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Veterans For Peace Board of Directors

Approved Meeting Minutes

January – Dec 2022

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**Veterans For Peace  
Board of Directors  
Saturday, December 17, 2022  
Meeting Minutes**

Board members in attendance: Susan Schnall (Pres), Jeremiah Knowles (VP), Mike Tork (Treas), Josh Shurley (Sec), Mike Dempsey, Paul Cox, Nick Mottern, Jeff Paterson, Louis Raprager, Ken Mayer, Ben Schrader, Enya Anderson, Steph Atkinson (incoming), Mike Wong (incoming), and Garrett Reppenhagen (ED). Absent: Adrienne Kinne.

**1. Open Meeting**

- a. Began at 12:40pm
- b. Statement of Purpose
- c. Code of Conduct

**2. Call to Order of VFP Board Meeting at 1:01pm EST.**

- a. Check-ins

**3. New Board Members**

- a. Congratulations and welcome to our new board members as of January 2023: Steph Atkinson, Mike Wong, Brian Trautman, and the re-election of Louis Raprager.

**4. Approval of Minutes: November 19, 2022**

- a. Motion unanimously passed to approve 11/19/22 minutes

**5. Approval of Agenda**

- a. Motion unanimously passed to approve today's agenda

**6. Budget for 2023 - Garrett Reppenhagen**

- a. In summary, current Checking \$10,600 , \$32,000 restricted, \$21,000 savings, \$5,000 investments. Payroll run to \$10,000, need \$22,000 before end of year to end in black. Susan corrected the statement that there had been 10% cut in salaries were for a very short time. Garrett reported that some of the staff has transitioned out. Also the 2023 budget will be reviewed quarterly, Garrett suggested that it is good that we decide on the budget in Dec and not wait until Jan. Discussed the proposed 2023 balanced budget of \$444,800. Suggests getting someone to help with grants.
- b. See 2023 draft budget at: [Proposed VFP draft Budget 2023 - Google Sheets](#)
- c. Mike Tork and Ken Mayer wish to thank Garrett and the F&F committee.
- d. Ken recommends folks seek out local grant giving agencies and use national status as leverage to obtain grants for local purposes. Ken indicated that the big challenge with grants is not the writing, but the contacts.

- e. Mike Dempsey raises concerns on meeting VFP needs with reduced staff. Garrett responds that this will mean tough choices and priorities as we are a shrinking org.
- f. Jeff reminds about the implications of a continuously shrinking staff. Anything short of a 12% raise means a choice to downsize by attrition, with dire consequences.
- g. Nick asks about raising funds for chapters to carry out local direct actions. Suggests that the finance committee raise funds specifically to support street protests. The NYC chapter got a \$3,000 grant from A.J. Muste Foundation to support street action. We need to encourage more chapter action, and not necessarily increase our staff.
- h. Mike D asks if anyone has reached out to membership for grant writing capabilities.
- i. Ben raised concerns about fairness and justice for past and present staff members. Suggests we put more thought and money into keeping VFP open and engaged in the future. If we want to maintain and organization, we will have to raise salaries. Also, those in the office must be treated appropriately. Need to put more money into determining how this org will survive, and thinks programs like Gamers For Peace are needed to attract younger veterans.
- j. Susan underscores these points and reiterates the call for grant writing assistance from members.
- k. Motion unanimously passed to approve 2023 budget (understanding that there will be updates on a quarterly basis).

## 7. Executive Director's Report - Garrett Reppenhagen

prepared by Garrett Reppenhagen - Dec 2022

Managing Staff

- 5 staff members will receive a \$250 end of year bonus in lieu of tech stipend.
- Garrett Reppenhagen will be taking the month of January off with the exception of the board meeting and an excom meeting.
- SEE ALSO PERSONNEL COMMITTEE

### Budget

- **Balances a/o 12/14**

Commerce Bank Checking - Operating	\$10,623.24
Commerce Bank Checking - Restricted	\$32,055.65
CapOne Business Savings	\$21,053.73
CapOne Zinn Fund -	\$29,904.07
Edward Jones -	\$5,180.30

- Current projections are we will break even in 2022 or possibly be in the black
- I have mostly completed financial statements through OCT 2022 and created a monthly actual spreadsheet to track trends in 2022.
- 990 is complete and submitted for 2021. Audit report is pending.
- 2023 proposed [draft budget is here](#)
- SEE FINANCIAL & FUNDRAISING COMMITTEE UPDATE FOR DETAILS

### Board Support

- The [board google calendar](#) is viewable by all board members, this is different from the spreadsheet.
- The Strategic Plan survey is still pending and final focus groups are being reorganized
- Elections: We have received 807 ballots submitted of 2904 eligible voters or 28%
- SEE ALSO ADVISORY BOARD ADHOC COMMITTEE UPDATE
- SEE ALSO Strategic Planning Committee update
- SEE ALSO BYLAWS & POLICIES COMMITTEE UPDATE

### **Chapter/Member support**

- 2023 member survey is getting put together for a potential end of FEB send out.
- Chapter assignments are available for board members to connect with chapters and leaders. Full list is in the [board work doc](#) under chapters tab. Starting to get info back. Please populate the shared doc.
- Regional meetings have started. Please consider attending your regional meeting.
- We will again attempt to organize post 9-11 veterans to support outreach and retention of younger veterans. We need to do everything we can to position the organization to attract and retain young members. It should be on our minds when making EVERY decision in VFP.
- Social Hour is Tuesdays at 7pm ET Join in to chat and enjoy a beverage with comrades
- ALSO SEE MEMBERSHIP COMMITTEE UPDATE

### **Communications**

- Christmas Truce and New Year emails are being finalized
- Board election results will be in the Jan Enews and updated on the website
- Enews will be once a month.
- End of Year Appeal/newsletter should be reaching mailboxes
- SEE ALSO COMMUNICATIONS COMMITTEE UPDATE

### **Fundraising**

- POND Foundation challenge was completed and the final report accepted. We should receive final payment soon.
- End of the Year Appeal is already starting to bring in funds SHARE it with your contacts PLEASE
- Giving Tuesday was a great success and we smashed our goal.
- We are getting more organized for grant development work and could use additional help building relationships with foundation staff and board members to get invited to submit proposals. If you can help, let Mike Tork know ASAP? We are sending out an ask for grant writers in the enews.
- KEEP CALLING your lists! It is paying off and you are supporting our activism and mission. Thank you.
- Ask your friends for donations to support our work?
- SEE FINANCIAL & FUNDRAISING COMMITTEE UPDATE FOR DETAILS

### **Program**

There is too much incredible work done by VFP members and coalitions to recount in one report. Here is a sample of the great stuff VFP members, chapters, projects and groups are involved in. I will focus on work the national office took more of a head role in organizing.

VFP is helping to push for commutation for Daniel Everette Hale, an anti-war whistleblower who is currently incarcerated at a highly restrictive Communications Management Unit (CMU) at USP Marion, Illinois. Daniel Hale's revelations shone a light on the inaccuracies of the U.S drone program and the terror watchlists. We firmly believe that the courageous actions of whistleblowers like Mr. Hale have directly contributed to measures by the administration to curb civilian casualties and increased public awareness and action regarding the U.S drone program. Contact your local decision maker and have them write a letter to the President?

VFP is supporting The Afghan Adjustment Act that will allow Afghans in the United States to access permanent legal status, after months of living in limbo. If Congress fails, countless Afghans will be forced through other burdensome legal and backlogged asylum processes.

<https://www.weareafghans.org/take-action/afghan-adjustment-act-campaign>

VFP and DVAP are advocating for The Veteran Service Recognition Act, which is now in the senate after a victory in the house. In order to get any real action on this bill we need to mobilize allies across the country . Below is a link to a petition in support we are circulating. This is a great opportunity for every VFP chapter across the country to really support our non citizen recruits and veterans as well.

<https://actionnetwork.org/letters/support-the-veterans-service-recognition-act/>

## **8. Miscellaneous announcements**

- a. Our Susan announces new poet laureate Jen Pacanowski. Congratulations!
- b. Thanks to Tarak and Ellen on Peace & Planet News and their instrumental work with the Roger Waters tour and a highly successful fundraising appeal
- c. Nick thanks Jeremiah for his work in leading our Friday board circle meetings. Let's carry this forward as it is helpful in creating a healthy community among the board.
- d. Paul has hundreds of P&P News issues to send out if anyone requests.

## **9. Orientation for new VFP Board members**

- a. In the process of putting together a program to help orient new members. Paul and Ken will be in charge of this orientation.

## **10. Annual Reports from VFP Board Committees:**

### **a. Communications Committee - Jeff Paterson**

Commentary: With the recent departure of Colleen Kelly, Samantha Ferguson is now being asked to "do everything" related to Comms. While that isn't actually possible, Sam's experience and willingness to step in during this time has been invaluable to VFP national. However, Sam—a five-year employee of VFP—is not currently being paid enough to keep doing this for us (based on inflation, time in service, and even other non-profit comp salaries). If we value and actually intend to keep Sam, and this likely applies to the all currently remaining national (employee) staff, we need to prioritize and find a way to quickly provide a minimum 12% wage increase. If we don't do that, we are making a de facto decision to continue downsizing our

national office through attrition and be realistic with our expectations of this new more minimalist VFP national means.

In progress:

- Updating Christmas truce webpage
- Creating + Scheduling Christmas Truce email (will be scheduled to go out on the 24th - very soft ask at bottom)
- Scheduling Christmas Truce social posts
- Creating + scheduling New Years email (very soft ask at bottom)
- Creating and scheduling New Years graphics for social
- Once we have election results I will be adding those as the top story on the VFP homepage / updating the elections, bylaws & resolutions pages, etc. - The results will also be emailed out in the first eNews that we send out in 2023

Recent work:

- Appeal email #1 was sent on the 13th
- Appeal email #2 is scheduled to go out on the morning of the 19th
- Newsletter / mailed appeal has started to hit mailboxes

#### **b. Finance Committee - Mike Tork**

Balances a/o 12/14

Commerce Bank Checking - Operating

\$10,623.24

Commerce Bank Checking - Restricted

\$32,055.65

Investment Accounts

CapOne Business Savings

\$21,053.73

CapOne Zinn Fund

\$29,904.07

Edward Jones

\$5,180.30 meetings at least

Next payroll will be on the 22nd for about 10K

If any member wants the complete 2022 budget or the 2023 draft budget please email me so that I can get it to you.

Expenses for Dec will be ~38K so we need to bring in 28K by the end of the month to finish the year in the black. I think we will do that thanks to the end of the year eNews and Newsletter appeal. We remain hopeful that we will start off the new year on a little firmer ground thanks to the Roger Waters letter and all the people that worked hard building a solid relationship with him.

I would like to thank Garrett and F&F Committee for their support, patience and hard work.

Over the course of the year the committee met 16 times. So thank you Garrett, Ken, Paul, Mike, and Louis.

Although it is behind us now and we are focused on the future, it is important to remember that we ended 2021 in the red by 59K with no money in our savings. In early 2022 we learned about our dire financial straights, uncertain if we could even make payroll. Part of the reason

why this caught us off guard was because getting current financial reports in a timely manner wasn't happening. Sometimes those reports were up to 2 months old. Obviously, monitoring a tight budget becomes difficult under those circumstances. It is important to note that none of this is due to VFP staff or the ED. It is mostly because we have a new accountant still learning our system. And the database conversions added to the problem. Shelly is working hard with the accountant and our goal is to have financial reports by the second week of the following month.

In June of this year the F&F Committee met with Garrett and went through the budget line item by line item. Not an easy task given that we have some 100 line items. As a result of that review we were able to cut almost 110K from the 2022 budget which took it from 580K to 470K. At the same time we developed 8 recommendations we felt were important if we wanted to continue making payroll and keeping the lights on. The revised budget and recommendations were approved by the Executive Committee and the Board. We placed caps on expenditures and then monitored closely for the remainder of the year.

And thanks to Paul for reaching out to Craig Newmark (Craig's List) for a 50K donation, of which 30K went into operating costs and 20K went into savings. Ending this tough year with money back in our savings is a real accomplishment. Our goal is to continue building our savings.

But we need to do much more fundraising in 2023, especially with grants. Depending on how we end the year, we would like to fund a part time position in 2023 to help research and locate potential grants. That is time consuming and takes work, but it is essential if we want to continue doing our important work. We can not be an organization that depends solely on our members to sustain us. We need to land 2 or 3 grants a year, minimum.

The F&F Committee, along with some Board members, have gone through two rounds of phone calls seeking donations from past VFP donors. In all we have called about 150 people this year. Although several Board members stepped up to help the F&F Committee making these calls, we would still like to see the entire Board engaged in fundraising efforts. Although the Board is working together much better than in the past, there is still room for improvement.

Climate Emergency Fund - we received 40K and hope to do the same in 2023

Some of the deliverables for that grant are:

Train 400 veterans through webinars? Might not achieve.

500 veterans involved with actions - we have 85.

65 media pops - we have 50

Patrick Young has been paid a stipend to help organize actions and training, as well as write the end of year report.

We also met the Pond Grant challenge by raising 10K in donations, which they matched dollar for dollar.

The Board approved an increase of \$10 for membership dues. Effective 2023.

Zinn Fund - Executive Committee will be involved with releasing funds until a more formal procedure can be implemented. The money is sitting there and should be used. Currently we have two requests for funds.

Other cost cutting suggestions implemented in June were :

Board approved the budget revision (6-9-22), per Executive Director, Executive Committee and the Finance & Fundraising Committee recommendations.

Newsletter mailings reduced to twice/year.

Cut staff salaries by 10%

F&F Committee made 8 recommendations developed to help maintain and monitor the budget  
Contingency funds - Expenses other than payroll or recurring expenses need approval before spending.

All travel pre approved by ExComm

Areas where continued work is needed

Accountant slow. Actuals/reconciled financial reports still behind. Problem! This continues to be a big problem, especially when we are trying to monitor a very tight budget. Still have goal of getting finances second week of following month. Work in progress.

Need to engage Advisory Board. Include brief statements in e-News? Ask them if they have any contacts with potential grantors? Other ways?

Membership list needs to be updated.

Lapsed members - who is reaching out to them?

EveryAction still has some rough spots, one of which is the membership module. This module is where information regarding a members status, donation history, contact info, etc. is kept. So it is an important module. Garrett and staff are working on identifying problems and then working with EveryAction to resolve these issues.

Need to write grants.

Need to build stronger relationships with our Chapters.

Discussed plans for next year's convention. Should it be in person? Many advantages of that, but it can be costly and at this point is not included in the budget.

#### **c. Membership Committee - Nick Mottern**

Jules has been reaching out to people regionally in an effective way that is maintaining good levels of engagement. Surveys have been going out, this could be more effective. Looking to get a solid understanding of: How many active members and chapters do we have? Who act as supporters but are not paying members? What are the goals and priorities of chapters? These surveys give us a clearer picture of these things. Will need volunteers to follow up on chapter mailings and to join this committee. Work on various membership issues needs to be improved.

#### **d. Strategic Planning Committee - Louis Raprager**

A few focus groups went out and were successful. More surveys for the strategic plan need to go out. Call for more members to join the committee, as input from more diverse voices are much needed.

#### **e. Transformative Justice Committee - Jeremiah Knowles**

TJC looking for people in the helping professions to join and assist the committee. Use of the circle method has been successful in fostering a healthier environment. Have been working on adding introduction to the code of conduct to add some missing context. Reach out for any issues that need addressing by the TJC.

#### **f. Executive Committee - Susan Schnall**

Thanks to those on the ExComm for many additional and emergency meetings, especially when it comes to finances and fundraising efforts. Jeremiah, thank you for working so hard to change



the culture of this organization through the community circle process and reading assignments, etc. Thanks to Josh for notes, record keeping. Thanks, Mike Tork for doing a great job as treasurer and with financial reports.

For emergency statements, the ExComm will hold an emergency meeting to approve it.

## **11. Annual Reports from National Projects:**

### **a. Climate Change and Militarism - Louis Raprager**

Had many successful actions in several US cities, thanks to those chapters and local organizers and participants. CCMP is still doing the slideshow presentations. Please get one scheduled for your group or chapter. Cindy Piester attended COP 27 in Egypt and was a fantastic representative for VFP and CCMP there. Our work continues!

### **b. Save Our VA - Paul Cox**

SOVA is a small group but gets a lot done. Accomplished much in pst year. Several Zoom visits (21) and legislative conferences and trainings to advocate Congress. Sent out fifteen calls to actions. Over 1500 respondents, which are likely undercounted due to data base changes. Planning an in-person action in the fall of 2023. Thanks to the Zinn fund to support this upcoming gathering. SOVA needs more people to do this important work.

### **c. Golden Rule: Status of MOU - Michael Dempsey**

Annual Report and Forecast from the Golden Rule Project to the VFP Board of Directors  
A new MOU is in place and needs signing by key individuals.

As is required by the Memorandum of Understanding between the Golden Rule Committee and the VFP Board of Directors and by the VFP policies regarding National projects, we respectfully submit this annual report covering the year 2022.

Financial report: categorized income, expenses including a comparison to the 2022 budget

Sail plan: Currently doing the Great Loop as mentioned previously, to be completed in 2023.

Cuba trip at the end of December through early January. Enya will be representing the board on the Golden Rule. Bon voyage!

Budget overview

National Sponsors of the Great Loop Voyage

CodePink Women for Peace

Back from the Brink

World BEYOND War

RootsAction

Earth Quaker Action Team

Women's International League for Peace & Freedom

NuclearBan.US

United for Peace & Justice

### **d. Korea Peace Campaign - no liaison present.**

No report available at this time.

### **e. Deported Veterans Advocacy Project - Jeremiah Knowles**

Veterans Service Recognition Act is important in that it supersedes the executive order currently in place protects. DVAP has been enormously successful recently in finally getting

benefits to veterans and a step toward justice. Please support the legislation which protects our deported sisters and brothers.

<https://actionnetwork.org/letters/support-the-veterans-service-recognition-act>

Still working with several vets in several countries on their return and access to benefits. Fundraising continues to be successful.

**f. Vietnam Agent Orange Relief and Responsibility Campaign - Paul Cox/Susan Schnall**

Work continues to be virtual but is ongoing in advocating for victims of contamination in Vietnam. Some are working closely with Southeast Asian-American groups to develop understanding of the AO issue as it extends into Cambodia and Laos. The science committee has met regularly and has partnered with researchers at CCNY and UCLA to further understanding of toxin exposure and we look forward to working with them. Victims of Agent Orange Relief Act is going to die this year without further legislative support. This is the seventh time. The situation with cosponsors has not improved this year. Will revisit in order to hopefully make progress in getting this passed. Late spring, Susan helped present a paper on the AO issue. The PACT Act was passed in August, an important law that acknowledges toxic exposure to veterans, setting a crucial precedent going forward in protecting veterans.

**g. Full Disclosure: Toward an Honest Commemoration of the War in Vietnam - Ken Mayers**

No detailed report available at this time. Susan reminds us that a website is still present. Jeff helps to manage it, and suggests that continuing as a NP is a discussion to have in the near future as to whether maintain, expand, etc. Paul weighs in on the timeliness of the project and the question of keeping it relevant and what should go into maintaining it.

**h. Courage to Resist - Jeff Paterson**

2022 End of year newsletter summary:

<https://couragetoresist.org/wp-content/uploads/2022/12/jan23-news.pdf>

Open monthly meetings (2nd Wednesdays) continue, attendance by ally organization reps and objectors.

Financial and legal aid provided last month arrested long-time AWOL soldier, and to Russian war resisters turned US refugees.

Newsletter content:

- GI Resistance panel opens national veterans convention
- War resisters from Russia's invasion of Ukraine deserve more support
- War resistance celebrated with peace flag raising
- Podcasts with Hart Vigas, Jim Albertini, and Francesco Da Vinci
- Stand with Daniel Hale, imprisoned drone whistleblower
- Reality Winner – The Documentary

**i. Iraq Water Project - Mike Tork**

Nothing to report. Mike has reached out but little or no response. This project likely will be dropped. Further discussion by the board will take place and determination will be made soon.

**12. Annual Reports from Working Groups**

**a. Anti Drones-Ban Killer Drones - Nick Mottern**

Copious use of drones in the current Ukraine War. Killer drones in use are an extension of colonial/imperial brutality against people who have no air defense capability. Strikes are ongoing in places like Somalia, Syria, etc. This, along with SOF operations around the world, are the only aggressive offensive US efforts ongoing currently.

We ran over 400 ads outside of Holloman AFB, New Mexico, which encouraged drone operators to reach out for support for moral injury, etc. Thus far, a small number of operators have reported troubles with conscience, etc. Will continue to work with GI Rights Hotline. Have been encouraging Congress to not send drones into Ukraine, although it seems to be happening anyway. We wish to engage more VFP members in this work.

**b. Homeless Veterans - Jeremiah Knowles**

No detailed report available at this time.

**c. Nuclear Abolition - Ken Mayers**

Former VFP President Gerry Condon has been the primary convener of the Working Group. This report is a lightly edited version of the notes he provided, augmented by some information from Jim Wohlgemuth.

1. Nuclear Abolition Working Group pursues the VFP Mission to Eliminate All Nuclear Weapons. Formed in early 2021, the Nuclear Abolition Working Group is pursuing an essential part of the Veterans For Peace mission statement: "to end the arms race and to reduce and eventually eliminate nuclear weapons."The Group, in its second year, continued to meet on a biweekly basis for most of 2022 until recently when the schedule slowed a bit in recognition of holiday pressures. Coordinating Committee members include Ken Mayers, Greg Corning, Alice Slater, Jim Wohlgemuth, Harvey Bennett, Rachel Clark, Helen Jaccard and Gerry Condon.
2. One meeting a month is devoted to having guest speakers, typically experts in one or another aspect of nuclear disarmament, nuclear energy, nuclear and other military pollution, and the growing threat of nuclear war as presented by the escalating war in Ukraine. Speakers included: Ralph Hutchison of Oak Ridge Environmental and Peace Alliance (OREPA); Denise Duffield of Physicians for Social Responsibility and Back from the Brink; Jay Coughlin - Nuclear Watch New Mexico; Ray McGovern, Veteran Intelligence Professionals for Sanity; Aquino Miyagi, an environmental activist from Okinawa; Tina Cordova of Trintinty Downwinders; Marylea Kelly of Tri-Valley Citizens Against a Radioactive Environment (CARES); Joseph Gerson of Campaign for Peace, Disarmament and Common Security; Lawrence Wittner, Professor Emeritus, SUNY-Albany - historian of peace and disarmament movements; Kathy Sanchez of Tewa

Women United; and Tristan Guyette of Beyond the Bomb. Several of these speakers were subsequently interviewed on Jim Wohlgenuth and Harvey Bennett's radio program.

3. The second meeting of each month is devoted to planning and organizing.
4. Aside from our successful meetings and speakers, our most significant accomplishment was producing a Nuclear Posture Review for Veterans For Peace, which has been widely shared, applauded, and been the basis for webinars, including with Massachusetts Peace Action, the VFP Advisory Board, and some VFP chapters. It can be viewed and downloaded at [tinyurl.com/vfp-npr2](http://tinyurl.com/vfp-npr2).
5. Additionally, the Group and The Golden Rule national project have provided strong mutual support and will continue to work closely throughout the Great Loop enterprise.
6. In 2023 the Group plans to develop further its working relationship with allies in the field, including those who provided speakers for our guest speaker program and others such as ICAN, WILPF, and Global Zero. The Group will also continue to promote its Nuclear Posture Review, working with chapters to have it delivered to congressional district offices in their respective chapter locations as well as through other venues.

**d. China Working Group - Mike Wong**

Have been getting fair publicity. Covering Pelosi's troubling visit to Taiwan earlier this year. Started a YouTube channel. Members have been writing articles and giving interviews, webinars, and podcasts around the world. May look at organizing a trip to China now that China is opening up more.

Nick recommends watching the Reagan National Defense Forum and the rhetoric of escalation of US conflict against China. Mike recommends the book, *Destined For War* by Graham Allison (which discusses this very topic and US aggression toward China and their disparate worldviews and their implications).

**13. Adjournment**

- a. Adjourned at 3:38pm EST.
- b. Next Meeting: January 21, 2023
- c. HAPPY HOLIDAYS!

*Respectfully submitted,  
Joshua C Shurley  
Board Secretary*

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**Veterans For Peace  
Board Meeting Minutes  
Saturday, November 19, 2022  
12:40pm EST**

**Board Members in Attendance:** Susan Schnall, Jeremiah Knowles, Mike Tork, Josh Shurley, Paul Cox, Enya Anderson, Mike Dempsey, Jeff Paterson, Louis Raprager, Ken Mayers, Ben Shraeder, and Garrett Reppenhagen. Guests include: Gerry Condon, Helen Jacard, Mike Wong, Anthony Donovan, James Williams, Andy Berman, Marti Guy Downing, Tarak Kauff, Ellen Davidson, Kathleen Hernandez, Rodrigo Gonzales of Proximity Cuba.

**1. 12:40pm EST: Open for Public Comments**

- a. Great report from Ellen Davidson on recent climate action and link to her wonderful photos: <https://photos.app.goo.gl/Ae8xxuwSPoXkg9Lo8>
- b. Kathleen Hernandez raised concern/question about accuracy in database and monthly membership reports, etc. What does staff need to get this corrected? Garrett reported on progress in database transition and how these discrepancies occurred and are being addressed. Garrett recommends going through the VFP website in order to set up recurring donations. Paul Cox highlights the need for chapter contacts to get corrections to Shelly so they can be addressed.
- c. Kathleen Hernandez asked about costs of Cuba trip. No VFP funds will be expended.
- d. Kathleen Hernandez also asked about the Roger Waters concert and issues with fundraising, etc. Ellen Davidson will speak with Kathleen offline to address questions.

**2. 1:00pm EST: Board Meeting Opens**

**3. Statement of Purpose**

**4. Code of Conduct**

**5. Check-Ins**

**6. Approval of Minutes October 15 and 22, 2022**

- a. Unanimous approval of Oct 15 minutes
- b. Unanimous approval of Oct 22 minutes

**7. Approval of Agenda**

- a. Unanimous approval of today's agenda

## 8. Finance Report: Status Report Mike and Garrett

- a. Mike presented overview of budget, payroll, accounting issues being brought up to speed.
  - i. The current balance of the operating checking account is \$15,873.13 a/o 11/7/22.
  - ii. The current balance of the restricted checking account is \$34,665.64 a/o 11/7/22.
  - iii. The current balance of the Zinn Fund is ~ \$30,000 a/o 11/7/22.
  - iv. The current balance of the savings account is ~ \$21,000 a/o 11/7/22.
  - v. Payroll is scheduled for 11/24/22. Based on the last payroll the expected withdrawal amount is approximately \$9,000.
  - vi. Payroll: \$6,588.36 (Payroll tax: \$1,996.18)
- b. Roger Waters helped with our appeal letter
- c. Discussions underway about a part-time hire at national.
- d. VFP may end the year without being financially underwater.
- e. Big thanks to Garrett on developing a draft budget during these tough times.
- f. Proposed 2023 budget is approximately \$444,800.
- g. Garrett presented his report and an overview of the 2023 budget (see link): [Proposed VFP draft Budget 2023 .xlsx - Google Sheets](#)
  - i. Highlighted need for additional grant researchers
- h. Ken Mayer talked about the ongoing work of the Finance and Fundraising Committee.
- i. Paul Cox asked for draft to be re-sent. Garrett sent around new link.
- j. Mike Dempsey raised question about recurring monthly donations. Item clarified by Garrett.

k. Reminder to board members to look at budget and have questions prepared for December board meeting.

#### **9. Fundraising Report: Giving Tuesday, fundraising Appeal, Pond Fund**

- a. Garrett reported on most recent climate action.
- b. Great news: VFP met our Pond challenge goal! Exceeded it by about \$300.
- c. New fundraising appeal letter going out in December (expected to be successful since it is written by Roger Waters)
- d. Giving Tuesday coming up, a reminder for all to please share on social media.
- e. Mike Tork reported on Finance and Fundraising Committee's work putting together a new call list to solicit donations. Recognition we have much more work to do (as always) when it comes to fundraising!
- f. Susan underscores the need for board members to assist in fundraising efforts.

#### **10. Executive Director's Report: Garrett**

- a. See above (Fundraising Report)
- b. Garrett reported on most recent climate action.
  - i. Great news: VFP met our Pond challenge goal! Exceeded it by about \$300.
  - ii. New fundraising appeal letter going out in December (expected to be successful since it is written by Roger Waters)
  - iii. Giving Tuesday coming up, a reminder for all to please share on social media.

#### **11. Resolutions Process discussion:**

- a. Susan raised issue with recent round of resolutions at 2022 business meeting.

- b. Recommendation to explain process in orientation to board, educate board about process in May as organizing begins for convention, send info to members through eblast.

## **12. Golden Rule Request**

- a. Travel itinerary to Cuba Helen Jaccard and Gerry Condon

## **13. Zinn Fund:**

- a. About \$14,000 currently in Zinn Fund. We have not done much in allocating funds in recent years. Recent ExComm meeting discussed this and we will be allocating these funds. Need to communicate to chapters and working groups/projects to make requests as appropriate.
- b. Process to Request Funds; Request from SOVA
- c. Paul Cox raised issue of Zinn Fund Committee not existing/meeting. Suggests we form a new committee formally ASAP. Susan agreed this would take place in the near future, and in the meantime will be dealt with via Executive Committee as a temporary measure until a permanent committee can be formed (to decide on SOVA application currently before the board). Will revisit the formation of Zinn Fund committee at next board meeting.
- d. Motion raised and seconded to authorize Zinn Fund request by SOVA. Motion is approved.

## **14. Merchants of Death Tribunal: Nick Mottern**

- a. Along with World Beyond War, will be holding a mock war crimes tribunal for holding MIC corporations accountable for crimes and complicity in crimes.
- b. Will create recommendations to address the conduct of these companies and the growth of the MIC and its hijacking of the federal budget. See website: [merchantsofdeath.org/](http://merchantsofdeath.org/)
- c. A week ago, a delegation delivered a group of subpoenas to MIC officials to create a narrative about holding these vultures accountable. Raises awareness of the MIC and its issues surrounding Armistice Day.
- d. Panel will deliver its recommendations on or about the MLK birthday celebration in January 2023.



e. Motion to add VFP to endorse. Seconded and approved. Unanimously approved. VFP officially endorses the Merchants of Death project.

**15. Status of National Projects:**

**16. At last meeting, Courage to Resist was added as a national project (thanks, Jeff Paterson).**

- a. Agreed that a discussion would follow on status of projects and groups, with an eye toward trimming back the number of these when they are inactive.

**17. At December meeting we will review these projects and groups and this will include a short report from each chair on its status.**

**18. Golden Rule: Status of MOU**

- a. Gerry and Helen reported on progress with Great Loop.
- b. They also presented their request to travel to Cuba in late December/early January. This is convenient since it fits in with space and time during Great Loop.
- c. Will attend conference.
- d. To remind how close we came to nuclear war in 1962 and draw links to nuclear threat today
- e. Express solidarity with Cuban people after so many disasters.
- f. Raise awareness of and call for an end to the economic blockade of Cuba.
- g. Bring attention to the voyage of the Golden Rule and its important anti-nuclear mission.
- h. US rules were recently eased to travel to Cuba, and this would facilitate such a trip. There has been legal advice and discussions with legal professionals and sailing under this general license (allowed for by eased rules) is permissible.
- i. Will be working with Proximity Cuba, who works extensively with Code Pink and Ann Wright.
- j. If approved, will attend Jan 2-8 arts and culture program in Cuba.
- k. Six members will be on board the boat, and other are encouraged to travel by air (costs about \$1500 per person, if interested).

l. Joined by Rodrigo Gonzales who gave an overview of the work of Proximity Cuba and how Golden Rule Project would fit into the existing program during this very critical moment. Wish to hold a press conference with the Golden Rule in Cuba which would spread awareness on an international scale.

m. Ken Mater voiced support for this effort and linked to the Merchants of Death War Crimes Tribunal.

n. Motion raised to approve Golden Rule trip to Cuba. Unanimous approval for this effort by board.

**19. List of National Projects (to be reported on at December board meeting):**

- a. Climate Change and Militarism
- b. Save Our VA
- c. Korea Peace Campaign
- d. Deported Veterans Advocacy Project
- e. Vietnam Agent Orange Relief and Responsibility Campaign
- f. Full disclosure: Toward an Honest Commemoration of the War in Vietnam
- g. Courage to Resist
- h. Iraq Water Project

**20. List of Working Groups (to be reported on at December board meeting):**

- a. Democracy/Constitution/War Powers
- b. Anti Drones
- c. DU, Cluster Bombs and Landmines
- d. GI Resistance
- e. Homeless Veterans
- f. Iran
- g. Palestine

- h. Prosecute War Criminals
- i. Military Trauma
- j. SOAW/Latin America
- k. Nuclear Abolition
- l. Veterans for Inner Peace
- m. China Working Group
- n. Nuclear Abolition
- o. Be the Change Book Club

## **21. Next Full Board Meeting: December 17, 2022**

- a. Agenda to include: Welcome to New Board Members, annual reports from National Projects. Working Groups, and Board Committees

## **22. Adjournment**

- a. Motion to adjourn approved. Adjourned as of 11:17am.

*Respectfully submitted,  
Joshua Shurley  
VFP Board Secretary*

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**Veterans For Peace  
National Board of Directors  
Saturday, October 15, 2022  
Board Meeting Minutes**

Members in attendance: Susan Schnall (President), Jeremiah Knowles (VP), Mike Tork (Treasurer), Josh Shurley (Secretary), Mike Dempsey, Nick Mottern, Louis Raprager, Paul Cox, Enya Anderson, Jeff Paterson, Garret Reppenhagen (Executive Director). Missing: Ben Schraeder, Ken Mayer, Adrienne Kinne. Guest members: Ellen Barfield, Steph Atkinson, Dan Shea, Mike Caggiano, Regina Sneed, Allen Batten, Chuck Searcy, Becky Leunig.

1. Open Session: 12:40 pm EST

2. Statement of Purpose
3. Code of Conduct
4. Public Comments
  - a. Ellen Barfield: talked about a rally at the White House, the Golden Rule Project, and some current events.
  - b. Mike Caggiano: spoke about nuclear threat and ongoing antinuclear actions. Announced a vigil tomorrow in the Bay Area. Ongoing outreach to congressional members, etc.
  - c. Dan Shea: discussed being the new president of local chapter and recent speaker event featuring author Dee Knight, as well as ongoing peace work.
5. 1:03pm EST: Called to Order by President
6. Approval of Minutes of August 27th Business Meeting
  - a. Motion to accept, seconded. Unanimous approval.
7. Approval of Agenda
  - a. Motion to accept, seconded. Unanimous approval.
8. Finance/Fundraising Report - Mike Tork and Garrett Reppenhagen
  - a. F&F Committee continues to meet to overcome financial shortfall. We remain in dire straits, close to broke. Need the entire board to help with this fundraising issue.
  - b. No need for grant writers, but we do need help getting a foot in the door of these institutions. Making contacts, gaining entry and being asked to apply for grant funds.
9. Executive Director's Report – Garrett Reppenhagen
  - a. ED Report as follows:

## **Executive Director Report October 2022**

**prepared by Garrett Reppenhagen**

**Managing Staff**

- With Colleen and Chris transitioning out of VFP we are left with limited staff capacity. We will have to greatly reduce expectations of office management and member support
- I will be contracting help from Patrick Young, formerly of Movement Catalyst to assist with organizing support for Climate and WIRN actions.
- The personnel committee has updated a draft of the Employee Handbook and I will review before 2023.
- EveryAction database is operating properly. We are fixing records one at a time at this point and can look over chapter rosters to help isolate problems and run reports to solve similar issues. Most problems now are lingering anomalies from the transition.
  - We still need to complete a deduplication process
  - Sustaining donors are being updated
- We are transitioning to Quickbooks for our financial systems and recent months financial statements will be presented after the transition is complete later this month.
- Garrett Reppenhagen will be taking the month of January off with the exception of the board meeting.
- SEE ALSO PERSONNEL COMMITTEE

## Budget

- Operating bank account \$8k as of 10/13/2022 Savings is at \$41k
- Will likely be close to \$0 by the end of October resulting in a transfer from savings
- August and September financial statements will be available after the QuickBooks transition
- 2021 financial audit is nearly completed
- SEE FINANCIAL & FUNDRAISING COMMITTEE UPDATE FOR DETAILS

## Board Support

- The [board google calendar](#) is viewable by all board members, this is different from the spreadsheet.
- The Strategic Plan survey is still pending and final focus groups are being reorganized
- CONVENTION We had 353 people attend (115 w/booklet, 126 reg tickets, 49 reduced and 63 scholarships). We sold 43 ads. We budgeted expenses of \$12.2K and our costs were closer to \$10.2k. Our income was \$41.6k and we estimated \$40k (this does not include the POND challenge)

which would add another \$7k). Total net gain from convention before subtracting employee hours \$31k.

- Elections are ongoing digitally. Physical mail will go out at the end of October. Elections close on Oct 13th and we will have results Oct 15/16 in time for announcement of winners in the Dec board meeting. We encourage everyone to vote electronically to save VFP money on printing and mailing. If you feel you should have received an emailed ballot by now please contact the VFP office?
- SEE ALSO ADVISORY BOARD ADHOC COMMITTEE UPDATE
- SEE ALSO Strategic Planning Committee update
- SEE ALSO BYLAWS & POLICIES COMMITTEE UPDATE

### Chapter/Member support

- Chapter assignments are available for board members to connect with chapters and leaders. Full list is in the [board work doc](#) under chapters tab. Starting to get info back. Please populate the shared doc.
- Regional meetings have started. Please consider attending your regional meeting.
  - Southeast second Tuesday 7:30pmET (next meeting Nov 8th)  
<https://zoom.us/j/8242855847?pwd=ek1Nbjd4aDFvdm5sZGlmYURpZDdEQT09>
  - Northeast fourth Friday 6pm ET (next meeting Oct 28th)  
<https://zoom.us/j/5626244457>
  - Pacific 4th Monday 10pm ET (next meeting Oct 24th)  
<https://us06web.zoom.us/j/82768261057?pwd=NIFY3BtNlpFcGtHdWF6TmpTbjJxZz09>
  - Midwest and Mountain and Prairie (2 different regions in one right now) 7pm ET (next meeting Nov 1st) <https://zoom.us/j/5626244457>
- We are reaching somewhat of a finale for the Climate Action grant from CEF. We still have close to \$10k of support funds for actions and are creating action kits with a banner, VFP flag, buttons, stickers, brochures and handouts so chapters can use during COP27 Nov 8-16th.
- We will again attempt to organize post 9-11 veterans to support outreach and retention of younger veterans. We need to do everything we can to position the organization to attract and retain young members. It should be on our minds when making EVERY decision in VFP.
- Social Hour is Tuesdays at 7pm ET Join in to chat and enjoy a beverage with comrades
- ALSO SEE MEMBERSHIP COMMITTEE UPDATE

## Communications

- Enews, newsletters, social media and direct emails have been disrupted somewhat by database transition and staff shortages.
- Convention booklets have shipped
- Enews will be once a month until staff capacity is addressed.
- End of Year Appeal will combine with a final recap of 2022 newsletter
- SEE ALSO COMMUNICATIONS COMMITTEE UPDATE

## Fundraising

- We have received the first payment from the POND Foundation of \$5k and we have raised \$7,123 toward the \$10k goal before we receive the final \$5k+ match. USE this link to have it credited to the POND challenge <https://action.veteransforpeace.org/a/pond-foundation-donation>
- End of the Year Appeal will be a combination of a newsletter and appeal. It will include a personalized written ask from Roger Waters. We will include chapter (200 words) and project year reviews (300 words) as well as a poetry page and info graphic. Deadline for reviews are Oct 31st and can be sent to [editor@veteransforpeace.org](mailto:editor@veteransforpeace.org) We hope the appeal/newsletter is in mailboxes mid December.
- Giving Tuesday is Nov 29th PLEASE support by sharing social media and asking your lists to donate to VFP?
- We are getting more organized for grant development work and could use additional help building relationships with foundation staff and board members to get invited to submit proposals. If you can help, let Mike Tork know ASAP? We are sending out an ask for grant writers in the enews.
- KEEP CALLING your lists! It is paying off and you are supporting our activism and mission. Thank you.
- Ask your friends for donations to support our work?
- SEE FINANCIAL & FUNDRAISING COMMITTEE UPDATE FOR DETAILS

## Program

There is too much incredible work done by VFP members and coalitions to recount in one report. Here is a sample of the great stuff VFP members, chapters, projects and groups are involved in. I will focus on work the national office took more of a head role in organizing.

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## Stop War Save Climate COP27 and Armistice Events

Join VFP to take action on Save Climate Stop War with Climate Crisis and Militarism Project, we are organizing every tuesday night at 8pm ET

Actions are being planned for;

- Nov 4th in Las Vegas at the Nellis Air Force Base Air Show
- Nov 11th in Washington DC
- Nov 14th in NYC at the UN
- Nov 16th in Boston MA
- Additional actions are being planned in the Bay Area in CA, Minneapolis/St. Paul, Tucson AZ, Chicago IL and more

If you are interested in joining one of the planned events please fill out this [signup form](#)?

If you are unable to attend please actively share our social media messages and consider donating to support our efforts using this [support form](#)?

If you are not doing a local Armistice action consider joining VFP Armistice in Washington DC 2022 for a community building day November 10th and all day actions November 11th. Details are also coming soon.

### ----- \*\* End of ED Report \*\* -----

- b. Paul Cox spoke about the importance of sustaining donors as a steady income stream.
- c. Question by Mike Tork about hiring Patrick Young and its cost. Mike also requested help by members in making fundraising calls. Please stress soliciting funds to be matched by the POND fund.
  - i. Cost of hiring Patrick Young is about \$1500/month until February.
- d. Mike Dempsey asked Garrett about regional meetings. Who is organizing? Are we getting newsletters for bundles to chapters? Also asked about call list for soliciting donations.
  - i. Jules is organizing these meetings.
  - ii. Newsletters are printed on demand.



iii. We need to check on the online form for ordering newsletter bundles.

e. Nick asks for elaboration on payroll and contracting on Patrick Young. Nick also asked how far into savings we may go into in October.

i. Scope of work will be training of staff and members and assisting in organizing in various ways. Helping with climate action and WIRN. His pay will be drawn from the climate emergency fund which Jim Driscoll helped us find. Direct action training is a core piece of his work.

ii. Garrett gave overview of details on hiring Patrick Young and various what ifs.

iii. Goal is to not dip into savings this month. Elaboration on plans for sustaining savings account. F&F Committee does not ask to approve of Garrett's decisions, but would like to be informed.

f. Mike Dempsey asked about the bundles sent out to chapters.

i. currently we are at twelve (can produce more if needed).

g. Mike Tork raised issue about climate funds and expressed concern over how these are spent.

h. Enya brought up Patrick Young doing organizational trainings and making these available to chapters, members and other groups.

#### 10. Report from Convention: Finance, Attendance, Response of Attendees: Garrett

a. Covered by ED Report. Reiterated loss of staff causing staff limitations/shortages.

b. Looking at contracting Patrick Young from Movement Catalyst as a capable former labor organizer to assist.

c. Discussed ongoing POND challenge.

d. Gave overview of Convention numbers (See ED report for details). Estimates were very close to what we brought in. Identified areas we could improve in the future.

- e. Regional meetings are upcoming (details in ED Report).
- f. Discussion ongoing about funding shortages, the possibility of reducing staff versus the need to keep staff since VFP relies on them to sustain operations. Attention to the budget is crucial.

#### 11. Update on Systems Issues

- a. Every Action database is operational and mostly working properly. Still some shortcomings but overall situation is much improved and some quirks continue to linger and need to be addressed as they arise.
- b. Need to hear from more members to identify problems to solve related to our data systems.
- c. Moving to QuickBooks for accounting. Sep and Aug statements will be available next week.

#### 12. Update on Climate Emergency Fund Grant

- a. Actions are ongoing. We still have about \$10k in support funds. Will send out kits to chapters to assist in local actions.
- b. Climate action work continues: Stop War/Save Climate, COP 27 and Armistice Day events upcoming.

#### 13. VFP Election: Board, By Laws, Resolutions

- a. VFP board elections are ongoing. Please get out and vote!

#### 14. Fundraising Appeal

- a. Appeal written by Roger Waters going out soon. Many thanks to Roger for his work in helping us with this fundraising outreach.
- b. POND challenge continues. But incoming funds are drying up. No new funds in about a month. Please use the special link for donations to count toward POND matching funds (See ED Report for more details).
- c. Giving Tuesday is Nov 29. Please share VFP stuff so we can get those funds that day.

d. Suggestion by Paul Cox on POND fund. We can attach link to donations button to be matched. Also raised issue about efficacy of QuickBooks and the lag in getting financial reports.

i. Financial report lags have been due to system conversion issues, not our accounting software.

15. Merchant of Death: War Crimes Tribunal: Nick Mottern

a. Nick gave overview of this upcoming mock war tribunal to raise awareness of US war crimes and unjust persecution of whistleblowers, etc. Please check out [merchantsofdeath.org](http://merchantsofdeath.org) for more information.

16. Candidates Forum September 27th: Susan Schnall

a. Recording of the recent 9/27 candidate forum is now up on the VFP website.

17. Latest on WBW—Image of Two Soldiers hugging: Susan Schnall

a. Update on request from David Swanson and WBW to help these efforts with funding on the condition our logo and contact info is attached.

b. Has generated some publicity now that the wording encouraging negotiation has been disallowed. WBW will continue to try and show these figures.

18. A yearlong Series on US Imperialism and Anti-Imperial Resistance: *Confronting Empire* at University of Mass at Amherst continues.

a. Online link?

b. VFP co-sponsor Peace in Ukraine Coalition

c. Request from Ann Wright: VFP to be partner in showings of the film. Please alert chapters and partner organizations.

d. Crossings in which showings are planned: Palo Alto, San Diego, Boston. Alert chapters in those cities and other peace and justice organizations

e. Motion raised and seconded to assist with this effort. Unanimously approved. VFP is in full support.

19. Courage to Resist: request to be a VFP National Project Jeff Paterson

- a. Jeff gave overview of this 14-year-old project's request to become VFP national project. Elaborated on mutual benefits. VFP would get small share of fundraising and would need minimal staff time. Appears to be little downside to this.
- b. Motion approved and seconded. Unanimous approval to agree on CTR becoming a national project (other than Jeff's abstention).
- c. Jeremiah raised the need to reduce the number of national projects (and working groups) that VFP carries. Suggests a committee to look into managing our numbers of WG/NP.
- d. Nick Mottern spoke up in great support of CTR's joining VFP as a national project.
- e. CTR formally approved as a VFP national project.

## 20. Committee Reports:

- a. Advisory Board Committee: Paul Cox
  - i. Work is ongoing, will be meeting next week.
- b. Communications Committee: Jeff Paterson
  - i. Met last week. Big change is in Colleen having left VFP. Working on appeal and getting that out to members and donors. Looking for chapter reports.
- c. Finance and Fundraising: Mike Tork
  - i. See above report.
- d. Membership Committee: Nick Mottern
  - i. Results of 2022 VFP Chapter Surveys and Recommendations. This was to learn about chapter projects and activities. Only 22 chapters replied (out of over 100). Review of questionnaire. 6 members attempted to reach 55 chapters. 22 responded and are active.
    - ii. Renewed efforts are necessary to get a fuller picture of what chapters are doing, who is and is not defunct etc. Recommendations: VFP recruits volunteers to determine chapter needs

and viability. That the Membership Committee be constituted of at least ten active members and consult with staff and outside experts and chapter contacts to develop plan of action to recruit and retain members.

e. Strategic Planning: Louis Raprager

i. Survey went out Monday to members. Looking forward to implementing new plan and finish out ongoing focus group plan. Please complete the survey if you have not already!

f. Transformative Justice: Jeremiah Knowles

i. Looking to expand and develop. Specifically looking for those in helping professions who have capacity to assist in this kind of work. Contact [tjc@veteransforpeace.org](mailto:tjc@veteransforpeace.org) to help out.

g. Executive Committee: Susan Schnall

i. Thanks to Roger Waters and fundraising appeal. Have been about thirty concerts nationwide, with VFP presence at about 28 of these events. Our visibility was maximized. Roger will receive an appreciation plaque for his efforts to help us out.

ii. Need to discuss the MOU revision for Golden Rule Project. Would be in executive session. Looking at next Saturday, Oct 22 for this meeting. Will get a count in the meantime on who can and cannot attend.

iii. Early reports indicate the GRP and Great Loop are an ongoing success. Congrats to the Golden Rule!

iv. Mike Caggiano suggests increased use of op-eds to promote VFP activities and issues. ExComm will discuss.

v. Dan Shea voiced support for Nick's anti drone campaign and highlighted his local work on working with partner groups. His work is appreciated!

vi. Chuck Searcy voiced support of the org and the board. Mentioned his efforts with Project Renew and fundraising event in Washington DC to fund their expansion into Quang Ni province in Vietnam. Target was to raise \$100k, which they surpassed by around \$20k. Congrats to Chuck and Project Renew!

## 21. Adjournment

- a. Motion raised and seconded to adjourn meeting.
- b. Meeting adjourned at 2:49pm EST.

*Respectfully submitted,*

*Joshua Shurley*

*VFP Board Secretary*

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**Veterans For Peace  
Annual Convention  
Business Meeting  
Sat, Aug 27, 2022 – 11:00am CST  
Meeting Minutes**

**In attendance:** Susan Schnall (President), Jeremiah Knowles (Vice President), Mike Tork (Treasurer), Joshua Shurley (Secretary), Mike Dempsey, Adrienne Kinne, Ben Schraeder, Paul Cox, Nick Mottern, Ken Mayer, Enya Anderson, Jeff Paterson, Louis Raprager, and Garret Reppenhagen (ED).

**1. Call to Order by the President:** at 9:04 am and a tribute to Howard Zinn on what would have been his 100<sup>th</sup> birthday.

**2. Statement of Purpose**

**3. Code of Conduct**

**4. Check-ins**

**5. President's Report: *Susan Schnall***

Dear Veterans For Peace Comrades and Friends,

It's been several months since the VFP Board elected its current officers: Jeremiah Knowles-Vice President, Joshua Shurley-Secretary, and Mike Tork-Treasurer. Together we have worked as a team to face a number of crises and difficult issues. During this time, we have maintained transparency regarding board decisions and functioning. As you know, we have opened the

monthly board meetings to VFP members, with public comments welcomed at the beginning of the meetings. Minutes are now publicly posted as soon as they are approved at the following meeting.

Our first major issue occurred in February when the Executive Committee reviewed our national bank account and discovered that we were just able to meet payroll for the national staff for the following two weeks. We called on you, our members, supporters, and donors to contribute and keep us functioning and developed a financial plan to move us through 2022. One of our active board members raised money through a substantial grant to help put money back into our savings account [Board minutes April, May 2022]. As a result of a review of the budget, and the recommendations of the Finance Committee, the board made major changes to the budget that were accepted and will be discussed by Mike Tork.

The agendas for the Board meetings are set by the Executive Committee several days prior to the monthly meetings, requesting recommendations for additional items from board members. We have also been meeting the Friday prior to the board meetings to join together in a community circle during which interpersonal and political issues are aired and discussed. With the assistance of Jeremiah Knowles, the board members have maintained civility and respect, giving everyone the opportunity to speak without interruption, and calling for votes on major issues.

#### National and International Issues

Nuclear weapons are illegal under international law with the ratification of the United Nations Treaty on the Prohibition of Nuclear Weapons (TPNW) one year ago. The United States refuses to sign this binding treaty. Veterans For Peace issued its Nuclear Posture Review that included full spectrum cooperation, calling on the U.S. to implement a verifiable No First Use Policy, take nuclear missiles off hair trigger alert, and remove the sole authority of the president to launch a nuclear war. VFP is also calling on the U.S. to sign the TPNW. Please join us in this effort by writing letters to the editor of your paper, informing your elected officials of your support, educating your communities.

VFP's most visible example of its anti-nuclear and peace position is ocean going sailboat the Golden Rule. For the past several years, there had been substantial disagreement among members of the VFP board regarding the costs and benefits to VFP of maintaining the Golden Rule. We did a financial analysis of costs over the past year 2021. We agreed to continue taking fiscal responsibility for operating costs and insurance. Additional costs for salary for the manager of the Golden Rule were raised independently. The Golden Rule had a successful trip from northern California to San Diego with major publicity in the San Diego Tribune and San Francisco Chronicle and even Stars and Stripes. Starting in September the Golden Rule will

begin a 2-year Great Loop project traveling the Mississippi, the East Coast, and the Great Lakes. It continues to be our most visible and popular educational symbol for nuclear disarmament, under sails of VFP and peace.

We have been actively involved with a number of peace coalitions and developed positions on the crisis between Russia and Ukraine. It is clear that the role of the war industries complex is the major winner in the current war between Russia and Ukraine. VFP denounces Russia's invasion of Ukraine, recognizes the role of NATO in the development of the current situation, and is respectful of the multiple analyses and opinions within our organization.

VFP is a major supporter of the War Industry Resisters Network (WIRN).

The draft VFP Strategic Plan has been completed. A number of focus groups have been organized to review the plan for feedback and further refinement.

VFP's Climate Crisis and U.S. Militarism National Project continues to educate our members and the public about the connections between global warming and habitat destruction and the U.S. military.

There are many statements the national organization could issue regarding recent decisions by the Supreme Court. Please let the Board know how you think we could address them: whether about corporate destruction of the environment, violating the right to individual choice, gun proliferation, voting rights, etc. During the public comment of the Board meeting June 25th a VFP member asked for the national organization to take a stand against the Court's ruling on Roe v Wade. We brought together an intergenerational committee that worked for four days, struggling to write a statement representative of the concerns and values of the national organization.

Recent agendas for the board include reports from board liaisons regarding Committee work, and status of National Projects and working groups. In order to improve communication between the board and chapters, Garrett has developed an assignment sheet for each board member's responsibility to attend chapter meetings and identify members' concerns.

The board has conducted a review of suggested changes to the VFP By Laws including converting one veteran seat on the board to that for an associate member. Jeff Paterson, chair of the By Laws Committee will summarize each and present the Board's recommendation and vote when the decision was not unanimous approval.

Roger Waters has embarked on his last North American concert tour called This is Not A Drill—Roger's way of issuing a call to action. He has reached out to some long-time activists, members



of Veterans For Peace—specifically the staff of Peace and Planet News (PPN) who have printed 35,000 copies of newspapers for distribution at Roger’s concerts, Roger was disgusted by the veterans who participated in the violent overtly fascist attack on the capitol on January 6th and has been calling attention to veterans who stand with him as anti-fascists and nonviolent activists for peace, justice and truth. PPN staffers have been driving long distances to attend the concerts and organize VFP members in local chapters to do the tabling. They have worked with Roger’s staff to make sure the relationship is well coordinated and have shipped papers and materials all over the country. The group has coordinated with Ban Killer Drones and the climate change and anti-militarism national project to make sure that their materials are distributed at the concerts along with the newspapers.

#### Additional Board Issues

Recent agendas for the board include reports from board liaisons regarding Committee work and status of National Projects and working groups.

In order to improve communication between the board and chapters, Garrett has assigned each board member a chapter to contact and discuss their current issues and offer to attend that chapter meeting to identify members’ concerns.

The board has conducted a review of suggested changes to the VFP By-Laws including converting one veteran seat on the board to that for an associate member. Jeff Paterson, chair of the By-Laws Committee will summarize each and present the Board’s recommendation and vote when the decision was not unanimous approval.

Garrett will be discussing the terrific work of the national staff on a number of projects-and, specifically on helping to make this year’s convention a success.

On the board we continue to work on intergenerational issues in our organization. One of our goals as a board is to honor and make effective use of the contributions of all generations involved in the organization. Older members have long histories of organizing and dedication. Younger members have new ideas, different vantage points, new ideas and great energy. As a result, we also create misunderstandings, resentment, anger. We must organize our collective strengths to overcome our differences to become a more effective veteran voice for peace.

Thank You.

#### **6. Treasurer’s Report: *Mike Tork***

I am not going to review the budget line item by by line item, but rather give an overview of our current financial condition. If any member wants a copy of the budget spreadsheet please send me an email at [vfptreasurer@gmail.com](mailto:vfptreasurer@gmail.com) and I will make sure you get a copy. During the first few weeks of 2022 the Board learned that VFP was in critical financial condition and meeting the next payroll was going to be difficult. Thanks to board calls to past donors and the reduction of staff hours VFP managed to make payroll and meet expenses, but a plan needed to be developed if we wanted to keep VFP viable and our unique Veteran voice alive. Currently (8-24) we have \$23,566 in checking and \$42,760 in savings. We experienced a nice last minute increase with convention registrations. Looks like overall convention registration will be slightly better than last year's. The additional revenue will help. Once past the convention we will probably see income lows with an increase at the end of the year. VFP recently received two grants. One from Craig Newmark (Craig's list) for \$50,000 and one from Climate Emergency Fund (CEF) for \$40,000. \$40,000 from Craig's grant went into our savings and \$10,000 went into our checking account. From the \$40,000 we received from CEF, \$15,000 went into our checking account with \$5,000 set aside for a PR consultant and \$20,000 reserved to support chapter actions around the climate crisis. Without those two unforeseen grants our checking account would now be negative -\$1,500 and our savings account would be \$1,000. Other grants have come in and I believe Garrett will cover them. These three are ones we solicited. History - How we got here It is worth noting that it wasn't just one person or just one event that got us here. Mistakes were made by many people over many years. Over the years, beyond just the last three, VFP has consistently overestimated income and underestimated expenses. For the years of 2019, 2020 and 2021 VFP overspent \$238,000. The only reason we were able to keep the doors opened and the lights on was because we had money set aside in savings. But over a three year period our saving went from ~\$168,000 to \$1,000, so that cushion is gone. We have \$40,000 in our savings now thanks to the grant from Craig, but that is barely enough to get us through one month. It is important to note that VFP's monthly expenditures are ~ \$40,000. Some months much more. No Treasurer - Garrett became the new Executive Director mid 2019. At the first board meeting of 2020 the treasurer stepped down, which had nothing to do with Garrett, but probably more about the poor condition of VFP finances after years of neglect.

Since then there hasn't been a full time, focused treasurer. Garrett had to basically become the Treasurer and the Executive Director without much support or oversight. During 2020 and 2021 the Executive Committee did not closely monitor VFP finances, nor did the board. During that period the Finance and Fundraising Committee (F&F Committee ) was not fully functional and did not meet regularly. Fiduciary obligations by the board and Executive Committee were not followed. Perhaps because the board was distracted by other issues. Two full time staff members were added during a period when we were consistently overspending and drawing down our savings. Looking back this seems like a bad idea, but as they say, hindsight is 20/20. Board approved a budget without thorough review and consideration. The board approved a budget in 2020 that was greater than the 2019 budget even though the 2019 year ended in a deficit of \$146,000. Moving forward F&F Committee revised the budget (6-22) and presented it to the Executive Committee, which was approved by the board in July. The revision cut \$100,000 from budget to bring expenditures closer to total revenues for 2021, which was \$485,000. The F&F Committee developed 8 recommendations so we could closely monitor our budget. Those recommendations were approved by the Executive Committee and later approved by board. The F&F Committee will ensure that those recommendations are being followed. But additional cuts will likely be needed. Newsletter - reduced from 3/year to 2/year. The last one will be used for end of year appeal. Improved communication between F&F Committee, the Executive Committee and the board. Rebuilding savings is now a priority of the F&F Committee. Added Mike Ferner to the F&F Committee. Building membership - How do we know what works and what doesn't? Survey newest members to determine why they joined. Who contacted them and are they active in VFP? Did they join a chapter? Did that chapter reach out and welcome them? No close chapter, do they know about VFP National Projects? Fundraising Increase grant writing. We received two grants so far, and are now working on the third one. The F&F Committee recognizes that cutting the budget is only part of the solution. We also need to increase revenues. Store reboot - New merchandise which might bring in some additional revenue and also help get our brand out there. Regularly remind members through our E-News and convention ads about legacy giving and recurring donations. Search our membership for people that might have grant writing experience. Raise dues \$10.00. Mike

Ferner is working with Ralph Nader and they have discussed GivingPledge as a group of potential donors, but as is the case with all grant requests, you first need to establish a contact. That takes time and effort. Staff or board assistance is needed to help find those contacts. Setting monthly board goals and improve board participation Chapter Surveys - Strengthen the connections between VFP National and chapters. Perhaps chapters will follow the lead of the Monterey and Boston Chapters and make donations to National. Donor calls - Continue making calls to past donors asking for their ongoing support. Pond Foundation challenge grant - Ken Mayers will explain. Engage Advisory board - Seek their help with fundraising and spreading the word about the good work VFP is doing. The F&F Committee has had their hands full and really had to hit the ground running from the beginning of the year. Fortunately we have dedicated members committed to getting VFP back on solid ground. I want to thank Ken Mayers, Paul Cox, Mike Ferner, and Louis Raprager. And I want to thank Garrett for being so responsive to our many questions and inquiries. None of our problems are insurmountable

## **7. Executive Director's Report: *Garrett Reppenhagen***

Executive Director Report - Convention 2022 Despite lingering COVID impacts, massive inflation, and an escalating war in Ukraine and other areas, in the last year VFP has:

- Held its first electronic ballot election with over a 35% increase in voter participation.
- Transitioned to a new database to streamline data collection and reporting tools that can make organizing more effective and reduce costs.
- Grown an active Discord server with over 400 young veterans and allies.
- Secured grant funding to partially fund localized actions to spread the word about the intersections between climate crisis and militarism.

VFP has responded in amazing ways and local chapters, dedicated members, a hard working staff and committed allies continue to organize and push for peace.

Managing Staff & Office

- For the first time while I have been ED, VFP had to reduce staff hours to part time to be able to make payroll. There was considerable strain on staff this year due to financial deficits. VFP staff remains in the lower 10% of salaries for similar sized non-profits in the U.S.
- VFP transitioned to a new database called EveryAction. The process was complicated due to the fact we were initially operating from two different databases and had been for many years. This not only meant transferring large amounts of data and cleaning it up, it also meant that we had to examine our processes. In many ways we had to reinvent the ways we looked at membership levels and tracking. The effort was stalled when a system wide bug hit the membership module of all the EA clients. The database transition has been attempted before and when it is finally completed we will have accomplished a major goal that has plagued VFP for at least 8 years. Planning for the Convention and making sure it is a success has taken a large amount of our staff's focus and time recently, but through that we have still devoted a lot of time and energy to the database transition, and will continue to do so after the conclusion of the Convention.
- When I was hired in 2019 VFP had 7 personnel on the national staff. At the beginning of 2022, we also had 7 staff members, however Colleen Kelly has recently resigned as Communications Director. We will conduct a hiring process for a Communications Associate. In the meantime, communications tasks will be spread through staff, comms committee and our amazing contracted editor Becky Luening.

#### Staff Roster Includes

- Shelly Rockett - Business Manager - Primary financial manager, controls the database of record, maintains HR roles, bottom lines most administrative functions
- Samantha Ferguson- Communications and Graphic Design Coordinator - Produces graphic and media content that unifies the VFP brand and gives communications and actions a professional touch. Website development and maintenance. Supports many comms roles and is actively involved in supporting program organizing.

- Jules Vaquera- Membership Coordinator - Connects with members through new member support, chapter contacts and independent member coordinations. Improves internal communications connecting members and informing leaders about opportunities to engage and grow VFP engagement.
- Chris Velazquez- Digital Organizer - Growing the Gamers For Peace initiative by bottomlining twitch streaming programs and supporting the Discord community. Engages potential members on social media platforms to build membership and engagement. Helps improve organizational technical tools to keep up with modern organizing.
- Gail Aquino- Part Time Administrative Office Staff - Processes checks, mail, new member and donor paperwork. Updates the database of records as necessary. Completes store shipments and supports administrative tasks. Answers member calls and emails.
- Garrett Reppenhagen - Executive Director - Watches in amazement at the incredible work the VFP team does day in and day out to keep the organization advancing our critical mission.

## Budget

● The VFP board revised the 2022 budget and passed a decreased budget of \$497,000. VFP has not had a year with actual expenses below \$500K since 2013. Despite cutting over \$120k out of expenses in two years we have not been able to stabilize the budget. We have now depleted savings and might not be in a position to hire a new comms staff member and could actually need to consider further staff reductions. Below is a historical look at VFP finances based on the 990s and 3rd party accountant financial reviews from 2013-2022.

	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Expenses	\$457k	\$537k	\$547k	\$902k	\$670k	\$643k	\$654K	\$587k	\$525k	\$497k
Contributions	\$474k	\$595k	\$490k	\$1,12kk	\$588k	\$586k	\$498K	\$541k	\$435k	\$497k
Cash Flow Diff.	\$18k	\$59	-\$58k	\$221k	-\$112k	-\$58k	-\$156k	-\$46k	-\$89k	\$0.00

\*2021 is based of combined monthly statements

\*2022 is based off the current approved budget

\*2016 VFP received a \$200,000 grant for a the Veterans Challenge Islamophobia Project and a \$250,000 donation from Sally-Alice Thompson

2022 Financials 2022 Jan Feb Mar Apr May\* Jun\* Jul

TOTAL Projected 2022	2022 Budget	Member Dues	14,529	8,646	11,315	16,643	5,393	5,393			
4,067	65,986	113,118	133,335	Donations	65,023	9,164	10,770	38,491	35,702	35,702	3,250
198,102	339,603	316,736	Other Income	873	2,267	1,777	4,728	2,406	2,406	16,099	30,556
52,381	71,090	Expenses	38,133	37,864	54,472	42,033	36,655	36,655	33,673	279,485	483,262
497,000	Total	42,292	(17,787)	(30,610)	17,829	6,846	6,846	(10,257)	15,159	25,987	24,161

\* May and June were averaged off the difference of the YTD totals at the end of July.

\*Projected totals is based on the current YTD total divided by the current months in the year multiplied by the full 12 months annually.

- Despite board votes and agreements, the funding for an organizational audit has not been able to be raised and is currently on hold. Unrestricted Savings and Checking from 2020-Current  
7/1/2020 7/1/2021 7/1/2022 8/24/22 Checking \$31k \$68k \$25k \$24k Savings \$63k \$59k \$41k \$43k Total Unrestricted \$ \$94k \$127k \$66k \$67K

- SEE FINANCIAL REPORT FOR ADDITIONAL DETAILS Board Support

- A lot of work has been put into creating a more standardized shared document system through GoogleDocs.

- Many board committees are facilitated by VFP staff and have become critical to organizing work in the organization. ● The ED and staff continue to support the board in meetings, tech resources, document storage and communication to members.

- Annual elections are administered by national office staff

- The annual convention takes an enormous amount of staff time and resources.

Chapter/Member Support

- At the end of 2021 VFP conducted our first-ever online elections and voting system. It was a massive effort that increased our member voting by 35%. It was extremely costly because of the amount of unused mailed ballots that still went out. We will reduce this cost this year by having members who have not previously voted, but had the opportunity to vote, fill out a voter registration to get a mailed ballot. All eligible members will have multiple opportunities to vote electronically without the need to register.

- The elections were costly, but successful. 855 Ballots counted. 193 of those were paper ballots. Out of 2,924 eligible voters. Over 2,000 ballots were printed and mailed.

- Last election was costly on printing and mailing paper ballots. So we will have a voter registration period before ballots go out—starting mid summer. You will need to register if you did not vote in 2021. Everyone, regardless of registering, will get an electronic ballot. Only people who either didn't vote previously and registered or people who voted (electronically or by paper) last year but didn't vote electronically yet in this coming election will get paper ballots. The digital voting starts 3-4 weeks before we mail ballots—allowing us to take off folks that voted already from our list for printing and mailing a paper ballot.

- o ElectionBuddy sent nine international letters and ballots at \$2.99 per item, and 2336 domestic letters and ballots at \$1.99 per item, for a total cost of \$4675.55 + Expert Setup with Voter Inquiry Management \$2,297.00 o Total for election was almost \$7k o Total spent in 2020 \$3,754.61

- We continue to have monthly Chapter Contact and New Member Orientation calls. Our independent member calls will shift to regional VFP calls to help build local support for shrinking chapters and booster events.

- Membership Numbers: The combination of merging two complicated databases into one, some inaccurate data from the past, and the lapse in reporting due to the actual technical database transition have made it difficult to get an accurate count at the moment, but we are focused on taking the time during our transition to get accurate data and putting systems in place for the future rather than rushing through the process.



- SEE MEMBERSHIP REPORT for full numbers.
- We are seeking new ways to provide chapters the support they need to grow membership, provide structure and share information. Communications
- E-news, newsletters, social media and direct emails have been consistent throughout the year.
- VFP will launch a Discord community that will give a platform for younger members to continue organizational discussions and campaign efforts outside of the GFP Discord.
- The organization will reduce the number of newsletters and instead make the end of the year appeal a combined appeal and newsletter.
- The loss of the Communications Director will mean additional responsibilities from other staff, but there will be a reduction in the regularity and quality of communications for at least a limited time.
- Samantha and a great team of members are working on a new website that should be unveiled in the new year. Fundraising
- Active organizing, mobilization, direct action and visible VFP events have helped bring in more donations and grant funding. Keep up the great work! We are supported with contributions because people need us to stop U.S. militarism.
- A handful of grants have been acquired this year that have supported the general operating budget and specific efforts like the climate actions we are organizing around the country. We continue to improve the grant writing process. The largest barrier is being invited to submit proposals since most foundations will not take unsolicited requests. We need to build relationships with foundation boards and staff.
- A great message from Jane Fonda at the end of last year helped boost numbers.
- Some board members are stepping up and helping with grants and donor calls.

- We need to rebuild a fundraising culture in VFP that has been lacking for many years.
- SEE FINANCIAL REPORT FOR ADDITIONAL DETAILS Program There is too much incredible work done by VFP members and coalitions to recount in one report. Here is a sample of the great stuff VFP members, chapters, projects and groups are involved in:
  - As the horrendous Russian military siege endures, VFP was quick to assist with education around NO-FLY-ZONES and how they are acts of war and require offensive military strikes to maintain. VFP held opinion editorial writing courses to help members get published locally.
  - Gamers For Peace continues to grow with more and more young members joining VFP through gaming and gaming adjacent spaces. There are currently almost 500 members on the server. Many of which have not heard of VFP until joining and are starting to convert into members of VFP. Almost all of which are under 40 and are post 9-11 veterans. GFP is Veterans For Peace leading initiative for Truth In Recruitment.
  - An effort to organize Nonviolent Direct Actions around Climate and Militarism and ending current military conflicts is being organized with an opening event in Washington DC around tabling the Rage Against the Machine concerts. Almost 30 members blocked an intersection at the US Capitol for 30 minutes resulting in 7 members being arrested. Join the organizing calls and we can help you create an action locally near you and figure out how we can support it with additional members.
  - About 30 Veterans For Peace members joined the Anti-Militarism contingent at the Poor People's Campaign Moral March and Assembly in Washington DC June 17-19th. We participated in a meeting with our allies from Military Families Speak Out, volunteered for communal meals, marched, gathered and celebrated. Highlights included a confrontational peace illumination at the MLK memorial, fantastic banners and the drone model at the massive assembly and seeing so many members in person. It is great to mobilize once again.

- In the beginning of 2022 VFP held a concert to raise awareness, called the Climate Crisis and The War Machine Music Video Contest, that included prizes for performers who made the best music videos. WATCH IT HERE

- VFP was an active partner in the War Industry Resisters Network and housed the webpage on the VFP website. We worked with over 30 different groups organizing actions and events in more than 20 locations around the US opposing the military industry war profiteering. The work is still ongoing and we look forward to continuing to organize with such a great coalition

## **8. Committee Reports:**

### **a. Nominating Committee: *Enya Anderson***

- Ten candidates running for the board:
  - Louis Raprager (incumbent)
  - Steph Atkinson
  - Don Jacobs “Four Arrows”
  - TJ Thompson
  - Jim Driscoll
  - Michael Wong
  - Joshua Farris
  - Rev James Swarts
  - Brian Trautman
  - James Rine

### **b. By-Laws Committee: *Jeff Paterson***

- **2022-1 Create an Associate Member Board of Directors Position**
  - Bylaw amendment objective: To set aside one position on the Board of Directors for an associate member, to be voted on by all members.
  - Jules spoke for the bylaw change, citing stellar work of our associate members
  - Marti Guy Downing asked what distinguishes between full and associate members.
  - Kathleen Hernandez asked about differences between full and associate members

- Nate Goldschlag, while acknowledging the great work of associate members, spoke against this based on us being a veterans organization and having that voice be diluted and possibly losing credibility by adding an associate member to the board.
- Jeff Paterson provided some clarity on the fact that there are three bylaw amendment proposals about associate members, which will address some of the questions that have been asked at this point.
- Chris Velasquez spoke out for the 2022-1 amendment citing that associate members are often “free labor” and doing the work and deserve representation. Not doing so is sexist and non-inclusive.
- Cindy Piester spoke in favor of the amendment favoring associate members on the board
- Jeffrey Humfeld spoke in favor stating that VFP credibility would be enhanced, not diluted with this action.
- Marti asked if these changes in membership would affect our UN representative status. Ellen Barfield says no.
- Kathleen Hernandez spoke in favor of associate membership power and cited an associate membership report (document included)
- David Cooley spoke out in favor of more associate member power so that we are inclusive and not exclusive, and set apart from more traditional veterans’ groups. Opined that lack of accountability in VFP is a reason he remains an independent member. This change should help that.
- Chris Velasquez speaks on supporting the bylaw change as a Gamers For Peace leader, his experience is that in getting new VFP members from GFP often sees these members join and promptly not renew, citing lack of transparency and inclusivity, lack of representation. States we need this empowering of associate member voices to show VFP as a tolerant and inclusive organization. To end war, we must change the culture and not uphold harmful systems that promote negative outcomes.
- Straw Poll Results: 40 yes, 2 no, 0 abstentions
- **2022-2 Welcome Veterans With “Bad Paper” Discharges**
  - Bylaw amendment objective: To clarify and underscore that veterans with “bad paper discharges”, such as an “Other Than Honorable” discharge or a “Bad Conduct Discharge”, are in fact welcome to become full members. This is in fact our current practice. As this is not the norm among veteran organizations, this explicit addition to our list of non-discriminatory practices is warranted.

- Ellen Barfield spoke in favor of this amendment, welcoming the OTH discharged veterans especially due to their antiwar efforts while in uniform.
- Jeff Roy also spoke out in support of the amendment for the same reasons and adding that antiwar veterans need a welcoming organization to call home.

- David Cooley spoke in favor. Comparing to a blood quantum.

- Straw Poll Results: 44 yes, 0 no, 0 abstentions

- 2022-3 Update Resolutions Process and Master Index

- Bylaw amendment objective: To clean up the Resolutions Master Index by either modifying, consolidating, or removing redundancies within previously adopted VFP resolutions.

- Marti asked if archived resolutions would disappear or would be saved in a way that members can access? Josh answered yes.

- Nate spoke against saying it belongs in policy manual, not in bylaws

- Mike Wong would like original authors be consulted when consolidating resolutions.

- Allen Batten asked about whether bylaws currently prohibit VFP from changing resolutions. Josh answered yes they do, hence the bylaw change.

- Straw Poll Results: 28 yes, 3 no, 10 abstentions

- 2022-4 Simplify Nomination of Board of Directors

- Bylaw amendment objective: To simplify the process of standing for election. BoD gave unanimous recommendation.

- Straw Poll Results: 31 yes, 1 no, 7 abstentions

- 2022-5 Allow Default Customs in Relationship to Robert's Rules

- Bylaw amendment objective: to update the bylaws to reflect current practice, as widespread meeting practices elevate local customs above Robert's Rules of Order in most situations without "permission" (via the bylaws) to do so, and to provide basic guidance for implementing such local customs.

- Victor White wonders if additional language needs to go in the bylaws, but rather the policies and procedures etc. Jeff responded citing that changing the process of RRO (which are in bylaws) should be changed this way. This formally recognizes that other customs are allowed in our organizational structure. To elevate a process above RRO in the hierarchy, this needs to be official.

- Pete Schoonmaker mentioned his chapter's actions when it comes to changing meeting formats. Jeff replied that such changes would be allowed for/facilitated by this change. Under current conditions it is not (or at least is ambiguous).
  - Straw Poll Results: 33 yes, 1 no, 9 abstentions
- **2022-6 Full Allow Electronic Meetings**
  - Bylaw amendment objective: Articulate that electronic meetings, such as Zoom and other audio/visual conferencing tools, are fully allowed and meet our legal requirements and obligations as a non-profit corporation.
  - Straw Poll Results: 39 yes, 3 no, 0 abstentions
- **2022-7 Require Supermajority for Any Membership Restriction**
  - Bylaw amendment objective: To alleviate any possible concerns that the directors would invoke membership restrictions, such as expulsion, by a simple majority vote.
  - Jules spoke against this amendment stating that it allows people to escape accountability in many cases. She also reiterated that TJC process is voluntary and thus a way out for wrongdoers. The simple majority requirement is thus important mechanism to ensure accountability.
  - Chris Velasquez spoke against this amendment citing a similar concern for folks avoiding accountability. States this additional burden would further complicate the difficulty that currently exists in seeking accountability when members are harmed by others. Must address the culture in our organization and disempowering this ability to strip membership thwarts this process.
  - Ken Mayer spoke in favor citing that the TJC work is sufficient that the concerns raised by Chris are not as pressing, and that the supermajority requirement is a safeguard against mob rule etc.
  - Ben Schraeder sought to clarify board vote on this, so that the board voice is clear and unambiguous. The idea that we can later on discuss lowering back to a simple majority.
  - Dan Shea speaks in support of Jules's point about accountability. Mentioned how corporations are able to immediately remove someone, who can then appeal. But that an immediate accountability mechanism is important.
  - Straw Poll Results: 22 yes, 10 no, 11 abstentions
- **2022-8 Narrow Funding Limitations with Actionable Guidance**
  - Bylaw amendment objective: To narrow and clarify funding restrictions, and articulate an actionable task and possible resolution.

- No one speaking for or against at this time.
- Straw Poll Results: 30 yes, 2 no, 13 abstentions
- **2022-9 Allow All Members to Vote For All Board of Director Candidates**
  - Bylaw amendment objective: Would allow all members—including Associate (non-veteran) Members—to vote for all Board of Director candidates. Currently, only full members are eligible to vote on candidates. Qualifications for candidates would remain unchanged.
  - Straw Poll Results: 31 yes, 9 no, 3 abstentions
- **2022-10 Allow all Members to Vote on Bylaw Amendments**
  - Bylaw amendment objective: Would allow all members—including Associate (non-veteran) Members to vote on bylaw amendments. Currently, only full members are eligible to do so. Note: A two-thirds vote is required to change a bylaw.
  - Jeff Paterson speaks out against this particular change. Mentions a spectrum of change relating to associate members. If THIS bylaw changes it would dilute the veteran’s voice and while the other two associate member bylaw changes may be good, this one is not, in his opinion.
  - Nick Mottern spoke in favor citing the fact that our purpose is to produce less veterans, thus we should encourage full participation of our associate members so that everyone can vote on everything in VFP.
  - Straw Poll Results: 27 yes, 13 no, 4 abstentions

**c. Advisory Board Committee: *Paul Cox***

- 32 advisory board members. Committee has reassessed the participation of these members, rolled out an interview/survey to determine level of participation, etc. Some fundraising successes. Margaret Stevens and Marjorie Cohn have been especially valuable.

**d. Communications Committee: *Jeff Paterson***

- Communications Director Colleen Kelly has resigned and Sam is stepping up nicely. Have been struggling to fulfill the role.

**e. Finance and Fundraising: *Mike Tork***

- Everything covered in Treasurer’s Report.
- Ken Mayer discussed PON Foundation (sp?). VFP has been invited to apply for grant funding (\$21,600) of which \$3,800 would go to the Santa Fe chapter. This

may serve as a model for what chapters could be doing. Will be announcing this grant formally at the keynote event later this evening.

**f. Membership Committee: *Nick Mottern***

- Pointed to existing problem of chapter contact. Need more chapters to be in communication with Membership Committee and provide clarity of status etc. Talked about board task of contacting chapters and assessing current status and asking their concerns and how board can be more supportive in their efforts. Hope to have this task completed by the end of 2022.

**g. Resolutions Committee: *Joshua Shurley***

- Committee focused on “cleaning up” 37 years of resolutions, many of which by now are no longer relevant, or are redundant, or have been successful. More on this during bylaws discussion. Also, Resolutions Committee needs detail-oriented people to join and help with the work in the coming year (assuming it passes membership vote).
- **2022-1 U.S. Hands Off Taiwan and the South China Sea**
  - Straw Poll Results: 38 yes, 5 no, 2 abstentions
- **2022-2 Oppose a Trilateral Military Alliance between the U.S., Japan, and South Korea**
  - Straw Poll Results: 35 yes, 3 no, 4 abstentions
- **2022-3 CODE RED for Humanity: U.S. and NATO Emissions Reporting**
  - Submitted at the last minute and against the objection of the Resolutions Committee, not due to content but due to process.
  - Straw Poll Results: 43 yes, 0 no, 1 abstention

**h. Strategic Planning: *Louis Raprager***

- Acknowledges hard work of SPC members. Focus groups are ongoing.

**i. Transformative Justice: *Jeremiah Knowles***

- Already spoke. See written notes.

**j. Executive Committee: *Susan Schnall***

- See President’s Report.



- Closing remarks.

**9. Adjournment motion seconded and unanimously approved to adjourn at 3:06 pm CST.**

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**Addendum:**

**Documents**

- [Executive Director's Report](#)
- [President's Report,](#)
- [Treasurer's Report,](#)
- [Membership Report,](#)
- [All proposed resolutions & bylaws](#)

**Membership Report 2022 Convention**

**Membership Numbers**

Please note that some of the below numbers may not look like what we are used to seeing in terms of membership numbers. The immense amount of staff time devoted to planning a successful Convention, in addition to existing staff workloads and the loss of a core staff member, has reduced staff capacity—through that we have still devoted a lot of time and energy to the database transition, and will continue to do so after the conclusion of the Convention. The combination of merging two complicated databases into one, some inaccurate data from the past, and the lapse in reporting due to the actual technical side of the database transition have made it difficult to get a true count at the moment, but we are focused on taking the time during our transition to get accurate data and putting systems in place for the future rather than rushing through the process.

Total Membership

New Database Aug 2022

Old Database Aug 2021

Active 2,362\* 3,232 Dropped 1,215 - Lapsed 514 2,172 Grand Total 4,092 5,404

\*as we solve additional quirks in the new database we can get more accurate numbers.

Chapters and Independent Members are two ways we identify members. Any member actively on a chapter roster is considered a chapter member.

Members who are at-large are considered “Independent Members.” 684 VFP members are considered independent (that number might increase as our data becomes more reliable) and not organized under a chapter construct. For almost 2 years, VFP has been holding Independent Member meetings monthly to share information and support members that do not have a large VFP community nearby. This year we’ll begin having regional meetings so that both chapter members and independent members are able to hear what is going on and organize with other members in their region.

Chapters organize as VFP has always, autonomously in cooperation with the national office and other members. We rely on Chapter Contacts to help disseminate information and connect members on the ground to the national organization, or else vital information is sometimes not shared with other chapter members. Since 2019, the national office has had contact with 64 chapters—either through sending reports for our newsletter or through the chapter survey that was initiated by Nick Mottern this year. As chapters struggle to find new members and to keep engagement high, we have noticed the need for additional support to make sure chapters remain healthy and functional. There are currently 112 VFP chapters including 7 international chapters that operate as their own national organizations.

The UK Chapter has disbanded and might be reforming as a handful of separate chapters.

#### Era of Service

We will soon send out a survey to members to update their interests in campaigns, workshops, and project organizing. We will also ask for some demographic information that will include the era of service if the member is a veteran. We will soon be able to get a more accurate understanding of the generational breakdown of our members and track the data through the months and years. The current eras are based around major US conflict dates but sometimes extend beyond the official dates of the conflict. WWII (1941 - 1949) Korean (1950 - 1963) Vietnam (1964 - 1975) Cold War (1976 - 1989) Gulf War (1990 - 2001) GWOT / Post 9-11 (2001 - 2021) Post 2022 (Post 2022)

VFP has 386 Associate Members. Which make up (16% of our total membership). These hard-working activists are the backbone of many chapters and projects. They are not auxiliary members and take active roles in many leadership roles throughout VFP. Thank you for your support and applying your energy and skills to the VFP mission! Membership Committee is organizing to help solve some of the new member outreach and chapter health needs. We look forward to getting input from other members and cooperating with chapter leaders to grow the organization.

*Respectfully submitted,  
Joshua Shurley.  
Board Secretary*

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**Veterans For Peace  
Board Meeting  
August 20, 2022  
Meeting Minutes**

**In attendance:** Susan Schnall, Jeremiah Knowles, Mike Tork, Joshua Shurley, Jeff Paterson, Ben Schraeder, Enya Anderson, Ken Mayer, Adrienne Kinne, Paul Cox, Mike Dempsey, Louis Raprager, and Garret Reppenhagen. Absent: Nick Mottern.

**1. 12:15 PM ET: Board Community Circle**

- a. Circle 1: What is an item or object near you can show us and talk about?
- b. Circle 2: What is something about yourself you can share that would surprise others?
- c. Circle 3: What is something you would like another generation to know?

**2. 12:40 Public Comments**

- a. No public comments

**3. Called to order at 1:01pm EST/10:01am PST**

**4. VFP Statement of Purpose**

**5. VFP Code of Conduct**

**6. Check-ins**

**7. Approval of Minutes: July 20, 2022**

- a. Motion to approve, seconded. Unanimously approved.

**8. Approval of Agenda:**

- a. Motion to approve, seconded. Unanimously approved.

**9. Review of By Laws:**

- a. *Create an associate member Board of Directors position*
  - i. Would reserve one board seat to be set aside for an associate member, which would be voted on by all VFP members. This board seat would not be eligible for Executive Committee position, but would otherwise be a full voting board member.
  - ii. All approve, none against. Board endorses this bylaw change (12-0).
- b. *Welcome veterans with "bad paper" discharges*
  - i. Would explicitly allow veterans with bad paper discharges to be members in VFP.
  - ii. All approved, none against. Board endorses this bylaw change (12-0).
- c. *Update resolutions process and master index*
  - i. Updates resolutions process and allows resolutions committee to archive resolutions no longer relevant and consolidate similar resolutions in order to keep the body of resolutions manageable.
  - ii. All approved, none against. Board endorses this bylaw change (12-0).
- d. *Simplify nomination of Board of Directors*

- i. Simplifies the timeline so that prospective candidates would fill out a candidate questionnaire and be nominated by two members.
  - ii. Discussion:
    - 1. Suggested to add language that would explicitly allow for the nominating committee to vet the board candidates.
    - 2. All support this change. Amended to reflect the above recommendation.
  - iii. All approved, none against. Board endorses this bylaw change (12-0).
- e. *Allow default customs in relationship to Robert's Rules*
  - i. Adjusts procedure so that RRO may be a guide, but allows VFP to adopt other local customary adjustments (i.e. circle process)
  - ii. All approved, none against. Board endorses this bylaw change (12-0).
- f. *Fully allow electronic meetings.*
  - i. Allows us to meet online and these are considered a full equivalent to in-person meetings.
  - ii. All approved, none against. Board endorses this bylaw change (12-0).
- g. *Require supermajority for any membership restriction*
  - i. Changes the threshold for removing members from simple majority to 2/3 majority.
  - ii. All approved, none against. Board endorses this bylaw change (12-0).
- h. *Narrow funding limitations with actionable guidance*
  - i. Clarifying restrictions on who we may accept funds from. Retains the ability for VFP to return donations to bad actor donors.
  - ii. All approved, none against. Board endorses this bylaw change (12-0).
- i. *Narrow timing of election ballot distribution*
  - i. Limits the timeframe of when ballots are sent out to members to clean up existing language that may be interpreted as vague. Tied to the dates of the annual members gathering.
  - ii. Discussion:
    - 1. One criticism is that due to the convention required to be between July 1-Aug 31, the nomination of candidates leaves a lot of time prior to the beginning of the year, maybe excessively so.
    - 2. One suggestion is that we fix it to a specific calendar period rather than tied to the convention.
  - iii. This bylaw amendment has been pulled from consideration.
- j. *Allow all members to vote for all Board of Director candidates*
  - i. Would allow associate members to also vote on board positions, which they are currently prohibited from doing.
  - ii. Discussion:
    - 1. Some members believe associate members should have full voting power within VFP to be more democratic, others feel this is inherently an existential crisis in a *veterans'* organization. Comes down to a

philosophical difference in emphasis in inclusivity versus a narrow definition of what a veteran's org means.

- iii.* Ten approved, two against. Board endorses this bylaw change (10-2).
- k.* *Allow all members to vote on bylaw amendments*
  - i.* Would allow all members (full and associate) to vote on bylaw changes, which associate members are currently prohibited from doing so.
  - ii.* Discussion:
    - 1. Debate on this is similar to the previous discussion and boils down to a disagreement about who should or should not have full power within a "veterans organization."
  - iii.* Eight approved, four against. Board endorses this bylaw change (8-4).

<https://docs.google.com/document/d/1Go3waUzOSCRayjvRIC99QVIRwYJW1P3tqKYNKsWsqs/edit?usp=sharing>

## **10. Review of Resolutions:**

### **a. Resolution 2022-1**

## **U.S. Hands Off Taiwan and the South China Sea**

Whereas, Taiwan and the South China Sea represent a key area where U.S. policy is likely to lead to nuclear war, whether by design or mistake, and

Whereas, the de facto government of Taiwan calls itself the Republic of China but is not officially recognized by the United Nations, the United States, Canada, Australia, NATO, nor over 90% of UN members. It exists solely because of the early military support by the U.S. before and after 1949, continuing to the present in various forms. U.S. arms sales to Taiwan in 2020 alone amounted to \$5 billion, and

Whereas, in the Shanghai Communiqué of 1972, President Nixon and Chairman Mao agreed that there is only one China and Taiwan is a part of China, and

Whereas, the time when the U.S. Navy patrolled the Yangtze River is over. The Eurocentric idea that Asian nations require the United States to defend them has no place in the Twenty First Century, and

Whereas, the People's Republic of China does not now, nor has it ever, threatened the territorial security or people's well-being of the U.S., NATO, or any other country allied to the United States,

Therefore Be It Resolved that Veterans For Peace urges the government of the United States to withdraw all military and naval forces from the Straits of Taiwan and the South China Sea, re-

examine U.S. arms sales to the ROC in Taiwan, and remember that the resolution of the status of Taiwan is the internal affair of the Chinese on both sides of the Taiwan Straits into which the United States has no right to intervene.

NOTE: This resolution does not endorse any political party within the PRC nor any internal policy of the PRC, nor does it favor China over any other Asian nation. Our resolution simply grows out of a central part of our mission: to restrain our government from intervening overtly or covertly in the internal affairs of other nations.

Submitted by Eugene E. Ruyle, VFP Chapter 162 – East Bay

cuyleruyle@mac.com

Co-Sponsored by

VFP Chapter 21 – North New Jersey

VFP Chapter 35 – Spokane

VFP Chapter 69 – San Francisco

VFP China Working Group

#### **b. Resolution 2022-2**

### **Oppose a Trilateral Military Alliance between the U.S., Japan, and South Korea**

Whereas, the “Indo-Pacific Strategy of the U.S.” (2/2022) calls for “deepening our five regional treaty alliances—with Australia, Japan, the ROK (South Korea), the Philippines, and Thailand” in the Indo-Pacific area;

Whereas, the U.S. administration is also working with its military allies to “develop and deploy advanced war-fighting capabilities” in the Indo-Pacific region;

Whereas, on Feb. 12, 2022, the U.S. Secretary of State held a trilateral meeting with the Foreign Ministers of Japan and the ROK in Hawaii and issued a joint statement, committing “to advance trilateral security cooperation;”

Whereas, the three Defense Ministers of the U.S., Japan, and the ROK held a trilateral meeting in Singapore on June 11, and agreed to “deepening trilateral cooperation,” including “combined exercises;”

Whereas, the three countries’ Special Forces held joint ship-boarding and search drills on July 4, during the RIMPAC naval war exercise;

Whereas, the same three countries will hold joint anti-missile drills near Hawaii from August 1 to 14, with Australian and Canadian naval forces; and

Whereas, on July 3<sup>rd</sup>, the Foreign Ministry of the DPRK (North Korea) slammed the trilateral military moves, stating, “the prevailing situation more urgently calls for building up the country’s defense...”

Therefore, Be It Resolved, Veterans For Peace, voting by its members in 2022,

1. 1) Condemns the U.S. administration’s push to form a trilateral military alliance with Japan  
  
and South Korea;
2. 2) Warns that the formation of such a trilateral military alliance will increase military tensions on the Korean Peninsula;
3. 3) Also warns that such a trilateral military alliance involving Japan’s military will destroy the Peace Constitution of Japan; and
4. 4) Urges VFP members and local Chapters to send a copy of this resolution to their respective members of Congress.

Submitted by Ann Wright, VFP-Korea Peace Campaign

Annw1946@gmail.com

Co-Sponsored by VFP Chapter 113 - Hawaii

#### **11. Next Meeting**

- a. Will reconvene at the Business Meeting: Saturday, August 27<sup>th</sup>, 12:00 Noon ET

#### **12. Adjournment at 2:40 pm EST/11:40 am PST**

*Respectfully submitted,*

*Joshua Shurley*

*Board Secretary*

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**Veterans For Peace  
July 16, 2022  
Board of Directors  
Meeting Minutes**

**In Attendance:** President Susan Schnall, VP Jeremiah Knowles, Treasurer Mike Tork, Secretary Josh Shurley, Nick Mottern, Enya Anderson, Ken Mayers, Michael Dempsey, Louis Raprager, Ben Schrader, Jeff Paterson, Adrienne Kinne, Paul Cox, and Executive Director Garrett Repenhagen.

**Open Meeting comments 12:48 pm ET 9:48 am PT:**

- **John Spitzberg:** Suggested that VFP call for a 6-month truce, stopping missiles, bombing, fighting, and further arms transfers.
- **Ellen Barfield:** encouraged board members to contact the chapters, and also to encourage members to run for board.
- **Tarak Kauf:** Asked how VFP ran through hundreds of thousands of dollars, and who is primarily responsible for the financial situation? When he was on the board, he raised over \$100,000 over six years.
- **Zool Zulkowitz:** Related how thousands of copies of Peace and Planet News have been passed out at Roger Waters concerts, and suggested that we offer him an honorary lifetime membership and get him on the Advisory Board. Also, thanked Tarak and Ellen D. for their hard work.
- **Mike Ferner:** related info about Roger Waters tour: have already attended Pittsburgh, Toronto, Boston, Montreal, and Quebec City. Passing out flyers with QR Code for VFP. He is working on Chicago, Columbus and Cincinnati. Ken chimed in that he is working on Denver, Salt Lake City, Minneapolis, and Milwaukee. And Paul said he is working on West Coast venues—SF, Sacramento, and San Diego. FMI: [www.RogerWaters.com](http://www.RogerWaters.com) or links: <https://peaceandplanetnews.org/wp-content/uploads/2022/07/PPN-Ukraine-v2-sm.pdf>  
<https://peaceandplanetnews.org/wp-content/uploads/2022/07/VFP-Free-Assange-RW.pdf>  
<https://peaceandplanetnews.org/wp-content/uploads/2022/07/PPN 5 TINAD SM.pdf>  
Here are two reviews from the first concert. and one from the show in Boston.  
<https://ultimateclassicrock.com/roger-waters-2022-set-list/>  
<https://www.post-gazette.com/ae/music/2022/07/06/roger-waters-this-is-not-a-drill-review-pittsburgh-ppg-paints/stories/202207060100>  
<http://masspeaceaction.org/antiwar-opera-roger-waters-rocks-the-garden-with-this-is-not-a-drill/>

1. **Call To Order, 1 pm ET, 10 am PT:**

VFP Statement of Purpose and VFP Code of Conduct videos were played, followed by checkIns.

2. **Approval of Minutes, June 25, 2022:**

Motion passed, previous minutes approved.

3. **Approval of Agenda:** Motion Mike, 2d Louis to approve. Passed with minor rearrangement of report order. Passed.

4. **Finance and Fundraising, Mike Tork:**



- a. Quarterly finance report not available because bookkeeper's reconciliation is not finished. Had \$38k in the bank at the end of May. Will need \$14k for next payday. Committee members are Mike Tork, Ken Mayers, Paul Cox, Louis Raprager. Mike Ferner will be joining, too.
- b. MT reiterated that the 8 recommendations that were passed last month concerning financial reporting to the ExCom are now adopted. Working on fundraising through 1)restocking the Store, 2)donation requests to various lists, 3)calls to chapters, 4)chapter surveys, 5)encouraging early registration to convention, 6)raising dues to \$50 (will be brought up at convention), 7)Advisory Board fundraising and other support and more involvement.
- c. Adrienne related that the results of previous surveys have been ignored, particularly about improved recruitment of Post-9-11 members.
- d. Ken reminded us that the board has adopted a revised 2022 budget that is more in line with our previous income. Also this survey is more an attempt to communicate with the chapters, such as determining the activity levels of chapters.
- e. Nick, the chapter survey has been helpful to him, and thinks we should do it on an annual basis. Also suggested we try to get a grant from Credo (Ken submitted an application last week to them).
- f. Mike Dempsey re savings account: do they bear interest? Also when doing a survey, he doesn't want to ask for money from people who have already donated.
- g. Louis stated that he has contacted his chapters and will update the list. Also recognized Chapter 1 who donated \$500.
- h. Garrett answered that we do not have enough money in reserves to move it into a higher interest account. FMI Contact Mike at [VFPTreasure@Gmail.com](mailto:VFPTreasure@Gmail.com).
- i. Motion to accept F&F Report: Passed.

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## 5. Executive Director's Report, July 22, 2022, Garrett Reppenaggen:

[https://docs.google.com/document/d/1jzhziQyJ64t2dMkPgQtD\\_tshDO8wR3uMr\\_uBhD8mJ5rI/edit](https://docs.google.com/document/d/1jzhziQyJ64t2dMkPgQtD_tshDO8wR3uMr_uBhD8mJ5rI/edit)

### Managing Staff

- We are trying to manage workload and critical tasks by keeping hours down to save income. Staff members going up and down on hours monthly to accomplish tasks.

- Our admin assistant has found additional part time employment and will be on VFP tasks 24hrs a week.
- The personnel committee should examine the Employee Handbook to see if there are additional updates to modernize HR functions.
- **EveryAction database** Systemwide bug in EA is still shutting down the membership module. So we are waiting for them to fix their platform on their end for us to complete the database transition. We have identified some issues and resolved the ones not dependent on the membership module.
- We still need to
  - Active more forms
  - Complete the sustaining donor migration
  - perform a deduplication on the whole database
  - complete testing when member module comes on
- SEE ALSO PERSONNEL COMMITTEE

### Budget

- **BANK account \$25k as of 7/13/2022 Savings is at \$41k**
- **We projected having \$38k in checking at the end of July.**
- As of yesterday we have had 40 people register for convention with over \$5k in revenue
- Paul and Margo loaned the VFP store \$5k for buttons, stickers, flags, lapel pins etc. VFP will pay back the amount according to sales each year up to the full amount w by end of 2025.
- 2021 financial audit will come out in October.
- SEE FINANCIAL & FUNDRAISING COMMITTEE UPDATE FOR DETAILS

### Board Support

- The [board google calendar](#) is viewable by all board members, this is different from the spreadsheet.
- The **Strategic Plan** survey is still pending waiting for the database. Focus groups are being organized. BOARD and AD BOARD is set for 5:30pm - 7pm ET Tuesday July 19
- SEE ALSO ADVISORY BOARD ADHOC COMMITTEE UPDATE
- SEE ALSO BYLAWS & POLICIES COMMITTEE UPDATE

### Chapter/Member support

- **Chapter assignments** are available for board members to connect with chapters and leaders. Full list is in the [board work doc](#) under chapters tab. Starting to get info back. Please populate the shared doc.
- Independent Members are shifting the structure and might dissolve to focus on regional organizing. Comin post convention. We have 800 Independent members, with 12-15 attending IM calls. Jules will transition to regional calls to help put IMs in better touch with chapters.

- We will again attempt to organize **post 9-11 veterans** to support outreach and retention of younger veterans. We need to do everything we can to position the organization to attract and retain young members. It should be on our minds when making EVERY decision in VFP.
- **Social Hour** is moved to Tuesdays at 7pm ET Join in to chat and enjoy a beverage with comrades
- Independent Members Meetings will end soon and in their place will be **regional meetings** for chapter and independent members
- ALSO SEE MEMBERSHIP COMMITTEE UPDATE

### Communications

- Enews, newsletters, social media and direct emails have been disrupted somewhat by database transition.
- [Summer Newsletter](#) is out now!
- SEE ALSO COMMUNICATIONS COMMITTEE UPDATE

### Fundraising

- Thanks to Jim Driscoll we received a \$40k grant from **Climate Emergency Fund** to support 20 actions nationwide on climate and militarism. \$15k of that is for VFP staff support
- We are getting more organized for grant development work and could use additional help building relationships with foundation staff and board members to get invited to submit proposals. If you can help, let Mike Tork know ASAP? We are sending out an ask for grant writers in the enews.
- You can also support fundraising by making calls to purchase convention ads. After an initial email will get a handful of folks to buy ads, we will be left with a hot list of folks that have purchased ads in the past but not yet this year. We can develop a script and get a sheet with vital info for you to answer questions about it. Let me know if you can help? Here is a [list of potential ad calls and notes on progress](#)
- Please ask people to register for the convention and share the emails about it with your lists.
- **KEEP CALLING your lists!** It is paying off and you are supporting our activism and mission. Thank you.
- **Ask your friends for donations to support our work?**
- SEE FINANCIAL & FUNDRAISING COMMITTEE UPDATE FOR DETAILS

### Program

There is too much incredible work done by VFP members and coalitions to recount in one report. Here is a sample of the great stuff VFP members, chapters, projects and groups are involved in. I will focus on work the national office took more of a head role in organizing.

Join VFP to take action on **No War No Warming with Climate Crisis and Militarism Project**, we are organizing every Tuesday night at 8pm ET [sign up here to get active on it.](#)

If you can get to Washington DC Aug 1-4 we are planning to table at the **Rage Against the Machine** concert 2nd and 3rd and doing a direct action for climate supported by RATM Aug 3. We have comped space at Hotel Eaton and will hold a GFP fundraiser Aug 1. Some of the revenue from ticket sales will go to VFP, it is unknown when and how much.

If you are not doing a local Armistice action consider joining VFP **Armistice in Washington DC 2022** for a community building day November 10th and all day actions November 11th. Details are also coming soon.

**–END OF ED REPORT–**

**6. Resolution Committee recommendation, Josh Shurley:**

- a. To cleanup resolutions process requires bylaws change, Art 10, Sec 4. We have many years' of redundant and unnecessary, and out of date resolutions. Suggests Board Bylaw change, to clean up the resolutions. Ext of Art 10 Sec 4: *“Once a resolution has been adopted it defines an intent of the organization until it is countermanded by the body, or until world events render it irrelevant.”*
- b. VFP Resolutions Committee 2022 Resolution Review  
VFP Bylaws - <https://www.veteransforpeace.org/who-we-are/governance/bylaws>  
Article 10. Section 4. Resolutions.
  - (a) The Board of Directors will appoint a resolutions committee whose responsibility it will be to receive and screen all resolutions submitted for consideration at the annual meeting. It will be the responsibility of that committee to establish and publish appropriate rules, procedures and deadlines for this process. Such Rules will include provisions for bringing resolutions after the deadline. All decisions of this committee will be subject to approval by the board of directors.
  - (b) Once a resolution has been adopted it defines an intent of the organization until it is countermanded by the body or until world events render it irrelevant. For this reason, a comprehensive list will be maintained of all resolutions which have been adopted. Any resolutions which are submitted for consideration will be compared with that list as a means of eliminating redundancy.
  - (c) All resolutions submitted by the deadline shall require a majority vote for approval. Resolutions submitted after the deadline require a two-thirds majority for approval. In no case will a resolution be presented after the Annual Convention.
  - (d) Associate Members shall have the right to submit resolutions.
  - Resolutions are the “intent” of the organization
  - Resolutions are in effect until
    - It is countermanded (cancel, revoke, or reverse an order that has been previously issued) by the body
    - Until world events render it irrelevant

First thoughts for resolutions review/audit...

- Resolutions are in effect until “world events render it irrelevant”. World events could include events that happen with the passage of time (i.e. Congressional sessions/Presidential terms end, a member of Congress is voted out)
- A resolution is in effect until it is countermanded by the “body” (membership)
- This would mean at the present time, resolutions could be removed that “world events render it irrelevant”. These are the yellow highlighted resolutions in the three “VFP Resolution Review – 2022” documents. While there is no formal procedure for removal of such resolutions, a suggested course of action would be the Resolutions Committee makes a recommendation to the Board to remove a resolution and the Board takes final action. I would recommend a procedure where the Board reviews suggested ““world events render it irrelevant” at a Board meeting, publicity goes out about the process to the membership, urging comments, and the resolutions deletions are voted on at the next Board meeting
- For all other removals of resolutions, present bylaws language appears to require a membership vote on the removal of resolutions.

I would also recommend that the Board consider the following bylaws revision (Strike through is deleted language, highlighted is new language)

- Article 10. Section 4. Resolutions.
- (a) The Board of Directors will appoint a resolutions committee whose responsibility it will be to receive and screen all resolutions submitted for consideration at the annual meeting as well as **conduct a yearly review of all resolutions and report the findings to the board at its March meeting.** It will be the responsibility of that committee to establish and publish appropriate rules, procedures and deadlines for this process. Such Rules will include provisions for bringing resolutions after the deadline. All decisions of this committee will be subject to approval by the board of directors.
- (b) ~~Once a resolution has been adopted it defines an intent of the organization until it is countermanded by the body or until world events render it irrelevant. For this reason, a~~ **A** comprehensive list **(Resolution Master Index)** will be maintained **by the resolutions committee** of all resolutions which have been adopted. Any resolutions which are submitted for consideration will be compared with that list as a means of eliminating redundancy.
- (c) All resolutions submitted by the deadline shall require a majority vote for approval. Resolutions submitted after the deadline require a two-thirds majority for approval. In no case will a resolution be presented after the Annual Convention.
- (d) Associate Members shall have the right to submit resolutions.

- (e) Resolutions may be removed from, or modified on the, Resolution Master Index by the board for the following reasons
  - A resolution is no longer timely (i.e. desired action achieved, no current legislation, subsequent resolution repeats language, etc.).
  - Multiple resolutions on the same basic subject (i.e. Israel, Korea, Space, etc.) have their action items (the “Therefore be it resolved” statements) combined into one resolution statement.
  - Update resolutions that for the spirit of the resolution, minor updating may be needed to keep a resolution current (see Atomic Veterans, Fairness For [2007] and Kellogg-Briand Pact of 1929 Treaty Outlawing War [2013]).
- (f) The membership will be advised of pending resolution removals or modifications and have a 30 day comment period before final Board action.

In Addition:

#### Honorary Membership In VFP

- There are two resolutions with the membership of VFP to make Phillip Berrigan and Rachel Corry honorary members of VFP. Rather than just deleting these, it would be better to list their membership on the VFP Board and Advisory Board - <https://www.veteransforpeace.org/who-we-are/board-directors-new> - web page at the bottom of the page. Only honorary members approved by the national membership through a resolution vote would be listed here.

#### Successful Action Resolutions

- There are small number of resolutions where they can be deleted because the action they were active with was successful. Examples are Agent Orange eligibility for Blue Water Navy Vietnam veterans, Agent Orange eligibility for Vietnam Veterans with Parkinson’s Disease, VFP deceased members and others (they are listed in blue highlighting in the VFP Resolution Review – 2020 documents. Perhaps a “Successful Action Resolutions” box could be added to the VFP Resolutions page - <https://www.veteransforpeace.org/who-we-are/governance/vfp-resolutions> - where these would be listed.

#### Resolution Process

- On the VFP resolution page, another box labeled “Resolution Process” would be good to have, where year round the resolution process, resolution protocols and other resolution-related text could go.
- After discussion, motion Jeremiah, 2d Louis to move this to the Bylaws proposal to be reviewed in final form at the next meeting prior to the Convention: Passed.

### **7. Recommendation for ByLaws change, Susan:**

- a. To convert one Veteran Member seat on the VFP Board to be held Associate Member. The 2023 Board election will include candidates for one seat reserved for an Associate Member, to be seated Jan, 2024. Sense of board votes: 1) Motion Josh, 2d Jeremiah: One 3-year Veteran board seat be reserved to Assoc. Memb, who has full Board voting powers: passed. 2) Motion Paul, 2d Ken: Next year, all Veteran and Assoc members will vote for that reserved seat: passed. Motion Jeremiah, 2d Ken: to table decision until next meeting. Text of changes submitted by Bylaws Committee (but without 3 year term language):  
[https://docs.google.com/document/d/168XGOWAN2AVtvTgsBFuc7PjON1xJzPTp\\_gV-A5HU9eo8/edit](https://docs.google.com/document/d/168XGOWAN2AVtvTgsBFuc7PjON1xJzPTp_gV-A5HU9eo8/edit)

## 8. REPORTS:

- a. **Convention Planning and Schedule, Susan:**  
Request for volunteers from board to introduce various panels and workshop sessions: MD, MT, PC, EA volunteered. We are getting along in the planning and the pace will be picking up. All are welcome at the next convention meeting.

### Committee Reports and Updates:

- b. **Communications Committee, Jeff Paterson:**  
No report
- c. **Advisory Board Committee, Paul Cox:**  
No Report
- d. **Membership Committee, Nick Mottern:**  
(already discussed re: Survey)
- e. **Strategic Planning Committee, Louis Raprager:**  
Committee has gone into several focus groups for various elements of Strategic Plan.
- f. **Transformative Justice Committee, Jeremiah Knowles:**  
Next Friday, TJC will conduct training for Community Circles. Goal for Convention is for three on Thur: Russia/Ukraine, Intergenerational issues, Code of Conduct. Info will be on Slack. Google for Jeremiah to get an idea of who will come is here: <https://forms.gle/AirmVowegZB22nhG9>

## 9. Executive Committee Report, Susan Schnall:

### 10. Final Comments:

- a. Ken urged board members and all members to hunt and gather qualified candidates for board for next year. .

### 11. Next Meeting:

- a. August 20, 2022, Saturday, 12:40 pm ET, 9:40 am PT

## 12. Adjournment:

- a. 3:16 pm ET, 12:16 PT
- 

**Veterans For Peace  
June 25, 2022  
Board of Directors  
Meeting Minutes**

**BOARD MEMBERS PRESENT:** President Susan Schnall, Treasurer Mike Tork, Nick Mottern, Enya Anderson, Ken Mayers, Michael Dempsey, Louis Raprager, Ben Schrader, Jeff Paterson, Paul Cox (notes) STAFF: Executive Director Garrett Repenhagen ABSENT: VP Jeremiah Knowles (excused), Secretary Josh Shurley (excused), Adrienne Kinne. STAFF: Executive Director Garrett Repenhagen

**MEMBERS IN ATTENDANCE:** Steph Atkinson, Eduardo Cohen, Alan Batten, Charles Powell, Craig W, Ellen Davidson, Gene Marx, Alan Batten, Gerald Hassert, M Cervantes, John Spitzberg, Brian D Roesch, Michael McPhearson, David Hempel.

### **Open Meeting, 9:40 am PT for member participation:**

- **Rachel Clark** discussed Daniel Hale's jail time, and a play written in Japan (in English) based primarily of Daniel Hale's letters.
- **Steph Atkinson** asked about VFPs response to the end of Roe vs Wade. Susan responded that VFP has started working on a statement and invited Steph to join it.
- **Eduardo Cohen** commented on the revised statement about Ukraine, and urged VFP to take a stronger stance on the function of NATO in the crisis.
- **Marti Downing:** asked about the convention workshop submission deadlines extension. Susan responded that the new database issues have made it imperative to extend the workshop application deadline two weeks to July 8.

### **Board Meeting, began 9:58 am PT:**

#### **Statement of Purpose and Code of Conduct videos were played.**

1. **Check-ins:** Enya, Louis, Paul, Mike D., Mike T., Ken, Nick, Susan, Ben, Jeff, Garrett
2. **Approval of previous meeting minutes** (from May 21 2022). Motion Louis, 2d Ken to approve. Approved.
3. **Approval of Agenda:** Motion Louis, 2d Mike D. Approved.
4. **Updated Budget for 2022:** Treasurer Mike Tork & Executive Director Garrett Reppenhausen
  - a. *Executive Committee and the Finance & Fundraising Committee Recommendations to the Board* (June 9th, 2022)
  - b. *Fundraising Ideas*



Treasurer Mike Tork reported that the attempt to revise the budget started with a \$485k goal, in keeping with our actual income over the last few years. After a couple of rounds the budget has been reduced from \$590k to \$490k, and F&F will reassess when the June numbers arrive in mid- July (assuming our data systems are up and running). Recommendations for monitoring the budget by the ExComm and F&F Comm: **1.** Revise Budget (done). **2.** Revisit Budget after 2d qtr financials are available. **3.** Recommend increase in dues from \$40 to \$50, subject to a vote of the membership. **4.** ExComm to be consulted prior to making travel expenditures (budget now reduced to \$3,000). **5.** Excomm to be consulted prior to exceeding any budgeted allowance. **6.** Excomm to be consulted prior to staffing changes. **7.** Excomm to be consulted prior to withdrawals from savings. **8.** Fundraising now becomes main focus of Finance and Fundraising Committee, ExComm, and Board.

Motion: Mike T. 2d Ken, to approve these recommendations. Passed.

Motion Mike T. 2d Louis, to officially adopt revised budget for 2022. Passed.

**Fundraising ideas** : Restock Store. Grants: Membership help. Building relationships with foundation staff. Staff help. Tracking potential grants. Training in grant writing. Legacy donations outreach. Set monthly outreach goals. Stress the advantages of recurring donations. Increasing membership. Build relationships with chapters (Board members will each be assigned a number of chapters)(Garett will supply a list). Chapter surveys (Membership committee). Advisory Board: Send fundraising letter (Done), Board calls to previous donors.

Discussion: Garett suggests that dues raise should be put for a straw poll at the convention. Nick: Membership Comm sent out a survey to the chapter contacts in March, and only got 19 responses. Board members will be assigned 10 chapters to try to reach out by phone to get the response numbers up.

Mike D.: Doesn't think it is possible to physically attend chapter meetings. Also, inflation is rampant, so instead of raising membership dues, thinks that chapters should pay a per capita. Ken responded that the recommendation assumed that we would attend zoom meetings, not necessarily in person.

Enya: Suggested there be a central calendar of chapter meetings and Zoom links. Garett responded that emails to chapter contacts are available on the VFP Website, and then Board members can ask the assigned chapters (on the Board VFP Calendar and Workbook Googledoc) for their zoom links.

**5. Executive Director's Report June 2022:** Garett

*VFP had good participation in the Poor People's Campaign activity in DC.*

*Convention is coming together and we need to do some finishing touches and we can open up registration.*

*Database is still a mess, but this time it isn't our fault, I swear. **[[EveryAction has had a meltdown that they will hopefully fix this week. Also every database from the old system will have to remapped to EA, once EA is back up.]]***

#### **A. Managing Staff**

- *We are trying to manage workload and critical tasks by keeping hours down to save income. Staff members going up and down on hours monthly to accomplish tasks.*
- *The personnel committee should examine the Employee Handbook to see if there are additional updates to modernize HR functions.*
- *EveryAction database transaction bulk upload was completed, due to a systemwide bug in EA last time they updated, most of their clients are experiencing problems activating the membership modules. So we are waiting for them to fix their platform on their end for us to complete the database transition. We still need to*
  - *Activate all the forms on our website to EA including membership sign-up, renewal and donations.*
  - *Transfer all the data in between the time we got the the final Etap file and current*
  - *Manually input all physical transactions we had during the upload time*
  - *perform a deduplication on the whole database*
- **SEE ALSO PERSONNEL COMMITTEE**

#### **B. Budget**

- *BANK account \$44,408.52 as of June 24th and about \$45k in savings. \$10k from Newmark Foundation was left in checking.*
- *We projected having \$33k in checking at the end of June which is on track when the Newmark money is subtracted.*
- *July we will open convention registration and additional revenue from registration and ads will support VFP through 2022 if we focus on spending within our means.*
- *VFP will likely bring in less revenue and have less expenses in July than projected even in the revised budget.*
- *2021 financial audit will come out in October.*

- **SEE FINANCIAL & FUNDRAISING COMMITTEE UPDATE FOR DETAILS**

### **C. Board Support**

- The [board google calendar](#) is viewable by all board members, this is different from the spreadsheet.
- The Strategic Plan survey is still pending waiting for the database. Focus groups will start in July
- **SEE ALSO ADVISORY BOARD ADHOC COMMITTEE UPDATE**
- **SEE ALSO BYLAWS & POLICIES COMMITTEE UPDATE**

### **D. Chapter/Member support**

- Chapter assignments are available for board members to connect with chapters and leaders. Full list is in the [board work doc](#) under chapters tab.
- Independent Members are shifting the structure and might dissolve to focus on regional organizing. Comin post convention.
- About 30 Veterans For Peace members joined the Anti-Militarism contingent at the Poor People's Campaign Moral March and Assembly in Washington DC June 17-19th. We participated in a meeting with our allies from Military Families Speak Out, volunteered for communal meals, marched, gathered and celebrated. Highlights included a confrontational peace illumination at the MLK memorial, fantastic banners and the drone model at the massive assembly and seeing so many members in person. It is great to mobilize once again.
- We will again attempt to organize post 9-11 veterans to support outreach and retention of younger veterans. We need to do everything we can to position the organization to attract and retain young members. It should be on our minds when making EVERY decision in VFP.
- Social Hour is moved to Tuesdays at 7pm ET Join in to chat and enjoy a beverage with comrades
- **ALSO SEE MEMBERSHIP COMMITTEE UPDATE**

### **E. Communications**

- Enews, newsletters, social media and direct emails have been disrupted somewhat by database transition.
- Summer Newsletter is being edited. We will combine the winter newsletter with the end of year appeal.

· **SEE ALSO COMMUNICATIONS COMMITTEE UPDATE**

**F. Fundraising**

- **We are getting more organized for grant development work and could use additional help building relationships with foundation staff and board members to get invited to submit proposals. If you can help, let Mike Tork know ASAP?**
- **Paul Cox successfully submitted a proposal to the Newmark Foundation and we received \$50k for general support.**
- **You can also support fundraising by making calls to purchase convention ads. After an initial email will get a handful of folks to buy ads, we will be left with a hot list of folks that have purchased ads in the past but not yet this year. We can develop a script and get a sheet with vital info for you to answer questions about it. Let me know if you can help?**
- **KEEP CALLING your lists! It is paying off and you are supporting our activism and mission. Thank you.**
- **Ask your friends for donations to support our work?**
- **SEE FINANCIAL & FUNDRAISING COMMITTEE UPDATE FOR DETAILS**

**G. Program:**

**There is too much incredible work done by VFP members and coalitions to recount in one report. Here is a sample of the great stuff VFP members, chapters, projects and groups are involved in. I will focus on work the national office took more of a head role in organizing.**

**Join VFP to take action on No War No Warming with Climate Crisis and Militarism Project, more info coming soon.**

**If you are not doing a local Armistice action consider joining VFP Armistice in Washington DC 2022 for a community building day November 10th and all day actions November 11th. Details are also coming soon.**

**H. RECENT ENDORSEMENTS:**

**They can be found on the board work doc. The first half of the year include over 30 endorsements of events, writings and actions:**

6/15/22	Brian R. Vietnam Paper
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6/13/22	<b>Yeman webinars</b>
6/13/22	<b>Action of Immediate Witness for GA 2022 Code Red for Humanity</b>
6/6/22	<b>Co-Sponsor the "Defuse Nuclear War" Live Stream Event June 12</b>
6/6/22	<b>STATEMENT ON THE EXISTENTIAL THREAT OF NUCLEAR WEAPONS AND ON THE TREATY ON THE PROHIBITION OF NUCLEAR WEAPONS</b>
6/1/22	<b>SIGN ON: Resisting Pentagon spending increases</b>
6/1/22	<b>American Psychological Association (1) apologize to the victims of U.S. war-on-terror prisoner abuses, and (2) make recurring financial contributions to organizations that provide support for torture survivors and their families.</b>
5/12/22	<b>Civilian Harm Mitigation and Response Action Plan (CHMRAP) team and mandate, which includes functions vital to addressing and correcting systemic shortcomings that have persisted over more than 20 years of civilian harm.</b>
4/2/22	<b>Sign On Letter to Biden Administration: Reject Leaked Text and Negotiate a True TRIPS Waiver</b>
4/15/22	<b>LTR. SEEKING COMMUTATION OF DANIEL HALE'S SENTENCE</b>
4/6/22	<b>Defund Hate FY23 NGO Letter</b>
4/6/22	<b>April 9 International Actions for Peace in Ukraine</b>
4/4/22	<b>Coalition Letter in Support of a Yemen War Powers Resolution</b>
3/28/22	<b>Stop Allowing the Border Security Expo in San Antonio's Public Convention Center!</b>
3/28/22	<b>Sign on letter for S.3017, the Veterans Dental Care Eligibility Expansion and Enhancement Act of 2021. You can view the sign on letter here:</b>
3/27/22	<b>Tell President Biden: Stop Starving Afghanistan. Release the Central Bank Assets.</b>
3/27/22	<b>Quincy Institute's Ukraine Russia diplomacy letter</b>
3/17/22	<b>Voices For Peace</b>
2/21/22	<b>Joint Memorial Ceremonies (Yom Hazikaron and Nakba)</b>

2/16/22	<i>Organizational sign-on: Urge Pres. Biden to request LESS money for the military this year</i>
2/2/22	<i>Peace with Russia Day of Action: February 5, 2022</i>
2/2/22	<i>Letter to Archbishop José Gomez</i>
1/31/22	<i>Call to Action: Stop the War with Russia Over Ukraine</i>
1/26/22	<i>From U.S. Organizations: A Statement on the Ukraine Crisis</i>
1/26/22	<i>Biden Letter on Civilian Harm 1.21.22</i>
1/7/22	<i>Task Force on Outdoor Recreation for Veterans: Organizational Sign-on Letter to VA Secretary</i>
1/6/22	<i>Support President Biden's diplomatic engagement with Russia</i>
1/5/22	<i>Vigils for Democracy' Planned Across US to Commemorate January 6 DC</i>
1/3/22	<i>Fulfill the NPT: From nuclear threats to human security!</i>
1/3/22	<i>All The Walls Must Fall Conference</i>
1/3/22	<i>Free Assange letter</i>
1/3/22	<i>Women Against Military Madness, a non-profit organization founded nearly 40 years ago, is sponsoring a call-in to Attorney General Merrick Garland</i>

***\*\*End of ED Report\*\****

6. **Strategic Plan Status:** Louis Raprager: Request assistance from Board to fill out response to Strategic Plan.. Focus Groups will be started soon.

**7. Endorsing Statements:**

a. Endorsement of a recent statement from a committee of the American Psychological Association on Damage done by the Bush Administration's torture to apologize and pay reparations. Garrett has supported and asked that national APA adopt their committee's recommendations.

b. Cindy Piester and VFP CCMP: Request for board to support project with Universalist Unitarian Association. Called *Code Red for Humanity—:Project for a Livable Planet We Love –Addressing the Climate Impacts of Military Emissions*, it is a petition for the UUA General Assembly to adopt a position on military degradation of the environment.

## 8. Approvals by ExComm for Board approval:

a. Proposal on VFP Discussion group - Jeff Paterson: Change to Policies and Procedures related to Communications Committee Motion Jeff, 2d Mike T. Passed.

Current statement:

“VFP Facebook Discussion Group

Members initiated and moderated by VFP members in good standing, as decided by the Communications Committee. Remember, Facebook is not Las Vegas. Please post responsibly”

Proposed change requested/recommended by the Communications Committee:

“FP Facebook Discussion Groups

Related Facebook groups, including chapters, projects, working groups, caucuses, and other self-described VFP groups, are self-managed and function without moderation, administration, or oversight of the Communications Committee. We strongly request that the administrators of these groups adhere to VFP core principles, while acknowledging that we have no ability to ensure that occurs. The Communications Committee’s only Facebook-related responsibility is the official VFP nonprofit community page.

[\[facebook.com/veteransforpeace\]](https://facebook.com/veteransforpeace)”

I offer the following background and research in support of this request/motion:

[https://docs.google.com/document/d/1JQYB\\_za52oEo0gQJrNI0o9OF0zOepU-Fm\\_DssKQMUy4/edit?usp=sharing](https://docs.google.com/document/d/1JQYB_za52oEo0gQJrNI0o9OF0zOepU-Fm_DssKQMUy4/edit?usp=sharing)

**b. Updated VFP Statement on Ukraine –Jeff Paterson:** *i.* To include statement on NATO and links to prior VFP statements regarding US wars of aggression. *Statement is on VFP website at :*

<https://www.veteransforpeace.org/pressroom/news/2022/02/24/diplomacy-not-war>

**Motion:** Jeff, 2d Ben. Approved.

## 10. Poet Laureate: Jenny Pacanowski (bio below)

Jenny Pacanowski is a poet/combat veteran/facilitator/public speaker/playwright/curator.

*In the Army while deployed to Iraq in 2004, Jenny was a combat medic and provided medical support for convoys with the Marines, Air Force and the Army. She also did shifts in the Navy medical hospital. In Germany, she was part of a medical evacuation company.*

*Jenny received her training to facilitate writing workshops in Philadelphia, She received her certification of teaching artistry through the Lincoln Center NYC. Jenny participated in an NYU/NEA/NEH grants through Aquila Theatre studying, interpreting, adapting and performing Greek works including writing performance pieces in response to the classic Greek plays. Jenny has studied with Shakespeare and Co. in Lennox, Mass and was mentored by the founder and director of the Decruit program; a program that heals trauma through Shakespeare's work. Jenny is the Associate Director of the Veteran's Project within Impact theater creating social change through performance.*

*Jenny Pacanowski is the Founder and Director of Women Veterans Empowered & Thriving; a reintegration program that utilizes writing and performance to empower the veteran's experiences and facilitate skills to thrive in daily life.*

*Jenny collaborates with multiple organizations including colleges, universities, middle schools and theaters across the country. Her play "Dionysus in America" was produced at The Vortex Theater in Austin Texas till Oct 20th 2019.*

*For more information on Jenny and her programs, please visit:*

*<https://poetictheater.com/about-ptp/veteran-voices-main/>  
[jennywarriorpoet.com](http://jennywarriorpoet.com)*

*[www.decruit.org](http://www.decruit.org)*

*<https://lucidbody.com/veterans-project/oal> culture through*

**Motion** Susan, 2d Ken, to approve Jenny as Poet Laureate. Passed.

## **11. Update on Convention: Susan, Garrett**

- a. Bishop Barber will be keynote speaker.
- b. Request for Board volunteers to help introduce panels and speakers
- c. Board approval for Business Meeting Agenda: this year to include reports from President and ExCom, and board liaisons to committees



Major Plenaries will begin on Thursday Aug 25, another on Fri, and last on Sun. Workshops not yet determined. Business meeting will be President's, ED's, and committees' reports. There is a request for board members to take an active role in aspects of the convention to take some of the load off Garrett and staff. Board is urged to check out convention website SOON and regularly, and comment on it to staff so that it can be improved. Zoom rehearsals will begin first of August. Garrett will send out scripts.

## **12. Proposed Bylaw amendment regarding the Resolutions Process – Josh Shurley**

- a. Review proposed Bylaw Amendment which would allow the board (and the Resolutions Committee) to “clean up” the Resolutions Master Index by deleting irrelevant resolutions and/or consolidating existing resolutions. Board approval of this Bylaw Amendment?
- b. Board approval to add to website, under Master Index) the following sections: “Honorary Membership In VFP”, “Successful Action Resolutions”, and “Resolution Process”

TABLED until the next meeting: July 16, 2022, 9:40 am PT, 12:40 pm ET

## **13. Adjournment: Motion Jeff to adjourn. Meeting ended at 12:08 pm PT**

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**Veterans For Peace  
May 21, 2022  
Board of Directors  
Meeting Agenda**

In attendance: Susan, Jeremiah, Mike T., Josh, Ken, Mike D., Enya, Paul, Nick, Jeff, Ben, Louis, and Garrett (Adrienne excused).

### **12:40 PM EST: Open Meeting Comments**

#### **1. Code of Conduct/Statement of Purpose**

#### **2. Opening Comments by board president**

- a. Overview of open meeting process, public comments, etc

#### **3. Questions from members:**

- a. commentary from Michael Wong of the China Working Group on the dangerous potential of increased conflict with China over US rhetoric on Taiwan. Now, the State Department has deleted from its website assertions that, since Nixon's time,

used to say China/Taiwan are a single country, to now stating that Taiwan is and independent country—which is a serious escalation.

b. commentary from Dave Logsdon about maintaining lines of communication among membership and national leadership of VFP, and to use these lines of communication for improved fundraising.

c. Ellen Davidson commentary on transparency in board communications with membership and lessons learned regarding financial issues within VFP in recent years. Hopes for some structures in place to prevent these issues in the future. Susan reiterated that we are trying to us this as an opportunity.

d. Reminder from board president about using [vfptreasurer@gmail.com](mailto:vfptreasurer@gmail.com) email address to communicate with board treasurer

e. Question from Tarak Kauff regarding financial concerns: how will this be avoided in the future? Seems to him that we have habitually spent more than we have coming in. Answer: Regular meetings of ExComm, monitoring of finances, determining objective, measurable indicators of financial health in order to avoid such pitfalls. Susan added that we will be talking about it during the Board meeting. Please send financial comments and suggestions to Mike Tork, [vfptreasurer@gmail.com](mailto:vfptreasurer@gmail.com)

f. Question from Ann Wright: do we have anything left in reserve? We still seem to be overspending by about \$23k. Answer: minimal amount in savings, around \$1000. We are looking at spending and income levels. Current balance is approximately \$60k and under constant scrutiny by board, ExComm, and F&F committee.

g. Question from Woody Powell. Doesn't see itemization of expenses. Does this itemization exist? What brings in the most revenue for VFP? Garrett: 2021 dues \$120k of \$524k total, 2020, membership dues \$138 of \$492k total, etc. Also addressed by Ken: Reports are big picture summaries, but itemized budgets do exist and are available. Member dues continue to be the biggest element of financial support. Garrett added some specific numbers about our membership, dues, etc.

h. Question from Zool Zulkowitz: What percentage of budget goes to staff and how much of that workload could members cover? Garrett answers about 50%, but it's a complicated matter. Tasks by staff members are accountable in ways that volunteer members may not be, but for some functions this may be possible. Susan added that Colleen Kelly from national is attending to address staff concerns and issues etc. complicated. Susan: The board is all volunteers and do the best we can.

### **1:20PM EST: Regular Board Meeting Opens**

- 1. Check-ins**
- 2. Approval of minutes from April 16, 2022 board meeting**
  - a. Minutes approved
- 3. Approval of Agenda**
  - a. Agenda approved

#### **4. Finance Report:**

##### **a. Treasurer: Mike Tork**

- i. Reiterated Ken's comments during open session. Overview of past year's activities of F&F committee and treasurer, etc. Referred to summary statement from financial report at last board meeting (Apr 16, 2022) as to how we got in our financial situation, i.e. overestimating income and underestimating expenses, over a period of years. Cuts will likely need to continue, and prioritizing as such. Current lack of savings demonstrates the need to plan for worst-case scenarios.
- ii. Mike Tork: We work from much more detailed reports than the summary we put out this week. For last three years we have ended in the red by overestimating our income and underestimating our expenses. Income has been stable, but expenses projected low, and income projected high over all three years. We will review budget and work harder to raise funds. We were able to do this by depleting our savings from \$268k to, currently \$1k. Having savings to get us through the lean months we could draw from them. Now, without any cushion, we have to keep track month to month in order to pay our bills. We had a good start for 2020, with Jane Fonda's appeal bring in \$65k, but that will not tide us through. Our budget is still too optimistic and Finance Committee working with Garrett is watching it closely. The board has called donors from last year asking for additional donations and will be working on another list. We will be training ourselves on grant writing as a long term. If you want a copy of the report, email Mike Tork: [vfptreasurer@gmail.com](mailto:vfptreasurer@gmail.com)
- iii. Discussion. Jeff: Were there any instances in previous years of fraud, unethical spending, etc? Mike Tork: no. Mike Dempsey: Should we find a money manager to help us? Louis: Suggests we think about raising membership dues by at least \$5 to keep up with the cost of inflation. Ben Schrader: Garrett has raised the alarm consistently, but now we have hit the edge, and hopefully we can communicate better. Ken: This is a long-term issue and has "never not been a problem." Planned giving will go a long way to solving the problem. Nick: Are staff still working reduced hours? And, do we have recommendations to necessary cuts?
- iv. Susan recommends that that discussion goes to EXComm and FComm for action by next meeting

#### **5. Executive Director Report by ED Garrett Reppenhagen**

- a. Summary: Written report sent out today, so if we have questions, please let him know. In addition to the Finance Report, the Office is undertaking a transition from ETapestry and Salsa to EveryAction, which is not up yet and is still in process. Managing staff: some are working part time temporarily and some are transitioning to permanent part time, while others drop hours for some weeks and increase hours based on workload on

others. Still not resolved about whether further cuts are necessary. Our goal is not to make money or save money, but to change the world. Presented the last 10 years of financial reports per 990s that shows money brought in and spent. 2016 was an anomaly because of Trump Presidential run, and Soros \$200k Islamophobia grant and Sally-Alice \$250k, bequest. Our current budget continues excessive optimism, and the board will have to review and revise. We cannot continue living on hope and big appeals. The online convention has helped by making a bit of money in each of the last two years. Last in-person convention in Spokane, 2019, was \$90k in hole. For this year, May is apparently a return to donation slump. As of Monday we have \$52k in checking, \$1k in Savings, and Ed Jones \$5k and some unrestricted funding. Convention: Workshop application is live, and other Strat Plan Survey is complete, but not yet sent to Board—before next board meeting. Chapter and Membership Support: static. We need to pay attention to whether we are attracting younger members. Financial statements are on the website under 'Governance'. Grant writing is a slow process which eventually pays off—with emphasis on *eventually*. GR needs help from the board to get past the barriers to successful proposals to big foundations. Poor people's Campaign Moral March in DC, June 18; we will be participating, and CCMP will participate in the following Teach-in. Organizing Meeting this Thursday. Code Pink has access to housing and bussing along the East Coast. All this information is on the website in E-News.

- b. Executive Director: Garrett Reppenhagen  
(In following report, Garrett addresses the questions/comments above)

#### Executive Director Report April 2022

prepared by Garrett Reppenhagen

Database transition is complicated and is taking longer than projected.

We are still not financially secure but we are stabilized. We need to continue to work to balance monthly budgets and hopefully start saving money in our savings once again.

#### Managing Staff

- We are trying to manage workload and critical tasks by keeping hours down to save income. In June the Administrative Assistant will reduce hours to 12 a week. I foresee other staff members going up and down on hours monthly to accomplish tasks.
- The personnel committee should examine the Employee Handbook to see if there are additional updates to modernize HR functions.
- Transition to EveryAction database is taking longer due to incomplete files, new membership module functionalities, non-compatible data and learning a new platform. Communication, creating list reports, and financial transactions will be disrupted. We are waiting for a transaction data file from Etap to add a bulk upload to trigger the new EA membership module. We also need to do a mass duplicate merge. We decided to purchase the advocacy package that will allow us to continue targeted actions to decision makers. I encourage campaign organizers to consider how to best use targeted

actions at a state and federal level that will help VFP list-build and help advocate for progressive policies.

- SEE ALSO PERSONNEL COMMITTEE

#### Budget

- Based on VFP 3rd party produced yearly financial audits the fiscal habits of VFP date back to 2015. It shows each year at a loss, with multiple years a deficit of over \$100,000 a year in the case of 2017 and 2019.
- The only year in the last 7 years that VFP were in the black at the end of year was in 2017 when VFP received a generous donation from Sally Alice and a \$200,000 grant from Open Society. Without that donation VFP would have also been almost \$30,000 in deficit. More than half of that donation in VFP savings was reduced by 2020.
- VFP reduced expenses by \$66,000 in 2020 and a further reduction of about \$60,000 in 2021. Despite decreasing overhead by almost \$130,000 in two years VFP is still unable to raise the donations required to operate at the level of the yearly expenses.
- In 2020 VFP hired a part time resource development director that failed to motivate and coordinate the board of directors well enough to make a significant impact.
- It is my opinion that VFP should consider revising the approved 2022 budget to reflect operations under \$500,000 a year, the lowest operating budget since 2015.
- Approved Budget for 2022
- Membership dues and donations have returned to predicatable low levels. We have stabilized massive losses recently by reducing overhead and cutting back staff hours. This is unsustainable and will need further overhead reductions and/or increase in funding.
- VFP has \$52,132 in unrestricted checking and \$1k savings as of 5/16/2022
- In April VFP raised \$38,491 in donations, Made \$16,643 in membership dues, \$4,728 in other income and spent \$42,033 in expenses. With a total net of +\$17,829 and a +\$11,724 on the year
- We will likely lose money in May and recover in June with the convention revenue.
- 2021 financial audit will come out in October
- SEE FINANCIAL & FUNDRAISING COMMITTEE UPDATE FOR DETAILS

#### Board Support

- The board google calendar is viewable by all board members, this is different from the spreadsheet.
- Convention website has the workshop proposal form
- The Strategic Plan survey will go out in May. Be prepared to organize members to fill it out. It will be time consuming, but it is the best way to hear from the larger number of members on strategic feedback. Please make calls and follow up to get folks

to fill it out? We will be doing focus group sessions as well to get specific feedback from critical demographics.

- SEE ALSO ADVISORY BOARD ADHOC COMMITTEE UPDATE
- SEE ALSO BYLAWS & POLICIES COMMITTEE UPDATE

#### Chapter/Member support

- Independent Members are shifting the structure and might dissolve to focus on regional organizing. Coming post-convention.
- I will be traveling to Minneapolis MN and presenting in Madison WI around Memorial Day. Come out and see me there if you are nearby.
- Despite last year gaining more than 230 new post 9-11 veteran members (more than the last 4 years or more) the membership numbers remain stagnant. We need to do everything we can to position the organization to attract and retain young members. It should be on our minds when making EVERY decision in VFP.
- Social Hour is moved to Tuesdays at 7pm ET. Join in to chat and enjoy a beverage with comrades
- ALSO SEE MEMBERSHIP COMMITTEE UPDATE

#### Communications

- Enews, newsletters, social media and direct emails have been consistent.
- Chapter reports should be sent in for the Summer newsletter soon.
- We are backed up on comms due to the database transition. Have patience if you are waiting to have information in VFP national comms.
- An alert went out to members and supporters about the Quarterly Financial Report in the recent Enews and is currently on the website under quarterly financial reports. If you have feedback feel free to write the treasurer directly at [VFPTreasurer@gmail.com](mailto:VFPTreasurer@gmail.com)
- SEE ALSO COMMUNICATIONS COMMITTEE UPDATE

#### Fundraising

- We are getting more organized for grant development work and could use additional help building relationships with foundation staff and board members to get invited to submit proposals. If you can help, let Mike Tork know ASAP?
- VFP members at all leadership levels should do what they can to support the organization and although being transparent about budget deficiencies, it would show integrity to not slander the organization to potential funders.
- You can also support fundraising by making calls to purchase convention ads. After an initial email will get a handful of folks to buy ads, we will be left with a hot list of folks that have purchased ads in the past but not yet this year. We can develop a script and get a sheet with vital info for you to answer questions about it. Let me know if you can help?

- KEEP CALLING your lists! It is paying off and you are supporting our activism and mission. Thank you.
- Ask your friends for donations to support our work?
- SEE FINANCIAL & FUNDRAISING COMMITTEE UPDATE FOR DETAILS

#### Program

Poor People's Campaign There is too much incredible work done by VFP members and coalitions to recount in one report. Here is a sample of the great stuff VFP members, chapters, projects and groups are involved in. I will focus on work the national office took more of a head role in organizing.

VFP is going to the Poor People's Campaign Moral March on Washington. We hope to present at a teach-in and march with the anti-militarism contingent.

VFP is an authorized partner and will have a contingent of members at the The June 18, 2022 Mass Poor People's and Low-Wage Workers' Assembly and Moral March on Washington. If you are interested in joining us you will need to provide your own transportation and housing. There is some assistance through CodePink to help secure cheaper room accommodations and many cities are organizing buses through the Poor People's Campaign. Many of us will be marching with the anti-militarism group. Please let us know by filling out this form if you plan on attending and try to join a VFP only organizing call on Thursday May 26th at 6pm ET (5pm CT). We will discuss meet up times and places and collaborate as VFP members. If you can support VFP organizing to partner more successfully with the Poor People's Campaign please consider a donation to Veterans For Peace?

Korean Peace Campaign More Than 350 US, South Korean, and International Civil Society Groups Call for Suspending US-ROK Military Exercises and Decreasing Military Tensions on the Korean Peninsula

Check out our National Projects for more activities and events you can take part in!

If you are doing VFP actions or events for PRIDE, Peace in Ukraine, Racial Justice, Memorial Day, Okinawa, 1945 atomic bombing of Japan PLEASE let the national office know? Tag us in social media and share video, photos and descriptions?

**\*\* End of ED Report\*\***

- c. Mike Dempsey asked about calling donors on list and tracking those statuses. Mike replied that he will be following up with a list of recent donations and that info will be shared soon. This will tell us what has worked well and what has not, etc. \
- d. Garrett added some further clarification about communicating financial situation to the membership. Finance reports are periodically issued and these are available for members to read and comment on/contribute to.

- e. Susan echoed these points as well as board responsibility to read and understand these issues.
- f. Jeff asks ED to be “voice of sanity” on organizational finances, etc.

**6. Golden Rule Follow Up:**

- a. Bad connection with Gerry Condon. Meeting tabled. ExComm has suggested the next GR meeting with the board will be during September, 2022. Specifics TBD.

**7. Strategic Plan Status: Louis Raprager**

- a. Request assistance from Board to fill out response to Strategic Plan

**8. Approval of Russia Working Group**

- a. Mike Wong read a letter from Gerry (due to Gerry’s connectivity issues) providing an overview of RWG priorities and scope, etc. To serve as a watchdog function of US government agencies as it relates to Russia and to educate membership, peace community, and the public. Listed current members.
- b. Ben suggested that membership to RWG not be limited to just VFP members in order for a diversity of views to be represented, etc. Ben also asked about the Russian chapter’s relation with RWG, which it is not a part of. Mike Wong addressed these concerns and these reasons in a response.
- c. Jeff commented on the need for a VFP statement on Ukraine by the communications committee. Presented his opinion about Ukraine-Russia, and his issues with the thrust of NATO critique, etc. Mike Wong addressed these concerns in a response.
- d. Paul Cox commented on the need to approve RWG and to reinforce the need to work through different viewpoints on Russia-Ukraine.
- e. Jeremiah stressed the need for RWG positions to go through the Communications Committee process.
- f. Motion approved unanimously to approve the VFP Russia Working Group.

**9. Report from Nuclear Abolition Working Group by Ken Mayer**

- a. Gave overview of recent activities of NAWG, highlighted recent interview with Ray McGovern (on YouTube, and getting a couple thousand hits). He talked about the Ukraine situation in general and the dangers of nuclear war.

**10. Update on Convention: Susan, Garrett, Colleen**

- a. Overview of convention planning activities. Angela Davis and William Barber are invited as keynote speakers.
- b. Request for Board volunteers to help introduce panels and speakers
- c. Board approval for the Business Meeting Agenda once this is completed. Agenda will be forthcoming in coming weeks.
- d. Board approved tentative agenda for business meeting.



### **11. Colleen Kelly: Report from VFP National Communications**

- a. Gave overview of how the national office is coordinating VFP communications, her duties in liaising with various allied groups, etc. Discussed WIRN (War Industry Resisters Network) collaboration and ongoing activities with that. Overview of Korea Peace Advocacy Week, which is in June. Poor People's Campaign collaboration is ongoing. SOVA is working with AFGE on the issue of the AIR commission, which will further gut VA healthcare. Gamers For Peace work continues, growth has been amazing. Polygon, a large gaming publication just did a video on militarism and gaming, with collaboration with VFP. Overview of People Over Pentagon and VFP activities around militarism and military spending, etc.
- b. Louis expressed willingness to connect with People Over Pentagon organizers.

### **12. ExComm Report**

- a. Susan reported on recent work of the Executive Committee.
- b. Okinawa Remembrance Day: VFP Endorsement and publicity – Susan Schnell
  - i. June 23: the project to read out names on "Cornerstone of Peace" for remembering the war dead during the Battle of Okinawa and pledging peace. VFP will endorse.
- c. VFP endorsement for building a playground in Sasabe, Sonora, School of Americas Watch Project - Mike Tork
  - i. Collaborating with Code Pink.
  - ii. SOA Watch is a fiscal sponsor, and VFP will be a sponsor and provide some help with promotion.
- d. Overview of progress with Friday community circle meetings and NVC discussion progress.

### **13. Appreciation of National Staff from VFP Board**

- a. Susan expressed the need to support and recognize the hard work and sacrifice of staff members.
- b. Colleen suggested a token of appreciation is nice and should happen, but more concrete material needs are foremost (pay, stability, etc) as well as better interpersonal communication and conflict resolution, etc.
- c. Michael raised points about staff comfort level in voicing concerns with the board, etc. Jeremiah suggested that while this is appropriate, avenues do exist via ED, ExComm and we may plan some informal staff listening meetings periodically.
- d. Garrett suggested interacting with staff and showing appreciation in national organizing efforts which they are often a large part of.
- e. Susan, Jeremiah and Paul agree to organize this effort of staff recognition.

### **13. Adjournment**

- a. Meeting adjourned at 3:38pm EST
- b. Next regular board meeting scheduled for June 25

*Respectfully Submitted,  
Joshua Shurley,  
VFP Board Secretary*

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**Veterans For Peace  
Board Meeting  
April 16, 2022 - 12:40pm EST  
Minutes**

In attendance: Susan, Jeremiah, Mike, Josh, Michael, Jeff, Nick, Ben, Enya, Paul, Louis, and Garrett. Ken and Adrienne are excused from meeting.

**1. Public Comments (12:40 - 1:00 PM EST)**

**2. Call to Order at 1:03pm**

**3. Check-ins**

**4. Approval of Agenda**

- a. Motion and second to approve agenda. Agenda approved.

**5. Approval of Minutes of March 19, 2022**

- a. Motion and second to approve last month's minutes. March minutes approved.

**6. Finance/Fundraising Report: delivered by Mike Tork**

- a. Overview of VFP's "critical financial condition" and exhaustion of "financial cushion" as of early 2022.

b. General Summary:

- Adequate funding exists to get us through May.
- We must continue to make board fundraising calls.
- ED recognizes we may need to further cut costs moving forward.

- Income projections have often been substantially overestimated, and for the past few years, VFP has been spending more than it takes in.

c. Opening statement from Board Treasurer:

- “VFP has overspent for years. This trend increased over the last few years. For 2019, 2020, and 2021, VFP overspent approximately 238K. While income was fairly stable, our budget, and expenses, continued to rise. Over the last two years VFP spent down all savings (168K). Currently VFP has about \$1,000 left in savings.

Poor communication, lack of attention by Executive Committee and the Board, and consistently over estimating revenues while under estimating costs, contributed to the financial problems we are now facing. The Finance and Fundraising Committee is committed to improving communication with the Executive Committee and the Board, and developing a realistic budget so that we aren't blindsided in the future.

Checking account balance today (4-11) is \$67,494. This is about \$15,000 more than what was expected for April. We have enough in the bank to make it through May, but we need to monitor closely. The goal of the Finance and Fundraising Committee is to have balances for all accounts shared regularly (as soon as possible).

Donor calls, among other fundraising efforts, may account for this good news for April. Thanks to all Board Members that made calls. Please continue if you haven't finished, because they really do help.

Chapter donations - Both the Monterey and Smedley Butler Chapters have stepped up and made donations to VFP National. Thanks Michael and Nate. Other Chapters?

Expenses for May are predicted to be approximately 32K. The Finance and Fundraising Committee will review the budget at the end of May and share suggestions for possible revisions with the Board.

Revenues for June are historically high, followed by lulls.

Garett recognizes that we may need to trim expenses even further than the current measures taken, although we would all like to avoid that. The feeling is that we will probably be able to scrape by over the next month or so, but won't be able to set any money aside (savings). Eventually, we would like to slowly build back savings.

VFP should be writing 2 to 3 grants per year, minimum. We have not been doing that and can't count solely on membership dues/donations to sustain our important work (Q: Should a staff member have grant writing as part of their job description?)

Update on Board calls to donors. As of now, all board members were sent a list of donors to contact."

d. Treasurer's Report — April 2022 (delivered by Mike Tork)

· Summary Statement

In the opening weeks of 2022, the Finance Committee was made aware that Veterans For Peace was in a critical financial condition. In fact, the ability to meet the next month's payroll was seriously in doubt. Our financial "cushion" was exhausted. Since then, a combination of board member emergency appeals to a list of likely donors and the greatly appreciated willingness of staff members to take temporary reductions in salaries and hours has kept the ship afloat for the time being. But the crisis has been a clear wake-up call and will require a lot more work to keep Veterans For Peace a viable element in the peace and justice movement for years in the future. This Treasurer's Report focuses on the financial trajectory that has put us in this position and the current position along that trajectory.

Our total income over the three-year period was surprisingly level, varying less than \$10,000 from its average of \$465,331. But the expenses varied widely, though they consistently significantly exceeded total income by anywhere from a low of 7% to a high of

32%.

We were unable to locate the approved VFP budget for 2019, data shows that

following the disastrous financial performance of 2019, the 2020 Board approved a budget of nearly \$678,000, a total income 50% greater than that raised in the preceding year, a year in which income fell short of expenses by nearly \$146,000. Perhaps the Board felt that the money spent in 2019 had to be spent again in 2020 and set a revenue target accordingly. The budget for 2021 set more modest revenue goal only 13% greater than the actual revenue for the preceding year, but since the actual revenue fell short by about 10% and the expenses exceeded budget by about 8%, we once again ended the year in the red.

This succession of deficit years reflects a consistent pattern of excessive optimism with respect to our ability to obtain the revenue necessary to meet our budgets and a similar optimism with respect to our determination to hold our expenses within budgetary guidelines. So the question arises, how have we managed to survive as an organization over these debt-laden years. The answer lies with the aforementioned "cushion": Cap 1 Business Savings.

You all remember that some years ago, the venerable World War II navy veteran, Sally-Alice Thompson of Albuquerque, donated \$250,000 to Veterans For Peace as long term asset to be used as prescribed in the VFP Policies and Procedures. The applicable policy is reprinted below.

Long Term Asset Fund: VFP will maintain a Long-Term Asset Fund into which will be deposited any revenue item that is greater than 10% of that year's approved operating budget, with earned interest from such a fund going into the general operating budget.

This generous grant was appropriately deposited in a Capitol 1 savings account. In

addition, from time to time other grants and bequests have added small amounts to the account. As shown in the table, at the beginning of 2020, the account held more than \$123,000. At the beginning of 2021 it held just under \$109,000. By the end of October 2021, it had been spent down to \$1000 and some change. We had exhausted our savings to keep VFP operating in spite of the succession of operating deficits.

In sum, over the two-year period, approximately \$168,000 was moved from the Long

Term Asset Fund into operating accounts to offset deficits in the latter. Which brings us nearly up to date.

e. Entered into community circle for Q&A on finance/fundraising matters

i. Summary of *questions* and answers

- *How much money do we have in the bank account right now?* Approximately 70,000. Will get back with details.
- *How much we are saving on salaries because staff are reducing ours vs what it normally would be?* Currently saving about 6k/month, which is unsustainable as staff will depart in search of full-time work. When we have 40k in checking, 70k in savings would be a good time to.....
- *How long is the staff willing to continue this salary reduction plan?* Depends. Case by case basis. Work and morale are significant challenges. Long-term, VFP is shrinking.
- *In terms of dues paying members, has it increased between Jan 2021 - Jan 2022? Gone even or down?* Numbers are static. Increases of newer members offset by losses of older ones.
- *When is the last time we have increased the dues requirement?* Has not happened in a number of years.
- *Have judgements been made about which members of the staff are absolutely essential without whom the organization can function?* Yes, there are hierarchies of positions, ED is managing.
- *What is the baseline for operational costs for the organization to run?* About 35,000/month for basic operations.
- *What are some non-essential projects and how is the board contributing to those costs?*
- *Are board members and projects a drain on staff time and resources?* No direct costs. Constant annual board turnover is a challenge in that earlier in the year is a bit more draining to staff as opposed to later in the year as members adjust to their roles.

- *Are advisory board members aware of the financial situation? Have they helped, and if so, how?* AB Committee is sending out a report to those advisory board members. Some have been contacted for fundraising, but not all.

Could use the help of a financial advisor of some sort. Maybe the person who has helped SOA Watch (as per Mike Tork). Perhaps drawn from membership (as per Mike Dempsey).

## **7. ED Report—status of budget and staffing: delivered by Garrett Reppenhagen**

The last few months have been dominated by opposing military escalation by the US in Ukraine, a massive effort to transition to EveryAction database and recovering from funding shortfalls.

### **a. Managing Staff**

- Due to funding shortfalls most staff have cut back hours temporarily. We will be monitoring unrestricted funding in all accounts to determine if more permanent staffing layoffs will be made or if we can start moving staff back to full time. In the current situation most staff are forced to have Friday off.
- The personnel committee should examine the Employee Handbook to see if there are additional updates to modernize HR functions.
- Transition to EveryAction database is close to complete. The bulk of the preparation, mapping, coding and strategy is final. We finished a download rehearsal, and on Monday we will begin the actual data download. After that we will begin user testing, converting forms, recreating emails, and building automated processes.
- SEE ALSO PERSONNEL COMMITTEE

### **b. Budget**

- The spring slump hit hard and early this year and left VFP with depleted savings.
- A very successful Spring appeal and support from direct calls to donors by board members has resulted in a banner spring funding effort.
- [Approved Budget](#) for 2022
- Currently VFP has \$67,494 in unrestricted checking and zero savings as of 4/11/2022
- A predicted expense total of \$24,465 before the end of April and additional dues and donations of \$14000, should leave VFP with \$just under \$60,000 in checking by the end of April.
- I predict a decline in checking numbers unless overhead is reduced more permanently.

- In June we will rebound with convention registration and dues. I predict a net income of \$30,000 from the convention this year.

- SEE FINANCIAL & FUNDRAISING COMMITTEE UPDATE FOR DETAILS

c. Board Support

- ED and office staff continue to help provide stability to and continuity to committee work.

- The ED and staff continue to support the board in meetings, tech resources, document storage and communication to members.

- ED expended a lot of secretarial work organizing the [google drive](#), building board calendars, updating minutes, updating policy and bylaws. These are tasks previously done by the president, secretary and board members.

- The [board google calendar](#) is viewable by all board members, this is different from the spreadsheet.

- VFP Membership Coordinator held a training for board and members on using googledrive and docs.

- Convention website is starting to get revamped with hot new graphics

- The Strategic Plan survey will go out in May.

- SEE ALSO ADVISORY BOARD ADHOC COMMITTEE UPDATE

- SEE ALSO BYLAWS & POLICIES COMMITTEE UPDATE

d. Chapter/Member support

- The Membership Coordinator continues to hold monthly Chapter Contact, Independent Member and New Member Orientation calls.

- Two cohorts have been formed for the 2022 Leadership Development cohorts. Meetings have started.

- Independent Members are shifting the structure and might dissolve to focus on regional organizing.

- Despite last year gaining more than 230 new post 9-11 veteran members (more than the last 4 years or more) the membership numbers remain stagnant. We need to do everything we can to position the organization to attract and retain young members. It should be on our minds when making EVERY decision in VFP.



- Social Hour is moved to Tuesdays at 7pm ET Join in to chat and enjoy a beverage with comrades

- May 15 - Chapter IRS 990 filings due. Contact shelly@veteransforpeace.org for more info.

- ALSO SEE MEMBERSHIP COMMITTEE UPDATE

e. Communications

- Enews, newsletters, social media and direct emails have been consistent.

- Chapter reports should be sent in for the Summer newsletter soon.

- VFP office put out excellent material for to oppose [No-Fly-Zones](#)

- We developed an Opinion Editorial Writing and Submission Workshop that ran last week.

- SEE ALSO COMMUNICATIONS COMMITTEE UPDATE

f. Fundraising

- SPRING appeal results. Checks are coming in daily. As of 4/16/2022

- o Paper \$16,335

- o Online \$10,795.75

- Monthly fundraising email this month will support Climate Crisis and Militarism Project.

- Not sure if we will have the capacity to converge in St Louis in July.

- VFP has been rejected by Plowshares for the WIRN support and received disappointing declination letters for 6 other potential foundations from LOIs .

- We will start organizing grant writing meetings with staff and volunteers every other week. TBA.

- KEEP CALLING your lists! It is paying off and you are supporting our activism and mission. Thank you.

- Ask your friends for donations to support our work?

- SEE FINANCIAL & FUNDRAISING COMMITTEE UPDATE FOR DETAILS

#### g. Programs

There is too much incredible work done by VFP members and coalitions to recount in one report. Here is a sample of the great stuff VFP members, chapters, projects and groups are involved in. I will focus on work the national office took more of a head role in organizing.

- Gamers For Peace Season 3 program has begun. Check it out on TWITCH
- [WIRN](#) (WarIndustryResistersNetwork) is a coalition of more than a dozen local groups challenging military industry in their communities. We are planning a week of coordinated actions April 17-24 around TaxDay. Let me know if your local group wants to be involved? The fun has already started. Next week PLEASE repost and like all the social media messaging coming out.
  - More than 30 organizations have joined in planning and actions
  - More than 27 actions and events are planned internationally
- Support CCMP for [Earth Day](#) Check out the [webinar on the 22nd](#)
- Good work DVAP! Deported Veteran Alex Murillo has been repatriated! Welcome home Alex and let's keep working until all our veterans (and non-veterans) are home!

### **8. Report from Executive Committee and Executive Session of Board on Golden Rule, Convention Status: delivered by Susan Schnall**

- a. Have had three Ex-Comm meetings since last board meeting, mostly around finances and emergency fundraising. To include calling on board members to make fundraising calls to past large donors.
- b. Discussed Jane Fonda's fundraising appeal, and members' fundraising and personal donations.
- c. Initial session on the Golden Rule was on April 3. Follow-up meeting is forthcoming, details TBD (Jeremiah will send around a poll).
- d. Convention (Aug 25-28) planning is ongoing. Logo and theme complete. Narrowing down choices for keynote speakers, plenary sessions, and other scheduling details.
- e. Next Convention Committee meeting will be Wed, Apr 20 at 4:00 pm ET.

**9. Reports from Board Liaisons to National Projects (finances in national's account, activities, goals, staff time):**

*a. Vietnam Agent Orange Relief and Responsibility Campaign: Susan and Paul*

- i. The VAORRC meets regularly to keep up with the status of the Bill, [H.R. 3518, Victims of Agent Orange Relief Act](#). Process is now streamlined thanks to staff involvement.
- ii. In recent months, have had nearly 400 people sign online send cards to each person's congressional rep. This was followed up with another note asking them to call their congressperson, and to donate.
- iii. Susan recently participated in a workshop with the Institute for Peace, including discussion on how to move forward with Agent Orange issues in the US and Vietnam. The aforementioned bill addresses the remaining issues with both Vietnam and those Agent Orange-affected children of US Veterans who are not getting the care they need.
- iv. In Vietnam, remediation efforts continue. Growing public health concern is growing there due to aging population within the Agent Orange-affected population.
- v. Our primary ally in Vietnam, Vietnamese Association of Victims of Agent Orange is undergoing reorganization with its leadership. Good prognosis for engagement with VFP. There is much more to be done to wrap up this legacy of the war.
- vi. Funds donated to VAORRC are generally separate from the VFP Bank accounts.
- vii. Website: [VAORRC Home - VAORRC \(vn-agentorange.org\)](#)

*b. Full Disclosure: Toward an Honest Commemoration of the American War in Vietnam: Ken and Susan*

- i. Primarily consists of a [website](#), archived by UMass, Amherst. Includes key information, chronology of the war and actions by activists, etc.
- ii. Funds raised for this project are in restricted funds.

*c. Deported Veterans: Jeremiah Knowles*

- i. Alex Murillo is back in the US. His was a federal case.
- ii. Barriers still exist.
- iii. Gathering more info and video footage for future video campaign for legislation on the matter. Advocates for the [H.R. 536 New Way Forward Act](#) introduced by Chuy Garcia. The Vision Act in California is also a significant one.
- iv. Immigrant Defense Network is a network of attorneys for these DV cases. We are actively looking for lawyers that are willing to assist VFP-DVAP, especially in the US northeast.
- v. Robert Vivar continues to work with Rep. Takana's office (and Rep Padilla). Increased connections and advocacy are paying off.
- vi. Recent gala saw the DVAP accepting an award from the Immigrant Defense Network.
- vii. Project's biggest task at hand is working with deported vets through new portal to access benefits.
- viii. Without permanent legislation, a future president could rescind these recent gains.

- ix. No national communications have been put out other than in the e-news blast.

*d. Climate Crisis/Anti Militarism: Louis Raprager*

- i. Work continues, along with the push for legislation.
- ii. Earth Day week upcoming. People are encouraged to get out and spread the message
- iii. Delivered brief overview of current finances.
- iv. PR materials are available and more are being developed.
- v. Presentations continue. These are a no-cost, effective way of delivering the message.
- vi. Special thanks to Ann Wright and her efforts with the Red Hill facility in Hawaii and the remediation efforts there.

*e. Golden Rule Project: delivered by Mike Dempsey*

- i. No recent information available from meetings. Will send updated minutes ASAP.
- ii. Started with approximately \$29k, ended with approximately \$37k this past month. Donations continue to come in.
- iii. GRP are currently *exceeding* fundraising goals for the Great Loop.
- iv. Ann Wright has moved to fund \$2000 toward a trailer for moving the boat cross-country later this year.

*f. Iraq Water Project: delivered by Mike Tork*

- i. Mike has reached out with project director. Work is ongoing, has expanded beyond Iraq. No further info available at this time.

*g. SOVA: delivered by Paul Cox*

- i. Training continues on appealing to legislators and VA bureaucracy.
- ii. Telehealth rules issue. Telemedicine appointments are being vaunted in private sector but not by VA facilities, leading to a distorted view of “success” in private vs VA facilities.
- iii. Efforts to privatize are ongoing and must be countered vigorously.

**10. Working Groups (finances in national’s account, activities, goals, staff time):**

a. Anti Nukes: Ken Mayers

- i. No info available at this time. Ken unable to attend this month’s meeting.

*b. China: Adrienne Kinne (in Adrienne’s absence, report delivered by Michael Kramer during public discussion portion).*

- i.* Reported on meeting schedule and disposition of US forces in the Pacific which exacerbate US-Sino relations.
- ii.* Mike Wong has been invited to join the Committee of One Hundred, and will be attending a meeting in DC. CWG needs some tech help with their Youtube channel. Jeff Paterson from the board will assist.
- iii.* Adrienne Kinne is CWG’s board liaison.
- iv.* CWG is working on open letter on our views of relationship with China and anti-Asian violence.

*c. Anti-Drone: Nick Mottern*

- i. Referred to today’s NYT article about PTSD, moral injury, etc with drone operators. Highlights

issue of outreach to affected past and current drone operators.

- ii. Considering protests at other bases (other than Creech) that host drones (out of about 20 nationwide).
- iii. Looking at Ukraine situation and possibility of sending drones there, which would be incredibly escalatory and increasing likelihood of long-term proxy war.
- iv. Primary focus remains outreach to drone operators.

*d. GI Resistance: Jeff Paterson*

- i. This working group has been revitalized in recent months. Holding monthly meetings.
- ii. Efforts continue to support Ukrainian and Russian war objectors.
- iii. Has had good interaction with allied organizations with similar objectives.
- iv. Courage to Resist podcast is ongoing. Rebranded as co-production with VFP.
- v. Members are looking to becoming a regular national project at some point in the future.

*e. Korea Peace Campaign:*

- i.* No liaison currently assigned. No report available.
- ii.* Next KPC meeting on April 20 at 8pm ET. Contact at [kpc@veteransforpeace.org](mailto:kpc@veteransforpeace.org) for more information.

*f. Homeless Veterans:*

- i.* No liaison currently assigned. Enya volunteered to reach out to them in the coming weeks.

## 11. Adjournment

- a. Motion and second to adjourn approved. Adjourned at 3:10pm.

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**Veterans For Peace  
Board of Directors  
Monthly Board Meeting Minutes  
March 19, 2022**

Open Session with members began at 12:40 pm.

Board meeting called to order at 1:01pm.

Board members in attendance (via Zoom): Susan Schnall (Board President), Jeremiah Knowles (Vice President), Joshua Shurley (Secretary), Michael Dempsey, Ben Schrader, Paul Cox, Ken Mayer, Nick Mottern, Jeff Paterson, Nyameke Andersen, Louis Raprager, and Garrett Reppenhagen (Executive Director). Excused from meeting: Mike Tork (Treasurer) and Adrienne Kinne.

- 1. Pre-Meeting Open Session (12:40-1:00pm)**
  - VFP membership having open discussion with board members prior to official start of monthly board meeting
- 2. VFP Statement of Purpose and Code of Conduct**
  - As per last month, it still needs to be updated to reflect recent changes.
- 3. Check-ins by board members in attendance**
- 4. Approve Agenda**
  - Today's meeting agenda unanimously approved
- 5. Approval of Previous Minutes**
  - February minutes unanimously approved
- 6. Golden Rule Project: Annual Report to the Board**



- Helen Jaccard presented an overview of Golden Rule activities since December 2021, to include recent itinerary and financials. Overview of Great Loop as tentative plan.
- An in-depth meeting between the board and GRP leadership in executive session is tentatively scheduled for April 3. Details TBD.

## **7. Executive Director Report (Garett Reppenhagen)**

- Garett provided an overview recent VFP organizing activities
- Reported on WIRN and VFP's collaboration with other groups. Planned activities centered on opposing local war companies and highlighting corporate control of US foreign policy.
- Between Apr 17-24 several groups will hold protests. Local groups are encouraged to participate.
- Some members have already reported their local actions that they will link in with the WIRN effort.
- Reported on VFP's recent No Fly Zone statement, and effort to educate and raise awareness of the implications of the "no fly zone" rhetoric that currently pervades media discourse. In the process of submitting the statement to the New York Times or some other high-profile media outlet(s).
- Organizing around Ukraine is ongoing, VFP offering guidance and leadership through these difficult times.
- Database changeover is ongoing, keeping staff super busy during these trying times.

## **8. Convention Planning**

- Convention dates established: August 25-28, 2022 under the theme: From War Making to Peace Seeking
- Speakers and panels under discussion include a focus on Transformative Justice from the level of the individual, the community, and the world.
- Convention logo to include lotus flower and phoenix.
- Next meeting of Convention Committee: Wednesday, March 30th, 5:30 pm ET
- Board members are urged to participate in Convention Committee activities.

## **9. Improving Communication**

- Discussed the improvement of communications channels within the board, and between board and chapters, working groups, and national projects.
- Board entered into community circle focusing particularly on 1) how to improve communication among board members (i.e. Slack, GoogleDocs, email).
- Summarized highlights:
  - Suggestions from members include establishing a new member orientation since that lack currently exists. New member orientation will be a priority going forward when the onboarding of new members occurs each Dec/Jan.

- Improving understanding and rapport among members. Our ongoing community circle meetings on the Fridays prior to board meetings are a step in this direction.
- While email is fine for simple messaging, Slack is more optimal for extended discussion. The need for consistency in using Slack.
- GoogleDocs is mentioned as frustrating when unable to access/edit (which highlights the importance of using the same email to access GoogleDocs).
- Identifying the need for additional guidance on using Slack (which comes in both mobile and PC version)
- Since many are unfamiliar with Slack. Jules will create training opportunities for GoogleDocs (as well as Slack and email) in the near future.
- ED highlighted the need to familiarize with new tech platforms, especially in light of the need to retain and recruit younger members to this organization. GoogleDocs may work better if all members have a Gmail address. Emphasized the need for continuous training on communications platforms (to include email) as they are too often not employed in productive ways
- Board president suggests establishing a project to work on via email and Slack as a template for the rest of the board to become accustomed to Slack.
- The first such project discussed in executive session. Details TBD.
- The idea of discussing in-person meetings was raised now that covid numbers are declining.

## 10. Committee Reports

- Committee chairs/representatives provided a brief overview of their respective committee activities.
- Finance and Fundraising Committee. *Delivered by Ken Mayers in Mike Tork's absence.*
  - Currently seeking funds for GR and WIRN activities.
  - Several members of committee have attended training for fundraising
  - Developing plan to reach out to chapters in order to encourage recurring donations.
  - Lists have been made of members who have donated more than \$300 for board members to call and thank and ask for further donations.
  - Asking all board members to become recurring donors
- Membership Committee. *Delivered by Nick Mottern.*
  - Looking to improve ways national engages with chapters and identify strengths, weaknesses and opportunities among our membership. Will send out forms to chapters. For those who do not respond, members should follow up personally. Working to incorporate concerns raised previously by Ken involving chapter outreach.
  - Staff member Jules is conducting a few leadership seminars for those in or interested in being in leadership positions within VFP

- VFP Scholarship program in ongoing planning. Looking at possibly a \$2000 scholarship award later this year to begin with. Details TBD. Adrienne continues the ongoing work on that.
- Strategic Planning Committee. Delivered by Louis Raprager.
  - Committee work is ongoing.
  - A google form will be going out to members soon. To get input in order to formulate an updated strategic plan.
  - The strategic plan draft is ready to distribute to the board.
- Transformative Justice Committee. Delivered by Jeremiah Knowles in Adrienne Kinne's absence.
  - TJC working through a few cases of restorative justice. Trainings for things like community circles will make useful training session in this year's convention. These trainings are tentatively schedule for Thursday, Aug 25.
  - Raised the continued need for a DEI audit. Due to cost, we are looking at initially doing a self-assessment tool to begin to accomplish these important tasks and help identify problem areas for a later external audit.
  - Mike Tork is exploring grants to fund an external audit in the near future.
- Ad Hoc Advisory Board Committee. Delivered by Paul Cox.
  - Have been regularly having productive meetings.
  - Webinar on nuclear posture review is forthcoming. Climate change group has garnered some good advice from Advisory Board members. Progress continues.
- Communications Committee. Delivered by Jeff Paterson.
  - Continues to meet monthly. Ensures chapters, projects and groups have their information put out in regular news blasts.
- Resolutions Committee. Delivered by Josh Shurley.
  - Reported on ongoing committee work to identify outdated, irrelevant resolutions to be deleted/archived. Also reported on committee recommendation to combine/consolidate the many redundant resolutions.
  - Discussion with the board on the need for such changes to be authorized by the general membership at the annual convention. Possibly with a board resolution empowering the above changes to be made.
  - Ken Mayer has solid suggestions on language for initiating such changes. Will continue ongoing discussion on how to draft such a board resolution prior to the convention window.
- Executive Committee. Delivered by Susan Schnall.
  - Summarized the points from the twice-monthly ExComm meetings since the previous board meeting.
  - Discussed regular Friday community circle meetings and their usefulness in building rapport among members, improving communication, and constructively dealing with disagreements. The plan to rotate the facilitators of circles in order to build this skill in the organization to be carried out among the membership.

- Mike Ferner will be working with ExComm on identifying major funding sources.
- Mike Tork has completed a call script for calling big donors.
- The backlog of VFP statements has been finalized and (hopefully) a smoother process is now in place going forward.
- Discussed the progress of convention committee
- Continued ongoing discussion of problematic communication among board members
- Garrett emphasized VFP's "organizer bundles" which are now for sale and available to individuals, chapters, etc.

**11. Executive Session of the Board**

- Confidential discussion centered broadly on addressing problematic communication and board member behavior and accountability
- Outcome of discussion is that the board will, on a voluntary basis, continue this ongoing work with a guided reading of the book Nonviolent Communication. This is something the board can do as an ongoing Slack project, both because we all need to continue to improve interpersonal relations, and a way to familiarize board members with using Slack. Further details will be clarified after the next Ex-Comm meeting.

**12. Next Board Meeting – Apr 16 at 12:40pm EST via Zoom**

- Saturday, April 16. 12:40pm - Open session. Board meeting begins at 1:00pm EST.
- Prior to the monthly board meeting, will continue to hold a community circle in closed session on Friday, April 15 at 5:15pm EST.
- Reminder: Next month's board meeting to include reports from our National Project and Working Group liaisons: budget, activities, goals, etc.

*Respectfully submitted,*  
*Joshua Shurley*  
*VFP Board Secretary*

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**Veterans For Peace Monthly  
Board of Directors Meeting  
February 19, 2022  
12:40 Public Meeting  
1:00 PM EST Board Meeting Begins**

**Meeting called to order at 10:01am.**

**Board members in attendance (via Zoom):** Susan Schnall (Board President), Jeremiah Knowles (Vice President), Mike Tork (Treasurer), Joshua Shurley (Secretary), Adrienne Kinne, Michael Dempsey, Ben Schrader, Paul Cox, Ken Mayer, Nick Mottern, Jeff Paterson, Nyameke Andersen, Louis Raprager, and Garrett Reppenhagen (Executive Director). None absent.

**Guests in attendance (Zoom audience):** Dave Logsdon, Ellen Davidson, Gerald Hassett, Nate Goldschlag, Rachel Clark, Vince Dijanich, Carol Trainer.

- 1- VFP Statement of Purpose and Code of Conduct**
  - Statement of Purpose video needs to be updated to reflect recent changes
- 2. Check-Ins**
- 3. Approve Agenda (Action Item)**
  - Adrienne moved to add an item on diversity and equity training for the board at the request of staff in light of last year's issues. This will be discussed further at the next board meeting.
- 4. Approve Minutes of January, 15, 2022 (Action Item)**
  - Jan 2022 minutes approved
- 5. Trial adoption of Jeff's outline of the circle process for the board (see Appendix A below). (Discussion)**
  - Michael raised issue of limitations on meeting times. Jeff added the need to limit individual time to speak during circle process. Jeremiah reiterated this need for balance between member voices being heard and the need to keep the overall meeting time within reasonable limits. This is addressed in Jeff's proposal for to formalize the circle process.
  - Will continue the formalized circle rules on a trial basis.
- 6. Finance and Budget Discussion of Organization: (Discussion Item)**
  - Suggestion from ExComm was that, as in the past, Board of Directors Members set an example and donate a monthly amount (as Ken suggests, "what we spend for coffee each month") as recurring donors. Also, board members agreed to encourage members to become recurring donors as well.

- Discussion to assign Board members to call VFP large donors (over \$100) and thank them for support on a voluntary basis. Jeremiah suggested an Excel spreadsheet to track who has been called, their status, etc.

- Garrett will follow up with the list (along with input from Adrienne and Mike T)

#### **7. Convention Committee Update**

- We have a theme: "From War Making to Peace Seeking"

- Seeking volunteers for various convention subcommittees.

#### **9. VFP Statement process: Jeremiah Knowles (Discussion Item)**

- Entered into circle process (Carol Trainer included) to discuss the process of adopting position statements submitted by members.

- Outcome of discussion:

- Acknowledging the difference between endorsements, official VFP statements, and statements submitted by members (we are focusing on the latter).

- Clarified the process. Jeremiah demonstrated the form to be used (an expansion to the pre-existing endorsement form). The Communications Director will handle these requests, discuss and edit with the communications committee, and if there are questions or problems with the statement, will forward to the ExComm for approval.

- Motion approved to include a diagram of the process.

- Additionally, the process for endorsements was clarified (which is separate from statements). For endorsements, these requests go through the Executive Director who is authorized to review and approve these and will seek board approval for questionable items.

#### **10. Statements for Board Approval (Information)**

- The following statements will be forwarded to Colleen and the Communications Committee for expedited review as per the process clarified above.

- Voting Rights

- Russia working Group

- Afghanistan-letter to President Biden

- Motion was made by Nick for VFP to draft a statement regarding the currently unfolding Russia/Ukraine crisis, urging troops to resist and offering support to resisters and those who refuse deployment orders in support of military operations in the region. The statement will be written by Garrett with input Nick, Ben and Jeff for editing assistance and approval. Motion passed.

#### **11. Executive Director Report: Garrett Reppenhagen (Discussion Item)**

##### **Executive Director Report February 2022**

##### **prepared by Garrett Reppenhagen**

2022 is starting off with the potential of conventional warfare with a powerful nation state. VFP will always take to the streets and raise our voices when the nation is facing war or injustice, but the impacts on campaigns with measurable outputs can make ending militarism achievable.

##### **Managing Staff**

- The personnel committee should examine the Employee Handbook to see if there are additional updates to modernize HR functions.

- We have signed a contract to move to EveryAction as our new database solution and we will be transitioning from Salsa Engage and Etapestry in March 2022. The database transition will take an enormous amount of staff time and disruption, but it will be worth merging into one database that will fulfill most of our processing, tracking and organizing needs.
- Helen, the current project manager of the Golden Rule contractor was authorized back pay of \$200/w from September 2021 to current and will receive payments until June 2022 when the amount will be evaluated. This is on condition of current VFP reserve funds.
- COLA raises were authorized at 2% for all staff
- Garrett will be on vacation from Feb 23-Mar 2
- SEE ALSO PERSONNEL COMMITTEE

### **Budget**

- Due to a highly successful End of Year fundraising appeal and fundraising calls from finance committee members the year started off making up for lower donations last year.
- We are eyeing a spring slump when donations are low. Monthly digital appeals and a late march physical mailing could support us until convention.
- Approved Budget for 2022
- We now have \$68,000 in unrestricted funding. VFP has averaged a loss of \$17k a month in Feb, Mar, Apr for the last 3 years. At that rate we have just enough funds to get us to May 2022 if we do not increase resource development or decrease expenses.
- Chapter 990s are due.
- SEE FINANCIAL & FUNDRAISING COMMITTEE UPDATE FOR DETAILS

### **Board Support**

- ED and office staff continue to help provide stability to and continuity to committee work.
- The ED and staff continue to support the board in meetings, tech resources, document storage and communication to members.
- ED expended a lot of secretarial work organizing the google drive, building board calendars, updating minutes, updating policy and bylaws. These are tasks previously done by the president, secretary and board members.
- The board google calendar is viewable by all board members, this is different from the spreadsheet.
- Resolutions searchable doc was created by Bob Krzewinski and is posted on the VFP website.
- SEE ALSO ADVISORY BOARD ADHOC COMMITTEE UPDATE
- SEE ALSO BYLAWS & POLICIES COMMITTEE UPDATE

### **Chapter/Member support**

- The Membership Coordinator continues to hold monthly Chapter Contact, Independent Member and New Member Orientation calls.



- We are developing a “Alternatives to Military Service” college scholarship to help children of veterans avoid military service.
- Two cohorts have been formed for the 2022 Leadership Development cohorts. Meetings start in March.
- Independent Members are working on growing a clean water project connecting Iraq Water Project with classrooms.
- ALSO SEE MEMBERSHIP COMMITTEE UPDATE

### **Communications**

- Enews, newsletters, social media and direct emails have been consistent.
- Feb Newsletters are in the mail.
- 53% of VFP enews is opened by board members, if you are not receiving the enews under your preferred email please let me know? Or sign up here!
- SEE ALSO COMMUNICATIONS COMMITTEE UPDATE

### **Fundraising**

- An overview of our EOY appeal  
Paper - \$33,462.62  
Online - \$14,210.14  
Total - \$47,672.76
- Monthly fundraising emails went out supporting SOVA and their ongoing virtual lobbying happening simultaneously to this board meeting.
- Newsletter Included an envelope for donations.
- Tom Morello has agreed to create a video for social media donation requests for occasional fundraising asks. We still are looking for a time to record that.
- The board will be asked to make thank you calls to donors.
- July 4th will be a telethon style event live streamed. Let me know if you want to be part of it?
- VFP submitted two proposals for Plowshares Fund Equity Rising, one for \$75,000 from Golden Rule that will go to additional contractors and Helen’s pay, and one for \$40,000 to support work with the WIRN and continue to build a national anti-military industry campaign.
- Only 5 of the 13 board members give recurring monthly donations to VFP.
- Ask your friends for donations to support our work?
- SEE FINANCIAL & FUNDRAISING COMMITTEE UPDATE FOR DETAILS

### **Program**

There is too much incredible work done by VFP members and coalitions to recount in one report. Here is a sample of the great stuff VFP members, chapters, projects and groups are involved in. I will focus on work the national office took more of a head role in organizing.

- Gamers For Peace continues to grow as the flagship truth-in-recruiting initiative, but also extends as another media platform in VFP. They are moving from community building to more campaign organizing. The Discord community is growing every day with

young veterans, and the number joining VFP is increasing. It is by far the main attraction for younger veterans in VFP.

- Creech drone protests in Nevada are organizing for March 26-April 2 The drone WG in VFP is discussing how VFP will support this action in the future.
- SOVA doing their virtual lobbying this weekend. We will look at ways to support SOVA funding and create other ways to bring the community together, skill build and lobby remotely.
- WIRN (WarIndustryResistersNetwork) is a coalition of more than a dozen local groups challenging military industry in their communities. We are planning a week of coordinated actions April 17-24 around TaxDay. Let me know if your local group wants to be involved?
- Climate Crisis and Militarism Concert was awesome [WATCH IT HERE](#)

**\*End of ED Report\***

**12. Golden Rule: (Report/Discussion/Action Item)**

- Proposal from the ExComm to have an Executive Session of the board (along with Helen) scheduled in two weeks to specifically discuss the Golden Rule.
- Entered into circle process. Discussion of whether past board members would be included in this discussion and the scope of the discussion.
- Agreed to meet in roughly two weeks' time after polling members on time so as to maximize attendance. This meeting will include Helen (no past board members at this time) and acknowledges that no final decision will be reached at this meeting, but will determine the questions and scope of the follow-up meeting.

**13. Evaluation of VFP Board 2021 with Opportunities for Improvement in 2022 Board Goals-2022Lo, presented by Louis Raprager (Report Item)**

- The following is an overview of the lower-scoring items from the latest board of directors survey, along with Louis's comments/recommendations for improvement
  - o Board diversity - can be improved by encouraging members with leadership skills and uplifting those that have a will to become leaders
  - o Board evaluation of strategic plan - can be done with reports and getting feedback from membership with updating the board on the goal and input to ensure everyone has a role and a say in the plan moving forward. Being inclusive to our programs to our parties will provide a better environment and have a better buy-in.
  - o Fundraising - Having set goals for fundraising. A good fundraising strategy will not only increase the capabilities of the organization but also support staff with increased staffing needs and increased wages for the team to help with growing inflation.
  - o Each board member is interested in work/ Board involvement and being present for membership - This can be done by having more circles to get to know the board and what unique qualities we bring to the board. Having circle events strictly for bonding exercises will help morale and trust in each other.
  - o The board needs to clarify responsibilities and make a better effort of welcoming new board members. With the community circles and other outside meetings, we can grow more as a board.

- Personnel issues need to be reviewed by getting the HR manual done. These will be further reviewed by Louis and Adrienne.

**14. CLOSING CIRCLE:**

- Members answered the following prompt: “What was most productive about this meeting?”

- Grace and flexibility
- Listening to one another
- Staying focused and on topic for the most part
- Glad the meeting was not longer than it was
- Good work done between meetings made for a more effective and smooth board meeting

- Circle process went smoothly for the first time out

**15. Next Regular Board meeting March 19th 2022 at 1pm EST (Report)**

- Poll will be sent out for special executive session meeting on the Golden Rule
- Poll will be sent out for another community circle meeting prior to the 3/19 meeting

Board Committee Liaisons

Membership and Chapter Support Committee – Jeremiah Knowles, Nick Mottern

Communication Committee – Jeff Paterson

Finance and Fundraising – Mike Tork

Strategic Planning Committee - Louis Raprager

Transformative Justice Committee – Adrienne Kinne

Convention – Everyone

Bylaws – Jeff, Paul, Ben, Marjorie Cohn

Resolutions – Josh, Ben

Delegations – Ken, Nya, Josh, Adrienne

National Projects

Full Disclosure – Ken, Susan

Vietnam Agent Orange Relief and Responsibility Campaign - Paul, Susan

Golden Rule – Michael, Paul

Iraq Water -

Deported Veterans Advocacy – Jeremiah

Climate Crisis and Militarism – Louis

Working Groups

Truth in Recruiting – Colleen

Book Club – Ken

China -

Nuclear Abolition – Ken

Reclaim Armistice Day Campaign -

Bereavement – Shelly and Joey

**Appendix A:**

**Circle Process Guide (by Jeff Paterson)**

Intended to supersede Robert's Rules of Order Newly Revised

## Goals

### Defining a Circle

### Systems and Processes

Check In to Start Meeting

Create a Consent Agenda (aka Consent Calendar)

Clearly Define Types of Agenda Items in Advance

Define the Objective of Each Circle from the Outset

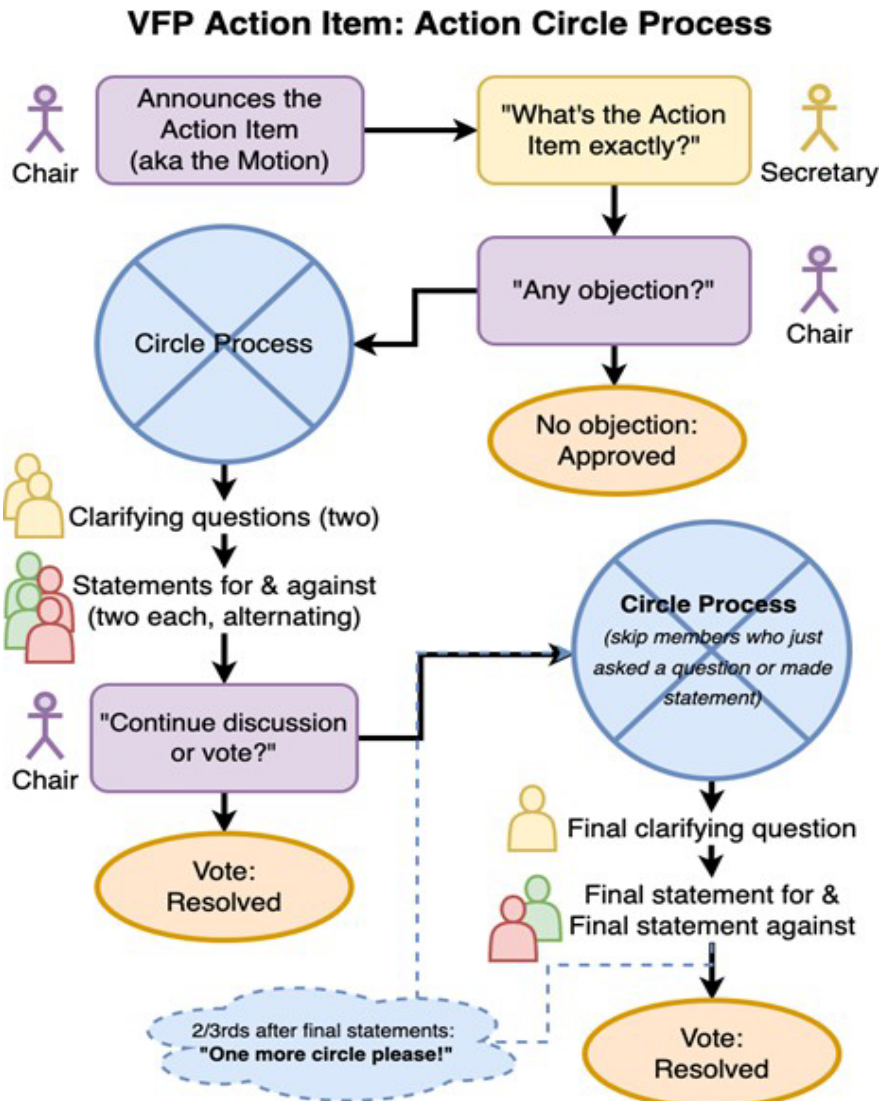
### Discussing and Resolving Motions (Action Items) via Circles

### Discussing Topics (Discussion Items) via Circles

## Notes

Cutting off debate by "Calling the Motion"

Present = Abstain ; Without Objection = Consensus



## **Goals**

- To create a uniformly understood set of rules for VFP Board of Directors meetings that foster inclusion of every member in the discussion and decision making process while promoting active listening.
- To create an experience that feels simpler and easier to understand than Robert's Rules of Order Newly Revised (RONR).
- To improve meeting efficiency while protecting each member's contributions and input.
- To create a template to be offered to chapters for process adoption consideration.

## **Defining a Circle**

The circle process exists to ensure that every member of the meeting not only has a chance to weigh in on each issue, but is actively encouraged to do so.

A circle is created by making a randomly ordered list of all members present, and using that ordered list for the duration of the meeting.

Members take turns speaking without interruption while everyone else is expected to participate in active listening.

"A circle" refers to a single go-around of each member speaking in the meeting's assigned order.

The Chair may suggest a "time limit" (one minute, two minutes, etc.), however, speakers are primarily asked to respect the time of others and should not be interrupted prior to twice the suggested time. No filibustering or intentional delay tactics allowed!

During a circle, no member may "call the question" or otherwise interrupt the circle process. If there is consent to move on, all members still waiting their turn in the circle may simply announce "pass", or something similar, to move the process along quickly.

If midway through a circle a resolution of some type appears "obvious to all," the Chair may ask to move a motion without objection, between speakers. While this requires each pending speaker to voluntarily forgo objection (and their turn to speak), this should be used sparingly.

## **Systems and Processes**

### **Check In to Start Meeting**

Begin each meeting with a “check in” circle, encouraging each person to share recent experiences or feelings regarding things unrelated to the agenda or organization. For larger meetings, or very limited time, pose a question to all that can be quickly answered in a circle (examples: “What animal do you identify in this moment?”, or “Two words: an adjective and a color?”).

**Objective:** To begin each meeting in an intentionally inclusive manner separated from the organizational issues/debates of the day. Also to provide opportunities to ascertain the current emotional state in members to facilitate more effective communication.

#### **Create a Consent Agenda (aka Consent Calendar)**

A Consent Agenda (aka Consent Calendar, RONR) groups informational, procedural, and self-explanatory non-controversial items together to be approved by the Board near the beginning of each meeting. If any member does not consent to any item on the Consent Agenda, then that item is removed from the Consent Agenda and placed at the end of the agenda.

**Objective: To streamline action items that are non-controversial.**

#### **Clearly Define Types of Agenda Items in Advance**

**Reports:** A committee, national project, working group, or staff update of recent work submitted in writing and/or verbally. Note that a written report without a representative present to take questions might go on the Consent Calendar.

**Discussion Items:** A general discussion regarding a topic of interest to the Board, a “Discussion Circle.” While investigative and/or informative in nature, a possible objective could be identifying and/or defining the most popular and/or best Action Item for a future decision. If the goal of a discussion from the beginning is to identify a motion or course of action, then the agenda item should be described as “Discussion/Action Item”.

At the end of the “Discussion Circle”, if an action item has been clearly defined then an Action Item may be immediately created and added to the agenda if the majority is in favor of doing so. An “Action Circle” then begins to discuss the question.

**Action Items:** A clearly defined motion has been made in advance. The Circle, an “Action Circle”, weighs the question. Begin each agenda Action Item with a call for consent, if there is any chance that consent exists, and to move/approve without objection. If any objection is raised, then an Action Circle begins.

#### **Define the Objective of Each Circle from the Outset**

Don’t change the type, nature or topic midway through a circle. It’s not fair to the first speaker if the question has changed by the end of the go-around. Or, even worse, if a general discussion became a debate on a specific motion/action.

#### **Discussing and Resolving Motions (Action Items) via Circles**

**An Action Item is to be decided by:**

1. The Chair announces an Action Item by reading the clearly defined motion.

2. The Secretary asks for clarification if the motion is not clearly understood. Note that they would not be able to record an outcome to something they are unclear on.
3. The Chair checks for consent to adopt without objection. If any objection is raised, the process continues. Otherwise, motion approved.
4. An “Action Circle” discussion and/or debate of the motion begins.
5. At the end of one go-around of the circle, the Chair selects via raised hands (if any) in order:
  - Up to two clarifying questions (“Are there any clarifying questions?”). Members are discouraged from stating opinions in the form of questions.
  - Followed by (“Are there any statements for or against?”) ...
    - One statement for
    - One statement against
    - One statement for
    - One statement against
6. The Chair asks the meeting, “Continue discussion or vote?”
7. If the majority chooses not to continue discussion, then the vote is taken and the motion is resolved.
8. If the majority chooses to continue discussion, another circle go-around takes place—skipping the speakers who raised additional questions, spoke for, or spoke against. At the end of the second circle, each member will have had the chance to speak twice on the motion.
9. The Chair asks for (if any) [Speaking preference should be given to those that have spoken the least on the subject, however, this is an opportunity for those that feel the strongest to weigh in a third and final time.]:
  - One final clarifying question
  - One closing statement for
  - One closing statement against
10. Proceed to vote and the motion is resolved [unless two-thirds favor repeating the last step—“One more circle please!"].

**See diagram “VFP Action Item: Action Circle Process” at end of document.**

### **Discussing Topics (Discussion Items) via Circles**

1. The Chair announces the topic to be discussed.
2. The Chair may call on someone who has prepared a brief on the topic (including themselves). A brief shouldn’t be more than a few minutes long. If it is a complicated topic, the brief should summarize reference materials provided in advance.
3. A “Circle Discussion” begins—skipping any person(s) that presented an opening brief.
4. The Chair selects up to four raised hands for follow-on comments.
5. The Chair asks, “Continue discussion (or move on to the next agenda item)?”
6. If the majority chooses to continue discussion, a second circle go-around takes place—minus those that just asked follow-up questions. At the end of the second circle, each member will have had the chance to speak twice on the motion.
7. The Chair selects up to two raised hands (if any) for additional comments. Speaking preference is given to those that have spoken the least on the subject thus far.

8. The Chair asks, "Continue discussion (or move on to the next agenda item)?" Repeat the last two steps if majority in favor of continuing discussion.
9. End discussion after third circle go-around (and two follow-on comments) [unless two-thirds favor repeating the last steps—"One more circle please!"].

**Objective:** To define a circle process that respects everyone's input, balanced with decision making efficiencies. Also to provide an opportunity for active listening on the part of all participants.

### Notes

#### **Cutting off debate by "Calling the Motion"**

RONR describes the process for cutting off debate to "call the motion" (take the vote now!). However, during an Action Circle, members agree not to use their speaking turn (or circle process comments and/or statements for/against) to "call the motion" or otherwise interrupt the circle process.

Outside of an ongoing circle process, it is important to remember the general RONR rules for ending debate by "calling the motion":

- Simply announcing/yelling that you're calling the motion out of turn is not acceptable.
- To "call the motion" in order, it must be your turn to speak and/or have been recognized by the chair to speak.
- A quick vote limited only to ending the current debate should be taken by the Chair.
- The vote should not be linked to any motion/matter being discussed.
- That vote requires a two-thirds majority to pass.
- In case of a successful "Calling of the Motion", an Action Circle would begin.

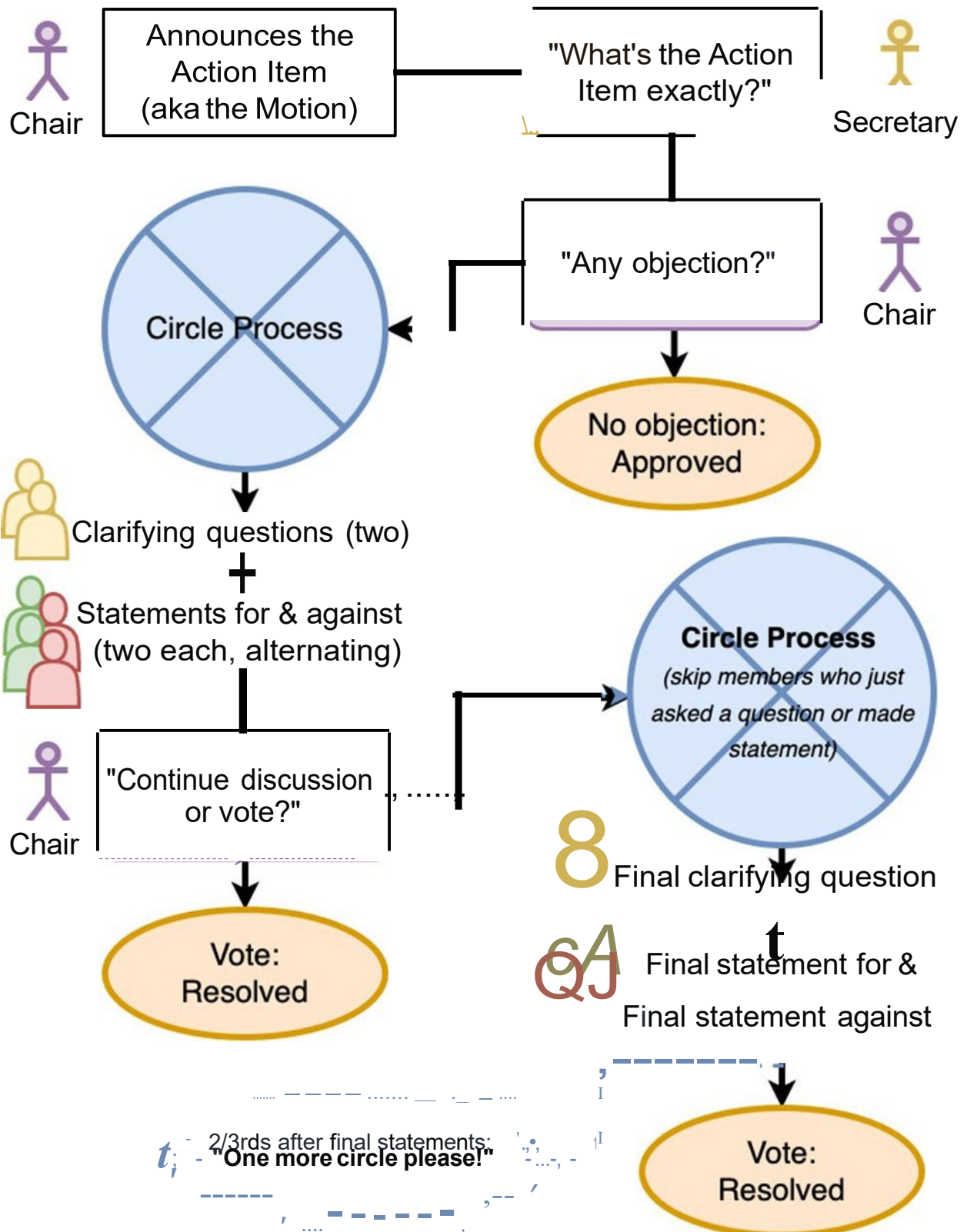
Present = Abstain ; Without Objection = Consensus

RONR describes the act of announcing that you're not voting on an item as done by declaring "present". Note that VFP uses "abstain" and/or "stand aside" interchangeably with "present".

Additionally, "without objection" refers to a vote in favor by all members. So, if all members are "without objection", it is the same as "consensus". Consensus also refers to a vote taken without any "no's/neys/opposed" recorded, even if most votes were "present/abstain/standing aside".



# VFP Action Item: Action Circle Process



***\*END OF 2/19 BOARD MEETING MINUTES\****

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## **VFP Board Minutes January 2022**

**Date 01-15-2022**

### **ZOOM Webinar**

Meeting started at: 12:40 AM EST

#### **Officers Present:**

Adrienne Kinne-President,

Vice President-

Michael Dempsey-Secretary Joined the meeting at 1:00 PM EST, as a result, the attendees listed and the minutes are not complete or accurate, Question marks denote Secretary's absence, and knowledge of events.

Garett Reppenhagen- Executive Director

**Present:** Elliot Adams, Paul Cox, Marti GuyDowning, Willie Hager, George Johnson, Ken Mayers, Louis Raprager, Susan Schnall, Ben Schrader, Joshua Shurley, ??

**New Board Members Present:** Enya Anderson, Jeremiah Knowles, Nick Mottern, Jeff Patterson, Mike Tork

1. Code of Conduct & Statement of Purpose

2. Check-Ins

3. Approve Agenda

4. Approve November & December Minutes

a. Elliot Adams submits resignation from Board

b. Louis Rassburger Nominated as replacement and affirmed by the board

5. New Board Members sworn in and seated

6. Presentation on given on the use of Circle format for conducting meeting-Knowles

- Open discussion of legality of Circle format and whether it conflicts with Roberts Rules of Order
- When and where is best use of Circle Discussion
- Motion to adapt Circle-Kinne, Seconded-Mayers
- Motion carried, but amended to use when there is not full consensus

7. Nominations of Officers

a. President

i. Adrienne Kinne

ii. Susan Schnall

b. Treasurer

i. Louis Raprager

ii. Mike Tork

c. Vice President

i. Jeremiah Knowles

d. Secretary

i. Josh Shurley

ii. Paul Cox

10. Recommendation, all candidates make statement as to qualifications for position and how they will improve on position-Schnall

- Recommendation adhered to by all candidates
- All candidates expressed willingness to assist elected officers in their fields, regardless of vote outcome
- Question and answer period followed
- Vote followed with following results
- President
  - Schnall 6
  - Kinne 5
- Treasurer
  - Tork 6
  - Raprager 5
- Secretary
  - Shurley 8
  - Cox. 3
- Vice President
  - Knowles-Affirmation
- Statements of Gratitude from all candidates, and how BOD can become a more inclusive and respectful of one another

11. Explanation of how and why Code of Conduct was dated and implemented

12. ED Report

### **Executive Director Report January 2022**

prepared by Garrett Reppenhagen

2021 was an exciting year for VFP. Added a full time membership coordinator and a digital organizer helped boost capacity and grow our organizing culture. Gamers For Peace is nearing its 1 year anniversary and you see the growth in membership and interest. National Projects are organizing campaigns. Initiatives are accessible to member participation in many ways. Board committees are clicking to be the active infrastructure of internal work around building a sustainable organization. Processes are becoming more clear and expressed better to leaders and members. There are still many challenges as another year we tried to overcome the health crisis and economic downturn. We still have not fully integrated intergenerational organizing and the strategic direction is not realized. There is still a lot of personal growth required, but we are acknowledging these challenges and developing tools to meet them.

### **Managing Staff**

- Another employee was COVID positive and we are taking precautions to keep the office safe.
- The new personnel committee should examine the Employee Handbook to see if there are additional updates to modernize HR functions.

- We have signed a contract to move to EveryAction as our new database solution and we will be transitioning from Salsa Engage and Etapestry in March 2022. The database transition will take an enormous amount of staff time and disruption, but it will be worth merging into one database that will fulfill most of our processing, tracking and organizing needs.
- Need to schedule staff and ED evaluations.  
Staff Roster Includes
- **Shelly Rockett - Business Manager** - Primary financial manager, controls the database of record, maintains HR roles, bottom lines most administrative functions
- **Colleen Kelly - Communications Director** - Heads communication plans and efforts including Enews, newsletter, social media, earned media and more. Is the primary program manager helping to organize projects and campaigns. Functions as an overall program director despite comms title.
- **Samantha Ferguson- Communications and Graphic Design Coordinator** - Produces graphic and media content that unifies the VFP brand and gives communications and actions a professional touch. Website development and maintenance. Supports many comms roles and is actively involved in supporting program organizing.
- **Gail Aquino- Administrative Office Staff** - Processes checks, mail, new member and donor paperwork. Updates the database of records as necessary. Completes store shipments and supports administrative tasks. Answers member calls and emails.
- **Jules Vaquera- Membership Coordinator** - Connects with members through new member support, chapter contacts and independent member coordinations. Improves internal communications connecting members and informing leaders about opportunities to engage and grow VFP engagement.
- **Chris Velazquez- Digital Organizer** - Growing the Gamers For Peace initiative by bottomlining twitch streaming programs and supporting the Discord community. Engages potential members on social media platforms to build membership and engagement. Helps improve organizational technical tools to keep up with modern organizing.
- **Garett Reppenhagen - Executive Director** - Watches in amazement at the incredible work the VFP team does day in and day out to keep the organization advancing our critical mission.

#### **Budget**

- VFP ended the year in a deficit.
- [Approved Budget](#) for 2022
- SEE FINANCIAL & FUNDRAISING COMMITTEE UPDATE FOR DETAILS

#### **Board Support**

- ED and office staff continue to help provide stability to and continuity to committee work. Including large roles in the Membership, Finance and Fundraising, Communications and Strategic Planning Committees
- The ED and staff continue to support the board in meetings, tech resources, document storage and communication to members.
- The elections were costly but successful **855 Ballots counted. 193 of those were paper ballots.** Out of 2,924 eligible voters. Over 2,000 ballots were printed and mailed.

- Next election in 2022 we will still have mixed paper and electronic voting. Last election was costly on printing and mailing paper ballots. So we will have a voter registration period before ballots go out that will start mid summer. You will need to register if you did not vote in 2021. Everyone regardless of registering will get an electronic ballot. Only people who either didn't vote previously and registered or people who voted (electronically or by paper) last year but didn't vote electronically yet in this coming election will get paper ballots. The digital voting starts 3-4 weeks before we mail ballots to take off folks that voted already from printing and mailing a paper ballot.
  - ElectionBuddy sent nine international letters and ballots at \$2.99 per item, and 2336 domestic letters and ballots at \$1.99 per item, for a total cost of \$4675.55 + Expert Setup with Voter Inquiry Management \$2,297.00
  - **Total for election was almost \$7k**
  - Total spent in 2020 **\$3,754.61**
- Any Board members need/want **VFP emails** with XXXX@veteransforpeace.org?
- Updated Bylaws/policies?
- Is Bob still involved with resolutions?
- The Advisory Board was invited to be part of a CCMP presentation and 5 advisors attended.
- SEE ALSO ADVISORY BOARD ADHOC COMMITTEE UPDATE

#### **Chapter/Member support**

- The Membership Coordinator continues to hold monthly Chapter Contact, Independent Member and New Member Orientation calls.
- We are developing a “Alternatives to Military Service” college scholarship to help children of veterans avoid military service.
- Emails went out to sign up for the 2022 Leadership Development cohort.

#### **Communications**

- Enews, newsletters, social media and direct emails have been consistent.
- The [VFP members facebook group](#) which is different from the [office managed facebook page](#) often confuses journalists and funders looking for the official VFP page. I believe a simple name change would help direct people who do not take the time to explore the site to realize there is another VFP facebook page that is the official organization page. If we called it something like "[VFP Member Discussion Group](#)" it should suffice. The communications committee supports the change. Willie Hager the administrator had recently changed the name to “Veterans For Peace Coffee and a Bowl Discussion Group.” Willie has told me he intends to change it again when facebook allows. Currently you can not change the name again without a lapse of time.
- We are collecting material for the Feb newsletter NEED a article from President
- NEED A PHOTO of the new Board

## Fundraising

- Monthly fundraising emails will go out this year.
- Newsletter will include an envelope in February
- Tom Morello has agreed to create a video for social media donation requests for occasional fundraising asks. We still are looking for a time to record that.
- The board will be asked to make thank you calls to donors.
- July 4th will be a telethon style event live streamed. Let me know if you want to be part of it?
- **Ask your friends for donations to support our work?**

**SEE FINANCIAL & FUNDRAISING COMMITTEE UPDATE FOR DETAILS**

## Program

**There is too much incredible work done by VFP members and coalitions to recount in one report. Here is a sample of the great stuff VFP members, chapters, projects and groups are involved in. I will focus on work the national office took more of a head role in organizing.**

- **Gamers For Peace** continues to grow as the flagship truth-in-recruiting initiative, but also extends as another media platform in VFP. They are moving from community building to more campaign organizing. The Discord community is growing every day with young veterans and the number joining VFP is increasing. It is by far the main attraction for younger veterans in VFP.

About a dozen members gathered in Philadelphia for PAX Unplugged. Season THREE has started streaming and you can catch new programs on Twitch like **#RightSeatRide** honoring intergenerational GI Resistance, MentorshipMonday #NotAnotherGeneration, and more. Follow and support them on TikTok

(Jeremiah suggested <https://tiltify.com/>)

- The ReclaimArmistice, DroneWG, and more have started their monthly meetings again.
- **SOVA has canceled their Feb lobbying trip.** We will look at ways to support SOVA funding and create other ways to bring the community together, skill build and lobby remotely.
- WIRN (**WarIndustryResistersNetwork**) is a coalition of more than a dozen local groups challenging military industry in their communities. We are planning a week of coordinated actions April 9-16 around TaxDay. Let me know if your local group wants to be involved?

Jan 27 a panel including actor, director and activist **Danny Glover** will be after a free film screening of **The Drummer**. A drama about soldiers in the 10th Mountain Division trying to resist deployment to Afghanistan and features the GI Coffeehouse "Different Drummer" and IVAW. [Register here](#)

- Question, suggestion and answer period followed with explanation by ED

## 12. Julian Assange Statement

- Members volunteered to work on statement
- Bod asked to review statement before release

13. Bod advised as to location of their assignments and committees

14. Motion to adjourn Marathon Meeting-Schnall

- Seconded and approved by all present.

Meeting Adjourned 5:53 PM EST

Respectfully;

Michael Dempsey  
Former Secretary VFP BOD

## **Executive Board Minutes Jan 2022**

In attendance: Susan Schnall (Pres), Jeremiah Knowles (VP), Mike Tork (Treas), Joshua Shurley (Sec) and Garrett Reppenhausen (ED)

1. Introduction
  - a. Did check-ins, catching up
2. Committee assignments
  - a. Discussed changes of committee members and committee chairs as needed
  - b. Susan's draft of committee assignments (see below) a starting point to bring back to committee members and chairs to find out interest, availability, etc in order to have effective committees.
3. 2022 Convention planning
  - a. Discussed an early start on convention planning, with more board involvement
  - b. Discussed VFP's need to update its bylaws
  - c. Discussed updates in resolutions to make them less frivolous. Suggested to link future resolutions to working groups. Require that resolutions be considered only after being endorsed by a chapter or the independent body, as well as garnering twenty signatures in support. (*A sunset provision could be useful here as well for old, outdated resolutions?*)
4. Independent members
  - a. Discussion of continuing the good work of bringing independent members to the forefront of VFP activities. The monthly independent members meeting led by Jules to act as a sort of stand-in for a chapter in terms of an organized body of independent members wishing to coalesce around issues. Recommendation that ExComm members take part as able to boost independent voices. Jeremiah and Mike have agreed to attend.
5. National projects and working groups
  - a. Discussed the streamlining of NPs and WGs to balance between advocating issues crucial to VFP's mission and overloading the org with projects and groups that are ineffective and/or defunct.
  - b. Jeremiah's suggestion a policy change of initiating "sunset" provisions, whereby NPs/WGs would expire/end/"sunset" after a reasonable period of inactivity.
6. Discussion of ExComm meeting schedule
  - a. Discussed regular bi weekly meetings for the time being (Monday evenings, every two weeks beginning Feb 7 – then Feb 21, Mar 7, Mar 21, and so on).
7. Board meeting schedule for 2022
  - a. Susan suggests monthly board meetings for the first three months (Jan, Feb, Mar), in order to acclimate and get to know one another. After which, will look at possibly moving to more time in between meetings, as appropriate (also to make room for increased convention planning activity)
8. Conclusion
  - a. ExComm members will attend (at least partially) the chapter contacts Zoom meeting later today at 7pm EST.
  - b. Will reconvene in three weeks' time (Feb 7 at 5:00pm EST)



## Committees of the VFP Board 2022 (working draft by Susan)

Membership and Chapter Support Committee: steering committee-2 members of board, 2 members of staff—Garrett and Jules, members at large: Danny Beever, Jeremiah, Dave Logsdon, Justin Losa, Diana Oestrich, Anthony Valentino, Garrett, Stacey Steinmetz, Adrienne, Michael Dempsey  
New Members: Nick Mottern

Communication Committee: Colleen meets 2 nd Thursday at 2:30pm ET: Jeff Paterson chair, representatives of National Projects, Working Groups

Finance and Fundraising: Garrett and Mike Tork, (Chair) Ken Mayers, Paul Cox, Nick Mottern, Adrienne, Louis

Strategic Planning Committee: Garrett, Colleen 1 st Thursday of month at 1:30pm ET: Louis (Chair), Nya Anderson, Susan, Paul, Adrienne

Transformative Justice Committee: meets 2 nd Tuesday at 6:00 pm ET: Jeremiah (chair), Susan, Barry Reich, Nya Anderson, Mike Tork, Adrienne

Executive Committee: Garrett, Susan, Jeremiah, Josh, Mike Tork

Convention Committee: all staff and all board members

Awards: Josh

Bylaws: Jeff, Paul, Ben

Resolutions: Josh, Ben

Delegations: Ken, Nya, Josh, Adrienne

Board Liaisons:

National Projects:

Full Disclosure: Ken Mayers, Susan

Vietnam Agent Orange Relief and Responsibility Campaign: Paul and Susan

Golden Rule: Michael Dempsey; Paul Cox

Iraq Water Project:

Deported Veterans Advocacy: Jeremiah

Climate Crisis and Militarism: Louis

## Working Groups

Truth in Recruiting: Colleen

Book Club: Ken Mayers

China:

Nuclear Abolition: Ken Mayers

Reclaim Armistice Day Campaign

Bereavement: Shelly and Joey King