

WILPF Board Meeting MINUTES, Nov. 18, 2023 (via Zoom)

Participants:

Board Members:

Darien De Lu: President
Barbara Nielsen: Treasurer/Finance Committee Chair
George Friday: Program Committee Chair
Philip Cole: At-large Board Member
Martha Collins: Development Committee Chair
Dianne Blais: Secretary, Jane Addams (JA) Virtual Branch Convener
Joan Goddard: At-large Board Member

International Members (Pool of Pundits members, along with the Board)

Dee Murphy: WILPF International Advisory Board Rep. and
Domestic Prisoners of War (DPoW) Issue Committee Chair
Jane "Cricket" Doyle: (by phone)

Other Pool of Pundits Members

Shilpa Pandey: Acting Chair, Membership Development Committee (had to leave before #9, Dispute Resolution)

GUEST Speakers:

Marybeth Gardam: Development Committee member (guest to talk about 2024 Congress)
Ellen Schwartz: Website Committee member
Ellen Thomas: Website Committee member
Laura Dewey: Lloyd Family Legacy Campaign member
Nancy Price: Congress Program Chair, Lloyd Family Legacy Campaign & Website Committee

GUESTS:

Theresa El-Amin: Fannie Lou Hamer branch
Fannie Marie Jackson Gibbs

Request for volunteers: Time-keeper: Dee, Vibes: no volunteer

Check-in - Name, position & location

Old Business

1. Minutes Approval – There were no edits/corrections so the revised Sept. and Oct. board meeting minutes stand as distributed

2. Secretary's Summary of Decisions & Actions, Sept. and Oct. meetings

Note: Because no Board members or other ctte. chairs submitted reports on their ctte. work by 72 hours before the Board meeting, the standard item, Presentation from Each Reporting Board Member, was skipped.

3. 2024 Congress Updates & Proposal for Congress Subsidy – “Cricket” discussed the need of a subsidy to make congress costs more reasonable so numerous people can attend.

Proposal: WILPF US will provide a subsidy of up to \$30,000 for the 2024 Congress, to lower total costs for registration in order to bring registration into an affordable range.

Vote: Passed with 4 AYES (Joan, George, Dianne, Darien), 2 NAYS (Barbara, Phillip) and 1 Abstention (Martha)

Due to cash flow concerns, Darien asked that the Treasurer work with Chris for identifying which funds to access for this subsidy.

4. Lloyd Family Legacy (LFL)

Martha talked about fundraising efforts. Marybeth Gardam presented extensive background material on the campaign. *See attached **executive summary**.*

George noted that the ED will need support and the importance of a management team. Theresa believes that a branch organizer is needed, rather than another layer of bureaucracy, and that an ED is top-down, not democratic organizing. Dee also objected to the top-down structure.

Phillip would like to establish a scholarship to thank Robin’s family. He was offended that, unlike the other Board members, he wasn’t given the presentation by himself. He hopes that fundraising will increase donations.

Like Phillip, Dianne objected to the secrecy during the last year and the lack of an earlier opportunity for board input. She stated her support of an ED but opposition (as she had stated in numerous emails) about the cost of the campaign.

Laura likes this proposal’s strategic and collective group approach.

Barbara had not seen the *agreement* document between Robin and the LFL Campaign team and would like to.

Nancy noted that many organizations, including other peace groups, have gone through reimagining campaigns and that this is a great opportunity for WILPF.

Proposal: Adopt the Lloyd Family Legacy Campaign as presented to the board earlier with the project and work proposed, including the hiring of an executive director and multiple additional staff.

Vote: Passed – All voted AYE, except NAY for Dianne.

5. In-Person Board Retreat at 2024 Congress – Darien sought to confirm timing for the Board gathering (Including one or more Board meetings) before and after the Congress.

Proposal: The Board will meet 1 ½ days immediately before, and a ½ day immediately after, the Congress.

Vote: Passed – All in favor, except for Joan’s abstention (as she will not be on the board then).

New Business

6. International Code of Conduct – Janet Slagter (who had sent out her comments the night before) and others have problems with WILPF International’s proposed revisions of the Code.

George noted that we naturally will have conflict and that there seem to be assumptions that we have the same cultural backgrounds.

Janet encourages all members to go to the Validation Survey in the WILPF Membership News and write comments.

Input on the Pundits listserve, for the official WILPF US response, are due by the 21st.

Cricket asked about the timeline – “why is there such a hurry (4 days)?”

Janet called for a specific complaint policy for the International Board.

George prefers the word grievance to complaint.

The Pundits listserve discussion closes at noon PT on the Nov. 21.

7. Sale of Some Mutual Funds Shares – Darien’s Proposal: *In order to have the cash to assure appropriate cash flow, we should sell some shares of our IMPAX funds:*

Barbara questioned this item being on the agenda without going through the Finance Committee.

Darien deferred this item and said that the Board is looking forward to getting a report from the Finance Chair about WILPF’s cash flow situation and other financial matters – at least five days before the board meeting.

8. Presentation by Website Ctte.

Darien played a recording by Michael Ippolito about the steps the committee has taken to building the optimal website. He clarified the committee’s efforts and goals.

Ellen Schwartz screen-shared the future website, in progress. WordPress was chosen for the platform so volunteers could update the website. Cloud storage for WILPF documents and records has been set up, with difficulties.

Ellen will meet with the new website contractor’s staff person, Kelsey, every week to review work and decide on needed efforts.

Joan noted the huge amount of work done on this project.

Proposal: In consideration of the unanticipated costs for advance preparation for the new website, including preparation of files, storage means, and backup materials, the WILPF US Board approves an allocation (from Bequest savings) of up to \$3,000 in additional funds for the project of a new website.

Vote: Passed with 4 AYES (Darien, George, Joan, Dianne) and 2 NAYS (Phillip, Barbara).

9. Dispute Resolution Process – What do we want and who will work to get it?

Darien noted that the Board had previously passed (March 2022), as a general approach, her “Peacemakers” (or “Peaceseekers”) proposal.

Dee called for a more **membership-based idea**. Barbara and/or Dee will contact Margo Schulter, who had submitted with Ashley Carrington the proposal, which the Board discussed in September 2022. (Ashley did not respond to Board questions relayed to her after that September 2022 Board meeting.)

10. Response to Int’l on Possible Complaints Against WILPF US – No new info at this time. Postponed.

11. WILPF Member Comments (from members not part of the Pool of Pundits) – Theresa clarified she had proposed an Organizing Director rather than an ED to rebuild the branches. The Southern Anti-Racism Network (SARN – fiscal sponsor of the Georgia FLH and Atlanta branches) is sponsoring Theresa’s Midwest “UN Decade/ No to NATO” Tour, starting in Pittsburgh and ending at the WILPF Congress. However, since the most she can pay is \$200 for the registration fee, she will probably be attending virtually.

Nancy requested Janet’s comments on the Code of Conduct.

EXECUTIVE SUMMARY for the Lloyd Family Legacy Campaign (November 2023)

On November 18th the WILPF US Board approved the full proposal from the planning team for the Lloyd Family Legacy Campaign, in order that the preparation can begin for rolling out this campaign early in January. The vote was 6 to 1 in favor. Below is an overview of the proposal as it was submitted in October 2023 and approved in November 2023.

Beginning in 2021 we approached our platinum donor, Robin Lloyd, with a series of requests to consider a ‘legacy gift’ for WILPF. Robin suggested that she might help us use her gift as an anchor to secure more major donations in the name of the Lloyd Family. The family has been a primary donor at WILPF since its inception as well as being a strong philanthropic force in the progressive and peace movement in the US.

In January 2023 Robin confirmed that she would be donating \$500,000 to WILPF US over the course of two years. In confirming this gift Robin noted she’d spent a lot of time thinking about how she would want her gift used and her primary goal was to hire a competent and experienced Executive Director. She saw this hire as essential in representing WILPF among our national and international allies, managing the day-to-day non-profit business of the organization, and strengthening our program and outreach, building visibility and recruiting to strengthen branches. The Executive Director would also play a vital role in making our Board engagement more efficient and effective, with a clear boundary between the ED’s role (day-to-day management and planning) and the Board’s role (governance and policy).

To maximize Robin's generous gift, the Development Chair, together with a small experienced cohort, worked on a proposed plan to maximize the impact and leverage the potential of the donation -- to make a new ED as successful as possible and also to use the gift to successfully anchor more major donations. The core planning group consisted of Martha Collins, Jane Sloane, Laura Dewey, and Marybeth Gardam. In June 2023 the finalized signed agreement outlined specifics about how Robin wished her gift to be used. That same month we expanded the planning team to include several other branch leaders, former section presidents and women who had experience in leading other non-profit activist organizations: Nancy Price, Cindy Domingo, Chris Morin, Betty Burkes, Sandy Silver, and Randa Solick. All ten women agreed on the general concepts of the proposal. (Subsequently Betty, Sandy and Randa concluded their participation for their own personal reasons.) The first half of Robin's gift arrived in November 2023.

There are three very targeted goals for this campaign, all of which are interconnected:

- 1- **A full time Executive Director** with professional non-profit leadership experience, including non-profit finance, personnel supervision and management, strategic planning and operations. The intention for the ED to represent WILPF US visible among allies in the larger peace movement while relying on a contingent of volunteers to undertake some of the day to day administration of the national organization.
- 2- **A well-conceived and executed "re-envisioning" campaign** which provides WILPF US with a contemporary 'look' and a call to action, including appealing to a wide demographic including younger activist women. This will encompass gaining member input on key messages, campaigns and storytelling to ensure clarity of WILPF US representation and direction. Depending on how we formulate the request for bid, it could also include **focus groups** for engaging members and allies, **social media outreach**, **website improvements**, both internal and external **communications**, and **the cost of reprinting our resource materials**. This is similar to the kind of strategic envisioning work that WILPF International completed a few years ago. We won't know what the recommendations are until we're engaging with the professional experts.
- 3- **A pilot program of Field Organizers** on the ground in a few cities where we want to establish a WILPF presence (either through rebuilding or strengthening an existing branch or starting a new branch).

The campaign will be divided into phases.

The first phase consists of elements whose costs would be covered by Robin's gift. If we can't raise any more than that, those are the only pieces we'd put in place. **This includes:**

- 2 years of an Executive Director's salary and benefits
- A preliminary part time position of Campaign Project Manager/Scheduler to manage the details and timeline for the first part of the campaign, keeping all the tasks on schedule and directing assignments for volunteers who are part of the Search Committee.
- Extra hours for our Administrative Coordinator, Chris Wilbeck, who can orient the new ED and provide some additional support in terms of data reports, organizational memory, and assistance for collaborating with volunteers.
- An effective re-envisioning campaign (described above).

The plan is for the second phase of the campaign to be paid for with matching Lloyd Family donations, along with some other major donors. The second phase, if we can raise the dollars needed (\$185-200,000), would **include:**

- 2 years of expanded Development Staff hours, to help approach major donors to the campaign.
- A part time Program Director to work closely with our Program Chair(s) to better connect national program and issues with local issues the branches identify and formulate strategies to advance.
- Additional year of increased hours for the Administrative Manager to continue to assist the Executive Director.

The third phase would also be paid for with matching funds and additional fundraising beyond Robin’s initial gift. If we can raise the additional dollars (\$200,000), it would include the pilot program of field organizers in a few targeted cities.

Importantly none of the elements of Phase 2 and 3 would be attempted unless we had raised the additional dollars needed.

With the approval of the Board confirmed, we’ll launch the campaign in 2024. We’ll begin to assemble a Search Committee in late 2023 or early 2024. Their first task will be to hone Job Descriptions and Job Postings for internal and external use and to issue a request for proposal for the Re-Envisioning Campaign. The hope is to have the Executive Director in place before 4Q 2024, in plenty of time for a smooth transition between Section Presidents.

The LFL Campaign Planning Team has promised to stay engaged for this, and a wider invitation will be offered. The screening process will take a large commitment of time and will be conducted with fairness and objectivity, carefully comparing skills and qualifications with prioritized needs and goals.

The Lloyd Family Legacy Campaign Goal would look like this:

(planned) Lloyd Family Legacy Campaign Total Goal:	\$800,000
Amount Raised at the Launch:	<u>\$ 440,000</u>
Goal Remaining:	<u>\$370,000</u>