



Veterans For Peace 2021 Board Meeting Minutes

- January Quarterly Meeting
- February
- March
- April Quarterly Meeting
- May
- June (No Meeting)
- July
- August
- September
- October (No Meeting)
- November
- December

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

VFP Board of Directors
APPROVED Meeting Minutes
January 2021 Quarterly Meeting

Friday, January 15th, 2021
6-8pm ET, 5-7pm CT, 4-6pm MT, 3-5pm PT

PRESENT: Adrienne Kinne, Miles Megaciph, Marti GuyDowning, Elliott Adams, Natasha Erskine, George Johnson, Paul Cox, Michael Dempsey, Willie Hager, Joshua Shurley, Ben Schrader, Ken Mayers, Susan Schnall, Garrett Reppenhagen, Gail Aquino (note-taker)

1. Review of meeting ground rules and acknowledgement of the VFP Code of Conduct
2. Meeting Agenda APPROVED
3. Swearing In/Reaffirmation of Board Members
4. Approve Previous Meeting Minutes - December 2020
 - a. Followup: Hold approval until next board meeting due to suggestions in format
5. Board Member and ED Introductions
6. Orientation to VFP Google Drive/Slack and Review of Board Expectations & Responsibilities
 - a. Followup: Garrett will work to get all Board members on our Slack channel
 - b. Followup: Adrienne will ensure all have access to VFP Google Drive and will email new Board members the Expectations and Responsibilities form for acknowledgement
7. VFP 2021 ExComm Affirmation and Vote
 - a. Affirmation / Vote of Confidence by the Board for three unopposed positions
 - i. Elliott so moves, Ben seconds:
 - Board President - Adrienne
 - Treasurer - Miles
 - Secretary - Michael
 - b. VP Discussion: Paul Cox and Natasha Erskine - gave statements and left the room while the Board discussed and voted:
 - Vice President - Natasha
8. Meeting adjourned at 8:26pm ET

Saturday, January 16th, 2021
2-6pm ET, 1-5pm CT, 12-4pm MT, 11-3pm PT

1. Board discussed meeting minutes format, use of executive session, and use of recording
 - a. Continue discussion via email
2. Review of meeting ground rules and acknowledgement of the VFP Code of Conduct
3. Review of 2020 Board of Directors Self Evaluations
 - a. Followup: Excomm - set up time for Board members to meet staff members and vice versa via Zoom since we will not be meeting in person this April
4. Review of member responses to 2020 survey collected thus far
5. Standing Committees - assignments made (in VFP Google Drive)
 - a. Followup: Committee members will arrange a meeting, if one is not already scheduled, before the next board meeting or as appropriate
6. National Project Liaisons - assignments made (in VFP Google Drive)
 - a. Followup: Liaisons will coordinate with their national projects
7. Convention Committee - need additional Board members to join the committee and would like approval of timing, length, and ideas about theme
 - a. 2021 will be 4 days long, Th, F, Sa, Sun - Aug 12-15
 - b. Board members joining the committee
 - c. Brainstorming theme: "Rising to the Moment" had a lot of support, will bring this to the committee
8. Board Fundraising 2021 - Finance and Fundraising Committee has formed - discussion of goal to get enough sustaining donors to cover monthly expenses of the office, allowing additional monies to go toward supporting campaigns, projects, etc.
 - a. Followup: Committee will share contact info with Board members on a monthly basis for fundraising calls (5/month)
 - b. Followup: Adrienne will get list of members who have volunteered to do fundraising calls/phone banking
9. Advisory Board Overhaul - discussion about involvement of current members, contact information needs, and next steps.
 - a. Followup: Paul, Ken, and Adrienne will work with Garrett on this.
10. Board member announcements

11. Meeting adjourned at 6:05 ET

Sunday January 17th, 2021

2-6pm ET, 1-5pm CT, 12-4pm MT, 11-3pm PT

1. Review of meeting ground rules and acknowledgement of the VFP Code of Conduct
 2. ED Report (insert)
 - a. Action: Social Media Organizer position approved (11-1-1)
 - b. Followup: Garrett will save copy of Employee handbook to Board Google Drive
 3. Executive Session (other)
 4. Golden Rule Presentation - Helen Jaccard, with future plans and proposed budget
 - a. Followup: Board members will review and discuss again in February
 5. Opening future board meetings for audience + participation
 - a. Followup: Future Board Meetings will be by Webinar, with the first 20 minutes afforded to non-board members to make comments and ask questions in turn. Non-board members will then be put in the audience to watch the Board meeting only (APPROVED)
 - b. Followup: Adrienne will draft a letter of invitation with instructions how to participate to share with the Board for approval and then post to members prior to our next board meeting.
 6. Next Board meeting: February 20th at 11am PT, Noon MT, 1pm CT, and 2pm ET
 7. Meeting adjourned at 6:10pm ET
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VFP Board of Directors
APPROVED Meeting Minutes
February 20, 2021

Meeting started at: 11:04am PST

Officers Present: Adrienne Kinne-President, Natasha Erskine-Vice President (Late, excused), Michael Dempsey-Secretary, Garrett Reppenhagen- Executive Director

BOD Members Present: Elliot Adams, Paul Cox, Marti GuyDowning, Willie Hager, Ken Mayers, Garrett Reppenhagen, Susan Schnall, Ben Schrade, Joshua Shurley

Absent: Miles Megaciph-Treasurer (excused) and George Johnson (excused)

1. Meeting Ground Rules - Code of Conduct and Statement of Purpose
2. Meeting Agenda - APPROVED
3. Minutes December and January - APPROVED
4. New Business:
 - How to Foster and Support Healthy Allyships with other NonProfits
 - General discussion of the need to be thoughtful when working with other organizations, from endorsing, to collaborative efforts, to more specific partnerships
 - This will be addressed more specifically during strategic plan process
 - Membership Survey Final Results and TASKS
 - TASK: Request Casey to contact members who need to know dues status
 - TASK: Membership & Chapter Support Committee will follow-up with members who would like to get involved at local and national levels
 - TASK: Finance & Fundraising Committee will follow up with members who are interested in becoming sustaining donors, need information regarding bequests, etc.
 - TASK: Adrienne and Garrett will work with staff to follow up with members who need information about joining VFP Slack
5. Old Business/Tasks for Follow-up:
 - Golden Rule Follow-up
 - Follow-up Acknowledgements
 - Board meeting as webinar and announcement to members: set up and shared
 - Board Slack Account: set-up, if you need help contact Garrett or Adrienne
 - Board access to VFP Google Drive: set-up, if you need help contact Adrienne

- Board member acknowledgement of responsibilities: sent out and received
- Board meeting with Staff: February 16th at Noon ET (conducted)
- Committees and NP liaisons: please confirm meeting/connection made or assistance needed
 - Strategic Planning, Finance and Fundraising, Communications, Personnel, Membership, and Transformative Justice Committees are meeting and moving forward - reports due during next quarterly meeting
 - Convention Committee check-in regarding Theme (“Rising To The Moment” - APPROVED) and recommendations for guest speakers (please see email)
 - Advisory Board ad hoc committee: initial meeting, Paul has agreed to chair - moving forward and will have recommendations to Board ASAP
 - Delegation Committee - work in progress due to COVID
- Employee Handbook has been saved to VFP Board Google Drive - done

6. Announcements / Any Other Business

- Film “Mauritanian” screening 6 Mar, 2 tickets available
- Winter Soldier 12 Mar
- VFP member running for 18th District NY
- Webinar format needs adjustments
 - Some not comfortable with structure and format
 - All understand and agree VFP is an open transparent organization
 - Executive session should be moved to end of meeting

7. Next Board Meeting: March 20th at 2pm ET (members address board 1:40pm-2pm ET)

Call Adjourned at 4:40pm ET
Respectfully;
Adrienne Kinne, President
Secretary, Michael Dempsey

VFP Board of Directors
APPROVED Meeting Minutes
March 20, 2021

Meeting started at: 11:00am PST

Officers Present: Adrienne Kinne-President, Natasha Erskine-Vice President, Miles Megaciph- Treasurer, Michael Dempsey-Secretary, Garrett Reppenhagen- Executive Director

Members Present: Elliot Adams, Paul Cox, Marti GuyDowning, Willie Hager, Ken Mayers, Susan Schnall, Ben Schrader, Joshua Shurley

Absent (with notice): George Johnson

Guests: Rachel Clarke, Ellen Davidson, Steve Morse

1. Meeting Agenda - APPROVED
2. Meeting Minutes - February, Amended to show discussion of Google Docs and APPROVED
3. Motion to accept Minutes as Presented- Adams, Seconded- GuyDowning, Abstention- Schnall,
 - a. Agreed to discuss further
 - b. Minutes should be posted on website as per By-laws
4. Meeting Ground Rules - Code of Conduct and Statement of Purpose
5. ED Report - Brief overview and Q&A
 - a. Digital Organizer
 - b. Zinn Fund
 - c. Ch. Contact list
 - d. Website
6. New Business
 - a. VFP Business Meeting - Saturday August 14th - 11am to 3pm CT
 - i. Call for Resolutions, Bylaws going out May 14 - Due July 14
 - ii. We will have a special Board meeting to review resolutions and bylaws July 21st to get them finalized and posted to the membership 7-10 days before the business meeting
 - iii. Call for nominations and awards will be sent along the similar timeline
 - b. Review Climate Change National Project application - select Board members to meet with the WG to finalize their application after the board meeting
 - c. Board Videos for member orientation discussion and sign-up
 - d. VFP ALL Listserv (moved to end of meeting)
7. Old Business/Tasks for Follow-up (10 m)
 - a. Follow-up Acknowledgements
 - i. Advisory Board - Open Discussion and Next Steps

- ii. Request Casey to contact members who need to know dues status (email sent)
 - iii. Membership & Chapter Support Committee will follow-up with members who would like to get involved at local and national levels (in progress)
 - iv. Finance & Fundraising Committee will follow up with members who are interested in becoming sustaining donors, need information regarding bequests, etc. (Adrienne sent F&F committee information from survey)
 - v. Adrienne and Garrett will work with staff to follow up with members who need information about joining VFP Slack (in progress)
8. Announcements / Any Other Business
9. Next Board Meeting: April 17th and 18th
- a. Committee reports will be due
 - b. Check-Ins with all Convention related committees
10. Executive Session 12:43pm PST to discuss member communication platform grievance
- a. Board members will reach out discuss Code of Conduct with listserv members and take steps to moderate the listserv - APPROVED
 - b. Executive Session ended 2:20pm PST
11. Motion to Adjourn- Erskine, Seconded- Adams
- a. Unanimous Approval

Meeting Adjourned 2:25pm PST
Respectfully;
Adrienne Kinne, President
Secretary, Michael Dempsey

VFP Board of Directors
APPROVED Meeting Minutes
April 2021 Quarterly Meeting

On the call: Adrienne Kinne, President; Natasha Erskine, Vice President; Garrett Reppenhagen, Executive Director; Board Members: Marti Guy Downing, Kenneth Mayers, Elliott Adams, and Paul Cox

Excused Absence: Michael Dempsey, Willie Hager, George Johnson, Miles Thomas, Susan Schnall, Joshua Shurley, and Ben Schrader

Saturday, April 17th - 1:00pm - 6:00pm ET

Check-Ins (Adrienne)

Agenda Overview (Adrienne)

- Discuss consolidating quarterly meetings one day if possible
- We do not have a quorum, but the meeting topics were to give board members updates about office, committee, project work, and as such the meeting will carry on with minutes for the review of those not present

Approve March meeting minutes (held over)

Statement of Purpose and Code of Conduct (Marti)

Discuss Community Agreement (Natasha)

- How can we live up to these standards
- How can we explore community agreements and how we can treat one another in this space in support a healthier environment
- We can agree to disagree and yet still be respectful
- How can we acknowledge our privilege and assume best intentions?
- Listen to our CoC and live by it - if it doesn't start here how can we expect our chapters to use these
- One person... one mic
- ELMO, Enough Let's Move On
- To receive respect, show respect... be respectful
- Let everyone speak first, try to use consensus
- Let members speak, hold off interrupting

ED Report April 2021 (Garett)

Managing Staff

- Jules Vaquera started work as the full time Membership Coordinator under Casey. Casey transitions completely out by the end of June
- Many staff members attended <https://conference.organizing20.org/> events

Budget

- March was a down month, it seems this year is not going to be an exception. Although the reduced overhead is helping to withstand the ups and downs. If history gives some foresight I am preparing for a flat April also.
- Eventually we will need to address updating the website and find a solution to our databases. We are looking into a contractor to assist with the database solution

Board Support

- Convention planning is in full swing
- A lot of effort is now going into committee support. Which is where I think the board should have strong concentration to support VFP efforts. We will look at ways we can provide consistency during board transition.

Chapter/Member support

- Organizing post 9/11 veterans in separate zoom calls monthly (On hold until capacity)
- We are looking to move chapter contact lists over to an interactive map to cut down on scam emails and bots attacks
- New Member calls are moving to the weekend to capture more young vets that might have low availability on weekdays.
- Jules is taking over membership coordinator calls and responsibilities
- Chris is analyzing chapter social media efforts and networking with chapter folks heading up posting

Communications

- Communications committee has reformed and working on earned media
- VFP-ALL listserv has not seen any new toxic posting in the last month, the ad hoc committee has not engaged the listserv
- We need more attention on organizing in SLACK to make sure it succeeds.
- Discord has 57 members with a bout a dozen active members

Fundraising

- Fundraising and financial committee is working on developing call lists and grant opportunities
- Will Pool's bequest is being processed with some money going to the Portland chapter
- The April appeal letter is close to going out.

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

Program

- Upstream community education program focused on counter-recruitment against hate groups, militias and insurrectionists is being thought out
- MFSO and VFP is still meeting to build relationships with the Biden WhiteHouse and NSC
- Creech anti-drone work was a success

- VFP is still doing regular [Endorsements](#)
- The Armistice Day campaign is moving forward with attempting to target 11 cities before 11/11/21
- Gamers For Peace is HOT. Real HOT (Addressing toxic gaming culture and militarism in games)
- Deported Veterans [Leave No One Behind Mural Project](#) is gaining ground. Press conference in DC is this tuesday with a cool 12ft original mural
- Gerry is reorganizing the anti-nuke WG
- Climate WG had a meeting with the State Department Special Envoy senior advisors
- [Remove the Stain](#) bill was reintroduced
- VFP is an active partner in pentagon reduction and holding regular VFP meetings to push back against Biden's skinny budget

-- End ED Report --

Convention Update (Adrienne)

- Committees underway
- Vfpconvention.org
- Nominating Committee: Board members asked to do a call for nominees
 - Adrienne and Marti will work on call out to members to run for the board
- Have shared space - Zoom Candidates Nights post-convention

Committees, Working Groups, National Projects (Natasha)

Transformative Justice

- Exploring Community Circles within VFP
- TJC continuing to explore Transformative Justice processes
- VFP as an organization Acknowledging Harm and working on being better

Membership and Chapter Support (Garett covered)

Fundraising Committee

- See ED report
- Also using Foundation Search
- Calling members who have expressed interest in becoming a sustaining donor

Delegations (on hold)

Communications

- working well meeting monthly with Colleen

Strategic Planning

- working well
- plan to have a presentation to the board in July and membership in August

Working Groups

- Homeless working group
 - co-chaired David Ditmore and Delores Donovan with on-going projects to include lobbying in DC -
 - Some projects coordinated with DVAP to include Turtle Dove Shelters (pods on wheels) - blueprints developed and will be getting them out to chapters/members
 - Point in Time Homeless Vet counts not conducted two years now
- China Working Group
 - Diverse working group
 - Participating in Stand Up For Asian American Communities
 - “Model minority myth” among one of many on-going conversations

National Projects

- “Urgent Support Needed at Camp Esperanza at Tijuana Border” - related to ongoing work in VFP to include DVAP chapter
 - Meta Peace Teams thinking of sending groups there, trained and organized, and invite VFP members to participate with them (going through the training would be)
 - San Diego and Tijuana Chapters have worked with Meta Peace Teams
 - Other ways to support: raise attention in Congress, send aid/ supplies/ money as identified by the community
 - A VFP member in the area asked for people to come and assist with accompaniment
 - Meta Peace Team is likely willing to help organize this and have the experience and knowledge to do so - we can do a call-out to members to participate and let them know how to do this (support for Elliott to write up a proposal that we can send to members for them to participate with a clear selection process etc.)
- Climate Crisis National Project work coming together well:
<https://www.veteransforpeace.org/take-action/climatecrisis>
- SOVA also continuing along: <https://www.veteransforpeace.org/take-action/stop-privatization-veterans-health-administration>

Announcements (Natasha)

Upcoming VFP Meetings

April 19, 2021	3rd Monday	7pm ET	Chapter Contact Call	Member Committee
April 20, 2021	3rd Tuesday	7pm ET	Membership Committee Call	Membership Committee
April 21, 2021	3rd Wednesday	7pm ET	Independent Member Call	Membership Committee
April 22, 2021	EARTH DAY			
April 22, 2021	Every Other Thur	4pm ET	Convention Committee Call	Convention Committee
April 27, 2021	Tuesday	2pm ET	Advisory Board Committee ad hoc	Advisory Ad Hoc

April 23rd Webinar Registration Link

<https://keough.nd.edu/event/the-historic-vietnam-veterans-protest-in-washington-lessons-for-today/>

Next Board Meeting

- Third Weekend of May
- September In Person Board Meeting in Albuquerque

Meeting Adjourned (Adrienne)

VFP Monthly Board Meeting
Zoom Meeting Minutes
May 15, 2021

On the call: Ben, Adrienne, Susan, Paul, Ken, Willie, Marti, Garrett, Elliott, Josh, Natasha

Excused Absence: Michael, Miles, George

Discussion with Members:

- Robert Manning: question re. access to agenda and minutes (<https://www.veteransforpeace.org/who-we-are/governance/minutes>)
- Eduardo Cohen: Pressure the US to acknowledge Hamas as a legitimate organization (has VFP passed a resolution regarding this?)
 - 2016 Resolution 2016-14: Resolution to Reduce US Support of Israeli Aggression - Passed (Yes: 590, No: 15)
 - Desire for strong VFP statement
- Eugene Ruyle: Here representing China Working Group - resolution Pivot to Peace with China and the World passed last year. Now working on Taiwan Resolution - US Hands Off Taiwan and the South China Sea
 - We would like VFP Board to urge the US to withdraw from Taiwan and stop interfering with internal affairs of the peoples of that region
- Helen Jaccard: The Golden Rule is en route back to the US and will be taking on the Great Loop; The Abolish Nuclear Weapons working group is getting back on track

2:03p Agenda APPROVED

2:07p Check-Ins: What are you looking forward to over the next week

2:17p Previous Meeting Minutes APPROVED

2:20p ED Update

- Discussion about VFP Russia
- Question about strategy re. Social Media and VFP (Communications)

2:45p Board Meeting Schedule & Opportunities to Engage in VFP work

- Gamers For Peace
- Stand Down Live
- Book Club
- National Projects
- Committees
- Email Responsiveness (Out of Office Message if away)

2:50p Board Travel Reimbursement Process - Learning Lesson :)

- Board Meetings - process
- Non-Board Meetings - get pre-approval from Ex-Comm

2:55p Board Notes for Website (link to Google Docs read only)

- Discuss this as an option to help streamline posting minutes in a timely fashion once approved by the board
- Approved Minutes would be inserted into a separate Google Doc with the link posted on the website (by Michael or Adrienne)

3:00pm Delegation Committee to Resume

- Adrienne
- Elliott
- Josh
- Ken
- Marti
- Natasha

3:10pm Nathaniel Hale VFP Statement (Susan)

- Newsletter
- Attorneys have requested that the public not contact the judges involved in the case; when the process moves along and that is okay, request pre-approval for the board to do this
- Members are still invited to write him letters in jail
- VFP can still publicize his situation (letter in newsletter, and will also send it out in other ways)

3:15pm September In Person Board Meeting in Albuquerque (reminder)

- Will send out information to members about ways to participate in a protest at Creech

3:18pm Announcements

- Paul read a statement from John Spitzberg about the importance of addressing Peace At Home
- Susan announcement about Memorial Day events in NYC - Honoring All the War Dead
- Paul - Barbara Lee is reintroducing the Victims of AO Relief Act next month
- Ken - Addressing Domestic Violence

3:32pm TJC Committee Update

- Inform the Board that a TJC process has been initiated (Executive Session)
- Next Steps for items ill-suited for TJC Committee such as severe grievances
- Recommendation that these cases be brought back to the Board for decision making

Meeting adjourned at 5:00 pm ET
Notes drafted by: Adrienne Kinne

VFP Monthly Board Meeting
Zoom Meeting Minutes
July 27, 2021

On the call: Adrienne Kinne, President; Natasha Erskine, Vice President; Michael Dempsey, Secretary; Garrett Reppenhagen, Executive Director; Board Members: Marti Guy Downing, Kenneth Mayers, Elliott Adams, Susan Schnall, Ben Schrader, Joshua Shurley, and Paul Cox

Excused Absence: Willie Hager, George Johnson, Miles Thomas

* The June meeting was cancelled to allow Board members more time to participate in Convention planning and committee work; The July meeting was postponed until after the deadline for resolutions and bylaws had passed

- Q&A with members at 5:40pm ET

- The Board is now able to post all approved minutes directly to the website
 - Approved Minutes are posted through April 2021
 - <https://www.veteransforpeace.org/who-we-are/governance/minutes>
- Susan will draft additional comms regarding Nathaniel Hale and send them to Colleen for inclusion in the eNews, etc.
- Suggestion to use organizing space for working groups and national projects and invite them to Board meetings when appropriate
 - The Communication Committee is also a space where members of groups/projects can participate regularly to inform of ongoing and upcoming work
- The Executive Director now approves all endorsements - website needs to be updated (if the ED is unsure of any request, confers with ExComm/Board)

- Board Meeting Starts at 6:00pm ET

- Check-Ins

- Approve Agenda: Approved

- Approve Previous Minutes (May) :

- Susan requested we delay approving the May minutes so that she can read them
- All other minutes are posted to the VFP website

- Review Resolutions (Joshua)

- Resolution 1: Board Recommendation: Approval
- Resolution 2: Board Recommendation: Approval (**following two recommended wording changes, Josh will follow up on**)
- Resolution 3: Board Recommendation: Approval
- Resolution 4: Board Recommendation: Approval

- Review Bylaws (Adrienne)

- Bylaw Amendment 01-2021: Committee and Board Approval
 - Elliott: unsure if this belongs in our bylaws or statement of purpose
 - Ken: Opposing the militarization of law enforcement does make sense to include, not the resist racism and repression in our home communities
 - Ben: Racism and Repression are Veterans issue too, militarization of law enforcement is very much in our realm; if we do not address these issues then war will continue - these are tangible ideas that are gaining momentum now and more attainable
 - Adrienne: I agree with Ben, war and racism are integrally linked, I'm not sure how we could make a statement about militarization of the police without also including racism and repression
 - Michael: I agree with Adrienne and Ben, we bombed Asian people - war and racism are linked, war is about racism in its highest form
 - Ken: If we retain this as written, I would recommend that it be elevated to #3 and renumber the other items accordingly
 - Paul: I agree that opposing the militarization of law enforcement should be included - unsure about racism, as there are a host of things that could also be included - so much wrong with our country, I don't think we should get into adding other -isms
 - Marti: It does belong here, what we allow at home is what the military does
 - Adrienne: I agree with Marti - that is perfectly said - and other items like climate crisis and military impacts could be suggested in the future
 - Michael: Our statement of purpose is a living document, and things we are organizing around could be included - in the future if members want to further amend our statement of purpose then we can have that conversation in the future - I also support the change in numbering
 - Paul: I don't mean to downgrade racism, and we are working on these issues, but I do think that we open the door for a whole lot of changes - we could have something about Veteran Health Care and Abusive Discharge schemes (we do, Seek Justice For Veterans and Victims of War) but Statement of Purpose does need to be about Veteran issues
 - Garrett: if we pass this item, then it would give very clear guidance to the staff about how to proceed on issues of racism - we are not going to get

rid of war unless we address racism - racism is part of colonizer mentality - this would send a clear message to the world about where we stand that will allow us to do the work we need to do in the streets and in solidarity with movements across the world and the US. This is a living document, let's keep evolving the document as we learn better

- Marti: the American government planned to intern Italians and Germans but they didn't because there were too many
- Ken: Move we approve this as numbers **#3 To Resist Racism and Repression in our Home Lands; and #4 To Oppose the Militarization of Law Enforcement and renumber the others and send back to Seattle for approval**
- **The Board approves this item with this recommendation, Adrienne will confirm with submitters**
- Bylaw Amendment 02-2021: Withdrawn and Passed as a Policy Change; Adrienne will update the Policy & Procedures Manual
- Bylaw Amendment 03-2021: Passed with Wording Revision approved by submitter
 - During this item, Adrienne accidentally closed the Webinar for all, instead of just for herself - the meeting was resumed immediately - apologies for the confusion it caused

Review Business Meeting (Adrienne)

- Draft agenda sent out
- Adrienne will update the agenda with Bylaws and Resolutions and resend to the Board
- Adrienne will send Bylaws and Resolutions to Sam for posting to the website

Convention Check-In (Garett)

- Review Run of show
- Recommendation on free ad for speakers
- Garett is free to answer any questions by email

Next Meeting Confirm (Adrienne)

- August 11th at 6pm ET using the same webinar link to review the business meeting agenda and any other items
- Next meeting in-person in Albuquerque this September

Meeting adjourned at 8:58pm ET

Notes drafted by: Michael Dempsey and Adrienne Kinne

VFP Monthly Board Meeting
APPROVED Zoom Meeting Minutes
August 11, 2021

Adrienne Kinne, President; Michael Dempsey, Secretary; Garrett Reppenhagen, Executive Director; Board Members: Marti Guy Downing, Kenneth Mayers, Elliott Adams, Susan Schnall, Ben Schrader, Joshua Shurley, Paul Cox, and Willie Hager

Absent: George Johnson, Natasha Erskine

Draft Agenda:

1. Approve the Agenda - APPROVED
2. Transformative Justice - Jeremiah
 - a. Transformative Justice Overview
 - i. Based in restorative justice
 - ii. Circle method - based in indigenous cultures
 - iii. Gives all the ability to speak with validation, uninterrupted
 - iv. Pre-conferencing by leaders who are not intimately involved in the situation
 - b. The TJC is developing information for a TJC webpage to include resources, process, and email for members to submit a request for a member of the TJC to reach out
 - i. Leaders would then be selected to help guide the process
 - ii. Preconferencing and the Circle are held
 - iii. Following the circle, decision is up to the group to determine how harm can be repaired - consequences are determined by the circle with the goal to restore harm
 - c. Circles can take any and all information in consideration when figuring out next steps
 - d. Circles are not always successful - there is no next step - if the transgression is egregious enough it can be referred to a conduct/misconduct process
 - i. Sometimes people involved are helped by the circle being conducted period even without a positive outcome
 - e. You can have a circle with as many people as they need, with support people
 - i. Loose guideline might be to cap the circle at 10 people
 - ii. Supporters can give guidance about what needs to be done as well or how the person who has caused harm might help
 - f. Community Building Circles

- i. You don't need to wait for harm to happen to have a circle
 - ii. Communities can have circles to celebrate, address concerns, etc.
 - g. The goal is to transform the community to be oriented towards this process without the need for a formal process or leaders
 - 3. Alternative routes when TJC is inappropriate
 - a. Consensus that harm has occurred, without that a circle cannot take place
 - b. If a circle can't occur the board has to determine what the next steps are
 - c. Perhaps a regular conduct/misconduct process
 - d. Harms that are a gross violation of the Code of Conduct can be immediately recommended to a conduct/misconduct committee
 - e. Suggestion - basis in learning and giving space
 - f. Consequences that provide education
 - g. Can also include people taking a step back to provide safe space while the TJC is working on holding the circle or while the person is pursuing education
 - Process for the board of directors
 - Routed in giving space, asking harmer to step back and pursue education
 - If the TJC determines that a circle is not appropriate, who does it go to?
 - the Membership Committee is already overworked which is why this role was taken out of this committee
 - Adhoc committee is intriguing because hopefully this will not happen very often
 - Follow-up: Adrienne will draft process based on these recommendations to bring to the Board next meeting
 - 4. Initial discussions of supporting a VFP HR
 - Raise a committee to build a process for staff to raise concerns
 - Staff have concerns based on how they have seen members treat other members raise concerns
 - Perhaps explore an external consultancy agency to support
 - Need a process that is fair and trusted
 - Our Code of Conduct should come into play and should be used to address abusive members
 - 5. Business Meeting prep, review agenda and roles - done
 - 6. Meeting Adjourned
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VFP Board of Directors
APPROVED Meeting Minutes
September 18, 2021

Adrienne Kinne, President; Natasha Erskine, Vice President; Michael Dempsey, Secretary; Marti Guy Downing, Kenneth Mayers, Elliott Adams, Susan Schnall, Joshua Shurley, Paul Cox, Willie Hager, and Ben Schrader

Absent: George Johnson, Garrett Reppenhagen,

1. Check-Ins (10m) - 1:03 pm (Natasha)

2. Code of Conduct (2m - 12m total): 1:12 pm (Marti)

https://www.veteransforpeace.org/files/9615/4472/3626/VFP_Code_of_Conduct_2018.1.28.pdf

3. Approve the Agenda (3m - 15m total): APPROVED with amendments to address TJC (in the agenda), next steps on VFP addressing gun violence (in the agenda); approval of previous minutes (in the agenda); discussion of Treasury vacancy (to be voted on next board meeting)

4. ABQ Retreat Report Back (15m - 30m total) (Adrienne)

- Update on a request that VFP take a position on gun violence - poll to members as a next step
- Update on community circle process and next steps - invitation to board to participate in a community circle
- Convention Update: next year online - figuring out how to still bring to people together physically, not for a convention, but as a training opportunity or gathering
 - Will bring to the Board/membership in December/January for feedback and next steps
- Transformative Justice Committee (Adrienne)
- Call to the Board to stand the Convention Committee to take the bulk of the work organizing for next year's convention allowing staff the ability to better support on-going work - using lessons learned from previous two years and engaging with membership (staff will support as needed - website, etc.)
- Follow-up: Adrienne drafting procedure based on the on-line conventions of the last two years, will send to Board for f/u before end of this year

5. Discussion of Ethical Rainmaker Podcast (15m - 45m total) (Adrienne)

Per our meeting agreement we will be discussing the Ethical Rainmaker podcast, Episode 4, Tokenism is Not Transformative with Chuck Warpehoski (<https://www.theethicalrainmaker.com/listen-now>)

Please be prepared to engage in a conversation about what you took away from the podcast and implications for VFP and for yourself

- Tokenism is not transformative - how can we invite people to be their genuine self - make space - agree to a system and then honor that system for decision making (to include developing the agenda and approving minutes)
- When Women and BIPOC individuals were asked to come onto the board, they were expected to conform to the process and when they raised their voices they were gaslit and attacked and that has driven a number of people away from VFP - we are working on changing that culture rooted in educating ourselves
- How do we figure out a process that incorporates it into our actions on all levels and progress from good intentions to implementation?
- Transformative Justice work - we are all working together and we are all learning and that means we need to learn how to let go of our defensiveness and actively listen to one another
- Basic respect, and to not be antagonistic, reach out and have 1 on 1s
- Acknowledgement of work of Be the Change Book Club
- Next podcast: Episode 3 Women as Gatekeepers

(Time check - agree to move on)

- Challenged key features we have in fundraising training - lessons to learn
- A step forward in a growth area we have been experiencing
- Raises concerns about non-profits in general - reliance on wealthy people to raise funds can be undermining to the work
- Reaffirmed what members have learned from Union Organizing - fundraising is everyone's responsibility

6. Member Accountability/Call In Process when TJC is not appropriate (15m - 60m total) (Adrienne)

TJC will refer the situation back to the Board with a recommendation that may include: the person causing harm taking a step-back from official roles with the expectation that the person will engage in education and/or counseling in order to come back to VFP in a better place.

Step-back can be an official voluntary sabbatical, to an official suspension, to removal from roles/organization based on severity and/or willingness of the member to do the work - per the Bylaws which allow the Board to suspend or remove someone from the membership.

- Adrienne will bring this proposal back to the TJC to ensure it meets their needs - and we can hopefully vote on this next board meeting so that we can communicate the process to our membership - getting ready to launch the TJC website; email is tjc@veteransforpeace.org; members and chapters can reach out to us at any time to include BEFORE a crisis happens - community circles are a great way to support relationship building

7. CCMP Presentation (35m - 95m total) - VFP Climate Crisis and Militarism Project

CCMP members have requested to present their National Project presentation to the Board so that the Board members are aware of CCMP initiative and plans going forward

- Gary Butterfield shared an update about CCMP
- Jim Janko shared personal journey to VFP and CCMP and shared the CCMP slideshow
- Anyone who would like to organize a presentation in their local community can reach out to CCMP to schedule one in their local area
- <https://www.veteransforpeace.org/take-action/climatecrisis>

8. Golden Rule Update for Board Information (15m - 110m total)

- Presentation by Helen Jaccard regarding the Golden Rule next steps
- Follow-up: Board review proposal for approval per MOU
- Board decision to hold special meeting to address Golden Rule status.

9. Approve Previous Meeting Minutes (5m - 115m total)

https://docs.google.com/document/d/1bMTZiej5B_fhdbF7HNM76ytC8jqmM4O-6dRZSAvVGg0/edit?usp=sharing

IMPORTANT: Please send in any suggested amendments / additions BEFORE the board meeting as a comment to the Google Document for reconciliation by the Board Secretary. Deadline ASAP, by Thursday 10am ET at the latest. To help ensure minutes are approved and posted to the membership.

- Meeting Minutes APPROVED for May and July
- August meeting minutes deferred

10. Next Meeting October 16th ZOOM

11. Meeting adjourned

VFP Monthly Board Meeting
APPROVED Meeting Minutes
November 20, 2021

Adrienne Kinne, President; Natasha Erskine, Vice President; Michael Dempsey, Secretary; Louis Raprager, Treasurer; Marti Guy Downing, Kenneth Mayers, Elliott Adams, Susan Schnall, Joshua Shurley, Paul Cox, Willie Hager, Ben Schrader, George Johnson, and Garrett Reppenhagen, Executive Director

1. Code of Conduct and Mission Statement: Website videos
2. Check-Ins
3. Agenda APPROVED
4. Aug & Sept Minutes APPROVED
5. ED Report SUBMITTED
6. Committee Reports
 - a. Communications Committee (Garrett)
 - i. Discussion about “unofficial” VFP Facebook discussion group causing difficulties for those looking for National VFP Facebook group
 - ii. Discussion Group open to renaming themselves to help with this matter
 - b. Convention Committee (Adrienne)
 - i. Opportunity for Board members to sign up for roles in 2022 online convention - shared document outlining lessons learned from 2020 and 2021
 - c. Delegations Committee (Adrienne)
 - i. Policies and Procedures in place
 - ii. Delegations on hold due to COVID
 - d. Finance and Fundraising Committee (Louis)
 - i. 2022 Budget APPROVED with revision
 - e. Membership and Chapter Committee (Garrett)
 - f. Strategic Planning Committee (Adrienne)
 - i. Strategic plan draft nearly finalized
 - ii. APPROVED process recommended re. Situations not suitable for TJC to be amended to the VFP Policies and Procedures Manual
 - g. Ad Hoc Advisory Board Committee (Paul)
 - i. Moving forward reviewing and reaching out to/engaging advisory board members
7. Next Meeting: Third Saturday in December, will invite elected Board members to come and sit-in if they are able
8. Closing
9. Meeting Adjourned

NOTE: There was no Board meeting in October

VFP Board of Directors
APPROVED Meeting Minutes
December 18, 2021

PRESENT: Adrienne Kinne, President and Chair; Natasha Erskine, Vice President; Louis Raprager, Treasurer; Paul Cox, Pinch Hitting Notes; Marti Guy Downing; Kenneth Mayers; Elliott Adams; Susan Schnall; Joshua Shurley; Willie Hager; Ben Schrader; George Johnson (late to join); Garrett Reppenhagen, Executive Director.

ABSENT: Michael Dempsey, Secretary

1. Code of Conduct and Statement of Purpose
2. Check-Ins
3. Agenda APPROVED
4. Welcome new board members: Tabled - results not yet finalized
5. Thanks to departing board members: Marti Guy Downing, Willie Hager, George Johnson - Natasha and Louis remain on the Board until a new ex-comm is selected in January
6. Review of Board Self Evaluations: Tabled, due to late submissions
7. Strategic Plan Update - National Projects and Working Groups: Garrett introduced a Public Draft of the Strategic Plan for 2021-22. He will share the Google link to everyone on the board. The draft version will be made available to the membership early in the year for feedback
8. National Projects and Working Groups' Reports presented by Board Liaisons:
 - **Save Our VA (SOVA)**, Paul Cox:
 - **11 CTAs sent**, 3 to the Senate, 2 to Senate and House, 2 to the House, 2 to President Biden, 1 to Chair of Senate Veterans' Affairs Committee, 1 solicited comment to the Federal Register. SOVA stressed to responders to personalize the message (which increases the attention paid to letters to Members of Congress), and an average of 53% of responders personalized their emails
 - **Federal Register request for comments:** 1) Assets and Infrastructure Review (AIR) Commission: SOVA submitted comments, as did, 2 VFP chapters and 3 Steering Committee members and one board member. SOVA Steering Committee member Bruce Carruthers testified before the House Veterans Affairs Committee on the AIR Commission; 2) Other than honorable (OTH) discharges on whether and how the VA should extend healthcare to OTH vets.VA expansion of OTH Discharges. SOVA Submitted comments

- **VA-organized listening sessions:** 1) AIR Commission: 98 emails were sent to VFP chapters providing links to in their area asking them to forward to chapter members so they could join the sessions, and Bruce spoke at the session. 2) On OTH: Bruce spoke.
 - **Meetings with congressional staff** regarding specific legislation. 1) Rep. Mark Takano's staff which led to an invitation for SOVA to testify at a House Veterans' Affairs Committee hearing on VA infrastructure. 2) Senator Tester's staff. 3) Rep. Lisa Blunt Rochester's staff.
 - **Zoom meetings and Conference Calls with Unions and Other Organizations:** 1) National Board- American Federation of Government Employees to discuss and promote collaboration between the union and SOVA. 2) SOVA/AFGE Individual Conference calls with AFGE District Presidents re collaboration with VFP Chapters. 3) Zoom meeting with National Service Women's Action Network (SWAN), SOVA and VHPI re collaboration.
 - **Educational events:** 1) 6 town halls with VFP chapters with Suzanne Gordon as the main speaker. 2) Contacted multiple VFP chapters/chapter members about holding a town hall or having SOVA attend a VFP meeting. 3) Met with 3 VFP chapters and with National's monthly Independent member's meeting to explain SOVA and recruit sign-ups for receiving CTAs and SOVA Committee members. 4) Sent 6 information emails to activists on SOVA and issues. 5) Updated SOVA webpages on VFP website. 5) Held workshop at VFP National Convention. 6) Held 5 SOVA monthly actions at Minneapolis VA
- **Golden Rule**, Paul Cox, pinch hitting for Michael Dempsey: Golden Rule is in boatyard in Humboldt Bay for annual paint, maintenance, and repairs. Splash-in expected, Tuesday Dec 21, for additional in-water maintenance - paint, minor repairs. The San Diego trip, Jan 14-Feb 11, will be followed by LA area, Ventura/Oxnard, Santa Barbara, Morro Bay, Monterey Bay, SF Bay visits Feb 12 - June 1.
 - **Iraq Water Project**, George Johnson and Willie Hager: Willie reported that IWP was stopped by covid, but is ongoing. Their last installation of three water purification units in Karbala schools was in August 2019. Then the schools abruptly closed due to covid restrictions. This fall, students have returned and are benefitting from the installation, and are very thankful for our contribution. Our Iraqi friend, Thaer, will return to Iraq soon to install several more units and scout for additional need. Currently, IWP has about \$10,100 on hand. FMI contact Lee Vander Laan, IWP Chair: lee@massvfp.org
 - **Korea Peace Campaign**, Elliott Adams: Most of the work happens with Women's Mobilization to End the War who have an active advocacy campaign in our congress and in Korea to address various issues on the war with Korea, especially with the US war on Korea. Also trying to get human

rights materials into N. Korea, and getting communication restarted between families separated by the stupid war—70 years and counting!

- **Deported Veterans**, Willie Hager: Going into 2021, DV Office will be able to keep doors open, due to a \$10k grant from the Chumash casino in Sant Ynez. Project currently has \$9,300. Louis Raprager, and Jerimiah Knowles have joined the committee. DV, Robert Vivar, has gone home to California, as have three others! Robert will try to do cross border work three days a week. Deportations seems to have dropped off since they have had no recent walk-ins. The Project got the VA to come to TJ to vaccinate 23 vets and family members. The several groups working on deported vets have finally started working together in coalition, focused on repatriation. Willie thanked VFP for grant two years ago, and much other logistical and moral support. Our organization is recognized for the work we have done.
- **Agent Orange**, Susan Schnall: Vietnam Agent Orange Relief and Responsibility Campaign (VAORRC) works closely with Vietnamese Association of Victims of Agent Orange/dioxin (VAVA), and the Paris Collective in support of the AO lawsuit in France. More than 200 people attended a VAORRC webinar put on in collaboration between World Beyond War and VFP. In May, *H.R. 3518, Victims of Agent Orange Relief Act*, was introduced by Congresswoman Barbara Lee. An [article](#) about the legislation was published in Truthout by Marjorie Cohn, VFP Advisory Board member. VAORRC's Science Committee works on the science issues and prof. of Occupational Health and Safety, City University, Grassman has completed a massive study on coordinating published articles about AO contamination of the land in Vietnam with illness in humans. On Dec 20 Susan and Jean will be presenting findings to a VAVA online seminar. In Dec, WBW asked their membership to send in requests to their reps to co-sponsor the legislation, and so far about 4,000 people have done so. From our website, we have gotten more than 200 new signings.
- **Vietnam Full Disclosure Toward an Honest Commemoration of the War in Vietnam**, Susan Schnall: Started as a response to the DoD's fake commemoration starting in 2013 through 20254 and the Burns/Novack whitewashing. Currently, archiving their amazing historical collection of data and opinions at the Swarthmore College. Jill Godmillow's new film about the war in Vietnam appropriate for HS and College students is now available. Also working with Waging Peace display about the GI Movement, VFP members Susan and Mike Wong were on a panel at USC in conjunction with the exhibit display.
- **Climate Crisis and Militarism Project (CCMP)**, Louis Raprager: [H. Res 767](#) by Rep Barbara Lee and 31 co-sponsors, is now in the Armed forces Committee and CCMP is working on Senate version. Project members attended COP-26. CCMP has a powerful presentation that is available for

chapters and other groups—they will be presenting to VFP Advisory Board on Jan 6.

- **Working Groups:**

- **Nuclear Weapons Working Group**, Ken Mayers: Draft plan is almost completed, and will be sent to board next week. Jan 22 will be a celebration of the first anniversary of the Treaty for the Prohibition of Nuclear Weapons. Susan mentioned that NYC VFP, in collaboration with other peace and justice groups got the NYC Council to affirm that they are a Nuke Free City, and to require that the pension NYC Pension Fund divest themselves of stock in nuclear power or weapons.
- **China Working Group**, Marti: CWG has been working with other groups, and has talked to Congressperson Jacki Speier.
- **Homeless Veterans Working Group**, Marti: VHWG would like more people to contact them about the Turtle Shelters Program that provides ridged, lockable shelters for the homeless. They are also working to get more accurate point-in-time counts of homeless and conduct better outreach to homeless vets.

Note to everyone: When you look at VFP-related videos on YouTube, hit the LIKE button!

9. **January board meeting**, Third Saturday, January 15, 12:40AM

Respectfully Submitted by Paul Cox