

The WWINGS Initiative

WILPF Women In Network Growing Stronger

This is WILPF's multi-year, two-phase plan for investing in capacity and sustainability to transform our world.

Investing in leadership training, outreach efforts, and program strength will build capacity at our national and branch level... so we have more to offer as strong, effective collaborators and partners, continuing our work to inspire and train new women activists.

Empowering Women ... Transforming Our World



Connecting human rights and economic justice to the roots of war since 1915.

**Women's International League for Peace & Freedom –
US Section**

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WEAVING A NEW VISION will take ALL of us

Every day we hear strident shouting, on social media, on talk shows, in the news. Power-holders pit “us” against “them.” Misogynists demean women. Racists stir steaming cauldrons of fear and hatred. All this shouting threatens to drown out voices of reason.

The burning question is: *How do we counter the vocal minority’s hate and fear-filled chants?*

We know the answer: By combining WILPF’s all-encompassing, transformative vision of a world at peace with the vitality and solidarity of allies and new activists.

We seek a world in which –

- The needs of all people are met in a fair and equitable manner
- All people equally participate in making the decisions that affect them
- The interconnected web of life is acknowledged and celebrated in diverse ways and communities
- Human societies are designed and organized for sustainable existence

But to play a strategic role in creating the world we want, to be strong and effective allies shoulder-to-shoulder with other organizations that adhere to a common vision of what’s possible.... we have to speak with power:

- **together**
- operating **strategically** in the political, academic and social realm
- as a **non-partisan organization** calling for a healing and **feminist** model for peace and equality.

WILPF-US is a national organization with At-Large Members throughout the country. We connect to our international WILPF sisters through structure, program and mission. But we are most visible and effective through our branches, which offer sisterhood and solidarity, support for sustained activism, and a forceful, recognizable face in local communities.

Our branches address global issues as they are reflected locally.

For 103 years we’ve stood together to empower women activists through education, advocacy and activism.

Our history cries out for a re-centering and dedicated focus ... demanding a plan for sustainable action.

This is WILPF’s multi-year, two-phase plan for **investing in branch sustainability to transform our world:**

UNITING & ORGANIZING

“The good we secure for ourselves is precarious and uncertain until it is secured for all of us and incorporated into our common life” - Jane Addams

Phase 1 accomplished the following, in reaching out to at-large members and branches to re-connect them to the national organization and to each other:

- ✓ 12 personal visits by officers to branches across the country
- ✓ A comprehensive survey of branches by phone to hear their concerns, their successes and their aspirations to identify critical areas of needed support
- ✓ Multi-year goal planning by leadership and the Program Committee to narrow the focus and better support members in their activist work
- ✓ “OneWILPF” Calls, providing a forum for branches and at-large members to connect, plan and coordinate actions
- ✓ Solidarity Events with a common message and signage, and operating on a single day. More than 27 branches have been involved in these effective outreach and solidarity events.



From these initial outreach efforts, we're already seeing results.

WILPF facilitated branch collaborations on two Solidarity Events in 2017, and three in 2018, plus a coordinated participation in the national Women's Marches in January 2018. These coordinated efforts and Solidarity Events project our visibility and a common WILPF message across the US amplifies our voices and reverberates our message. (More information on Solidarity Events and on Phase 1 is detailed on pages 10-14 in the Addendum)

More visibility brings us more members ... more action engages and inspires.

By the end of Phase 1, with a woman-led minimum of expense and all-volunteer coordination, WILPF US had gained 220 new members and several new branches.

Just picture what that kind of sustained infusion of enthusiasm and commitment will do over the next critical years of organizing and action!

“Few will have the greatness to bend history itself, but each of us can work to change a small portion of events, and in the total of all those acts will be written the history of this generation.” - Robert Kennedy

WILPF TAKING WING

We're building on this momentum with **Phase 2**, a two-year pilot program to strengthen this "feminist eco-system." Just begun, the **WWINGS Initiative: WILPF Women In Network Getting Stronger**, will run through 2019.



In Phase 2 branches eager to grow, and facing challenges in starting up or starting over, enroll in the WWINGS pilot program. They team up with WILPF leadership trainers, subject matter experts, and focused volunteer Field Organizers to achieve measurable goals in five areas.

Branch activism and outreach are at the heart of WILPF's mission. And that's what these goals work on:

1. **Branch Strategic Planning** – The branch identifies one or two local issues and develops a strategic plan to pursue those issues. Not just rhetoric. A plan that can demonstrate progress, impact and some measure of success.
2. **Branch Recruiting Strategies** – Tapping into the energy that new members bring: branch leaders add 10 new members within the first 6 months and 20 within a year.
3. **Branch Leadership Training** – Sharing "best practices" in outreach to untapped populations, using social media, the WILPF-US team of Field Organizers trains local WILPF leaders, helps plan and hold meetings and events that are fun and informative for attendees.
4. **Branch Friend-raising/Fundraising** – For community visibility and organizational sustainability, the national team works with the local branch on small but effective fundraising efforts, both for the local branch and for the work of WILPF US.
5. **Branch '21st Century' Communications**– Social media that matters. Working with the new WILPF-US Communications Director, each participating branch develops its own digital newsletter, Facebook page and website, and makes use of new technology like "meet-ups" to reach out to potential new members. WILPF is also creating and recruiting for WILPF SMART (Social Media Action Response Team) to strategically amplify messaging and promote events.

Five measurable ways that the WWINGS Initiative will amplify women's voices. **It starts at the community level ... and ripples outward in a movement that spans the country and impacts our nation.**

A BOLD PLAN ...

STRONGER ... STRATEGIC ... SUSTAINED

"I raise up my voice not so that I can shout, but so that those without a voice can be heard." - Malala Yousafzai

We know that WILPF members have the spirit and belief in the mission.

We're in the midst of re-kindling the fire, imbuing these strong women with the skills to be leaders of effective branches, and recruiting new younger members who are rising to the challenges we confront.

The first phase has already been realized and yielded great results.

Now ... to strategically plan and put those plans into action that matters, to train strong women as community activists, as leaders with the skills to mobilize others, to counter the lethargy of the moderates and the rising momentum of the far-right extremist agenda ... we need to increase WILPF's budget by **\$126,000 over two years.**

It's a bold plan.

This is one of the most meaningful investments we can make to empowering women and lifting up an alternative vision for tomorrow:

- training up a **new generation** of women activists
- empowering strong branches in their own local communities
- working as a **concerted movement across our nation**
- pulling our country back from the brink of fractionalism, turning instead toward inclusive democracy
- holding high **our values** of justice, equality and peaceful, sustainable co-existence
- creating a **safe haven of support for activists** and a positive face for progressive radical change in the US.

We stand on the shoulders of inspiring women activists of the past.

What will be written of our generation?

Let it be said of each of us, that through our Women's International League for Peace and Freedom, **we gave women the skills ... and the organization ...** that they needed to **strategically transform our world for the better.**

"There will never be a new world order until women are a part of it". - Alice Paul

Addendum

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“A small body of determined spirits fired by an unquenchable faith in their mission can alter the course of history.” - Mahatma Gandhi



Vision

WILPF envisions a transformed world at peace, where there is racial, social, and economic justice for all people everywhere—a world in which:

- **The needs of all people are met in a fair and equitable manner**
- **All people equally participate in making the decisions that affect them**
- **The interconnected web of life is acknowledged and celebrated in diverse ways and communities**
- **Human societies are designed and organized for sustainable existence**

Mission

WILPF members create the peaceful transformation they wish to see in the world by making connections that:



- **Provide continuity with the past so that knowledge of historical events and patterns informs current activities for change**
- **Create analysis and action that reflect and reinforce each other**
- **Link and challenge root causes of oppression, especially racism, sexism, heterosexism, militarism, economic disparity, and political disempowerment**
- **Build and strengthen relationships and movements for justice, peace, and participatory democracy.**

THE PROUD HISTORY WE BUILD UPON

“Nothing could be worse than the fear that one had given up too soon, and left one unexpended effort that might have saved the world.”

— Jane Addams, WILPF’s first president

Think back to another generation, a hundred years ago. It’s the second year of World War I. Women are barely allowed a whisper outside the home ... certainly not a real voice in “the affairs of men.” Most are not even allowed to vote.

But in this atmosphere, with war raging around them, a courageous group of women suffragettes with a vision of world peace sends out the call. A world-wide Congress of women is convened.



Picture that sea of women, two thousand strong. All with the passionate drive to end war and secure a permanent peace. The first time in modern history that women from nations at war united to demand peace.

These are the women who created the **Women’s International League for Peace and Freedom.**

We are proud of our roots and our past.

For the next hundred years, progressive women banded together in WILPF branches across America to share revolutionary ideas ... to protest injustice ... to demand an end to war.

With unending pressure, unwavering determination, unstoppable zeal, they pulled their country toward the light. Time and again, under the WILPF banner of peace and freedom, these strong women changed their portions of the world for the better.

- *WILPF members have included thousands of “ordinary” women and men, and five Nobel Peace Prize laureates, including Jane Addams, WILPF’s first president, and Dr. Martin Luther King, Jr.*
- *WILPF gained consultative status with the United Nations as a nongovernmental organization (NGO) in 1948 and monitors U.N. work in New York, Paris and Geneva.*
- *In 1957, U.S. members presented 10,000 signatures protesting nuclear testing to the White House – efforts which helped lead to the 1963 Limited Test Ban Treaty.*

- *WILPF played an important role in the anti-war and civil rights movements of the 1960s and 1970s.*



WILPF member Coretta Scott King spoke out against the Vietnam war at a WILPF press conference one week before her husband's assassination on April 4, 1968. Listening are WILPF leaders Kay Camp (left) and Dorothy Hutchinson.

- *Dr. Martin Luther King, Jr., a WILPF sponsor, addressed WILPF's 50th anniversary dinner in 1965.*
- *WILPF was a key voice of the anti-nuclear movement of the 1980s with vigils, lobbying, peace encampments and civil disobedience.*
- *WILPF organized impressive delegations to the UN's Commission on the Status of Women's review of the Beijing Platform for Action and the Nuclear Non-proliferation Treaty Review Conference, bringing the voices of grassroots women to the development of these critical tools for women's rights and peace.*

WILPF sponsors and members have included academics, elected officials, faith leaders, artists, writers, esteemed university faculty members and activists.

WILPF has consistently raised up generations of strong women, empowering them to do the same: speak out, demand justice, change the world.

WILPF SOLIDARITY ON ISSUES THAT MATTER

WILPF has connected human rights and economic justice to the roots of war since 1915. We teach about and organize to challenge the incremental degradation of our rights, our democracy, our environment and a sustainable world.

In 2018, we **still raise our voices for those who have no voice.** What does that look like?



WILPF-US has branches and groups across the country which are bound to us by mission, branding & visibility, and structure. They are required to have at least 3 'officers' or a Leadership Team. They are required to report regularly to WILPF US on their activities and share news of their events and actions. They benefit from resources and materials provided by Issue Committees and WILPF US administration and are asked to follow priorities of our long range Program Committee goals.

In 3-4 SOLIDARITY EVENTS each year, **we stand together as ONE WILPF, on the same day, with the same message, and the same visible WILPF US identity.** You can find the list of WILPF US branches at <https://wilpfus.org/contact/branch-directory>

Our members vote each year on a handful of **SOLIDARITY EVENTS** they collaborate on across the US, in addition to the unique work they do locally in their own communities on issues like fracking, environmental threats, water quality, food security, homelessness, immigration and refugees, and women's rights.

ECONOMIC JUSTICE



Madison WI WILPF

From **May 14th to June 23rd, 2018**, WILPF women in 21 branches of WILPF raised their voices and **took to the streets** in a significant show of support for the Poor People's Campaign. They rallied at state capitols, held teach-ins at churches, met with state and national elected officials, sang songs, held banners, made signs, marched with hundreds of other Poor People's Campaign demonstrators and risked arrest, some spending hours or overnight in jail.

WILPF was both present and visible in empowering women and standing with the most vulnerable in weekly demonstrations and actions that stretched across the country.

WILPF partnered with THE POOR PEOPLE'S CAMPAIGN



Des Moines IA WILPF



Greeley CO WILPF

NUCLEAR ABOLITION

In July, 2017 over 122 nations around the world signed on to a UN Treaty to ban nuclear weapons. WILPF International and WILPF US were part of a coalition organized under ICAN, International Committee to Abolish Nuclear Weapons. For our decade long efforts to move that treaty forward, the coalition was awarded the 2017 Nobel Peace Prize at a ceremony in December, 2017.

In New York City in June 2017 WILPF organized a **WOMEN'S MARCH TO BAN THE BOMB** march, and 16 of our branches across the US organized or participated in 'sister marches' in their own communities, for everyone who couldn't make it to NYC, and to make sure the Treaty was being given local public attention. We launched a Citizens Petition to support the treaty and collected signatures at every march.



CLIMATE JUSTICE+WOMEN+PEACE & THE ENVIRONMENT ON EARTH DAY



East Bay CA WILPF



Santa Cruz CA WILPF

ON EARTH DAY 2017 and 2018 our message of Peace & Planet Before Profit was heard across the country in 27 participating WILPF branches. They marched with the scientists, tabled at marches and rallies, provided children's activities about climate change and caring for Mother Earth, met with elected officials and collaborated with local chapters of the Sierra Club, 350.org, US-PIRG, faith community friends and held Teach Ins in churches and libraries, showing films discussing books and making their communities aware of the environmental disaster that's coming.

REMEMBRANCE DAY – HIROSHIMA & NAGASAKI

The Burlington VT Branch taught about the history of nuclear weapons by bringing a Hibakusha (survivor of Hiroshima) to speak to the community. We're told the Hiroshima attack is not even taught in many school curriculums today.



Women organizing strategically in their own communities, to plan and take action, to raise their collective voices and reach across America with a single message -- that adds up to nationwide impact.

WILPF US PHASE 1 INITIATIVES

SINCE 2014 WILPF has been laying the groundwork for more cohesive programming, more solidarity to act as ONE WILPF, to improve strategy and planning and to rebuild relationship with branches and members.

- Starting in 2014 President Mary Hanson Harrison personally visited 12 branches in her first two years in office. From California to New York City, she met with long-time WILPF activists ... women who have carried the banner of peace and freedom for decades and are longing for younger women to take up the cause, as well as newer members who are enthusiastically taking up that banner. Wherever she went enthusiasm and membership were raised. She continues her branch visits annually, **building trust and solidarity with WILPF US.**
- During the Summer of 2015, WILPF US undertook a comprehensive phone SURVEY of branches to hear their concerns, their successes, their aspirations. Their responses were included in a comprehensive report to the national board and shared with the members. The results allowed for **more strategic planning** by issue committees and identified for the Board critical areas of support needed to unify the membership and call for more solidarity through the US Section and across International Sections.
- In October of 2016 the leadership of WILPF US met with the Program Committee to work on programmatic themes and goals for the next several years. These goals have helped us **narrow our focus** and better support our activist members in their work.
- From June of 2016 through the present, **monthly national all-member "OneWILPF" Calls** provided a forum for branches and at-large members to connect, plan and coordinate actions ... solidarity that had been missing. Over a two-year period, these calls, with their intensive communication and follow-up, wove the WILPF network back together.



Shining a spotlight on programs that worked well in one region offered leaders in other areas both inspiration and know-how. During these two-hour sharing sessions, via phone and computer, eager novices could ask seasoned WILPF leaders ... who might be in the next state or clear across the country ... specific questions. "How did you ...?" "What about ...?" We heard from WILPF women who are experts in their field, and outside activists who have their own specialty expertise. They've evolved to include leadership training and webinar PowerPoints on capacity building.

- At our **Triennial Congress in Chicago in July 2017**, we rededicated ourselves to Leadership Training, reintroducing the concept of a **Leadership Institute** to help groom future leaders and train activists. While the plans continue to evolve for this process, we've been using the ONE WILPF Calls to do short targeted webinars on training, and we look forward to developing more skill-based training for success and empowerment.
- And the One WILPF Calls brought about a member-led initiative to conduct nation-wide **Solidarity Events** designed to sharpen our organizing skills, build our communication skills and exercise our coordination 'muscle'.
- In 2018 WILPF US reorganized our **Member Database** for accuracy and communication efficiency. We dramatically increased our Membership **RENEWAL rate** and initiated a **NEW MEMBER WELCOME PACKET** to build relationship right from the start and quickly engage new members.

“We’re growing WILPF with new members and new branches. This is the potential WILPF offers women for coordinated strategic action that matters. When we’re working together in a cohesive way, we gain real visibility across the country and create tremendous impact with it.” WILPF US President, Mary Hanson Harrison

Picture it:

Women raising their voices together ... under the WILPF banner ... in a chorus of positive messages. United in sisterhood, with a common mission and within an international framework, across races, class, and politics. Indeed the International structure of WILPF unites



WILPF US WWINGS PROJECTED 2-YEAR BUDGET*

*This budget is proposed to be added to the organization's annual \$291,288 budget, spread over a two-year period. It may still be revised but is included to show the scope of the WWINGS Initiative.

TRAVEL	\$16,900
<i>Airfare, Accommodation, Transportation for 2 Field Organizers making 3 visits to each of 10 participating branches/regions; Communications Specialist conducting 1 in-person training session at each of 10 sites. Hospitality will be offered by branch members in each location except for Chicago and DC, where we have no one who can host.</i>	
PRINTING	\$24,050
Training Materials, Program Materials, Field Organizer Kits, Outreach Letters, Flyers, etc.	
MAILING/POSTAGE	\$7,950
OUTREACH COSTS	\$21,900
Launch and Networking Events and Workshops	
COMMUNICATIONS SPECIALIST/ TRAINING COSTS	\$14,000
Technical Assistance for Creating Facebook and Social Media Outreach	
FUNDRAISING ASSISTANCE	\$10,000
INTERN STIPENDS	\$25,200
ADMINISTRATIVE	\$ 6,000
PROJECT TOTAL COST	<u>\$126,000</u>
PROJECTED INCOME	
GRANT #1	\$ 20,000
GRANT #2	\$ 15,000
LEAD DONOR GIFT	\$ 60,000
MAJOR DONOR GIFTS	\$ 41,000
TOTAL PROJECTED INCOME	<u>\$126,000</u>

2018 ORGANIZATIONAL BUDGET	
INCOME	
BEQUESTS INCOME	\$96,405
CONTRIBUTIONS	\$63,700
GRANTS	\$38,400
MEMBERSHIP DUES INCOME	\$34,825
PROGRAM SERVICE/RESOURCE INCOME	\$18,100
SPECIAL EVENTS	\$1,000
PRIOR-YEAR CARRYOVER	\$5,079
TOTAL INCOME	\$257,509
EXPENSES	
GENERAL OFFICE EXPENSES	\$30,687
GOVERNANCE & LEADERSHIP	\$37,100
MEMBER COMMUNICATIONS	\$10,100
PERSONNEL/CONTRACTORS PROF FEES	\$117,063
PROGRAM MANAGEMENT EXPENSES	\$13,700
PROGRAMS, INITIATIVES, BRANCH & MEMBER SUPPORT	\$60,278
WILPF INTERNATIONAL SUPPORT	\$21,860
MISCELLANEOUS EXPENSE	\$500
TOTAL EXPENSES	\$291,288
INVESTMENT INCOME APPLIED TO BALANCE BUDGET	\$33,779
2018 Net	\$0