

Women's International League for Peace and Freedom
United States Section
Minutes of Board Meeting
August 3, 2014

Note: The board meeting was held in Detroit, Michigan, during the Triennial Congress, July 31-August 3, 2014, with board members present in person. A floor microphone allowed the membership to ask questions and give additional input during the proceedings.

Facilitator: Mary Hanson Harrison

Note Taker: Deb Holley

Time Keeper: Nicole Scott

Board Members in Attendance: Altaira Hatton, Barbara Nielsen, Deb Garretson, Deb Holley, Mary Hanson Harrison, Millee Livingston, Nicole Scott, Odile Hugonot Haber, Peggy Luhrs, Melissa Torres, Laura Roskos

Staff Not in Attendance: Ria Kulenovic, Director of Operations

Board Members Not in Attendance: LaShawndra Vernon

Meeting called to order: The meeting was called to order at 8:10 am EDT by President Mary Hanson Harrison.

Committee Reports: Mary Hanson Harrison called for the standing committee reports to be given.

Program – Odile Haber, Co-Chair: Odile said that she had gained more information, talking to members while at Congress, regarding input on programs. The membership had expressed a desire for more program activities: workshops on ending war, making less of an impact on the environment, solidarity, learning from other countries, and addressing national politics. Odile mentioned the organizational workshops being offered at Congress and commented that at this time WILPF seemed to have more knowledge in organizing within than in a lot of different issues in terms of the world; there were many wars going on that WILPF hadn't addressed. Mary asked Odile about her sub-committee as part of the Rapid Response Team (RRT). Odile answered that she had wanted to have a list of all the statements Fran Foulkrod had helped produce but Odile did not have it right there. Odile thought it was an amazing list considering how short the time had been since Fran started the list. She commented that a written procedure on how an RRT worked still needed to be developed, but the issue committee was consulted and they also did the final review. The RRT was not there to replace the issue committee, but to help their statements emerge and be endorsed more quickly. Odile remarked that Fran Foulkrod had been very helpful and had a good grasp of the issues: "Our thanks to her for taking on this committee under Program, and for being so helpful and productive." Odile also said that she herself would be part of the post-workshop analysis of the Congress.

Program – Deb Garretson, Co-Chair: Deb G. then gave her report, saying that she had learned much in the past three months. Barbara West was chairing the Mini-Grant Committee and Deb G. hoped that the branches would make full use of the program. She said that four applications had been received for the last deadline, and the committee hoped to have more by the next deadline, October 1st. The issue committees were working hard, but needed more members. One of the things that had come out of discussions in the past month or so had been the idea of an embedded calendar on the WILPF web site, where members could click and link on to various activities coming up.

Member Input: Marie-Louise Jackson-Miller came to the microphone. She asked how new members could be welcomed to the issue committees. She suggested some warm welcoming words would be helpful, and WILPF needed to find other ways to attract members to become involved as well. Other WILPF members then came to the microphone to ask questions or make comments concerning the Program Committee. Robin Lloyd offered support, saying she believed that that the Program Committee could put together a robust program. Regina Bircham asked if there was some way to address the deficiencies WILPF had in Program, referring to the many global issues WILPF was not addressing at this point in time. Odile answered that some branches were working on individual projects at this point; she would like to see additional efforts to encourage branches to do programs on these issues. Ellen Schwartz said that she would be analyzing the outcomes from the workshops, which might give guidance on how to make the programs more productive. Odile said that she would also like to see branch programs be raised to the level of national programs. Leah Bolger said WILPF needed a new strategic plan, especially since encouraging mini-grants. Mary Hanson Harrison responded that it was the intent of the board to put together a strategic plan.

Finance - Altaira Hatton, Treasurer: Altaira gave a short financial report, since the audit had not yet been completed. Odile asked if the accounts listed on the financial statements could be further itemized, and Altaira said they could. She would also like to have a question-and-answer section on the web site regarding the financial reports. Millee asked if the Capacity Fund Drive would be a line-item in the financial statements, and Altaira reported that she and Ria were working on it.

Development Committee – Robin Lloyd, Interim Chair: Robin gave the report for her committee, saying that a lot of people had joined the Development Committee. She introduced Heather Wellman, Centennial Coordinator, saying Heather was working with International as well as the US section, and Robin encouraged branches to contact Heather with what each was doing for Centennial in their respective communities.

Robin encouraged everyone to make a pledge, using the form found in their Congress packet, for the “Capacity Fund Drive”, or better known as the “Grow WILPF” campaign. She was confident that US WILPF could make the million dollar goal by the end of 2015. She then addressed Libby Frank, who asked what a capital campaign was and how the million dollar amount was decided. Robin answered that a capital campaign would mean that the money would go towards structures as opposed to operating expenses. The “Grow WILPF” campaign was intended to put the money into

building WILPF's programs instead. The board, in January, had voted on how the money would be used. The Development Committee, with a lot of discussion and using consensus, then decided on the amount of money to raise. Mary added that there was a struggle arriving at that amount, but as of the current meeting, WILPF had already received pledges for over half of it - \$600,000. Marie-Louise and Linda Richards, co-chairs for the Grow WILPF campaign, both came to the microphone, saying that they would like to hear from the membership on how the two of them could help the membership raise money. Some donations had come in, and other than the amount allotted to the reserve fund, the money received had gone to the campaign coffers. Altaira commented that bequests went into the General Fund, not the Grow WILPF campaign. Robin then commented that funds were also needed to pay for a board retreat, to be held in the fall.

Member Input: Cathy Hoffman asked how raising funds for an additional staff person related to the Grow WILPF campaign. Altaira answered that the staff person would be hired for the WILPF organization, and would not be paid directly by the Development Committee; however, some of the funds raised by the drive could be used for salaries; the amount had not yet been decided.

Miriam Thompson asked about the strategies for using Grow WILPF contributions; for example, what exactly would an additional staff person do? Robin said that additional information specifically on how these monies would be used would be forthcoming.

Membership Development Committee – Report by Barb Nielsen: Barb Nielsen gave the report for the Membership Development Committee, chaired by LaShawndra Vernon, who was absent. Barb commented that WILPF should focus outward and look into communities to find the things that bring people into WILPF. Barb stated that WILPF members were good at addressing survival issues in war-torn countries, but Program was what brought people into WILPF. Membership Development was looking at how to bring new people in, and Program was looking at what to do with them once they were in WILPF. Deb G. and Odile were looking at how to utilize technology to get members more involved, and Membership Development should also.

The Membership Development Committee was looking for more members; Barb made an appeal to the members in the audience, inviting them to get involved. Betty Burkes asked who currently chaired the Membership Development Committee. Mary Hanson Harrison told her that the committee had no chair, practically, at the present time, although the board hadn't yet decided whether LaShawndra would be invited back. Libby asked if there were plans to get a new Membership Development chair. Mary said yes, there would be an executive meeting to address the situation. Betty asked if there was some kind of procedure to select new chairpersons, and again, Mary said yes, if it came to that.

Personnel Committee – Nicole Scott, Chair: Nicole said that the next Personnel Committee meeting would be Aug. 6th. The group was looking at hiring a short-term IT director to take the place of Theresa Stephens. Also, they were reviewing the qualifications of the new Program and Development Director position. They had interviewed seven candidates, but the position had been on hold. They were also looking at a possible replacement for the Director of Operations position, because that person was experiencing a lot of tension and stress. Ria was able to meet with Geoffrey Carens, Industrial Workers of the World representative, fulfilling the agreement set by the

National Labor Relations Board back in 2007. Altaira wanted to know why the hiring of the Program and Development Director had been postponed. Nicole answered that there were reservations from some board members concerning the job description and duties; therefore, the Personnel Committee had decided to postpone the hiring of this particular position. Also, the committee was reviewing whether the position should be divided into two separate positions, and the salary amount had not yet been decided. The committee had been working on this position for two years. Libby Frank wanted to know where the situation now stood with the IWW. Nicole answered that there was no one on staff who was unionized at this point, and no one was eligible, but WILPF still needed to keep in contact with the IWW, due to the prior agreement. Joan Bazar reported that they had a good meeting with Geoffrey Carens, where they actually explained the situation to him, and he was able to form a better understanding of WILPF. Barb Nielsen said that WILPF entered a settlement agreement with IWW when the staff was laid off in 2007, but had only had exempt employees since that time, so the employees were not eligible for a collective bargaining unit. However, WILPF must tell IWW every time an additional person was hired and list their status. The original agreement had no sunset clause, so WILPF has had an ongoing relationship with IWW, regardless of the fact that there were no eligible employees currently.

Miriam Thompson, at the microphone, said that having a union contract would be wonderful for WILPF and would encourage the support of the unions by WILPF. Peggy Luhrs replied that having only one person, who was not union, was not a good reason to continue a union relationship; there were better ways to get unions involved.

Importance of Upcoming Strategic Planning: Mary Hanson Harrison remarked that part of WILPF's strategic plan was to look at things in different ways. She said the board was re-examining things, so members shouldn't think items were merely being put off.

At-Large Board Member - Millee Livingston: Millee stated that US WILPF had 465 active At-Large members in the database. She had personally had a telephone conversation with all who responded to a special E-News that asked them to contact her if they wished to have a personal phone call with her. She had inquired what work they were doing and how the national board could help them, as well as other questions regarding their involvement with WILPF issues. Every member-at-large with whom she had spoken was delighted to chat. A summary of these calls was being prepared. At Odile's request, Millee shared that she was developing a binder of all the information gathered concerning At-Large members, which she will pass on to the next At-Large Committee chair.

Nominating Committee – Barb Nielsen, Chair: Barb noted that the time was soon approaching for the US Section to put forward nominations for International officers, who would be elected at the upcoming International Congress next April. The US Section, as with other sections, could nominate one person for each International office. The persons nominated could be members of any section of International WILPF. There were six offices for which candidates were needed: President, Treasurer, and four Vice Presidents. The Nominating Committee had suggested a possible schedule by which nominations could take place; between the current time period and mid-August, the Nominating Committee will have approved the language and documents for the nominations process and presented them to the Steering Committee. By the end of August the

board will have approved the final version of the process and will have directed the Nominating Committee to post the information to the US WILPF website and all US listserves. By early September, the Steering Committee will have met and discussed the nomination process. By mid-September all nominations should have been received by the Nominating Committee, which then would review and check eligibility of all candidates before forwarding the list on to the board. By the end of September, the board would have determined the final list of candidates from the US Section and would have presented the list to the International Nomination Committee, which had required all nominations to be received at a minimum 6 months before the International Congress.

Barb also discussed the other election cycle rapidly approaching: the election of three new board members to replace those whose terms will have been concluded. The positions that will need replacements include: one of the two positions of Program Committee Chair, Board Secretary, and one of the At-Large Board Member positions. More information on board elections will be released in August.

Barb also mentioned that there are many standing and ad hoc committees which would welcome new members, and she hoped that branch members who had not been involved at a higher level in the WILPF organization would consider joining these groups. Barb appealed to the audience to get involved in the committees, saying the committees could flex to help get people involved.

Call for Questions: Mary then called for questions. Laura Roskos asked Barb about the three board positions on her report and a possible schedule for board elections. Barb said that the group had not met prior to the meeting, and nothing had been decided.

Approval of Last Board Meeting Minutes: Mary then called for an approval of the minutes from the last board meeting. Laura stated that the heading should list the US as a section, not a branch. She also thought it would be nice to have a list of the non-board members present on the call. In response to a question by Peggy, Laura confirmed that the current bylaws giving the power to revise the bylaws were confirmed by a vote of the WILPF membership taken at the national WILPF Congress in 1977. The minutes were approved.

Approval of Robin Lloyd as Chair of the Development Committee: Mary stated that Robin was asking if she and Marybeth could be recognized as co-chairs of the Development Committee. Altaira asked if Robin and Marybeth were eligible to serve on standing committees. Laura spoke up, saying that it was inappropriate to discuss this topic until an executive meeting the following week. The question was then asked if Robin and Marybeth would have a voting right. Robin explained that she thought the two of them should either be on the board, or not, but not as interim status. It was affirmed that the bylaws do allow such an appointment mid-term by the board. Robin and Marybeth would have one vote between them. Robin explained that she and Marybeth had agreed that Robin would serve on the board and Marybeth would be a co-chair, but not on the board. Mary stated that Robin really didn't need an official co-chair. Barb asked Robin for clarification concerning her desire to be put on the board. Robin replied that if she was going to be doing the work of a committee chair, she wanted to be put on the board as the chair, to complete the term until the next election. It was decided the board would vote whether to accept Robin as the Development Chair, until the next election. Peggy asked if this was a consensus vote. Barb

answered that voting on board positions was by regular vote; all other voting was by consensus. A vote was then taken. The results were as follows:

Barb – yes

Deb G. – yes

Mary – yes

Deb H. – yes

Peggy – yes

Nicole – yes

Odile – yes

Millee – yes

Melissa – yes

Laura – Vote withheld, because she thought it was inappropriate to take such a vote outside of an executive session

Robin Lloyd was approved as Chair of the Development Committee, until the next regular election.

Financial Reports to be Sent after Audit Completed: Upon resuming the meeting, Mary said that she would be sending out two additional lengthy financial reports from Altaira, after the audit was completed. She encouraged everyone to read them upon receipt.

Bylaws Amendments: Darien De Lu urged all of the members of the board to read the material relating to updating the bylaws; the board would be asked in the future to vote on these amendments, with 60 days' notice. She went over the proposed amendments, and then took questions regarding suggestions for possible amendments.

Member Input: Nancy Ramsden, at the microphone, pointed out that reservations were being taken at the present time for the selected delegates for the International Congress; in January, the reservation process would then open up for the general membership, so delegates should be selected at this time. Martha Jean Baker said the section was allowed five voting delegates, plus five more people could be in attendance who would be allowed to be involved in everything except the voting. If there were still seats available after January 1st, additional people would then be allowed to attend. Darien said that obviously, five anonymous registrations should be sent in. Martha was asked if US WILPF could reserve five slots, without knowing the names of the people who were going to attend, but she was uncertain; she said she would check into it the next week. Robin Lloyd invited everyone to come to the International Conference at The Hague, even if they couldn't get a seat in the Congress.

Communications Committee – Joan Bazar, Chair: Joan commented that hers was a fairly new committee, but had found plenty of work to do. Joan said that anytime anyone wanted help with brochures or other communications, her committee could assist. She said that she had received lots of requests at her workshop a day earlier for additional services. She encouraged members to submit further suggestions to her committee.

Director of Operations report – Ria Kulenovic: Ria’s report was submitted on paper (and is presented below following the minutes); Ria was unable to be contacted in Bosnia during the board meeting with the technology setup in use. Therefore, no discussion took place concerning the Director of Operations’ report.

Sending of Additional Reports: Mary said she would be sending out additional reports, due to lack of time.

Member Input: Members from the floor then requested that some additional time be spent updating the membership on the JAPA situation. The membership asked for an additional ten minutes to discuss that particular topic. Mary asked if ten minutes could be taken from the plenary following the meeting, to be used in the board meeting, which was agreeable to the membership. Mary explained that the board had accepted JAPA’s suggestion that the accountants specified by both groups sit down and go over the books. Altaira spoke up, saying she wanted to make it clear that her vote of approval hinged on the ability to have Patricia Cobb, currently undertaking WILPF’s audit, be WILPF’s accountant to work with JAPA. Candace Perry asked if the Peace Development Fund agreement would be renewed in August, and Altaira replied that it had already been renewed for another year. Libby Frank asked if there were any attorneys now involved, and the answer was no. She also asked if the Attorney General was still involved in the JAPA inquiry. Tura Campanella-Cook, JAPA board president, stated that JAPA had submitted everything the Attorney General had requested.

Next, there was a question regarding where funds should be sent that are coming in for the Grow WILPF campaign. The answer was that they should either be sent directly to the office or to the Peace Development Fund. Millee explained the tax deductibility of donations. Those funds used for education were deductible; those used to pay for everyday operating expenses were not. Odile asked whether the \$500 to be given by each board member would be deductible or not. The answer, again, was that it depended on where the gift was used.

Charlotte Dennett took the microphone. She wanted to know if the full complement of documents requested by WILPF would be turned over to the organization by JAPA. Leah Bolger asked who was included on the Steering Committee. Barb Nielsen stated that the board members were listed on the website in the Bylaws, and she briefly listed the positions: Board President, Treasurer, Program Committee Chairs, Personnel Committee Chair, Development Committee Chair, Nominating Committee Chair, and Secretary.

Meeting adjournment: The meeting adjourned at 10:20 am EDT.

Respectfully submitted,

Deborah Holley
Board Secretary

Action Steps to be Undertaken:

1. The board should consider possible steps to make it attractive to members to serve on committees and in other capacities.
2. Two additional financial reports are to be sent out once the audit is completed.
3. Board members are to educate themselves regarding the possible bylaw amendments by reading the material handed out at the board meeting.
4. Martha Baker is to check into whether US WILPF could reserve 5 seats for the delegates to the international congress without having specific names; appointing the actual delegates should be undertaken very soon. All other WILPF members planning on attending the conference should be thinking about making their travel arrangements.
5. Mary will be sending out additional reports, which were not given to the board at the congress due to lack of time.

Addendum Clarification to Minutes, by Barbara Nielsen:

“WILPF-US as we know it today did not exist in 1977. We are organized, legally and practically, under incorporation as a nonprofit membership corporation under the laws of the Commonwealth of Pennsylvania, effective September 6, 1996.

- Any prior acts by anyone in WILPF were superseded by the incorporation in 1996, unless specifically incorporated and approved by the members on or after that date.
- Any vote in 1977 is null and void without documentation showing that the members voted to carry forward an arrangement such as what is claimed by Ms. Roskos to have occurred in 1997.
- No document has ever been found to support any claim that members voted in 1996 or any time afterward to carry forward any alleged vote from 1977.
- This issue of the supremacy of the 1996 incorporation over any prior organizational structure or strictures is a basic tenet of corporate formation, and also has been confirmed several times with legal authorities, including with the Attorney General’s office of Pennsylvania, between 2013 and 2014.”

Annotation to Minutes by Barbara Nielsen:

“My concern is that the past decision to have an agreement with the Peace Development Fund has been contentious, which raises it to a matter of policy, and not a mere ministerial matter, and as such should have had the review and approval of the entire board concerning its renewal in August of this year. I ask that the minutes be annotated as part of the approval process to indicate that in review I am raising the issue with the intent of our having a future conversation among the board members.”

Director of Operations Board Report (as given to board members on paper copies)**07/29/2014**

Amendments to Articles of Incorporation have been filed with state of Massachusetts and state of Pennsylvania. WILPF renewed its registration in state of NY through 2018. We hired a registered office provider in state of PA and in MA we file annual corporate filings for foreign corporations. In addition to filing a state tax return in MA, we will be filing in NW and CA because of the fiscal sponsorships of JAPA and PDF in 2013.

The audit is close to being finalized, and the only hold-up is a letter to the branches in regards to their responsibilities for filing federal tax returns. My goal was to complete the audit by August 15, 2014, but it is really up to the finance committee to move this process forward.

We have run into a few issues with signatory authorization with Bank of America, but so far we have successfully closed all previous officer' access to accounts, and are in the process of authorizing the new Executive Committee. The same process will be done for Eastern Bank, and other reserve accounts.

Through today we have received two bequests: one in the amount of \$18,875 (Patricia Kaspar) and the other one in the amount of \$50,000 (Joseph family). We have transferred \$26,887.50 to the bequest savings account as per bequest savings policy.

Personnel

Laura Dewey, Congress Coordinator, will be finalizing the congress manual update and financial reports by September 7th, 2014 when her contract will be ending.

The Program and Development Coordinator search has ceased due to the board's lack of clear vision for WILPF US staffing patterns. My understanding is that the board will be looking into WILPF US's staffing preferences in terms of short and long term goals at the upcoming meeting.

Dominic Nanni, Congress intern, will be assisting Laura Dewey at the Congress and his last day will be August 15, 2014.

During my vacation in August, Megan Molawski and Allie Serrine, Administrative Interns, will be providing office coverage every day from 9:00 to 2:00 pm until August 22, when both of their contracts end.

Catherine Brady, WILPF US bookkeeper, will be in the office every Tuesday, and will be processing donations and paying bills.

Theresa Stephens ended her contract with WILPF US sooner than anticipated, and we are in a process of replacing her. The personnel committee is currently reviewing and updating personnel policies and will pay particular attention to Staff/Consultant retention issues since that seems to be an ongoing problem in WILPF US.

Theresa will be continuing to work in the capacity of a lay-out designer for next edition of Peace & Freedom. She agreed to stay on in order to make sure there is some consistency in place for Peace & Freedom now that we have a new editor, Carole Vaporean. This will be Carole's second edition as editor of Peace & Freedom.

Glenn Ruga (of Visual Communications) will pick up Theresa's work temporarily through month of August 5 hours per week for web updates and e-news. All requests should be handled though Joan Bazar, though Glenn will have direct contact with Fran Foulkrod for RRT statements. We will review our communication needs in September and hopefully move forward in securing a more permanent consulting/staffing solution.

Heather Wellman, a PhD candidate at Nova Southeastern University in Conflict Analysis and Resolution has been hired as a WILPF US Centennial Coordinator and you'll be meeting her at the congress. Heather's contract is on temporary basis from July 7, 2014 through May 31, 2015 and she'll be working under my and Emma Burgisser's (International Centennial Coordinator) supervision. Heather has extensive experience in fundraising, social media, event coordination, and working in a remote contract position. She worked for Mediators without Borders, The Alzheimer's Association and the Humanist Association of Florida. I am very much impressed with Heather's skills, and look forward to helping her build feasible anniversary plans for WILPF US section.

Heather will be facilitating a Congress workshop with Robin Lloyd on Saturday afternoon, titled: Centennial Celebration – How You Can Get Involved. I would like to encourage you all to welcome Heather and attend her workshop.

Rent

Under the Finance Committee decision we extended our lease with all existing conditions through June 20th, 2015. Our monthly rent is \$828 for two office spaces and some hallway space.

Brokerage account

We filed the paperwork with E-Trade for the brokerage account and we are waiting for our account to be established.

Congress Update

We are ready for the Congress 2014! Laura Dewey and I have had weekly meetings since beginning of July, and things have gone smoothly. We finalized the congress list yesterday, and we are anticipating members' registration without major issues. We were able to monitor all registrants' membership dates, and ensure timely membership renewal prior to the congress.

Laura Dewey has access to our Bank of America debit card and will be able to process all payments without National office assistance while I am on vacation. We secured two Pay Pal processing devices for easy payment of Congress walk-in registrations.

Membership Drive

The membership drive has been completed and the branches count is attached to this email. The current Salsa Lab database (number of records) count is 15, 676.

53 new members since January 1, 2014

62 deceased members since January 1, 2014

Out of 47 branches listed, 21 branches have less than 10 paying members (some branches are in the process of closing while some have already closed), which disqualifies them from being a branch based on our current policy. The Membership Development committee needs to take a lead when it comes to communication with branches and update of Branch Roles and Responsibilities manual.

WILPF's membership has been decreasing since the 1970's, and we no longer seem to be able to sustain operations on the current membership dues structure. Membership dues account for approximately 16% of WILPF's annual income.

Peace & Freedom

In our rush to get the last issue into members' hands in time to register for the 2014 Congress in Detroit, a couple of mistakes were made in the last edition of Peace & Freedom, but the corrections were sent via e-news the week after.

BUDGET: The columns of the budget report on Page 28 became misaligned.

BOARD OFFICERS: The introductory paragraph to the 2014 Board page was inadvertently run with the interview of our new president.

Mini grants

The mini grant committee is in a process of awarding mini-grants for fall of 2014. So far we have issued two grants: WILPF Ashland, OR and WILPF Santa Cruz, CA. I am in a process of drafting a contract for another mini grant just granted to Burlington, VT.

Industrialized Workers of the World Union

I finally met with Goeffrey Carens, WILPF's IWW Delegate from Boston for the very first time since we had a serious breakdown in communication with a previous delegate. Geoff apologized for lack of communication on their part and explained that from now on he should be our contact person for all IWW matters.

I was able to inform him about the WILPF's work nationally and internationally. IWW does not seem to have big presence in Boston (no employer recognition yet) although their membership grew in the last several years dramatically. I shared with Geoff the most recent copy of the IWW contract and we agreed that we would continue to keep him informed in regards to all WILPF US future openings (consulting, part-time and full-time), and once we have a UNION eligible employee we'll be able to renegotiate the existing contract.

The meeting was very pleasant and I was able to clarify WILPF US support for union organizing, and explain some of the miscommunication that caused issues with IWW in the past.

Additional Requests

I also had, on average, 10 requests per day for members' assistance. The office handled many program inquiry questions, membership updates, requests for literature, and list-serve assistance.

List-Serves

The list-serve moderation upgrade to committee's chairs is not working and it is creating lots more work for the office than when we handled moderation on our own.

I will be back from vacation on August 29th, 2014 and in the meantime the national office is prepared to deal with members' questions and demands.

I wish you a fun and productive Congress!

Sincerely,

Ria Kulenovic

WILPF US Director of Operations