



Veterans For Peace 2020 Board Meeting Minutes

- January Quarterly Meeting (Las Vegas, NV)
- February (Special Board Meeting)
- March
- April Quarterly Meeting
- May
- June (No Meeting)
- July
- August (Virtual Business Meeting)
- September
- October Quarterly Meeting
- November
- December

*Due to Covid all meetings took place as teleconferences via Zoom unless otherwise noted

VFP US Board of Directors
January 2020 Quarterly Meeting
APPROVED Meeting Minutes
Las Vegas, NV

Saturday, 25 January

Present: Adrienne Kinne, Jessie Medvan, Daniel Craig, Joshua Shurley, Ben Schrader, George Johnson, Michael Dempsey, Patrick McCann, Joey King, Marti GuyDowning, Wille Hager, Garrett Reppenhagen, Executive Director, Colleen Kelly, VFP National Office.

Absent: Gary Butterfield, Rory Fanning

Meeting began at 9:00 a.m.

- Marti read the VFP Statement of Purpose and Jessie read the VFP Code of Conduct
- Adrienne administered the Oath of Office to newly elected board members Ben Schrader & Joshua Shurley.
- Adrienne presented meeting norms which the board members agreed to adhere to for the course of the meeting.
- Board Meeting Agenda approved unanimously; discussion on the status of executive session notes (where documented)
- Introductions by each board member & orientation discussion for the two new board members
 - Review of orientation packet
 - Discussion of linking up a new member with a standing member as liaison for information and orientation
 - Explanation of how members are recognized to speak (“stack” procedure)
 - Discussion of utilizing a parliamentarian for meeting oversight (to be continued)
 - Agreed upon monthly ZOOM meetings last 90-120 minutes as the standard (extended as needed in certain situations); ensure the listing of time zones is clear; what constitutes an unexcused absence; discussion of cost savings in our endeavors; the importance of meeting regularly in person to build a cohesive, inclusive team and foster trust in each other and in the board’s process

Elections

President: Adrienne Kinne

Vice-president: Jessie Medvan

Secretary: Daniel Craig

Motion to approve the candidates: Patrick; seconded by Marti

Vote count: 10 for, 0 against, 1 abstention, 2 absent for the vote

Treasurer: Gary Butterfield—vote held in abeyance until Gary is present and participating in the board meeting for this vote

Executive Director (ED) Report

- shared the results of the 2020 organization-wide poll; analysis of the results will be ongoing and utilized to continue the growth and strengthening the organization as a whole, addressing the changing demographics and using the experience of all members in order to meet our needs in carrying out our mission
- reported on the efficacy of conducting daily national office staff meeting both in person and remotely
- ED and each staff member prepare a weekly goal sheet
- search for a Resource Development Director; received a resume and spoke to a military veteran who has Development education and experience as a possible candidate. ED will seek approval from the Board to set up a this new position.
- Casey moved to assist on organizing and member coordination with additional administrative tasks; her wage is increased to \$10/hr.
- 2% Cost of Living adjustment for national office staff as of 1 Jan '20
- Based on available funding ED is considering an Outreach/Program Organizer later in 2020; more information to follow

Budget

- ED drafted the 2020 budget with the assistance of the Board Treasurer and the Business Manager;
- ED will request full approval by the Board the move to Quick Books is near completion and once implemented this will clarify some errors seen in the reports and clean up the method of analyzing the organizations financial situation
- 2020 budget - looking to gain net income from the 2020 Convention

Board Support

- continued participation in board meetings; offering support and perspective on issues as well as creating tools in the conduct of board meetings and business management
- presented the possibility of housing Board Meeting Minutes on Google Documents for access and editing in order to facilitate access to finalized and approved version of the Minutes
- suggestion of creating a platform to track endorsements and listing the vote count on these items

Chapter & Member Support

- Chapter contact emails continue to go out; looking at shifting monthly Chapter Contact calls to Organizing Calls that may help chapter participation and activity locally around the issue/ situation
- Chapter contacts have been updated and new reports are being completed
- Organization Member Retreat in Las Vegas on the prior weekend to this Board Meeting was successful. The group formed a Caucus which will focus on internal

change, it will work on establishing goals for the organization in the transformation process to become a more inclusive body and assist in intercultural transformation as well as create a stronger more efficient accountability process throughout the organization

Communications

- ENews is being disseminated regularly
- ED has identified a potential Managing Editor and Layout/Formatting person to take up the creation of a quarterly publication to take up where Peace In Our Times (PIOT) left off
- The hard copy of the News Letter is prepared for distribution in February
- The input to Social Media is steady
- Developing a strong Communications Committee will help support media operations by having skilled social media members and strong writing and editing members involved

Fundraising

- VFP has purchased 6 years of Foundation Search to utilize in our ongoing search for grants and other sources of financial support
- national office has given Helen access to the database in order for her to work with the Treasurer and the ED to find noncompetitive grants to fund the Golden Rule Project
- Fundraising toward the end of the year helped reduce the 2019 budget deficit but we still fell short of the budget. ED and Treasurer are looking for greater participation of both the National Board and the Advisory Board in fundraising in 2020 and beyond
- The Arctic Wilderness League will offer \$15k to stop fossil fuel development in the Arctic National Wildlife Refuge

Miscellaneous

- ED will attend the SOVA Convention; the SOVA MOU requires approval
- engagement with About Face and other allies to push for peace policy with democratic presidential candidates. There is strong encouragement for local chapters to engage in People Over Pentagon questioning in local town and city board meetings
- the Afghanistan Accountability Group is moving forward to form a video testimonial campaign
- Members in the national office are working with the National Iranian-American Council (NIAC) and coalition members to take action to stop the escalation of hostilities between the U.S. and Iran
- A compromise was made by Senator Jacklyn Rosen (D-Nevada) to curb the expansion of Nellis Air Force expansion. VFP is working to improve the legislation around this issue and to block the expansion.
- The ED and Communications Coordinator met with the Fallon Paiute Shoshone Tribe to discuss blocking the expansion of the Naval Air Station which would further encroach on the tribe's ancestral land and further desecrate tribal cultural

sites and burial grounds and how VFP can align with them to support their endeavor

Treasurer's Report

- presented by the ED in the absence of the Board Treasurer

Working lunch between 12:20 and 1:20 p.m. No official business conducted.

Committee Assignments

Board Members volunteered to chair the various committees as well as volunteered to also be committee members on other committees other than only on the committee they chair

Committee Chair Assignments & committee members

-Awards: Joey	
-By Laws: Adrienne	Members: Willie, Ben, Marti
-Communication: Adrienne	Members: Jessie, Willie, Ben, George
-Convention: Daniel	Members: Adrienne, Jessie, Patrick,
Marti	
-Delegations: Jessie	Members: Daniel, Marti, Adrienne, Josh
-Finance/Fundraising: Patrick McCann	Members: Daniel, Michael,
George, Willie,	
	Jessie, Adrienne
-Membership: Willie	Members: Jessie, George, Marti, Joey,
	Michael, Adrienne
-Newsletter: (merged with Communications Committee)	
-Nominations: Patrick	Members: Board Wide
-Personnel: Adrienne	Members: Jessie, Daniel, Treasurer
-National Projects: Marti	Members: Willie, Adrienne, Ben
-Resolutions: Joshua	Members: Adrienne
-Working Groups: TBD	Members: TBD

Committee Reports

2020 VFP Convention Update

Convention Committee

- met on We., 1.15.20. We developed the sub-committees responsible for all aspects of the convention. We have a commitment for Dahr Jamail to be our Saturday Evening Banquet Speaker.
- We chose a theme and an image (logo) to present to the Board for consideration.
- Continued collaboration with Pace e Bene in commemorating the 75th Anniversary of the bombings on Trinity Site in South Central New Mexico as well as on Hiroshima and Nagasaki.

- Discussion & finalization of the theme and logo tabled until Sunday morning of the board meeting
- February Convention Committee Meeting will be on We., 2.19.20 12—+/- 2:30 p.m. The meeting will be conducted in person for those able to attend as well as on ZOOM

Delegations

The moratorium on delegations is still in place as the committee restructures and redefines the parameters and the goals of the committee

Membership

The committee is addressing the request for formation of VFP groups internationally, i.e. Spain

The need exists to determine how VFP Chapters will be formed in foreign countries as some aspects of the requirements for the formation of U.S.-based chapters will not necessarily work in the creation of a chapter internationally. (Example: DD 214 is not an international document)

Working Groups

Willie raised the point that Working Groups are supposed to submit regular reports on their projects. Further discussion revolved around the need for the board to be in contact with these groups.

- | | |
|---|---------------------------|
| -Agent Orange | -Prosecute War Criminals |
| -Democracy/Constitution/War Powers | -Military Trauma |
| -Drones | -SOAW/Latin America |
| -DU, Cluster Bombs & Land Mines | -Nuclear Abolition |
| -GI Resistance | -Save Our VA (SOVA) |
| -Homeless Veterans | -Iran |
| -Palestine | -Veterans For INNER Peace |
| -The Environmental Cost of War and Militarism | |

SOVA submitted a report in which was written that the group will wait until after their conference (9-13 Feb. '20, Washington, DC) to decide if they want to re-apply for national status. Two requests to the Outreach Travel Fund subcommittee are under consideration. Joshua will consult with the Executive Director on this matter.

National Projects

- Golden Rule Peace Boat Project—Active, no report, status unknown
- Iraq Water Project—self-maintained, no need to tweak it
- Korea Peace Campaign—Active (?), no report, status unknown
- Deported Veterans Advocacy Project (DVAP)—see paragraph below f/report ***
- Veterans Challenge Islamophobia—Active (?), no report, status unknown; discussion to follow as to its existence as a National Project; discussion to shift it to a Position/Solidarity Statement status.

- Peace In Our Times—no report, discussion to move this to Communications Committee oversight
- Veterans Peace Teams—ED will contact appropriate individuals to discuss its removal status
- Vietnam Agent Orange Relief and Responsibility Campaign—Active (?), no report, status unknown
- Vietnam Full Disclosure Campaign—Active (?), no report, status unknown

***DVAP Report: submitted by Willie

- Group is developing a legislative campaign
- The active Call Center made 200 legislative calls
- Representative Rashida Tlaib (Michigan's 13th Congressional District) visited with Deported Veterans, members of Chapter 182, Tijuana, Mexico
- DVAP is becoming financially more stable due to the support of VFP National as well as donations from VFP Chapters and members

Executive Session—Membership Matter

Meeting adjourned at 5:13 p.m, reconvening Sunday, 26 January, 9:00 a.m.

Sunday, 26 January '20

Meeting convened at 9:00 a.m.

Present: Adrienne Kinne, Jessie Medvan, Daniel Craig, Joshua Shurley, Ben Schrader, George Johnson, Michael Dempsey, Patrick McCann, Joey King, Marti GuyDowning, Wille Hager, Garrett Reppenhagen, Executive Director, Rory Fanning (via ZOOM)

Adrienne administered the Oath of Office to newly elected board member Rory Fanning

Executive Session—Discussion regarding the VFP Board Treasurer

Resume Board meeting.

Tabled item: 2020 VFP Convention Theme and Logo

- After vigorous discussion and a vote amongst the VFP Board of Directors and the 2020 Convention Committee the following Theme was chosen:

“All Is One, Towards A Peaceful and Nuclear Free World”

- The image created by the Logo & Theme subcommittee will be used and the sub-committee will continue to refine and develop the format of the logo and theme as it relates to its placement on various items, i.e. T-shirts, and in various publications. More to follow.

2020 VFP Budget

The VFP Executive Director proposed the budget for 2020

Items presented and discussed:

- Staff wage increase
- Focus on increase of income through grants and major donors
- Make money on the 2020 Convention
- Look at change(s) to Golden Rule budget
- Look at change(s) to the DVAP budget
- Restructuring of staff and more work completed remotely
 - Discussion between ED and the Personnel Committee to include hiring a Development Director
 - Upon determination of this, either approve during the February board meeting (via ZOOM) or on-line via email earlier than the February meeting
- balancing drastic expense reduction in the very near future with a major increase in fund-raising activities
- Vote to approve the proposed 2020 Budget
 - Vote count: 10 for, 0 against, 2 abstentions
 - 2020 Budget was approved

National Projects Liaison Assignments

- Golden Rule Peace Boat Project—Michael Dempsey
- Iraq Water Project—Adrienne Kinne
- Korea Peace Campaign—George Johnson
- Deported Veterans Advocacy Project (DVAP)—Willie Hagar
- Veterans Challenge Islamophobia—Jessie Medvan
- Veterans Peace Teams—inactive, to be removed from national projects
- Peace In Our Times—restructured under communications
- Vietnam Agent Orange Relief and Responsibility Campaign—Ben Schrader
- Vietnam Full Disclosure Campaign—Ben Schrader

Future Board Meetings

- February: Sunday, 23 Feb., 10-11 a.m. (PST)
- March: Sunday, 22 March, 10-11 a.m (PST)
- April: Friday, Saturday & Sunday, 3-5 April. St. Louis, MO—exact timeframe TBD

January VFP Board of Director's Meeting adjourned at 12:15 p.m, Sunday, 26 January '20

Veterans For Peace US
APPROVED Meeting Minutes
February 8, 2020 - Special Board Meeting

Convened 10:00am EST

Members Present: Adrienne Kinne, Jessie Medvan, Garrett Reppenhagen, Michael Dempsey, Marti GuyDowning, Ben Shrader, George Johnson, and Dave Logsden

Meeting called to order,-Jessie 10:07am- EST

Agenda approved as submitted

Meeting conducted in Executive Session - regarding Member Misconduct and Restorative Justice processes (not to be posted)

VFP Board of Directors
APPROVED Meeting Minutes
February 23, 2020

Meeting called to order- 10:02am PST

Board Members Present: Daniel Craig, Michael Dempsey, Rory Fanning, Marti GuyDowning, Willie Hager, George Johnson, Joey King, Adrienne Kinne, Patrick McCann, Jessie Medvan, Joshua Shurley, Ben Schrader, and Garrett Reppenhagen

First zoom call with new Board members acknowledged- Kinne

Request to amend agenda, add fund raising proposal- King

- Motion: "I move to approve the agenda as amended, and the minutes from January and February Board meetings"
- Motion seconded- Johnson

ED Report

Numerous projects in the works

- Planning event at Southern Border in March with Rage Against the Machine
 - Concert in El Paso
 - Las Cruces
- April event in Milwaukee with About Face (possibility of huge turn out)
 - \$2500 startup Funding for Afghanistan Coalition of Deported Vets
- Inquiring into the possibility of moving some of the designated funds
 - Some can't be part of general fund
 - Possibility of distributing UN World Council
 - Hazel Diaz hired as part time Director to help with Research Development funding
- Peace in our Times is being reformed with new crew
 - Emily Yates- Manager, Mike Marion- Layout
 - Searching for union printer
 - Name change for PIOT under consideration
 - Open discussion of Paper's name change having adverse effect on organization
 - Majority of subscribers willing to wait for papers' reorganization
 - In kind donations from some
 - General consensus that losses will be minimum
 - Only one former PIOT worker will return, does not want name mentioned
- All minutes have been posted to VFP website
- UN passes secured for President Kinne, ED. Reppenhagen, and Chris Anton
 - Open discussion of Anton and his qualifications to represent VFP
 - Confirmed he is member of VFP, editor and writer
- ED asked to speak at UNLV Sustainability Conference

President & Vice-President's Report

- Open discussion of fund raising opportunities
- Sponsoring or co-sponsoring Concerts
- Golf tournament

President & Vice-President's Report- Kinne & Medvan

Progress Reports on;

- Policy and Procedures Handbook
 - Code of Conduct added
 - Changes sent to Board for review
 - Open discussion of changes

Evaluation forms

- Open discussion of forms
- After discussion, Motion to approve and accept changes to Policy and Procedures Handbook- Johnson
- Seconded- Medvan
- Unanimous approval

Convention

- Keeping membership informed of Board's actions and procedures
- Restorative Justice Process
- Open discussion of process, and how it works
- Members interested in implementation at Chapter level
- Examples given of various organizations dealing with similar problems

National Project liaison reports

Golden Rule— Dempsey

- Contacted by Helen Jacquared via phone and email
 - Exchanged contact information
 - Invited to GR Committee meeting
 - Full report given to Board, will send notes from meeting to full Board
 - General discussion of GR, it's ownership and VFP's responsibility as owner
 - Original intent was to sail east and west coast including Panama Canal
 - Further discussion of original cost and amount of labor to bring the boat back to sea worthiness
 - GR is responsible for all funds related to it's sailing to Japan, and it's return

Iraq Water Project-Kinne

- Leaders contacted
- Discussion of Liasons and persons working on project
- Producing water for deported veterans
- Planned call center to be manned by Deported Vets when completed

Korea Peace- Johnson

- None

Deported Veterans Advocacy- Hagar

- Lobbying effort in Washington by Alice Miller and Manny Venezuela
 - Bills, HR5151, HR701
 - Loss of membership of major concern
 - Called center in the works to help contact lapsed members
 - Will help with other projects
 - Union workers willing to work with VFP Service members
 - Donation from same
- Veterans Challenge Islamophobia-Medvan
- No interest
 - Suggestion to try different contacts than those on current list
- Viet Nam Agent Orange and Responsibility- Schrader
- Project coordinator contacted
 - Continued work on HR 326, no movement
- Viet Nam Full Disclosure- Ben Schrader
- Letters to the Wall main concern
 - Discussion of importance of members writing letters

Fund Raising- King

- Ideas presented that could add much needed funding
 - 10K walk, bike, run marathons
 - Easy to set up
- Open discussion of logistics and operation
 - More info needed and will be provided

SOVA Conference and VFP Relationship with Common Defense

- Major discussion of conference and CD's participation
 - Concern about CD's leadership
 - Participation with org. might tarnish VFP's image with other groups
- SOVA Applied for National Project Status
 - Open discussion of various concerns of some Board members
 - Women and Board having veto power concerning women's issues
 - Recruiting younger vets
 - Matter to be discussed further

Code of Conduct Committee

- Discussion of removing committee from Membership Committee
 - Further discussion needed
- Remainder of this section was devoted to discussion of the Member Misconduct (executive session)

Convention update- Craig

- Organizing on schedule
- Executive Session related to above member misconduct and related activities

scheduled zoom meeting set

Meeting was adjourned at 12:31pm PST

Respectfully,

Michael Dempsey
Veterans For Peace
Recording Secretary, National Board of Directors

[Please Donate to VFP](#)

"Peace is the only battle worth waging"-- Andrew Camus

VFP Board of Directors
APPROVED Meeting Minutes
March 22, 2020

Meeting called to order; 10:00am PST- Kinne

Board Members present: Present: Daniel Craig, Michael Dempsey, Marti GuyDowning, Willie Hager, George Johnson, Joey King, Adrienne Kinne, Patrick McCann, Jessie Medvan, Joshua Shurley, Ben Schrader, Dave Logsdon and Garrett Reppenhagen

Motion requested to approve today's agenda as submitted- Kinne

Motion to approve the agenda- McCann

Seconded-

Motion approved as submitted unanimously

Motion requested to approve previous meeting minutes, February 2020- Kinne

Motion to approve minutes from February meeting- Johnson

Seconded-Logsdon

Motion unanimously approved with no corrections or extensions

ED Report- Reppenhagen

- Summary of report submitted to Board
- Highlight of pressing issues
- Moving office to shared office space bldg. with other non profits
- Possibility of \$1500.00 saving overall
- Smaller work space
- Current staff to work more from home
- More secure location, and mentally located
- Using "print on demand"
- Faster turn around getting merchandise to customers
- Staff informed of economic down turn
- Work hours reduced
- No terminations
- Will maintain Health Care no mater number of hours worked
- Staff encouraged to seek out side part time employment where possible
- Bookkeeping being switched to QuickBooks
- Delayed because of COVID-19
- Emphasis on online atmosphere
- Meetings
- Recruiting
- Fund raising
- Name change from "at large members" to something else more conducive

Communication Committee

Veteran owned printer under consideration for newspaper

Fund raising

Major challenge under current economic conditions

New director on the job, we should start seeing positive results shortly

- List buys being purchased
- Bequest language being formulated, along with videos
- Grants coming in slowly
- Formulating language to appeal to wider audiences beyond the peace community
- Golden Rule
- Funding needs to be cut due to economic situation of our organization and the economy
- Most if not all major planned projects have been put on hold
- Chapter lists being sent
- Merchandise from store being sold at discount

At this point of ED's Report his internet failed, while waiting for his return there was a general discussion by board members

Hazel Diaz joined the meeting:

Introduced as New Director to the Board, and vice versa

Conversation with the board

Looking forward to individual conversations with board members

Ed rejoined the meeting and after reintroducing Hazel, the meeting continued with Ed's report

Question and answer period followed, of major concerns where;

Organizations budget

Cash on hand

Designated funds and their use

Providing Zoom for chapter's use

Explanation of all of the above by ED

Balances of various funds reviewed with explanation of use restrictions

Open discussion of above funds and their use

President & Vice/President's Report- Kinne and Medvan

Major education opportunity

Online meetings

More inter reactions with chapters

Possibility for more membership participation

Reduced cost

Transportation and Boarding

More meetings (ugh)

More discussion of organizations finances continued, after which the president requested,

A motion to move funds line item by line item as follows;

PIOT to Newspaper fund- McCann with Second by Hagar

Discussion of PIOT possible name change to Newspaper for ease of moving funds

Motion carried unanimously

Move travel fund to general fund- Hagar, with Second by Guy Downing

Motion carried unanimously

Delegations fund to General Fund- McCann, With Second by Hagar

Motion carried unanimously
International Veterans Conference
Explanation of how funds came about and whether the donor will agree other use of funds
This will be revisited in April during board mtg.
GR indefinitely suspending voyage to Japan
All events in Hawaii suspended
Helen Jacquard consulting fees might be suspended
Gr is not insured for ocean travel
Boat has been fully inspected
Passed thorough inspection
Some repairs needed and suggested by Insurance Co.
Mooring of boat potential problem
Discussion of boat being moved to different Island

Standing Committee Reports

Discussion of how VFP has to adapt to current COVID-19 environment
Concerns of Depression
Online social hours and entertainment being organized
Violence, domestic and general needs to be addressed
US lags far behind other nations dealing with Virus and it's ramifications
Discussion of safety concerns for all and various articles that can be used for protection in the absence of actual gear

Communications Committee - Adrienne

Discussion of reorganizing committee to help monitor FB page
Motion for reorganization- Hagar
Second- Johnson
Motion carried

Finance/Fundraising Committee - McCann

5 m - Membership Committee - Willie

Nominations Committee - McCann

Discussion of filling positions of Board and it's responsibility of recruiting members to fill vacant positions
Four terms ending this term
Potential members contacted, waiting for replies
Discussion of having the Board more geographically representative of the organization
Chapters could be more involved in soliciting members to run for Board
More emphasis placed on fund raising capabilities of future members

Convention Committee -

Discussion of the need to have Convention online;

Safety of members

Travel restrictions

Need to notify facility of cancellation

The remaining of the meeting was devoted to the ramifications of COVID19 and its effects on not only the Board, but the World going forward;

Nonprofits having difficulties fund raising

Meetings moving to online formats

The need for more computer savvy members coming forward.

Online social events

Dire predictions for USA due to lack of action by US President

VFP should take the lead in educating general public

Letter writing informing public of various safety issues

Self-isolation

Social distancing

Hygiene

Analysis of stimulus package by qualified analyst

Meeting Adjourned;

Respectfully,

Michael Dempsey

Veterans For Peace

Board of Directors

Recording Secretary

mikedevfp46@gmail.com

831-536-4940

VFP Board of Directors
APPROVED Meeting Minutes
April 2020 Quarterly Meeting

Teleconference Meeting via Zoom: All Board of Directors meeting have been moved to Zoom due to the Corona Virus

April 04-05, 2020

Meeting called to order; 10:02am PST- Kinne

Board Members present: Present: Elliot Adams, Michael Dempsey, Marti GuyDowning, Willie Hager, George Johnson, Joey King, Adrienne Kinne, Patrick McCann, Jessie Medvan, Joshua Shurley, Ben Schrader, Dave Logsdon and Garrett Reppenhagen

VFP's Statement of Purpose read, after request from President - King

ED Report - Reppenhagen

Summary of report to board:

- Moving the office to a shared office space
 - Landlord planning for fair market rate
 - Reduced rent until this happens
 - Will give organization a month's notice to vacate
 - Staff entering building one day a week on different days
 - Staff has not had raise
 - Donations have increased

Overview of Budget

- Still operating in the Red
- Applied for Small Business loan
- Switching to QuickBooks still problematic
- Zoom meetings saving organization money
- Need to purchase software for upcoming webinars
- Explanation of organization's eligibility for "Payroll Protection Plan" loan
 - Open discuss and explanation by ED of how plan works
 - Entered into conversation with current organization's bank
 - Can apply for 2.5 times of monthly payroll and insurance
 - Must retain full employment through June 2020
 - Loan would be fully forgivable
 - 4% Rate on repayment if above is not met
 - Loans are on a first come first serve basis, 15 days max
- After more discussion ED given permission to apply for " Payroll Protection Plan loan

Gleaning Chapters and Membership lists

- 41 Chapters removed due to lack of activity
 - 116 Active Chapters

- 4 Chapter start-ups
- 5 International Chapter requests
- 539 Members identified as Independent Members

Covid 19 Response- Open Discussions with following conclusions;

- The need to prepare letters to address the coming changes
- Extended isolation
- Breakdown of society
- Possible food shortages
- Lawlessness
- The need for Universal Healthcare becoming more apparent in USA
- Opportunity for World Peace
- Pope calling for suspension of hostilities world wide
- Some world leaders calling for suspension of hostilities
- General populations echoing the need for peace
- Good time for counter recruiting
- Military recruiters using online phishing
- Need to draft letters to Congressional Representatives condemning these practices

VFP U.S. Online Meetings Update- Open Discussion, led to the following suggestions Informing Membership of BD's efforts to transform to online organization

- All Board Meetings are now via Zoom
- Board Meetings will be available online
- Social Hours online twice a week

Chapter Contact Outreach- Open Discussion, it was decided the Board would better it's relationship with chapters as a whole by implementing the following;

- Having an up to date Chapter Lists
- Board members have being assigned chapter contacts to contact personally
- Opportunity to interact with members
- Finding out how chapters are dealing with their situations
- Will her to bring chapters together
- Offer help with online meetings, or phone if zoom is not available
- Lists being adjusted as per request from some Board members

Regional Coordinator Proposal-Open Discussion, with suggestions and questions

- What would this look like?
- How do we choose?
- What are the duties of a coordinator?
- Some suggestions for role and duties
- Start relationship building
- Could lead to fund raising
- Connect with independent members
- Help chapters in need

Strategic Planning- Open Discussion of development, and the pros and cons of implementing

- Offer by member to help build plan
- Explanation of item being added to agenda
- Could help the BOD going forward

- Plan in place to deal with instances that plague many organizations
- Narrow the organizations' focus
- Examples of plans being implemented by various chapters
- Plans are easier to build than implement
- Everyone is not on the same page
- Lots of ideas but no follow thru
- Time consuming
- Coming to consensus on structure of plan
- Plan has to be updated and changed as times dictate
- More discussion needed

After poll by members, decision to reach out to volunteer member to help with plan

Code of Conduct Committee -?

Convention-Explanation of changes due to COVID-19- Kinne

- Explanation of reorganization efforts and it's challenges
 - Daniel had to step back for personal reasons
 - Budget is a potential problem
 - Entire Convention will be via Zoom
 - First time this has been attempted
- Known logistical obstacles
 - Need for a Coordinator
 - Office staff will be directly involved with coordinating some aspects of event
 - Figuring out the cost of equipment and it's installation
 - Working with equipment to help with problems during event
 - Figuring the cost, if any to participants
- Setting up online access
- Coordinating access for participants
- Scheduling work shops
- Plenaries
- Positives of online Convention
- Cost to VFP and members are reduced
- Committee likes idea of online event
- Possibility of more attendants
- Educating older members in the use of digital technology
- Will help with future situations when needed

Fundraising- Open discussion

- Various ideas and proposals presented, none decided on

Standing Committee Updates-

- **Communication**- Kinne
 - Working on social media
- **Delegations**-Medvan
 - Discussion of Golden Rule's planned voyages
 - Committee on hold
 - Future funding under consideration

Finance/Fundraising-McCann

Membership- Hager

- No meeting since last BOD Mtg.
- Four Chapter request being processed
- Clarification of misunderstanding
 - Some duties of Membership Committee being moved to EXCOMM(False)

Nominations- McCann

- Chapters have not been informed of upcoming BOD vacancies
- Explanation of rules governing BOD nominees and election
- Open discussion of nomination process
 - Last date to file application
 - Recommended qualifications
 - Dues are up to date
 - Fundraising experience
 - Office skills
 - Communicating via email constantly
 - Current and Former board members encouraged to run
- Open discussion of need for Treasurer
 - ED to send questionnaire (Application) to membership
 - Former Treasurer suggested

Personel -Kinne

- ED was unavailable, meeting rescheduled

National Projects Updates

- **Deported Veterans Advocacy Project- Hager/Johnson**
 - Funding from VFP National has ended
 - On tract to meet stated goals
 - Call Center operating
 - Working with local community
 - Helping veterans deported and dumped at border
 - Veterans registered with VA using Mexican Medical Facility
 - Working with San Diego Legislature to have US medical staff come to Mexico to treat Deported Vets
 - Easier for vets to receive care in Mexico
 - Fundraising to become self sufficient
 - Call center being used as training center
 - Family and friends of members donating to center
 - Proposal to pay members above minimum wage of Mexico

SOVA-Application Approval- Open discussion

- Does not need funding from National
- Concern over SOVA working with Common Defense
- Organization has known leadership problems
- Not democratically run

- Does not address concerns of female members
- Number of female activist have concerns of CD
- Don't trust Skip Delano and Jose ? Respective leaders of SOVA and CD

Concerns of Delano not taking concerns of National seriously

- Suggestion ED have further conversations with Leaders of SOVA addressing National's concerns

Other Business

- Venezuela Petition- McCann
 - Open discussion
- Will this void our 501 (c)(3) status
- Explanation of petition being a statement
- Non profit status not effected
- Members thanked for their participation and signatures

Meeting Adjourned; 1:30pm PST

Respectfully,

Michael Dempsey

Veterans For Peace

Board of Directors

Recording Secretary

mikedevfp46@gmail.com

[831-536-4940](tel:831-536-4940)

APPROVED Meeting Minutes May 24, 2020

Teleconference Meeting via Zoom:

May 24, 2020

Meeting called to order; 10:06 am PST- Kinne

Board Members present: Present: Michael Dempsey, Marti GuyDowning, Willie Hager, George Johnson, Joey King, Adrienne Kinne, Patrick McCann, Jessie Medvan, Joshua Shurley, Ben Schrader, Dave Logsdon and Garrett Reppenhagen

Introductions and Member Check-in:

All members gave summary of daily life and adapting to life at home. No major health issues, of major concerns is personal appearances, haircuts and styling dominated the conversations.

Dealing with kids, where separate issues, boredom being the biggest.

ED Report- Reppenhagen

QuickBooks, (QB) still a problem thinking of going to third party software, may get help from from a personal friend, depending on travel ban.

Secured PPL for small business, will apply for forgiveness in thirty to sixty days, as stipulated by program, further explanation of how program works.

Office being moved to new location, no problems so far.

Giving Tuesdays had positive outcome

Open discussion of others having problems with QBs

Question and Answer Period, concerning Organizations financial status, full report and review will be presented to BOD, after calculation of April's expenses.

Monthly expenses, incoming donations, were of major concern

Convention Update - Reppenhagen/Kinne

Explanation of Online Planning of Convention, and how it will work

Registration is required of all participants

Some events have a fee

Public can attend most events

As always, open discussion followed, Cost to participants, number of workshops, hours of operation, International participants, background music (type), Convention booklet, Tech Support.

Conclusion- All appears well so far

Business Meeting Update: Kinne

Explanation of how meeting is expected to work

Webinar format

Due dates for Resolutions and Bylaws under review

Registration required to attend Business Meeting

Question and answer period of, Tech support and format

VFP Communications: Kinne

Open discussion of List serves and their relevance

Motion to revisit decision by BOD to remove list serves- Hagar

Second-??

Open discussion of importance of various lists and which ones to keep

Motion withdrawn, BOD to further discuss lists, and will inform general membership of lists, and how to join them

Open discussion of Venezuela in the news

Open discussion of Tarak Kauff still being associated with VFP, short of legal action, organization's hands are tied.

Meeting Adjourned; 12:26pm PST

Members invited to stay and continue social conversation.

Respectfully,

Michael Dempsey
Veterans For Peace
Board of Directors
Recording Secretary
mikedevfp46@gmail.com

VFP Board of Directors

**APPROVED Meeting Minutes
July 8, 2020**

Meeting called to order at 5pm EST - Kinne

Board Members present: Elliott Adams, Marti GuyDowning, Willie Hager, George Johnson, Joey King, Adrienne Kinne, Patrick McCann, Joshua Shurley, Ben Schrader, Dave Logsdon and Garrett Reppenhagen

Absent: Michael Dempsey (feeling unwell)

Acknowledgements:

Marti: I would like to note in the minutes that Jessie Medvan and Daniel Craig have stepped down from the Board of Directors. Daniel Craig specifically cited personal hardship he had been experiencing as a direct result of members harassing him regarding the matter of the expulsion of Tarak Kauff.

Adrienne: I would like to note that Dave Logsdon has been voted in as our Vice President of the Board of Directors. Welcome aboard and thank you to Dave!

Willie: Presente to Tom Palumbo, a longtime member of VFP, who recently passed away. Presente!

Marti & George: Presente to Lee Thorne, another member of VFP from San Francisco, who recently passed away. Presente!

- | | |
|---|-----------------|
| 1 - Approve the Agenda | APPROVED |
| 2 - Approve Previous Meeting Minutes | APPROVED |
| 3 - ED Report and Convention Update | Garrett |

Executive Director Board Report March 2020

Managing Staff

- Conducting daily staff meetings by phone or in person
- The current funding and the PPP loan has reduced the risk to cut hours for any staff members
- The current office will close and the last rental month should be August. I plan on giving notice by the end of July. We will either move to NO office or to a shared space. Our copier machine rental has some impacts.
- Printful t-shirts and hats are going live ASAP, to reduce stock there is a delay using the new service as effectively.

- Work-at-Home continues do to COVID-19
- Shelly's fund has been appreciated and helpful. Thank you.

X – Likely need an outreach/program organizer if funding allows later in 2020
(now very doubtful)

Budget

- Budget is stabilized. Thanks to some great fundraising, reduced expenses (project costs, travel, rent) and the PPP loan we are currently financial stable. We are looking at additional security with convention registration to cover expenses.
- Quickbooks challenges might be solved with overcoming an etapestry error.
- Eventually we will need to address updating the website and find a solution to our databases.

Board Support

- Continued participation in board meetings and creating tools for board business management
- Starting to prep for Business Meeting for convention to include Treasury Report for the excomm

Chapter/Member support

- Chapter contact emails continue to go out and calls continue organized. Casey taking on additional roles in chapter organizing
- Online ZOOM social hours, teach-ins and fundraisers are being organized
- Office is seeking ways to activate "independent members" A monthly email goes out to all "independent members" like the chapter contacts email with some edits.
- Social Hour calls are twice a week with 6-12 people usually attending
- We have a solid increase in membership in the last month thanks to BLM activity and StandDown efforts. A lot of public exposure with media and social networks.

X Regional organizing should still be explored

Communications

- ENews is going out in regular intervals
- A newspaper Peace Sentinel to replace PeaceInOurTimes is being formatted to print, there is still a need for content. Reach out to your contacts to fill out the form for submissions <https://forms.gle/iSzZeeJ2ApVvcVQt8>
- Newsletter is being finalized to go out this week.
- Social Media tempo is steady.

Fundraising

- Resource Development has been strong and we had a very successful appeal push and giving tuesday effort.
- We will need to reschedule the board fundraising training and calls.

- Many registering members have donated or purchased the additional ticket package Currently as of 7/8/2020 we have **62 registered, \$8,111.29 profit through sales and donations.**
- We can use help outreaching for Ads now that we have how they will be used and what they cost sorted.

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

X LifeTimeMembership push support has stalled due to office workload around convention planning

Program

- Current racial justice movement has allowed VFP to concentrate on StandDown efforts and response to the ongoing Peace At Home Peace Abroad connections. The office is producing educational material for chapters and groups to learn and discuss racial bias, equitable organizing and intercultural awareness that will be put out like organizing packets.
- Engaged with About Face and allies to be active in BLM support actions and StandDown actions
- Afghanistan Accountability group is moving forward to form a video testimonial campaign. We gained a grant for \$2,500 to help in this effort, but things are stalled due to COVID-19
- VFP is looking at ways to mobilize for Black Lives in DC in Aug.
- Many program work has shifted for the time to current events.
- Nellis military takeover of DNWR is coming to a climax with the NDAA discussions
- Creech Drone effort in Sep is still being planned

Discussion:

PRINT ON DEMAND: Board members asked specific questions about the store to include what the upfront costs are, what designs will be available and who selects the designs, speed of orders being filled, and quality of materials. ED shared that we will design the shirts and have them posted, people can go to the store, pick their design and shirt, and how many they want, and the shirt is printed on demand and mailed to you. So we don't take on any risk based on what sells better. There is no risk if a t-shirt only sells one copy. The office doesn't need to organize hundreds of shirts anymore. The designs will be on the store. Staff are working to pick out manufacturers that delivery quality goods while maintaining our values. Orders will be filled more quickly than staff are able to now.

PUBLIC EVENTS: Concern raised regarding ED going to Tulsa action and request that the Board be made aware of future travels of President/ED. The ED did not advertise the event nor encourage members to attend because of COVID, except those members living very close by. ED asked for specific guidance from board regarding whether or not to call members to show up for actions or otherwise gather. There are opportunities

coming up in the next few months, but wonder what our responsibility is given the pandemic.

IF YOU GO OUT TO PROTEST/ORGANIZE, PLEASE BE RESPONSIBLE: Board members shared that while they are also struggling with what is appropriate and responsible, people are organizing and coming out. It is possible to organize and protest responsibly. Encourage members to be thoughtful about their own health needs and the greater public health. Do not go out if you are vulnerable. If you do go out, be responsible.

RNC: Willie raised that the RNC will be held in Jacksonville, FL. Local community organizing around this highlighting militarization of the police and community policing. Has asked VFP to endorse nationally and let members know what is going on. Local chapter feels that we do not need to encourage members to come out to FL as local chapter and organizers will more easily be able to participate safely. Discussion about writing a statement and who could write the statement.

VFP NEWSPAPER: Peace Sentinel – will be a quarterly project. Working on getting the first issue ready now.

AFGHANISTAN ACCOUNTABILITY – We have a group of Afghanistan veterans who have been leading the effort for this project on accountability. A couple videographers have asked to help and be part of the project to help with content. We were going to gather in DC and do lobby visits and start recording video, we had a hotel site donated to us with a sound booth in it for recording, but COVID put a halt on that. We are trying to figure out how to continue the campaign without meeting physically right now. Garrett is the contact person if members would like to get involved.

SUPPORT FOR STAFF: Dave shared that he appreciated the ED report and the work staff have all have been doing. Also shared that VFP Social Zoom Calls have been a nice way to get to know Garrett and members better. Encourage board to participate. Question regarding the independent members, how can chapters still reach out to them if they are in our state/region/area if they are listed as independent. With so much organizing going on via the internet, how can we still outreach to independent members and get in touch with them. (Joey can answer that offline.)

CONVENTION ADS: Point of contact is Becky and Sam for convention booklet ads.

CONVENTION LOGO: Similar to the one on the website.

DISCUSSION ABOUT CLOSING VFP NATIONAL OFFICE / PHYSICAL SPACE:

Some board members shared concerns about the VFP National Office closing. Garrett had shared this starting in January (and earlier) due to financial concerns at the time. COVID has resulted in staff working from home for months. It has been working. Staff are keeping on track of getting work done. Closing the physical office will not result in any staff being let go. Garrett is looking into possible shared or small

office space to use in the future, but options have not panned out as of yet. Some concern expressed by board members that it can be hard for workers to be as productive working from home. Some board members also shared that they would prefer a physical work space be secured at a reasonable time in the future, while other board members expressed comfort allowing Garrett to explore work from home and seeing how it goes.

MOTION: The Board supports Garrett in closing the office space, managing a virtual work environment for staff to work from home, and exploring a possible physical workspace in the future. (Seconded)

Vote: 7 for - 2 opposed - 1 abstentions

APPROVED

MOTION: Mandate for Garrett to secure a physical office space within a reasonable amount of time. Seconded.

Vote: 3 for - 7 opposed – 0 abstentions
PASS.

THE MOTION DOES NOT

Garrett: We aren't completely virtual yet, we are closing the office, we may get a different space. I am getting feedback from staff and they are leaning towards keeping with the virtual workspace. We might find something that works out for us. We will see happens when we discuss this next week with the staff when we review all of our option. I will send an email to the board outlining staff decision on this matter.

4 - Proposed Bylaw Amendments

Adrienne Kinne

Bylaw Committee: Adrienne Kinne and Nate Goldshlag

2020-01a and 01b: Proposed amendment to Articles V and VI

Intent: To include specific language on a process for the Board of Directors to remove Board members with cause from the Board of Directors, as well as to recall officers on the Executive Committee with cause.

Committee Vote: 1 for - 1 against - 0 abstentions

Discussion: The process for removing board members from the board of directors for cause as well as executive committee officers from their position is already addressed in Robert's Rules of Order and therefore included in the rules and regulations of the organization. It is redundant and unnecessary to include it in the bylaws.

Proposed Bylaw Amendment WITHDRAWN by the submitter

Follow-up: The Board will work to make a reference to specific sections of Robert's Rules that have or may pertain to Board business, in order to support the work of future boards should they need the information.

2020-02a: Proposed amendment to Article III

Intent: To include the Code of Conduct as a measure of conduct standards.

Committee Vote: 1 for - 1 against - 0 abstentions

Discussion: The Code of Conduct has already been drafted and redrafted with input from the membership and it is open to future alterations as a living document. Feedback was that there is no need to change the bylaws as the Code of Conduct is already supported by the bylaws.

Proposed Bylaw Amendment WITHDRAWN by the submitter

2020-02b: Proposed amendment to Article III

Intent: To clarify that members who have been removed from the membership with cause by the Board of Directors are ineligible to be paid staff, hold positions within the organization to include those at the local, regional, and national level, and are not entitled nor allowed to participate in VFP National Projects or other entities acting in the name of Veterans For Peace.

Committee Vote: 0 for - 1 against - 1 abstention

Discussion: This bylaw amendment proposal is redundant as the bylaws already give the Board of Directors the authority to restrict or rescind membership and chapters/national projects are required to abide by the bylaws of the organization. Failure to do so can result in their chapter charter or national project charter being rescinded.

Proposed Bylaw Amendment WITHDRAWN by the submitter

2020-03: Proposed Bylaw Amendments to Articles V and VII

Intent: To allow approved caucuses the ability to elect directors to the Board and outline the process for such an election to take place.

Committee Vote: 0 for - 1 against - 1 abstentions

Discussion: This bylaw amendment proposal was drafted and submitted with the intent of strengthening the voice of marginalized members of the organization. Upon discussion the Board of Directors determined that there were other and likely better ways to fulfill this desire, based upon feedback from members.

Proposed Bylaw Amendment WITHDRAWN by the submitter

5 - Resolutions

Joshua

Resolutions Committee: Joshua Shurley, Willie Hagar, Bob Krzewinski

2020-1. Satyagraha Resolution

Discussion: General concern over whether this is an appropriate resolution, but neither the committee nor the board saw a specific reason to hold it back.

Committee Vote: APPROVED (2 for - 1 against - 0 abstentions)
Board Vote: APPROVED (6 for - 0 against - 4 abstentions)

2020-2. Pivot to Peace with China and the World

Discussion: Support the resolution and committee's recommendation

Committee Vote: Unanimous Approval
Board Vote: Unanimous Approval

2020-3. Call for a DoD review of the Henoko Base Project, Okinawa

Discussion: Support the resolution and committee's recommendation

Committee Vote: Unanimous Approval
Board Vote: Unanimous Approval

2020-4. End Economic Sanctions by the United States

Discussion: Support the resolution and committee's recommendation

Committee Vote: Unanimous Approval
Board Vote: Unanimous Approval

2020-5. Motion to Censure the Board of Directors of VFP

Board Discussion: Robert's Rules allows for the Board of Directors to be censured by members; however the mechanism for a censure is not by resolution. If an expelled member thinks that the Board came to the wrong conclusion, the correct procedure would be to appeal the decision. There was also concern about factual inaccuracies in the resolution. None of the members who have co-sponsored the resolution are aware of the entire investigative process. While the board did not feel that this should go forward as a resolution, they are preparing to address this matter separately from the resolution process.

Committee Vote: Unanimous Disapproval as an inappropriate resolution

MOTION to not send this resolution forward to the membership as an inappropriate resolution (Willie, made the motion; George seconded)

Board Vote: 8 for - 1 against - 1 abstention

Decision: The resolution will not be forwarded to the membership for a vote.

Follow-up: Although this item will not be presented to the membership as a resolution, this matter will be discussed during the business meeting. The Board is preparing a letter to members as required by our bylaws and policies. There will be an opportunity for this decision to be challenged during the business meeting. Board members also discussed sharing the letters submitted by Tarak to the board and membership sharing that he accepted the board's decision, even if he did not agree with it, and that he encouraged members to let this matter go.

2020-6. Time to End the Korean War with a Peace Treaty

Discussion: Support the resolution and committee's recommendation

Committee Vote: Unanimous Approval

Board Vote: Unanimous Approval

2020-7. Cancel Enormous Rim of the Pacific (RIMPAC) Naval War Rehearsals

Discussion: Support the resolution and committee's recommendation

Committee Vote: Unanimous Approval

Board Vote: Unanimous Approval

2020-8. Shut Down Red Hill Naval Fuel Tanks

Discussion: Support the resolution and committee's recommendation

Committee Vote: Unanimous Approval

Board Vote: Unanimous Approval

2020-9. Creating a My Lai Memorial Moment

Discussion: Support the resolution and committee's recommendation

Committee Vote: Unanimous Approval

Board Vote: Unanimous Approval

Much appreciation to the Resolutions Committee for doing such a thorough job getting the resolutions prepared. We are on track to get all of these documents out to membership in a timely manner in preparation for our business meeting.

6 - Business Meeting Agenda

Adrienne

Discussion: The Business Meeting Agenda has been drafted. Now that the Board can better approximate how much time will be required to review bylaw amendment proposals (none) and resolutions, we will redraft the agenda. The agenda will also include time to discuss membership actions to include the removal of Tarak Kauff from VFP membership with cause in accordance with our bylaws, as well as next steps going forward to continue to improve the internal health of the organization in support of our mission statement.

7 - Courage to Resist request for VFP fiscal sponsorship

Adrienne

Discussion: This request has been unanimously approved by the Executive Committee. Discussion regarding the proposal which was submitted to the full board largely took place over email. Board members shared their support for the request.

VOTE: APPROVED UNANIMOUSLY

Next Steps: The Board of Directors authorizes the Executive Director to follow-up.

8 - Any Other Business

Ben: Announcement that I am starting up my own enterprise, Demilitarism, Inc., which will be about teaching classes around literacy about militarism and everything going on. I will let people know about classes that I will be teaching.

George: Chapter 182 is continuing to set up water purification systems along the border. VFP Face Masks available – to order them email vfppacemasks@gmail.com

Marti: How are we doing presentes? Are we doing a dry run of the system prior to the convention? We usually have a second board meeting in the month of July, when is that going to be?

Adrienne: The office is handling presentes for the convention. We will schedule a dry run for the convention set up. We will be meeting again in July to solidify everything.

Dave: Barry Reisch is collecting names and photos for presentes, so please contact him. Also, looking forward to seeing the new VFP paper, Peace Sentinel.

9 - NEXT MEETING: July 25, 2020 at 10 am PST

Meeting Adjourned at 8:15pm EST

Meeting recorded for note-taking purposes only with the consent of members present.
Adrienne Kinne drafted notes from the recording due to the illness of Michael Dempsey.

VFP Board of Directors
APPROVED Meeting Minutes
August 08, 2020 - Business Meeting

Teleconference Meeting via Zoom:

Meeting called to order; 10:12am PST- Kinne

Board Members present: Present: President - Adrienne Kinne, Executive Director - Garrett Reppenhagen, VP - Dave Logsdon, Secretary - Michael Dempsey, Marti GuyDowning, Willie Hager, Joey King, Patrick McCann, Miles Megaciph, Joshua Shurley, Ben Schrader, Elliot Abrams and Natasha Erskine

Welcome and Greetings - Kinne

Explanation of how the meeting is being conducted as a webinar, and how procedures will work - Kinne/Reppenhagen

 Polling, Voting, Comments, Questions

Member Expulsion - Kinne

Unexpected explanation of compromise being reached between member and unknown committee, prior to meeting

Opening Remarks – Kinne

Request for Motion to accept today's agenda

Motion to accept Agenda made by David Wright, and Seconded by, Darrel Wilkes

Question and answer period while waiting for final vote

Majority vote 86% approve Agenda

Reading of Statement of Purpose and Code of Conduct - Dempsey

Minor problem during reading of Code of Conduct, during pause, there was Q & A of procedures and Zoom controls

Review of Submitted Reports:

Executive Director's Report /Treasurer/Membership - Reppenhagen

- Full Report is online under "Governance" for all to view
- Summary of Reports; Reason for becoming ED and how events have presented unexpected challenges
- Year started very aggressively, numerous actions and events planned, with some set into motion, and then, COVID-19
- Budget; Budget is in better shape than anticipated, due to Categories funds listed under, with explanation of same
- Board approved Balance Budget
- Screen shared with audience showing Financial Report and "Restricted Funding"
- Post 9/11 membership has increased
- Inactive Chapters being purged, Applications for new Chapters increasing

- “At large” membership changed to “Independent”, this creates an atmosphere more inline with younger members
- Brief explanation of closing current Headquarters, and moving to shared office space, all pertinent information is on website, staff is working from home
- Online Convention has been positive experience
- Online communications have improved

Review of Submitted Reports Q&A - Kinne

1. Has the Board done any fundraising? - Goldshlag
2. Why hasn't the Board appointed a Treasurer? - Goldshlag

Answers - Kinne

1. Fundraising is a work in progress, the current Board to has done limited fundraising but not enough
2. Reached out to general membership, with limited results, some Board members are helping

President's Report - Kinne

- Positive comments about the Convention by attendees
- Disappointed UN International Peace Convention cancelled due to COVID
- Difficult last two years, combination of personal and Board issues
- Reenergized by members taking responsibilities, and working with current Board
- Expressed her vision of Board going forward, Regional Coordinators under consideration

Bylaws - Schrader

- No new Bylaws submitted, Bylaws were submitted than withdrawn

Board Candidates - McCann

- Nominees introduced with explanation of how process works, including voting for same

Michael Dempsey	Dave Logsdon
Danny Beever	Susan Schnall
Ken Mayers	Bruce West
Paul Cox	Bill Homans
??	??

Acknowledge Award Recipients - King

Chapter of The Year; CH.182 Mexico

Resolution Votes - Shurley

Eight Resolutions submitted, members instructed to use Q&A for “Yeah” or “Nay”

Comment by President Kinne; Name of Resolution and Board recommendation read in the interest of time going forward, Participants reminded that Q&A is for ‘Stack’, and approving Resolutions during this period

1. SATYAGRAHA - Phillip Pflager
2. Pivot to Peace with China and the World - Eugene Ruyle, No comments, 93% Approval, No Opposition
3. Call for a DoD review of the Henoko Base Project, Okinawa - Doug Lummis, 95% Approval, No Opposition
4. End Economic Sanctions by the United States- William Stansbery, Discussion both for and against resolution with following results, Yeah 97, Nay 27, Resolution Passes
5. Motion to Censure the Board of Directors of Veterans For Peace - Moved to separate agenda item
6. Time to End the Korean War with a Peace Treaty - Ann Wright, John Kim, VFP-Korea Peace Campaign (project), No comments, 98% approval, Nay 0
7. Cancel Enormous Rim of the Pacific (RIMPAC) Naval War Rehearsals - Chapter 113 Hawaii, Passed with 94% approval, Yeah 154, Abstain 2, Nay 0
8. Shut Down Red Hill Naval Fuel Tanks - Chapter 113 Hawaii, Nom comments Passed, 96% approval, 1% disapproval
9. Creating My Lai Memorial Moment - Hollis Higgins, Passed, 92% approval
10. President Kinne thanked all participants and hoped all had a positive experience with our first ever online Business Meeting. There is a Social Room available throughout Convention

Member Expulsion - Kinne/Adams

Statement by Kinne on difficulty of coming to an amicable solution of disciplining members, the organization has to develop a process going forward. There was a three meeting, resulting in a compromise between affected member and ?? Tarak Kauff's membership has been reinstated with restrictions, and he has acknowledged that all members need to be more respectful of each other. "It is not appropriate for President to comment on details of the compromise"
Explanation of how BOD interprets Bylaws. Information concerning investigations cannot be shared.

Roberts Rules of Order prohibits the exposing of information gathered in an investigation, privacy rules must be adhered to. Further explanation of RRO Code of Conduct is being more widely used by chapters
Delegation guidelines reorganized

Floor opened for comments from Board - Kinne

Overall appreciation of, President, Staff and ED putting together the Convention
Not all are happy with compromise, some felt blindsided, and left out of negotiations
Some technical issues, most addressed by staff
Mexico Chapter grateful for being awarded Chapter of the Year

Other Business - GuyDowning/Johnson

GuyDowning having technical issues, left meeting at 12:38pm PST

Ch. 192 has VFP Masks for sell
Acknowledgement of all organizations working for peace
VFP can revisit in-person convention for next year, all funds have been retained and
can be used at initial site.

Closing -

Motion to adjourn - Reppenhagen, Seconded - Johnson

Meeting adjourned; 12:55pm PST

Respectfully

Michael Dempsey
Veterans For Peace
National Board of Directors
Recording Secretary
831-536-4940
<https://www.veteransforpeace.org/>
mikedevfp46@gmail.com

VFP Board of Directors
APPROVED Meeting Minutes
September 27, 2020

Teleconference Meeting via Zoom

Meeting called to order; 10:10 AM PST- Kinne

Board Members present: Present: Natasha Erskine Michael Dempsey, Marti GuyDowning, Willie Hager, George Johnson, Joey King, Adrienne Kinne, Patrick McCann, Miles Megaciph, Joshua Shurley, Ben Schrader, Dave Logsdon, Elliot Abrams and Garrett Reppenhagen

Check-in: Members asked to report on how they were doing since last meeting. Adrienne had an emergency and had to hand the meeting over to VP Dave Logsdon. Brief description of Adrienne's emergency, after which the meeting continued.

Approve Agenda: Agenda approved as submitted.

Approve Minutes: August minutes have not been submitted, Secretary gave brief explanation of lack of minutes for submission (battling deep depression for two months)

Competition Experience Update- Megaciph

Brief description of competition he entered, and informed BOD, a video is available for viewing, and how VFP can help him along in competition.

Live show was positive event, thinks he's going to be in the top five, tickets are still available

Some VFP members have purchased tickets

VFP StandDown Live Update- Megaciph

StandDown has been up and running for three months, one show a week with positive results and what to expect in coming weeks including, co-hosts and performers.

Patrick gave a short review and noted the standdown was a good recruiting event.

Attendance was in the upper nineties, but has dropped of due to lack of promotion on social media

ED Report -Reppenhagen

Attached as pdf, Quick Notes;

Office has been moved, safer location, sharing office space with other non-profits, there is some storage space available.

Local chapter members helped with the move

Space for Board meetings when travel is again possible

Personnel Committee approved raises for staff

Casey hired as part-time, updating website

Newspaper is ready for distribution

Black Voices will have slot on VFP social media

Protest to continue at Creech Air Force Base

Question and answer session followed ED Report;

1. Has new address been added to website?-GuyDowning
2. What is the cost of subscription for paper?
3. Who is Mike Marion?

Answers-Reppenhagen

1. Yes
2. Cost have not been fully worked out
3. Marion does layout and graphics, worked with him before and he's a friend

McCann

How often will paper be printed? Quarterly-Reppenhagen

Discussion of newspaper not being distributed because of lockdown, and moving some content onto social media as an alternative to print media.

Other venues discussed.

At this point Natasha has joined the meeting, and Logsdon asked her to give report on StandDown-Erks

Organizers of event having internal meetings and planning future formats

Speakers needed, asking for recommendations, Board members invited to speak, hold panel discussions and share on social media

Election Defense- Reppenhagen

Explanation of various tactics been deployed by some states to circumvent the popular vote.

Veterans' Groups are being asked to serve as; Poll Watchers, Escorts, Documentation, Deescalatory actions

Training required for above actions, Regional Coordinators will work with those trained.

This will be a yearly event to keep a core group available

Group needs name, various recommendations presented with pros and cons

Winter Soldier 50th Anniversary - (draft proposal is attached) - Garrett or Adrienne

Convention Followup- Logsdon

Counter Recruitment Group - Ersk

Roundtable discussion of getting military recruiters out of schools

Working with like minded groups, and being involved with community groups, using our veteran experience to help counter recruiters

The need to have more involvement by VFP

McCann gave explanation of work he's doing with other counter recruiters and was impressed that this had come out of the convention as a working group

Open discussion of tactics being used by the military; video game arcades, attending school board meetings, advertising on TV, gaming competitions, and social media

Climate Change Group - Reppenhagen

Website is up and running, positive energy

VFP Book Club - "Be the Change" - Shrader

Club is active

China working group (see attached proposal for approval) - McCann

Motion to approve group-Hager, Second-Johnson Majority approval, 9 Yeas, No Nays

Committee Updates - Logsdon

Membership Committee- Kinne-Reppenhagen

Needs Chair

Proposal, separate into two committees: Membership Committee (member/chapter outreach and support); Code of Conduct Committee (positive internal health of organization and member misconduct). Members of the Membership committee support this proposal with reservations, as does the Ex-Comm.

Arguments for;

These are two vitally important tasks and each has been interfering with the other getting the attention it deserves. It would be well worth us having some space for each.

Discussion and comments followed the above proposal; Clarification, Hager is still on the membership committee, committee had opposed his resignation, Chair action should have gone to EXCOMM instead of BOD. Clarification, The President has full power over Committee Chairs.

Personnel Committee is under used

More discussion of failure of previous boards to follow up on recommendations of membership committee.

Motion to table Membership Committee reorganization-McCann, Second-Shrader, vote called, 8 Yeas, 3 Nays, motion passed

Code of Conduct Committee will not be formed until brought back up for discussion at later meeting

Nominations Committee - McCann

Ballot update, One nominee removed for lack of submitting required documents

There are eight nominees, Three are running as a slate, all info is on VFP website

Ballots go to printer this week, mailed the next

Comments; Should COVID-19 persist "computer skills" should become a requirement for BODs'

Fundraising Committee - McCann - Ex-Comm will be scheduling a meeting with Hazel

in the next few weeks to discuss Board fundraising. If you would like to participate on this initial call please let me know. We will be having a full board fundraising call in the very near future though.

Golden Rule Update - Reppenhagen

Marshall Island sailing cancelled

Helen Jacquard is collecting unemployment, as boat is in dry dock

Insurance comes due in coming months

Discussion of bringing boat back to mainland, sailing or shipping, shipping best option due to current sailing conditions
Open discussion of cost of continued operation of boat, some would like to end project due to costs
Boat should be brought back to mainland before any decisions made on its future

Member Misconduct Update - Abrams

Did not follow up, too busy with other projects to proceed, EXCOMM should deal with matter

Update / Followup on member misconduct bylaws/policy overhaul - Kinne (this is on a pause while the membership committee is being updated) Dempsey volunteered to help rewrite statement,

November Actions/ Quarterly Board meeting - Discussion of future meetings going forward;

Convention planning, online or in person? Agreed to wait until next year to decide on how to proceed. Clarification of rules regarding the staging of the convention

Date for next BOD Meeting set.

All BOD, Committee Meeting documents should be moved to Google Docs,

Other Business - Secretary Dempsey apologizes for not presenting minutes in a timely fashion

Meeting Adjourned; 12:31pm PST

Respectfully,

Michael Dempsey
Veterans For Peace
Board of Directors
Recording Secretary
mikedevfp46@gmail.com

DONATE:

<https://www.veteransforpeace.org/>

VFP Board Of Directors
APPROVED Meeting Minutes
October 2020 Quarterly Meeting

Teleconference Meeting via Zoom:

October 16, 2020

Meeting called to order: 5:06 pm PST- Kinne

The meeting began with the reading of VFP's Statement of Purpose- King

Board Members present: Elliot Abrams, Michael Dempsey, Natasha Erskine, Marti GuyDowning, Willie Hager, George Johnson, Joey King, Adrienne Kinne, Dave Logsdon, Patrick McCann, Miles Megaciph, Garrett Reppenhagen, Ben Schrader, Joshua Shurley

Approval of the Agenda as submitted- Kinne

- Motion to approve-King, Second- Shurley Motion, Motion carries

Approve Previous Meeting Minutes - Kinne

- July-Approved
 - August- GuyDowning asked for chance to review before approval
 - September- Approved
 - Google Drive folder being updated
 -

Executive Director's Report - Reppenhagen

- The budget is stable
- The store has a few new items
- Ballots are being mailed, results are expected by Nov. 8th.
- Staff is working on video for Armistice Day
- Donations for this year exceeded expectations, the results of grass root actions
 - Director praised for his efforts and accomplishments in stabilizing organizations financing- Abrams
 - Detailed account of budget presented as spreadsheet, with explanation and invitation for board members to further study sheets with Director
 - After question and answer period, The ED's Report was Accepted

Membership Committee

- Policy Amendment Proposal; Code of Conduct Committee added to Membership Committee
 - Open discussion ensued with the following results;
 - Rename and Implement Committee
 - Revisit at a later date

Convention 2021

- Discussion of reality of another online Convention
 - Pros and Cons of previous Convention discussed
 - Overall response, Convention was huge success
 - Brainstorming on improving and increasing access for future online activity
 - Virtual Convention Approved for 2021

Brainstorming Goals 2021

- Open discussion of increasing membership, especially, younger members of color, and ethnicity
 - Better communication between Board and general membership
 - Regional meetings
 - Promote National's media sites
 - Having general membership more involved in projects
 - List serves better organized and monitored
 - National needs to refocus on original goals of organization

Review Budget 2020 / Draft Budget 2021 - VFP Financial Assessment

- Budget presented for approval
 - Explanation of "Projected Figures"
 - Board members reminded to make sustaining donations if possible

Meeting Adjourned: 5:15 pm est

October 17, 2020

Meeting called to order; 10:08am pst

Board Members present: Elliot Abrams, Michael Dempsey, Natasha Erskine, Marti GuyDowning, Willie Hager, Joey King, Adrienne Kinne, Dave Logsdon, Patrick McCann, Miles Megaciph, Garrett Reppenhagen, Ben Schrader, Joshua Shurley

Meeting began with review of previous days' meeting, it's results and conclusions

Strategic Planning - SWOT - Brainstorming

After much discussion, the following

Strengths

- We are a diverse group of individuals with varying backgrounds and experiences
- Veteran status gives us credibility in the community

Weaknesses

- Lack of a Strategic Plan
- Membership lacking diversity of gender, age and ethnicities
- Not cashing in on our credibility with the community
- Lack of involvement with other Veteran Organizations

- Using a shotgun approach for choosing campaigns and actions

Opportunities

- Develop a Strategic Plan
- Step up Counter Recruitment efforts
- Advertising
 - Encourage Chapters to use local media outlets, and offer guidance
- Interactions with Veteran Groups, Community Organizations
 - What's working for Local Chapters
- Promoting VFP Social Hour

Threats

- Our above listed Weaknesses are our greatest Threats

Open Discussion - White Supremacy's Impacts On Our Work

Multiple instances reporting bad behavior of previous BOD members and others in this Organization

Open Discussion - NDN Landback Campaign and VFP

- Explanation of Campaign and how it relates to VFP

Musical interlude by Megaciph, " I wanna be where"

Meeting Adjourned; 1:21pm PST

October 18, 2020

Meeting called to order; 10:08am pst

Board Members present: Elliot Abrams, Hazel Diaz, Michael Dempsey, Natasha Erskin, Marti GuyDowning, Willie Hager, Joey King, Adrienne Kinne, Dave Logsdon, Patrick McCann, Miles Megaciph, Ben Schrader, Joshua Shurley

Fundraising 101 with Hazel - Diaz

- Fundraising is part of BOD duties
- Three tiers of fundraising
 - Member and Donor engagement
 - Re-engagement and Donor Stewardship
 - Donor Expansion
 - Sustaining donors create more opportunities for Organization
 - Acquire list of potential donors
 - Six figure income, with Vet in household
 - Call lapsed members
 - Convert one time donors to monthly or lifetime

At this point the meeting descended into an unexpected question and answer period with Hazel being confused as to the types of questions being asked.

A long and extended discussion began with members raising concerns:

- Phone banking
 - Time consumption
 - Burnout
 - Hazel's employment status

Explanation by Kinne that this was a presentation designed to help us implement a fundraising strategy, not a training session. Session lasted much longer than was scheduled due to interruptions - discussion.

National Project Reports

- Deported Veterans -Hagar/Johnson
 - COVID has diminished fundraising
 - Enough funding available until March
 - Donations from Family and friends
 - Suspended weekly stipends for staffers
 - Project is still good recruitment tool
- Golden Rule
 - Exploring the most cost-effective method of returning boat to US
- Pivot to Peace - GuyDowning
 - Group is active
 - Climate Change is major issue
- SOVA - Shurley/Shrader
 - Meeting scheduled this week
 - Tension between Full Disclosure and VFW due to TK
- Iraq and Korea Water projects - Johnson
 - No contact with either director of projects
- Veterans challenge Islamophobia
 - Needs a new Liaison

Explanation of how Board members become involved with Working Groups

To help lighten the mood, Board members asked to name their favorite songs that're relevant to our organization.

- Members responded with a varied list that included
 - Rock, Funk, Bluegrass, Country, Musical Scores, Movie Soundtracks, XMass Carols and more

Added Item

- Meta Peace Team Presentation - Adams
 - Film presentation to raise awareness of Organization
 - MPT Training beneficial to VFP
 - Trips to Palestine and US Border cancelled
- Monthly Non-Violent Chat - King
 - VFW members disrespectful at event

Meeting Adjourned: 12:59pm PST

Respectfully,

Michael Dempsey
Veterans For Peace
Board of Directors
Recording Secretary
mikedevfp46@gmail.com

DONATE:

<https://www.veteransforpeace.org/>

VFP Board of Directors
APPROVED Meeting Minutes
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](#)
 - [Polaris](#)
 - [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 TheFrontline 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

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 Présenté (check spelling)

Adrienne: Update re. VFP Book Club. Coming together well. Just finished reading White Fragility. The Book Club has decided to rewatch 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

VFP Board of Directors
APPROVED Meeting Minutes
December 19th, 2020

Present: Dave Logsdon, Joshua Shurley, Patrick McCann, Miles Megaciph, Natasha Erksine, Willie Hager, Ben Schrader, Marti GuyDowning, Elliott Adams, Michael Dempsey, George Johnson, Adrienne Kinne, and Garrett Reppenhagen

Absent: Joey King (away)

Guests: Paul Cox, Ken Mayers, and Susan Schnall (board members elect)

1. Welcome - Meeting Ground Rules
2. Agenda APPROVED
3. Previous Meeting Minutes APPROVED
 - o Up to date with minutes posted to website through November
4. ED Report - Garrett

Managing Staff

- All staff received a \$300 end-of-year tech bonus for working from home
- No daily staff meetings until Jan 4th
- Might request the board approve an associate director or operations director position and Digital Organizer position in 2021 JAN

Budget

- Budget remains stable. Had a decline of about \$12k in Nov
- Eventually we will need to address updating the website and find a solution to our databases.
- Loan forgiveness paperwork is submitted for the PPP loan
- 2021 budget is ready for approval or revision

Board Support

- Continued participation in board meetings and creating tools for board business management.
- SLACK space for board and committees is up, will still need to add members as required
- Helping to coordinate office and committee work will likely improve operations. Key committees like fundraising, membership and comms..
- Have yet to introduce Adrienne and board members to contacts to help with cultural analysis and organizing specialists.
- Will assist with strategic Planning
- Gail Aquino is prepared for JAN board meeting note taking if acceptable by the board.
- Working out contract with previous hotel for 2021 convention, possible regional, training or committee gathering in SEP 2021 in ABQ

- Working on a Leadership Development Group

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 organized
- SLACK can be used by chapters in public or private channels
- Membership numbers are steady at about 3500
- Organizing post 9/11 veterans in separate zoom calls monthly starting in JAN

Communications

- The newspaper Peace Sentinel is ready printed and shipped. Future issues will be online only and subscribers will have prorated reimbursements. Investigating selling ads.
- We broke the 10,000 followers on Instagram. Social media is doing well.
- Communications committee is meeting soon to have higher tempo of press releases, social media and earned media
- Newsletter deadline is JAN 20th for FEB edition for chapters
- Will get end of year message and survey from board out Jan 5th -ish
- Will create a google-group to replace the VFP All in JAN

Fundraising

- Resource Development committee will regroup
- Hazel is on volunteer status only
- Already have exceeded 2019 donation totals by \$90,000
- Giving Tuesday made over 50% more this year than last.
- Waiting for EOY fundraising totals to start coming in
- Bequest from Will Pool is estimated around \$80,000
- Nellis Grant is complete and submitting end of year narrative report and invoice, estimated \$7,000

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

Program

- The 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. LeftFlankVets have joined the effort
- Climate Crisis WG is gaining energy and working on a position for the Biden transition first 100 days. Draft is out for brochure Sam is editing
- Open MIC starts Jan 1st to bring in the new year
- MLK event
- WinterSoldier March 12
- Veterans United Against Hate

- SOVA put out an action for Wilkie's resignation
- MFSO and VFP to meet with some members of Biden Transition team on DEC 22nd

- a) Followup: Garrett will get copy of Director and Officer Insurance to board members
- b) 2021 Budget Approved Unanimously

5. Followup Reminder: Board members fill out and submit 2020 end of year evaluations, sent out as a google form
6. VFP Member Information Privacy Policy APPROVED (12-0-0)
7. VFP Endorsement Policy APPROVED (11-0-1)
8. Brief Review of Fundraising calls, held December 15th & next year plans
9. Guest Presentation: Peace Poles for Schools (Fred Ptucha and Renee Marie)
 - Describe peace poles and how they are used, languages
 - Chapter 71 has been involved in this work for a number of years
 - Rotary International has said that they want to work on peace more as a mission focus - encourage chapters to do work around this
 - Rotary has 250K members - VFP working with Rotary on this could get our message out there
 - Chapter Long term goal is to get a peace pole in every school in their county
 - Additional Information:

The Classic White Peace Poles are crafted at The World Peace Sanctuary, Wassaic, NY using low maintenance and weather proof up-cycled white vinyl PVC. Peace Pole Sizes, Language, Phrase Choices and Costs: Pricing: 4-language Peace Pole 6' or 7', \$100.00 + \$45.00 Peace Poles with four Languages are crafted in two sizes, 6ft or 7ft tall for Indoor or Outdoor use.

http://shoppeace.org/peacepole_vinyl_4.aspx Pricing: 8-language Peace Pole 8', \$160.00 + \$45.00

http://shoppeace.org/peacepole_vinyl_8.aspx

<https://m.facebook.com/PeacePolesForSchools/>
 - Video: <https://youtu.be/EeScoZjVyPc>
 - The project has gotten a lot of momentum and attention from schools and rotary in their county - and feel it could help support the message of peace to children - let's make peace tangible on every campus
 - Go in with a peace pole, dedicate it with the school, and you can integrate the learning that the school is already doing
 - May Peace Prevail on Earth - non political, non religious
 - Renee Marie: peacepolesforschools@gmail.com
 - A lot of enthusiasm to help get this plan out to chapters, could be an excellent way to reach out to and get into schools

8. Executive Session (other)

9. Thank yous to outgoing board members - Patrick & Dave & Joey (in absentia)
10. Meeting adjourned