

## WILPF US Special Board Meeting MINUTES, April 27, 2024 (via Zoom)

**Participants checked in** with primary position held and branch name:

National Board Members:

Darien De Lu: President, Sacramento, CA branch  
Barbara Nielsen: Treasurer/Finance Comm. Chair, San Francisco, CA branch  
Ginger Harris: Secretary, Boston, MA Branch  
George Friday: Program Committee Chair, Southern Piedmont branch, NC  
Martha Collins: Development Committee Co-Chair, Menomonee Falls, WI  
Marybeth Gardam: Development Committee Co-chair, Iowa City, IA  
Cee' Cee' Anderson: Personnel Committee Chair, Metro Atlanta GA branch  
Ellen Schwartz, Nominating Committee Chair, Sacramento, CA branch  
Philip Cole: At-large Board Member, San Francisco, CA branch  
Tina Shelton: At-large Board Member, Greater Philadelphia, PA branch

Other Pundit Members:

Dee Murphy: WILPF International Advisory Board Representative, St. Cloud, MN  
Jane "Cricket" Doyle: U.S. Liaison to the America's Region Representative,  
Santa Cruz, CA branch

GUESTS:

Joan Goddard, San Jose, CA branch  
Laura George, western VA  
Theresa El-Amin, Fannie Lou Hamer branch & Advancing Human Rights  
Convener, Columbus, GA branch  
Dianne Blais, Jane Addams Branch Convener, Fairfax, VA  
Dr. Linda Ridley, NYC  
Michael Ippolito, WILPF US staff; Boston, MA branch  
Ellen Thomas, technology assistant, Disarm Comm. Chair, Western N. Carolina  
Nancy Price, Earth Democracy Committee Chair, Sacramento, CA branch  
Jan Corderman, Mid-East Peace & Justice Action Committee Leadership, Des  
Moines, IA branch

**Time-keeper:** Tina Shelton volunteered. **Vibes watcher:** No one volunteered, so everyone was asked to speak up if this is needed.

### ***Formal Start of Meeting***

**0. Check-in** and roll call: **Ginger** called Board members' names & board position, then other Pundits & their positions, to check in with their location or branch. With at least 8 Board members present, the meeting began. **Darien** called on each WILPF member guest, who told their location or branch and **one** WILPF role they fill.

**1. Tina** led a **harmonizing** exercise.

[**Note** – See Appendix I (at end) for some further notes on budget allocations and cuts.]

**2. President's Introduction: The Budget, the Voting, the Board: Making decisions for 2024** Darien expressed hope that WILPF's participation in the UN's Commission on the Status of Women (CSW) through our Local to Global & Practicum programs in 2023 & 2024 will be evaluated by WILPF's own CSW Committee with the hope of improving our participation in 2025. She also asked the Board & other Pundits to evaluate our budget process, including why for the last few decades WILPF's budget process leads us to project budget deficits of over \$60,000/year, only to find at the end of the year that much of the deficit disappears. She also asked why this year's budget had to appear so austere, e.g. not specifically promising to complete payment to put WILPF's new website online. **Barbara** responded that the money to pay for the new website can be made available even though this item isn't spelled out in the budget.

**3. Board retreat:** it's been shifted to zoom as being more affordable and convenient, thus greater attendance. Three members expressed a preference for a July date. None preferred an alternate date. Darien invited the other Pundits to participate in the entire retreat and issue committee chairs to attend some of the sessions.

## Communications

**4. New Website: Darien & Ellen S.** explained that our new website project took far longer than necessary because the committee members didn't know enough about website construction to engage effectively with the contractors. Both of them praised WILPF independent contractor staff-member Michael Ippolito as doing an excellent job. **Theresa** asked that the new website greatly enlarge the "join" button, and that the website be more accessible to issue committees.

**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.**

**4 AYES (Darien, George, Joan, Dianne) and 2 NAYS (Phillip, Barbara).**

## **5. Communications staff funding:**

**Darien** asked why the proposed budget also chooses to eliminate *all* funding for the communications staff in 2024, a crucial election year, instead of dipping into what she believes is substantial reserve funds. In 2023, proposed funding of social media work was cut from \$30,000 to \$8,000, and now the remaining \$8,000 for our current Communications Coordinator is proposed to be cut entirely, even though our current contractor must at least be paid for four months of work already this year.

**Barbara** assured us that already-performed contracted work will be paid.

**Joan** urged us to keep our current Communications Coordinator even if we have to use reserve funds. **Barbara** responded that WILPF US has no written contracts.

**Dee** asked if eliminating the Communications budget would eliminate One WILPF calls.

**Barbara** responded that in 2025 we may re-think budget categories; till then, we can fund

small projects. And even if a category has been eliminated, it doesn't mean we can't fund an item that used to fall within a deleted category.

**Phillip** assured us all invoices will be paid.

**Marybeth & Theresa** strongly opposed cutting the printing of November's *Peace & Freedom*.

**Phillip** responded that we still have hundreds of copies of previous P&Fs in our national office. **Barbara** suggested that our annual election ballot that goes to every member should mention that P&F is now available on our website. Also, "No money was spent frivolously; times are difficult."

## Budget Proposal

**7. Overview of Proposed 100% Cuts:** **Darien** reported that the Finance Committee proposes 100% cuts on a large number of items, including all those listed below. For the seven items below marked with an \*, the committee lumped all seven of them together for a single vote, without discussing some of them at all. The possibility of using reserves also wasn't discussed at the last Finance Committee meeting.

In-person Board retreat *	\$7,000
Board/leadership travel (\$1,500)* & President's travel to branches (\$2,500)	\$4,000
Interns' token stipends *	\$2,000
Communications & Social Media staff and/or contractors	\$30,000
Communications Coordinator *	\$8,000
Development Staff	\$3,600
Graphic Design	\$2,200
Program Initiative Golden Rule sailboat *	\$500
Paper Printing & mailing of 2024's 2nd P&F *	\$9,830
Reduction of "Web/IT" – from \$15,480 to \$11,880 (\$3,600 cut, for \$600 in prep. work for new website and \$3,000 to fully fund payment of contract amount) *	\$3,600

The Treasurer had advised: "pause website work till 2025 & until ED is hired."

**8. 2024 Budget Proposal, from Finance Committee:** **Barbara** explained that the committee's work was hampered by time and available data, and that it's important not to enter 2025 in deficit. A distinction was made between bequest funds and Pax (mutual) funds. The former may be restricted as to what they can be spent on, while the latter are in a managed fund that is sensitive to market variability and thus timing.

**Darien** proposed 3 amendments to the budget:

- **Restore the category of finishing work for the new website, since we all agree the money can be made available. Vote: 6 yes: George F, Darien D., Ginger H., Ellen S., Marybeth G./Martha C., Tina S; 2 no: Barbara, Phillip. Outcome: passes.**
- **Restore cost of printing & mailing November P&F. Vote: 4 yes: Darien D., Ellen S., Marybeth G./Martha C., Tina S 2 no: Barbara, Phillip; 2 abstain: George F, Ginger H. Passes.**

- **Restore Communications Coordinator budget to \$6,000 instead of zero. Vote: 4 yes: Darien D., Ellen S., George F, Ginger H.; 2 no: Barbara, Phillip; 2 abstain: Marybeth G./Martha C., Tina S, Passes.**

With all 3 amendments passing, a vote was taken on the budget as amended: passed 8 to 0.

## **2024 Triennial Congress Items**

**9. Shall we consider resolutions at this Congress?** Discussion revealed support for Barbara & Ellen S's recommendation that they lead a workshop on how to research and write resolutions and what commitments the proponents should make to carry them out if the membership approves the resolutions.

Proposal: The process of proposing and voting on resolutions will take place outside of Congress, probably in the WILPF election mailing, with an informational presentation – how-to, definitions, more – at Congress, in collaboration with the Congress Program Cttee.

**Passed unanimously – no abstains or nays.**

Agreement wasn't reached on how and when resolutions should be presented to WILPF members for a vote. Including them on the November ballot is an option.

**10. Shall we waive the Congress registration fee** for specific invited International WILPF members, i.e. 1) Environmental Working Group members and 2) individual national contacts in the Americas Regions?

**This Proposal: Passed, Yes: Tina, MBG, Ph. C., DD, ES. Nay: Ginger Abstain: BLN**

**“Dee & BLN's” Proposal for additional free or reduced registrations: Yes: Tina, Ginger, and one other. No: Phillip, DD, and one other. \_Abs.: BLN, MBG Did not pass**

**11. Shall we waive the fee for Congress Program Committee members?** Program Committee members can request fee waivers based on income. **Still, the Board voted to offer automatic fee waivers to 6 Program Committee members: Yes: Tina S., George F., Ginger H.; No: Darien D., Marybeth G.; Abstain: Ellen S., Phillip C., Barbara N.**

**12. Branch names:** Shall we limit branch name choices to 1) locality or 2) recognition of an historic her/hero (e.g. F.L.Hamer or J.Addams)?

**Darien** asked if we want to accept a branch name that uses another organization's name.

**Phillip** was concerned about legal liability for trademark infringement. **Dee** was concerned about possible self-promotion of a business or personal interest (e.g. one's own non-profit).

**Laura George & Jan Corderman** defended naming the current branch applicant “Peace Pentagon” because this is a location (a piece of real estate) in addition to being a building, and it is not an organization, even though many non-profit organizations meet there.

**The Board accepted Phillip's motion to table the matter until our next meeting**

**13. Comments from WILPF member guests** Joan Goddard, Laura George, and Michael Ippolito were still present and therefore offered the chance to speak.

End of Agenda Items & Public Meeting, *followed by Executive session at which the Pundits planned a followup subcommittee meeting on resolutions, with Barbara N., Ellen S., Tina S., and Nancy Price expected to attend.*

## Appendix I – Budget cuts and Funds Transfers and Changes

4/19/24 Notes on Budget Draft (submitted by the Treasurer)

Reflects revisions made to 4.12.24 Budget Draft as outlined below

### **TAB1: EXPENSE CUTS**

**Line 51 column I; Postage: changed from \$4,400 to \$3,170; reduced by \$1,230**

removed 1 remaining P&F issue postage of \$1230 = \$930 for individual mailings +\$300 for bulk mailings

**Line 52 column I; Printing: changed from \$14,590 to \$5,990; reduced by \$8,600**

removed 1 remaining P&F issue printing

**Line 56 column 1: Board Meeting: changed from \$7,000 to \$0; reduced by \$7000**

**Line 57 column I; Leadership Expense: changed from \$2,762 to \$1,262; reduced by \$1,500**

removed \$1500 travel

**Line 61 column I; Interns: changed from \$2,000 to \$0; reduced by \$2,000**

**Line 67 column I; Web/IT/Other: changed from \$15,480 to \$11,880; reduced by \$3,600**

removed website work \$3600=\$1600 new website prep + \$2000 complete website work

**Line 68 column I; Communications coordinator: changed from \$8,000 to \$0; reduced by \$8,000**

**Line 89 column I; Membership Dev Support: changed from \$3,000 to \$2,000; reduced by \$1,000**

removed \$1000 orientation/internship subcommittee

**Line 92 column I; Prog, Inita, Br&Mem Support: changed from \$1,500 to \$1,000; reduced by**

**\$500**

removed \$500 Golden Rule donation

**Line 99 column I; TOT EXPENSES (w/o LLF): changed from \$296,274 to \$262,844; reduced by \$33,430**

reflects total cuts made lines 37 thru 98

**Line 101 column I; TOT EXPENSES (with LLF): changed from \$359,778 to \$326,348; reduced**

**by \$33,430**

reflects total cuts made lines 37 thru 98

**Line 103 column I; NET; changed from (\$150,207) to (\$116,777); reduced by \$33,430**

reflects total expenses cuts made lines 37 thru 98

### **TAB1: MOVING FUNDS FROM ACCOUNTS (These are NOT expense cuts)**

Note: Line items 104 to 110 show MOVEMENT of funds ONLY from bank accounts/investments to COVER deficit; NOT “new funds” and are NOT REDUCING DEFICIT, JUST COVERING DEFICIT

**Line 106 column G; Interest: changed from \$129 to \$0; \$129 difference**

interest earned on savings/checking was NOT applied towards deficit in 2023; these funds will be applied towards deficit in 2024 (see notes line 106 column J)

**Line 108 column G; Funds Available (sub-total 1): changed from \$112,435 to \$112,564; \$129**

**difference**

summary calculation changed reflecting change in line 106 column G

Line 110 column G; Funds Available (sub-total 2): changed from \$72,435 to \$72,564; \$129 difference

summary calculation changed reflecting change in line 106 column G

Line 107 column I; Transfers: changed from \$0 to \$23,153; \$23,153 addition of funds moved to cover deficit

applying \$15,750 restricted WWings funds for Membership Coordinator plus \$7403 restricted CSW funds for CSW

Line 108 column I; Funds Available (sub-total 1): changed from (\$138,142) to (\$81,559); \$56,583 change

summary calculation changed reflecting \$33,430 total cuts (line 103 column I) and \$23,153 addition of fund application (line 107 column I)

Line 110 column I; Funds Available (sub-total 2); changed from (\$40,451) to \$16,132; \$56,583 change

summary calculation changed reflecting \$33,430 total cuts (line 103 column I) and \$23,153 addition of fund application (line 107 column I)

**TAB3: WHAT CAN BE SPENT IN 2024?**

Line 2 column B; Tot Unrestricted Cash on Hand: changed from \$69,033 to \$68,908, reduced by~\$124

reduced because \$124.17 of interest (in tab 3 line 6) was included in \$69,032.50 cash on hand

Line 10 column B; Total Proposed Funds Available; change from \$348,009 to \$347,885; reduced by ~\$124

reflects ~\$124 reduction in line 2 column C

Line 12 column B; 2024 Proposed Expenses; changed from \$296,274 to \$262,844; reduced by \$33,430

reflects expense reductions made and matches tab1 line 99 column I

Line 15 column B; changed from \$79,645 to \$112,951; increased by \$33,301

reflects reduction of \$124 interest in line 2 Column B and reduction of expenses of \$33,430 in line 12 column B (i.e. \$79,645 - \$124 + \$33,430=\$112,951)

Line 19-29: CUTS MADE

These are the cuts Finance Committee decided to make on 4.12.24 budget draft which are now reflected in BUDGET DRAFT 4.18.24.