

## **WILPF National Board Meeting**

**Friday, November 9 – Sunday, November 11, 2012**

**11 Arlington Street, 2nd floor conference room**

**Boston, MA**

### **SUMMARY OF DECISIONS TAKEN:**

- Board has consensus on the Evaluation Committee to consist of: Mary Hanson Harrison, Marie-Louise Jackson-Miller, Megan Couture, Connie Chow, Jan Slaughter, Barbara Nielsen, Abigail Ruane.
- In acknowledgment of the leadership role of executive staff, the WILPF US board agrees that: No single board member supervises staff, executive staff will communicate with board via email monthly a "Month in Review, board will make all efforts to act as a filter for member inquiries, time sheets will be modified to track direct project costs.
- WILPF adopted the Social Media Policy with the amendment regarding who shouldn't be identified and how. As given, with "# 5..... contact or personal information about WILPF staff, board members, or Issue Committee chairs or any identifying information about WILPF members."
- Recurring board meetings were selected for every third Tuesday, every other month, starting in January.
- Approved Feb 4, 2012 minutes, approved spring minutes as reworked by Ellen and Catia, cross-reference with newsprint and declared July 29 an informational meeting. Notes will not be posted, but may be circulated as "notes." 1 Stand aside (Darien), no block, no reservations, consensus.
- An expanded Steering Committee will vote in January on a proposal regarding National Congress 2014. Consensus, no blocks, or stand asides. (Laura not present for this decision.)
- Joan agreed to take initial steps to formalize a Communication Committee. Consensus, no blocks, or stand asides. (Laura was not present for this decision).
- Mailing of ballots: default will be separate mailings. No stand asides, no blocks, no reservations, and consensus.
- Bylaws Committee will draft changes to laws referring to audit and referring to JAPA presence on Board and Committees. Consensus: no blocks, reservations or stand asides.
- Budget approved as modified. Consensus, no blocks, no stand asides.

### **Friday, November 9, 2012**

**The meeting included the following participants: Board members present:** Rita Jankowska-Bradley, Sydney Gliserman, Joan Bazar, Marie-Louise Jackson-Miller, Catia Confortini, Laura Roskos, Eva Havlicsek, Robin Lloyd, Ellen Schwartz, Darien DeLu (Arrived at 12:45 p.m.).

**Staff:** Ria Kulenovic and interns, Jenni, Feruza.

**Consultant:** Gisele Michel

**Notetaker:** Ellen Schwartz

**WILPF Members:** Abigail Ruane (US UN Representative), Joan Ecklein, Fran Foulkrod, Pat O'Brien, Linda Belle, Audley Green, Nancy Munger, and Nancy Ramsden (arrived at 10:30 am).

**Meeting called to order (Laura).**

## **Introduction of Gisele**

### **Ground rules (Gisele)**

Gisele introduced the usual ground rules and intentions by adding a couple more rules:

- Disagree to be understood, not to win!
- Each person is responsible for her own state and feelings.
- One should not be assuming the worst but allowing for the benefit of the doubt.
- Everyone takes a sole responsibility for managing her own negative facial expressions.

## **PROCEEDINGS:**

### **Who we are/why we are WILPF: (Catia)**

Catia's overview started with WILPF's history and reflected on WILPF's mission noting a lot of factors have remained the same over the years. Catia's perspective of WILPF's Aims and the Principles highlights the following deductions:

- It is key that WILPF has supported the civil society in order to democratize the United Nations system.
- WILPF's radical agenda for 1915 states neither true peace nor freedoms are achieved under systems of exploitation.
- Beginning of Cold War after 1945 WILPF's message eliminated opposition to systems of exploitation and profit yet was reinstated in 1989. WILPF's methodology changed during this period.
- Historically WILPF participants have honored engaged and passionate discussion. Dorothy Hutchinson noted that WILPF members have "intelligent compassion" because they cooperated and listened to each other during discussions. Some organizations that are "protest-oriented," and others are more mainstream oriented, that work within the system. WILPF is a unique combination of both, partly because of this combination WILPF has existed for a long time. Research shows that using one strategy to achieve one's aims has proven to be considered extreme and not sustainable for the long term. In addition most protest organizations are considered to have less structure.
- Catia also noted that the nature of war is considered less destructive implying a smaller number of civilian casualties.
- Fran noted that the form of a dialog is critical for discussions. If all the members decide to mutually agree on the matter, the meeting might as well be dismissed. Disagreements took place before and the current state of disagreement is not necessarily a bad thing.
- Catia concurred while stating that quarrelling does not move things forward.
- Robin urged the members to change attitudes toward the UN reform. She shared the story about her mother quitting WILPF before WWII, arguing that the wars were caused by the nations and the League of Nations was not able to control the actions of nations.
- Nancy believes that WILPFers are able to work with each other and concurrently work to reform the UN.

### **Mapping the post-election political landscape: (Joan)**

Joan defines the post-election political landscape as The Rise of Corporations and substantiates with particular bills passed.

- Super storms have opened space for a dialogue about global warming and the connection to oil corporations.
- A few of Republican billionaires poured millions into 8 candidate races and lost most of them.
- Millionaires' tax passed in CA and Maryland,

- GMO labeling bill in CA Proposition 37 did not pass because of a huge & expensive anti-campaign by Monsanto and other corporations.
- Half a million dollars poured in by oil companies failed to stop an anti-fracking measure from passing in a California town of 50,000.
- Initiatives against corporate personhood passed in several places.
- Obama got re-elected due to turnout of black, Latino, and blue-color voters.

Joan concluded with, "It will be a great day when the Pentagon has to file an environmental impact report before they can have a war."

***Program overview: promising projects: (Ellen and Sydney)***

Ellen provided an overview of the mini-grant proposals submitted for the fall cycle. Discussion followed about Ellen's statement that funding efforts at a national level appear to be unevenly focused. Catia: 1325 subcommittee applied for and got grant. "The funds raised paid for staff time." Ellen: But we never get the time back. Also, Development Committee spent every meeting of 2010 in discussing how to raise more money for AWP. Ellen and Catia now have better understanding of each other's concerns.

Rita's description of the process in her community.

Robin: Asking donors what they want to fund leads to criticism of the \$\$ leading our program priorities. But she denies that must be so.

**Small group exercise to identify: Where is WILPF most needed? Where does WILPF have the most opportunity to make an impact?**

The purpose of this exercise is for the board to develop a macro-perspective of current political trends and make a connection with these trends to observe opportunities for WILPF to increase or expand its work, or scale up its current successful programs and or issues. What areas within the current political landscape does WILPF have the opportunity to make an impact and be successful?

**Group 1:**

This group focused on and celebrates two WILPF programs worthy of expansion:

- Peacewomen, and
- Reaching Critical Will.

It is also important to note the unifying factor of WILPF is how we look at things through a particular lens, a "WILPF Lens." Another point when explaining the relevance of feminism to those who are not members, younger people, explaining how feminism wasn't solved, it's important now. Regarding war: it's 2012 - peace is important; people aren't planting victory gardens any more but still impacted by war.

**GROUP 2**

Identified opportunities:

- To continue our work at a macro level with UN,
- Collaborate with the Occupy Movement/Group.
- Suggests including into WILPF's issues the necessity to look at the full cost of accounting when counting women's unremunerated work.
- Questions the lack of punishment for the crimes of Wall Street and is there an opportunity for WILPF,
- Compliments WILPF's ability to connect the dots with critical political issues and then to educate,

- Supports WILPF Branches to press on for change in the local, regional and national government and in policies,
- Expand more WILPF speakers and study groups, and to
- Increase WILPF's impact through ballot measures.

### **GROUP 3**

Focused on linking WILPF's opportunities to current political trends:

- Continuing with WILPF's historic mission regarding women's issues, gender issues and their common ground,
- Increase education about war on drugs and its effects on women,
- Promote education on the effect of military combat,
- Educate and expose the links between our military, prisons and corporations.
- Link corporate abuse and exploitation on women due to weak and poorly enforced domestic labor regulation and the lack of accountability.
- Share branch successes with other branches, for example when one branch produces a wonderful pamphlet share it.
- Stay connected through WILPF's website with branches and use WILPF's social media.

Common themes between the three groups:

- Feminism and women's issues,
- Anti-militarism/peace,
- Internationalism/UN,
- WILPF is a "connecting" organization, continue forming partnerships and collaborating,
- Continue educating to make known the root causes of war.

Consider how we can have measurable outcomes.

### **Setting priorities and getting the work done**

The issue of communication (or lack of it) causes misunderstandings between members and the board. This was discussed during this time and no priorities were set.

In order to communicate between the board and members the Issue Committees are a committee or liaison for branches to connect with for branch representation. The Issue Committees represent the members when they make reports to the Board.

Gisele says that by looking at the key themes we need to accomplish, we must realize that there is only one staff person.

The board set no priorities. See actual notes below in italic.

*A donor asked Robin why our focus is on women and not on disarmament. We only had one delegation to the NPT, and we always have delegations to the CSW. This is part of the need for connections. (editor's note: the NPT review occurs every five years whereas the CSW meets annually.)*

*Branches should read and make use of the International Program, from International Congress, from Spring 2012 P&F.*

*Information overload. Issue committees are a perfect place where branches are connected and represented.*

*Fran states that she is attending this meeting representing a lot of members who feel that they are being treated like recalcitrant children. The board needs to listen, not just to tell. All our programmatic work comes from the members, so they need to be listened to. (Related to Robin's anecdote about donor who said why didn't we focus on disarmament? No.). If you're going to have an impact, you need to hear, and reframe how you approach.*

*Nancy M wants to know if all our programmatic work comes from the members, then what is the dynamic that is a problem? Fran says she has heard it said, "we have to make the members understand..." How then can the members communicate?*

*---- Gisele says when we look at the key themes we need to accomplish, we must realize we have only one staffer. Development has been mentioned as key to accomplishing this work. If we talk about the things that are festering we won't get to the key issues? Fran says when we say how can we make the members understand, it sounds condescending, but that's not how it's meant. There is misunderstanding on both sides.*

### **Group field trip to exhibit: *Bosnian Born***

#### **CSW 57. Report by Ria.**

- Bi-weekly meetings with Maria Butler and Petra Totterman have been taking place.
- Ria & Jenni are preparing to do all the logistics for CSW so let them know how many hotel rooms, what sessions and who is attending.
- Deadline for submission of the concept paper for side events is around maybe Nov. 15, Rita cannot go without financial support therefore she will not submit the Abstract for the concept paper.
- Space for Local 2 Global is limited, 6 women. Are there issue committees interested in side events? Cuba & Bolivarian Alliance.
- Robin says that the committees putting on side events are encouraged to partner with other organizations. Laura thinks that Cuba is looking for partnership with NOW.
- Deadline for applications, and another U.N. set deadline for registering specific individuals for the CSW.
- Fundraiser is being coordinated with International Women's Day for Friday March 8, Madeleine will be in New York at the time. Overlaps with Friday of the first week of the CSW. Most of the side events also take place around the same time.
- Robin suggested having something low key at someone's home, and that last year's successful event took place at The Vermilion and there was no charge for it.
- Launch of the preparations for the 100th. There is a need to reach out to global women's movement. It has been 20 years after Beijing. Seems like the 5<sup>th</sup> World Congress of Women won't be happening. "If it does not happen on the UN level, then it could happen on the NGO level," says Madeleine.
- All of this work is beyond Ria's defined duties and capabilities. However, she feels it would be better if our statement from the US WILPF comes out of one person rather than fragmented from all the different issue committees.
- Fundraiser vs. just party? International combined with JAPA? If yes, how will the money be divided?
- New York Metro will be celebrating their 100th anniversary in 2014. How will money be raised? Linda admonishes that Ria should get it in writing how the costs will be split, make sure International knows what its obligations are.

## **Status report on Practicum and Local2Global evaluation committee (Abbi)**

On October 23rd the WILPF-US board confirmed the Evaluation Committee to include the following members: Megan Couture (2011 practicum cohort), Connie Chow (lead faculty for practicum 2011-13), Jan Slaghter (L2G Delegate 2011), Barbara Nielsen (program committee member), and Abigail Ruane (program committee member).

Board has consensus on the Evaluation Committee to consist of:

- Mary Hanson Harrison
- Marie-Louise Jackson-Miller
- Megan Couture
- Connie Chow
- Jan Slaghter
- Barbara Nielsen
- Abigail Ruane

Committee is closed to further members!

Everyone twinkled except for the following reservations:

- Rita points out that the committee that crafted the proposal for the evaluation committee was concerned about having it overloaded with "program people." Barbara and Mary are both on the Program Committee as is Abbi on the Program Committee in her capacity as the UN representative and not because of her program responsibilities.
- Laura has concerns because she feels that the appointment process was undermined when the list of Evaluation Committee members was sent out and Barbara solicited another member to join.

## **Delegation to IB meeting in Madrid, February 2013 – Catia's report**

### **Who can come to the meeting?**

Catia says the people who can attend have to have a stake, a connection, for example by being on an international committee. Eva says, it should be people who are involved with the WILPF board. Laura went through the criteria for receiving funding from US WILPF.

- Catia would like to be able to bring Abbi & Sydney, if funding can be found.
- Linda reminds us that the Kay Camp fund is available for international travel for young women.
- Sydney has received Kay Camp fund money, and it's only available every 5 years.
- Joan will be going anyway. She's on the International Board as a non-voting member, as chair of a standing committee.

## **Executive session to deal with nominations (board only)**

### **Board adjourns for group dinner at Ria's family restaurant.**

Great Treat. Thank you Ria.

## **WILPF National Board Meeting**

**Friday, November 9 – Sunday, November 11, 2012**

**11 Arlington Street, 2nd floor conference room**

**Saturday, November 10, 2012**

**The meeting included the following participants: Board members present:** Rita Jankowska-Bradley, Sydney Gliserman, Joan Bazar, Marie-Louise Jackson-Miller, Catia Confortini, Laura Roskos, Eva Havlicsek, Robin Lloyd, Ellen Schwartz, Darien De Lu and Cheryl Diersch.

**Staff:** Ria Kulenovic

**Consultant:** Gisele Michel

**Notetaker:** Ellen Swartz

**WILPF Members:** Joan Ecklein, Fran Foulkrod, Pat O'Brien, Linda Belle, Nancy Munger, and Nancy Ramsden.

**The Saturday meeting began with the review of the ground rules by Gisele**

**Executive session** to discuss staff concerns (board members only along with invited guests Ria Kulenovic and Gisele Michel).

Discussion of when Executive Session is permissible.

- The ultimate responsibility of the board is to maintain legal integrity.
- What are the criteria for deciding when a discussion must be confidential? (i.e., Executive Session or confidential emails, etc).
- Would it further the development, protection, functioning of WILPF?

Issues at stake:

- Supervision of staff,
- Volume of work,
- Since loss of National Director who supervises Program Interns,
- Robin noted that the president of the board is the one who has primary contact with the staff. She expressed gratitude to Laura, wished they had the money to hire her.

Operations Director will begin a monthly report to be sent to the board that is a "Month in Review."

In acknowledgment of the leadership role of executive staff, the WILPF US board agrees that:

- No single board member supervises staff,
- To emphasize monthly report, Month in Review as means of communication with board,
- Time sheets will be modified to track direct project costs,
- Board will make all efforts to act as a filter for member inquiries.

Role of the National Director includes:

- Supports all the programs WILPF has,
- Is the voice of those programs to the outside world,
- Fundraising and grant writing,
- Has a clear big picture and strong knowledge of program work,
- Membership responsibilities,
- Focal point for all communications that go on between membership, Board, and executive staff.

**Planning for WILPF's financial future: Next steps with JAPA, financial reports and work on budget, fundraising plans.**

## **Fundraising for 2013: setting goals and expectations (Robin)**

- Linda Belle suggests the WILPF Board directs all WILPF's assets including savings to be spent, hire the staff necessary, and see whether WILPF grows or not. When the money is gone then WILPF is too.
- Ellen suggested hiring a Fundraising person and Communications Director,
- Sydney would rather focus on fundraising rather than a Communications person.
- Robin offered to hire grant writer to apply for capacity-building grants. (However, Ellen noted editorially, that foundations are not in favor of organizations that need capacity-building grants in order to survive, but rather prefer successful ones that need help to grow).

## **Communications:**

- Marie-Louise noted there are advisory boards that would assess whether the Board itself has the skills required to hire a National Director,
- Laura noted that the Issue Committees need assistance in planning campaigns that we can scale up to national level. (Earth Democracy had this idea and did help write a grant yet issue committees do not generally possess that skill or have the time, as volunteers, to develop fundable proposals.)
- Ria notes that WILPF needs a National Director as a leader we can trust. However, her concern is WILPF would fail her as it failed Tanya. She emphasized that WILPF should return to the strategic plan process. Where does WILPF want to be 5-10 years from now?
- Eva suggested hiring someone to help with a strategic plan. She emphasized the importance of face-to-face discussions.
- Laura noted that WILPF's strategic plan didn't deal with the organization's aspirations, where it wanted to be positioned. It wasn't forward looking, nor did it describe where we wanted to be positioned (for instance the Swedish Section when asked what they are, they said "we are the only organization that exposes the effects of militarism on all aspects of people's lives" or women's lives). The point is they have a statement about what they do, who they are, what they stand for.

## **Developing a Social Media Policy**

WILPF adopted the Social Media Policy with the amendment regarding who shouldn't be identified and how. As given, with "# 5..... contact or personal information about WILPF staff, board members, or Issue Committee chairs or any identifying information about WILPF members."

- Ellen requested that Theresa tweak the forums on our website to at least show the date of the post, if not identification of the poster.
- It was noted that the web site has many panels that are hard to read because the text is not only small but also low contrast with background color.

## **How to evaluate the new website(s):**

- Technology committee will include Ellen, Catia, maybe Sydney. There is a need to have technophobe. Note: Marie-Louise does not have a computer, only a blackberry.
- Nancy Ramsden suggested we check out what technology is used by International.

## **Technology for virtual board meetings:**

- Ellen agreed to research the top conferencing services for presentation to Steering Committee in December.
- Laura suggests starting with a moderated teleconference. The worst part of teleconferences is the continual interruption of people asking to be put on the stack. Maybe do a regular teleconference instead, but ask to be on stack by using some kind of IM service.
- Sydney emailed Ellen the top 14 audio conferencing services.

**Recurring board meetings were selected for every third Tuesday, every other month, starting in January.**

**Planning for the next WILPF national congress facilitated by Rita and Marie Louise:**

- Send a team of four to four locations, less traveling for the masses.
- Make annual meetings much shorter and rotate location so more locals can come.
- Make the physical meeting be accessible virtually as well.
- Have to have a business meeting component, entertainment, and trainings.
- Displays.
- Offer cheaper registration to first time attendees like students.
- Assign tasks to first time or younger attendees, perhaps pair off with older member who could mentor the newer one. Or, pair with mobility impaired members.
- Incentive to branches to send at least one person to the meeting.
- There is need to advertise for host branches in the Spring P&F, if we are planning to have a standard 4-day meeting in 2014 with a Congress Committee, Site Committee, etc.
- Decide something this weekend if timeline is different

**Strategic and Action Planning:** Laura facilitating

- Should put out a call to Peace & Freedom for member input?
- Do we need to hire someone to assist us in putting it together, as Gisele suggested? Or to facilitate the discussion?
- Laura suggested a long-term planning with focus to what can be accomplished within the specific time frames.
- Laura pointed out that the head of national Peace Action does not prefer strategic plans because the organization spends so much time working out the plan, and then has to throw it out because the political or other environments have changed. Things change so fast that one can't work out a detailed strategic plan.

The discussion was continued in small groups.

**Reports from Small Groups:**

**Website Group:** Marie-Louise, Joan, Fran will investigate international standards for website accessibility (e.g., color contrast).

**Transition group:** Rita, Robin, Sydney, Marie-Louise, and Cheryl: a working board needs to work (According to board self-assessment, 40% of us claim our skills are not being utilized).

**Goals:**

- Increase membership by 5000.

- Increase diversity of members and board members, gender, race, age.
- Achieve financial sustainability.
- They set goals for us to aspire and work towards.
- We need to be bold, courageous and radical in our message.
- Need an "elevator speech" why anyone would join.
- Need a slogan.
- The ideal member of WILPF is Jill Stein. But why would she want to join WILPF. (Marie-Louise says Jill Stein loves WILPF. Cheryl suggests asking her why she liked WILPF. Consider who are the women that we want to fill our seats in three years, this is the type of organization we can strive to be.
- No time to take 18 months to develop a strategic plan.
- Catia suggested setting a goal for branches to raise money, get members -- aim high.
- No implementation suggestions.
- Cheryl characterized it as a "group commitment" through inspiring initiatives for the branches to raise money. The goal is to go to the members and ask them to help. Provide them a positive something to look forward to.
- Catia will gladly travel to do book presentations and raise money.

Group will continue to work together on goals to be presented at the January 15<sup>th</sup> Board Meeting.

#### **Sponsor Program**

- Robin handed around the Sponsor list, sponsor policy, and a draft of a sponsor letter.
- She would like Board members to review, make suggestions for possible sponsors with contact information and advise if we are willing to approach that person.

#### **Catia's notes on resolving the Minutes Quandary:**

##### **Proposed:**

- Approve Feb 4, 2012 minutes.
- Approve spring minutes as reworked by Ellen and Catia, cross-reference with newsprint.
- Declare July 29 an informational meeting. Notes will not be posted, but may be circulated as "notes."

1 Stand aside (Darien), no block, no reservations, consensus.

##### **Spring 2012 Board meeting:**

- Absence of content objection.
- Objections to these seem to be about length and detail, but there is a lot of burn out in those members who took on the task of condensing transcriptions.
- Ellen's Friday minutes are 25 pages long, including decisions from all three days. Joan's Saturday minutes are about six pages. Ellen is offering to take one more try at further condensing the Friday minutes.
- Catia offers to take a look at Darien's and condense further. We might have to live with the fact that these minutes are longer than they should be, in order to be useful to members and to the organization. We suggest that the board passes them, if content is approved, with the commitment to draft more condensed minutes in the future.
- July 29: The meeting would be called an informational meeting, not an official board meeting. Board, however, needs to decide the procedure by which we are

- going to send ballots to members. We suggest that, when possible, we include ballots in Peace & Freedom, upon consultation with P&F editor.
- May 6 and September 29 Meetings: There was no opportunity to get to that. We are willing to work on this together further by phone.
  - Ellen and Catia to continue working on proposal for future minutes.

### **WILPF National Board Meeting**

**Friday, November 9 – Sunday, November 11, 2012**

**11 Arlington Street, 2nd floor conference room**

**Sunday, November 11, 2012**

**Board members:** Catia, Laura, Eva, Robin, Rita, Joan, Marie-Louise, Sydney, Cheryl, Ellen, Darien.

**Staff:** Ria

**Guests:** Joan Ecklein, Fran Foulkrod

The meeting started with Totem sharing.

- Marie-Louise modeled what they wear on the Drone Death Marches they do regularly.
- Rita showed hearts and letters they use in Missoula in support of women in Ciudad Juarez.
- Laura showed a newsletter about the anti-Militarism Fashion Show they did on Cape Cod.

### **Agenda and decision review integrating urgent parking lot items:**

### **Board agreements, commitments including fundraising commitments**

### **Meeting assessment and agenda planning for next (virtual) meeting**

#### **Congress 2014**

Laura suggests we need a decision tree. Are we going to have a different kind of Congress or the same kind of Congress? If same, we need a Congress Committee, a site, a Committee Chair, seek a Coordinator. The Congress Committee has a mandate to include members from certain committees, including one from Program, one from Development. (Sydney declined, so Ellen will be on it.)

Darien and Ria agreed to send out a call for members to give input.

An expanded Steering Committee will vote in January on a proposal regarding National Congress 2014.

Consensus, no blocks, or stand asides. (Laura not present for this decision.)

#### **Joan proposed forming a Communications Committee:**

- Joan agreed to take initial steps to formalize a Communication Committee.

Consensus, no blocks, or stand asides. (Laura not present for this decision.)

#### **Mailing of ballots:**

- Default will be separate mailings.

No stand asides, no blocks, no reservations, and consensus.

**Bylaws Proposal:**

- Committee will draft changes to laws referring to audit and referring to JAPA presence on Board and Committees.

Consensus: no blocks, reservations or stand asides.

**Financial reports and budget development (Eva)****2013 budget review and agreements**

- Mini-grants increased to \$20,000.
- Ellen pointed to the mini-grant programs we have in the budget is very generous in providing \$20,000.
- A condition of many grants is that applicants should try to raise external funds.
- If there are donations for programs, they will be used to offset the mini-grant.
- Budget has a deficit of \$52,604, plus assumes \$25,000 in grants that we may not get. We need to agree that we are going to make it up by taking money out of the Long Term Savings.

**Proposal**

- Modify budget to add \$15,000 as income to fund the Congress.
- Authorize Director of Operations to use \$47,000 in savings account (\$27,000 now, \$20,000 coming in) to meet expenses as necessary, upon approval of Finance Committee.
- Remove from Budget the \$25,000 Future Generations Income and \$15,000 expense.
- Add \$10,000 mini-grant special appeal to Income.

Budget approved as modified. Consensus, no blocks, no stand asides.

**Adjournment 1:05 pm**

**Minutes respectfully submitted,**

**Cheryl Diersch**