

## WILPF Board Meeting MINUTES, January 31 (via Zoom)

### Participants:

#### Board Members:

Darien De Lu: President  
Jan Corderman: Treasurer/Finance Committee Chair  
Shilpa Pandey: Membership Development Committee Chair  
Jennifer Bailey: Program Committee Chair  
Ellen Thomas (ET): Personnel Committee Chair and Disarm IC Co-Chair  
Linda Conte: At-large Board Member  
Philip Cole: At-large Board Member  
Dianne Blais: Secretary, Jane Addams (JA) Virtual Branch Convener  
Incoming Board Member: George Friday, Program Ctte. Chair: Triad Branch

#### Extended Steering Committee:

Jane (Cricket) Doyle: US Liaison to the Americas Region Rep

### GUESTS:

Theresa El-Amin: Founder of the Fannie Lou Hamer (FLH), GA, Branch  
Dee Murphy: WILPF International Advisory Board Rep and Domestic Prisoners of War (DPoW) Issue Committee Chair  
Donna Pihl, AHR chair  
Joan Goddard, AHR  
Luci Murphy, chair DMV branch  
Shelah Harper, co-chair Philadelphia branch

Donna volunteered to be a vibes watcher and George & Dee the timers.

Check-in of all attendees & 1. roll-call of board

2. Darien: Formal Opening for the new year and new-to-be Board

Let it begin with each step we take! Let it begin with each change we make.

**Old Business** (Namely – those agenda items requested, that further work on board decisions and action on items continued from prior mtgs. or address ongoing ad hoc cttes. items, continued from prior mtgs.)

3. ***Actions and accomplishments*** from the last year:

Jan mentioned the in-person board meeting with the DC launch and the PPC in June, DPoW, and Chantaye's efforts in Atlanta; George liked "you all come" events, and all the other good work we've done. Darien impressed by PFAs work, having a delegate at COP27, personnel and social media committees. Shelah was impressed by anti-racism work.

4. Board Committee: News

a. Shilpa Pandey – Membership Development Ctte. Theresa would like to be on the committee.

b. Jan Corderman – Finance Ctte. We're In a good position. We took out of our cash, still leaving us reserves, the \$76,000 *more we devoted to WILPF work* than we took in. The entire finance committee will be continuing.

c. Ellen Thomas – Personnel Ctte.

5. Funding for Staff for Congress – Discussion of Proposal, possible vote to inform budget (10 min.) – Darien– discussion on request for Congress help:

*Proposal to fund about 500 hours in 2023: 50 hrs./mo. (about 11.5 hrs/wk.) for ten months (starting March 1), for a cost of about \$10,000 to \$15,000.*

At the Sept. Board meeting, several members offered to address Congress prep/ and draft eAlert publicity. At the Nov. Board meeting, volunteers offered again.

Now it's time to form the National Congress Committee and plan for the upcoming work. We may need to pay for help if volunteers are unable to follow through, or if we do not have the volunteer strength that we've had in the past

We lack a ctte. of volunteers to research and work out the location options and logistics for the Congress. The Congress Committee should hire someone for the Congress Coordinator work, starting within two to three months, for the tasks which require at least 800 hours of working time. In the prior year (2023) work hours could be half that.

Jan objected as the Finance Committee has not considered the proposal.

Jennifer, Phillip, and Shilpa objected to voting on any such budget item prior to the Finance Ctte. recommendation.

The Board was divided on continuing discussion of the matter.

Dee expressed that Barbara N. along with her and Jan were on a Congress Ctte.,

Dianne noted that she is specifically organizing the Gathering.

Darien expressed that this Congress item simply continued prior Board discussions/decisions, and should inform the Finance Committee.

Since no other Board member spoke up, the item was put off.

**New Business** (Namely – actionable items, possibly including responding to reports from existing ad hoc cttes.; new and actionable proposals; reports for discussion from recently approved new cttes.; the formation of new ad hoc cttes.; annual or triennial items; and Board presentations and trainings.)

## **6. Installation of New Board Members, Thanks to Outgoing**

Jan, Ellen and Shilpa all spoke of their appreciation of being on the board.

## **7. Budget Items:**

**A. Budget Planning & Process Issues** – Darien has been busy with all manner of New Year's items and would like the budget proposal in the future at the Nov. meeting. The budget process should start in August and September.

**B. Outlines of Selected Budget Items & Questions** – Jan spoke about continuing the 2023 increased allowance to issue committees of \$500 and two new proposals she has brought up to the Finance Ctte.: micro-grants (\$300-\$800) and a new organizer position.

## 8. 2023 Election Year Schedule

The schedule was presented for discussion for a vote in March. No concerns raised.

## 9. Branches Listserve Liaisons

The Branches listserve shares info among branches, issue cttes., and others about WILPF events and news, and it is operated by the Membership Development Ctte., with Board input.

Theresa El-Amin requested she be able to return to the Liaison position for the Fannie Lou Hamer Branch, which she resigned from, after warnings about respecting the listserve guidelines.

Theresa will be a "limited Liaison": enabled to receive and disseminate to the branch all the Branches listserve messages; however, she can post messages to the list only through a moderator, mutually agreeable to the Board and her.

To enact this arrangement, Theresa should inform the Board of her suggested moderator. [Subsequently, Theresa chose George Friday.]

## 10. Proposals and Possible Decision on Procedure for Reviving the Nominating Ctte. – George Friday.

George will put out requests for 5-7 people from branches to form a committee. She proposed these recommendations:

- They have to be people who are not interested in running for office this or next year.
- Ideally they have held office in the past.
- They serve only until a Chair is elected.

Jan volunteered and suggested checking with issue cttes.

Since the proposal is just to look for candidates, and there were no objections, no vote needed just to publicize and encourage candidates.

## 11. Hiring Challenges for Some WILPF Positions & How to Cope: Discussion, Q&A – Ellen Thomas & Darien De Lu (15 min.)

Ellen noted that members posting to the WILPF SMART Facebook group have been encouraged to post more frequently without much response. She feels the lack of knowing what has been going on and would like Program Committee meetings to take place again to hopefully get more knowledge of program work and get the issue committees more involved in social media. Ellen thinks hiring a social media person makes sense.

Jan thinks that the knowledge required for social media means we need more coordination among us.

Darien and the Social Media Ctte. have been meeting once or twice a month for years and have made many efforts to increase social media posts by WILPF.

Phil would like Glenn involved.

Shelah recommended getting/using college interns, and Shilpa agreed that a younger person might be optimal for a position or helping. A nascent program with interns is currently being developed.

Philip believes that interns MUST be paid - there is a law.

**- eNews Challenges –**

- 1) requirement for awareness of and sensitivity to WILPF issues – even with a Board Liaison to consult on article sequence and appropriateness, etc.;
- 2) tensions and stress in the position: late and/or incomplete submissions; repeated requests for changes in previously submitted copy; unhappy member interactions due to editing; exposure to WILPF controversies.

**- Social Media Challenges –**

- 1) requirement for careful and extensive vetting before entrusting WILPF's SM passwords
- 2) requirement for awareness of and sensitivity to WILPF issues;
- 3) the need for Board guidance/a decision on the protocol for SM time allocation to different areas of WILPF.

For such guidance, here is the staff time-allocation proposal:

- 20% for promoting specific issue ctte. activities (actions, webinars, activities etc.) and national WILPF activities
- 20% for "maintenance": posts related to issues and items on "anniversaries" (Earth Day, Int'l Women's Day) plus other posts in connection to WILPF-issue news stories, etc.
- 20% fundraising for WILPF – one-time donations, bequests, etc.
- 10% promoting One WILPF Calls
- 10% promoting and reporting on branch activities (that are not issue-ctte. related)
- 10% publicizing / promoting WILPF as an organization overall
- 10% monthly flex (any of the above, as needed)

The vote on the percentage guidelines proposal passed with a majority of three in favor, with two abstentions, Jennifer and Barbara absent:

Linda C.: Abstain, George F. Abstain; Dianne B. Yes; Philip C. Yes; Darien D Yes

We watched a new WILPF fundraising social media video.

**12. Comments from WILPF Member Guests**

Dee mentioned interns getting credit and noted they need to be vetted (passwords need to be secure) and asked about WILPF US's position on police brutality and if AHR would be addressing it.

Theresa showed Dianne's ad that salutes Shilpa's and Jan's work in WILPF.

Donna talked about Facebook, and Darien noted that the website has FB training.

**Post-Meeting: Executive Session**

Because the executive session meeting lacked a quorum of Board members, it ended after a short discussion.