



# Veterans For Peace

## 2018 Board Meeting Minutes

- January (San Diego, CA)
- February (Conference Call)
- March (Conference Call)
- April (Conference Call)
- May (Conference Call)
- June (Conference Call)
- July (Conference Call)
- August (Business Meeting - St. Paul, Convention)
- September (N/A)
- October (In-Person Meeting)
- November (N/A)
- December (Conference Call)

Veterans For Peace  
National Board of Directors Meeting  
Location: In-person BoD Meeting\_San Diego  
Date(s): Friday, 26 2018- Sunday, 28 2018

Board members present:

Michael McPhearson – Executive Director  
Adrienne Kinne – Vice President  
Monique Salhab - Secretary  
Brian Trautman - Treasurer  
Barry Ladendorf  
Dan Shea  
Gerry Condon  
Joey King – Arrived Saturday  
Kourtney Andar  
Mark Foreman  
Maurice Martin  
Monisha Rios  
Patrick McCann  
Tarak Kauff

Members and guests present:

Will Van Natta – Golden Rule, Skipper – Friday & Saturday  
Will Griffin – VFP San Diego - Friday  
Mike Hanes – VFP San Diego - Friday  
Enya Anderson – VFP Albuquerque - Friday  
John Caldera – VFP San Francisco – Friday & Saturday  
Jan Bruman – VFP San Diego - Friday  
George Johnson – VFP Tijuana - Friday  
Victor Hinojosa – VFP Tijuana - Saturday  
Helen Jaccard, The Golden Rule – Saturday  
Marjorie Cohn – Advisory Board member – Saturday  
Stan Levin – VFP San Diego - Sunday  
Jack Doxey – VFP San Diego - Sunday

Agenda

**Friday 9:00 am-Noon**

1. Read Statement of Purpose / Review Agenda for morning session.
2. Introduction of new board member(s)/VFP oath
3. Election of ExCom members
4. New BoD President assumes chair of the board meeting
5. Review of Board members duties and obligations set forth in the bylaws and policy and Committee Assignments for 2018

Morning Break 10:30-10:45 am

10:45-12 pm Sexual Harassment Training – Monique, Kourtney and Monisha

*Noon Lunch Break 12 noon-1:30 pm*

1:30-2:30 pm Film/slide presentation Okinawa Delegation - Mike Hanes/Will Griffin plus brief report on Mike Hanes and Rory Fanning Speaking Tour in Japan.

Discussion Board Members/Guests

2:30-3:00 pm How we deal with interpersonal communications, and the growing pains of becoming more diverse.

*Afternoon Break 3:00-3:15 pm*

3:15-4:00 pm Report on Convention 2018 status.

4:00-4:30 pm Poor Peoples Campaign: Michael, Mark and Monique.

4:30-5:00 pm Veterans Challenge Islamophobia: Monique and Brian

5:00 - 6:00 Committee Reports: Development, Membership, Zinn, Personnel, Bylaws, Communications.

**Saturday 9:00 am - Noon**

9:00-10:20 am Executive Director's Report/Budget for 2018

10:20-10:45 am Treasurer's Report

Morning Break 10:45-11:00 am

11:00-12 pm Golden Rule Update and Report on Japan Speaking Tour by Helen.

*Lunch Break Noon-1:30 pm*

1:30-1:50 pm Veterans Peace Conference Update.

1:50-2:10 pm Proposals for funding Nonviolence Training and Delegations - Tarak and Dan

2:10 -2:30 Report on the Base Closure Conference - Gerry, Tarak, Will others

*Afternoon Break 2:30-2:45 pm*

2:45-3:00 pm Deported Veterans

3:00-4:00 pm World Crisis Update and VFP Action Including, but not limited to Korea, Syria, Iraq, Afghanistan, Puerto Rico, US New Nuclear Plan

4:00-6:00 pm. VFP Vision and Strategic Planning for 2018. Possible discussion items Spring Antiwar Mobilizations, Golden Rule - Nuclear Disarmament, UN/VFP Peace Conference, 2018 Convention, other.

**Sunday 9:00-11:00 am**

Finish agenda items not completed

Continue with Strategic Planning for 2018

**Motions and Votes in bold**

*Action Items italicized in red*

*Completed Items in blue*

*Follow-up Items italicized in purple*

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*Commence taking of minutes at hours (Pacific). Meeting Commenced at 1013 hours (Pacific). Maurice read the VFP Statement of Purpose. Barry reviewed the agenda; he also expressed gratitude to the entire board. Barry also suggested each board member re-take the VFP oath.*

1. The board commenced with the election of board candidates for executive board positions.
  - a. Gerry submitted his candidacy for board president. He is running uncontested. He addressed the board, highlighting his previous vice president experience, his goals and his vision for 2018. The board unanimously agreed to vote via secret ballot for all ExCom voting; Michael called Joey who voted via phone.
    - i. The board voted unanimously to elect Gerry as President of the board for 2018.**
  - b. Both Adrienne and Brian submitted their candidacies for Vice President.
    - i. Adrienne addressed the board highlighting her experience, vision and noted two goals - of which are outlined below:
      1. Fire-watch (each board member would conduct one-week rotations) to facilitate responding to membership inquiries and questions; and VFP membership email (direct line to entire board).
    - ii. Brian addressed the board highlighting his experience, vision and goals.
      1. He proposed the board “adopt VFP-UK’s Code of Conduct”; and work to increase non-violent integration among the board.
    - iii. The votes were tallied by both Michael and Mark. The board voted to elect Adrienne as a Vice President.**
    - iv. Monique submitted her candidacy for board Secretary. She is running uncontested. Monique addressed the board highlighting her experience, vision and goals – of which are highlighted below:
      1. Create a VFP BoD calendar based in Google
      2. Schedule BoD meetings at least three months in advance
      3. Proposed BoD conference calls integrate video conference calling.
    - v. The board voted unanimously to elect Monique as Secretary.**
    - vi. Brian submitted his name for board Treasurer; he is running uncontested. He addressed the board highlighting his experience and goals over the last year as Treasurer.
      - 1. The board voted unanimously to vote Brian as the Treasurer of the board.**

*Gerry commenced official chairing of the board meeting at 1054 hours (Pacific). Gerry reviewed the agenda and made recommendations to amend it.*

*Break at 1056 hours (Pacific). Reconvened at 1116 hours (Pacific).*

2. Monique, Kourtney, Monisha and Adrienne commenced with the Sexual Harassment training.

*Kourtney motioned for the board to enter Executive Session (ES); Adrienne seconded the motion. ES ended at 1244 hours.*

*Joey joined called at 1306 hours.*

*Break for lunch at 1250 hours (Pacific). Re-commenced at ???? hours (Pacific)*

*Re-commenced meeting at 1512 hours (Pacific).*

*Meeting reconvened Saturday (27<sup>th</sup>) at 0912 hours (Pacific)*

*Gerry recapped the previous day's discussion and "making it a permanent part of our discussions." Joey read the VFP Statement of Purpose in person.*

3. Brian commenced the Treasurer's Report.
  - a. Monisha inquired if "in-kind donations" could assist with office costs.
    - i. Michael informed three sit-stand stations for office staff were purchased; "I don't expect us to have that kind of increased expense next year."
  - b. Patrick stated, "You know what would be helpful, if a pie chart" to illustrate where the largest expense is.
    - i. Michael answered, "I can tell you where that is, it's the office staff salaries."
4. Michael commenced his Executive Director's report.
  - a. An Office Assistant was recently hired; Casey "continues to work part-time" but he would like to hire a veteran to replace her. *Michael stressed a continued discussion with both the Personnel Committee and the board needs to occur to clarify and pose a review of the priorities that need to be accomplished.* He also noted the below must be evaluated in relation to the priorities such as,
    - i. The VCI Campaign
    - ii. Fundraising and the possibility of hiring a consultant to assist and the costs associated.
    - iii. The re-configuration of certain staff members and job duties associated with those staff members.
  - b. Some discussion ensued regarding VFP membership, retention and younger veterans. One idea is to examine the possibility of hiring a Membership Outreach Coordinator.
  - c. Michael noted a lot of fundraising is needed or "we have to look at reconfiguring our work", citing the costs associated with national staff, hiring new staff and the various National Projects.
    - i. Mark referenced the hiring of staff related to the International Veterans Peace Conference (IVPC) in Fall 2018. He also stated, "I would love to have a figure of how much we're going to dedicate to these programs and then decide how much money we're going to spend on these programs."
      1. Kourtney clarified asking, "Do you mean how much to allocate?" Mark confirmed his question.

2. Michael answered, “There’s different ways we can come up with a budget.”
- ii. Adrienne stated, “I think it’s very unfortunate a date has not been secured for the IVPC.” She also suggested the IVPC not be held on Armistice Day, noting the VFP-UK chapter’s Remembrance Day action is on Armistice Day “this year and it would hamper the ability for them to attend” the conference.
- iii. Dan stressed the importance of the delegations and “people seeing us doing that work.” He also highlighted the work chapters are doing.
  1. Michael answered, “I hear what you’re saying but we have to do some things different” offering an example of Zoom meetings.
- iv. Patrick stated, “we need to find ways as members to make phone calls...I wonder if we couldn’t try to parcel out some of that work to chapters...we have to find the ways to bring in the next crew of the work.”
- v. Monisha asked, “What kind of demographics are we capturing?” She further explained “working on shifting our culture”, would impact the areas of why we may be losing members. She also asked, “Has there been any discussion about hiring a grant writer?”
  1. Michael answered, “Doug sometimes gets feedback and sometimes we don’t.” He also stated, “The antiwar movement as a whole is not going to get money from grants, it’s gonna be from donors.”
    - a. Gerry also stated, “We have an aging membership...people are dying.”
- vi. Maurice discussed his experience and “philosophy about boards.” He stressed the need for:
  1. “Full staff”, while highlighting the need to “be flexible with our causes.”
  2. “We have a disconnect with our chapters, suggesting conference calls with chapters.
  3. He volunteered to be a part of the Membership Committee and assist with fundraising.
- d. Michael commenced the Development Guidelines for 2018
  - i. Veterans: new and renewals, appeals and Associate support
    1. He requested Gerry’s support to draft an appeal letter.
    2. Enlist the Membership Committee to “develop best practices guidelines for finding and keeping new members.”
    3. Michael and Shelly will “review the membership renewal process”.
    4. Michael and board members (one or two) need to contact chapters to review VFP’s success of 2017, priorities of 2018 and discover what support chapter’s may need.
    5. *“Engage VFP membership via national conference calls”*
  - ii. Major Donors
    1. Highlighted the difficulty with “identifying major donors”.
  - iii. Grants

1. Continue engaging the grant writing team to submit grants for the following priorities:
  - a. IVPC
  - b. Golden Rule
  - c. Howard Zinn Fund
  - d. Intergrade and update both donor databases
  - e. General funding by Advisory Board
- iv. Engaging the Advisory Board
  1. Michael posed, “How do we want to engage with the Advisory Board?”
    - a. *Adrienne requested a “review of our advisory board and who is appropriate.”*
- v. Non-member support
- e. Tarak requested “we isolate the tools of the things that are working.”

*Break at 1203 hours (Pacific). Reconvened at 1225 hours (Pacific)*

5. Helen commenced her Golden Rule Project report. She highlighted the following goals for 2018:
  - a. Operations and Maintenance manual
  - b. Strategic Plan for 2018
  - c. Resource page for website
  - d. Golden Rule Ambassador training
  - e. “Which Way the Wind” production
  - f. 24-minute documentary
  - g. 3-D models of Golden Rule
    - i. Models would be utilized for Golden Ambassadors as they travel to various chapters and venues.
  - h. Fundraiser February 25<sup>th</sup> at Newport Beach
  - i. Fundraiser in March/April in San Diego
  - j. Presentations in Japanese schools/universities in late Fall 2018
  - k. Helen commenced the budget review from 2017 versus the proposed 2018 budget.
    - i. Mark asked, “Why is the food budget more this year than last season?”
      1. Helen answered, “Longer sailing season.”
    - ii. Helen informed the Golden Rule was able to cover all their expenses in 2017; National paid for the Dec/May mailings (postage).
    - iii. Brian asked, “Will you have a support vessel?” Helen answered, “We’ll see, we could have a flotilla.”
  - l. Helen commenced an overview of her Japan trip:
    - i. Visited the WWII affected areas
    - ii. Hiroshima and Nagasaki presentations
    - iii. 10 Public presentations
  - m. Joey asked, “Where are we on the ownership issue?” He also asked if the money raised from attempting to raise the Phoenix could be rolled over to the Golden Rule should it not be resurrected. Gerry answered, “There are no promises.”
    - i. Gerry answered, “We are about an inch from completing [the MOU].”

- n. Patrick asked about the status of the Golden Rule sailing the Gulf and East Coast areas.
  - i. Both Gerry and Helen answered, “The issue of the hurricanes and devastation in the Gulf areas and then asking for money to help support the project”, especially when so many individuals have been deeply affected by Hurricane Harvey and communities have yet to recover from previous natural disasters. Gerry reiterated the need to fundraise.

*Break for lunch at 1238 hours (Pacific)*

*Re-commence at 1407 hours (Pacific)*

- 6. Barry commenced his update about the International Veterans Peace Conference (IVPC). The group will be meeting February 8<sup>th</sup> -10<sup>th</sup> in New York. The republic of Vanuatu agreed to sponsor the IVPC. The U.N. Small Arms Control Committee will assist with facilitating needed meetings. Barry highlighted the need to decide on a date for the conference. Barry also shared an individual who has been of assistance to the IVPC Committee, has offered to “volunteer her time two-three days a week”.
  - a. Adrienne reiterated her concern of having the IVPC on the same date of the VFP-UK’s Day of Remembrance.
  - b. Mark inquired how much money will be needed to fund the conference.
    - i. Barry updated VFP did not make the cut on a grant which was submitted.
  - c. Kourtney asked for clarity about how much can VFP address war at the U.N.
    - i. Barry answered, “We’ll have more information from Bruce Knotts [U.N. Department of Public Information liaison] on what we can and cannot do”.
  - d. Gerry expressed concerns about the “parameters” regarding war and the issues of war and the U.S. being addressed at the U.N.
  - e. Adrienne expressed, “I don’t know how much [international] chapters have been consulted...I think their voice is important...I would really like us to be conscious of their role in this.”
    - i. Barry answered, “I’ve talk to Chuck Searcy in Vietnam, I’ve talked to Ed Horgan in Ireland”.
      - 1. Michael stated, “We should reach out to them to help pick out a date.” Michael also clarified (addressing Gerry’s concern), “This is not a Veterans For Peace conference...so we can still speak to the issues.”
  - f. Dan expressed, “I think our voices will be what they will be” and suggested an international Winter Soldier “where international veterans could tell their story”.
  - g. Marjorie Cohen mentioned the preamble of the U.N. Charter and volunteered “to help in any way possible”.
  - h. Maurice expressed concern regarding “choosing arbitrary dates without consulting other international chapters. Their opinions have value.” He suggested, “I would seriously encourage talking to those chapters.”
  - i. Monisha expressed gratitude for the work both Brian and Barry have done and requested they “throw some tidbits” her way “so I may learn this process”.
  - j. Brian stated the choosing of the dates, “was not arbitrary, it was purposeful but yes, we will reach out to other chapters.”



7. Both Dan and Tarak presented a proposal for non-violent training.
  - a. Gerry informed 4,000\$ is being requested.
    - i. Tarak followed up stating, ??????????
  - b. Kourtney stated, “I 100% supported this when it first came up” and added the following points:
    - i. “Delegations organized planned and pitched to the board in accordance to our priorities list”
    - ii. “If we’re going to organize delegations, they have to be trained.”
      1. Dan responded, “I think there are two separate issues: there’s delegations and there’s training.”
  - c. Joey asked, “Do you have somebody in mind to do this?”
    - i. Tarak answered, “Yes, Lisa Fithian”.
  - d. Michael stated, “I think this is an opportunity to be very thoughtful...as to what the training is specifically for. What is the larger strategic thought? Is it Train the Trainer? ...because then you have people to train other people.”
  - e. Monisha expressed gratefulness for this type of training asking, “[how can] the scope [be] broadened to how can we integrate into VFP culture?”
  - f. Barry discussed strategic planning and the need to have it for every delegation and in the work we are doing.
  - g. Monique asked:
    - i. “What’s the process for individuals to receive the training?”
    - ii. “Is it open to everyone?”
    - iii. “How are people chosen?”
      1. Michael stated, “I think Lisa could help us with these items”
  - h. **Gerry proposed the following motion: Tarak and Dan be authorized to organize a committee, along with three other members, to organize a regular non-violence training; and they submit a proposal to the board in six-weeks (within the first week of March) and depending on that proposal, it will be funded for 2018. Dan seconded.**
    - i. **Adrienne Kinne – Yea**
    - ii. **Monique Salhab - Nay**
    - iii. **Brian Trautman - Yea**
    - iv. **Barry Ladendorf - Yea**
    - v. **Dan Shea - Yea**
    - vi. **Gerry Condon - Yea**
    - vii. **Joey King – Nay**
    - viii. **Kourtney Andar - Yea**
    - ix. **Mark Foreman - Nay**
    - x. **Maurice Martin - Yea**
    - xi. **Monisha Rios - Yea**
    - xii. **Patrick McCann - Absent**
    - xiii. **Tarak Kauff - Yea**

The motioned passed 9 Yeas; 0 Abstentions; 3 Nays; 1 Absentee

8. *Dan commenced his proposal to increase the Outreach Travel Fund (OTF). He explained the awareness delegations bring and proposed the OTF be raised an additional 15,000\$.*
  - a. *Gerry suggested the discussion be tabled since the budget has not been approved. Both Adrienne and Gerry informed it is tabled until the next board call.*
  
9. Tarak reported on the No Foreign Bases Conference. He summarized the discussions and plenaries presented. Gerry discussed the “several resolutions” which were drafted during the conference. He spoke about the upcoming anniversary relating to the closure of Guantanamo Bay. Additionally, Spring anti-war actions/mobilizations have been initiated resulting from the conference. The actions will bring together the message of End the Wars at Home and Abroad.
  - a. Will Van Natta (The Golden Rule crewmember), shared his experience and observations from attending the conference.
  - b. Adrienne expressed excitement about the conference and the planned upcoming actions.
  - c. Maurice shared a desire to have regional VFP conferences to improve chapter to chapter strength.
  
10. Maurice presented on the Deported Veterans. Jan Ruman addressed the upcoming visit from board members to the VFP Tijuana chapter. **Maurice motioned for board approval of the Baja, California chapter to become an official VFP chapter (#182). Kourtney seconded** If approved, the board will waive the 25-mile distance minimum between chapters.
  - a. Tarak asked, “Does the chapter have five veterans?”
    - i. Kourtney answered, “Yes, five verified veterans and four non-verified veterans.”
  - b. Joey mentioned, “I think we have a twenty-five-mile distance rule.
  - c. **The board voted unanimously to approve the new chapter – VFP chapter 182.**

*Break at 1613 hours (Pacific); Recommended at 1628 hours.*

11. Michael commenced discussion on the Poor People’s campaign: A National Call for Moral Revival. He distributed a handout which outlines the campaign’s 12 Fundamental Principles. He explained “our need to intersect with” the mass organizing occurring in the countries which includes militarism.” He expressed concern that the Peace Movement is not getting behind “it like it should...shouldn’t become self-centered.”
  - a. Mark discussed how he became involved within his community in Milwaukee.
  - b. Monique recapped her involvement with the campaign in New Mexico.
  - c. Tarak stated, “This is great and I’m gonna make sure we follow up with this”.
  - d. Brian thanked Michael and shared John Amidon (VFP Albany chapter) will be launching their PPC in a week.
  - e. Marjorie Cohen noted the National Lawyers Guild should be involved – if it is not. She also mentioned the “excess profits tax.”
  - f. Gerry confirmed Tarak’s sentiments and asked if there are national actions planned.

- i. Both Michael and Monique confirmed the planned six-weeks of Non-Violent Civil Disobedience in states with PPC Committees and the National D.C. action.
- ii. Gerry asked, “What currently is the relationship with the Poor People’s Campaign?”
  - 1. Michael stated VFP is involved and endorses it but “we have to find ways to engage our chapters and build it up in our organization.”

12. Gerry moved the discussion to strategic planning.

a. Korea

- i. Gerry highlighted the seriousness of the situation and the possibility of war. He discussed the postponement of the U.S. wargames due to the upcoming Winter Olympics and the temporary cease of military exercises.
  - 1. Marjorie mentioned the “order to issue a preemptive strike is an unlawful order” and the importance of that in a legal sense. She stated, “We should promote the duty to disobey an unlawful order.”
    - a. Michael agreed with Marjorie’s assessment and said, “There are people who are thinking in a moral way.”
  - 2. Adrienne cited the generals who resigned during WWII when it came to the dropping of the atomic bomb.
  - 3. Dan stated, “There’s a moral issue.”
  - 4. Tark countered, “The law may easily say it’s okay...so they can get around that”.
  - 5. Maurice expressed “fear regarding the development of strategic preemptive nuclear weapons.”

13. Monisha updated the board on Puerto Rico and her family. They continue to be without electricity and the inability to locate family members. Dave Kashmer – based in NY – is assisting with Puerto Rican evacuees. She also has been working with a gentleman “who engineered a solar-powered battery pack” to be used for individuals in PR. The company is organizing – via YouCaring <https://www.youcaring.com> – to raise funds for obtaining the materials to build the battery packs. Two hundred families could be assisted if 100,000 were fundraised.

- i. She mentioned money was raised by a chapter for her family in PR and asked for guidance regarding a conflict of interest. Barry mentioned the issue of appearances and what VFP membership may say.
  - 1. Monisha stated, “I’m just going to follow my gut and ask them to donate the money to YouCaring.”

14. Dan updated the board on the topic of the November 2017 elections in Honduras and the violence which has ensued since then. He read a letter discussing the issues currently happening and stated, “I just ask that we don’t forget about this.”

- i. Tarak asked, “Were you thinking of what it would look like to have veterans down there?”

1. Dan responded, “Even if there is no delegation, we need to talk to our legislatures.”
  - ii. Gerry mentioned Honduras Network and SOAW are doing work in this area.
- b. Gerry cited the continued war in Afghanistan and the increased level of U.S. troops.
  - i. Barry stated, “It’s carte blanche on these wars and it’s in violation of the U.N. clause.”
- c. Gerry asked, “Do we all agree to mobilize our members to act on April 14<sup>th</sup>.”
  - i. Adrienne asked, “Have those involved with the PPC heard about the No Foreign Bases action?” Both Michael and Monique answered, “No”.

*Meeting adjourned at 1804 hours (Pacific)*

*Reconvened Sunday, 28 January at 0810 hours. Gerry reviewed the morning’s agenda.*

15. Kourtney and Maurice recapped their experiences participating in the Compassion Campaign on Friday night. Maurice explained how the campaign started and has expanded through the years. He also mentioned the hepatitis crisis and the city’s proactive measures to counteract it.
  - a. Adrienne asked, “I wonder if you have thought about the size of the sleeping bags”, noting the apprehension displaced individuals have carrying large/bulky items.
    - i. Joey mentioned, “Patagonia is big on social justice stuff, they might be a good avenue.”
  - b. Gerry asked about advocacy.
    - i. Barry answered, “Garry Butterfield appeared before the city council advocating.”
  - c. Dan learned vital things and noted “the way people responded...and it breaks your heart”.
  - d. Maurice informed, “There’s a homeless count and a veterans homeless count happening in your areas...check your local VA for information.” Maurice also mentioned on the VFP website; information about the Homeless Advocacy Coalition “but it’s buried deep on the website.”
    - i. “[I]t needs higher visibility”, Gerry stated.
16. Monique updated the board on the VCI Campaign. She informed both her and Sam have been conducting bi-weekly phone calls to discuss the (Muslim-American Southeast Asian) MASA conference calls, the progress of particular issues being addressed related to Muslim Ban 3.0, nationwide mobilization actions and how to better engage our VFP chapters.
  - a. Dan discussed the status of Zahid Chaudry
17. Discussion commenced regarding VFP Vision, strategic planning and priorities. The following are:
  - a. IVPC

- b. Nuclear Disarmament – The Golden Rule
- c. Anniversary of the ending of WWII/Kellogg-Briand Pact/Reclaim Armistice
- d. Poor People’s Campaign
- e. Stop current and threatened wars
- f. Veterans Challenge Islamophobia
- g. Legislation
  - i. VA Privatization; Deported Veterans; restrict president’s ability to use nuclear weapons; Yemen and Agent Orange.
- h. Adrienne asked is there are priorities which have not been listed for board members to state them.
  - i. Kourtney stated, “Recruitment”
  - ii. Patrick stated, “Fundraising”
  - iii. Dan stated, “Honduras”
  - iv. Barry stated, “Three which need constant attention, Golden Rule, Convention and IVPC”.
  - v. Joey stated, “SOAW...it’s always been a part of our thing.”
  - vi. Monisha stated, “Indigenous, earth rights and decolonialization.”
- i. Gerry stated, “I think this is a good list...the staff did a good job.” He also added, “number 5 and 2 are our priority...I would like to see us embrace all this work, see how it connects”.
- j. Adrienne noted, “Delegations as a program...having it on the list would help...I would like to see us exploring with our international chapters would help”, relating to the IVPC and reaching out to international chapters.
  - i. Maurice added, “Better contact and collaboration with international chapters...they should be a part of the discussion.”
- k. Maurice discussed the importance of the threat regarding VA privatization stating, “we cannot allow this to get ahead of us.”
- l. Mark asked, “What’s our capacity? We have to decide how much of our budget we can put into it.” He expressed concern for “our budget” adding, “I can’t help but connect the word capacity to money...I would like he board to prioritize in a capacity minded way.”
- m. Michael stated, “I feel the delegations are more of a tool...how does the delegation itself fit into the piece of work?”
  - i. Barry agreed with Michael. He also “agreed with what Mark has said...we have to devote our energy, our staffing resources.” Additionally, “the ownership of the Golden Rule has not been resolved...and that is a priority of the work with the Golden Rule.
- n. Adrienne expressed a desire to see “VFP-U.S. reach out to our international chapters...and hoping to see that take effect in a more tangible way.”
- o. Dan stated, “money and tools go together...but there’s many ways to do something...our priorities give chapters the freedom to take on some of these things.”
- p. Gerry stated, “VFP is a very important organization...we are entering a flow period. I would argue that one of our key priorities is to be actively involved in the [Poor People’s Campaign and anti-war mobilizations] and make a commitment to be very involved.”

- q. Patrick stated, “I think the last time we had this kind of focus [on priorities] since 2011” There are two issues:
    - i. How are we going to coalesce?
    - ii. “What are the projects that will become our focus?”
  - r. Adrienne offered the following two categories and then how “those priorities fit under these two categories.”
    - i. Stop Current/Threatened wars
    - ii. PAHPA
    - iii. Dan expressed some concern, “It becomes abstract...until people come talk to us.”
    - iv. Kourtney reminded, “just to remind that we be intentional – who’s doing the work, what’s happening, what are the tangibles.”
  - s. Michael will confer with the staff and “bring it back to the board”. Adrienne proposed a vote be taken. Kourtney motioned “the board accept these priorities as we discussed.”
    - i. Barry asked, “Are we prioritizing the priorities on the list?”, noting staffing, funding and “for those who have not submitted a strategic plan related to those priorities...make sure one is submitted.”
    - ii. Gerry proposed a third priority, thus having the below outlined priorities.
      - 1. IVPC
      - 2. Golden Rule
      - 3. PPC and Spring anti-war actions
    - iii. Barry reminded, “The convention needs to be a priority because it’s a part of our bylaw.”
      - 1. Adrienne explained, “Michael stated these are external versus internal priorities.”
    - iv. **Adrienne motioned the board vote on “Our top priorities under those the IVPC, The Golden Rule, participating in the mobilization also the PPC and the spring anti-war movement”**
      - 1. **The board unanimously voted to approve.**
18. Michael commenced the budget review and “I don’t feel like this budget is complete. A discussion with the ExCom needs to happen.” Michael informed “the area of donations, is where there will be a challenge...we should be able to do better.” He expressed a need to reach out to “Korean and WWII veterans” as a possibility for bequests. Two things which “hurt us [in 2017] are fundraising and the convention”.
- a. Dues – all forms of dues
  - b. Donations
  - c. Other revenues – include the VFP store, project management funds
    - i. Mark expressed concern, “I would ask for a recommendation to decrease it to 5%”.
    - ii. Kourtney answered, “We have some control over that...the Membership Committee can help with that...we’re doing the work and have to be out there.”
    - iii. Barry stated, “I think it’s better to set high standards.”

- iv. Discussion ensued to staff salaries and Barry asked about the previous discussions to hire an assistant E.D.
  - d. Michael stressed, “We need to put a concerted effort into fundraising...I cannot raise the money that we need by myself...I need some support and help.”
    - i. Barry answered, “We have a Development Committee, but it has not been a real active group.”
    - ii. Gerry added, “making fundraising a part of our board meetings.”
    - iii. Kourtney asked, “If each program could have its own budget so people know what they can or cannot do.”
  - e. Michael informed there is a 3% increase for COLA for staff and 2% for Michael. He asked if the board would permit the ExCom to approve the budget
    - i. Barry asked if the Personnel Committee is consulted about staff salary increases. He also asked if a meeting is had with the Treasurer to review the pre-approved budget.
  - f. **Gerry proposed the following motion: “We approve the budget as it’s been presented to us at this meeting, so they can operate; any changes will be presented to us and the board can approve changes”; Dan seconded.**
    - i. **The board voted unanimously to approve**
19. Monique requested the board choose dates for the April in-person board meeting. Gerry proposed the board meet in-person in May, highlighting the time difference between April and May. Below are the dates the board agreed to both for the in-person board meeting and the monthly conference calls for the next three months:
- a. In-person BoD Meeting, St. Louis: May 3<sup>rd</sup> – 6<sup>th</sup> (ExCom); May 4-6 (Board). The ExCom will meet May 3<sup>rd</sup> and the full board will meet 4<sup>th</sup> – 6<sup>th</sup>.
  - b. Conference Call: February, Tuesday 27<sup>th</sup> at 5pm Pacific/6pm Mountain/7pm Central/8pm Eastern
  - a. Conference Call: March, Tuesday, 20<sup>th</sup> at 5pm Pacific/6pm Mountain/7pm Central/8pm Eastern
  - c. Conference Call: April – Tuesday, 17<sup>th</sup> at 5pm Pacific/6pm Mountain/7pm Central/8pm Eastern

*Monique will schedule the conference calls via Zoom and email the board the information prior to the scheduled meetings.*

20. Barry commenced his debrief of the 2017 Convention
- a. Adrienne suggested the 2019 Convention be on the East coast.
  - b. Kourtney suggested “we should consider convention centers or colleges”.
  - c. Barry stated, “I had suggested to Joey about Nashville”.
    - i. Joey answered, “Nashville hotel prices are higher than Manhattan, we don’t have the manpower.”
  - d. Michael stated, “a general call out but then we call the places we think we want to have it.”
    - i. Baltimore, MD
    - ii. D.C.
    - iii. NJ
    - iv. Philadelphia, PA

v. Manchester, NH

e. *Adrienne volunteered to draft the letter of inquiry.*

*Meeting adjourned at 1101 hours (Pacific)*



Veterans For Peace  
National Board of Directors Meeting  
Location: Conference Call (Zoom)  
Date(s): Tuesday, 27 February 2018

Board members present:

Michael McPhearson, Executive Director  
Gerry Condon, President  
Adrienne Kinne, Vice President  
Brian Trautman, Treasurer – *exited at 1928*  
Monique Salhab, Secretary  
Barry Ladendorf – *exited call at 2014*  
Dan Shea – *exited call at 1951*  
Gerry Condon  
Joey King  
Kourtney Andar – *exited at 1956*  
Mark Foreman  
Maurice Martin  
Monisha Rios  
Patrick McCann – *unknown when exited call*  
Tarak Kauff – *unavailable*

Members and guests present:

N/A

**Motions and Votes in bold**

*Action Items italicized in red*

*Completed Items in blue*

*Follow up items in purple*

Agenda:

1. Executive Director Report
2. March For Our Lives -- March 24
3. International Veterans Peace Conference
4. Trump Military Parade
5. April 14 Regional Antiwar Actions
6. Threat of U.S. war against Korea
7. Proposal to form Antiwar Committee
8. Delegations / Outreach Travel Fund
9. Michael's Invitation to visit Iran
10. VFP/Climbers For Peace to Iran in June
11. Board Conduct and Unity
12. Poor People's Campaign
13. Puerto Rico Update
14. Golden Rule Update

## 15. Other?

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*Commence taking of minutes at: 1808 hours (Mountain). New technology is being used - Zoom video conferencing. It is the hope board members will become comfortable with Zoom, to facilitate communication efforts in monthly board meetings. The Secretary can share minutes as they are being taken during the call. Meeting officially commenced at 1822 hours (Mountain). Patrick suggested for individuals to “mute” themselves, to ease the process of communication. Dan reminded he will be in Vietnam and unavailable for the month of March. Gerry reviewed the agenda with the board.*

1. Michael commenced an update to the board. Craigslist awarded a 50,000 grant to VFP; this is either the fourth or fifth consecutive year. Shelly’s computer crashed, therefore financial data had to be re-created. Brian should have the financial data by March. Matt Hoh, VFP Advisory Board Member, will be drafting an appeal letter highlighting the planned military parade, while focusing on the larger issues. Michael appeared before congress today to give testimony from a veteran’s perspective, on the 2001 Authorization to Use Military Force (AUMF). Michael stated, “I was pleasantly surprised” and expressed, “as an organization we need to mobilize around this issue.” He will forward the board a copy of the press release. The testimony will be shared to the VFP Facebook page and Michael’s personal Facebook page.
  - a. Gerry stated, “I think you did a fantastic job...it was quite educational.”
  - b. Maurice asked, “Were there any questions that stood out to you and what’s the next step after this testimony?”
    - i. Michel shared no questions stood out but, “the [Congressional] leadership does not want it to be brought to the table. He stated, “there are members of Congress who do want it “debated...they know that something’s wrong with what’s going on.”
      1. Gerry added, “I think it makes sense to work on the AUMF.”
2. Patrick raised the issue of March for Our Lives – the national rally mobilized by the student of the Parkland mass shooting in Florida - which is March 24<sup>th</sup>. He suggested designating a central meeting location and time for VFP members to meet up who wish to attend the event Washington, D.C. Patrick informed there has been a high level of response via Facebook of those who will be present.
  - a. Barry informed he plans to attend also would like to complete additional outlaying items with other VFP members if possible.
  - b. Gerry broached the email sent from Colleen who inquired if VFP has officially endorsed the national event.
  - c. Monique reminded that Colleen also inquired about whether VFP wanted to specifically discuss the issue of gun control or just “stick to endorsing yea or nay” on the mobilization.
    - i. Michael stated, “Colleen is looking for guidance...and we might want to think of a way to get some feedback from our membership...I want us to be careful.” He recapped the issue of USAID and the division created within VFP membership and VFP leadership over the issue.

- ii. Michael also informed, “Marjorie Cohen is working with the Poor People’s Campaign, who has supported the event.”
  - d. Dan stated, “I think it would be good for people to encourage others” to participate in actions within their city.”
  - e. Adrienne stated, “a lot of members have different ideas about gun control...it’s fine for individuals to participate in actions but I’m not sure it would be good for VFP to stand “other than supporting the students who are mobilizing.”
  - f. Patrick stated, “I think we should go into this and I think we need a serious debate...we need to be stronger about guns at home, just like we need to be stronger about guns abroad.”
    - i. Dan agreed with Patrick’s sentiments. He shared questions which have been raised from individuals who have responded to his writings via Facebook. He stated, “I don’t think we should back away from this...I think we need to take a strong stand on this...we are also opposed to the military industrial complex.”
    - ii. Maurice shared, “I’m in line with Dan and Patrick...as Veterans For Peace we need to take a stand on this.”
    - iii. Barry also agreed “with Dan, Patrick and Maurice just said...I think the board should be a leader on this. We should make a strong statement on assault weapons...who can speak better to the issue than veterans.”
    - iv. Michael reiterated, “We need to get the input from our members. It will make our position stronger. I really think it’s not a good idea without getting some input.”
    - v. Kourtney stated, “I really like this discussion. I like what Michael said about Move-On send[ing] announcements to their membership to get input. I agree with Barry about setting the tone but having been on the board since the USAID issue...I have an issue issuing a statement without considering the input from the membership. He added, “I just fear a sort of backlash from members...it might be a good idea to reach out to the membership.”
    - vi. Adrienne stated, “I completed support Michael’s and Kourtney’s points on this...our transparency needs to be improved.”
    - vii. *Gerry asked, “Are there three or four [board members] who would like to reach out to the members?”*
      - 1. *Dan volunteered but reminded, “I wouldn’t be able to do anything until I get back.”*
      - 2. *Maurice also volunteered. He also stated no matter what the outcome, “we need to release a statement that clearly states our position.”*
      - 3. *Michael also offered and “I’ll communicate with Colleen on how to make this happen.”*
      - 4. *Barry and Patrick also volunteered.*
3. Barry commenced with an update of the International Veterans Peace Conference (IVPC). The IVPC Committee met in NYC in February for two days. Barry and Brian met with Ambassador Tito from Kiribati, who agreed to endorse the conference. The

ambassador will “work on getting a room” for the conference. Ambassador Teburoro Tito is the former President of the Republic of Kiribati and the current Ambassador to the U.S. and Ambassador to U.N. Barry mentioned the weekend of October 13<sup>th</sup> -15<sup>th</sup> as the possible weekend of the IVPC and the 15<sup>th</sup> for the day of the conference. He informed options for housing are being worked on from the VFP NY Chapter.

- a. Maurice asked, “Are we keeping our national chapters in the loop?”
    - i. Barry responded, “I’ve been keeping in contact with Ben from the U.K.”
4. Gerry moved the discussion to the military parade being planned by 45’s administration. The parade is planned for Sunday, November 11<sup>th</sup>, 2018. Many groups “have spontaneously begun to organize.” A VFP related Facebook page has been created to counter the parade. Gerry informed a meeting tomorrow (28<sup>th</sup>) has been scheduled and he will be participating and “will report back” to the board.
- a. Dan reminded others of the letter he wrote and posted it to Facebook. He suggested his letter be used by VFP.
5. The regional anti-war actions are being planned. Gerry reminded of the email he sent highlighting the planned Spring actions. He proposed VFP formally endorse the planned actions and encourage “our members to be involved.” **Joey motioned the board formally endorse the planned Spring Anti-War actions; Dan seconded. The board voted unanimously to endorse the planned Spring Anti-War actions.**
- a. Gerry discussed the continued tensions with North Korea and the “need to take the possibility of nuclear war seriously.”
  - b. Michael added, “The issue of North Korea and the AUMF came up in the hearing. Some members of Congress are concerned.”
6. Gerry informed he would like to form an Anti-War committee of board and non-board members. “The rationale for this, is there are so many wars going on right now. It’s hard for us to track this. Part of the idea is for the committee to keep track and to have people who are experts on regions of the world. The second person, is to coordinate our involvement within the Peace Movement” He stressed the need “to have a coordinated approach.”
- a. Joey noted, “We already do this to some extent...rather than reinvent the wheel, maybe we should coordinate with what we already have.”, citing the existing committees which focus on Palestine, Korea, etc.
    - i. Michael stated, “Whatever this committee is, also needs to look at Our Work...maybe someone from [other committees] come together.”
  - b. Dan stated, “I kind of agree with Joey...what we really need is a separate webpage with all this data on it, so people can respond to it.”
    - i. Gerry supported Dan’s idea. He stated, “not hearing a lot of support” for his suggestion and added he would “keep working on this idea.”
7. Gerry acknowledged the continued discussion regarding delegations has been plentiful via the board email group. He presented his idea of a Delegations Committee (DC) “made up of board and non-board members who would take responsibility for coordinating delegations, best practices, present proposals to the board, make members

aware of those delegations.” Gerry suggested this as a “solution” to address and “bring the whole organizing of delegations in-house.”

- a. Adrienne stated, “I think we’re at the point where this would be an excellent step for us to take.”
- b. Monisha suggested, “I’d add that it would be good to include our international members in this. I’m not sure where we’re at with our grievance procedures...it might be good to do [this] in tandem or it might be good for the committee to develop one” to work in conjunction with a broader process. She also stressed, “ethics need to be a part of doing the work that we do.”

- i. *Gerry requested Monisha “write up” some points discussing ethics and delegations.*

- c. Gerry also addressed the request of increasing the Outreach Travel Fund (OTF), informing the ExCom discussed the issue in detail.

- i. Monique reminded there was discussion in the January 2018 meeting; and it was agreed that both Dan and Tarak would draft a proposal outlining the request to increase the OTF. It was decided the proposal be submitted to the board six weeks from the January board meeting.
    1. Dan acknowledge the information and noted there has been a lot “going on...plus getting ready to travel to Vietnam.”
  - ii. Mark and Maurice volunteered for the Delegations Committee
  - iii. Michael informed, “I don’t think the committee should be responsible for developing the plan for each of those delegations...there has to be a plan for each one because there are different things.”
    1. Gerry informed, “I’m going to invite Ken Mayers [VFP member] and Matt Hoh [VFP Advisory Board Member]” to be on the Delegations Committee. **He proposed the board vote to approve the formation of a Delegations Committee. Kourtney motioned for the board to vote on the proposal; Monisha seconded. The board voted unanimously to support the formation of the Delegations Committee.**
  - iv. Monique asked, “So, am I to understand Dan and Tarak, who originally agreed to draft the proposal regarding the increase for the OTF; that it now will be the responsibility of the Delegations Committee once it’s been formed?”
    - a. Michael stated, “This committee needs to come with an evaluation process, it also needs to explain why more money is needed” for things other than delegations.
    - b. *Gerry stated, “For now I’d like the DC to take the responsibility of drafting the proposal.”*
    - c. Dan stated, “I think I understand what Michael is saying...it’s really about coming up with policy.”
    2. Monique also asked, “Is there an idea of how many people will be on the committee?”
      - a. Gerry answered, “I think it should be robust...eight or ten people.”

8. Michael shared he has been invited to join a delegation to Iran. The dates are March 12<sup>th</sup>-27<sup>th</sup>; Michael is scheduled to meet with the organizer of the delegation. Currently no monetary commitment has been requested from VFP. Michael noted Brian's concern regarding the VFP national office daily operations effectively running if Michael decides to join the delegation.
  - a. Gerry stated, 'I think it would be valuable...and am excited about you doing that.'
  - b. **Gerry proposed a motion for the board to approve [Michael's proposed] trip to Iran. Maurice motioned the board vote "[to] support Michael to look into [the details of the trip] and possibly make [the trip] to Iran."; Monisha seconded. The board voted: 9 Yea's and 1 Abstention. The motion passed to support Michael's checking into details of the trip and possibly travelling to Iran.**
9. Gerry discussed the upcoming Climber's for Peace which is planned to climb in Iran. They are requesting VFP support the trip and publicize the climb. Fred Ptucha (VFP Sonoma, CA) is one of the organizers of the climb.
10. Discussion shifted to board conduct and unity. Gerry acknowledged the difficulties which still exist and addressed the following things:
  - a. *"Need to add language in to the VFP Policy & Procedures about appropriate language."*
  - b. *Michael is drafting a "document to the board to address the issues which came up and the recommendations to address those issues."*
  - c. *The ExCom will send a letter to Tarak, which "focuses on the issues of anger, outbursts and the effect it has on the board."*
  - d. *We want to allow time "once every two months" which addresses issues of racism, sexism and other issues that surface. He would like to "have such a meeting in March."*
    - i. Monisha stated, "Thank you for giving so much attention to this...with that in mind, I would like to see our focus shift from just in a vacuum and how this problem of violence affects us all. Something I would propose we do, is consider gathering more of that info from other people; people who've been affected...the board is still operating from a limited scope. It's also not fair to Tarak and also not fair to the board...it's part of a larger conversation in the future."
    - ii. Michael stated, "It's not about the incident...the issue is bigger than the board. We have not developed" the process of what happens when someone provides a grievance. He added, "what I'll be talking about [in the letter] is broader...our organization needs to deal with the issues you've been talking about."
    - iii. Mark expressed, "We have to be respectful to each other...I like Gerry's idea of putting this on the agenda."
    - iv. Adrienne stated, "I know we have been discussing a more comprehensive Code of Conduct as an ExCom and presenting it to the full board...I want

to see how this is fitting in to our discussion we are having now. It would give us something to have in our Policy book now.”

1. Adrienne reminded she “sent the draft document to the board” which has the ExCom edits.
- v. Maurice added, “This is most timely...it’s a systemic issue” from within VFP chapters, citing some feedback he has received from VFP members from other chapters.
- vi. Monisha stated, “I took a look at the document Adrienne sent out.”

*11. Gerry informed he will “send a written report on the Golden Rule” to the board.*

*12. Monisha updated the board on Puerto Rico. She spoke to Oscar Lopez Rivera who has “personally invited me to Puerto Rico.” She will send the board a written update.*

*13. Mark updated the board on the Milwaukee Poor People’s Campaign. Michael will send the board a written update on details of VFP’s national involvement with the Poor People’s Campaign: A National Call for Moral Revival.*

14. Maurice inquired about the convention. Gerry acknowledge he forgot to include it on the agenda. He reminded there is little time “to have further input [on the convention theme] before the next Convention Committee conference call.”

a. “Abolish War, Reclaim Armistice Day”, is the most popular theme among the board.

**b. Mark proposed the board vote on the theme. Gerry motioned the board vote on “recommending ‘Abolish War, Reclaim Armistice Day’ as the proposed theme to the Convention Committee; Adrienne seconded. The board voted unanimously to recommend ‘Abolish War, Reclaim Armistice Day’ as the suggested theme to the Convention Committee. *Michael will schedule a Convention Committee conference call.***

*Meeting adjourned 2036 hours (Mountain)*

Veterans For Peace  
National Board of Directors Meeting  
Location: Tele-Conference Call  
Date(s): Tuesday, 27 March 2018

Board members present:

Michael McPhearson, Executive Director – facilitating a PPC meeting; joined call at  
Gerry Condon, President  
Adrienne Kinne, Vice President – *joined at 1836 hours*  
Brian Trautman, Treasurer – *exited call at 2145 hours*  
Monique Salhab, Secretary  
Barry Ladendorf – *exited call at 1954 hours*  
Dan Shea  
Joey King  
Kourtney Andar – *joined call at ~1940 hours*  
Mark Foreman – *attended local VFP chapter meeting*  
Maurice Martin  
Monisha Rios  
Patrick McCann – *attended another organising conference call*  
Tarak Kauff – *other commitments*

Members and guests present:

N/A

**Motions and Votes in bold**

*Action Items italicized in red*

Competed Items in blue

*Follow-up items in purple*

Agenda:

1. Intro's/check-in
2. Code of Conduct
3. International Veterans Peace Conference
4. April 14-15 actions  
<http://www.springaction2018.org/list-of-actions.html>
5. Golden Rule  
<http://www.vfpgoldenruleproject.org/>
6. Directors Report and Discussion
7. What are we doing for Memorial Day? I understand that the Poor People's Campaign is planning something as it relates to militarism. Memorial Day falls during the 40 Days of Action being planned by the Poor People's Campaign.
8. A discussion about topics for workshops at the Convention. Last year when we sent the convention workshop Request for Proposals, the board set workshop subject priorities. There were five, 1) the convention theme, 2) The role immigration and religious



intolerance play in U.S. wars, 3) Abolition of Nuclear Weapons, 4) Standing Rock and 5) Making Peace Possible.

9. What should the priorities be this year? One is the convention theme. I think we should always have Peace is Possible as a priority. It is very broad allowing for various peace-making topics.
  10. Board Meeting in St. Louis, May 4-6
  11. Financial Report
  12. Veterans Actions re: Trump Parade
  13. VFP relationship to new movement against gun violence
  14. Other
- 

*Commence taking of minutes at: 1821 hours (Mountain)*

1. Barry update the group on the International Veterans Peace Conference (IVPC); both he and Marjorie Cohen met and have been planning the upcoming IVPC Committee meeting in May (9<sup>th</sup> – 10<sup>th</sup>) in New York City. He discussed the need “to utilise the talent” within the veteran community stateside and abroad. The IVPC Committee will have a conference call in the next couple of weeks.
  - a. Maurice asked, “Will we have an international organization?” and highlighted the need to have “them on the conference calls.”
    - i. Barry confirmed overseas VFP chapters will be included and noted the difficulty of planning calls due to the difference in time zones.
      1. Maurice stressed the need to email international VFP chapters and “allow them the opportunity to respond...and not make it look like they’re not included.”
  - b. Gerry noted the dates have not been solidified; Barry confirmed it and noted it “will be after Armistice Day.”
2. Adrienne updated the group on the Code of Conduct. She sent the document initially to the ExCom, then subsequently to the full board – which is in the format of a google doc. She explained the Code of Conduct “we pass would then be presented to the membership” at the annual convention.
  - a. Gerry stated, “I don’t think it would need to be voted on...perhaps a plenary.” He also suggested having further discussions among the board and possibly having “outside people” to facilitate non-violent discussions and other issues. He suggested having “a few of us going through the Code of Conduct point by point”
    - i. Adrienne stated, “The wordsmithing of the document is not the point”, people need to start acting accordingly.
    - ii. Monisha stated, “I wonder if it’s possible to be passed as a living document...I see a Code of Conduct as part of a larger one.” She cited the need for “member input and not just member voting.” She also noted the legalities and ethics of “providing a safe environment”.
      1. Gerry expressed agreement with both Adrienne and Monisha asking, “What is the best way to move forward?”

2. Adrienne responded, "I would hope people would read the document...perhaps at our May meeting, we can pass it then."
  - iii. Barry stated, "I think we outta consider if this should be included in the Bylaws." He suggested "it could become a Bylaw recommendation...then vote on it at convention...there would be an explanation by the board and why it supports it...it's the Bylaws which provide a mechanism for discipline."
  - iv. Maurice requested Adrienne re-send the document. He stated, "I do think it needs to be a policy." He also agreed with Gerry's suggestion of having a plenary during the convention, examining behavior and conduct.
  - v. Gerry stated, "I think we should adopt it as policy as soon as possible." He added, "we don't want to be punitive but we due want to have mechanisms in place to hold people accountable." He expressed apprehension "to put it up for debate", citing the need to have 2/3 majority vote to pass.
    1. Adrienne answered, "I would hope the board would vote to pass" and added, "our Policy book does not necessarily address behavior."
  - vi. Gerry asked, "For now, can we agree to resend this to everybody and take time in May or in a special tele-conference call to discuss this?" The sooner the board votes on the Code of Conduct, the sooner communication can commence to chapters.
    1. Maurice agreed.
    2. Barry further clarified his point and stated, "I'm a little concerned that we wouldn't have a full discussion" among the membership.
      - a. Adrienne answered, "A vote isn't always the best way to have a conversation about something."
    3. *Gerry reiterated the Code of Conduct will be re-sent and an hour devoted to discussion in the May in-person board meeting.*
3. Gerry addressed the upcoming April 14<sup>th</sup>-15<sup>th</sup> anti-war demonstrations. He noted the correlation of the wars abroad and at home. Larger regional actions will be mostly on the East coast and Oakland, along with smaller actions nationwide. VFP is a co-sponsor of the upcoming action. He also noted the importance of involving as many VFP chapters as possible.
    - a. Joey noted March for Our Lives will be holding townhall meetings the week before and week after the planned anti-war demonstrations and "it's gonna suck a lot of the wind outta the sails."
  4. Gerry briefed the group on the Golden Rule (GR). He referenced his report, which was emailed to the board previously. More than 140 military installations are scattered through the islands of Hawaii – including environmental damage and violations of indigenous sovereignty. Per Gerry, there was much "excitement and interest." Several individuals were recruited to assist with planning, back-up crew and other duties. 1,500 was raised from the film showing last weekend. *Both he and Barry "have more work to do on the MOU."*
    - a. Barry asked, "Has the board approved the sailing schedule for the Golden Rule?"

- i. Gerry answered, “It was presented...I can’t recall if we put it up for a vote.”
    - ii. Barry responded, “I think it’s important it clear” for the board to know the complete itinerary.
    - iii. Gerry stated, “I would be happy to put it in writing and email the board” with the itinerary.
  - b. Barry also stressed the need to “have insurance” which covers trans-oceanic travel.
    - i. Gerry answered, “We are currently talking to the insurance people.”
5. Discussion turned to the planned military parade, which is planned for Armistice Day. Several VFP members – Doug Zachary, Willie Hager and more – are planning a counter-demonstration. Both Gerry and Michael will be a part of planning to ensure VFP is a part of and a partner in the organising of the demonstration
  - a. Dan asked, “Have we talked with disabled veterans? I would love to have them a part to show the cost of war.”
  - b. Discussion continued regarding the seriousness of the planned counter-demonstration and the need to reach out to other veteran organisations.
6. *Michael updated the group about the Poor People’s Campaign: A National Call for Moral Revival. There are discussions for an action on Memorial Day; Michael will “reach out to the planners” on specific.* He also stated, “No matter what they are planning, we need to be thinking about what kind of action we want to do.”
  - a. Dan stated, “Usually Full Disclosure has Letter to the Wall and it seems that we should continue in that direction.” He asked Michael if he had spoken to Doug Rawlings.
    - i. Michael answered, “I think we need to be more creative...I don’t know what that looks like, but we need to be creative.”
    - ii. Joey reminded March for Our Lives has actions planned.
    - iii. Monisha stated, “We might want to model the Okinawa Peace...conduct a vigil.”
      1. Michael answered, “We do recognise the victims.”
    - iv. Dan stated, “We should be talking about the G.I. Resistance Movement.”
      1. Gerry agreed with Dan’s statement and added, “I think it’s time to call upon the G.I.’s and the generals to disobey orders.” He will collaborate with Marjorie Cohen to draft a letter addressing this issue.
      2. Adrienne shared the name of a service-member who refused his orders to deploy. She asked, “Is there a way to incorporate podcasting into our outreach?”, explaining it as a way of reaching younger people.
        - a. Gerry supports Adrienne’s idea.
7. Gerry reminded the Convention Committee will be meeting this Friday. The board needs to set priorities for the convention, which would delineate the workshop categories. Dan

shared a discussion Susan Schnall and her “idea of youth and the military using violence as the solution.”

- a. Dan shared his agreement with Susan Schnall’s assessment.
  - b. Monisha shared, “We have a responsibility to be responsive to our youth...empower them and use convention space.” She explained the youth started Standing Rock and March for Our Lives. She mentioned decolonization and it being a part of the convention.
  - c. Adrienne expressed the effect of learning about Armistice Day when it was presented to her. She suggested “expanding the subtitle to give some context.”
  - d. Gerry explained the importance to the VFP MSP chapter and why they bid to host the convention.
  - e. The following workshop themes were suggested for the upcoming convention:
    - i. Convention Theme
    - ii. Peace is Possible
    - iii. Abolition of Nuclear Weapons
    - iv. Decolonisation: Expanding our view of militarism
8. Michael reminded the need for individuals to purchase airline tickets for the upcoming board meeting in May. He also asked if the board would like to have a facilitated discussion concerning the friction “which continues”. Board members will arrive on Thursday, May 3<sup>rd</sup> and the ExCom will arrive on Wednesday, May 2<sup>nd</sup>; the board meeting will end Sunday, May 6<sup>th</sup>.
9. Regarding the current financial status, Michael informed, “We are in the black, which is good.” In terms of fundraising, VFP is behind; Matt Hoh’s appeal letter will be mailed to the membership. Michael stated, “We do need to identify some major donors and grants” and added, “We do need to find someone to do a concert this year” and requested board members to keep eyes and ears open for possible performers.
10. Time expired for the board to discuss the March for Our Lives and VFP’s possible long-term involvement in this initiative.
11. Michael updated the board about Zahid Chaudry (VFP Member) deportation hearing.

*The meeting adjourned at 2009 hours (Mountain)*

Veterans For Peace  
National Board of Directors Meeting  
Location: Zoom tele-conference  
Date(s): Tuesday, 17 April 2018

Board members present:

Michael McPhearson, Executive Director  
Gerry Condon, President  
Adrienne Kinne, Vice President  
Monique Salhab, Secretary  
Mark Foreman  
Joey King  
Monisha Rios  
Barry Ladendorf  
Kourtney Andar  
Maurice Martin – *joined at 1900 hours*

Members and guests present:

N/A

**Motions and Votes in bold**

*Action Items italicized in red*

*Completed Items in blue*

*Follow-up items in purple*

Executive Session

Agenda:

1. The U.S. attack on Syria and VFP's response
2. Filling the Board vacancy
3. International Veterans Peace Conference
4. Trump Military Parade
5. Memorial Day
6. Poor People's Campaign
7. Diplomacy Not War with North Korea.
8. Islamophobia campaign
9. Deported Veterans update
10. Golden Rule update

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*Commence taking of minutes at: 1810 hours (Mountain)*

Gerry reviewed the proposed agenda with the board.

1. Gerry requested Monique remind the board which minutes still needed approval. Monique informed both February and March “still need approval.” Barry proposed the board “adopt both the February and March board minutes.” **The board unanimously approved both February and March minutes.**

2. Michael commenced his financial update. He stated, “we are in the black”. He also requested, “if anyone knows of anyone to do a concert” to let him know, noting the success of the Jackson Browne concert and the revenue generated. Gerry asked, “Does it need to be in conjunction with the convention?” Michael answered, “not necessarily.”
  - a. Monisha suggested, “Whatever member has the relationship with Jackson Browne reach out to him to see if he knows of “other artists who would be interested.”
    - i. Michael mentioned Tarak has the relationship “but we also have Cree.”
    - ii. Barry suggested Tom Morello (formerly of Rage Against The Machine), as another person for VFP to reach out to.
    - iii. Adrienne agreed with Barry and mentioned “he used to do concerts for IVAW.” She also mentioned Phil Donahue.
  - b. Gerry asked, “Do we have a Fundraising Committee?” Michael confirmed we do. Gerry asked for volunteers to assist with planning and fundraising; no one responded. He acknowledged how overstretched board members currently are and volunteered himself adding, “I think we really need to organise our fundraising.”
3. Discussion turned to the board vacancy due to Tarak’s resignation. Gerry reviewed the names of individuals “whose names have come up” as possible replacements. He stressed the position would be 9 months, which is the remaining term length. *The board entered Executive Session at ~1830 hours (Mountain).*

*Executive Session ended at 1852 hours (Mountain)*

4. Barry updated the board on the International Veterans Peace Conference (IVPC). Due to the planned anti-military parade on November 11<sup>th</sup> and the UK Remembrance Day, the conference is being postponed to the Spring of 2019. The committee is scheduled to meet in NY, May 9<sup>th</sup> -10<sup>th</sup> and will discuss details further.
5. Both Gerry and Michael met with Pat Alviso (MFSO) and Matt Howard (About Face) regarding the planned anti-military action in Washington, D.C. on November 11<sup>th</sup>, 2018. Progress was made regarding various organisations to collaborate.
  - a. Michael stated, “I want the bar for entrance to participate to be fairly low...also About Face does not want to center veterans so much [rather] the victims of war.”
    - i. Gerry added, “We want to get hundreds of veterans who have never come together before.”
      1. Monique asked, “Is this separate from what Willie Hager and his crew have been doing?”
        - a. Gerry responded, “The hope is to organise it under one umbrella.”
      2. Joey stated, “Just to be clear, there is no Veterans Day parade in Washington, D.C.”
6. Michael addressed the Poor People’s Campaign: A National Call For Moral Revival (PPC). He explained, “A number of our members are involved.” Memoria Day is a planned action around the military war economy.

- a. Mark informed, “I have become real involved with the campaign here in Milwaukee. The day before Memorial Day in Wisconsin, I will be speaking at a press conference, to educate the public where all the money is going to from the military.”
  - b. *Michael stated, “I will reach out to schedule a call”, with the hope of having all VFP members involved with the PPC to participate in a call.*
  - c. Gerry brought up The Women’s March on the Pentagon, which is October 20<sup>th</sup>-21<sup>st</sup>. Cindy Sheehan is spearheading the initiative and has asked for VFP’s endorsement. Gerry named several organisations who have “signed on as endorsers.”
    - i. Monisha asked, “Do we have a sense of what the action would be?”
      1. Gerry informed [www.marchonpentagon.com](http://www.marchonpentagon.com) has all the information and specifics of the event.
    - ii. Monique stated, “I would like to take a look at the website before putting a vote to it.”
      1. *Gerry informed, “The ExCom will be meeting and put a recommendation to the board.”*
7. Gerry addressed the bombing of Syria by the U.S. and its allies in response to the chemical attack. Gerry recapped his written statement, which was disseminated. He noted “there was concern on the process by members of the board and some [national] staff. *Gerry requested Adrienne officiate during this discussion.*
- a. Michael recapped the process which is generally followed regarding statements. He expressed concern that Monique and Adrienne (of the ExCom), had not seen the statement; and Brian had expressed some concerns with sections of the statement. Michael stated, “I just want clarity for the future.”
    - i. Adrienne stated, “I just want to be clear that we are looking at two things: content and process.” She read a section of the Policy regarding what falls under the purview of the Executive Director...the “process issuing press releases.” Adrienne asked, “Does anyone have any thoughts on the process?”
    - ii. Monique stated, “I was confused by the email and had to read it twice. I would have appreciated some time to read the statement and respond.”
    - iii. Gerry stated, “In this case, I spoke with Michael the day before...I asked for input from the board.” He also noted Colleen sent an email to the ExCom noting content concerns. He expressed that he saw the possibility of the statement “being stopped”. Gerry also noted, “It was picked up from several outlets...okay I may have breached several of our procedures.”
    - iv. Joey stated, “The statement opened with Veterans For Peace a leading organization”, noting that although Gerry wrote the statement under his name, it still had VFP’s name on it, thus it was/is viewed as a statement *from VFP.*
    - v. Michael stated, “We don’t know what would or what would not have happened...if it was an opinion piece, it is a different process; if it was a statement or press release, it’s another process.’

1. Adrienne stated, “It’s obviously apparent that the process needs to be addressed...I also realise it does sometimes take a long time for people to give input, but we are a board and it’s important to have all input. Communication was just not followed...I think when we have votes or under the auspice of VFP, we need to look at our communication methods big time.” Adrienne suggested.
  - a. Monique stated, I agree with what Adrienne stated and noted the how the possible use of Slack would facilitate communication among the ExCom.
2. Kourtney suggested, “A possible solution is Airtable. It puts all our tasks and statement in one place...it’s easy to track tasks related to projects...if we could have some tool which we could respond immediately, it’s less likely we would miss things.” He offered to train the board on Airtable.
3. Barry stated, “I think it’s unlikely we would *not* have gotten a statemen out.”

*Adrienne returned facilitation of the meeting to Gerry.*

8. Gerry informed “a second Hawaii VFP chapter” has petitioned for approval to become an official VFP chapter.
  - a. **Kourtney stated, “I recommend the board approve this chapter charter...I think the board can take it in good faith tis chapter is good to go. Mark seconded. The board unanimously approved the formation of the second VFP-Hawaii chapter. *Kourtney will forward Monique the chapter number, so she may include it in the minutes.*”**
9. Gerry informed Hector Barrajas – VFP Deported Veterans - officially became a U.S. citizen last Friday. California governor, Jerry Brown, also pardoned Hector. Gerry also shared that a fellow deported veteran was seriously injured due to a car accident. Several California representatives facilitated his ability to return to the United States, so he could obtain medical care from the VA hospital; unfortunately, Enrique Salas died the following day after reaching the U.S., due to his injuries.
  - a. Maurice expressed “excitement for Hector Barrajas” after twelve years. He also explained they are looking at the cases of Deported Veterans - since once pardons are granted to them, the deportation status “cannot stand.”
  - b. Monisha asked is there a way [VFP] can honour [Enrique Salas]?”
    - i. Gerry supported Monisha’s suggestion and proposed someone follow up regarding this idea.
      1. Maurice stated he will follow up.
        - a. *Joey informed, “I’m the bereavement officer, so if you get me the information, I’ll make sure I get the package out.”*
10. Gerry informed the captain of the Golden Rule (GR) was diagnosed with cancer, therefore, they are looking for a new captain. They also have “pushed back” the proposed sail date to “probably a month or more” from the original disembark date of June 3<sup>rd</sup>.
  - a. Monique asked two questions:



- i. “Has there been any thought to having a facilitator assist with helping both sides address the sticking points?”
      - ii. “Will the Golden Rule set sail if the MOU is not signed?”
    - b. Gerry answered, “We’ve taken a look at the MOU...we will be presenting another draft of the MOU. We have not thought of mediation...it may or may not be needed. We do not intend to sail if the MOU is not signed.”
      - i. Barry stated, “We’ve consulted with a lawyer on maritime insurance. It may be helpful to present him with the MOU...it seems to be to make good sense...to consider.”
    - c. Adrienne shared, “The liability issue is a big issue...it should go through a maritime lawyer...it might make a good step.”
      - i. Gerry answered, “I’m not sure this has to do with maritime law...we have a good insurance broker...it’s possible somebody like that could help us. Would it be free or high priced?”
        - 1. Adrienne suggested “that in the future” she should facilitate discussions regarding the GR. Gerry agreed.
        - ii. *Both Gerry and Barry will connect to discuss further steps regarding the maritime lawyer.*
11. Discussion commenced regarding e-voting.
- a. Barry reminded “There was an online discussion about it. Is somebody in charge of pulling it together?”
  - b. Monisha informed, “What you’re referring to is what Nate Golshlag and I were doing and then forwarded to the board.
  - c. Adrienne stated, “I just want to echo Nate has tested it out already and sent out some lessons learned via email. Picking it up again and honouring that work.”
    - i. Gerry asked, “Did Nate actually make a recommendation of what we should go with?”
      - 1. *Monisha offered to “resend that information to the board “on Survey Monkey.”*
      - 2. Joey informed, “we use [Survey Monkey] in another veterans group I’m a part of.”
        - a. Monisha stated, “Nate and I had an extensive conversation and he’s for it.”
  - d. Gerry stated, “We need someone to drive the process.”
  - e. Adrienne added, “The app itself is but a small but important piece of this process...there’s a lot we need to figure out to make it happen this year.”
    - i. Michael stressed, “Whoever the people are doing this process, I should be working with them through this process.”
    - ii. Monisha stated, “We never left that behind. We’re waiting for further discussion by the board and include staff...nothing has been dropped.”
      - 1. *Adrienne stated, “Our board meeting in St, Louis would be good to set aside some time to look at process and look at recommendation for a system to utilise for electronic voting.”*

*Meeting adjourned at 2019 hours (Mountain).*

Veterans For Peace  
National Board of Directors Meeting  
Location: Tele-Conference  
Date(s): Tuesday, 22 May 2018

Board members present:

Michael McPhearson, Executive Director  
Adrienne Kinne - Vice President  
Kourtney Andar - Treasurer  
Monique Salhab, Secretary  
Monisha Rios  
Brian Trautman  
Maurice Martin – *exited call at 1835 hours*  
Marti Guy Downing  
Joey King  
Patrick McCann  
Barry Ladendorf  
Dan Shea

Members and guests present:

N/A

**Motions and Votes in bold**

*Action Items italicized in red*

Completed Items in blue

*Follow-up items in purple*

Executive Session

Agenda:

1. Convention update
2. Next year's convention site
3. Golden Rule MOU Update
4. Poor people's campaign
5. International peace conference update
6. Outreach travel fund update
7. by-law amendment update - Joey
8. Award idea - Joey
9. Endorsement request World Beyond War Toronto conference
10. \$3,000 ad request Full Disclosure

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*Commence taking of minutes at: 1735 hours (Mountain). Adrienne reviewed the agenda.*

1. Michael commenced an update for the upcoming Convention in MSP. June 8<sup>th</sup> is the deadline for the proposed Bylaws. Bob Krzewinski will be chairing the Resolution

Committee; Adrienne will a part of the Bylaws Committee along with Nate Goldshlag. Michael noted the following are scheduled plenaries (full/mini). Regarding the keynote speaker, Michael has “reached out to Ajamu Baraka”.

- a. Peace is Possible
  - b. G.I. Resistance
  - c. U.S. Militarism
  - d. Intersection of Islamophobia with Immigration
  - e. Patrick asked, “Ajamu is very good, but what would you think about Larry Hamm? He would be awesome!”
    1. Michael agreed with Patrick’s assessment.
  - f. Maurice mentioned Danny Glover stating, “He’s a good draw.”
    - i. Michael answered, “He’s a good speaker...he would definitely draw people.”
    - ii. Patrick concurred with both Michael and Maurice stating, “I think we should ask him every year until we get him.”
2. Discussion turned to “next year’s convention location”; Michael stated, “We’re not that far off...we need to get right on that.” Adrienne recapped the board discussion regarding possible 2019 convention locations.
- a. Maurice stated, “I like the idea of the Washington, D.C. area.”
  - b. Patrick commented, “I would suggest the NYC chapter.”
  - c. Adrienne asked if, “somebody would like to do some outreach to the folks in that area?”
    - i. *Patrick volunteered to reach out.*
3. Barry addressed the MOU regarding the Golden Rule. He further explained the importance of VFP having responsibility of the boat and to the VFP membership. He also explained the “long term of having authority over the boat”, according to the MOU should an accident occur. Barry suggested, “Having a special call with the board...everyone has a copy and go through it paragraph by paragraph.” He stated, “There’s two points which are the sticking points”:
- a. How much responsibility is given to the Golden Rule Committee;
  - b. Crew selection regarding the captain.
    - i. Adrienne asked, “If there were an accident, how are we allowing the boat to be operational if the MOU isn’t signed.”
      1. Barry answered, “We have insurance coverage. The degree of liability can rely on gross negligence versus negligence.”
        - a. Barry followed up asking, “What are they talking to the insurance company about?” referring to the Golden Rule (GR) Committee.
    - ii. Michael expressed, “I think the committee has a lot of emotions around it.”, explaining the length of time many of the GR Committee members have invested in the project. Michael added, “Think about *how* we’re talking about this and alleviate some of the fears of *how* we’re talking about it.”

1. Barry answered, “I understand what you’re saying...I think we can present it to people that’s not offensive.” He also explained the use of the mediator would be used “if the committee does not like the decisions we have made...it could be used to delay...it should not be in there.
  - iii. Monique asked, “Do you think it would be better for the Golden Rule to be its own project?”
    1. Barry responded, “It’s been two years but there’s been very little time that’s been taken to sit down with it...I’ve met with Jim Summers once and Gerry and Helen once. I’m not blaming anybody...I’m open to taking another crack at it.” He also shared, “Ann Wright is now on the [GR] committee” and expressed hope that she may be able to assist with discussions.
  - iv. Michael explained, “There have been examples of groups which have come out of fiscal sponsor [ship]. The real questions is, “can they be successful?”
  - v. Adrienne stated, “As a board, I think we have a responsibility to see this MOU finalized and signed.” She also suggested, “We approach the committee with an MOU we – the board - feel comfortable with to review.”
    1. Barry agreed with Adrienne’s suggestion and stated, “I think [the MOU] should be presented to the committee in person.”
4. Michael recapped the events occurring with the Poor People’s Campaign: A National Call for Moral Revival (PPC). He named approximately twelve national VFP chapters which are and have been actively participating in PPC events including About Face and Military Families Speak Out (MFSO). Michael asked board members to think about “coming to Washington, D.C.” on June 29<sup>th</sup> for the national culmination of the PPC.
    - a. Monique recapped the Albuquerque chapter’s involvement with local PPC events and the planned event at the Santa Fe Roundhouse next Tuesday, May 29<sup>th</sup>.
    - b. Maurice re-capped the involvement of several California chapters.
  5. Barry summarised the International Veterans Peace Conference (IVPC) committee’s meeting in NYC. The committee selected a Conference Coordinator, who will be Dan Saint (VFP member). Marjorie Cohen – VFP Advisory Board Member – will take “responsibility of the program”. May 2019 – dates unknown – is the targeted month for the IVPC. *Michael will draft an Event Planner job description*; the individual will “work under the Conference Coordinator.”
    - a. Michael noted, “Of course we have to fundraise...so that’s a big deal.”
    - b. Adrienne asked, “What is the board’s responsibility for approving people?”
      - i. Barry answered, “[Dan] has agreed to do it without any compensation.”
    - c. Adrienne followed up asking, “Have any international chapters been involved with organising or input with decision-making?”
      - i. Barry answered, “We looked at the calendar and something had to be decided...we’ll get the information out to international chapters.”

1. Adrienne emphasized, “Getting international vets involved from the get-go...it would be good if we had a process set up so we can discuss things like this...if we didn’t ask international chapters for input, then we’re kinda excluding them from this event.”
  - a. Barry stated, “Most people, if their interested, will find a way to be there. I’m sympathetic to what you’re saying.” Barry reiterated, “We’ll reach out to our chapters.”
6. Discussion shifted to the Outreach Travel Fund (OTF), of which both Monique and Dan have been designated as the new board members to receive and review OTF requests.
  - a. Adrienne asked, “Should the travel fund be for VFP” strictly or for international chapters?”
    - i. Michael answered, “If those chapters are not donating to our national coffers, then they should not be included.” He also noted most of the monies generated are from the VFP U.S. chapters and members.
  - b. Barry shared most of the international chapters have elected to be “financially independent from us...I’m in agreement with what Michael says.”
  - c. Kourtney commented, “If we collect any dues from a member – from the U.S. or overseas – then they should have access to all member benefits.” He added, “We should firm up what it means to be an international chapter.”
  - d. Monisha stated, ‘I think this merits having a conversation with international chapter leaders.’
7. Joey addressed the bylaw which pertains to voting; “There needs to be some minimum of votes cast, before there can be a bylaws change”, referring to the 2/3 reference needed for votes. Although he had a conversation with Nate Goldshlag regarding the Voting Bylaw, he was not satisfied with the outcome of the discussion.
  - a. Adrienne explained, “We have some leeway to work with.”
  - b. Michael stated, “The key thing to this is, that you have more of a consensus from the organization...a supermajority...whatever number we pick, we have to think about what’s important”, explaining the importance of Bylaws versus the Resolutions. He also suggested, “Having an organizational discussion about this for maybe a year” and move forward from there.
  - c. Barry stated, “I think it was the 2012 convention when we made this change.”
  - d. Joey stated, “I just don’t know how to word it.” *He will continue to research and inform the board on his findings.*
8. Joey suggested a new annual prize called The Orwell prize, which would be awarded to a government official who uses the most Orwellian language.
  - a. Michael stated, “To have intersectionality, that it wouldn’t just be about war and peace; two, help us build relationships with other groups; and three, these people who use these terms, use them across many topics.”
  - b. Marti stated, “I think we should take nominations at the conventions...like it as a unifying action with other groups.”
  - c. Barry stated, “I think it could be done not at the convention but in conjunction with other groups.”

- d. Adrienne suggested, “If there is consensus among the board”.
    - i. *Joey suggested, “Maybe Michael and I should brainstorm a little more and bring it to the next board call.”*
9. Adrienne addressed the following request regarding World Beyond War (WBW) and VFP’s sponsorship for their upcoming conference.
- a. Monique stated, “I think Brian previously has expressed concern about WBW’s lack of reciprocation” – recounting the instance when WBW asked Brian to participate on one of their conference panels but denied his inquiry for financial assistance for transportation to the conference.
  - b. Barry stated, “I don’t know if these other organisations have bought ads in our convention booklet...I have the same concern...I’m a little bit skeptical unless there’s reciprocation.”
  - c. Michael stated, “Most organisations don’t raise as much money as we do...I don’t think that shouldn’t be a reason as to whether we give or don’t give.”
  - d. Dan stated, “I think since we’re dealing with international chapters, it might make sense for us to have a table there.”
10. Dan addressed the proposal for the Full Disclosure advertisement. He expressed, “I think it’s a great ad...I think it’s very important, setting the record straight.” He also explained there is an effort to raise money via social media and stressed, “I think it’s important to support it”.
- a. Michael stated, “I’m not against the ad however, the ad is long, and the ad does not do a good job to reflect the connection to today and honestly, the older veterans need to connect it to the young people of today.”
  - b. Marti stated, “This ad would provide a lot of comfort to the Vietnam vets and I’m not sure how many people would be reached” and posed “would the money for the ad be taking away from another project?” She suggested the possibility of a letter writing campaign or protest at the awards event.
    - i. Dan stated, “The main thing is it’s a project that’s already in the works.” He also stated they also “plan to be present” at the awards ceremony.
  - c. Monisha asked, “Which line item in the budget would this be coming from?”
    - i. Michael answered, “Communication or \$2,060 from a restricted fund from an ad from several years ago.”
  - d. Monisha followed up asking, “Would there be consideration for an editorial route? Would the Full Disclosure Campaign consider matching the funds?”
    1. Dan answered, “That’s a good question. If Full Disclosure raised the full amount online, then the money wouldn’t even be used.”
    2. Adrienne suggested Dan taking the “idea back to the group”.
  - e. Michael reiterated the importance of “older veterans” to bridge the gap.
  - f. Regarding the Ken Burns Vietnam War series, Barry posed, “I wonder, how many board members have watched the series...I don’t agree with the characterizations about the film and I agree with Michael.” Barry supports an “editorial comment...the most important thing that people read.”
  - g. Adrienne suggested Dan “take the input discussed back to the group”.

- i. Dan reiterated, “This is something that’s already happening.” *He will share his thoughts with the committee and get back with the board.*

11. Dan addressed the VA Mission Act, regarding the privatization of the VA.

*Meeting adjourned 2033 hours (Mountain).*

Veterans For Peace  
National Board of Directors Meeting  
Location: Conference Call  
Date(s): 21 June 2018

Board members present:

Michael McPhearson, Executive Director  
Gerry Condon, President  
Kourtney Andar, Treasurer  
Monique Salhab, Secretary  
Marti Guy-Downing  
Joey King  
Patrick McCann  
Dan Shea – *exited at 1929 hours*  
Monisha Rios  
Barry Ladendorf – *exited call at 1838 hours*

Members and guests present:

N/A

**Motions and Votes in bold**

*Action Items italicized in red*

Competed Items in blue

*Follow-up items in purple*

Executive Session

Agenda:

1. Golden Rule MOU
2. Russia chapter
3. Convention update
4. Poor People's Campaign
5. Outreach Travel Fund
6. Membership Committee report
7. E-voting
8. Financial Update
9. Veterans Peace Teams

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*Commence taking of minutes at: 1737 hours (Mountain)*

1. Michael commenced his Financial update. He informed, “We are still in the positive...revenue wise, we are way behind because we haven’t secured any Major Donors.” He will draft an appeal letter in the next two weeks but “expects we will be in the red come July.”
  - a. Gerry asked, “We haven’t secured major Donors, is that compared to previous years?”



- i. Michael responded, “No...we need to look for larger values, so I hope we can find [people] who can give regularly on an annual basis.” Michael also expressed “
        - b. Gerry followed up asking, “How do you think this relates to the hiring of a Development person?”
          - i. Michael responded, “It does.”
            1. Gerry added, “We need it, we really need a Development Director.”
        - c. Michael summarized the membership numbers have remained steady, with
          - i. He asked, “How do we maintain members?”
          - ii. Joey commented, “One way to do it, is to have a three-year 99\$ membership.”
        - d. Kourtney commented, “The Membership Committee is working on a plan.”
2. Michael informed the veterans Peace Teams has requested “a restricted funds line be created in addition to a webpage link.”
  - a. Gerry expressed, “I don’t think we’ve yet clarified how we’re going to do delegations...I see the potential for the VPT’s to continue into some of the negative aspects which were highlighted.” He also noted, “I think we need to have some discussions”.
    - i. Michael responded, “I think this is some of the reality of how things work within Veterans For Peace...the only thing the board can do, is try to disassociate. They can do things through their chapter. I told Tarak that the board should know, [because] the board does have responsibility and accountability...I’m not sure where that leaves us [except] work through the political aspect of things.” He also stressed, “Whatever the board decides to do, it needs to work quickly and not wait.”
      1. Dan recounted his recent trip to Vietnam and stated, “I think we should support whatever we can.”
    - ii. Gerry reminded members of the “extensive discussions and expressed concern that the Veterans Peace Team may become the de-facto delegations element” of VFP.
      1. Michael reiterated the fact they are a National Project but “we need to have a responsibility...it’s gonna take some work.”
      2. Gerry noted the proposal submitted by Ken Mayers “a few months ago...we need to pull together a meeting with those folks.”
3. Discussion moved to the Golden Rule MOU – status, next steps, etc. Barry informed, my recommendation is “that if the board can agree in principle and then the MOU be reviewed by a maritime lawyer.”
  - a. Gerry suggested the MOU be taken to a lawyer.
  - b. Marti informed, “international law comes from maritime law, so it’s in our interest to do this right.”
  - c. Joey stated, “The ownership is murky because the title was written to an entity that didn’t exist”, explaining the wording within paragraph 1.

- i. Barry responded, “The Quit Claim deed is used when title isn’t exactly clear.”
    - ii. Joey stated, “This is a title not a deed, can we do a Quit Claim on a title?”
      - 1. Barry answered, “Yes.”
  - d. *Michael suggested, “You might want to give people some time to review the MOU”*
    - i. *Barry agreed and suggested “giving everybody fifteen days to review the MOU”; thereafter, both Barry and Gerry will meet with the maritime lawyer.*
4. Barry discussed the details regarding the formation of a Russian “veterans only” chapter in San Diego. Paul Cox has been facilitating the possibility of this formation. Per Barry, “approximately thirty-five Russian veterans are interested in forming the chapter.” He expressed “reservations” asking, “Why would they be motivated to do this?” And the “possibility of re-writing our bylaws”.
- a. *Gerry informed, ‘I share your concerns Barry...we need more information. He suggested, “let’s follow up with Pau [Cox].”*
  - b. Michael informed, “There’s been talk of starting an indigenous chapter...starting a chapter along cultural means. I think this may be a similar situation, but I agree with the concerns.” He added, “There needs to be some discussion.”
  - c. Dan stated, “They can become a Russia Caucus...to become a chapter, you have to agree to [VFP’s] mission.”
  - d. Marti stated, “I’m very much with the caucus concept and the other part is inclusivity.”
  - e. Gerry asked, “Marti would you be interested in meeting with those people if a meeting is scheduled?”
    - i. Marti agreed adding, “Sure, Paul Cox would have to loop me in.”
  - f. Barry added, ‘My concern is that, I would hate to see us become everyone in their own camp...I would like to see us work in earnest to make this a safe space...this kind of exclusivity is dangerous.’
5. Regarding the upcoming convention, Michael informed Ann Wright is the banquet speaker and registration is open. A small committee is reviewing the submitted workshops. The Friday night Public Event will be in the “spirit of the Poor People’s Campaign.” There are three scheduled mini-plenaries.
- a. Dan stated, “I would like to see the submissions for the workshops.”
    - i. Michael informed, “We have a committee who is reviewing those.”
6. Gerry informed, “we have no takers for the 2019 convention.” He reviewed the list of some of the suggested places.
- a. *Patrick informed, “I will call Pat Scanlon” of the Boston chapter.*
    - i. *Gerry informed, “Patrick and I will get on it” to outreach to the NE coast chapters.*
7. Michael informed, “Saturday is the last day of the forty-days of actions” for the Poor People’s Campaign: A National Call for Moral Revival. He also stated, “We’ll continue to work at the [VFP] National Office” disseminating information. *He “would like to*

*identify one or two people” who would be points of contact for VFP, as the campaign moves forward and grows.*

8. Discussion moved to the Outreach Travel Fund (OTF). Kourtney addressed Monisha’s inquiry regarding “an audit of the OTF” and reminded members of the annual audit of the finances, adding an additional audit can be conducted.
  - a. Michael clarified, “We have a review which is short of an audit every year...it’s a third set of eyes – accountant, treasurer and second accountant.” He noted the expense of conducting an annual audit but suggested “maybe every five years” one could be conducted.
    - i. Monisha added, “An informal review would allow us some greater insight as to how those decisions were made.” She also informed some of the “concerns people expressed”, regarding the Okinawa Delegation “noted Tarak’s involvement with the OTF.”
    - ii. Gerry requested Monisha “write down her thoughts”
  - b. Gerry confirmed both Monique and Dan will be reviewing OTF requests.
  - c. He informed Rachel Clark (VFP Okinawa chapter) has organized a third Japan tour. He mentioned “the concern which has been raised is that she organized this on her own and was not organized by VFP. Will Griffin will be accompanying Rachel and one additional VFP veteran (currently unknown). A total of 6,000\$ has been requested.
    - i. Dan stated, “I suggested we give 3,000 and they try to raise the other half.” He also suggested VFP may want to develop a special project fund which could assist with helping raise funds.
    - ii. Monisha stated, “I like Dan’s idea and thinking outside the box.”
    - iii. Michael stated, “I think we should be looking at this to look at short-term and long-term building. What’s hard is putting the pieces together to leverage what a delegation does”, explaining “when we do this tour in Japan ask, ‘What are the outcomes? What are the pressure points?’”
      1. Gerry suggested “possibly doing a speaking tour in the U.S.” after the tour.
  - d. Michael asked for clarification on who would review the requests for convention travel funds.
    - i. Kourtney, Monique and Gerry will review incoming requests.

*9. Monique asked board members to review the draft minutes from April and May.*

*10. Monisha asked for clarification and an update regarding the “Guns for Grocery” incident. Michael briefly explained the surrounding story, outcomes and continued discussion. He will continue to update the board.*

Monique asked for confirmation on the next board meeting, which is scheduled for Thursday, July 19<sup>th</sup>. *Monique will send the Zoom information for that conference call. Meeting adjourned at 1942 hours (Mountain).*

Veterans For Peace  
National Board of Directors Meeting  
Location: Zoom Tele-conference  
Date(s): Thursday, 19 July 2018

Board members present:

Michael McPhearson, Executive Director  
Gerry Condon, President  
Adrienne Kinne, Vice President – lost connection at 1920  
Kourtney Andar, Treasurer  
Monique Salhab, Secretary  
Monisha Rios  
Marty Guy-Downing  
Joey King  
Patrick McCann  
Mark Foreman  
Maurice Martin – joined 1820; exited call at 1950  
Dan Shea – joined 1834

Members and guests present:

N/A

**Motions and Votes in bold**

*Action Items italicized in red*

Completed Items in blue

*Follow-up items in purple*

Executive Session

Agenda:

1. ED Report
2. St. Paul Convention update
3. Convention outreach to younger vets
4. 2019 Convention
5. 2020 Convention
6. VFP Hiroshima/Nagasaki Day plans
7. No Trump Military Parade update
8. VFP Armistice Day plans
9. VFP statement in support of Diplomacy
10. Deported Veterans
11. Recent VFP endorsements
12. Board mtg. schedule / next meeting.
13. Other?

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*Commence taking of minutes at: 1813 hours (Mountain)*  
*Gerry reviewed the agenda.*

1. Gerry noted the need to approve the minutes from the last three meetings. **Mark motioned the board vote to approve the minutes from April, May and June. Adrienne seconded. The board voted unanimously to approve the minutes.**

Michael commenced his Executive Director Report. “We are about 10,000\$ in the red...we’re not doing well in Major Donors.” He requested, “some help with that”. Other areas “needing work are member donations and non-member donations.” He mentioned his visit to Arlington West; and suggested possibly “giving an award to recognise the work they have done since they have been doing it for thirteen years.”

2. Michael updated the board on the Convention. There will be twenty-one workshops plus three mini-plenaries. Christine Ahn is the Keynote speaker. Michael stated “I still needs to connect with Matt Howard.” Fourteen people have applied for Post-911 funding to attend the convention; *Michael will connect with both Kourtney and Monique to review the list.*
3. Michael spoke to the members of the Boston Chapter regarding the 2019 Convention. Regarding the 2020 Convention, Ken Mayer has proposed it be held in Albuquerque. The concern is, about Pace e Bene has a planned conference August of 2020. John Dear contacted Michael expressing concern and mentioned “if VFP wants to collaborate and hold our convention during the same time, we would have to contribute some money, since they spent a lot of money on speakers and stuff.”
  - a. Monique expressed concern about the Albuquerque Chapter’s capacity citing the age of the individuals who are organising around it. She also informed, “there is a meeting on Saturday, 21<sup>st</sup>, members of both the Santa Fe and Albuquerque chapters will be meeting to discuss things further.”
    - i. Kourtney mentioned he will try to attend.
  - b. Marti stated, “I would like to see us get more cooperative with our other members to assist.”
    - i. Gerry clarified, “You mean other members beyond the host chapter?”
      1. Marti agreed.
4. Gerry informed he was on the Chapter Contacts call. There is planning around the Hiroshima and Nagasaki anniversaries.
5. Gerry participated in the planning call for the anti-Trump Military Parade. He informed the date has been changed from Armistice Day to Saturday, November 10<sup>th</sup>. He expressed the energy “seems to be anti-Trump, anti-military”. Gerry noted the need to organise VFP members to be present in D.C. to participate. The calls are every Wednesday at 6pm Eastern.
  - a. Michael suggested, “The silent walk may want to stop by the Department of Veterans Affairs”, noting the level of suicides.
  - b. Michael also noted the “need to fundraise and get the information out to our members.”
  - c. Maurice offered to assist and continue to be on the calls.

6. Michael discussed some of the planning which is happening with the National Office. On the Chapter Contacts call, “chapters are moving to make stuff happen”. He expressed one concern:
  - a. World Beyond War is “using a lot of our stuff but is not crediting VFP”.

*Gerry requested Adrienne officiate over the following part of the discussion regarding VFP statement on diplomacy. Since Adrienne lost her connection, Kourtney took over officiating the discussion.*

7. Gerry informed he discussed the summit and discussion occurring on the listserv. He responded to an email via the listserv, which was interpreted as a statement. Concern was
  - a. Kourtney reiterated, “Gerry’s draft statement originated in the listserv. There doesn’t seem there’s a particular format for the whole board to give input on a statement.” His concern is “By the time a statement is circulated on the listservs, it puts the board in an uncomfortable position.”
  - b. Monisha informed, “When we’re speaking on behalf of the entire organization, it helps to be stronger in our communication...we’re doing justice to them.” She also noted the need to operate outside of a “hierarchical, top-down approach”, explaining the positives of polling membership.
  - c. Joey stated, “We gotta stay away from the political...it sounds too much like we’re taking the side of a politician.” He also referred to an article which was published in The Nation; and signed by four VFP Advisory Board Members among others.
  - d. Michael stated, “In terms of surveying the members, there’s ways to do that and on something like this there’s ways we could do that.” He also shared when he writes, “we need to make it really super clear when it’s our own thoughts.”
  - e. Maurice stated, “I thought we went through this already. We all agreed on some process...we seem to not be following that process.” He agreed with Michael’s sentiments.
  - f. Gerry reiterated, “It wasn’t my intention to put out a statement on behalf of VFP. I will be very careful not to repeat that mistake.” He suggested shifting to “whether and how we proceed to making a statement.” He asked for volunteers to help “draft a statement”
    - i. Monisha and Joey will collaborate with Gerry on a statement. Michael will also “review the first draft.”*
8. Gerry informed the ExCom will “send out an email to the board” on what has been approved and endorsed regarding VFP’s position.
9. Discussion turned to board calls and the schedule. Gerry proposed “another board call in two-three weeks on a Tuesday.”
  - a. It was decided Tuesday, August 7<sup>th</sup> at 5pm Pacific/6pm Mountain/7pm Central/8pm Eastern/+9 GMT
  - b. Monique will send the Zoom information to the board.*

*Meeting adjourned at 1959 hours (Mountain)*

Veterans For Peace  
National Board of Directors Meeting  
Location: MSP Business Meeting  
Date(s): Saturday, 25 August 2018

Board members present:

Michael McPhearson, Executive Director  
Gerry Condon, President  
Adrienne Kinne, Vice President  
Kourtney Andar, Treasurer  
Monique Salhab, Secretary  
Marti Guy Downing  
Patrick McCann  
Dan Shea  
Joey King  
Monisha Rios  
Barry Ladendorf  
Maurice Martin  
Brian Trautman

Members and guests present

**Motions and Votes in bold**

*Action Items italicized in red*

Completed Items in blue

*Follow-up items in purple*

Executive Session

Agenda:

1. Board President Report – to include comments regarding the previous conversation regarding harassment.
2. Treasurer Report
3. Code of Conduct presentation
4. Executive Director Report
5. *Lunch*
6. Proposed Bylaws and Proposed Resolutions
7. End of Business Meeting

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*Business Meeting commenced at 0930 hours. Gerry completed the welcoming and opening remarks. Board members introduced themselves to the members. Gerry re-addressed the issues and concerns surrounding sexual harassment and the board's attempts to "be proactive". Gerry read his President statement to the membership.*

1. Kourtney presented the Treasurer's Report – reporting period January 1-July 31, 2018. He informed, "Oversight on VFP's budget is sound." There has been an increase in both

veteran and associate renewal dues and Lifetime Memberships. Post 911 veteran memberships are down. Kourtney discussed the re-emergence of the Development Committee to assist with foundation grants.

- a. Denny Riley, Chapter 69 noted two financial numbers were/are identical.
  - i. Kourtney replied, "I will fix that."
- b. Nate Goldshlag, Chapter 9 expressed, "I'm really disappointed that you're not showing real numbers...the year-end report should also be available."
  - i. Kourtney responded, "The membership can request the report and I will send it directly."
  - ii. Michael reiterated, "Any of these reports, any member can have access to it."
    1. Ken Mayers, Chapter 55 responded, "I strongly recommend you at least show the Balance Sheet."
- c. Ben Griffin, Chapter 1001 stated, "I do think it's important that information is presented in this forum."

Kourtney reiterated the ability for any member to request the full Treasurer Report if they wished. He ended his presentation.

2. Adrienne commenced her presentation of the Board Code of Conduct (BCoC). Copies of the approved Board Code of Conduct were distributed. She explained the reasoning of why and how the BCoC was developed; stating, "the board used the VFP U.K.'s Code of Conduct as a guide". She added, "The Code of Conduct is not meant to be punitive." Adrienne read through the BCoC point by point.
  - a. Ellen Barfield, Chapter 105 stated, "I noted you have various manifestations of 'nonviolent' in the document; and stressed the importance of "not accepting monies from large corporations."
  - b. John Spitzburg, Chapter 099 & 160 stated, "Thank you board for doing this but one thing is missing...and that is a mechanism...there is no mechanism for dealing with how issues arise within yourselves and [VFP] members...I encourage the board come up with a means by which issues can be resolved."
    - i. Kourtney responded, "We do have a mechanism. We have a Membership Committee. The committee has heard six or more of those requests." He further explained the process of which a member can file a complaint.
    - ii. Michael added, "This is a volunteer organization and things are going to move slow...I am talking about interpersonal conflict. One of the things I want to challenge you to do is, you're gonna have to start at your local chapter...the culture of this organization. In order for it to get better, then you're gonna have to take responsibility...we have a challenge and we have to work on it."
  - c. Gary May, Chapter 104 noted point #9 and the need to clarify some of the 'isms'.
    - i. Monique stated, "The board agreed this would be a living document, therefore, as members give their input and recommendations, this document will reflect the organization as it progresses."
  - d. Reese Forbes, Chapter 61 stated, "I think this is excellent. Thank you for taking the time to do this. The only thing I would take out is the word 'Board', referring to the word in the title.





1. Monisha added, “My hope is that we can just start seeing each other as people...and a broader vision of that.”
- iv. Rachel Clark, Chapter 34 asked, “Just by changing the time of the convention we could save a lot of money.”
  1. Michael clarified, “the Bylaws state a very specific time, July to August. If we’re going to look at a different time, there would need to be a Bylaw change.”
- k. Michael informed the Iraq Water Project may fold due to VFP member Art Dorland “getting older and he’s tired...he would like to pass it to a younger veteran or a group of younger veterans.” Michael posed approaching About Face “taking it on” and will initiate a discussion with the co-directors.
- l. Michael gave an overview of the work “being done by our chapters”, showing several slides highlighting work by chapters.
  - i. Colleen informed, “Just to let people know we are using the news blog a lot more.”
- m. Questions were taken from the membership:
  - i. Ken Mayers, Chapter 55 stated, “When I was on the board, we made a decision to which was over 35,000, we would not use it for operations costs...is that still a practice?”
    1. Michael responded, “No, because we wouldn’t be able to pay the staff or other costs associated with operations.”
  - ii. Justin Loza, Chapter 46 asked, “How are we managing Major Donor donations?”
    1. Michael responded, “We use eTapestry and Salsa.”
    2. Colleen added, “It’s a big flaw but we’re about to merge our donor databases.” She further explained the possibilities available within Salsa’s database and the ability to remain current and integrate technology. Additionally, “[VFP’s] donation average is below industry standards” and some strategies which have been used to engage the board to assist with increasing online donations.
  - iii. Helen Jaccard, Member-at-Large stated, “I would like to suggest members help out with board duties...so that everybody can feel more involved on a national level.”
    1. Adrienne responded, “One of the things we can do better is, inform members on some of the things they can help out with.”
  - iv. Bill Grover, Chapter 45 asked, ‘You have an Advisory Board, have you asked those people to step in?’
  - v. Dave Dittmore, Chapter 134 stated, “I disagree with board members going out and fundraising money, I want them out with the membership.”
    1. Kourtney responded, “It is our job to raise money. We are legally responsible for the organization...it’s a balance and we need help *and* represent the membership the best that we can.”
    2. Michael stated, “[a] professional fundraiser could have a program to help the board fundraise...the board would still have the responsibility.”

Michael ended his presentation.

*Break for lunch at 1205 hours (Central)*

*Reconvened at 1327 hours (Central)*

*Gerry summarized the sequence of events for the afternoon segment of the Business Meeting. He reminded “only veteran members of Veterans For Peace may” cast an advisory vote for the proposed Bylaws. He also reminded “no final decisions are made today...it’s essentially a straw vote.”*

4. The proposed Bylaws were introduced:
  - a. **Bylaw 2018-01: Bylaws Resolution Voting Clarification**
    - i. Gerry introduced the proposed bylaw and read the rationale to the membership. He stressed, “this proposed Bylaw clarifies language pertaining to voting.”
    - ii. Larry Kurshner, Chapter 109 stated, “The language [one non-binding vote in resolutions] isn’t clear to me...it needs to be clarified.” He added his support for the proposed bylaw.
      1. Gerry explained, “We are not in the position to make amendments on proposed Bylaws.”
      2. Adrienne stated, “The deadline for making amendments for proposed Bylaws and Resolutions is prior to the convention.”
      3. Ben Griffin, Chapter 1001 stated, “You can’t amend Bylaws and Resolutions on the floor of the convention.”
    - iii. **Gerry proposed the the membership vote in favour of the proposed bylaw.**
      1. **The membership advisory vote is:**
        - a. **72 Yea;**
        - b. **0 Abstentions;**
        - c. **0 Nays**
  - b. **Bylaw 2018-02: ARTICLE XII. CHAPTERS, Section 4. Chapter Dues and Bylaw 2018-03: Article XII, Chapters, Section 5. Not exclude Full members**
    - i. Monisha read the rationales for both proposed bylaws and explained, “We’re offering this proposed Bylaw for input from the membership.”
    - ii. Adrienne stated, “I think it’s important to note Bylaws 2 and 3 have to be considered together.”
      1. Nate Goldshlag, Chapter 9 recapped the historical context of the proposed bylaw and why he drafted it. He explained the officers of the Smedley Butler Chapter (Chapter 9) have excluded from the email list and other chapter activities. He also stated, “Chapter 9 is denying members in their area. I am seriously opposed to this.”
    - iii. Confusion commenced regarding voting and the wording used in the printed handouts provided, which outlined the board’s rationale. Michael explained the need for the membership to vote on *both* proposed bylaws. Gerry motioned the membership vote on *both* proposed bylaws (#2 & #3).

Michael clarified, “If you agree with it, vote Yea; and if you disagree with it, vote Nay and then we’ll vote the abstentions.”

**1. The membership advisory vote is:**

- a. 7 Yea;
- b. 40 Nays;
- c. 4 Abstentions

**c. Bylaw 2018-04: ARTICLE XII. CHAPTERS**

- i. Adrienne introduced the proposed bylaw to the membership and stated, “**The board decided not to have this move forward for vote by the membership.**”
  - 1. Ben Griffin Chapter 1001 stated, “I’m just wondering about the actual process where the board can prevent a proposed bylaw go before the membership.”
    - a. Adrienne explained, “This is not the first time the board has done this.
    - b. Michael added, “Since you can’t have bylaws that conflict with each other, the board is tasked with ensuring that does not happen...the board decided to be transparent.”
  - ii. James Schwartz, Chapter 23 informed, “Under Robert’s Rules of Order it’s illegal and should have been posted *before* the convention.”
  - iii. Marti informed, “We’re still dealing with the legacy of voting at our convention and now voting by mail, which was changed ten years ago.”
    - 1. Adrienne agreed with Marti’s sentiment added, “and is still a process going forward is needing to be improved...a part of making it more transparent.”

**d. Bylaw 2018-05: ARTICLE VII. ELECTIONS, SECTION 1. NOMINATION OF DIRECTORS**

- i. Adrienne introduced the proposed bylaw and read the rationale. “The board decided to not have this proposed bylaw move forward to the membership for a vote.”
  - 1. Gerry proposed the membership to “accept the board’s decision.”
- ii. Michael explained, “When [the proposed bylaws and resolutions] get to the board, the board looks at it deeper...they wanted to be more transparent.”
- iii. Tarak Kauff, Chapter 58, stated, “The minutes of the meeting are important, and I would suggest they posted in a timely fashion, you know what I mean.”

**Since the board voted to not have this proposed bylaw move to the membership for an advisory vote, there was no recorded vote.**

5. Discussion and voting shifted to the proposed resolutions.

**a. 01-2018 Making Peace Possible in Syria**

- i. Gerry introduced the proposed resolution and read the rationale.
  - 1. Ben Griffin, Chapter 1001 stated, “The confusion is how things are written”, noting the language used in the board’s rationale and voting.

2. Andy Berman, Chapter 27 stated, “The many crimes in the Middle East are known to VFP.” He proceeded to read from a written statement. He is in favour proposed resolution.
  3. Bahman Azad, Chapter 21 stated, “I would like to object to this resolution throughout. It is biased in the presentation of the crimes...is against the U.N. Charter...no mention of U.S. war crimes in Syria.”
  4. Bob Phillips, Chapter 13 stated, “I’m for it.”
  5. Camilo Mieja, Chapter 32 stated, “I am not in favour of this resolution...my call is for Veterans For Peace to be more aware.”
- ii. Gerry proposed the membership vote on the proposed resolution.**
1. **The membership advisory vote is:**
    - a. **3 Yeas;**
    - b. **51 Nays;**
    - c. **6 Abstentions**
- b. 02-2018: Marksmanship Training Programs**
- i. Gerry introduced the proposed resolution and read the vote of the board.
    1. George Taylor, Chapter 35 stated, “I speak strongly in favour of this resolution, but it doesn’t go far enough...and maybe next year we’ll have a better resolution to abolish the whole R.O.T.C. program.”
    2. Lou Montanaggi (*correct spelling needed and chapter unknown*) stated, “I’m opposing this because of the ‘Wherefore’ clause...it’s inconclusive.”
  - ii. **Gerry proposed the membership vote on the resolution**
    1. **The membership advisory vote is:**
      - a. **58 Yeas;**
      - b. **1 Nay:**
      - c. **5 Abstentions**
- c. 03-2018: Resolution Against Privatization Of The Veterans Administration**
- i. Gerry introduced the proposed resolution and noted the language amendments discussed and advised by the board.
    1. Denny Riley, Chapter 69 stated, “I’m in favour of this.”
    2. Bernie Eisenberg, Chapter 7 stated, “I don’t think this resolution goes far enough...we should support Medicare for all.”
    3. Skip Delano, Chapter 24 stated, “It says under # 3, it doesn’t clarify all veterans”, specifically noting types of conduct discharges which do not qualify for VA care.
    4. David Cooley, Chapter 27 stated, “This resolution tried to capture as much as possible.”
  - ii. **Gerry proposed the membership vote.**
    1. **The membership advisory vote is, unanimously to support the proposed resolution.**
- d. 04-2018: Call for General Accountability Office (GAO) Investigation of Henoko Base Construction, Okinawa**
- i. Gerry introduced the proposed resolution.

1. Alice Neweerry, Chapter 16 & VFP Okinawa stated, “This resolution is just the beginning...it could pressure the [Government Accountability Office] GAO.”
- ii. **Gerry motioned for the membership to vote.**
  1. **The membership advisory vote is, unanimously to support the proposed resolution.**
- e. **05-2018: U.S.S. Liberty; June 1967 Attack On The**
  - i. Gerry introduced the proposed resolution.
  - ii. **Lou Montanaggi** (*correct spelling needed and chapter unknown*) **stated**, “This resolution is being submitted by the chapter itself...to bring this resolution up to date.”
  - iii. **Gerry proposed the membership to vote. Although there were 0 Nays and 1 Abstention, Gerry declared, “The chair ruled that the motion passes overwhelmingly.”**

At 1505 hours, Gerry requested the board candidates to come forward and introduce themselves to the membership. Each candidate was given 2-3 minutes to speak and explain why they are running for VFP Board of Directors.

- Michael Dempsey Chapter 26
  - Willie Hager Chapter 174
  - Ben Griffin Chapter 1001
  - Daniel Craig Chapter 55
  - Marti GuyDowning Chapter
  - John Spitzberg Chapters 160 & 099
  - George Johnson Tijuana Chapter
  - Jessie Medevan, Chapter 47
  - Dave Logsdon, Chapter 27
  - Gary Butterfield Chapter 91
  - Jesse Medevan, Chapter 47
    - i. Monisha read a statement written by Jesse to the membership.
- f. **06-2018: Protection of Refugee Children for Whom the US is Morally Responsible**
    - i. Gerry introduced the proposed resolution.
      1. Bernie Eisenburg, Chapter 7 stated, “Calling for the government, what does that actually mean for action?” – i.e. letter writing, demonstrations, etc.
      2. Ben Griffin, Chapter 1001 stated, “I’m against it because it’s a poorly written resolution...it’s just badly written.”
    - ii. **Gerry proposed the membership to vote.**
      1. **The membership advisory vote is:**
        - a. **42 Yeas;**
        - b. **8 Nays;**
        - c. **13 Abstentions**
  - g. **07-2018: Establishing A Citizens Peace Political Action Committee**

- i. Adrienne introduced the proposed resolution and read the board's rationale **not** supporting the resolution.
  1. Reese Forbes Chapter 61 stated, "I think this is even less complicated than the board thinks...this is not that unusual."
  2. Gerry added, "This is a big organizational thing...it's not an appropriate thing to come through the resolution process."

**Since the board voted to not have this proposed bylaw move to the membership for an advisory vote, there was no recorded vote.**

**h. 08-2018 Remove Travel Bans Against Americans & North Koreans**

- i. Gerry introduced the proposed bylaw.
  1. Larry Kushner, Chapter 109 stated, "It's important that we do this...it's important the people of the United States can go talk to the people of South and North Korea."
  2. **Gerry motioned the membership to vote**
    - a. **The membership advisory vote is, unanimously to support the proposed resolution.**

**i. 09-2018 Resolution To End All Overt & Covert US Aggression in Yemen & Military Assistance to Saudi Arabia & United Arab Emirates**

- i. Gerry introduced the proposed bylaw. **Gerry motioned the membership to vote.**
  1. **The membership advisory vote is, unanimously to support the proposed resolution.**

*The meeting adjourned at 1600 hours (Central).*

DRAFT

Veterans For Peace Executive Director's Report

Oct 17, 2018

Board Meeting – Friday, October 19, 2018

In person – Marti, Joey, Gerry, Maurice, Patrick, Michael (Barry for afternoon session)

On Zoom – Kourtney, Monisha, Adrienne

Absent – Dan, Mark, Monique, Brian, Barry

Meeting started at 10:05 am.

Priorities for the office over the next few months are:

1. **Counting ballots**, writing **next year's budget**, mailing the **end of year appeal**, and
2. **Reviewing current work and office job descriptions**. We need to re-organize and have a better picture of who is responsible for what task and some cross training.
3. The consuming task in the next 2 months is our **switch from the 2 databases to one (leaving eTapestry completely for Salsa)**. We will be done by year's end.
4. **Finding Michael's replacement is a big priority**. He'll facilitate the search and leave the new person a clear understanding of functions of the office.

**Membership** – We face a growth/retention challenge. Focused program work, coupled with proactive engagement (i.e. monthly organizing calls focused on our work will motivate members to engage with other members and the public to bring in new members.

	Sep '15	Sep '16	Sep '17	Sep '18
Veterans	2,532	2,311	2,083	2,076
Associates	706	635	615	675
<b>Total</b>	<b>3,238</b>	<b>2,946</b>	<b>2,858</b>	<b>2927</b>
Life	295	330	350	381
Post/911		148	160	176
<b>Lapsed</b>				
Veterans	1,685	1,499	1,286	1261
Associates	541	531	615	468

**We must engage members in program work and communicate the program direction of VFP, our message and our accomplishments.** Monthly organizing calls are important. Program focus means to **examine the strategic value of each of our campaigns and work areas, develop clear and fleshed-out long-term work, and engage members and raise the visibility of veterans who work for peace.** Many lapsed members intend to renew. We are focusing on efforts to renew them AND recurring donors whose credit cards have lapsed.

**Financial Status and Development** - **Expenses are \$68,831 greater than our revenue: our expenses are \$21,209 less than last year. Biggest fundraising deficit is in major donor donations.** We have none for 2018. At this time last year, we had a \$59,000 donation from the Jackson Browne concert donation. **Grants are behind last year** by \$16,000 (grants not included in major donors; major donors are individual donations over \$3,000). We're doing **well with lifetime membership**. At this point last year, it was \$17,000. This year we reached \$28,000.



Veterans For Peace Executive Director's Report  
Oct 17, 2018

The convention lost \$8,212 (much better than last year). Top expenses were:

1. Banquet \$15,040.72
2. Audio Visual \$11,355.00
2. Speakers/Post-Cold War Vets/Non Post-Cold War Vets \$10,136.10

**We must raise \$170,000 to break even in 2018.** Working on end of year appeal to members, donors and lapsed members. We'll segment the mailing with tailored appeals to members – veterans and associates, 2018 donors, members – veterans and associates at least 5 years lapsed and donors who have not given in 2018 back to 2013. We will also identify major donors over the years and send them a special appeal, and advisory board members a special letter. Doug is calling expired credit card recurring donors. **Working on identifying grants for the Golden Rule, Deported Veterans, International Veterans Peace Network and general funding.**

1. We need a functioning development committee.
2. Conventions are too expensive!
3. Hiring an ED – Need search committee (board members/prominent VFP members). Gerry, Monisha, Barry, Monique? Ken M.? (yellow designates committee members)
  - Board to review a job description from Michael. Must be a veteran.
  - Has to live in St. Louis? Michael moving to Seattle January 31<sup>st</sup>.
  - Interview process – in person or by video? Recruit from our own ranks?
  - Co-directors? (upsides/downsides) Need to research this.
4. Armistice Day – Actions in 15+ cities; 60 packets sent out. Larger events in DC, UK.
5. No Bases Conference in Ireland – November 16-18
6. NATO protest in DC April 4<sup>th</sup> – jockeying for leadership (World Beyond War, UNAC). Work with About Face? (OSS?); linking to MLK
7. Poor Peoples' Campaign – Change current narrative on poverty; it's the system, not the poor. Think about states not as 'red' or 'blue', but % of voters. Develop models of freedom schools. Training people to go into communities. Developing 'moral' budgets. This is a good continuation of our PAH-PA work! Help develop materials (like Pat Elder's "The US Military: World's Biggest Polluter").
8. 2018 Accomplishments – Convention, Code of Conduct, Intl. chapters, Peace In Our Times, Homeless Veterans, Save the VA, SOAW, Veteran Suicide, Vietnam trip, MLK parades, Poor Peoples' Campaign, Japan/Okinawa, Vietnam Full Disclosure, Armistice Day, March For Our Lives, Improving relationships w/ allies, Korea 'Peace Network' and Peoples' Peace Treaty with N. Korea, looking at 'resource sharing'.
9. Golden Rule – Discovered in sunken waters in 2010 by chapters in Garberville and Humboldt Bay. Thousands of hours and dollars brought us to sailing it these last 3 years. MOU clarifies ownership of the boat, shared responsibility for fund-raising, etc. Barry feels that we have no more need for outside legal review. Documents should up to date before it sails to Hawaii (last week of October, or before). There is more process even after signing the MOU.
10. Code of Conduct – I didn't take notes of this substantive discussion.

Veterans For Peace Executive Director's Report

Oct 17, 2018

Saturday board meeting – October 20, 2018

11. “Our Work: Waging Peace since 1985” – A piece for funders, new members, etc.
12. War (Proposal for Campaign against the (US/Saudi) War in Yemen, or strategic planning around ‘opposing current and future wars’).  
Middle East (Afghanistan, Yemen, Syria, Iraq, Palestine)  
Latin America (Nicaragua/Venezuela/Cuba/Honduras)  
Potential Foci: Legality of wars (e.g. AUMF), endless wars, different areas of the world
- a. Who does this work (in the peace movement and the Yemeni community)?
  - b. Concentrations of Yemenis in the US - NY, MI, VA, IL, CA
  - c. Yemen is the site of the world's largest cholera outbreak, with virtually no access to quality medical care
  - d. Developing a ‘hook’ – something that breaks an issue down, makes a personal connection to people, and draws them into activism about the issue. Marti's example (Mocha coffee).
13. Golden Rule voyage being cancelled/postponed due sail configuration and weather.
14. Afghan aid project – Proposal not approved due to lack of budget and ourselves being stretched too thin at the moment.
15. 2019 Convention in Spokane – Hollis Higgins hoping to use this convention to usher in annual regional conferences. He arranged a mini-tour for Gerry; is perhaps the only person truly committed to preparing for convention. George Taylor is prepared to ‘back up’ Hollis. (Peace and justice activist group in Spokane to help?) Seattle and Olympia chapters contribute (Portland, too?), but no other chapter is less than 4 hours away.
  - SHOULD have a convention
  - Shorten by a day – begin on Thursday
  - Multiple, cheaper, housing options
  - Minimize room rental cost with less workshops
  - Include enjoyable activities
  - Make the banquet an option, rather than a necessity
  - Major donor subsidizing possibilities (e.g. Jim Sheehan)?
  - Options to major assembly hall (e.g. high school auditoriums) for plenaries
  - Board committee participants (Gerry, Adrienne, Michael, Patrick, Monisha)
  - Remote access possibilities?
16. Wrap up preparations (rationales, etc.) for voting
17. Okinawa VFP request for letter (letter-writing campaign) to GAO?
18. Amicus Brief to oppose Trump's trying to kick LGTB folks out of military
19. January board meeting – 19/20, 26/27, Feb 2/3?

## Notes for December board call

Board members present - Adrienne, Barry, Dan, Gerry, Joey, Mark, Marti, Maurice, Patrick

Executive Director Present - Michael McP.

Board members absent - Brian, Kourtney, Monique, one open seat

New Board-elect members - present - Willie, Jessie, Daniel; absent – George, Michael C.

1. Unanimous approval of November minutes sent by Kourtney
2. National office update
  - A. Appeals arriving in people's homes
  - B. Numbers for November – need to bring in \$115K in November. Bulk of our deficit is in major donors. There are gifts for certain levels of contribution (t-shirt, PIOT subscription). Plan to ask advisory board members.
  - C. ED job description is up on the website. It costs money to advertise on the website. Will wait until January 1<sup>st</sup> to buy these ads.
3. ED Search – Patrick, Barry, Gerry and Michael have had 3 phone call meetings. Want the ED to be a veteran, and prefer that they live in St. Louis. Might have to move the office to DC, though that needs to be discussed by the board at the January meeting. Planning final interviews at the April board meeting (in St. Louis). Having Michael part-time for a few extra months is much preferable to hiring an interim director.
4. Support for Central American asylum seekers – Aid organizations starting to kick in, so the situation is not as critical now. San Diego VFP donated a few thousand dollars. There's now a link on the VFP website for donations (primarily financial) to this effort. Lots of people involved, but the need is great. In addition to food, there is a Christmas toy drive and Christmas party. Asylum-seekers should be there for months, so this is not going to be over with any time soon. People are encouraged to come. Special request for those who can do documentation of the situation. People can be picked up at the airport and brought to the border.
5. Trump Plan to Deport Vietnamese, Cambodian, and Laotian Refugees – Michael Wong wrote up a very good statement for national VFP to endorse. Read the statement and unanimously endorsed it.
6. International Peace Conference – Dan Saint has withdrawn from the effort, as well as a colleague from Denmark. Six months of organizing work is stalled, and people are re-assessing. Meeting scheduled for 12/20/2018, with more info to come.
7. Yemen – Lots of recent work on this. Thanks to Colleen in the office for helping get it on the website.
8. Golden Rule – Paper just signed by Barry and Gerry, looking for another signature from the Golden Rule committee, and perhaps another board meeting. Folks up in Humboldt Bay (CA) organized a week of activities around the G. R., and raised \$15K which they will give to the G.R. The boat is currently in San Diego, with hopes for a trip in the spring. Need to get the deed transferred to VFP as the owners. Golden Rule has been accepted in its 10<sup>th</sup> film festival.
9. Conventions in 2019 and 2020 – Need a call in early January, and have to start figuring out speakers, themes, etc. Have close-by chapters in Portland, Seattle, Tacoma, and Olympia. People who volunteered – Patrick, Dan, Gerry. Santa Fe wants to host 2020 convention. Dan Craig is president of Santa Fe chapter. Suggestion for having this convention in Albuquerque.
10. Next board meeting in San Diego on the weekend of January 26 and 27 – unanimous consent
11. The board went into executive session to discuss a member's behavior.