P: I think thank you calls would be a good way to get our foot in the door

- and encourage folks to becoming monthly sustaining donors in the future as well.
- Mark: Phoning is great, but sometimes people aren't home (that's why the hand written note regardless)
- Michael McP: What level is major donor (Matt: \$20/monthly, \$250/year as a starting point.) How often are snail mail appeals sent? (Mike: four times a year – need to do email appeal in off months)
- Patrick: Encourage board members be lifetime member; need to follow-up with folks who pledge to be a lifetime members at the convention; also encourage board members to be recurring donors; planned giving is big and we could model tithing in our wills to VFP and set example (provide basic will forms); I think for some major donors we should do personal visits
- Mike R: On planned giving – the conversation can be surprisingly easy – able to secure two planned givings in Boston trip
- Mark: 80% of our membership is 60 or older – something to really keep in mind

e) Membership Committee, Adrienne

- Adrienne: Prescott, AZ chapter petition ready for Board approval (APPROVED)
- Adrienne: Discussion about proposal to amend international dues
- Michael McP: I think it would be important to send something to account for national office expenses – what is the legal responsibility?
- Mike R: I want to talk about people who are paying chapter dues and not paying national dues – this is happening in a few areas. Some folks are doing that locally thinking it was going to national and it's not getting to us and they wonder why they never hear from national.
- Matt: Three standing issues – International dues; GWOT dues; chapter dues
- International dues:
  - Gerry: I would like to support the proposal of the membership committee but we need to study this for a while to see what's what
  - Mike P: If they are supplementing the cost of running their own chapter and it would take burden off us; the UK chapter is a big development for VFP and in terms of membership its really important; important leaders; the development of international chapters is very new and we should bring Ben and others to the board and bring him into the fold and help solidify our connections (Adrienne: he is on the membership committee)
  - Patrick: If he can get to the convention that would be huge – maybe not every three months but that would be great
  - Michael McP: I'm really concerned about our responsibilities about governance; I think we need to be thoughtful about these things ahead of time – very complex; we need to have enthusiasm but we need to be thoughtful
  - Mike H: Maybe have a chapter registration fee (\$50 example) and then let them collect dues locally
  - Mark: Like that – international chapters are like franchises and having some dues to national would be important
  - Proposal changes will be sent back to the membership committee

- GWOT era dues:
  - Gerry: I thought that part of our policy already – support the idea
  - Mike R: Remember that people who get free first year rarely renew
  - Mike P: I support this
  - Leah: What is the cut-off? Why GWOT?
  - Tarak: What is IVAW? (Adrienne: 9/11 forward)
  - Mike P: I agree with Leah in the sense that people should pay dues, there are discounted rates, but we need to be thoughtful about bringing in new Veterans, younger, into the organization – way to bring people in who don't really know what's what but that they want to learn more – and that gives us a year to really recruit and invest some time to get to that next step to renewal
  - Tarak: I'm for the waiver and that once we get folks in, get them the t-shirt, help build identity and work toward renewal
  - Michael McP: I agree with waiving but also agree with Leah and that it shouldn't go for a year. Can we put something together so that we are doing calls and getting folks synched in. (Membership committee will develop follow-up and renewal and engagement).
  - Adrienne: New brochures were printed – so won't be on them until next batch
  - Matt: Motion to waive dues for one year for GWOT veterans (post-9/11) with the expectation that the membership committee will develop a communication and retention plan.
  - APPROVED
  
- Chapter dues:
  - Tarak: How many chapters are doing this? (Mike R: hard to know, doing an audit right now, it's 5 so far)
  - Gerry: We need to engage folks on this issue and win them over.
  - Michael McP: Some of it we aren't going to be able to stop. But if folks are telling people that by paying chapter dues that they are members of the national organization that is a fraud.
  - Patrick: I will be in Boston to talk and this is something I will be raising with them.
  - John: What is the policy on getting updated rosters to chapter contacts? (monthly – suggestion to contact Casey/Virginia if you aren't getting your roster)
  - Mike H: We need to have this information on the website so folks visiting the website can see the qualifications right there.
  - Mike R: Some information will be going private as we roll-out log-ins (board should get a proposal about this)

f) Communications Committee, Leah

- No report at this time

g) Working Groups Committee, Gerry

- Gerry: Review of the report; working with Under the Hood GI café – has struggled to keep going, in financial troubles, not really functioning board – how can we figure out a way to support?
- Adrienne: Great to get updated contact lists to Casey/national office and membership committee so that when we want to connect members Two thoughts about events at Fort Hood – echo experiences during the IVAW convention and action outside Fort Hood; wonder what is going on now, what's the balance in activity? (Right to heal, arts, GI rights, and anti-war/peace)
- Mark: Admire the work done here – do you have enough people on your committee who are actively engaged to get the work done because you have a lot on your plate?
- Gerry: I think we have enough people to collect the information – in terms of next steps that would be something we need to think about.
- Mark: I would encourage board members to get involved in this committee – it really syncs in with our work as a board.
- Gerry: I welcome more involvement and these next steps will give us a good leg up and momentum going forward. Need to define working groups, figure out how these work, collective and consistent effort.

12:00-1:00pm

Scheduled Working Lunch/ Convention Report

- Board voted to take a two hour break to attend rally
- Reconvene at 2:00pm

2:00-3:00pm

Convention Report, Doug

- Doug: Review of the Convention Report
- Mike R: We have made VFP coins for invited guests as well
- Adrienne: Rather than look to make a \$16,000 profit, how about using the money for travel stipends to members in financial need?
- Doug: We are finding free housing and alternative housing for members – will be keeping a list for housing?
- Mark: I get nervous offering financial support when we aren't sure how much we are going to make (Doug: maybe we could make a sign-up list to see what the interest is). You mentioned transportation (Doug: That is for the Saturday night event) – I'm thinking about devising a way to pick folks up from Milwaukee because it is tremendously more expensive to fly in to Madison.
- John: Would like to see Paul Chapell – we talked about John Nichols. (Doug: Saturday night is still open for a big name we are looking to solidify)
- Michael McP: As far as helping people out – budget what you think we can afford and then only make that available – first come first served and do outreach and raise awareness. What is the diversity of people that we're going to have and how are we going to work the strategic plan into this? (Doug: We are set gender wise, major speakers though opening Thursday is all men, overall we are

- good – not 100% sure on ethnicity)
- Leah: I get different prices with Madison being a cheaper flight. I also think the registration fee is too high at \$200 and it should be \$100 flat.
- Tarak: Glen Ford from Back as Black is a Veteran and a good speaker (Doug: we are pretty solid with our speakers – not sure that we can take any more recommendations for speakers)
- Gerry: I like having lower registration costs and increase attendance. I also want to echo needs for diversity – a lot of names are white men. (Doug: We are, definitely on our minds)
- Patrick: In 2009, conventions were \$200 – we talked about doing reduced and/or unlimited – I think there is a crew of people will pay \$200
- Adrienne: I think it should be \$100 flat and \$200 solidarity registration
- Tarak: What is our capacity? (Doug: 300 max for major rooms)
- Matt: So we have a proposal about the registration fee: \$100 flat/\$200 solidarity (Motion Approved)
- Matt: Next issue is transportation – possible travel subsidy. Revert back to Convention committee – maybe work with Chapters for financial support.
- Matt: Final issue is the strategic plan – how to incorporate into the agenda. (Michael McP: make space in the business meeting; Doug: business meeting is set by the board, we can limit discussion on votes and have more time)
- Patrick: 25 workshops is not many; we've talked about breaking out by regions and developing that; balance plenary panels and workshops
- Matt: We need to be thinking about how the agenda will run (Doug: The program needs to be set so we can close down details. I also think we need to hammer down a time for caucuses so they can function to a better level). Hammer out time for agenda and workshops so Doug can get this back to the Madison committee. (Michael McP: Are we going to be able to do what we need to be able to do in the business meeting – that's either workshop time or some other time)
- Gerry: What about a plenary about work groups? (Doug: if we have too many plenaries then we can't have workshops – give and take)
- Matt: So we might need a plenary or mini-plenaries around Working Groups/Strategic Plan which would mean less time for workshops (15)
- Patrick: In 2009 we moved from 90 minute workshops and 30 minute break (used to be 75 minutes/15 minute break) which would allow for more time for more sessions.
- Doug: I have sent in the template to Asheville and San Diego for how to put together the plans.

3:00-5:30pm

Strategic Planning, Michael McPherson

- Goals:
  - Agree on new terminology for the Strategic Framework
  - Agree on a changes to Goal 2/Specific Vision 2
  - Review the mini rough draft and briefly discuss for the rest of the plan
  - Prioritize elements of the plan to get up and running

- Develop a board work plan to get these elements up and running
- Ken: This is a living document, how often do we review? (Matt: at least yearly if not quarterly and/or in line with grant cycles)
- Tarak: I think we need to focus on building a culture of non-violent resistance and including that.
- Mike R: That's a tactic – we can get it in there.
- Michael McP: Are people comfortable with the language?
- Adrienne: I feel like we need more basic language so that when we bring this to members it's easier to communicate – like “What we want to accomplish,” “How,” “Specific Tactics” or something like that...
- Matt: I think that would be something for external language – but for an internal document this terminology will be helpful
- Mark: Can we take out “From our Statement of Purpose” and just include that source in the introduction? (Michael: will do)
- Mike R: Isn't our goal really lofty and unrealistic?
- Matt: The goals are stretch goals, and that's why you hone it down to specifics.
- Ken: Is this framework adequate for applying for grants?
- Matt: Once we get down to tactics and hammer something down, yes.
- Tarak: Can we get building a culture of nonviolent resistance into this somewhere?
- Mark: I think that's a specific strategic way of doing it.
- Michael McP: I think when we get into the tactics and campaigns that's where we can get more descriptive about the how. (Incorporate into Task under Goal 2; also rework Specific Strategy statement to achieve task).
- Michael McP: Review of Strategic Plan table of contents (not yet inclusive)
- Mark: Does the history need to be included or the budget?
- Adrienne: I think history gives perspective to why we chose the focus we chose and what we've done in the past to give context.
- Mike R: The budget should be included because we need to show how much we have in terms of resources to support these plans and should reflect support to programs that we can use when fundraising.
- Matt: I think the history is helpful. We focus on “armed drones” here, not sure we need to add that here though.
- Tarak: We have “oppose drone warfare” so I think that is covered. Wonder if we need to clarify human needs as community needs (folks feel this is covered).
- Leah: What about media, PR, membership plans, development – we have been focused on programmatic concerns but what about other concerns (Adrienne: That's all part of internal and external awareness)
- Michael McP: We talked about whether we need Mission/ Vision/ Values statements? (Mike R: Yes, granting organizations ask for these; Vision statement is how we envision an ideal world that we want to be).
- Michael McP: Next goal is to get together quantifiable goals. Do we want to work on these or give to Mike Reid who has already been working on this?
- Mike P: This is for grant-writing, so maybe we should leave this up to those who are putting together the grants. (Michael McP: Right, but some of this we need

to figure out in terms of what we want to accomplish)

- Adrienne: I would like to hear from the staff what they think is realistic and that fits their capacity and then use that to start from and if want to expand then we need to figure out as a board how we can support increased capacity)
- Mike R: Should this be part of the plan or as a separate action plan (part of this plan).
- Adrienne: Could we get feedback from the office in time for our next board call? (Mike R: yes)
- Michael McP: Goal 2: Tactics – we need to flush this out. (Matt: Let's start with three specific tactics)
- Mike R: Can this be something out of the work groups? (Michael McP: not necessarily)
- Matt: If we shoot for 3, two should be complementary to work that's going on and one could be something new.
- Michael McP: What does this one mean to people?
- Adrienne: Collaborating with local peace and justice organizations.
- Mike P: Support active VFP chapters is local grassroots organizing.
- Leah: From our website we have a lot of work around art, literature, resistance, truth in recruiting, etc. – peace building.
- Tarak: Non-violent trainings
- Adrienne: Patrick mentioned the NEA and I thought we could help build an active campaign with them to help strengthen our Truth-in-Recruiting campaigns
- Michael McP: What about something new? Police violence in communities?
- Adrienne: I'm really intrigued about talking making the connection of police violence to what's going on in Iraq and Afghanistan, home raids, etc. but another angle is that the Pentagon has been giving or auctioning off military grade surplus to local police forces so the military budget is also implicated in militarizing the local police.
- Matt: This could be accomplished by doing a joint workshop or effort with another organization – so for example, pick a tactic and then as a metric would be getting 35 organizations to participate.
- Patrick: We need to get alternative stories out about Korea, Iran, etc. get literature out there (Matt: so a tactic would be that VFP will put together # number of pamphlets together on # of country situations and get it out to # number of people)
- Mike P: When there is hysteria we should be getting our information out there – but I'm not sure we should be working on new campaign specifics. Maybe big campaigns, outreach, organizing, and education?
- Matt: I think we need specifics, we are at that point.
- Michael McP: We might need to get with working groups on this.
- Tarak: War Crimes Times is big and fits in this
- Doug: YouTube, we need to get videos out there
- Matt: I think that could fit under outreach
- Leah: Promoting tours
- Mike H: The media jumps on things in the moment, we need to respond to things

in the moment – video news channel

- Adrienne: A lot of members/chapters have local radio/tv programming and I think we could benefit from getting that information put together and raise awareness. Also, I think that WCT plays one role and that fact sheets could play a different kind of role.
- Mike R: Building policy
- Mike P: I think we could consolidate this into developing printed, radio, video media to be used in outreach and education and this is something that I could help with. Also, I can put together pamphlets if I have the text.
- Michael McP: I would like to take this and work with others to develop some specifics and metrics that we can get together for a work plan for the staff
- Matt: When you think about the tactics you really need to think about the audience. (Michael McP: shouldn't that be up to the people composing the materials?) We need to figure out what our audience is as part of our metrics.
- Tarak: What about develop and train Veterans Peace teams that can travel worldwide?
- Michael McP: I'm not sure that fits with what's going on here but could fit elsewhere.  
(BREAK)
- Michael McP: Review of Internal/External Awareness document – Identified need to develop “membership plan” “communication plan” “development plan”
- Michael McP: Wars, Drones, Military Budget, GI Resistance – where to focus? We have three board members involved with GI Resistance so that should be an area of focus. Military Budget opens us up to a much broader audience. The other ones we need to find people who can get it off the ground and then we can take them to use as examples for others
- Adrienne: Couldn't we touch base with people who are doing work around drones now to ask them to help stand something up? (Michael McP: yes if we can make that connection). I can touch base with a local member around this who is active with some of the work groups and
- Gerry: Also inside/outside and incorporating lobbying. War seems to be covered under GI resistance (Mike P: echo that)
- Matt: I could offer a bill for each of these areas aside from GI Resistance that could offer an area of focus for lobbying efforts (Adrienne: Wasn't there an amnesty bill introduced or being worked on? Yes)
- Patrick: Military budget has broad appeal – I think we've lost sight of broader anti-war stance though – when was the last time we called for all troops out now? We need to refocus that – we have 66,000 people in Afghanistan right now.
- John: Our campaign in NC is about bring our troops home, take care of them, bring our war dollars home – make the connection to deficit of local community services
- Michael McP: So our first areas of focus because we have committed board members are GI Resistance and Military Budget – need to pick up the ball and run with it and identify others to pick up other
- Tarak: These two have traction now – drones are picking up traction as well.

- Mike P: So around GI Resistance – Our Lives Our Rights has been supported by VFP from the beginning, has structure, and so by promoting that it's happening rather than starting from scratch could be a way for moving forward without having to start over. There's a lot of work that's been going into that and some more support by VFP
- Leah: Around wars – it's not just bring them home but also about preventing threatened wars.
- Adrienne: I have a question about Working Groups and that we need to clarify who working groups come together and how decision-making processes are being made and how we can have checks and balances if we are using the working groups to stand up all of these program areas.
- Gerry: We do have a working group committee that will be more active – should be able to do that.

NEXT STEPS: Develop a work plan of what we want to get done and when

7:00-9:00pm                      Dinner with local VFP members and friends

**Sunday, April 14**

8:30-9:00am                      Breakfast

9:00-10:00am                      Strategic Plan

- Michael McP: Review of decisions from yesterday and other previous planning. Next goal is to develop an action plan/set of tasks that we want to get done – be able to communicate with chapters and working groups between now and convention and have additional time at the convention to garner support for implementing the strategic plan. Start with review of what we want to get done and then come to an agreement.
- Tarak: Need a basic language format for selling the plan to members.
- Mark: When we communicate with chapters areas of focus, ask them to chose one or two things that they would like to work on.
- Next steps:
  - Work Group and National Project surveys (two weeks)
  - Special Projects
  - Board members talk to own chapter and at least one other local chapter
  - Getting the history from Woody
  - Highlights and accomplishments (Matt and Mike R)
  - Word-smithing
  - Organizational plans (Development, Membership, Communication)
  - Finalize the internal and external awareness
  - Phone forum
  - Better understanding of the difference between National Projects, Special Projects, and Working Groups
- John: Stress and important step in highlight working groups and national

projects during convention workshops.

- Adrienne: We keep talking about putting a lot of ownership of program development into the working groups and I'm not sure that's appropriate. From my understanding the Working Groups are to serve as a central reference point in compiling information around their area of focus and National Projects are organizing focused and have a budget and plan of action. Given that distinction in roles and responsibilities, I'm not sure that the Working Groups are the appropriate venue for rolling out program development that is more action oriented.
- Matt: I think we need to make some decisions and I would like to echo the concerns shared by Adrienne and that we need to finish this framework. We are putting a lot of responsibility on the working groups and into committee and I don't know that we're being clear about what our definitions and expectations are and what we want to have happen.
- Adrienne: I just keep getting stuck because I'm not sure that the working groups are the right place to develop programs because they weren't necessarily designed to run programs but rather serve as a point of information on different topics.
- Ken: Echo things shared by Tarak and Doug that we need to simplify the language so that we can more effectively explain this to other members and chapters.
- Michael McP: (Step back to review goal 1 and 2 in plain language)
- Doug: The difference between the two goals being that the first is around education and the second is around organizing.
- Mark: We are talking about getting information together and online for people to use as reference around these topics – that the working groups will be doing and we need to be clear that they are being asked to do that.
- Michael McP: Right, and that's something that we have people doing and it makes sense to me that we use those groups that are already in place to accomplish that work.
- Patrick: Could the communications committee be a focal point for getting information from the work groups to the website? Has that been happening in the past?
- Leah: That's been happening hit or miss.
- Adrienne: Right, so that's my question, there is a difference between information gathering and being responsible for writing papers and pamphlets and etc. and organizing actions/programs around areas of focus. If it's been difficult to gather information through the work groups then I'm not sure that is the right forum to be organizing action.
- Matt: We have a working group that can do some part of the tactics under the task and then we're going to need other people to step up and do other steps. So for example under building a culture of peace, we can have three different tactics, and we need to identify who can take on each other those tactics and it might be the working groups are doing the work around gather information and others are doing on the ground work that are all moving forward together. Coordination has to come from the Board and National Office and we need board

members to step up and take ownership of different tasks. We need to have the bird's eye view of what's going on and see how things sync up together and create the grand narrative or big picture description of what we're doing as an organization.

- Doug: So we should break things down and start small with the working groups and asking for information from the working groups so that we can populate the website.
- Gerry: Minimal expectation is providing information for the website. Once we finish discussions with the working groups we can have a better idea of what their capacity is and if we should combine action or organize through other means.
- Mike H: On a different tangent, do we have a process for implementing the leadership trainings we've referenced in the plan?
- Mike R: Yeah, we've been doing webinars and other training, nonviolent training, with members as well. Also developing a public speaking training but that's down the list – possibly can move it up to be a convention workshop.
- Michael McP: I will put the tasks together and share through google docs.

10:00-12:00pm

Miscellaneous and Unfinished Business

a) Golden Rule

- Mike R: Fredy C. has been rebuilding the Gold Rule from scratch once he raised this boat from the waters. Fredy started the project, got sick, guy who owned the shipyard wanted to carry it on – Fredy has been sending money all along to support the reconstruction – now that he is ready to reengage he's found out that people who are dealing with the project have taken the project in a very different direction and at odds with the owner of the shipyard are at odds. They want to take a softer approach whereas Fredy has wanted to do radical action with the Golden Rule. So they came in and took over the chapter and made Fredy a spokesperson and want to be separate from VFP. The title is in the name of Chapter 22 and they pay the insurance – the crew came from 90 miles north where the boat is and they have voted an autonomous committee to take over the Golden Rule and they and the chapter treasurer have refused the audit and they have voted to make a coast guard member to captain the Golden Rule. Fredy would like us to put the chapter in receivership and take action to right this so that they don't have to be in court for the next 10 years.
- Adrienne: And the implications for other chapters is how we can protect chapters from hostile takeovers and what is the process and how we decide which members
- Doug: Our concern is who is liable for this boat – is VFP liable for outcomes if they put this in the water and something happens. VFP Chapter 22 is VFP.
- Leah: When we were in Miami we spoke to a lawyer who recommended that Fredy form his own 501c3 to separate ownership from VFP.
- Mike H: Has anyone spoken with other side of the story?
- Gerry: Two chapters involved and Fredy is a strong figure and we need to find

out the other side of the story and protect ourselves from liability.

- Mike R: There's been several organizations that own buses – what is the difference? I was in communication with owner of the shipyard and he paints a different picture that they are willing to work with us and it's messy. Elliot and Mike Ferner have gone down there but beyond that.
- Michael McP: So can we ask these people to put a recommendation together based on our needs rather than us try to figure this out?
- Mark: We need to figure this out ASAP because of this liability.
- Ken: Do we have an attorney that we can ask about this? (No, we need to change this).
- Adrienne: Can we pass Michael McP's proposal as a motion?
- Michael McP: I think Mike Reid and Patrick should contact principles previously involved about putting together a proposal for how VFP should intercede - based on our priority of reduce VFP liability – so that they get something back a week prior to our next board call (that is by May 13<sup>th</sup>).
- Doug: Financial liability is huge and we need to contact/hire a lawyer to give guidance around this and the issue of the buses. (Patrick: won't be sailable for at least six months).
- Mike R: I will find a lawyer in California who can give guidance about liability issues (through Paul Cox).

#### b) Board Calls schedule

- Calls will be fourth Monday at 8:30pm unless otherwise amended

#### c) War Crimes Times Proposal

- Tarak: Requests are 1) assistance with record keeping, financials, customer service (the national office); 2) packaging and mailing of the paper (a volunteer chapter); 3) editorial/layout/proofreading team. If we can take care of item 1 and 2, we can probably keep on the responsibility if item 3 for the time being. It's a great tool, specifically help outreach to homeless Veterans and give them a sense of ownership over distribution and regain self-respect.
- Mike R: What are the production costs? (Tarak: for 800 it's less than \$1,000)
- Patrick: 4 issues a year – is the St. Louis chapter willing to take this on? (Mike R: they are figuring that out now). Different focus than our newsletter that is internally focused.
- Adrienne: Is the office willing to take this on? Or the chapter?
- Matt: I think it's a great project but I think the costs are too high in terms of staff time.
- Ken: If we decide to go with this I have some chapter members who might be able to take on some of that.
- Doug: I think this is a great project and it can be managed and with Tarak's experience and others experience we can make this happen.
- Tarak: All we are asking national to do is the record-keeping which is pretty

automatic and then farm out the labels.

- Leah: I support it and even if it costs staff time it's something that is we should pursue. A handful of people who have been making this happen and we can too
- Mike P: I'm on the editorial board of WCT and I think it's very helpful and beneficial. It is a huge amount of work – producing a paper is a big, big project. This is asking for help with certain functions in the immediate stage but if the intent is to transfer all production to VFP in the future – if that's the case then we really need to look at this with that in mind and be realistic about the level of responsibility and identify who can take that on and develop a dedicated team.
- Mike H: Support it
- Gerry: Support it
- Michael McP: If the staff are okay with doing the record keeping and we need to find a chapter to do the mailing and we can do that now and identify who will be responsible with finding that team – and if we can't find that team that is the end of it. Until that time I think we can take on those other tasks.
- John: We also have someone who could help take this on – the bigger tasks.
- Mark: This came out of a group of people who took this on to make it happen as a volunteer program – but that to carry it on will require paid workers. We could do a grant request to support this project and I could see that happen.
- Matt: I want to make clear my position – I find value in the paper and I've written for it, but would like to echo Mike P and Michael McP said that we need to take this seriously, it's a lot of work, and if phase two or three doesn't unfold, what happens? Does it revert to National – I don't think the capacity is there.
- Patrick: So what can we do here?
- Tarak: So the first ask is pretty basic – and finding a chapter would be a next ask and if we supply the labels it is not a big thing to do the mailing and if can't find a chapter or the St. Louis chapter can't step up, the Woodstock chapter probably could. We are running in the black now, should be able to continue that. Phase three: I think we have good possibility of creating a team and getting funding should be possible with a little bit of effort and work. We have time to work with.
- Motion: Mike H will contact chapter to ask about distribution. National Office will take on record-keeping and finances for War Crimes Time in the execution of Phase 1 and Phase 2 of this plan. (APPROVED)
- Phase three for future development will Ken, Mark, John, Mike P.

#### d) Tomas Young

- Patrick: Review of upcoming spring/summer events calendar. Question about whether we support a show of support/encampment in support of Tomas Young and how this fits in with our efforts as VFP during this time. This fits in with shift of focus on PTSD in returning Veterans and whether we are going to take care of Veterans once they get home based on drawing down of forces in Afghanistan. That shift is happening and are we going to take part in that? There is possibility that could take off – do we have the energy to do this and do it right.
  - Goal: Bring the troops home and take care of the troops when they get home

- Tactic: Maintain a vigil/encampment for the month of May start May 1 and culminate over Memorial Day program in Kansas City
  - Metric: Gain media exposure through x# of outlets
- Tarak: This is a different region than Bradley Manning organizing and I don't think there is a conflict. There is an awareness of Tomas Young – feature on local NPR channels – gaining visibility. Ann Wright has said she can be there May 1-4, Chris Hedges can speak, would like 8-10 people.
- Mike H: Do we have a location set up?
- Mike R: This is tornado season and this is tornado alley and we need a contingency plan.
- Patrick: We have blessing of the family. We need a place close by and chapter contact is looking at places now. Possible permit for month of May.
- Mike P: I am generally in support of the plan. I think we need to be realistic about the turnout. Camp Casey was fueled by hatred of Bush and other things – and I'm not sure we can expect the same turnout. The goal would be to attract press. Having an opening event with high profile people. Aim for multiple news stories that we are holding the encampment in support of Tomas Young and demanding what? That we want troops home now and support for all Veterans. And make sure that this is in line with what Tomas wants.
- Patrick: He wants to raise support for other people that don't get the support that he has gotten.
- Mike H: He didn't oppose the war in Afghanistan and he doesn't support Bradley Manning.
- Mike P: So can we use this to oppose war if that's not his position?
- Tarak: This is something that is key – he is a visual reminder of the costs of war.
- Michael McP: Mike P is making good points, regardless of what we think of what Tomas Young represents to us, if it's not in line with what Tomas wants, there are contradictions there.
- Mike P: So finding an area of focus – demanding that Bush and others be indicted for war crimes. Indict Bush now.
- Adrienne: It sounds like we need to be comfortable with not including opposing war as a goal because it isn't in line with Tomas's wishes. His open letter was around Bush and maybe Indict Bush might be a better goal. The VA might be separate.
- Michael McP: Goal 1 – indictment of Bush and war crimes.
- Matt: I think raising awareness of the human costs of war and that reaches a broader audience. Indict Bush is a different audience. A lot of people think that troops are on their way home. The plan is to bring them home. We need to think about our audience and who we want to attract – if you want to raise the profile of the broader issue.
- Leah: When I asked Tomas's wife what the message should be – she said VA and medical marijuana. So if you're going to get behind him, bring them home now can't be the message because he doesn't believe that.
- Gerry: Our message can be take care of them when they get home – but we don't have to be limited to that. We can talk about the other issues: Afghanistan, bring them home, etc. Even if Tomas doesn't oppose the Afghanistan war we

do. Indict Bush narrows our focus and fuels the controversy around Bush/Obama in VFP. Focus on national shame of not taking care of our troops.

- Matt: Maybe rather than organize around Kansas City – we organize vigils around the country in solidarity with Tomas Young and the VA. They can still organize something in Kansas City and we can be in solidarity.
- Michael McP: I'm concerned with trying to use this opportunity to say bring them home when the person we're organizing around doesn't support that – it doesn't make sense. We need to make sure the fit is good to make sure that the action is successful.
- Gerry: I have mixed feelings and that an encampment might not be way to go.
- Matt: I don't think we can come to resolution on what to do next. We need to share our thoughts with Patrick and ask for further follow-up.
- Tarak: I can't take responsibility for this and we need to identify who can without someone who is determined and dedicated to start something up I think this is a non-starter as much as I like the idea.
- Matt: Go back to Patrick and say it's on local organizers to suss out and we can put a call out to chapters to do local solidarity events.

#### e) Iran Tour Endorsement Request

- Matt: Review of the request for endorsement and the process. The Ex-Comm was not able to come to an agreement on this. Kick request to the board for a vote by email.
- Michael McP: Mike R. has some reservations due to communications with a veteran and long-time member of VFP who has reservations about this project and so if we want to endorse this we need to figure out how to communicate that with him in a respectful manner.
- Ken: I know the member and take his recommendation seriously.
- Matt: Sending the request to the board for a vote on Friday. Email yes/no to Adrienne. In the meanwhile Michael McP will touch base with the involved parties and share feedback with the board.

#### H: Korea Peace Campaign

- Mike H: Our policy is to charge national projects an administrative fee of 8.5% - some question if this is appropriate or necessary and request that we have a conversation about it.
- Leah: If we support something as a national project to then say that we take 8.5% of money raised – why are we charging our own people?
- Michael McP: We've always had both of those – fiscal sponsorship and administrative fees.
- Tarak: When we started the Stop These Wars fund, I wanted National to take 8.5% to help out. They are doing something for the project. I insisted that they take it.
- Adrienne: From what I heard from Mike R. the rate that we charge is very minimal compared to what other organizations charge and we are giving

something to these projects in terms of support from National Office and access to our members/donors, so I think this is fair. I think keeping it as low as possible is also fair and honors our members and the work they are doing and that we should keep this as is.

- Mike H: It seems that most people are comfortable with keeping the fee in place. I make that motion. (APPROVED) and I can communicate that with concerned member.
- Michael McP: There is a difference that a national project has in terms of access to our membership and donors to raise money and if they aren't raising money then there might be something they aren't doing because they do have access to our fundraising and membership. That might be a separate conversation.

f) October Board Meeting

- Location: Asheville, NC (next convention site)
- Date: Tentatively October 25–26-27

g) Bradley Manning

- Gerry: Patrick and I are organizing a VFP wide conference call and garner support from the staff to help organize all out for June 1<sup>st</sup> in support of Bradley Manning. Also looking to VFP to maintain a vigil throughout the court martial that might be 60-90 days near Fort Mead.
- Tarak: I think we can organize a call out but if you want to organize a vigil you have to do the work around filling up the calendar.
- Matt: One idea could be the Department of Justice.
- Patrick: Greenbelt Parkway also possibility.

Meeting adjourned at 12:00pm.

## Veterans For Peace

### Minutes for September 16, 2013 Conference Call Meeting

8:30pm EDT

Present for call: Doug Rawlings, Mark Foreman, Patrick McCann, Barry Ladendorf, Mike Prysner, Ken Dalton, Michael McPhearson, Matt Southworth, Tarak Kauff, Gerry Condon, Margaret Stevens, John Heuer, recording; absent: Mike Harrington

#### **Proposed Agenda - 90 minutes**

- 1. Agenda Review - 5 min.**
- 2. Board overview (composition, elections, ED priorities and needs) - 30 min.**
- 3. Mike Reid - 10 min.**
- 4. Syria - 20 min.**
- 5. Strategic Plan / mass work (Gitmo, Pvt. Manning, SOAW, etc.) - 25 min.**

Patrick: Call to order, review agenda.

#### **Board overview (composition, elections, ED priorities and needs)**

Gerry: Recommend including minutes from previous mtg.

Michael: Defer Aug minutes to October meeting.

Patrick: We need affirmative action for board recruitment.

Doug: October mtg will be an opportunity to carve out committee/board responsibilities.

Mark: Need more people on development cmte.

John: Will help with Communications cmte.

Tarak: Proposes a direct action cmte.

Doug: Glad to work w/ development cmte.

Barry: Working w/ development & membership cmtes.

Patrick: We need to pull in non board members for cmte work like Gene Marx w/ membership.

Michael: (from StL) talked w/ Virginia—ballot ready by Oct 1—Shelly working on ballot, Michael working on proposed resolutions & By Laws changes; working on pro & con statements--welcome input from board.

Online voting—yes—Shelly working on ballot thru salsa—first post cards to all members—if they don't want to vote online, let us know—then email to see what addresses bounce. Members will receive ballots, due 1 month after receipt

Questions?

Doug: Are we going to provide video coverage of convention business mtg. discussions?

Michael: Has divided up discussion. Shelly will put videos online.

Barry: How about overseas chapters?? Viet Nam?? London??

Michael: Haven't figured that out yet.

Michael: Working on broad categories, getting the office running smooth; ED search cmte; Appeals, one in November, 2 in December; election; new budget; facilitate continuation of strategic Plan; staff is enthusiastic.

Michael: Work on Data Base; lack of office unity; Sept 22 deadline for newsletter.

Facilitation for new national office search, stay in StL? Take our time with ED search, gather info & facilitate announcement, decision on move from StL: any move needs a budget.

StL office: A VFP member owns the bldg. It will be put up for sale in 6-8 months.

Discussion of office location at October mtg.

Need to get up to date on finance.

We raised 254K, about 11K over estimate, expenses 245K, 19K under estimate. 49K bequest. Issues for 2014 budget have to look at fundraising, 14 categories of fundraising, we're negative in 10 of 14 categories; we need to try to hit targets on fundraising per category.

Patrick: We need to put a lawyer on retainer, 5-10K/yr, to facilitate planned giving.

Gerry: Michael's contract?

Patrick: We need a contract, payroll set up.

Michael: ½ time for now, full time in Oct at MR's salary, needs further discussion.

## **Mike Reid**

Patrick: Mike Reid—announcement up at website, listservs, chapter contacts.

Separation agreement – not done, dumped on Michael, cut off \$1800 payment to MR, need separation agreement signed before last check to MR.

Michael: Called in to STL lawyer for help on Separation Agreement, MR in need of cash; maybe a partial payment, last payment will be small.

Patrick: Proposes a \$500—\$1000 interim payment to MR.

Doug: Let's stick with confidentiality about MR's termination.

Michael: Already some hearsay, staff asked wassup, recommend calls to MR for more info, MR has been open about this.

### **Convention Report**

Patrick: We have not done convention report or debrief, Patrick, Doug & Michael to figure that out.

Doug: Judy Miner has issued report from Madison.

Michael: Publish convention report in newsletter?

Doug: Will call Michael for specifics.

### **Office Move??**

Patrick: Move the office? Experience with MR—yet to hire someone from STL satisfactory. We're there now because of staff & history.

Timeframe 3-5 years for a move? Maybe one year since bldg. will be sold, issues of salary & rent, smaller pool of ED applicants in STL

Tarak: Can staff move?

Patrick: Don't know.

Satellite office in DC? Contact Ralph Nader (Mike Ferner reports that Ralph offered VFP \$10K if we move to DC). Bill Collins advocates press office in DC.

Mike P: Support for DC office, quick response to emerging issues.

Matt: Good potential for growth in DC and influence.

Barry: Agree with Mike P & Matt; a DC office would help development cmte to have bigger presence in DC; it would be difficult to find new place in StL without lease.

Patrick: Maybe Prince Georges County, MD, near Metro line.

Mark: Be thinking about who would step up to coordinate move.

Matt: Will help look for space in DC.

Michael: We need a presence in DC, not necessarily our office; change takes place out here (outside beltway) not in DC; be careful; struggle is all over; align any prospective move with strategic plan.

Gerry: Not for or against, but have seen peace groups suffer from being in DC; would VFW make space for us? Matt will check out.

Patrick: Other cities besides StL & DC.

## **Syria**

Doug: Met with members of congress in Maine, who seem now to be genuinely listening; heartened by local responses.

Patrick: Margaret Flowers & David Swanson think the movement helped, but the US has reservations to a jihadist Syria, should not overstate effectiveness of the movement.

Gerry: Lots of parts; war wise in UK & US; seen this movie before, the anti war sentiment is broad & deep; we need to work with that. It's not over yet, warmongers will be back, ongoing, role for VFP in next months; focus on recruitment.

Michael; Conflict in ruling class, ongoing for long time, lack of unity, concern re al Qaeda, Michelle O against war (Really??)

UFPJ calls from right wingers against war, where are Susan Sarandon & Tim Robbins now? Russia doesn't want Assad to fall, Russia taking diplomatic lead, Obama will give diplomatic initiative a chance.

Matt: (Recovering from testicular cancer surgery) UN security council to take up resolution in Nov; June 14 time frame for destruction of chemical weapons, FCNL very active, MOC's hungry for alternative info & POV's; opportune time for VFP to flood airwaves.

Doug; There is a possibility that the military is breaking (like VN) serious chance of military resistance to Syria attack.

Mike P: LA strong VFP action, active duty marine participated, Obama reluctant, but prepare for escalation in near future.

Ken: Associate chapter member traveling to Damascus with Ramsay Clark & Cynthia McKinney.

Barry: San Diego focus: refugee crisis, why can't we provide relief for refugees?

Patrick: Move on 24 hour notice produced rally for 40 people in Rockville. We need to be careful about our credibility—steer clear of making unfounded claims.

Michael: We're not war weary, rather war wise, agree with Mike P, Obama intentions to get rid of Assad, stay vigilant, look beyond chemical weapons; to end violence thru political solution, we need policy brief.

### **Strategic Plan / mass work (Gitmo, Pvt. Manning, SOAW, etc.)**

Patrick: Strategic plan a living document.

Gerry: Manning—write for clemency, David Coombs turn in packet mid November. Write support letters, ask for visit with gen'l Buchanon, or vigil. Sample letter from Jeff Patterson. Generate letter campaign to Chelsea, Tarak making banners? Effort to push Obama to pardon. This is the last week of white house petition, still short of required 100K signatures.

Margaret: Manning shifted position with apology, should we have a position on other death row soldiers?

Gerry: Not so dramatic shift with apology, not the point (sentencing) for a "history will absolve me" speech.

Patrick: Replace Syria statement from front page of web site.

Michael: Leave the statement, just move from front page.

Tarak: Manning banners: subsidize 15 banners \$500 (\$60/banner) 50% subsidy to chapters (approved).

Gitmo billboard: 80% positive feedback.

Patrick: Talk to Virginia about how to proceed.

Tarak: Consult with Close Gitmo & Popular Resistance (co-sponsors for billboard) on locations; need a rep to work with these groups.

Patrick: Park discussion re eblast for now.

Michael: Include Mark on discussion.

Tarak: Will send out billboard design to board.

Patrick: SOAW 2<sup>nd</sup> biggest annual gathering of VFP (Nov 22—24).

Gerry: Syria—slow start up but strong effort, back to strategic plan, good discussion, openings for getting and staying out front on Syria & Iran, calling for peace & diplomacy.

Michael: Strategic Plan provides for response to current & looming crises.

Tarak: Ongoing war against 1<sup>st</sup> nations in this country, huge number of vets, Navajo may be first native VFP chapter.

Gerry: Develop a new front on war at home—gun violence, ecological crises; tying in to foreign interventions, new aspect of strategic plan.

Mike P: Will send proposal to excom to make a donation on behalf of VFP to a kickstarter for the film about Fallujah by VFP member Ross Caputi.

Michael: Weekly eblast can include specific project info.

Meeting adjourned at 10:14pm.

Respectfully submitted by, John Heuer. Corrections/additions welcome.

## **VFP Board of Directors Meeting Minutes**

**UNC Asheville, Room 05 Karpen Hall**

**10.26 & 27.13**

**Present:** Patrick McCann, Mike Herrington, Doug Rawlings, Mike Prysner, Barry Ladendorf, Mark Foreman, Gerry Condon, Michael McPhearson, Ken Dalton, John Heuer recording; **Absent:** Margaret Stevens, Matt Southworth, Tarak Kauff

**Chapter 099:** Ron Harayda, Tom Palumbo, Barbara Scott, John Spitzberg, Gerry Werehan, Jim Brown, Clare Hanrahan, Coleman Smith, Monica Tilhou

**Chapter 157:** Howie Machtinger, Sue Merris

### **Board Actions:**

**Unanimous vote to accept Missoula, Montana chapter**

**Unanimous vote for 2015 convention in San Diego.**

**Patrick: Motion: Communications fund directed to Close Gitmo Billboard Campaign: \$505.**

**Mike H: 2<sup>nd</sup> : unanimous approval to close Communications Project account.**

**Authorize Development Committee to explore Advisory Board. JH 2nd**

**Patrick: Unanimous approval.**

**John H: Motion to endorse Hartsough-Swanson End War Proposal concept; 2<sup>nd</sup> and passed unanimous. John H & Barry will participate.**

9:15 AM Patrick: Call to order, Move convention reports to after lunch. Summary of President's Report: ED search, possible move of national office from StL. (See President's Report)

Barry: 2015 San Diego Convention proposal.

Patrick: Typical non-compete for Convention site.

Mark: Let's stick with agenda.

Patrick: Introductions...

Michael: Big Thanks to Chapter 99 for hosting our meeting.

Membership, steady about 3800, 73% vets; target 70-75% vets. Work on recruiting more vets.

Recruit younger more diverse populations; do some research; good financial position. (See ED report)

Mike H: \$57K bequest.

Michael: Next appeal after Thanksgiving, Casey is part-time, Doug reduced hours, need another staff member at minimum.

Work with Matt on bequest guideline. See Mark for further development info.

Program: staff is excited to work on strategic plan; other program issues: Armistice Day, SOA, Christmas Truce, build toward 100<sup>th</sup> anniversary in 2014.

Barbara S: Recommend Joyeaux Noel book & film about 2014 Christmas truce.

Patrick: 50<sup>th</sup> anniversary of Poor People's March did not have an organized VFP participation.

Michael: (continues ED report) develop a calendar; Communications Plan; redesign website;

Gerry C: Owen in Montreal has good tech skills.

Barry L: Patrick Gokey in San Diego also has good skills.

Michael: Techno update; staff need formal roles & process (SOP)

3 months ED search, etc.

Balance presentation at website between protest, service, and the full breadth of VFP's work. Midwest regional, KC votes to boycott regional.

John H: Old school (stand on corner with signs) v new school (video interviews with vigilers & post to web).

Michael: StL regional blow up; needs reciprocal balance, local input/activity & national leadership.

Barry L: Example of contrast??

Michael: KC bumpersticker campaign, nationwide to NJ

Barry L: Nature of protest (Paul Chappell)

Doug R: Appreciation for Michael (cheers & applause)

Paradoxical local autonomy, overcome Chapter v National.

Gerry C: Chapter visits from board members are appreciated.

Patrick: 8 visits on east coast, expand opportunities (budget) for other board members; more of a federation than nat'l org.

5% membership drop;

Solidarity hunger striker Diane Wilson jumps the White House fence, example of outside protest; Matt S—FCNL—Syria protest example of inside (legislative) action; outreach v internal stuff.

Mark: How long ED interim?

Michael : As long as it takes to facilitate transition.

Mark: Nat'l v local "everyone needs an enemy"; people tired of protest; how do we create the programs to expand our influence; follow up with lapsed members?

Ken D: Any bites for new ED?

Michael: No search announcement, yet.

Mike H: Michael needs to shepherd office move planning.

Barbara S: *Nation* cruise: WCT heavy interest; Naomi Klein glad to subscribe; offer subscriptions for membership?

Tom P: Members at large; avoid one size fits all.

John S: Hancock protestors' charges dismissed; "pacifism v diversity of tactics" homeless vets; "stop the craziness."

Michael: Challenges endemic throughout peace movement; conservatives also losing members "More of the same?" Tangent for one is bread & butter for another; protest is not the main thing; celebrate diversity in the movement.

Mark: Protest is a form of education, perceived radical; look for other educational strategies; example speakers bureau.

Tom P: Form follows function

Patrick: Vietnam commemoration a good example of educational opportunity.

Gerry C: Whole world in crisis, human extinction a possibility, solidarity with a diversity of resistance, locals looking for more visibility, more action; translate strategic plan for locals; leading to convention theme.

Barry L: Take better advantage of WCT; veterans are the glue; band of brothers and sisters; a year of drone protest in San Diego educates people; banner drops & congressional visits; \$40K raised for 2,000 sleeping bags, speakers bureau.

Doug R: Nat'l can help frame—from “counter recruitment” to “full disclosure”; 160 mile walk across Maine by Japanese monks, Kathy Kelly on the walk; encounter in cafe.

Patrick: Boston chapter visit, “you ain’t nat’l members, (unless you pay national dues)” St Pat’s 3,000 member march, regional organizing necessary.

Strategic Plan not just about program, consider demographics & fundraiser.

Michael: We will draft new budget in January. Edward Jones reserve account;

Resolve to include Michael on Edward Jones investment acc’t ED, Patrick moves, Mark 2<sup>nd</sup>; approval unanimous.

Debra Malek—UNCA tour, presentations, summer conferences, & cultural affairs

Break for campus tour & lunch at the cafeteria

1:30pm resume meeting at Karpen Hall

Howie Machtiger: Presentation on Vietnam Counter-Commemoration (see attached.)

Patrick: This will be a multi –year effort.

Clare H: We need to connect to women and families of those whose loved ones have perished since the end of the war.

Coleman S: Outreach to MSFO-VN soldiers & citizens.

Howie: VN government is problematic, as it generally seeks favor with the US Gov.

Coleman S: Look at the culture: film & books.

Michael: VFP should be involved—particularly the Agent Orange Work Group.

John S: Recommend outreach to Chuck Palazio, VN friendship village—multi-nationals.

Patrick: Build a coalition, mending fences with VVAW, share the wealth, share the burden.

John H: Resource allocation; for 2014 budget, consider travel allowance for board members to visit chapters, particularly those interested in building the VN Project.

Mark: Look at cost of healing. VFP research.

Howie: Prepare for pushback/resistance

Mike H: Estimate of VN vet suicides.

Coleman S: Propose a work group be established.

Patrick: Will be asking for volunteers—good start.

Howie: Dedication here for the long run; consider a generational challenge that the truth be known about the Vietnam War.

Volunteers: Ken Dalton, Clare Hanrahan, Patrick McCann, Doug Rawlings, Gerry Condon, Mike Hearington Gerry Werhan, and Michael McPhearson.

Thanks, Howie!

Patrick: 2014 convention reports: former and current Chapter 99 Convention Committee chairs, Tom Palumbo and John Spitzberg presented to the board.

Doug R: Contention & possibilities; a brief history of recent convention planning experiences.

Doug R: On the convention template, nat'l takes full financial responsibility and for theme.

Patrick: 4 committees pretty much right. Program committee is the sexy one, who are the major speakers, selecting workshops & plenaries.

Suggestion, Chapter 99 select 3 people to join Patrick, Michael, Doug R—time to brainstorm on theme & keynotes.

Barbara S: We are moving much too slowly (considerable experience) Rump meeting on programming, on NSA, agreement on theme “Peace or Perish... Challenging Empire” recommended Jeremy Scahill. Dirty Wars. Set aside rigidity of template—leave theme in place.

Patrick has been in touch with Jeremy Scahill.

Clare H: concern about lack of women’s involvement, question leadership processes.

Patrick: Chapter purvue to determine local leadership structure.

Mark F: Hearty support

Barry L: Are we ready to act?

Michael: Board needs the opportunity to review Chapter 99 recommendations.

Tom P: Unity is not unanimity,

Doug R: No later than January, multiple keynoters (looking for veterans’ voices) disagree template is outmoded. Workshop process...Big names & entertainers need to be locked down early.

Patrick: Invite protocol for prospective speakers: “would you consider speaking, if so, what would it take to get you here”

Coleman S: As a member of planning committee, sees disconnect in local planning structure.

Mike P: Good discussion...identify next step, and move forward with agenda. We're coming to Asheville. Committee assigned the tasks of movement forward, danger of assignments to Tom & John; need collaboration between 99 & Nat'l on regular basis.

Gerry C: This convention is approx. 2 weeks earlier than last year's.

Doug R: Local chapter is fairly well ahead of schedule. Michael chairs combined committee.

John H: Rev Barber (NC NAACP President and leader of Moral Monday Movement) has been invited and is reviewing his schedule.

Barbara S: Miami banquet keynote (Alice Walker and Fr. Roy) was not good.

Patrick: Wrap!

Michael: (distributes minutes of previous mtgs.)

Strategic framework, mission & goals

Barry L: Add to costs of war "to our civil rights & civil liberties"

Michael: Delete "yearlong"

Add "war at Home"

Add "Empower people"

Gerry C: Convention opportunities for workshops to identify strategies for this campaign.

Coleman S: Where does "justice" fit?

Michael: Justice as a community construct, to build a culture of peace & justice.

Howie M: MLK: How can you tell people to be non-violent when our society is making war abroad?"

Michael: Is the empire in decline? I'm not so sure. In any case we need to work to change values.

Howie: Violence is inherent in a declining empire; this is a dangerous time.

Michael: Goals 1 & 2 are more long term. Goal 3 more immediate; current crises (add #5 close gitmo).

Barry L: Encourage local & state regulation of drones.

Gerry C: Is there such a thing as legal war?

Barry L: Sort out the potential for legal use of drones.

Barbara S: And surveillance by drones.

Patrick: We need to critique our work...gitmo hunger strike solidarity.

Resistance...are we recognizing other military prisoners (Margaret S)?

Mike P: Diversity potential of drone opposition; liberals, conservatives, libertarians, independents.

Mark F: Need infrastructure to address goals, requiring raising \$\$ and identifying resources, fires here there and yonder. Speakers bureau, staff & info/research, media campaign.

Michael: Staff restructure to reflect strategic goals, refocus on resources to address program, development, membership, communication, mailings.

Mark F: Frame 5 crises as educational campaigns.

Mike H: Drone summit in DC weekend before SOA.

Clare H: Medea Benjamin invitation for Atomic Appalachia presentation for drone summit.

John S: Does VFP want to look at individual chapter projects? Strategic planning update.

Patrick: Issue of the month...developing histories, SOA, MLK, Convention, building historical trends, "war at home," to root ourselves or at least connect to oppressed populations.

Doug R: We need staff input

Michael: Strategic Framework (program) is distinct part of Strategic Plan.

Doug R: Brushfires are manifestation of Military Industrial Complex (MIC).

Michael: Our challenge as a national organization looking at the roots (radical) of militarization.

Barry: UN NGO as we grow internationally, we can have more influence.

Howie: What are NGO rights?

Doug R: NGO rights vary as to status.

Gerry C: We can upgrade our status.

Michael: Close Gitmo as example of procedure to undertake campaign.

Mark F: What is the structure of this campaign?

Gerry C: Formalize our involvement with close gitmo campaign & popular resistance.

Mike H: Nashville Chapter is also interested in Close Gitmo bill board.

Patrick: When we take on a campaign, we need to identify goals and resources and bottom lining; quality control.

Gerry C: We need to ask Tarak and Elliot to plan to report regularly to the board. Close gitmo to include domestic solitary confinement.

Patrick: Let's add close gitmo to Strategic framework.

John S: Oct 7 NYC action was a local initiative & didn't feel like a VFP event.

Doug R: Our UN NGO status is with the department of Public Information (Ellen Barfield).

Sunday meeting will be held at Chapter 99 HQ, 109 Roberts St, Asheville, NC.

Adjourn 4:52pm

### **Sunday, 10.27.13**

**Present:** Patrick McCann, Mike Hearnington, Doug Rawlings, Mike Prysner, Barry Ladendorf, Mark Foreman, Gerry Condon, Michael McPhearson, John Heuer recording; **Absent:** Margaret Stevens, Matt Southworth, Tarak Kauff, Ken Dalton

**Chapter 099:** Ron Harayda, Tom Palumbo, John Spitzberg, Jim Brown, Clare Hanrahan, Coleman Smith, Paul Turner, Charlie Sinclair

**Chapter 157:** Howie Machtinger

### **Unanimous vote to accept Missoula, Montana chapter**

### **Unanimous vote for 2015 convention in San Diego.**

Mike H: Treasurer's report (see report) 2 \$1K contributions to Courage to Resist (one for Manning).

Michael: 5 year lease agreement for printer/copier for StL office has resulted that in-house costs exceed going outside for printing.

Doug R: We saved approximately \$3K on Madison convention printing.

Michael: We will look at printing costs.

Tom P: Printing quality for Madison Convention was diminished.

Michael: 5 year rental contract for printer, 3 year contract for paper folding machine.

John S: What is convention budget timeline?

Patrick: All bills go through national.

Doug R: We submitted convention budget in January of \$35K.

Michael: Not sure what \$22K fundraising was for.

Gerry C: Why over budget on board travel?

Patrick: Former members better able to finance their own travel.

Mike H: If you can afford your own travel/lodging, send receipts for noting in-kind contributions.

Gerry C: It's good for VFP to report in-kind contributions.

Patrick: Book travel early to save \$\$.

Mike H: Best price not necessarily booked earliest.

Zinn Fund work with Michael to sort out.

Virginia issues reports for each project.

Barry L: We need to supervise project accountability/group contacts.

David Cline Fund for commemoration & initiatives in NY/NJ area.

Mark F: When funds come to nat'l treasury, board should have oversight. Iraq water project on hold due to dangers of operation in project area.

Doug R: Each project submits annual report.

Michael: Restricted funds, Cline Fund, what is intent for funding?

Patrick: Fiduciary v intention (politics) example: Request shift of Communications Project (\$505) to the Close Gitmo Billboard Campaign.

Doug R: We need annual project report, including contact, for January budget meeting.

Michael: We also need policy RE length of inactivity of project accounts.

Barry L: Were the Cline expenses decisions made local or nat'l?

Michael: The Cline fund has not reached a mature protocol.

Barry L: How do we educate new members as to Bylaws & policies?

Doug R: New member packets, allow Michael to use funds for this purpose.

Ron H: How about WCT funds?

Michael: Submit requests, receipts to me.

Mike H: Zinn Fund requests come to board.

All officers elected in January. Mike H will brief Mark F on treasurer's responsibility.

Patrick: Excom can spend up to \$4500 will check on ED limits.

Tom P: Is there an audit?

Mike H: Virginia provides accounting info, checked by consulting accountant.

Michael: 2<sup>nd</sup> accountant does annual review.

**Patrick: Motion: Communications fund directed to Close Gitmo Billboard Campaign: \$505.**

**Mike H: 2<sup>nd</sup> : unanimous approval to close Communications Project account.**

Michael: Propose to combine (2) Korean War projects, will consult with John Kim; review bylaws with all members during January mtg.

Patrick: Propose for January mtg. in Newark: training an hour for fundraising.

Doug R: Propose to dedicate Saturday to business mtg; and propose 2 hour Friday brainstorm on projects.

Patrick: We could trot out "war at home" proposal; possibly meet with POP (Peoples Organization for Progress) Friday event.

Gerry C: The board is schizo on events in conjunction with board mtgs (reference divided board at April DC mtg.)

Patrick: Likes Friday for chill out & non-linear discussion.

Mark F: For the Development Committee, welcome Barry, Doug & Margaret w/ Matt, Doug Zachary & Ken Mayers.

Snail mail and email appeals, planned giving, major donors.

Initiate planned giving launch in January.

Barry: Propose Advisory Board, famous people (speakers board).

Doug: Check & Balance.

Barry: Paul Chappell, David Kreiger NAPF, Blaise Bonpane, Desmond Tutu, Dalai Lama.

Authorize Development Committee to explore Advisory Board. JH 2nd

Doug: Friendly amendment: to solicit names from board members and Doug Zachary.

Gerry C: We should look for impressive names as well as active help.

Mark F: Call for vote.

Patrick: Unanimous approval.

1<sup>st</sup> order of business in January elect president, vp, secretary & treasurer.

Recommend notice of intent to run for office.

Doug: Recommend early notice.

Mark F: We should go to policy book.

Gerry C: Why set a deadline?

Doug R: It's a matter of courtesy; keep it informal.

Patrick: Informal request to board members for intent to run for office by Jan 1.

Doug: Volunteer to invite nominations for offices.

Gerry C: According to bylaws, we have 5 open board seats, including the vacant seat when Michael stepped down to take interim ED position; thus we have 5 candidates for 5 board seats.

Patrick: We need to develop affirmative list of potential candidates.

Gerry C: Should we consider expanding the board? It would not require a bylaw change; recruit additional members?

Patrick: We need a nominating committee; invalidated Matt & Ash nominations made during the Madison business meeting on Saturday.

Doug: The president has discretion to nominate candidates to fill vacancies, subject to board approval.

John S: If we are truly democratic, we must limit number of appointments by the president.

Mark F: The president/board has the authority to make emergency appointments.

John S: Recommend special elections for vacancies.

Mark F: Adding board members will add expenses—board travel.

Gerry C: The candidate with fewest votes will take Michael's seat, with one year remaining. Others will begin 3 year terms.

Michael: The ballots will go out by 10/31; due 4 weeks later; receive with help from StL chapter to count.

Patrick: Let's leave discussion of adding board seats for January mtg.

Patrick: Do our ballots have write-in space?

Michael: Not on this ballot. Need to work on nominating candidates.

Barry: Do ballots go to UK chapter?

Michael: Yes, for verified members.

Gerry C: Under the Hood (Ft. Hood, TX); Gerry is one of 5 board members (and only male), Malachi Muncy staff at UTH, advisory committee including representatives from IVAW, NLG, WRL, and VFP.

There are 4 GI Rights organizations currently operating: Coffee Strong (Ft Lewis, WA), Under the Hood, Quaker House (Ft Bragg, NC), Germany (name?) where there are, 50K soldiers, civilians & employees. The German representatives will join west coast speaking tour, NW chapters to host.

Michael: Will the tour have co-sponsors?

Gerry C: Possibility.

Barry L: Are we asking for VFP funds?

Gerry C: The tour is intended to be self sustaining, raise funds to cover cost of tour plus, Germany supporting their travel to the US.

Mike P: GI Resistance at Ft Hood, successful recruiting of CO.

Mark F: Are records kept?

Gerry C: Record of consultations, yes.

Maintain costs at UTH ~ \$3K/mo

Quaker House example; addressing epidemic of domestic violence in base communities.

Tom P: Can we identify friendly faith based groups?

Gerry C: Canadian Frontlines International: mostly young vets who refused to redeploy, joint work with Joe Glinton, UK?

Nicole Burton report at conventions; potential Toronto chapter.

Manning campaign ongoing, international call seeking support for appeals; Gen'I Buchanon could reduce sentence within next 6 months, sample letter at website; ongoing petition to Obama; need \$40K; Manning wants to stay @ Leavenworth.

Kimberly Rivera (pregnant), awol to Canada; 10 month sentence; held at Ft Mirimar brig San Diego.

Jeff Patterson raised 5K, spent 10K support of KR,

Courage to Resist to receive donations for KR.

Need to raise our voices for clemency appeal.

Need ok from her lawyer for campaign.

Tear down the walls in Tucson Alliance for Global Justice next week.

Navajo presence at AGJ event, reciprocate mtg on reservation (prefer the name Dine).

Tarak & Crystal Zevon will visit reservation Tuesday. Possible reservation chapter forming.

Tucson VFP will help host.

Michael: Communications Report (see Michael's report)

Lift up chapter work

Patrick: Communications Committee, flesh out tasks & volunteers.

Match key writers with key calendar dates etc.

Patrick: We need to work on websites, emails, & media.

Doug: Could Swanson help?

Michael: David Swanson was part-time staff, not sure how he might fit.

Gerry C: DS iced?

Michael: DS good at publishing...would need guidelines for effective collaboration.

Tom P: Will volunteer for communications work. Others??

**John H: Motion to endorse Hartsough-Swanson End War Proposal concept; 2<sup>nd</sup> and passed unanimous. John H & Barry will participate.**

Doug: Reminder that board members to commit to committee work.

Barry: Suggest waiting for new board to convene in January.

Michael: January the Strategic Plan will have more meat on its bones. The Strategic Framework will be reposted after reviewing meeting notes.

Michael: ED search...

Whether or not we decide on an office move, we may have to move to get out of the way of progress...member owned VFP headquarters in StL may be sold, hopefully with at least 6 month notice.

Committee to evaluate move prospects—metrics to move, city choice, Strategic Plan impact; 2-3 months study minimum.

Decision on prospective move of HQ warrants consultation with membership, not simply a board issue. Committee to report to board; pick 1 or 2 cities, then place ad for ED for at least a month.

Conduct interviews, face to face with references.

Hire ED, one month or more overlap with Michael as interim ED.

Michael: Stay neutral but leaning toward staying in StL; develop structure for communications, fundraising, etc.

Establish decision points.

Patrick: StL ED candidate pool weak?

But good staff in StL.

3-5 yr plan perspective changed by possible office move requirement.

Barry: What are the prospects for move in StL?

Michael: 1<sup>st</sup> StL office in World Community Center got flooded out. Will look into StL move.

Barry: Advisory Board could be helpful in location search.

Mike H: The last 2 ED's demonstrate weak pool, could Michael stay if move to NJ or DC? Does new ED need to reside in StL?

Michael: Prefers face to face daily interaction with staff.

Mike P: Move prospect is a good idea generator—process issue: worth exploring—elected body empowered to decision.

Michael: We're not proposing a full member vote—more to inform and consult.

Doug: Served on previous ED search committee—can't rush this—physical plant is important.

Mark: Interested in expedience—one committee to explore office move and ED search?

Michael: Start with move committee, ED search committee separate.

Mark: Committee selected by board not limited to board members. Create real timeline.

Barry: Reads appendix 5 policy & procedures, board is not bound by policies & procedures, but they establish precedent.

Mark: Accentuate need for timeframe.

John H: Technology needs: We need to develop reliable teleconferencing and skype capabilities for our board & staff, which could also lessen the amount of time that the ED has to be in the central office.

Mark: 3 months?

Michael: Will work with Patrick to provide timeline.

Doug: We should announce new ED by July 15.

Michael: We need to take our time with all deliberate speed, not ready to establish timeframe—committee to be formed.

**Mark: Michael & Patrick will form move committee; the rest of us need to relax & volunteer for office move committee.**

Gerry C: It would be a luxury to take our time; would Michael be interested/available if we move our office to Newark??

Michael: A move from StL would be problematic.

Barry: We need to pick the best city before ED search.

Patrick: Wrap Up!

Gerry C: Mark will join Homeless Vets Work Group.

Mark: Targeting Iran dvd, 1 hour; Andy Norris willing to be present for showings.

Doug: Send dvd to chapters.

Michael: Syracuse Cultural Resources 2014 peace calendar, 16 copies purchased for resale.

Doug: Rob Shetterly calendars also available.

Patrick: We'll have an Excom call in November.

Ron H: (Chapter 99 President) Welcome to Asheville!!

John H: Likes proposed convention theme "Peace or Perish—Challenging Empire" but would like to see a theme identified with place.

Adjourn 12:30pm



**8pm Wednesday, November 18, 2013; 314-266-0036, code is 62875**

**November board meeting agenda**

**Present:** Doug Rawlings, Gerry Condon, Mark Foreman, Margaret Stevens, Patrick McCann, Mike Herrington, Mike Prysner, Ken Dalton, John Heuer, recording;

**Absent:** Barry Ladendorf, Tarak Kauff, Matt Southworth, Michael McPhearson

**Minutes**

Convene: 8:17pm EST

**I. Convention developments, including slogan/theme;**

**Patrick:** preview agenda;

**Gerry:** input on the agenda: progress on current election—promote to members;

**Patrick,** point accepted; Convention: focus on organizing locally, logistics, slogan, speakers, outreach, UNCA; Slogan: Peace or Perish, Peace or Perish: Challenging the Empire, Peace or Perish: Stop the War on Mother Earth;

**Mark:** simplify;

**Doug:** go with #2;

**Gerry:** Stop the war on planet and poor; include Moral Monday;

**Margaret:** Abolish the War on Planet and Poor;

**Doug:** condescending;

**Gerry:** we are poor & majority

**Patrick:** desire to unite with Chapter 99;

**Doug:** extend Peace or Perish;

**Gerry:** likes Peace or Perish, but not strong enough on its own;

**Patrick:** Straw poll carries Margaret's recommendation: "Peace or Perish: Abolish the War on Planet and Poor"

**John** (on speakers): Carter or Gorbachev? No enthusiasm;

**Patrick:** Malalai Joya, Amy Goodman, Danny Glover, Jeremy Scahill?

**Gerry:** connect theme, environment, militarism, violence in our cities, speakers to reflect our new directions;

**Patrick:** Black & 1<sup>st</sup> nation speakers;

**Doug:** Appalachia in general; Black & 1<sup>st</sup> nations;

**Mark:** Andy Norris, producer of documentary "Targeting Iran" well done film, willing to donate 50 dvd's to chapters, would need expenses for travel from OR + lodging;

**Patrick:** precedent for film makers to cover own travel, trade-off for promotion of film; Bill McKibben?

**Doug:** Bill wouldn't do peace stuff;

**Gerry:** Clare Hanrahan & Coleman Smith have a great presentation with direct connection to theme;

**Patrick:** recommends workshop opportunity for Clare & Coleman;

## **2. January and April board meetings (War at Home/Under the Hood)**

### **Native American/Latino**

**Patrick:** 3 new members in January, Joey King, Tom Palumbo & Willie Hager; we need to solidify board responsibilities and address the war at home, war abroad;

**Doug:** new members to get packets-bylaws, policy book: Bring Our War Dollars Home campaign to connect 'war at home, war abroad' ;

**Margaret:** see where the strategic plan is vis a vis War at home, war abroad, education cutbacks rural/urban, look beyond foreign policy to promote peace;

**Patrick:** how does it fit? Adding 6<sup>th</sup> plank to strategic framework;

**Mark:** hope that each of us will brainstorm about the war at home;

**Patrick:** encourage board members to submit position papers, 1-2 pages;

**Doug:** angle: outrage about the government using veterans; about hiding the war at home, vets homeless, suicides, etc.;

**Patrick:** Doug raises the issue of veterans day versus armistice day; Book travel soon for Newark, fly into Newark, will ask Virginia to book 5 rooms [Where?]. April: Austin? Saturday at under the hood?

**Gerry:** good possibility, Leslie Harris, Austin hour & half to Ft. Hood, Austin is cooler, LH would provide home stays in Dallas (2 ½ hours from Hood), close to 1<sup>st</sup> anniversary of bush liebury, 1<sup>st</sup> week of May in N California is a planned regional VFP gathering. UTH would be happy to have us.

**Patrick:** Nonstop to Dallas, cheaper travel; 3 options for April meeting, will defer to December call;

### **3. Finances – Treasurer’s report**

**Mark:** referencing Michael’s report, good shape overall, see what year end contributions bring, will have conversations with Virginia & Nate about trends,

**Patrick:** we lost ground in 8 of 9 budget income categories;

**Mark:** overall doing good; planned giving needs to get out; top priority for Development Committee, Barry will take over in January,

#### **4. Membership (10 minute brainstorming segment)**

**Patrick:** find non board members to serve on Membership Committee, loss of revenue for every lapsed member;

**Gerry:** Barry active in Membership committee;

**Doug:** proposed chapter bylaw amendment: \$50 dues split between chapter and national;

**Patrick:** In Boston encourage local members to join national;

**John:** check out montly excel to see who's lapsed, who's paid up;

**Patrick:** chapter factions issue RE national dues paying; we need a membership drive;

**Doug:** return to pre internet era; putting the word out to local media about meeting times & places;

**Patrick:** recommend regional meetings, local tabling;

#### **5. Committees (development, communications, membership) – Did not accomplish committee assignments at October meeting)**

**John:** recommend bylaws, nominations committees;

**Gerry:** need help with Work Groups; drone WG: Leah to lead (drone summit in DC last weekend); WG needs rethinking & reorganizing to carry out Strategic Plan;

**Patrick:** main WG's homeless vets; Vietnam commemoration, PME, GI Resistance, action faction, environmental WG;

#### **6. Mass work – SOAW, Gitmo/NDAA, Veterans Day, etc.**

**Patrick:** SOA—Pensacola chapter threatening CD over issue of confiscation of flag & banner poles; Honduras pre-election violence, shine the light;

**Ken:** Mike Kramer, president of chapter 21 is Honduran election observer;

**John:** Chapter 157 prepared to sign 6 month, \$2,525 “Close Guantanamo” billboard contract in Johnston County, NC, with help from national, NC Peace Action, NC Stop Torture Now, Popular Resistance and closegitm.org;

**Gerry:** Rainbow Warrior Greenpeace peace boat in SF ring the bells;

**John:** Chapter 157 well received in Raleigh Veterans Day Parade for the first time; marched in Roxboro on 11/11 with bells chiming from Methodist & Baptist churches;

#### **7. Putting new board members on board list serve?**

**Patrick:** add newly elected members to listserve, but not to board calls until after swearing in;

#### **8. Elections**

**Gerry:** encourage voting by members;

**Patrick:** resolutions issues, will talk to Matt, who is acting director in Michael’s absence;

#### **9. Approve recent meetings’ minutes (August? September’s are draft?)**

**Gerry:** recommend deleting personal references; like to see disclaimer about quotes from member comments; Patrick agrees

**Gerry:** motion to approve September & October minutes with caveats;

**Doug 2<sup>nd</sup>,** motion passed by acclamation.

#### **10. Adjourn 9:42 pm**

### **Items NOT on agenda (with rationale)**

- Ed search – need Michael

- **Office search – need Michael**
- **Ed election process committee and criteria – need Michael**
- **Elections – no apparent need to discuss this now**

**Patrick, Mike H., John, Mark**

**VFP Board of Directors  
December 16, 2013 Conference Call  
DRAFT MINUTES**

**Present:** Patrick McCann, Matt Southworth, Michael McPhearson, Margaret Stevens, Mark Foreman, Gerry Condon, Ken Dalton, Barry Ladendorf, John Heuer, recording; **Absent:** Doug Rawlings, Tarak Kauff, Mike Prysner, Mike Herrington

**1. Agenda review Patrick**

**2. ED Search**

**Michael:** Michael, Patrick, Mark & Doug have formed an exploratory committee (no chair yet) to establish the ED Search and office move Committees.

**Mark:** Will coordinate ED Search Committee formation meeting.

**Michael:** Welcome ideas for more committee members.

**Patrick:** There's a good ED candidate out of Boston, Eric Walikowski.

**Mark:** Will set up 1<sup>st</sup> call next week.

**Barry:** ED, office move or both?

**Michael:** Put together both committees.

**Barry:** Office move needs to come first.

**Michael:** Correct. 1<sup>st</sup> committee, office move; ED search can begin simultaneously.

**Barry:** Are we reaching beyond the board to staff committees? Will the committees be formed prior to our January meeting?

**Michael:** Next week we'll begin the committee formations.

**3. Office Move?**

**Michael:** 2 track process; move in St Louis or another city—6 month window of notice of sale of our current building; next month will contact real estate agents to seek alternate and economical St Louis location.

**Barry:** What are our sq ft needs?

**Michael:** not sure, current space OK for now for \$1200/month.

**Mark:** That's enough for now.

**4. Medium-range issues – (e.g. By-laws, Board Policy book) – Defer to January meeting**

**5. Finances**

**Mark:** Advisory board, seeking people with national standing.

**Barry:** Spearheading effort, high profile advisory board candidates to help raise funds for VFP; snail & email appeals ready to go; Ken Mayers working on planned giving, 1<sup>st</sup> appeal in January; major donors have been contacted; Ken Barger, Zinn committee chair, will send Zinn Fund criteria to the board.

**Michael:** Membership (see Director's Report) Doug Zachary working on renewal of lapsed members: retention is big issue; all vets & peace organizations are in decline. Will talk with IVAW about younger members; Maggie, Matt, Geoff & Joyce will draft memo on membership;

**Financial (See Director's Report)**

**Matt:** Membership drop is alarming; FCNL, CodePink exceptions among peace groups to decline in contributions; we lost ground when Mike Reid left; reevaluate grant expectations, it will be tough to meet end of year goals.

**Michael;** We have no expectations in our budget for bequests, but keep expectations for grants.

**Barry:** Target: advisory board in place before convention, will send list of prospects, after approval, then outreach; personal contacts; Nader, John Dear; appeals drafted by VFP, signed by advisory board members; advisory board also a source of financial support and opening doors for grant applications.

**Patrick:** Alarmed about membership and retention; need membership drive, year-end appeal (Christmas Truce) right on; planned giving in development; advisory board big; major donor program on go.

**Margaret:** Thinking about and choosing people for the advisory board aligned with strategic plan; check list for advisory board for particular criteria.

**Matt:** Counting on bequests is a bad idea; connect planned giving to target capital campaign or specific projects.

**Michael:** Margaret volunteered to draft criteria; would you be willing to help with advisory board?

**Margaret:** Yes.

**Barry:** Advisory board not a new idea, Doug Zachary found an old list which has been added to, people who buy in to mission, willing to speak out, fundraising (letter) foundations; current VFP members; criteria would be helpful; will send to development committee then excom; welcome Margaret's input.

**Patrick:** We need to bring advisory board members on board in waves, not all white guys; recommend Paul Chappell, Camilo Meja.

**Mark:** Fundraising; will talk to Michael in next couple of days, move on for now.

## **6. Board meetings (January and April)**

### **A. January - Newark**

**Patrick:** Save some discussion for committee work & January meeting; January agenda; bylaws & protocols—send agenda points; logistics: Courtyard Marriot cheap; send survey RE reimbursement to keep cost down, but still offer re-imbursement for those who need it; Margaret, Michael & Ken will be local contacts.

War at home; VFP meet Black Liberation Movement; Larry Hamm (Director of POP) "How would you like to advise us? Small group discussion on the side.

**Gerry:** Who do we propose to meet with among local folks?

**Patrick:** NY vets peace council & local chapter.

**Michael:** Will depend on logistics.

**Patrick:** Saturday dinner or Sunday afternoon.

**Michael:** What do we want to achieve?

**Patrick:** War at home, war abroad (lens thru which we view VFP work) advanced work with people of color. Primary purpose of board meeting is board work.

**Patrick:** To local activists: "How would you advise us?"

**Mark:** Really good idea to begin process of war at home; consider meeting with local activists at future meetings for advice.

**Michael:** Good idea; however, meeting local groups can help inform board, also facilitate, help local chapters integrate with local activists.

**Barry:** Agree with Michael.

**Patrick:** Will put Newark meeting together.

**Mark:** Anyone have a problem?

**Barry:** Meet with local chapter.

**Patrick:** Meet with NY peace council.

**Michael:** We need to help local chapter meet local activists, not just board, challenge them to be more active with local actions.

**Margaret:** Ken is a good example of chapter leader connecting local efforts, inviting young black & Latinos; meta level, not just a plank; ask for a long night with local activists?

**Patrick:** We could hang out Sunday afternoon; let's try to be non-chauvinistic about invites.

**Barry:** 5 new board members orientation in Newark.

### **B. April – Where - Dallas? / When? Which weekend? Not Easter**

**Patrick:** Raleigh in April?

**John:** April Raleigh dates: April 5 (Saturday) Black Workers for Justice MLK Banquet (Patrick attended last year); Easter, April 20; April 27 (Sunday) Sam Winstead launches 3<sup>rd</sup> annual Ride for Peace to DC.

**Barry:** What happened to Dallas?

**Patrick:** Original thought was to visit Under the Hood, but at 2 ½ hour's drive from Dallas, probably not feasible.

**Michael:** Talking to Leslie Harris; will check on Dallas chapter.

**Patrick:** Southeast historically weak; we will have been in SE for 5 of 12 board meetings.

## 7. Convention Theme

**Gerry:** Let's look at it again; we did have a lot of discussion & finally arrived at theme, then pushback from Chapter 99; would like to stick with original decision.

**Mark:** Agree with Gerry; vote tonight?

**Patrick:** Recommend decision tonight.

**Mark:** Yes, let's vote tonight.

**Michael:** 2 part themes not uncommon; "planet & poor" does not automatically refer to shooting wars ; when you see "abolish war on planet & poor" is not intuitive.

**Patrick:** Agree with Michael; "Peace or perish" important to seal national & local unity.

**Margaret:** Not against the proposed theme, but we spent a lot of time hashing thru to get to "Abolish War on Planet and Poor;" how much tension is there between national & local?

**Patrick:** Let's limit discussion to 2 themes.

**Barry:** No problem with "Peace of Perish", but locals came around after reading Gerry's narrative.

**Patrick:** Grace OK with board choice, Ron Harayda was critical.

**Margaret:** OK with "Peace or Perish."

**Patrick:** Ready to go A or B...

**"Peace or Perish – Abolish War on Planet and Poor"** approved nearly unanimously by acclamation!

**Gerry:** During January meeting, let's develop a tighter process.

**Michael:** We need a collaborative process between national and local.

**Patrick:** Program committee; recommend Patrick, Michael, John H, John S, Ron Harayda, Grace S; OK?

**Gerry:** Agenda item: listserv protocol.

**Patrick:** Defer to January meeting.

**Gerry:** We need clear policy.

## 8. Strategic plan, esp. War at Home, War Abroad – defer to January

### 9. SOAW report

**Patrick:** SOAW 2<sup>nd</sup> largest annual VFP gathering; board members should put 3<sup>rd</sup> weekend in November on their calendar; many Latinos, youth, people of faith in attendance; Joey King has done good work on SOAW coordination and Latin issues in general.

## 10. Vietnam Counter-commemoration

**John:** Howie Machtinger has coordinated 2 calls, including Ken, Doug and Tarak; one proposal is to request funding from DoD for national screening tour of Sir, No Sir!

**Gerry:** Concerns about a DoD grant application.

**Ken:** Suggests kicking Pentagon ass with their money.

**Michael:** We need to look closely at any grant applications.

**John:** Will keep board advised.

## 11. St Patrick's Day Parade in Boston

**Patrick:** Monday, March 17, St Patrick's Day in Boston is the place to be, with the Smedley Butler chapter.

## 12. Gi Coffee House

**Gerry:** Is board member Under the Hood; helping with mid-February West Coast speaking and fundraising tour from San Diego to Bellingham WA. The three GI coffee houses are GI Voice / Coffee Strong at Joint Base Lewis-McChord near Tacoma, Washington; Under the Hood at Fort Hood in Killeen, Texas, and the Clearing Barrel at Ramstein Air Base and a constellation of US bases near Kaiserslautern, Germany. Outreach to other groups to chip in \$100-\$500 for tour.

**Patrick:** \$500 from VFP? **\$500 approved to support tour.**

**John:** Quaker House (Ft Bragg, Fayetteville) longest continuously operating GI Rights meeting house in US, since 1969 (and about 1 hour from Raleigh.) **Adjourn 10:05pm**