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Veterans For Peace Board of Directors Approved Meeting Minutes

January 2025 - Present

For View Only Access at www.veteransforpeace.org

Veterans For Peace Board of Directors Saturday, May 17, 2025 Minutes

PRESENT: Susan Schnall, Josh Shurley, Mike Tork, Mike Wong, Gerry Condon, Stephen Zollman, Ellen Barfield, Ellen Davidson, Kelly Wadsworth, Matt Southworth, Paul Cox (notes). **Staff:** Michael McPhearson, Chris Smiley. **Excused absence:** Windsor Wade, Shelly Rockett. **Absence:** Enya Anderson,

MEMBERS PRESENT: Adam Toothaker, Al Glatkowski, Al McKegg, Alice Slater, Anthony Donovan, Arla Ertz, Art Milholland, Bushrod, Doc Sanchez, Gerry Werhan, Gerald Hassett, Gene Marx, Harry Richardson, Janet Weil, Jeffery Humfeld, Jim Brasile, Jim Rine, Jim Zimmerman, John Wilks, Kate Gormley, Leedom Lefferts, Leslie Lomas, M Cervantes, Martha Spiess, Michelle Marsonette, Mike Ferner, Pa'av, Phil Josselyn, Rachel Clark, Regina Sneed, Roy Nordblom, Sam, Sandy Bolzenius, Susan Lamont, Tarak Kauf, Thomas "Reggie" Regrut.

12:40 pm ET

Videos of the VFP Statement of Purpose and Indigenous Worldview were played

Member comments:

- **Susan Lamont:** asked about VFP's response to Indivisable's call for a demo on Trump's June 14 parade. Indivis. is calling for people to dress up as clowns.
- John Wilks: Chapter 63 Albuquerque: Kirkland May 31 airshow: VFP will demo outside base then
 move down street to VA. 2)DOE, is accepting public comments due July 14 on PITS. 3) Los
 Alamos Lab has for years had communication consultants to bully any radios for carrying PSA's in
 opposition to Lab's activities, including public hearings.
- Jim Brasile, Chapter 42: Why are there fewer statements published on VFP's websites than in past years? Only one this year. He feels like position statements anchor him to VFP's positions. Susan suggested he contact VFP Josh Shurley with suggestions.
- Thomas Regrut: Re: June 6, 2 pm, demo in DC, which has a main focus on veterans benefits. He hopes that VFP endorses events and attends events in support of labor. He also noted that Trump has never visited the Wall. Reggie will be at the Wall prior to the June 6 rally and hopes that other veterans will join him there.

Call to Order: 1:02 pm ET

Checkins

Minutes of April 19th, 2025: Approved

Agenda: Approved

Finance Report, Mike Tork:

Operating checking: \$125,217.09

Savings: \$1.07Credit Card: \$0

Partially Restricted: \$220,474.34
Howard Zinn Fund: \$26,466.84
Committed Funds: \$18,385.92

Howard Zinn Awards This Year:

• Climate Crisis and Militarism - 4K (Jim Rine & Gary Butterfield)

• Shut Down Drone Warfare - 2K (Nick Mottern)

• Armistice Day - 2K (Paul Deaton Ch 161)

Thanks to Sev and Louise Bruyn for the generous bequest of \$42k

Fundraising is behind and slow to get off the ground

Foundation Search: tutorial is scheduled for how to use this resource.

Budget - Doing about 64K better than predicted but......

Fundraising before the convention. We will try to get chapter/member sponsorship of Convention.

Fundraising during the convention—in progress

Executive Director, Michael McPhearson:

- **Current membership:** 2,541 up by 111 over last month., new associates, 13; veterans 136, active duty, 3.
- **Spring Drive** is starting, but has been delayed due to longstanding database issues. This is the first time we have done a snail mail renewal in a while. This will be followed up by three emails, and a social media campaign. He thinks that the current political crises will encourage some renewals of older lapsed (dropped) members, with appropriate messaging. They number about 5,000, and 1,000 of them will be getting a snail mailed appeal to sample the viability of the list.
- Annual Giving: There will be an appeal rolling out soon for annual giving.
- **Foundation Search** database subscription has not been used much, but we will be getting more support from them. There will be a training for interested people within the next month to help determined. Stephen Zollman volunteer to join the training and Michael McPhearson will send him the potential dates.
- Conscientious Objector Day: He participated in a webinar through Center for conscience and War that was well attended. We have rebooted our page and restarted Conscientious Resistance Working Group status with some help from Aneesa Ahad.
- A number of tasks Michael will undertake this month:
 - June 6, A union effort in support of the VA, and against fascism.
 - June 14 (Indivisible is one org) He is talking with About Face about a joint activity.
 Perhaps a caravan, a rally of some sort that attracts veterans and other groups. There will be an information session for VFP and About Face members. Link:

New VFP Chapter Proposal, Josh Shurley: Chapter 185 in Easton, Maryland, has applied. Still missing one member's veteran status proof. Moved to approve the new chapter contingent on them getting the necessary number of veterans registered. Ellen Barfield gave kudos to the chapter founder Bruce Butler. **Transformative Justice Committee**, Kelly Wadsworth: Next meeting is June 2. Today's reflection on Worldview Chart, Number 12: Indigenous Manifestations: "Words are sacred, truthfulness is essential"

vs. Common Dominant: "Words are used to deceive self or others." Susan reminded of the Kindred worldview. If you are interested, please see website.

Development, Matt Southworth: no report.

Vietnam Delegation Report, Paul Cox, Josh Shurley, Phil Josselyn:

Veterans and Allies Fast for Gaza Proposal, Mike Ferner: Introduced a 40-day fast starting on April 22, in NYC at the UN, in which each faster will be ingesting no more than 240 calories/day which is what is recently reported as the daily nutrition available to the people of Gaza. This was inspired by a Marine vet (and now VFP member), and has grown to include Joy Metzler, Phil Tottenham, Kathy Kelly, and Mike Ferner will be at the UN for the full fast and there are 48 others around the country taht will participate at home in some fashion. Housing, public outreach and graphics, and menus are being developed. With ExComm's approval, Chris Smiley will now be able to help with social media. Two demands: Stop the War on Gaza, and No More Weapons to Israel. Gerry Condon pointed out that there are ongoing hunger strikes on a number of college campuses. FMI. Mike@veteransforpeace.org

VFP Sponsored Delegation to Iran Proposal, Anthony Donovan: he is planning trip to Iran, starting July 1. Motion to approve this as a temporary project: Approved. Their main Issue is getting visas from Iran. FMI: antoned@aol.com.

Convention Committee Report, Susan: July 25-27, starting with an early morning busride to demonstrate at the gates to Nellis AFB. THEME: *Learning from the Past, Building the Future:* 80 Years of Remembrance, 50 Years of Reflection, 40 Years of Action. This is the first in-person convention in 6 years, and we hope that many people can come. It will be hybrid and zoom registration will be available.

VFP Communications Report, Gerry Condon: See Appendix 1.

VFP Mobilization Committee Report, Gerry Condon: See Appendix 2.

Golden Rule, Michelle, Marsonette: Currently in Eureka staying with GR committee folks. Ramping up for a June 14 BDay party for the GR's anniversary. Preparing to move Golden Rule Peace Boat to SF Bay.

Next Board meeting: June 21, 2025

Adjournment:

Post-meeting comments:

Reggie Regrut: Asked about June 6 Rally endorsement. Will Atuk is a primary organizer. Also June 14 parade may cost as much as \$45 million per NYT. Susan mentioned that Michael McPhearson is authorized to endorse for June 6 and has.

Tarak Kauf: Re June 14 parade, suggested passing out Peace and Planet News widely. Will donate 500 papers if people want it.

Michael McPhearson: Urges people to write stuff from smaller papers that are always looking for material. Also will be organizing short videos of YOUR opinion about the June 14 BS to be posted on the SHorts videos on social media.

Al Glatkowski: seconded Tarak's urging to distribute the papers widely, and wants some more—and will pay for them. Also, he has space for three people, two hours from DC.

Doc Sanchez: Asked for more documents that he can print out locally. Send it to TheDocSanchez@gmail.com. Ellen Davidson mentioned that she is available to turn appropriate documents in to flyers for people.

Micheal McPhearson: mentioned that we need to be careful not to alienate service members.

Appendix 1: VFP MOBILIZATION COMMITTEE MEETING, May 9, 2025

Present: Michael McPhearson, Ellen Barfield, Nick Mottern and Gerry Condon.

We discussed the proposed Veterans and Allies Fast for Gaza. We noted that it is being well-conceived, well-organized, and that more than a few VFP members and allies were signing up to be part of it. We believe this can be a powerful element of our resistance to US-facilitated genocide in Gaza, and also a boost to anti-genocide protests throughout the United States and beyond. We were unanimous in

recommending that the VFP Board and its Executive Committee officially adopt this as a VFP campaign, as proposed by key Fast organizer Mike Ferner. That was essentially the totality of our meeting.

The Mobilization Committee is a committee of the VFP Board of Directors. It provides a space for us to have free-wheeling discussion about nationally coordinated VFP actions and campaigns. Board members are encouraged to participate. Meetings are on the 2nd Friday of the month at 5 pm ET.

Appendix 2: VFP COMMUNICATIONS COMMITTEE MEETING, May 14, 2025

Present: Michael McPhearson, Becky Luening, Chris Smiley, Shelly Rockett, Ellen Davidson, Janet Weil, Gerry Condon

Michael started us out by reminding us that a lot of important dates and actions are coming up. It is important that the Communications Committee anticipate these with coordinated messaging. Among the upcoming dates are Memorial Day, coming right up on Monday, May 26. The month of May is also Asian American and Pacific Islander Heritage Month. Janet reminded us that the VFP Climate Crisis and Militarism Project is kicking off its 2025 No Mas Campaign on May 21, protesting a military air show in Maryland (?). We also have the Veterans and Allies Fast for Gaza kicking off on May 22.

50501 Veterans are planning a June 6 march against fascism in Washington, DC.

Veterans For Peace, About Face and others will be converging in Washington, DC to protest against Trump's birthday military parade on Saturday June 14.

50501 and others will also be organizing local protests on June 14, called No Kings Day.

July 4, Independence Day, is another date that VFP members often send out an anti-militarization message to counter the blind patriotism that is promoted that day. Becky says that in Portland, Oregon, they re-named that dayto be Interdependence Day.

Michael said that he has recently spoken with VFP members who want to see more frequent VFP statements on the war at home and wars abroad. VFP can use our various means of communication to put out coordinated messaging, including e-blasts with links to action and a donate button.

VFP sent out such an e-blast earlier this week, just in time to promote May 15 webinars marking the 1948 Naqba and Conscientious Objectors Day.

Gerry complimented Becky for her excellent work on another fine print newsletter that everyone should have received by now.

Becky said that she is planning to put out another print newsletter prior to the VFP Convention. She wants everybody to know that June 10 is the deadline to receive articles and chapter updates for the next newsletter.

Ellen Davidson said another Peace and Planet News will be coming out in June.

Veterans For Peace Board of Directors
Saturday, April 19, 2025
Minutes

PRESENT: Susan Schnall, Josh Shurley, Mike Tork, Mike Wong, Gerry Condon, Ellen Barfield, Ellen Davidson, Enya Anderson, Kelly Wadsworth, Windsor Wade, Paul Cox (notes). **Staff:** Michael McPhearson, Shelly Rockett. Excused absence: Matt Southworth, Stephen Zollman.

MEMBERS PRESENT: Al Glatkowski, Barry Ladendorff, Ben Mauro, Beth, Bill Roller, Bryson Ripley, Gerald Hassett, Gene Marx, Ian Mooney, Janet Weil, Jeff Roy, Jeffery Humfeld, Jim Zimmerman, John Wilks, Ken Dursa, Larry H, Martha Spiess, Michael Jacobsen, Nick Mottern Paul DuNard, Rachel Clark, Ray McGovern, Robert Capellini, Regina Sneed, Steve Morse, Tarak Kauf, Thomas Regrut, Tina Jayroe WilliamSanders.

12:40 PM ET

Videos of the VFP Statement of Purpose and Indigenous Worldview were played

Comments by Members:

Ray McGovern: These are indeed extraordinary times. He expressed that that VFP has a unique role and we need to put our bodies into it, such as the demonstrations at Travis. One estimate is that between 5 and 6 % of the population of Gaza has been killed.

Thomas (Reggie) Regrut: Veterans Rally June 6 in DC. Asked that VFP endorse. Also related that the 9 million 'illegal immigrants' are actually undocumented Americans, many of whom work every day, and are paid by Americans to pick the agricultural produce that we all use. No else will work those jobs.

VFP Board meeting called to order, 1:01 pm, ET

Checkins:

March 15, 2025, Minutes: approved

Agenda: approved

50th Anniversary of Vietnam Reunification Announcements, Susan: Announced that on April 30, a rally at the Vietnam Memorial is being organized by a young Vietnamese woman, Kim NguyenTran, inspired by Thuich Nhất Hanh, and MLK . sign up here: https://forms.gle/cDLjNaRrqcHMuJ6S7

Finance Report, Mike Tork:

- Budget review: We have about \$46k more than original projections through March, but it is early in the year.
- Balances: Unrestricted \$398.2k; Restricted \$18.4k; Zinn \$28.5k
- Zinn Fund Awards through April: CCMP \$4k; Chapter 161 (2025 Armistice Day) \$2k; Chapter 413 (Ban Killer Drones) \$2k
- Fundraising: We have a consulting proposal from Foundation Search, but have decided to first put our subscription to FS to use on our own. Also working on fundraising as a part of the coming Spring Membership Drive, and before and during our convention. We are trying to get both Roger Waters and Jane Fonda to record pitches for us.

Executive Director Report, Michael McPhearson: Membership drive with him, Shelly, and Heather is taking a bit longer to start since they want to make it quite intentional, including reaching out to people who have dropped, some by email, some by snail. ALso they will do a donation appeal to previous donors. And will ask current members to post testimonial for VFP for posting on social media. The campaign, Don't Turn On Us, mostly by non-veterans, asking GIs to not participate in attacks on civilians. Campaign has resources to get servicemembers to think about it before they have to make a decision. About Face is also organizing a similar campaign. Michael also talked to some CO-type people who are getting calls from GI's considering their positions in these difficult times. Michael, has also been asked to participate in a GI resistance panel to consider how we can work with other groups. He is also reaching out to Deported Vets, SOVA and CCMP to determine how we can better support them. He is also trying to discuss our work around Palestine and The Genocide. We also need to have a better handle on legislative issues coming not gone. Our current membership is ... We have been requested to endorse (1 Tlaib Res on Refugees Rights; (2 Nakba Commemoration. Sen Warren's Remove the Stain Act, to revoke MOS's from perpetrators of Wounded Knee Massacre.

Transformative Justice Committee, Kelly Wadsworth: Tabled Communications/YouTube Report, Chris Smiley: Tabled, Labor Working Group Report, Steve Morse: See Appendix 1 Development Committee, Mike Tork:

Convention Committee Report, SusanSchnall: Convention will be July 25-26-27 at University of Nevada, Las Vegas. Program is coming together and notices will go out within the next week. Closing plenary will involve a 'Moving Ahead Together' We will need to fundraise to help pay some of the costs. Josh Shurley is handling the Awards, Resolutions, and Bylaws nominations. If you are interested please join the Convention Committee, meeting weekly Thursdays, 2 pm PT, 5 pm ET.

June 14 Protest, Veteran Town Halls, Kelly Wadsworth: There will be a big parade on Flag Day/Trump's Birthday, perhaps militarized.

Mobilization Committee Report, Gerry Condon: Meeting was small, and discussed strategy ideas, such as: Peace at Home, Peace Abroad framework formulated a ten years ago is more functional now than ever. Abroad, our focus should be on the mass atrocities in Gaza, as well as Yemen (the only country in the world that is acting in opposition to the US/Israel war in Palestine), and Iran. Also, threats against Canada, Panama, and Greenland. Build up for war against China. In terms of the war at home, political repression is rampant as we all know. We are still trying to figure out what to do to best use our resources and activities. Kelly Wadsworth thinks that VFP is still operating under old patterns of activism, and should perhaps address more general concepts such as support for democracy, such as opposition to Trump's birthday, June 14. Mike Ferner, suggests that we increase VFP's presence at the VA facilities.

Communications Committee Report, Gerry Condon: Beckey Lueningreported that the printed newsletter will be out soon. Chris Smiley reported that social media is hoping. He is also editing videos from the Nica delegation. Suggestions allround that VFP website needs some updating. Heather Carlos suggested that we publish a number of talking points that members can use when called upon. Josh Shurley reported that Chapter 185, Eastern Maryland is in formation.

Report from Nicaragua, Gerry Condon and Josh Shurley: Josh reported that the delegation toured the western portion of Nicaraugua to review the 18 years of the Sandinista's being in power and withstanding the worst that the US has thrown at them, and remains very popular. He thanks Gerry for putting the tour together. You can see Josh's excellent report back from Nicaragua (along with Gerry and Michael Kramer) to the NYC VFP chapter meeting here:

https://www.youtube.com/watch?v=hQCQXG1c9QM and the article Gerry mentioned is here: https://peaceandplanetnews.org/veterans-for-peace-delegation-visits-nicaragua/

Next Board meeting, May 17, 2025, 12:40 pm ET, 9:40 am PT

Adjournment 2:31 pm ET

Post Meeting Comments:

Kelly Wadsworth: reported that MMc suggests that we consider a campaign aimed at GIs, perhaps named "We Were you"

Ian Mooney: The San Diego chapter is also starting a committee to address the servicemembers in the area who are also thinking about their situation. San Diego Chapter is also interested.

Gerry Condon: Compliment VFP members for showing up, and that is very important in itself, but many also think we are not doing enough, and perhaps need to take a larger role in our efforts.

Rachel Clark: Reported that the Japanese legislature has just authorized preemptive attacks for cyber security, but that is a military move in the wrong direction.

Susan Schnall: Reminded us that the coup in Chile in 1973 can be seen in a way a mirror towards our situation today.

John Wilks: Asked how some workshops have already been approved when an announcement has not yet been issued. Micheal McPhearson responded that we will have only a few workshops scheduled, and we have concentrated on those topics that we know are our focus. John also asked about SOVA's work and how we operate.

Jane Weil: reported that there will be demo at the VA in Palm Desert this week. Also reminded us of the various times that the military has been used against the American People

Nick Mottern: suggested that we talk more with Ray McGovern about what he thinks we need to do, particularly about the horror of Gaza. Micheal McPhearson related that McGovern thinks we need to put our bodies on the line to stop weapons and other actions, such as opposing the attacks on the VA. Regina Sneed: Thinks we need to work more closely with various faith groups, Palestinian groups, etc. Suggest that the SF Fleet Week is another area for targeting our non-violence actions.

Jeffery Humfeld: Has found that going to other demos, with our flags, but not yet tabling, and has found it to be a good recruiting method. Susan suggest that Jewish Voice For Peace is an example of another group, and that perhaps we should collect lists of those groups with whom we should join, or at least show up to their events with our flags.

Ken Dursa: Blocking weapons is pretty serious stuff. We need to be very careful about doing civil disobedience.

Mike Wong: Reminded us that Golden Rule will be coming to SF Bay Area in Jul/Aug.

Janet Weil: Drew a distinction between Goals and Activity-ism, and we need to consider clearly how our work advances our goal of peace.

Bryson Ripley: Re theDon't Turn Us actions, he has considered going onto military bases. Those of us can get onto bases to use the commissary, can wear peace-oriented clothing. Also, he thinks that Common Defense is an organization we might work with more closely.

Al Glastowski: is very impressed with the tenor of this discussion.

Thomas Gegrut: Hopes that by next meeting we will have endorsed the June 6 rally, even though he cannot make it.

Gerry Condon: suggested that he would hope to have a larger Mobe Committee met within next week to speed things up, and then call for broader meeting of all members.

Gene Marx: Suggests that we develop pro-quality graphics to use to going to other peoples' (or our own) rallies.

Ellen Davidson: reported that she is happy to design graphics for anyone to use at rallies, etc. Just let her know.

Regina Sneed: suggested that there are others who do graphics for free download. For example, https://substack.com/inbox/post/159655983?utm_campaign=post&triedRedirect=true

Post-meeting Comments ended at 12:25 pm PT, 3:25 pm ET

Appendix 1 Labor Working Group (LWG)Report, Steve Morse: As we challenge and resist the Trump regime, workers, immigrants, war protesters, people of color, and LGBTQ folks are among the groups being attacked. Unity among these, and other groups is essential. Labor is organized and has clout. Alliances between Labor and other groups, including VFP, are essential to beating back oligarchy and fascism.

OUR APPROACH:

- The Labor Working Group's (LWG) webpage on the FP website: lays out some key aspects of our work and our orientation under the first three headings: About Us, Mission and Statement. https://www.veteransforpeace.org/our-work/working-groups/labor
- LWG seeks to:
 - Support workers and unions, as they currently face attack.
 - Help foster broad unity among labor, anti-war, climate and immigrant rights groups.
 - Help spread VFP's anti-war/anti-militarism message within Labor
 - Help Labor and workers' issues become central to VFP's work.

LABOR CONNECTION TO VFP'S AREAS OF WORK: At the last (March 15) Board meeting, ED Michael MacPhearson laid out Four Areas for VFP to focus on. Labor issues are significant in each of these four areas.

- The Attack on Gaza and Palestine: The National Labor Network for Ceasefire (NLNC) https://www.laborforceasefire.org is comprised of 10 national unions. Their statement in late 2023 https://secure.everyaction.com/w1qW7B3pek2rTtv9ny5bqw2 supporting Ceasefire was endorsed by over 200 local unions and labor groups. Statements supporting Ceasefire were also made by unions not in NLNC, such as the AFT, Machinists and the AFL-CIO. This is the most significant labor opposition to war in at least 20 years. The unions in NLNC are now promoting https://form.jotform.com/250850668516059 defending the right to organize and protest.
- Immigrants: deportation and soldier resistance to this. Labor issues are key to immigration issues, as immigrants undocumented and documented are essential workers. A good portion of MAGA-generated hatred is directed at immigrants. Unions resist deportation of their members, such as in Kentucky:
 https://scheerpost.com/2025/04/12/kentucky-unions-stand-up-to-halt-deportation-of-two-hund-red-workers/
- The VA and the current attack on it The Federal Unionist Network (FUN), formed to fight the regime's attacks on Federal workers, is linking fighting the attacks on workers, with attacks on those using their services. Collective bargaining is attacked for all Federal workers. The attack on the VA, with the announced axing of 83,000 jobs, is a huge deal in general; within VFP, it is especially significant, as our members use the VA, we are committed to veterans' healing, and we have the SOVA program. I have reached out to Jeff Roy, chair of SOVA, to have a meeting of a few LWG members and a few SOVA members, to discuss how LWG and SOVA can work together. This is planned for May.
- The Climate Crisis In important ways, LWG has grown out of VFP's Climate work. In CCMP, we saw that the climate movement was belatedly but increasingly addressing the issue of Just Transition among fossil fuel workers whose jobs would be displaced as fossil fuel production would be cut back. We realized that we should address the situation of workers in military industries in the same way, and support Just Transition for them in the cuts to the military budget that we advocate.

SOME AREAS OF LWG WORK: In addition to some work mentioned above, we are involved in:

- Veterans and Labor for Sensible Priorities https://bit.ly/VL4SP. We have gathered endorsements from 45 unions and labor groups (and continue gathering them) for the People Over the Pentagon (POP) bill that would cut \$100 billion from the Pentagon, which in the previous Congress was HR 1134. We are working with the aides to Mark Pocan and Ilhan Omar, the two lead Congressmembers on POP, to get a prompt reintroduction of the bill in Congress, and to get Just Transition language that we developed included in the bill.
- May 20 Webinar LWG is the sponsor of the 3rd Tuesday VFP webinar for May. Confirmed is Rose Roach, national head of Labor for Single Payer and who is very interested in working closely with VFP. The statewide (CA) chair of UAW 4811, the 48,000-member union of grad students and postdocs in the UC system has committed to be on the panel. (4811 has not only fought hard for their economic and other demands but strongly supported their members who have faced repression around their protests of the war on Gaza). We have reached out to the presidents of the Postal Workers (APWU) and the UE to be on the panel. They and their unions have been leaders of anti-war advocacy by Labor and are the two national unions that have supported VL4SP. We have reached out to the president of UNITE-HERE, a stronghold of unionism among immigrant workers. We are reaching out to the Federal Unionist Network (FUN). We won't have more than 5 panelists.
- Las Vegas Convention We hope that LWG will get a workshop which would involve the groups mentioned above and perhaps others. We also have Las Vegas UNITE-HERE Local 226 lined up

- for the Convention. They have made the casino industry a place where workers get living wages and have done political work key to making Nevada a Blue state.
- Writings for VFP LWG provided the content of the International (Working) Women's Day
 posting that was on the VFP Home Page in March. LWG has had articles in eNews and the print
 newsletter, including the one currently coming out.

SUPPORT FOR LWG FROM VFP BOARD AND VFP: Here are some items for which we request Board support:

- We would like to have an LWG workshop at the Convention.
- We would like to have UNITE HERE Local 226 be among those who welcome the VFP Convention to Las Vegas.
- We want to have an LWG sliding banner on the Home Page.
- We want to have labor-related postings on the VFP Home Page.
- We want to use ourselves and promote within VFP the slogans: *Jobs, Justice, Peace* and *An Injury to One is an Injury to All.*
- We plan to produce a T-shirt with the above slogans and the VFP logo (if there is no Board objection to this, we will get these printed up). Good for wearing while supporting workers on picket lines.
- We hope for broad support within VFP for May Day 2028 the campaign to have union contracts end right before May 1, 2028 with the potential for broad labor action. Support for this so far includes the UAW, AFT and AFA.
- We hope for support for our intention of adding an 8th Item to the VFP Statement of Purpose. Tentative language: To support economic justice and unionism. The ILO (International Labor Organization) states, "international labor standards contribute to the possibility of lasting peace."

LWG MEMBERS: Active LWG members at this point are all retired union members: 6 are veteran members of VFP and 3 are Associate Members (AM). I list here where we live and the union(s) we have been part of:

Steering Committee members:

- Art Ratcliffe: Silver City, NM; AFSCME (blue-collar local)
- Ken Dursa: Salinas, CA; Sugar Workers
- John Braxton: Philadelphia PA; Teamsters, AFT (AM)
- Steve Morse: Oakland, CA; SMART (Sheet Metal)
- Other Active Members:
 - Dan Shea: Portland, OR; GCIU(Printing)
 - o Patrick McCann: Southern Florida; Machinists, NEA
 - Greg Miller: San Jose, CA; NNU-CNA (nurses)
 - o Barbara Phinney: Seattle, WA; AFGE (VA nurse) (AM)
 - Jeff Goldthorpe: Berkeley CA; AFT (AM)

Dan, Patrick and Greg declined being on the Steering Committee due to multiple involvements. We hope to also attract younger members (a hope for VFP overall!) who are actively working. Josh Shurley, at our request, recently agreed to be Board liaison to LWG. Steve Morse, Chair, LWG

Veterans For Peace Board of Directors Saturday, March 15, 2025

Approved Minutes

PRESENT: Susan Schnall, Josh Shurley, Mike Tork, Mike Wong, Gerry Condon, Stephen Zollman, Ellen Barfield, Ellen Davidson, Enya Anderson, Kelly Wadsworth, Paul Cox (notes). Staff: Michael McPhearson, Shelly Rockett, Heather Carlos. Excused absence: Matt Southworth, Windsor Wade.

MEMBERS PRESENT: Adam Toothaker, Al Glatkowski, Alice Slater, Alan Stolzer, Art Milholland, Barry Ladendorf, Bill Shea, Bob Me, Bob Keilbach, Bushrod, Carl Nyberg, Chuck Heyn, David Cooley, Daid Logsdon, Gerald Hassett, Greg Corning, Hank Ickes, Jeff Gray, Jeff Roy, Jesse, Jim Brasile, Jim Zimmerman, Joe, John Wilks, Joy Metzer, Martha, Michelle Marsonette. (Golden Rule), Mike Ferner, Octavio Sifuentes, Paul Edward Gringas, Peter Bronson, Phil Josselyn, Rachel Clark, Ronald Kossik, Regina Sneed, Russell Brown, Steve Morse, Susan Lamont, Tarak Kauf, Thomas Regrut, Tina Jayroe, Tom Larsen.

12:40 PM ET

Videos of the VFP Statement of Purpose and Indigenous Worldview were played

Comments by Members:

Dave Logsdon: Expressed that he is happy to see everyone. Reported that the DC rally was well done and attended with about 500 fired-up demonstrators, mostly veterans. We passed out many pamphlets for VFP and SOVA. The one unfortunate part of the event occurred when Bruce Berry's wife fell. In the pile-up, he injured his knee and she broke her hip.

Jeff Roy: Thanked Susan for doing such a great job. However the video that he has is quite fuzzy, and asked for a better copy. Gerry shared Ann Wright's video: https://na01.safelinks.protection.outlook.com/?

Alice Slater: reminded us of the Code Pink Peace Clock that changes the conversation about what we have accomplished and how we should see our current situation (https://www.codepink.org/peaceclock).

John Wilks: Prez of Albuquerque Chapter talked about the buildout of the upgrading of the US nuke arsenal, particularly at Los Alamos, where they have a manufacturing pace of 30 warheads/year on the Sentinel missile systems that is not a done deal, and is grossly over budget. Also, the Waste Isolation Pilot Plant (WIPP), in southeastern New Mexico and intended to be the permanent deep disposal site for transuranic waste (read: "forever poisoned"). It is mired in technical problems and budget overruns and not yet functional, so waste has for decades been stored above ground at Los https://stopforeverwipp.org/, or SIRC.org.

Jim Braille: Reminded us of the video of Jeffrey Sacks' <u>recent speech</u> to the EU Parliament Also, Columbia University's crackdown on free speech and the arrest and potential deportation of non-citizen students is an outrage.

Heather Carlos, VFP's new coordinator of Membership: Her VFP Chapter 97 in Kansas City went to VA to protest at the KS Topeka capital, and she spoke at the rally. Many young, and LGBTQ vets were there. Link to the news clip: https://youtu.be/56Kg1UfA9kg?si=JWdpOzeOtTdjlRKy

Jeff Roy: SOVA campaign has new trifold he will send you up to 50 copies if you will email him at Royjeff48@gmail.com

Rachel Clark: Has been organizing peace tours to Japan. Project 1030 that addresses the number of US nuke tests by US. Needs wood ash samples from your fireplace. Thanks to Chris Smiley in finishing english subtitled Japanese video about nuclear weapons stored in Asia will have a preview on March 31, Monday, 6 pm ET. FMI: vfpspeakingtour@gmail.com

Thomas Regrut: From the former Leighigh Valley Chapter: He thinks that Trump is his domestic enemy, but hopes that he can end the war in Ukraine because he has relatives in Ukraine. Suggests that we mount a tour to Russia and Ukraine.

Billy Shea, VFP 93 in Ann Arbor: The attacks on the VA are taking a toll in Ann Arbor with outrageous firings.

Board meeting called to order: 1:14PM

Checkins

Opening Poem, by Gary Snyder, from Greg Corning, read by Susan Schnall: See **Appendix 1.**

Minutes for February 15, 2025: Approved

Agenda: Approved

REPORTS: Jan and Feb are a bit ahead of budget projections for this year, but we are not out of the woods yet.

Finance, Mike Tork: Jan and Feb are a bit ahead of budget projections for this year, but we are not out of the woods yet.

Budget:

Fundraise, fundraise!

Balances:

Checking - \$179.3K

Amalgamated - \$160K checking (\$60K in CDs)

Edward Jones - \$ 16.7K TOTAL UNRESTRICTED \$356k Restricted - \$18.4K

Zinn Fund - \$34.5K, (ExComm recently added \$15k from unrestricted funds to ZF)

2024-2025 so far ZF grants totaling \$16K:

Fresno Chapter podcast equipment.

DVAP Chapter office support

SOA Watch

Climate Crisis Tour

Pending

Chapter 161 Armistice Day - not submitted yet Peace Walk was awarded, but money returned

National Projects financially supported by VFP

Peace and Planet News Golden Rule Peace Boat

ED, Michael McPhearson: See **Appendix 2.** Michael also introduced Heather Carlos, who provided details about her family and personal history: Dad was a Navy Vietnam War veteran who passed from AO exposure a few years ago. She spent 12 years in the military herself, and left alienated from its nature and has worked for Planned Parenthood. He mentioned, too, that we might consider a redo of our website. For a DRAFT Proposal for National Organizing, see **Appendix 3**.

Golden Rule, Mike Tork: The Golden Rule is currently in Humboldt Bay. An event was organized in the Bay to commemorate the 71st anniversary of Castle Bravo hydrogen bomb test- largest nuclear bomb test ever— 15 megaton thermonuclear bomb dropped on Bikini Atoll in the Marshall Is. The GR had bay trips on boat Sat and Sun—2 per day, including the film by Nolan Anderson: *The GR, Journey for Peace*, and a film by Cat Miller: *The Powerful Journey of the GR*. Both were followed by a discussion with crew for NW cruise. Dozen news/radio agencies contacted GR director Michelle.

Transformative Justice Committee, Kelly Wadsworth: They meet in two weeks, so no specific report at this time. She also asked about non-affiliated members, and how they can be organized. Shelly related that Independent Members are handled by National, and Greg Corning is working with them to try to hook them up by Zoom to a chapter nearby. Kelly also asked for some way to differentiate between news/conversations vs. actual board business. Susan asked Micheal to develop guidelines for meetings.

Communications/Youtube Report, Chris Smiley: No report

Development, Matt Southworth: No Report

Special Projects, Mike Ferner: As of this month, he is no longer our staff special projects manager, and as a wrappup of the work he has done over the last several months, Mike suggested going over his reports in our previous minutes. Joy Metzler has filed for CO status and is writing much. She is currently in San Antonio with Juan Bettancourt to organize veterans. Also, Juan may run for the VFP board. The movie *What I Want You To Know* screens today at 4 pm ET.

Convention Committee, Susan: Convention will be at University of Nevada, Las Vegas, July 25-27. Convention Theme: *Learning from the Past, Building the Future:* 80 Years of Remembrance, 50 Years of Reflection, 40 Years of Action.

VFP Communications/VFP Mobilization Committee Report, Gerry Condon: **See Appendix 4.** The committee meets monthly–all are welcome. Our listserver, Facebook, Instagram and other social media are all getting good exposure.

Next Board meeting: April 19, 2025

Adjournment, 2:44

Post-meeting Conversation:

Paul Cox: Pitched the 11th Chapter 160 Educational Tour to Vietnam, Apr 26-May 11. If you are interested, you must hurry. FMI paulcox890@comcast.net, and www.vfp160.org.

Michael McPhearson: We are in a period of crises, which also provides opportunity. The politics of left-right, dems-republicans, etc. are in flux. We can try to work with people with whom we do not agree on everything, but can unite with people on matters where we agree—even if there are other issues on which we disagree.

Barry Ladendorf: suggested that chapters get proclamations for the 40th anniversary from local governments. He also just attended the Choose Hope Symposium, in Orange County, and book by Annie Jacobson, Nuclear War: A Scenario. ALso, the Golden Rule movie, *Making Waves: The Journey of the Golden Rule* is worth watching.

Tarak Kauf: also thanked Michael McPhearson's urging us to unite with people when we can. Also, the PPN is a great paper.

Greg Corning: Suggests the Be The Change Book Club, Trans Commonality, Johns Brown Childs. **Russell Brown:** Wants link to webinar by MAss Peace Action.Gerry will send it to him. He also asked for link to Rachel Clark's 1030 Project: https://drive.proton.me/urls/A3Y5V2P4TM#ERQItZ4ybh1W

-End-

Appendix 1, Poem by Gary Snyder:

For the Children

The rising hills, the slopes, of statistics

lie before us. the steep climb of everything, going up, up, as we all go down.

In the next century or the one beyond that, they say, are valleys, pastures, we can meet there in peace if we make it.

To climb these coming crests one word to you, to you and your children:

stay together learn the flowers go light

Appendix 2: ED Report, Michael McPhearson:

My priorities for the next month are:

- Development calendar, plan, 40th anniversary promotion, and spring membership drive
- The employee handbook
- Accurate membership reporting
- Program narrative and work plan
- Preparation for the national convention

Membership: The most noteworthy change related to membership is our hiring of Heather Carlos as our membership coordinator. We are excited to have her.

Unfortunately, I do not have the membership numbers for you today. The National Office faces a significant challenge with our database. I aim to provide those numbers in the next two weeks. I am unsure why fulfilling a core task of any organization's national office responsibilities has proven to be an enormous challenge. It is a high priority for us to resolve this issue.

The national office is preparing to conduct a spring membership drive from April 7 to 14 or April 14 to 21. After we finalize the details, I will provide more information and explain how you can help.

Financial Status and Development: I am working on a development calendar, and VFP Business Manager Shelly Rockett and I are preparing past revenue numbers for the development committee. I wanted to complete that by this board meeting, but I will have a calendar outline ready when we start the spring membership drive. It is taking me time to learn office systems and analyze our spending and revenue. I also need to reorganize how some numbers are reported and categorized to give a more detailed picture of our revenue.

The Center on Conscience and War executive director, Richard Morgan, has invited Veterans For Peace to partner with several organizations in the military matters of conscience and conscientious objection space to work together on a three-part effort to increase our visibility and raise money.

Program: Working with board member Gerry Condon and the mobilization committee, I wrote a draft proposal for <u>organizing Veterans For Peace national work</u>. The document aims to help the organization and national office organize our efforts to meet the moment and communicate to the public that Veterans For Peace has a coherent story and plan to forward our mission and address our nation's current social and political crises.

National Convention: Board member Paul Cox, Shelly, and I are visiting UNLV next week to ensure we have all the information we need to plan a successful convention.

Appendix 3: DRAFT Proposal for Organizing Veterans For Peace National Work

March 12, 2025 version

With the nation and the world facing unprecedented danger, the leadership of Veterans For Peace and the entire organization bear the challenge and responsibility to organize in a manner that maximizes our ability to achieve our goals, resulting in measurable outcomes. Given our limited resources, we must concentrate the national office's efforts on national focus areas while also supporting all Veterans For Peace National Projects, Working Groups, and chapter initiatives. To begin, we must identify no more than four focus areas. The criteria for deciding the issue areas are: 1. What major national events and pressing issues are happening that VFP should address based on our organizational goals as stated in the Veterans For Peace Statement of Purpose? 2. Will our perspective as military veterans bring a unique perspective that will help peacefully and constructively address the issue?

The four areas of focus to help Veterans For Peace have a positive and result-oriented impact to meet the moment are

- Israel/Palestine: (2. To Restrain our governments from intervening, overtly and covertly, in the
 internal affairs of other nations) Work on Israel/Palestine also dovetails with our matters of
 conscience and conscientious objection outreach to military personnel and Before You Enlist
 efforts.
- Mass Deportation and the roles the military is asked to fill in the policy: (3. To resist racism and repression in our home communities, and 4. To oppose the militarization of law enforcement)
 Veterans For Peace Deported Veterans Project is a facet of this deportation work. The issue also dovetails into counter recruitment, matters of conscience and conscience objection work, and what the military will be asked to do when martial law is declared and the military is used to repress protests.
- Save Our VA: (6. To seek justice for veterans and victims of war) This work dovetails with our
 Homeless Veterans working group and the Labor Working group to help address the
 indiscriminate cuts faced by government agencies, including the Department of Veterans Affairs
 and employees who are disproportionally veterans.
- Climate Crisis (8. To promote a sustainable and peaceful world) Climate change is one of the greatest threats to humanity. Climate-driven resource scarcity has the potential to destabilize nations and cause enormous upheaval that can lead to multiple wars.

<u>Ongoing Projects and Working Groups</u>—These Projects and working Groups continue as essential Veterans For peace efforts that the national office will support as needed.

World events could push these projects to become a national focus.

- Korea Peace Campaign
- Nuclear Abolition Working Group
- Golden Rule Peace Boat Project

These are generally self-sustaining

- Vietnam Agent Orange Relief and Responsibility Campaign
- Be the Change Book Club
- Democracy and Peace Working Group
- China Working Group

Need to Check On

- Drones
- DU Cluster Bombs, and Landmines,
- Veterans For Inner Peace

Broad Strategy For Work

Communicating why and how we do our work to the public is essential. That communication is best done by presenting it through the lens of a story or narrative that unifies our efforts. The mobilization suggested we develop a common theme or campaign name. (No Policy that Kills People, Stop the Killing Support People)

Veterans For Peace must pursue efforts that leverage our unique voice and social position as veterans. We should do this in two ways.

- 1. Engage in Veteran For Peace activities, which are most effective when led by veterans. Examples are outreach to current military personnel and advocating for policy changes with the veteran voice.
- 2. Following the lead and supporting other organizations' work by listening and doing as we are asked.

Much of our work is underway. We must find synergy and organize it more effectively so that our voice is heard, VFP is made visible, and our goals are met and have a significant positive impact.

Appendix 4: MOBILIZATION COMMITTEE REPORT, Gerry Condon:

The Mobilization Committee has recently met with the Executive Committee (that may have been before our last Board meeting) and we met again recently with our returning ED Michael McPhearson. Also Joshu Shurley, Ellen Barfield, Kelly Wadsworth, Dan Shea, Nick Mottern and me, Gerry Condon. Michael and I also had a couple of discussions beforehand.

First of all, I want to thank the ED Search Committee. You made a great choice! Michael has helped to crystalize and organize our strategic thinking, as represented in the strategy document that Michael has presented.

At this point we have identified the outlines of an organizing strategy that include focusing on ending the genocide in Gaza, resisting mass deportation in the U.S., and defending veterans healthcare. These elements were on display yesterday, Friday, March 14, when our president Susan Schnall made a comprehensive, compelling and very well-received speech at the broad-based Dump Trump rally in Washington, DC.

The focus on opposing VA cutbacks meets our Statement of Purpose – To Seek Justice for Veterans and Victims of War. It also gives Veterans For Peace a foothold in the burgeoning grassroots movement against draconian cutbacks and firing of thousands of government employees, many of whom are veterans. VFP can also bring our concerns about the Gaza genocide and mass deportation into this movement, as Susan Schnall demonstrated so well.

Another element of the Mobilization Committee is to consciously organize VFP's relationships with other organizations and coalitions. We have had exploratory meetings, for example, with the *International Coalition for Human Rights in the Philippines (ICHIRP)* and with *Resist US-Led Wars*. Both of these organization are comprised primarily of dedicated young activists in their 20's and 30's. They have reached out to Veterans For Peace and are eager to make common cause. We are talking with ICHIRP about doing a joint webinar on the Philippines later in the Spring.

One coalition that are already participating in is the *Peace In Ukraine Coalition*. For the past three years, Ellen Barfield and I have represented Veterans For Peace on the *Peace In Ukraine* steering committee. For the past 16 or so months, the Ukraine work has been very much on the back burner, as peace groups have focused on ending the US/Israeli genocide in Gaza. Now that the Trump administration has initiated some tentative diplomacy to bring the Ukraine war to an end, the *Peace In Ukraine Coalition* has re-convened. We put out a statement this week encouraging diplomacy to end the war. It has been published in multiple places, including in *Popular Resistance*, which included a photo of VFP members in Alaska holding a sign that says "Diplomacy Not War." *See Popular Resistance* (great photo with Alaska Veterans For Peace)

Seize the Moment:

End the War in Ukraine!

Veterans For Peace Board of Directors Saturday, February 15, 2025 Approved Minutes

PRESENT: Susan Schnall, Josh Shurley, Mike Tork, Windsor Wade, Gerry Condon, Stephen Zollman, Ellen Barfield, Ellen Davidson, Enya Anderson, Kelly Wadsworth, Matt Southworth, Windsor Wade, Paul Cox (notes). Staff: Michael McPhearson, Shelly Rockett, Chris Smiley. Excused absence: Mike Wong.

MEMBERS PRESENT: Al Glatkowski, Alex Prochaska, Alice Ritter, Alice Slater, Al Hood, Ann Wright, Barry Ladendorf, Bob Keilbach, Cara Bissell, Carl Nyberg, Cheryl, Charles Powell, Diane Trotta, Edward Lorenz, Gary Butterfield, Gerald Hassett, Greg Corning, Greg Miller, Haynes, Helen Jaccard, Jeff Merrick, Jeffery

Humfeld, Jim Brasile, Jim Rine, Jim Zimmerman, John Amadon, John Casserly, Ken Dursa, Larry H., Larry White, M Cervantes, Michelle M. (Golden Rule), Mike Ferner, Paul Edward Gringas, Paul Du Nard, Rachel Clark, Regina Sneed, Roger Earlich, Rowan Acadia Dunlop, Sandy Bolzenios, Steve Morse, Tarak Kauf, Thomas Regrut, Tina Jayroe, Tom Larsen, Tom Watson, William Sanders.

Open Meeting 12:40 PM ET

Videos of Statement of Purpose and Indigenous Worldview were played.

Member Comments:

Steve Morse: Labor Group is hoping to have a webinar in May and looking to have a workshop at the Convention. He also want VFP to celebrate International Women's Day, March 18; <u>Link to its history</u> **Rachel Clark:** Member of the NYC Chapter and with Nuclear Free World. Mentioned working papers put out by NFW, and would like VFP's endorsement.

Shelly Rockett: VFP Store has ordered more <u>Veterans Against Genocide Tees</u>. Currently sold out. Also: Feb 18 - SE Regional meeting - Topic: Responding to Trump's Militarism - Speaker: Rory Fanning @ 4:30pm PT, 7:30pm ET. FMI and Zoom link: <u>unityact2@aol.com</u>.

Also: Feb 19 - CCMP's General Meeting @ 6 pm ET/3 pm PT. FMI and Zoom info:

climate@veteransforpeace.org

Also: **Feb 27** - **VFP Democracy and Peace Working Group:** Discuss <u>U.S. Constitution: Pull the Curtain</u> @ 7:30pm ET. RSVP <u>here</u>.

Call to Order, 12:53 pm ET. Checkins

Minutes of January 18, 2025: Approved with one abstention.

Agenda: Approved

New ED, Susan: Welcome Michael McPhearson!

Executive Director Report, Michael McPhearson: Michael expressed his appreciation for the warm welcome. The reason he has come back is because of the challenges in the world, and he wants to be working with people he knows and trusts. Fund raising funds will be a priority for the next year. Also, our hiring a new membership coordinator who is a recent veteran will help our outreach to veterans. He recognized that VFP has many projects and priorities, and we will likely not have a single nationwide messaging. We do want to pay attention to how National can stress urgent priorities while supporting the range of activities and priorities of the projects and chapters.

Finance Report, Mike Tork: Current balances are: Operating Checking, \$210k; Savings CDs, \$223k; Ed Jones CDs, \$16.7k; Zinn Fund, \$4.5k. Total unrestricted = \$447k. Restricted, \$18.4k. For the 2025 budget intention was to underestimate revenues and slightly overestimate expenses to create a worst-case scenario. So we may need to draw down our checking or savings because the proposed budget is in the red \$106.6k. This is primarily due to our hiring both an ED and a Membership Director. Discussion included concern from Ellen that the deficit is so large, but Paul and Matt indicated that they feel we can make up much if not all of that deficit. **2025 Budget approved.**

VFP Policies And Procedures, Mike Tork: Since the board has already decided that no money can be taken from savings without board approval, he moved that decision should be reflected in our Policies and Procedures. **Approved.** Ellen D, suggested that whenever a change is made to the Policies and Procedures the date of the change should also be recorded. She also suggested a policy that half of any bequests we receive automatically be put into an endowment fund. No action.

MOU for Golden Rule, Mike Tork: Working with GR Committee, Mike informed the board that 2025 GR expenses charged to VFP will be: Insurance, \$12.5k; Taxes/Registration, \$1.1k; Program Manager, \$19.2k. Moved to approve MOU. Approved. See Appendix 1 for text of MOU.

Delegation to Nicaragua, Gerry Condon: A delegation of VFP members to Nica from March 19-26 is being organized. Moved that it be declared a VFP delegation. **Approved.** Gerry encouraged board members and others to join. FMI gerrycondon@veteransforpeace.org.

Transformative Justice Committee, Kelly Wadsworth: Kelly discussed Item 19 from the Worldview Chart on Inseparability of Knowledge and Action. Read from and recommended the Book, <u>The Eight Laws for Change</u>, How To Be An Agent of Personal and Social Transformation, by Stephen A. Schwartz.

Communications/Youtube Report, Chris Smiley: Many posts in the last month have been accessed in the 100,000 to 200,000 range with many retweets. Please continue to send him photos and videos of actions. He also encouraged people to go on the VFP delegation to Nicaraugua.

Development, Matt Southworth: Committee has not yet met this year, and will relaunch the Cash Cadre soon.

Special Project Director Report, Mike Ferner: See Appendix 2.

Convention Committee Report, Susan: Thanked Paul Cox for his work locating the University of Nevada, Los Vegas Campus. Remembering the Past, Looking to the Future. We need speakers, so please put suggestions in the chat or email shelly@veteransforpeace.org. Convention will be July 25-27. Convention Committee meets every second Thursday. Link here.

VFP Board Committees assignment, Susan Schnall: **See Appendix 3.** If members what to be on one of our committees please let Susan know.

Follow Up: Climate Crisis and Militarism Project (attached to email) Jim Rine reiterated that the **No MAS (Military Air Shows)** project over the next two years involves an itinerant van to show up at various shows and various universities to educate the public about the environmental damage. The Excomm reviewed and recommended project. **Approved.**

VFP Communications Report, Gerry Condon: Meets each month 3d Wednesdays, Thanked Chris his work. Thanked Becky for her continuing publishing of Enews. Becky needs more guidance, however, and suggests monthly instead of semi-monthly Enews.

VFP Mobilization Committee Report, Gerry Condon: Monthly second Friday, 6 pm ET, meetings are open to all board members. FMI Trump has made a bold move to end the Ukraine. Trump also suggested that the Pentagon budget might be halved, and the US might stop building nukes. On the other hand, Trump's statements about Gaza are disgusting. Sudan and Somalia are also suffering under attacks. Mass deportations are the beginning of a reign of terror, and soldiers are being used on the border and throughout the country to assist with deportations. Mobilization Committee and exComm have come to a common understanding that mass deportations and genocide are urgent and linked example of racism.

Next Board meeting: March 15, 2025, 12:40 pm ET, 9:40 am PT **Adjournment,** 2:46 pm ET

Post-meeting discussion:

Alice Slater: Thanked everyone for your work. Suggested South Korea's mobilizations and actions to impeach the president may be the magic bullet.

Jim Rine: Expected that CCMP statement on election of climate denier would be voted on.

Cara Bissell: Thanked Mike Ferner for his work over last year, and great to see Michael McPhearson. Also, Jim Driscoll is now in Albuquerque and helping chapter. Suggested we pay attention to the work of **Move On!** Gerry Condon responded that we do not jump on the anti-Trump train. He thinks that Move On is essentially a Dem Party function and did not criticize Gaza genocide when Biden was in office, and we need to have a discerning eye to

Roger Erlich: He continues to use the billboard truck and may take it to Fayetteville. Also, bell tower is still functioning in North Carolina Triangle area.

John Amadon: Thinks that VA healthcare is underfunded and that can unify veterans. Also congress is collaborating with Trump and through veterans is a way to pressure them. To contact SOVA, email paulcox890@comcast.net.

Greg Corning: Thinks that we need to be careful who we ally with, such as Trump's idea about cutting nukes, but how do we reconcile his other projects to engage in racism. Michael McPhearson thinks he might go to a rally where meeting people face to face who are, say, racist in order to talk with them. So we have to be thoughtful about what to do. Susan said attending a rally and endorsing are two different things. Many VFP members attended, and should if they are comfortable. We need to talk together with everyone, and develop interest in our positions.

Al Glatkowski: Was on the phone recently with Matt Hoh on the issue of how to develop unity. We need to point out to others those things that we have things in common in order to work together. We have a common enemy. Both the Dems and Reps are two wings of the same war buzzard. VFP has the wherewithal to become a much larger organization that does solid things.

Michael McPhearson: Believes that the more we break down barriers and people see us as human beings. There is a different kind of alignment now. If folks don't think peace is possible, they will support war.

Tarak Kauf: Believes in preaching to the choir, such as the 70% who think that sending guns to Gaza is wrong. PPN is an anti-genocide paper, which inspires people to take them on that point of agreement—currently opposition to weapons to Gaza.

Appendix 1. MEMORANDUM OF UNDERSTANDINGBetween, Veterans For Peace, Inc. and the VFP Golden Rule Project and Committee

This Memorandum of Understanding (MOU) sets forth the agreements between **Veterans For Peace, Inc. (VFP)**, a 501(c)(3) educational Non-profit Corporation organized under the laws of the State of Missouri, EIN # 01-0415961, and **Veterans For Peace Golden Rule Project and Golden Rule Committee (GRC)**.

This MOU describes and sets forth the duties and obligations of each of the parties to ensure that the Statement of Purpose of VFP and the Mission Statement of the Golden Rule shall be successfully carried out. The parties agree that they will work cooperatively and in good faith to carry out the mission of the Golden Rule and to resolve any differences that may arise between the GRC and VFP.

VETERANS FOR PEACE STATEMENT OF PURPOSE: We, as military veterans, do hereby affirm our greater responsibility to serve the cause of world peace. To this end we will work, with others both nationally and internationally:

- > To increase public awareness of the causes and costs of war
- > To restrain our governments from intervening, overtly and covertly, in the internal affairs of other nations

- > To resist racism and repression in our home communities
- > To oppose the militarization of law enforcement
- > To end the arms race and to reduce and eventually eliminate nuclear weapons
- > To seek justice for veterans and victims of war
- > To abolish war as an instrument of national policy

To achieve these goals, members of Veterans For Peace pledge to use non-violent means and to maintain an organization that is both democratic and open with the understanding that all members are trusted to act in the best interests of the group for the larger purpose of world peace.

VFP GOLDEN RULE PROJECT MISSION: The original nuclear protest boat, the Golden Rule, will sail again to promote a nuclear free future, to educate about the dangers of radiation to humanity and the environment, and to support peaceful alternatives to war.

- 1. OWNERSHIP: Having completed agreed documentation regarding assets, liabilities and insurance of the boat, the Golden Rule was transferred to VFP on 1/29/2019, as reflected in the title.
- FINANCIAL RELATIONSHIP: Veterans For Peace, Inc. is the sole fiscal sponsor of the VFP Golden Rule Project. The Veterans For Peace, Inc. Tax ID number (01-0415961) will be reflected on bank accounts, thank you letters, grant applications and other documents.

VFP will accept donations and grants directly into a restricted fund, which may be used for Golden Rule Project expenses but not other VFP liabilities. Whether from the restricted fund or VFP general operating funds, VFP is responsible for paying for: insurance, registration, property taxes and a half-time project management consultant.

The GRC will maintain a bank account to receive donations and other direct income to the Golden Rule Project. The GRC is responsible for paying for: operating and maintaining the Golden Rule, bookkeeping, captains, voyages, educational programs and other services the GRC deems necessary.

3. PROJECT MANAGEMENT: The VFP Board shall fund a half-time consultant as project manager, subject to annual budget review by the VFP Board, to ensure the project can successfully carry out its mission.

The VFP Board is responsible for contracting with and negotiating the payment and duties of the project manager, and termination of the contract. The payment amount will be reflected in the VFP budget.

- 4. OPERATING AND MAINTENANCE RESPONSIBILITY: The GRC, with Project Manager coordination, is responsible for operating and maintaining the Golden Rule and associated programs in accordance with the VFP Statement of Purpose, and the Mission Statement of the Project.
- 5. COORDINATION BETWEEN VFP, the PM, AND THE GRC: VFP, the GRC and Project Manager shall coordinate the Project with respect to voyages and programs undertaken, maintenance and the general direction and operation of the mission of the Project.

The Project Manager acts as the "Owner's Representative" when required for such tasks as entering other countries, authorizing repairs, and safety concerns.

The GRC and Project Manager shall coordinate the timing of fundraising efforts so as to not coincide with those of VFP, especially at the end of the year.

As legal owner of the Golden Rule, VFP is ultimately responsible for assuring that the Mission and the tasks described in this MOU are met, with priority given to the safe operation of the Golden Rule and the safety of the crew and members of the public.

In all decisions, a good faith effort will be made by both the GRC and VFP to come to agreement. In the unlikely event that the GRC and VFP cannotreach agreement on any matters set forth in this MOU, the VFP Board of Directors will make the final decision.

- 6. GRC GOVERNANCE: The GRC shall be governed by its own bylaws and the agreements, duties and responsibilities set forth in this MOU. At least one member of the Board of Directors shall be a full member of the GRC. The Board / GRC member and the Project Manager will together serve as liaison between the GRC and VFP.
- 7. REPORTING: The Project Manager shall submit quarterly reports to the VFP Board. A quarterly report shall include status of the Golden Rule, incident reports, voyage and event status (those completed and planned), and Treasury Reports (account balances, income, expenses, cash on hand).

Any significant damage to the Golden Rule including accidents, injuries to the crew or members of the public, or property damage caused by the Golden Rule or its crew while working in their capacity as a crew member, will be reported to the VFP Executive Director as soon as practicable. As information becomes available, a full report of the incident and the nature and extent of damage and injuries and any reports from an investigating agency (i. e. Coast Guard, law enforcement, medical personnel) will be transmitted to the VFP Executive Director.

- 8. OPERATIONS DOCUMENTS: The PM in consultation with the GRC shall maintain Operations and Maintenance manuals and checklists as necessary for the day-to-day operation of the Golden Rule. These manuals and checklists include: routine maintenance and operations, crew conduct and training; authority of the captain; duties of crew members; standards for ship's log entries at sea and in port; policies regarding purchases of equipment and food, and for reimbursement for expenses and basic necessities.
- 9. INSURANCE: VFP will maintain insurance adequate to allow the Golden Rule to carry out its mission.
- 10. TERM OF MOU: This MOU will be revisited by the end of 2025.
- 11. SUCCESSION OF OWNERSHIP: If VFP decides to relinquish ownership of the Golden Rule, VFP and the GRC shall work together to seek a suitable nonprofit, educational organization, or other suitable successor owner.

The main consideration will always be to maintain the sea worthiness and integrity of

the Golden Rule as a historical peace boat and, if at all possible, to continue her mission to Sail for a Nuclear-Free World. In the event the GRC and VFP are unable to agree on a successor owner, VFP shall make the final decision.

Special consideration shall be given to returning the boat to Humboldt Bay, where she was discovered and rebuilt, and where there is a considerable community of support.

SIGNED: Susan Schnall, President, Veterans For Peace, Inc. Gerry Condon, President, Golden Rule Committee

Appendix 2: Special Projects Report, Mike Ferner:

1) **Reminder about our Appeal for Redress v2** Added additional information to that page re: GI Rights and GI Resistance. Still need people to promote the Appeal https://www.veteransforpeace.org/?cID=1351

2) Available for chapters and independent members:

- Online showing of What I Want You to Know scheduled for March 15. Focus for VFP chapters and members will be to get post-9/11 veterans to watch it and get introduced to VFP. One e-blast has gone to members, two more to follow. 143 emails sent to labor unions to help us advertise it. VFP social media posts up. So far, Pbgh chapter is doing a watch party and Jack Gilroy is holding one in Binghamton Am. Legion post, hoping for others
- "Bringing Gaza Home" is available for use everywhere. Do the numbers for your city and publicize it.
- Feb. 25 Anniversary of Aaron Bushnell's protest and death. Becky Luening designed a banner for local actions.
- Have a request in to Michael to endorse "Defend the Guard," (https://defendtheguard.us/)
 a national grassroots campaign to get state legislatures to require a declaration of war before deploying Guard and Reserve troops abroad. Great opportunity to meet other veterans we
- April 4 anniversary of Martin Luther King Jr. assassination: it's not too early to join local readings of his "Breaking the Silence: Beyond Vietnam" speech at Riverside Church. If no public readings are scheduled for your city, contact local community groups and organize one.
- · Just made contact with a national organizer with "No Voice Unheard." The partner with 50501, the group that organized the protests in every state capitol a couple weeks ago, Political Revolution, and Build the Resistance. Goal is to find the best way for VFP chapters and independent members to hook up with their efforts around the country.

https://www.whatiwantyoutoknow-film.com/about

Register for the free screening of What I Want You To Know: bit.ly/whatiwantmovie

MLK Issue: Peace and Planet News

wouldn't otherwise.

https://peaceandplanetnews.org/wp-content/uploads/2023/01/PPN7.pdf

Interview with Juan Bettancourt and Joy Metzler

 $\underline{intervihttps://popularresistance.org/resistance-from-within-us-military-members-oppose-war-crimes/e\underline{ws}$

Appendix 3: Committee Assignments:

ExComm: President Susan Schnall, Vice President Josh Shurley, Secretary Paul Cox, Treasurer Mike Tork, Michael McPhearson (Executive Director)

Membership and Chapter Support: Chair Josh Shurley; Nick Mottern, Dave Logsdon, Enya Anderson;

Ellen Barfield

Recruitment and Retention: Chair Gerry Condon

Transformative Justice: Chair Kelly Wadsworth, Mike Wong, Stephen Zollman, Ellen Davidson, Barry

Reich, Greg Corning

Communications: Chair/Liaison Gerry Condon, Ellen Davidson Delegations: Chair Ellen Davidson, Josh Shurley, Enya Anderson Finance: Chair/Treasurer Mike Tork, Ellen Davidson, Paul Cox Development: Chair Matt Southworth, Stephen Zollman, Paul Cox

Personnel: Chair Paul Cox, Enya Anderson, Kelly Wadsworth, Nick Mottern

Convention: Co-chairs Susan Schnall, Michael McPhearson

Awards: Chair Josh Shurley, Becky Luening, Nick Mottern, Mike Tork

Bylaws: Chair Josh Shurley, Stephen Zollman **Resolutions:** Chair Josh Shurley, Bob Gryzinski

Nominations: Chair Ellen Barfield, Enya Anderson, Dave Logsdon

Advisory Board: Paul Cox and Michael McPhearson

Veterans For Peace Board of Directors Saturday, January 18, 2025 Minutes

PRESENT: Susan Schnall, Josh Shurley, Mike Tork, Paul Cox (notes), Matt Southworth, Mike Wong, Windsor Wade, Gerry Condon, Stephen Zollman, Ellen Davidson, Enya Anderson. Staff: Shelly Rockett, Mike Ferner. Excused Absence: Kelly Wadsworth, Ellen Barfield.

MEMBERS PRESENT: KEN MAYERS, Al Glatkowski, Alex, Alice Slater, Art Milholland, Bill Habedank, Bryson Ripley, Chick, David Cooley, Doug Rawlings, Gene, Gener Marx, George McNeely, Georgia, Gerald Hassett, Gerry (W. NC), Greg Corning, Hal Muskat, Helen Jaccard, Jim Rine, Joe Mondello, John, John Amadon, Lola Moonfrog, Martha Spiess, Michelle M. (Golden Rule), Paul Edward Gringas, Regina Sneed, Roger Ebert, Steve Morse, Susan Lamont, Tim Farley, Tina Jayroe, William Sanders, Zool Zulkowitz

Statement of Purpose and Indigenous Worldview Videos were played.

Open Meeting: 9:50 am PT 12:50 pm ET Pre-meeting comments by members:

- Steve Morse: reported that the Labor Working Group has been working on getting Mark Pocan and Ilhan Omar to add a Just Transition provision to the People Over the Pentagon's bill for the 119th Congress. FMI:
 - https://www.veteransforpeace.org/take-action/climatecrisis/veterans-labor-sensible-priorities
- Bryson Ripley: Just got elected as the President of the Kansas City Chapter, and sent his greetings.
- Greg Corning: with Chapter 55 Santa Fe, he is starting with the Membership Committee, so chapter contacts should expect to hear from him

- Zool Zukowitz: excited about the announcement. Thanked everyone for help with Reap What You Sow in NYC put on by Rising Together ensemble
- Roger Ebert: reported on the Bell Tower at NC state capital, and is working on a more mobile version, and a billboard truck taken to the Gaza solidarity rally.

Call to Order of VFP Board Meeting: 10:03 am PT, 1:03 pm ET

Checkins:

Minutes of December 21, 2024: Approved ('Approved' board votes are always without objection unless

otherwise stated) **Agenda:** Approved

Welcome new Board member: Windsor Wade is our single new board member; Josh Shurley and Mike Tork were re-elected.

Swearing in of Windsor, Josh, and Mike: "I, ______, will uphold the Veterans For Peace Statement of Purpose, and fulfill my responsibilities and obligations to the organization as a national Board of Directors member to the best of my abilities. I will work in a spirit of cooperation and mutual respect with other Board members to foster the growth, integrity, and well-being of the finances, membership, and chapters so that we may fulfill our mission of abolishing war." New and reelected members were instructed by Susan to sign the pledge and return it to her.

See **Appendix 1**: **Board Member Expectations, Board Committees and Descriptions, and National Projects and Working Groups.**

Announcement of Veterans For Peace Executive Director: The board is happy to announce that **Michael McPhearson** has agreed to return as our ED for the third time. He starts on Feb 3.

Nick Mottern: Nick left the board at the end of his term. Susan thanked him for his extraordinary years of service and dedication to Veterans For Peace, and his current and future work.

Board election of officers: Susan Schnall turned chair over to Gerry Condon who announced that existing ExComm members are willing to serve for another year. No additional candidates for ExComm positions stepped up or were nominated. Incumbents were re-appointed for 2025.

Treasurer: Mike Tork Secretary: Paul Cox

Vice President: Josh Shurley President: Susan Schnall

Indigenous WorldView discussion, Mike Wong: He chose to discuss *Time is Circular* principle. Link to Indigenous WorldView Chart: ttps://peaceandplanetnews.org/dominant-and-indigenous-worldview

Communications/Social Media Report, Chris Smiley: His goal for this year is to maximize our social media impact. He has been working this week with videographer Mike James to capture footage and interviews that will be useful on our social media networks.

Membership, Josh Shurley: Casey, our current Membership Coordinator, will be leaving at end of Feb, and we are looking for a new hire. Greg Corning has stepped in as a volunteer to work on welcoming new members. Current total membership: 2,698. Lowest new member month in 2023 was 7 and highest was 12, and the total 2023 new members was 123 plus 10 new active-duty members. In 2024, 28 new members was the lowest month and 88 was the highest month, plus 39 new active-duty

members. The Membership Committee meeting is usually the second Tue at 2:30 PT, 5:30 ET. We are going to focus on welcoming new members and retaining both new and old members. This year will continue with membership drives. FMI,

Finance Report, Mike Tork: We ended 2024 well into the black. Last two months of 2024, we have had a number of large donations, including \$9k from giving Tuesday. Dec income alone was \$233k. 2024 Expenses: \$455,039 budgeted; \$442, 728 actual. Income: \$430, 530 budgeted; \$670,272 actual. MT proposes that our policy should be changed so that the Board must approve transfers of funds from our various savings accounts (e.g. CDs) to our operating account.

Convention: As reported last month, the Convention will be hybrid in-person/Zoom at the University of Nevada Las Vegas, July 25-27, with an opening reception the evening of July 24. Shelly has sent an email blast of a survey to gauge how many might come to the convention in person. Please go to this link and complete the survey:

https://docs.google.com/forms/d/e/1FAIpQLSeG8lgmg2K7Z8unNn0F4BZOxUKCMAUjgcJk8F92y2KiHm6K8w/viewform.

Golden Rule, Susan Schnall: 2025 MOU has been drafted and is ready for review by the ExComm and GR committee, and will be presented for Board approval at the Feb mtg.

Development, Matt Southworth: Tabled.

Communications Committee, Gerry Condon: See Appendix 2

Mobilization Committee, Gerry Condon: See Appendix 3

Special Project Director Report, Mike Ferner: See Appendix 4

Climate Committee, Jim Rine: Discussed CCMPs statement on the election, and asked for board action. Tabled to give the board a chance to review. See Appendix 5. Also sent request for CCMP project to bring more attention to No Military Air Shows (No MAS) by mounting a van to travel to Blue Angels and Thunderbird airshows for 3 one-month bus tours, each visiting 3-5 airshows and join with other national groups. They are in the planning phase, so far working with WILPF and 350.org. FMI, See Appendix 6 for map and cost estimates (approx \$28k for first one, ?? for second, and \$24k for third) to be funded partially by a Zinn Fund grant (\$4k proposal to come) and other sources, such as the climate emergency fund. Pending further discussions on this project, Jim made a motion that our website have a link to their landing and donation page, i.e let them get started, pending further discussion. Tabled, and sent to ExComm.

Ken Mayers said hello and goodby, and said he is thrilled that Michael McPhearson is returning to the ED position. Mike Tork expressed his love and respect for Ken, and moved that Service and Stewardship Award be changed to the Ken Mayers Service and Stewardship Award. Passed.

VFP Board Accomplishments for 2024, Susan: Las Vegas Convention will be hybrid in-person/Zoom . Motion to choose Theme: Learning from the Past, Building the Future, etc.

Next Board meeting: February 15th, 2025, 9:40 am PT, 12:40 pm ET

Adjournment: 11:48 am PT, 1:38 pm ET

Post meeting comments from members:

Alice Salter: She sent an email about Gaza to Chris Hayes asking to have VFP come to his program related to his excellent State Department program. Hal Muskat and Mike Ferner say they can get hold of Hayes. Climate Committee, Jim Rine: Mentioned new suit against DOJ for failing to enforce laws related to foreign policy towards Israel. Urged people to sign onto suit on the basis of moral injury. There will,

Appendix 1, Board Member Expectations, Board Committees and Descriptions, and National Projects and Working Groups:

Board Member Expectations: The collective responsibilities of the Board are described in the VFP Bylaws and Policies; the following expectations are a guide to individual member responsibilities:

- 1. Be familiar with the VFP Bylaws and Policies
- 2. Attend monthly VFP Board meetings
- 3. Support and participate in fundraising efforts for: Funding the organization. The board is responsible for the continued funding and financial health of the organization. Maintaining fiscal accountability. The board approves and closely monitors the organization's expenses and income. The board oversees the organization's resources (including the time of volunteers and staff) are used appropriately, and ensures that the organization has enough money to operate.
- 4. Participation in board activities. The board has monthly zoom meetings. Please let the President of the Board know when you are unable to attend.
- 5. Chair and/or actively serve on Board committees
- 6. Participate in the planning for the VFP National Convention
- 7. Be available to membership for questions and concerns about VFP
- 8. Be a strong voice in promoting VFP at the national and local level
- 9. Actively participate in financial oversight
- 10. Support Board decisions
- 11. Acknowledge the Code of Conduct

VFP National Board Committees:

- 1. Membership & Chapter Support Committee -
- 2. Transformative Justice Committee
- 3. Communications Committee
- 4. Finance/Development Committee
- 5. Delegations Committee
- 6. Executive Committee
- 7. Personnel Committee
- 8. Advisory Board Ad Hoc Committee
- 9. Convention Committee
 - 1. Convention Committees (Program committee, workshops, outreach, communications, etc.)
 - 2. Bylaws Committee
 - 3. Resolutions Committee
 - 4. Nominations
 - 5. Awards

Liaisons with National Projects/Working Groups:

National Projects:

Climate and Militarism

Full Disclosure: Toward an Honest Commemoration of the American War in Vietnam

Golden Rule

Deported Veterans Advocacy

Korea Peace Campaign

Iraq Water Project

Peace and Planet News

Save Our VA (SOVA)

Vietnam Agent Orange Relief and Responsibility Campaign

Working Groups:

Be the Change Book Club

China

Nuclear Abolition

Democracy and Peace: Mike Ferner

Descriptions of Committees

Communications Committee

Charged with promoting VFP and bringing visibility and recognition to VFP actions and principles. Involved in oversight of VFP communications as well as monitoring the publication of VFP materials (e.g., VFP Newsletter, VFP papers, etc.).

Convention Committee

Charged with the planning and organization of the annual convention. The membership of the Convention Committee changes with each convention but will include at least representatives from the previous year's convention, the current year's convention, the upcoming year's convention, the Executive Director and the President.

Awards Committee

Charged with developing the annual award categories, criteria and nominating procedures, found in Awards section, plus recommending award recipients to the Board.

Nominations Committee

Charged with identifying qualified members to run for election to the Board of Directors, as required by VFP Bylaws and will perform its duties as described therein.

Bylaws Committee

Charged with ensuring that the bylaws meet the evolving needs of the organization. To this end, and in accordance with our Bylaws and Policies, the committee will:

- 1. Receive proposed amendments or suggestions from a member, a chapter, or the Board. 2. Study, draft, or redraft proposed amendments as appropriate.
- 3. Make a recommendation to the Board as to their disposition.
- 4. Periodically review the bylaws to identify needed amendments, or rescissions.

Resolutions Committee

Charged with facilitating the resolutions procedures as described by the bylaws and developing any other necessary procedures, found in the section on Resolutions.

Delegations Committee

Charged with assisting our members in organizing and applying for Board approval of all VFP U.S. sponsored delegations, and making a recommendation to the Board regarding approval.

Finance and Development Committee

Charged with creating strategies that will develop the financial strength of the organization (e.g., major donors, foundations, mailings, planned giving and special events), and

supporting and assisting the treasurer by reviewing professional accounting reports and giving advice on investments and disposition of endowment. The committee is chaired by the Treasurer and consists of at least that position, the President and Executive Director.

Membership and Chapter Development Committee

Charged with supporting individual members and chapters. <u>Membership support:</u> building an outreach campaign and supporting new and existing members to include orientation of independent members and connecting members to local chapters. <u>Chapter support:</u> assist in the chartering, formation, and ongoing support of VFP chapters and providing support and assistance to reinvigorate inactive chapters. Staff provide direct assistance to the committee by verifying veterans' status, providing reports, and issuing charters and related paperwork. Due to the intense workload of this committee, it shall include a steering committee made up of two members of the Board of Directors (chair and co-chair of the committee), two members of staff (the executive director and membership coordinator) and one member at large as appointed by the President of the Board of Directors. Additional members can serve to help support the committee's goals as needed.

Transformative Justice Committee

Charged with overseeing the internal health of the organization, to include continued exploration of Transformative and Restorative Justice, updates to the Code of Conduct based on member input, and investigating complaints and grievances about members and chapters. Because of the sensitive nature of this committee's work, this committee will be composed of members with a specific background in restorative justice, misconduct/harassment investigations, social work, or other applicable areas. The committee shall work to ensure that our Code of Conduct and Misconduct/Harassment policies and procedures are transparent and serve the needs of our community.

Personnel Committee

Charged with hearing grievances (see Grievance Procedures), and making recommendations to the Board regarding personnel policies and staffing. The committee is also charged with developing evaluative criteria for the Executive Director and ensuring that periodic evaluations are completed. The Personnel Committee shall be composed of 2 or more board members.

Appendix 2: Communications Committee Report

The Communications Committee has not yet met in January, as our calendars have all been very full. We are functioning well, however. There is good communication among Shelly Rockett, Chris Smiley, Becky Luening, Ellen Davidson and me. Becky has just produced another amazing VFP eNews, with input and editing from several of us, including Susan Schnall.

We are getting increasing engagement on social media, including Facebook and Instagram. Interestingly, the largest engagement comes when we report on bold actions by veterans, including the recent disruptions of the Senate Confirmation Hearings for Pete Hegseth as Secretary of Defense. The VFP Statement against confirming Hegseth received wide coverage and was recycled during the recent hearing, along with a great article by Ann Wright.

My own article on President Jimmy Carter's 1977 pardon of Vietnam era draft resisters was published recently in eight or nine different online publications, which is a record for me. This little bit of fairly recent history obviously struck a vein, both for people who were involved then, and for people who had no idea of that history. I have had an unusual amount of positive feedback. The article included links to VFP statements calling for an end to US weapons shipments to Israel and also to our Appeal For Redress initiative for active duty GI's to let their Congressional representatives hear their concerns.

The Mobilization Committee has been busy strategizing and networking. We were actually approached by leading activists from the International Coalition for Human Rights in the Philippines (ICHRP) and Resist US-Led Wars, and held initial getting-to-know-you meetings with each group. We found a lot in common, including great interest in protesting at US bases and US weapons profiteers. We tentatively agree to have a joint webinar on the importance of the struggle for peace and justice in the Philippines.

We have had quite a bit of discussion about reaching out to active duty GI's and National Guard, some of whom have already spoken up against the US/Israeli genocide in Gaza, and others who are concerned they will be ordered to carry out mass deportation of immigrants. About Face/Veterans Against the War, particularly Brittany DeBarros, initiated a serious of meetings with the legal and counseling resources for GI's, including the Center for Conscience and War, the GI Rights Hotline, the Military Law Task Force of the National Lawyers Guild, and the Quaker House at Fort Bragg. I have been representing Veterans For Peace on those calls. There is a special webinar tomorrow for lawyers who may want to become familiar with military law and for volunteers who would like to become GI counselors.

I also had a meeting with Mattan Helman, an Israeli veteran who heads up the Refuser Support Network. We discussed the possibility of doing a webinar later in the spring that would include Israeli and US resisters.

Here in northern California, VFP is participating in the People's Arms Embargo, a series of actions — probably monthly — at Travis Air Force Base, from which US weapons are being shipped to Israel. They had a very successful action in November when they shut down four entrances to the base for a while and received substantial publicity. I have been attending their organizing meeting and I am taking the lead in pulling together a VFP presence to their action next Thursday, Jan. 23. We will be preparing special veteran-to-gi messaging, including the Appeal For Redress.

Finally, World Beyond War, along with several groups, has put out a call for nationally coordinated actions at US military bases on February 23. I spoke with David Swanson about this yesterday. He said he had been in touch with Susan. Veterans For Peace is listed as a co-sponsor. I think we should run with it and make the most of it.

Some of us are also talking about doing a one-year memorial event or events to commemorate the Aaron Bushnell's self-immolation in protest of US complicity in genocide. That would be Feb. 24 or 25, so could be done in conjunction with Feb. 23 actions at military bases.

Because the Mobilization Committee is a place for strategizing and proposing actions, this is the place to propose and ask for Board consent: that Veterans For Peace co-sponsors, promotes and encourages VFP members, friends and allies to protest at US military bases on February 23. And furthermore, that VFP agrees that interested members should begin planning for memorial for Aaron Bushnell at that time.

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- 18. Be a strong voice in promoting VFP at the national and local level
- 19. Actively participate in financial oversight
- 20. Support Board decisions
- 21. Acknowledge the Code of Conduct