

WILPF National Board Meeting
January 15, 2013
8:30 – 10:30 ET
Conference Call (using new technology)

Task assignment was not on the agenda; the assumption is that Cheryl, Secretary will take notes and that Laura, the President will facilitate.

If individuals would like to volunteer for timekeeping and for vibes watching in advance of the meeting, it would be appreciated.

Explanation of the "rules of engagement" and Happy New Year!

Timekeeper: Marie-Louise timekeeper.

Vibes watcher:

Presiding President: Laura Roskos

Board Members present: Marie Louise , Laura Roskos, Ellen Schwatz, Eva Havlicek, Ria K., Robin Lloyd, Darien DeLu, Cheryl Diersch, Joan Bazar, Sydney Gliserman, Catia Confortini (arrived late) and Rita J-Bradley.

Members present: Libby Frank, Nancy Munger, Barbara Neilsen, Barbara Reed, Fran Foulkrod, Elizabeth Kasper, Regina Bircherm, and Renee Prespare.

Check-ins and welcoming statement.

SUMMARY OF DECISIONS TAKEN:

Transition Task Force statement of conditions and timeline accepted.

Member comment period: Members were sent the agenda in advance of meeting, as well as any other handouts prepared by committees or task groups and they were asked to please be certain to circulate these to the board in advance.

WILPF members on the call spoke their concerns, opinions, and wishes below:

•Fran Foulkrod: Many members would like to be informed and a follow up from the discussion at the November Board Meeting regarding the financial status of US WILPF is in order: Laura said the audit should be done quickly this year. In addition, Eva the Treasurer has an article in P&F Laura invited all to read.

•Many find it surprising that member comment period is at the beginning of this call. They want to hear comments by the board prior to their speaking. (President reminds them they are scheduled twice, at the beginning and the end of the call.)

•Members on the call continue to express disappointment as to the placement time they were scheduled on the Agenda to speak;

•The youngest person in her branch by 50 years spoke about her belief that it is best to reach out to youth. She has no idea how to start a branch down here. She thinks it would be a really good idea. She is interested and enthusiastic about beginning outreach at different colleges in every state. (President thanked her and agreed it is a wonderful idea and stated the transition team will be talking more about this very same outreach.)

•Membership Council representative, Regina comments: I don't trust the technology and who is controlling the panel, I don't know who hears me? This is an issue. Concerned about the muting function and if other people on the call can hear me speak. (Laura asked if there are any proposals.)

The Membership Council representative queries, "Who is not here and why are they not here?" More than half the people from the M. Council believe this is not a way to interact and will not go along with this type of free conference calling – right now it feels like a student in a classroom.

•Many voiced there is no substitute for a face-to-face meeting and a National Congress is an important consideration. We spend money many other ways and I know we are at a catastrophe, environmentally but we need to have a National Congress.

•Nancy Munger: I have a question for the transition team: do you have ideas for how you are going to follow up with this, getting input from people? Do you have an email address or more formal follow up mechanism? Regarding National Congress generally support the proposal and I totally agree face-to-face is essential. Proposal is for a shortened Congress and this is important for pulling in younger women, for working women. I support Regional Congress also is a good idea and please do not schedule any congresses during the winter months. Regarding the Communications Proposal I have become more and more leery of more committee's and this seems like a huge work plan without any limits. Concerned about adding another committee to our already many committees.

•Libby: I was intrigue with the Transition Team ideas. Looking ahead is good idea since some of us are concerned about how long we will be lasting. I have concerns with it. Do start with program always: how to get people of color, how do you get young people and diversity etc., start with Programs and then go forward. The text starts with programs but the work plan does not show it. Also this is written to the board stating they are leaders and what they are going to do as leaders, yet we are all leaders. There are leaders all across the country and I find it a big and critical gap that this is written to the board only. Another point, US WILPF has been on a decline for a long time-Why? We have to figure out the reasons for it. Someone of us has asked that you read the book, Diminishing Democracy: From Membership to Management in America Civil Life (Editor's note: I do have a copy and have taken many of the points written within into consideration for going forward.)

•Ria: Thank you to Transition Team Transition Team, for being able to not focus on the processes but focus on government, leadership and big picture. The board should take their time to read this plan and take the action steps to go forward. I am looking forward....died out.

• Renee: NYC Metro clarified that they do not want to be a part of the Fundraiser in NYC this winter. They have determined they will make a \$300.00 contribution to the WILPF fundraiser event in NYC in March - they will not solicit any more money or energy to support National WILPF. Our work was interrupted for three years and we are currently working on a major membership drive. They remember three years ago when our time was wasted for three years proving our WILPF affiliation and existence to Linda Bell President of JAPA and Laura Roskos, President of WILPF. We will not divert our energy to help US WILPF. We think it is more important for us to build our own membership. We cannot work together and will not work together. I would like to ask that someone else coordinates this conference call so we know the problem is with the glitches are not the person controlling the panel.

•Barbara Neilsen: Ad hoc communications proposals by saying that this is one of the more exciting projects in a long time. We are pulling good people together to move forward without undue burden on staff, Ria and Theresa. We do not want to reinvent the wheel. It is not over reaching and takes loose ends together and consolidates in one place. I would like the board to look at this seriously. Joan has put a huge amount of work this it is the most comprehensive proposal in 4 years.

Member comments end and will again open again at the end of this call.

Laura opens with an acknowledgment that, "Now we are working together as a good board and it has been difficult to work together. We are picking up some momentum with a lot of plans for the future and grateful to the people for the proposals to move forward."

CSW and Fundraising in NYC next month from Ria.

Preparations for the CSW - 57th session are long underway. All UN Practicum and L2G participants have been selected and notified and most of the deposits have been made. We have identified and secured the accommodations for our own delegation as well as WILPF International members. The

date, time, and agenda have been set for the All WILPF Orientation. The orientation planning is a joint effort between WILPF US and WILPF International. The official UN tour has been reserved for the L2G and Practicum participants as well as faculty and staff members. Two parallel events were applied for and accepted from WILPF US. The following is brief information about each event:

"Literacy is a Women's Right - Cuba's Commitment to Women and the World" organized by WILPF's Cuba and Bolivarian Alliance Issue Committee and co-sponsored by U.S. Women & Cuba Collaboration
The event is planned for:
March 5, 2013
12:30 pm
Drew Room, Ground Floor
Church Center for the UN

¡Ni una más! Not one more! Resilience and Resistance, using art, protest, education and political action to eliminate Femicide and Human Trafficking organized by WILPF Missoula Branch.
The event is planned for:

March 5, 2013
8:30am
Boss Room, 8th floor
Church Center for the UN

Ria states, we have secured 17 passes for the CSW and completed registration for 17 participants. We are still looking for 10-15 passes to accommodate the remainder of both programs, participants, faculty staff, members and side event participants. We are still working on creating the binder for the Practicum and a list of relevant readings/assignments for L2G. They should both be complete and distributed by the end of January. Tuition is still being collected from the Practicum Participants. They have until February 8th. L2G travel itineraries are being discussed on a one on one basis and should be purchased by January 29th.

The fundraising event has been planned and coordinated with WILPF International at the Vermillion Restaurant. Sponsors are still being identified and approached about the Fundraising event. We have unpaid intern (Vera Spaan), working out of NYC to help us organize the fundraising event scheduled for March 8, 2013. The major event planned for International Women's Day will have two parts; one with the fundraising focus for WILPF U.S Section. To meet and Greet Madeleine Reis from 5:00 pm to 6:00 pm, and the other general event planned in collaboration with WILPF International to help us rise WILPF's visibility.

We applied for Heart and Soul Grant via Community Tech Knowledge Foundation in Austin, Texas for mini-grants 2013. This application was a joint initiative by Rita Jankowska-Bradley who wrote a mission driven poem on behalf of WILPF US Section, Ellen Schwartz and myself. The grant awardees will be announced on February 8th, 2013, and I hope to report to you about the grant outcome in the next report.

Rita notes: The second side event also about Femicide systematic genocide on women in Latin America. Also there is collaboration from a Local 2 Global contact who was a practicum member from a few years ago working together across the generations. This is our work continuing from our meeting at CSW a couple of years ago.

Robin notes there are other workshops that are happening too.

Status of reconciliation of Minutes Project

Ellen updates on the status of reconciliation minutes project.

- Spring Board Meeting Minutes are complete, reduced down to 36 pages.
- Decisions have been made and what are left over are policy items 3, 4 and 5, yet she isn't sure of what they are. Laura tells Ellen she can find those items for you.

National Congress proposal

Opening comments, we have worked on this proposal previously via email and at the Steering Committee level. The last time we spoke about this proposal there were a couple of people who were having reservations about having a National Congress in 2014. Can one of you women begin?

- Respondents to the National Congress surveys and emails were 43 on the Google Survey and 24 email comments. The proposal is a distillation from those comments. Also any planning committees should be aware to include another recommendation to include follow up reports at the end of the National Congress.
- All the feedback is saved with Darien.

Laura states, we are close to consensus on this.

Other board members spoke up:

- We could have this proposal to include the option of only 4 regional meetings, for the consideration to save money for the Hague Conference.
- Regional meetings are an avenue to bring more people together and local new members too.
- Soon we need to get this request out to the branches for a National Congress location commitment.

One of the board members reported inappropriate financial information hence the Financial Committee Chair and Treasurer stressed the information was not true and endorsed what was the correct information. In addition, the fiscal crisis that is talked about during this call is not any worse than last year or the year before. We are in good shape until the summer when we see a possible dip in revenue.

Laura, continues, "We have a general agreement therefore I will revise this version to put it out for a vote, it should go through smoothly.

Transition Task Force

Cheryl delivers the report.

We will begin with our poet, WILPF Board Transition Team Member from Missoula Rita slamming her poem.

It is important to stress that this report is not a "quick fix" approach. Nor is it something that can be quickly instilled within our group. This proposal has the potential to build membership confidence and to stop the organization from losing money.

This report has the long-term transformational approach that addresses the core of US WILPF's work - the leaders. In essence, it's a way of being that has the potential to create positive change throughout the whole US WILPF organization.

Most community-building efforts today are almost all built in some way on the notion that change always starts in side each of us. And this leads me to a new ethic in organizational development, "The work exists for the person as much as the person exists for the work." This requires growth of those who do the work as the primary aim.

And for US WILPF Board Members, us, that work is building team spirit, consensus, participation, fundraising (we are all fundraisers), solicitation of new young members, and WILPF will go on continuously. In people-building organizations we put people first. We are to be both servant and leader and we serve each other no matter who we are.

A Proposal for US WILPF to transition towards a 21st Century Sustainable Women's Peace Group

(Why Sustainable? Sustainable is the capacity to endure. Every organization needs human capacity building for the long-term maintenance of well-being without exhausting beings and resources or causing severe damage.)

"We have a long, long way to go. So let us hasten along the road, the road of human tenderness and generosity."

~Emily Greene Bache
WILPF member
/Nobel Peace Prize (1946)

1. Groups exist to get things done. The more we work together to achieve common goals, the more bonded we will become. If we choose positive goals to work together we can eliminate our chronic financial and membership woes.

2. We want to inspire US WILPF's Board. This proposal is for those of us who are eager to draw on the wisdom of our founders, an understanding that women learn from each other and each other's experience and move it forward. This women's wisdom has inspired other WILPF members for 100 years. It is for those who want to benefit from the skills of their sisters to deepen our understanding as a group of how to work together to achieve common goals.

We have a mission to keep on striving and stay alivin," in Rita's words.

3. Giving money to US WILPF is more than a project to give money. It's never a money problem – it's an idea problem. Donors, members, sponsors and board members want to give in order to support and achieve the fulfillment of WILPF's dreams, mission and goals. Donors give to winners, not losers.

4. If you don't like something, change it.

If you don't like something, change it.
If you can't change it, change your attitude.
Don't complain.
~ Maya Angelou ~

5. US WILPF has been on a decline for a long time. We all agree US WILPF has been on a decline for a long time. Time is of the essence for the board to put all their energy into inspiring its membership. It is urgent for each member of the board to stop blaming and take responsibility for US WILPF's decline. An organization can move in one of two directions: uphill or downhill. Downhill is usually when the board does not identify or is not able to have solidarity to change the direction.

It is simple: trust our committee chairs and groups to do the right thing. As leaders, ONLY focus on being positive about WILPF. Take day by day, make sure today you do not write a negative email nor respond to a negative email. It is imperative to bring in new energy for the health and vitality of the organization. The law of attraction says we attract who we are - not what we want. Those who want to complain will self-select and find another dance group.

"If I can't dance to it, it's not my revolution." ~Emma Goldman

6. We are the elected leaders, not the managers. Create goals then strategies, and then take the lead, to empower our members and each other. Our energy will be contagious. The money will follow to hire the managers.

This proposal assumes all of the current WILPF board members will take responsibility to behave as a highly functioning group of intellectuals, leaders and activists so that we can lead the expansion

and growth both on a national and global level. We have an extremely talented group of board members that are very capable to execute their directives - we do not need to spend our time micro-manage them. WILPF Board Members are volunteers of a self-selected group that has the spirit to lead (with our contagious effervescent energy).

7. We need to trust our sisters. At the board meeting we talked about the fact that we need not manage each other, but rather to trust our work. We can create a skills bank of WILPF members for example. We can provide trainings in leadership skills of which our human capacity and discipline can be expanded for self-awareness, self-management, and social awareness and relationship management. Some people do not have critical thinking skills for decision-making therefore education is important to be considered within the WILPF board model for development.

If we don't trust our sisters then we will not honestly solicit funds, members or sponsors to join our group.

8. We can ask ourselves, how do parts affect and interconnect with one another? How are we interconnected? Responsibility comes from the way we act and behave which creates ripple effects, that, or what we do within the member group. We are all interconnected! Just like the ecology of nature, all systems are interconnected.

9. Culture is learned. US WILPF's Culture needs to be to be inspirational. We are the change agents - we are the role models. Board members have the directive just by their elected status to have the ability to engage and connect within all relationships, and have a respectful culture. This proposal provides a framework that allows us to grow and be sustainable. It is inclusive, compassionate and safe so we can reach for our desires as a group. A sustainable board model will support continuous learning. It is through this learning potential and process that the WILPF leadership will refresh a previous US WILPF culture Catia writes about "intelligent compassion."

10. Leap for the sun -- you may not reach it, but at least you will get off the ground. In an article by Howard Zinn African-American writer Zora Neale Hurston, who wouldn't do what white people wanted her to do, who wouldn't do what Black people wanted her to do, who insisted on being herself, said that her mother, Lucy Ann Hurston (née Potts), advised her: Leap for the sun -- you may not reach it, but at least you will get off the ground.

We, the Transition Team visualize this proposal to be accepted in full and to be a healthy living document that continues grows from all board members input. We hope it will take shape over the next few months to ultimately consist of Goals, Long-term Planning, Action Items, Who will begin it (which board member), Timeline, and a Budget.

Thank you for listening and we know this is not perfect, in the least it can create a place for all of us to serve through healthy, civil and compassionate discussion.

Respectfully submitted by, Cheryl, Sidney, Marie-Louise, Rita and Robin

Any and all specific asks or ideas the Transition Team would like to hear from everyone.

Laura asks if we have any specific ideas on how this can grow operationally. Laura continues, I'm thinking WILPF should use this as a living document. One of the reasons I was trying to project out into the year and look for a WILPF meet up time that this could be a focal point for the regional meetings. How we can bring the different energies together from especially those who are getting ready to step up and take on leadership roles for their contributions? I am thinking if we have regional meetings we can bring other and new members to the table to contribute their ideas. We have many board members who have served for a while now and I would like to feel more confident that we are attracting more competence for our replacements.

The wisdom of WILPF members is that they expand from learning from each other. The Transition Team set it up this living document to bring all members together and be part of the conversation and design for the 21st Century.

Robin liked what Laura started to develop in the idea of a practicum reunion this summer and a planning session in the early fall, these would be very useful. Also, One Billion Rising is a possibility to bring to your branches; we are bringing in many other groups in the art and theater communities with our branch in Burlington.

Ellen likes the part that speaks to her that if we are working on something that seems meaningful then we will get along better.

Marie Louise I want to point out because I was really inspired by this document – it is a living document. Also you look at a point that speaks to you like for example the art certainly spoke to Robin this is your jumping off point. Something that spoke to me is building membership in our own branches and working with the art in our community, but it is key to keep it intentional. Work with the document keep referring back to find where it interconnects and we can deepen our intentions to see where another activity can overlap with another. You will see how one activity supports another activity.

Laura, one idea I had working with this spreadsheet is to develop it as it is a working document for example it is in our Bylaws to meet once a year in the town of the WILPF home office if we are having our meetings via conference calls. When the board gets together this can be our focal point and a major part of our retreat could be to develop the spreadsheet into action steps and bench marks etc. We can add more to this document than what the transition team has done. We could do this together as a way to be together.

Any other thoughts with this transition team document?

Member comments:

- If we are going to have regional meetings or retreats I think it is a really good idea to have this TT report to be part of the regional meetings. It would be an opportunity to get more grassroots into engaged.
- Don't see anything in this document in programming in terms of ending war like what we have done since 1914 is to end wars.
- Bonding together? For the board to have personal growth? All these are wonderful but I don't see how that personal dynamism relates to the original purpose of WILPF which it to end war to promote peace and equality.

Response by a board member:

- This was written for the board members to get a bigger picture for what needs to happen to bring WILPF together by appreciating each other and to trust. This is something that is missing, trust. We have the propensity to wake up and this is what we need to build upon.
- I liked the profound statement that we are leaders and not managers.

Communications Committee mandate and membership

Laura, spoke to the excitement of this newly-formed ad hoc committee by Joan and the labors that Joan and others have put into its creation.

Ad hoc Communications Committee Proposal January 8, 2013

Brief Description: The Communications Committee works on improving the Section's print, online and social media information flow. We are looking for members with writing, editing, design, graphics, photography, video, social media, web and related skills.

Mission: Promote the overall mission of WILPF U.S. by facilitating communication among members and branches; including our board, issue committees, staff, and outreach with the public and potential funders.

- Assist the D.O. and IT/communications consultant by gathering and focusing input from members for our print and electronic publications
- Make recommendations for board communications policies and procedures as appropriate

Membership: Joan Bazar, Marie-Louise Jackson-Miller, Ellen Schwartz, Mary Hanson Harrison, Rachel Nagin, Fran Foulkrod, Barbara Nielsen, Laura Roskos, Theresa Stephens, and Ria Kulenovic.

Question: How are these marketing pieces happening currently for this committee to be a necessity now? Was there a problem before?

Yes, there were always miscommunications and to increase the communications between all members, branches and board members etc. There has been a long history behind each of these media projects. For example e-news there would be articles sent in without the correct format. This has been haphazard in the past.

The committee has listed all the activities going forward. The committee is also requesting other ideas of other needs to add to the list.

Many spoke in favor of this committee and its description. Some did request more clarification of sunset date, a check in period to see how the committee is working together etc.

Laura suggests we accept this mission and description by the committee and add a sunset date to see if everyone has had a chance to do what they thought they could provide.

Board discussion was continued what is a reasonable timeline to accept the Ad Hoc Committee and document in full.

- Clarification one year plus a 6 month review date,
- Or 6-month review with an assumption for another 6 months,
- Or concern of waiting too long and pushing a review off to the next board.
- The question was asked what is the traditional framework for a new ad hoc board's parameters, and how do we support them if they need an angel, and how can they request help if need be?

Laura, urged us to accept this and then via email we can create a process...

Laura asked Darien, if we did this for a 6 month review then another 6 months can you go along with this. Darien replied, with more back and forth stating the timeline suggested would be after the new board is established. Laura, clarified that we were taking her observation into consideration and that is not the case. Can you accept this? Darien said she can't accept this and she needs more time to discuss and for us to move on to this agenda item.

Close to acceptance with a 6-month review and then it sunsets in another 6-months.

After much discussion the board ran out of time and never decided.

Check out time and comments by members.

- Do not want us to forget to why WILPF exists "To change the world." The Transition Team is right we need to build trust but they are wrong that this happens by bonding and following. It happens by wanting to change the world and working on projects together. Trust isn't built by

people working in a vacuum to see if you can be successful. It is by building a better world; I don't want us to forget to change the world.

- The person or people who are serving as hosts or mediators on this call would do well to learn the technology before they are calling upon others to speak. The members are not aware if they have been unmuted or muted. This is disconcerting. In time the underlining philosophy of having a better discussion when members are not able to be present but now it is less than desirable.
- Interesting presentations substantively - there was a lot of work done and thanks to you.

Laura, "You are right, I am not well versed in this technology, and I am not getting consistent results when I right click of left click."

Laura says, this member period is over and thanks to you all for your feedback.

Executive session: Almost all experts suggest making an executive session routine, esp. when operating under open meeting laws see:

<http://www.blueavocado.org/content/should-board-hold-executive-sessions>)

Joan or Darien can you give us heads up to what to expect regarding Ria's annual review?

Joan says, Ria has been with us almost a year on May 14th. She has accomplished so much. March we will send a questionnaire all board members and selected people that Ria interacts with to be turned into a confidential personal report.

Laura notes, the cost of living increase has been implemented per Ria's contract.

Check out and meeting assessment by board members

Laura asked, for member comments regarding this Board Meeting Conference Call.

Catia apologized for coming in late on this call. She fell asleep. She wakes up at 4:30 am so it is difficult to stay awake at this time of night; 8:30 is my bedtime.

Darien reopened Ria's review process; Ellen and Darien continued to discuss the history with previous review processes.

Laura, can we move to our board check out now?

Ellen thinks it was a good meeting and suggests to Joan the Communications Committee to try out this new technology.

Eva, considering that this is new technology it did go well for the first time. Also, would like to see each agenda item and then the members have 10 minutes for comments.

Marie Louise – Good call yet put off by the negative comments by the members. I want to do follow up with these people who have had bad feelings I want to make them feel good. I want to work on building relationships with members.

Sydney – Pretty good call. Personally overwhelmed. Working fulltime 10:30 seems a lot later. Think the technology worked out well and it will get easier as we continue. Still trying to work in my new job and schedule please be patient.

Rita agrees with Marie Louise it is really hard to serve as a WILPF board member when there is this culture of negativity. We are trying to work hard, reach out, engage members, and to be strong and positive within ourselves. Hopefully we can get past this culture.

Darien – I thought it worked well. I understand people don't understand the people who are negative. Now we are aware of it and maybe we can address it. People continue to feel more left out of the process and information is being kept from them. I did not understand we are taking money out of the Race St. account.

Laura feels the problem is the board can't meet with these 10 people independently nor find what will make them happy. We need to find a way to structure these things. So we need to stay focused on WILPF's work.

Robin finds the members would have like to have a response to the financial crisis. They are putting out their concerns and we are not paying attention. It is about how we are processing their concerns.

Cheryl replies, I think Eva did respond to them and their concerns with fiscal integrity. I think she did a good job. Thank you Eva.

Laura says the members who showed up and the one non-member are pretty much the people who show up everytime. The problem is we can't seem to have a positive meeting with these members present they destroy our board integrity to be a board where we can make decisions that need to be passed. They call us into an arguing dynamic. We need to stay focused and moving WILPF forward and doing our work.

Ellen – Laura you have a difficult task and you did a good job.

Joan – there is a lot to follow up but I was rather frustrated by what you imposed on the communications structure, Laura.

Meeting adjourned.

Minutes respectfully submitted by: Cheryl Diersch, Secretary