

**VFP Board of Directors
Teleconference Meeting via Zoom
November 21, 2020**

On the call: Dave Logsdon, Joshua Shurley, Patrick McCann, Miles Megaciph, Natasha Erksine, Willie Hager, Ben Schrader, Marti GuyDowning, Elliott Adams, Michael Dempsey, Adrienne Kinne, Garrett Reppenhagen, Joey joined 3:28pm ET

Agenda Approved

Meeting Minutes for October to be posted

Meeting Norms Discussion:

- Use raise hands in Zoom feature
- Get better at not interrupting
- Stack
- Go on mute when not presenting
- Allow presenter to finish before asking questions/commenting
- We are using Roberts Rules - only way to “interrupt” is for
 - Point of Order
 - Point of Clarification
- No use of mind-altering substances
- Dress appropriately
- Treat this as a Board meeting in person
- Remember we are here for a common goal

Executive Director Board Report November 2020

Managing Staff

- 2 staff members have been positive Covid and have recovered and are in quarantine.
- Flex days off in NOV 25-29th
- Might request the board approve an associate director or operations director position

Budget

- Budget remains stable. Had a growth of about \$12k in Oct
- Eventually we will need to address updating the website and find a solution to our databases.
- Shelly is filing for loan forgiveness for the Payroll Protection
- I will complete a 2021 full budget for December

Board Support

- Continued participation in board meetings and creating tools for board business management. Calendar is up. Will create a slack for board work.
- Helping to coordinate office and committee work will likely improve operations. Key committees like fundraising, membership and comms will be a big improvement.
- Ballots will be counted by staff by Dec 8th. Results by Dec 11th.
- Will introduce Adrienne and board members to contacts to help with cultural analysis and organizing specialists
- Will assist with strategic Planning

Chapter/Member support

- Membership Committee is working on an organizing plan.
- More energy to chapter contact, independent member and new member orientation calls.
- Regional organizing is being discussed more
- Over 30 chapters had Armistice events

Communications

- The newspaper Peace Sentinel is ready, waiting for final pricing and should be out before the end of October
- Had great success on social media for Armistice over 1000 new follows on each platform Facebook, Twitter, Instagram
- Communications committee met around elections and assisted with messaging. We need to grow and lean on comms committee more to have higher tempo of press releases, social media and earned media
- Will create Slack to replace yahoo groups and prepare trainings for December

Fundraising

- Resource Development committee will regroup
- Hazel will continue to work with the Board and Excomm
- Already have exceeded 2019 donation totals by \$40,000
- Hazel will no longer be on payroll after December
- Giving Tuesday will need board support to get the word out. December 1st is Giving Tuesday. We have a concert that evening that will include
 - Tom Morello of Rage Against the Machine
 - [Maya Azucena](#)

- [Genesis Be](#)
- [Polaryss](#)
- [Dale Novella](#)
- Stephen Capaldi
- and more
- End-of-year Appeal is almost finalized and will go out early December

X Bequest video and tools still on the to-do list

Program

- Working with The Frontline unified election defense group. We had over 550 veterans many of them VFP members participating
- Counter Recruitment gaming project is meeting and could be an exciting campaign that would introduce VFP to younger veterans and impact military recruiting on a digital space.
- Taking a stand against Meeks as HFAC and will try to have influence on cabinet positions
- Climate Crisis WG is gaining energy and working on a position for the Biden transition first 100 days
- Check out the VFP PEACE ON EARTH end of year party Dec 18th w/ ugly sweater contest, anti-war caroling and a visit from Santa Claus
- Open MIC starts Jan 1st to bring in the new year

(Executive Session)

Afghanistan Zoom Meeting Reflections:

- Organized to discuss Afghanistan next steps, Dave, Patrick, Marti and others attended
- Garrett: One of the biggest difficulties is that the people of Afghanistan are not being asked what they want, and this panel did not include Afghan people - we had asked for someone to be included in the panel from Afghanistan and we connected Rory Fanning with Arash
- Patrick: there also weren't a lot of young people on the call or BIPOC members

Fundraising:

Reschedule call with Hazel for Tuesday, December 15th 5-7pm Eastern & December 15th, 5-7pm Pacific

Board Fundraising 2021

Proposal: To help model fundraising, Board members will be assigned one call a month, and will be asked to make that call at the conclusion of each month's board meeting - or on another day each month - Tuesday or Thursday

Discussion: Support the theory, question about practice and suggest we be flexible - doing it together can help support it actually happening - Hazel may have input to help us support doing this week going forward. One call can last a while, so starting with one call each might be a good starting point - help model the behavior and build toward a phone banking working group with non-board members included. Natasha has experience phone banking with a group at the same time, tracking each other's progress and it helped the task get done. Phone calls and texting. We don't have a text to donate number yet, but it is an awesome idea that will continue to explore. Same for texting donor calls.

ExComm will take feedback and redraft proposal for review and approval next month

Membership & Transformative Justice Standing Committees UPDATE:

- Membership Committee is coming together well as discussed
- Transformative Justice Committee has three members, following up with a few more people and hope to have our first meeting before the end of the year

Strategic Planning Committee:

- VFP has attempted strategic planning in the past, but never any follow-through
- Forming a Strategic Planning Standing Committee might help ensure follow-through
- What are the process gaps to follow-through?
- Take lessons from the past, and learn from our mistakes - forming a committee can help ensure that it happens and there is a follow-thru
- This plan allows for the elimination of a committee that we don't need, and will fill a gap in our responsibilities
- Having a standing committee that includes Board members, staff, and lay people makes sense and keeps us focused. We take on too much responsibility and this might help keep us on point?
- How will this interact with National Projects? Ask them if they want to participate? It will not replace National Projects, and all National Projects will still have a board liaison - which has been working well instead of a committee
- Board Unanimously Approved motion to:
 - Disband the National Projects Standing Committee, while maintaining Board liaisons for each National Project

- Raise a Strategic Planning Standing Committee, to be comprised of members of the Board, staff, and VFP members for the purpose of developing a strategic plan and ensuring its follow-through
- Initial Strategic Planning Committee to include: Natasha, Miles, Dave, Adrienne, Garrett, and Colleen (with two non-board members to be added)
 - One task of the committee will be to ask future Boards, members, and other interested parties for input and feedback that can be used to inform the Strategic Plan

Discussion of how we operate as a Board of Directors:

- Joey: Thoughtful about filling executive committee positions in the new year
- Dave: Membership Committee has a lot of enthusiasm, with a great mix of younger and new members with experienced members - helps keep energy going
- Miles: Feel like there are good things happening, but a newer member - I do plan to run again when my term is up to see change through
- Patrick: So much of our dialogue has been dominated by member bad conduct, but working with the StandDown on Wednesdays has been great - project that centers younger Veterans and BIPOC Veterans - center things we want to be nurturing - affirming behavior makes it pleasurable
- Marti: speaking with members and the ex-comm after a bad meeting, and getting input from others on the outside, this was all handled very differently and is appreciated
- Garrett: we need leaders who represent the future of the organization - what do you need to feel empowered and prepared to take over leadership roles in the organization - we need to think about this going into the ExComm makeup for next year

Updates and Announcements:

Patrick: Gregory Edwards was killed in a Melbourne, FL, police station after being tortured and then pushed into a waiting room where he died. Patrick and his partner attended a rally outside of the police station - in support of the video being released, which it was, and it is searing and outrageous.

This is a connection of PTSD and BLM

<https://www.clickorlando.com/news/2020/11/13/us-army-veteran-died-in-custody-after-his-arrest-brevard-jail-video-shows-what-happened/>

FORGE - For Gregory Edwards

Michael Dempsey: Bill Dollman Presenté (check spelling)

Adrienne: Update re. VFP Book Club. Coming together well. Just finished reading White Fragility. The Book Club has decided to re-watch the Veterans For Black Lives convention workshop as a group on December 6th (info to be posted). We will also begin reading "Me and White Supremacy" by Layla Saad in January

Dave: Lutheran Church - one wing has been advocating peace, while the financial wing has been investing church money into the MIC. Working with Code Pink and progressive Lutherans to address this big contradiction in their platform

Garett: Membership Committee approved the name change for chapter 89 as the Hector Black Chapter

Tom Morello has agreed to be on our advisory board

It would be good to review who is on our advisory board and restructure

Ben: my capacity will be impacted as a result of a few jobs coming through in January, just FYI

Michael D: The manuscript I wrote a review for has been published, "Enough, Say their name" with my review included. Suggested that he write something for the Newsletter - good idea

Meeting Adjourned at 4:05pm ET

Members stayed on for a social connection