

WILPF Board Meeting MINUTES, July 26, 2022 (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

Extended Steering Committee:

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

GUESTS:

George Friday: Triad Branch & Black Liberation Caucus (BLC)
Theresa El-Amin: Founder of the Fannie Lou Hamer, GA, Branch
Barbara Nielsen: Life Member, San Francisco, CA, Branch
Judy Adams, Peninsula, CA Branch
Marybeth Riley Gardam – 1WILPF Calls Volunteer & Fundraiser Presenter
Joan Goddard – San Jose, CA, Branch
Robin Lloyd – Burlington, VT, Branch
Ashley Carrington – WILPF member
Dee Murphy – Domestic Prisoners of War Issue Committee Chair
Jane Sloane – WILPF member, Northampton, Mass.
Margaret Pecoraro – Tucson, AZ, Branch
Regina Sneed – San Francisco, CA, Branch

Note: Decisions and Action Items are underlined

Announcements: The Personnel Ctte. is a contact point for concerns of or about staff.
There will be a WILPF US Delegation Report Back.

Shilpa volunteered to be a vibes watcher and Jan the timer.

Check-in of all attendees:

Opening presentation by President, Darien De Lu – emphasized that WILPF has a lot of work to do to be a viable organization, including the need for increased staffing in light of the diminished availability of volunteers

Old Business

1. Future One WILPF Calls? Are we ready to pay for staff? Marybeth G.'s suggestion is 12-15 hrs./mo. + 3-4 hrs./mo. for zoom tech facilitation @\$15-45/hr.= about \$600/mo. Phillip asked for input from Anne Henne and Sandy Thacker (previous 1WILPF

volunteers) and suggested a hiring freeze. Marybeth noted that Ashley C. had volunteered to help with this. Jennifer asked about effectiveness of calls. Hopefully a proposal will be presented next month.

After Ashley pointed out the importance of the chat as she's in class, Ellen and Jan volunteered to watch the CHAT.

2. Planning for 2023 National WILPF US Gathering & 2024 WILPF Congress: Barbara Nielsen plans to meet with Dianne Blais in late Aug. regarding the Gathering. A planning committee re: Congress needs to start ASAP (Darien said that it takes more than 2 years)
Barbara and Jan will work on an E-alert about the Congress Committee.

New Business

3. Membership Development Ctte. – Shilpa noted the committee has been meeting every 4-6 weeks; the ctte is working on starting 3 branches (Kentucky, Chicago, and San Diego); 1By1We Grow, 2nd edition, is starting in Sept. Would like branches to consider being a model branch using “guidelines for a model branch” which will be circulated through the branches listserv and via the e-News.

4. Development Proposal: Marybeth Gardam requested more hours for Jeneve and additional (lower-paid) assistant(s) that should pay off in 2023-4. WILPF needs more than one major donor, and leads to other donors have not come from membership. 10 hrs./wk has not been enough. Asking for 17 hours/week for her and 15/hrs. week for helpers. Phillip recommended the TED talk that Marybeth had recommended (noting the investment can pay off 10X):
https://www.ted.com/talks/dan_pallotta_the_way_we_think_about_charity_is_dead_wrong?language=en. The proposal was not approved (4 Nays, 3 Ayes and 1 Abstain).
Note: After several board members changed their votes within 48 hours after the meeting, the President called for a formal reconsideration vote, via email, with an August 2 voting deadline. In that vote, the proposal was approved: 0 Nays, 7 Ayes and 1 Abstain

5. Solicitation for a committee to create a broad **staffing plan**, possibly to include an executive director (ED): Plan Development committee (Shilpa, Ellen, Phillip, Barbara and Jan volunteered) to create a broad plan, which could include possible staff, such as an ED and ground organizers.

We'll also be hearing one or more other staffing proposals related to these ideas in Sept. Phillip recommended hiring a WILPF member to be ED, if indeed we would hire someone.

Cricket noted that members (not just board members) need to be asked to join committees.

6. Refining/Updating WILPF US's Informational Statement and Welcoming Statement to Branch Meetings. (The "new member welcome packet" was shown.) Jennifer, Judy, Barbara, Dee and Linda volunteered for committee.

7. Long-term and Strategic Planning for health and progress of WILPF US. The proposal to hire a consultant was not greeted favorably.

8. Program Ctte. Developments –Jennifer Bailey mentioned resolutions passed at the Intl. Congress noting it was a great job. A new pilot program/incubator program headed by Margo will not disrupt core committees.

9. Inner and Outer Work Committees on Diversity and Anti-racism – Joan was in an exploratory committee that had 9 members. The BLC is not a WILPF US recognized committee, although it is working on both inner and outer ant-racism work. Shilpa volunteered to work on an inner-work committee

Guests commented: The BLC will be working with International. Cricket and Judy noted that action is needed – branch members should be active in their communities with groups led by people of color. We should see what parts of the UN Decade for People of African Descent Resolution we can implement. Also, Darien noted that the BLC could stand for Black Liberation Committee and it could be a welcome additional issue committee.

10. Comments from Guests (10 min)

Theresa announced that EDAC (European Descent Allies Caucus) met w/ BLC representatives.

Dee mentioned the importance of the International Code of Conduct, and Jan noted that the CoC should also apply to the comments in the chat. George considers Codes of Conduct as efforts to control the culture of self-expression of non-white individuals.