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Veterans For Peace Board of Directors Approved Meeting Minutes

January 2025 - Present

For View Only Access at www.veteransforpeace.org

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

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

MEMBERS PRESENT: Al Glatkowski, Alex Prochaska, Alice Ritter, Alice Slater, Al Hood, Ann Wright, Barry Ladendorf, Bob Keilbach, Cara Bissell, Carl Nyberg, Cheryl, Charles Powell, Diane Trotta, Edward Lorenz, Gary Butterfield, Gerald Hassett, Greg Corning, Greg Miller, Haynes, Helen Jaccard, Jeff Merrick, Jeffery Humfeld, Jim Brasile, Jim Rine, Jim Zimmerman, John Amadon, John Casserly, Ken Dursa, Larry H., Larry White, M Cervantes, Michelle M. (Golden Rule), Mike Ferner, Paul Edward Gringas, Paul Du Nard, Rachel Clark, Regina Sneed, Roger Earlich, Rowan Acadia Dunlop, Sandy Bolzenios, Steve Morse, Tarak Kauf, Thomas Regrut, Tina Jayroe, Tom Larsen, Tom Watson, William Sanders.

Open Meeting 12:40 PM ET

Videos of Statement of Purpose and Indigenous Worldview were played.

Member Comments:

Steve Morse: Labor Group is hoping to have a webinar in May and looking to have a workshop at the Convention. He also want VFP to celebrate International Women's Day, March 18; [Link to its history](#)

Rachel Clark: Member of the NYC Chapter and with Nuclear Free World. Mentioned working papers put out by NFW, and would like VFP's endorsement.

Shelly Rockett: VFP Store has ordered more [Veterans Against Genocide Tees](#). Currently sold out.

Also: **Feb 18 - SE Regional meeting - Topic: Responding to Trump's Militarism** - Speaker: Rory Fanning @ 4:30pm PT, 7:30pm ET. FMI and Zoom link: unityact2@aol.com.

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

climate@veteransforpeace.org

Also: **Feb 27 - VFP Democracy and Peace Working Group:** Discuss [U.S. Constitution: Pull the Curtain](#) @ 7:30pm ET. RSVP [here](#).

Call to Order, 12:53 pm ET.

Checkins

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

Agenda: Approved

New ED, Susan: Welcome Michael McPhearson!

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Post-meeting discussion:

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

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

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

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

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

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

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

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

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

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

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

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

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

- > To increase public awareness of the causes and costs of war
- > To restrain our governments from intervening, overtly and covertly, in the internal affairs of other nations
- > To resist racism and repression in our home communities
- > To oppose the militarization of law enforcement
- > To end the arms race and to reduce and eventually eliminate nuclear weapons
- > To seek justice for veterans and victims of war
- > To abolish war as an instrument of national policy

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

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

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

VFP will accept donations and grants directly into a restricted fund, which may be used for Golden Rule Project expenses but not other VFP liabilities. Whether from the

restricted fund or VFP general operating funds, VFP is responsible for paying for: insurance, registration, property taxes and a half-time project management consultant.

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

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

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

4. **OPERATING AND MAINTENANCE RESPONSIBILITY:** The GRC, with Project Manager coordination, is responsible for operating and maintaining the Golden Rule and associated programs in accordance with the VFP Statement of Purpose, and the Mission Statement of the Project.

5. **COORDINATION BETWEEN VFP, the PM, AND THE GRC:** VFP, the GRC and Project Manager shall coordinate the Project with respect to voyages and programs undertaken, maintenance and the general direction and operation of the mission of the Project.

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

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

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

In all decisions, a good faith effort will be made by both the GRC and VFP to come to agreement. In the unlikely event that the GRC and VFP cannot reach agreement on any matters set forth in this MOU, the VFP Board of Directors will make the final decision.

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

Any significant damage to the Golden Rule including accidents, injuries to the crew or

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

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

The main consideration will always be to maintain the sea worthiness and integrity of the Golden Rule as a historical peace boat and, if at all possible, to continue her mission to Sail for a Nuclear-Free World. In the event the GRC and VFP are unable to agree on a successor owner, VFP shall make the final decision.

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

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

Appendix 2: Special Projects Report, Mike Ferner:

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

2) Available for chapters and independent members:

- **Online showing of [What I Want You to Know](#)** scheduled for March 15. Focus for VFP chapters and members will be to get post-9/11 veterans to watch it and get introduced to VFP. One e-blast has gone to members, two more to follow. 143 emails sent to labor unions to help us advertise it. VFP social media posts up. So far, Pbgh chapter is doing a watch party and Jack Gilroy is holding one in Binghamton Am. Legion post, hoping for others
- **["Bringing Gaza Home"](#)** is available for use everywhere. Do the numbers for your city and publicize it.

- **Feb. 25 Anniversary of Aaron Bushnell's** protest and death. Becky Luening designed a banner for local actions.
- Have a request in to Michael to endorse "**Defend the Guard**," (<https://defendtheguard.us/>) a national grassroots campaign to get state legislatures to require a declaration of war before deploying Guard and Reserve troops abroad. Great opportunity to meet other veterans we wouldn't otherwise.
- **April 4 anniversary of Martin Luther King Jr. assassination:** it's not too early to join local readings of his "Breaking the Silence: Beyond Vietnam" speech at Riverside Church. If no public readings are scheduled for your city, contact local community groups and organize one.
- Just made contact with a national organizer with "**No Voice Unheard.**" The partner with 50501, the group that organized the protests in every state capitol a couple weeks ago, Political Revolution, and Build the Resistance. Goal is to find the best way for VFP chapters and independent members to hook up with their efforts around the country.

<https://www.whatiwantoutoknow-film.com/about>

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

MLK Issue: Peace and Planet News

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

Interview with Juan Bettancourt and Joy Metzler

<https://popularresistance.org/resistance-from-within-us-military-members-oppose-war-crimes/ews>



Appendix 3: Committee Assignments:

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

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

Recruitment and Retention: Chair Gerry Condon

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

Communications: Chair/Liaison Gerry Condon, Ellen Davidson

Delegations: Chair Ellen Davidson, Josh Shurley, Enya Anderson

Finance: Chair/Treasurer Mike Tork, Ellen Davidson, Paul Cox

Development: Chair Matt Southworth, Stephen Zollman, Paul Cox

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

Convention: Co-chairs Susan Schnall, Michael McPhearson

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

Bylaws: Chair Josh Shurley, Stephen Zollman

Resolutions: Chair Josh Shurley, Bob Gryzinski

Nominations: Chair Ellen Barfield, Enya Anderson, Dave Logsdon

Advisory Board: Paul Cox and Michael McPhearson



Veterans For Peace Board of Directors

Saturday, January 18, 2025

Minutes

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

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

Statement of Purpose and Indigenous Worldview Videos were played.

Open Meeting: 9:50 am PT 12:50 pm ET

Pre-meeting comments by members:

- Steve Morse: reported that the Labor Working Group has been working on getting Mark Pocan and Ilhan Omar to add a Just Transition provision to the People Over the Pentagon's bill for the 119th Congress. FMI:
<https://www.veteransforpeace.org/take-action/climatecrisis/veterans-labor-sensible-priorities>
- Bryson Ripley: Just got elected as the President of the Kansas City Chapter, and sent his greetings.
- Greg Corning: with Chapter 55 Santa Fe, he is starting with the Membership Committee, so chapter contacts should expect to hear from him
- Zool Zukowitz: excited about the announcement. Thanked everyone for help with Reap What You Sow in NYC put on by Rising Together ensemble
- Roger Ebert: reported on the Bell Tower at NC state capital, and is working on a more mobile version, and a billboard truck taken to the Gaza solidarity rally.

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

Checkins:

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

Agenda: Approved

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

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

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

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

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

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

Treasurer: Mike Tork

Secretary: Paul Cox

Vice President: Josh Shurley

President: Susan Schnall

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

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

Membership, Josh Shurley: Casey, our current Membership Coordinator, will be leaving at end of Feb, and we are looking for a new hire. Greg Corning has stepped in as a volunteer to work on welcoming new members. Current total membership: 2,698. Lowest new member month in 2023 was 7 and highest was 12, and the total 2023 new members was 123 plus 10 new active-duty members. In 2024, 28 new members was the lowest month and 88 was the highest month, plus 39 new active-duty members. The Membership Committee meeting is usually the second Tue at 2:30 PT, 5:30 ET. We are going to focus on welcoming new members and retaining both new and old members. This year will continue with membership drives. FMI,

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

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

<https://docs.google.com/forms/d/e/1FAIpQLSeG8Igm2K7Z8unNn0F4BZOxUKCMAUjgcJk8F92y2KiHm6K8w/viewform>.

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

Development, Matt Southworth: Tabled.

Communications Committee, Gerry Condon: **See Appendix 2**

Mobilization Committee, Gerry Condon: See **Appendix 3**

Special Project Director Report, Mike Ferner: See **Appendix 4**

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

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

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

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

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

Post meeting comments from members:

Alice Salter: She sent an email about Gaza to Chris Hayes asking to have VFP come to his program related to his excellent State Department program. **Hal Muskat and Mike Ferner** say they can get hold of Hayes.

Climate Committee, Jim Rine: Mentioned new suit against DOJ for failing to enforce laws related to foreign policy towards Israel. Urged people to sign onto suit on the basis of moral injury. There will ,

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

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

1. Be familiar with the VFP Bylaws and Policies
2. Attend monthly VFP Board meetings
3. Support and participate in fundraising efforts for: Funding the organization. The board is responsible for the continued funding and financial health of the organization. Maintaining fiscal accountability. The board approves and closely monitors the organization's expenses and income. The board oversees the organization's resources (including the time of volunteers and staff) are used appropriately, and ensures that the organization has enough money to operate.
4. Participation in board activities. The board has monthly zoom meetings. Please let the President of the Board know when you are unable to attend.

5. Chair and/or actively serve on Board committees
6. Participate in the planning for the VFP National Convention
7. Be available to membership for questions and concerns about VFP
8. Be a strong voice in promoting VFP at the national and local level
9. Actively participate in financial oversight
10. Support Board decisions
11. Acknowledge the Code of Conduct

VFP National Board Committees:

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

Liaisons with National Projects/Working Groups:

National Projects:

Climate and Militarism
 Full Disclosure: Toward an Honest Commemoration of the American War in Vietnam
 Golden Rule
 Deported Veterans Advocacy
 Korea Peace Campaign
 Iraq Water Project
 Peace and Planet News
 Save Our VA (SOVA)
 Vietnam Agent Orange Relief and Responsibility Campaign

Working Groups:

Be the Change Book Club
 China
 Nuclear Abolition
 Democracy and Peace: Mike Ferner

Descriptions of Committees

Communications Committee

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

Convention Committee

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

Awards Committee

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

Nominations Committee

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

Bylaws Committee

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

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

Resolutions Committee

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

Delegations Committee

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

Finance and Development Committee

Charged with creating strategies that will develop the financial strength of the organization (e.g., major donors, foundations, mailings, planned giving and special events), and supporting and assisting the treasurer by reviewing professional accounting reports and giving advice on investments and disposition of endowment. The committee is chaired by the Treasurer and consists of at least that position, the President and Executive Director.

Membership and Chapter Development Committee

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

Transformative Justice Committee

Charged with overseeing the internal health of the organization, to include continued exploration of Transformative and Restorative Justice, updates to the Code of Conduct based on member input, and investigating complaints and grievances about members and chapters. Because of the sensitive nature of this committee's work, this committee will be composed of members with a specific background in restorative justice, misconduct/harassment investigations, social work, or

other applicable areas. The committee shall work to ensure that our Code of Conduct and Misconduct/Harassment policies and procedures are transparent and serve the needs of our community.

Personnel Committee

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

Appendix 2: Communications Committee Report

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

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

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

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

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

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

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

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

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

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

VFP Board Member Expectations:

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

Be familiar with the VFP Bylaws and Policies

12. Attend monthly VFP Board meetings
13. Support and participate in fundraising efforts for: Funding the organization. The board is responsible for the continued funding and financial health of the organization. Maintaining fiscal accountability. The board approves and closely monitors the organization's expenses and income. The board oversees the organization's resources (including the time of volunteers and staff) are used appropriately, and ensures that the organization has enough money to operate.
14. Participation in board activities. The board has monthly zoom meetings. Please let the President of the Board know when you are unable to attend.
15. Chair and/or actively serve on Board committees
16. Participate in the planning for the VFP National Convention
17. Be available to membership for questions and concerns about VFP
18. Be a strong voice in promoting VFP at the national and local level
19. Actively participate in financial oversight
20. Support Board decisions
21. Acknowledge the Code of Conduct