

Minutes USNPCA Annual Conference, Oct 2-5, 2008 (edited and compiled by Nancy Wrenn)

Attendees: Joan Bernstein and Marsha Carlton (Berkeley, CA), Bob Edgerton (Seattle WA), Faith Edman (Tucson AZ), Ann Frisch (Oshkosh, WI), Donna Howard (Duluth, MI), Judy King (Boston MA), Terri Shofner (Portland OR), Ann Warner (Minneapolis MN), Dorothy Werner (Chicago IL), Nancy Wrenn and Sherry Zitter (Boston MA); several from the Minneapolis office, including Mary Lou Ott, Erika Shatz, Tinka Kurth, Sue Ann Martinson; from the local Twin Cities chapter: Ann Lewis, Tom Sullivan, Frances Tobian, and Sally Polk; and NP international staff Mel Duncan and Jan Passion.

Hosts: St. Paul/ Minneapolis Chapter

Location: Carondolet Conference Center, St. Paul, MN

Purpose of this gathering:

Reports from each chapter, the Committees, field work in Mindanao, Sri Lanka, and Guatemala and the new Minnesota Peace Team
Implementation of the NP Long Term Plan
Clarification of our work with the US NP office
Tools for helping new and existing chapters
Election of new Coordinating Committee

Reports from the local chapters:

3 new chapters have been started this year. Chicago, Texas (Big Bend) and Portland (Peaceforce Oregon). 8 chapters have been going for some time. Tucson, Bay Area, San Diego, Minneapolis/ St.Paul, Greater Boston, Bucks County, Philadelphia, and Western Washington. In the past month, there have been contacts from 6 new areas. (Los Angeles, Santa Monica, Washington DC and Cleveland).

Bob Edgerton for Western Washington:

This chapter has held monthly programs for the community at their public library - one on mediation; one on martial arts aikido; women peacemakers on Mother's Day. Average attendance is 20. They have an E-mail list of 246. Dave Berrian has been the prime mover and will be sorely missed as he pursues new areas of interest.

Ann Warner, Debbie Bancroft for Minneapolis/St. Paul:

This chapter has been very successful in fundraising. "Poets and Potters for Peace" made under \$5,000, a local artist donated all her work for a fundraiser (\$25/person) and the chapter made \$60k. House parties with Mel as a speaker have also been successful. At each of these events they have a signup sheet and add names of new volunteers and increase their mailing list. Next year an event with Howard Zinn - a reading/stage version of his People's History is planned to be held in St. Catherine's College large auditorium. This past year there have been chapter meetings once a month in the morning. Tom Sullivan has catalogued books that were in the NP office on peace and nonviolence, wants to put complete list on USNPCA website.

Sherry Zitter for Greater Boston:

Last week the chapter held a networking event featuring Michael True, noted peace activist and author. Earlier in the year David Hartsough was speaker at a well-attended event. Erica Shatz was invited by Buddhist Peace Fellowship to speak to local MO groups and one of their members became a major NP donor. Sherry coordinated a national raffle and raised \$3,000 for NP. A one-day workshop and weekend-long training was offered in June, with a one-day workshop planned as a follow-up in late October. Members have tabled at peace rallies. They are building a local chapter website and listserv.

Faith Edman for Tucson:

Tucson has always been small (Faith and Paul) but they do a lot of outreach and tabling, and have handled the communications for USNPCA.

Donna Howard pointed out that Faith is one of the most valuable and hard-working members of the International Governing Council. USNPCA was responsible for nominating her and we can support her! As an IGC member, Faith would like our help on how to communicate better with MOs. She knows USNPCA has the challenge of working without paid staff, feels we need information to make good decisions together.

Terri Shofner for Portland (including Corvallis and Eugene):

As a very new chapter, they are starting to network with local, smaller groups and recruit more volunteers. They started a monthly "Adventures in Nonviolence" series which has covered the spirituality of nonviolence and communications (CLARA). They hope to connect with the Peace and Justice Studies Association and Nonviolent Communication. They are using advertising, brochures, listserves as a way of improving attendance.

Marsha Carlton for the Bay Area:

This chapter has been dormant. Marsha is working with Veronika Safarova but they find it is difficult to get meetings scheduled. They did put on a Training for Trainers weekend in June which was a lot of work by telephone and e-mail.

Dorothy Werner for Chicago:

Elce Raymond was hoping to attend but had an accident earlier the week. He works in schools to teach nonviolent peacekeeping and safe passage. When Mel came to town in April, the new chapter put together 9 events in 5 days! Sing Out for Peace attracted 40. Each of the members have different talents; how to put these talents together is the challenge. They are working with the Ill. Coalition for Peace, Justice and the Environment to see which events in that network they can table at.

Ann Frisch, Oshkosh, WI:

Ann spent several months in Guatemala, is retired but teaches at the University of Wisconsin – Becoming a Global Citizen – is active on the NP Fundraising Board, does not anticipate forming a local chapter. She created an NP display board, which she brought to this gathering, has taken it to the UN Association, colleges where she talked at student meetings, and has two upcoming engagements with peace and justice studies

classes. Students of Amnesty Intl. are going to do a fundraiser for NP. (If they raise \$500, they will get a certificate.)

Report from Mel:

Mindanao, from where he has recently returned, has experienced an independence struggle for 18 months between the Government and the Moro Islamic Liberation Front (MILF). President Arroyo was expected to sign a Memo of Agreement but conflict erupted suddenly in August. 23,000 Internally Displaced Persons (IDP's) had to move into impromptu camps. NP staff helped local people get into safety and Mel, Atif (director of the NP Philippines program) and Tim Wallis met with two leaders. Human Rights defenders wanted more international peacekeepers.

In Sri Lanka conditions are getting worse. The northern government forces are more aggressive in their effort to overcome the Tamil Tigers and they expect to win. NP staff are protecting vulnerable people and there is resonance now at the EU and the UN.

The NP briefing at the UN in June sponsored by the Canadian Mission was attended by 35 key UN officials. Atif and Mel presented along with Rolf Carrier, former UNICEF official who has been extremely supportive of NP at the UN. The Security Council wants to insert unarmed peace teams as a policy option. The shift in the UN from "the primacy of sovereignty" to "Responsibility to Protect" work also adds conceptual support to NP. The Secretary General's Implementation Plan coming this fall is expected to support more benign than military approaches to peacekeeping. This coming week Mel will be attending a luncheon at the UN in which the Responsibility to Protect will be discussed further.

Mel also discussed the Five Year Long Term Plan of NP. There are four pillars: Field Work, Regional Development, Organizational Capacity and Public Awareness/ Constituency Building. Benchmarks are one larger scale project, 200 more peacekeepers deployed, 5 shorter term projects completed, a screening tool for inter-cultural competence, and 750 trained in basic skills of nonviolent peace work. This past year three international trainings have been held, one in Romania, another in Nairobi. Under consideration is a shorter 10 day professional field team training which would provide core training for 20, most of whom will be sent to Mindanao, some to Sri Lanka. There are now 74 truly committed MOs. A new professional communications consultant has done a communications audit.

There have been over 50 applicants for Mel's position. Three are now short listed. The successful applicant is expected to begin on the first of January and will have 3 months transition time with Mel. Mel plans to travel for two weeks in December and will be open to bookings for public speaking.

Celebration and appreciation of Mary Lou Ott:

Founder, office staff coordinator, outreach to new and old chapters, heart and spirit of

NP, Mary Lou was given a warm circle of appreciation and words of support upon her retirement from her volunteer position, held since the beginning of NP.

Changes in working relationship between the Chapters/USNPCA and the Minneapolis office (workshop with Erika Shatz):

The Minneapolis office is the base for finance and fundraising in support of international operations for NP.

Chapter Members Comments/Concerns

More clarification was requested by the chapter representatives on who and what people do within the organization. Can staff provide a list of people in an area that want mentoring or have interest in NP? How do we handle money within the chapter for trainings, etc? We need a point of contact for these structural questions.

Need some positive feedback mechanism or patience. One person said she wants chapters to have input on policy, like peace bonds being provided or not. Can the Minneapolis office establish a nonprofit (501-c-3) bank account for USNPCA and provide regular financial reports? Who keeps the USNPCA data base? What portion of funds raised can be kept in the local chapter? Who pays for materials?

Staff Comments/Concerns

Staff said they hope that USNPCA will see how it can support NP. They fear that we're using the staff for things that the chapters should do on their own. Staff should use the chapters for networking – chapters should do the calling and follow up rather than the staff.

Staff does expect that the chapters be involved in fundraising. The US is the 3rd largest NP office in the world (staff wise) because US contributes over 50% of the budget. That's why the staff is here. All chapter members should be donors. Fear that there are people in the chapters that are not in the database. Same with the training – people that get the training should donate money. They should get an appeal letter in a couple of weeks. Local people should put personal signature on request. There are times when a lot of time is spent on a chapter, but no money comes out of it. If NP staff helps a chapter, there should be a return.

Staff is overwhelmed by workload in fundraising and major donors. Want clarification of roles. Outreach and fundraising go together. Always build in a fundraising component. Chapters are not aware of the overwhelmed staff feelings across the board, need chapters to do volunteer outreach work. Fear of becoming a bottleneck in the system. Expectations on fundraising may be too high since many committed people want to be doing peace work in the streets.

Chapters should be helping to cultivate donors, research new potential donors, and communicate with them. Clarification of roles is needed. Expect the chapters to grow NP visibility to help fundraising.

Chapters are making their own materials that may not be accurate. All names need to come in to the database. One idea is “Support our Troops” initiatives for the field team members – cards and messages – but try to tie into fundraising.

Group Debrief

Reminder of all the good intentions and good work being done and we’re all interrelated.

Answers to some of our hopes and suggestions:

- We could adopt a field team member financially
- We need to develop more sensitivity to staff
- Talk about personal donation (1% donor) to encourage others to donate
- Send in all lists of contacts to Tamra (standardized format would help)
- Chapters need to get a list back to verify
- Add to the data base where the person got added to the list (tabling, training, event, etc)
- Get list from Tamra of donors or people trained from our area – chapter must ask
- Add chapter list and contacts to USNPCA newsletter

Conclusion: The new coordinating committee needs to address this. The answer to the question about who is the staff contact for chapters and USNPCA is that Joan Bernstein will be the liaison between the office and the chapters. Any questions should go to her.

Overview of NP staff organization

There are six Departments in NP:

1. Capacity Building (Phil Esmonde, based in Sri Lanka, head) – International recruitment and training for field teams - gets requests from groups wanting help.

2. Strategic Relations (David Grant in DC, head) – builds relationships with MOs, the UN, the EU, African Union – Examines feasibility of a proposed project. Regional Coordinators fall under this dept. Joan is the Regional Coordinator for North America. 19 US MOs are in this region which includes Canada. Africa has 53 countries.

3. Fundraising (Agnieszka Komoch from Poland, based in Brussels, head) There’s also the Fundraising Board, which works with Erica on major donors.

4. Program Department (Tim Wallace, UK, head) – responsible for peacekeeping projects in the field. Jan Passion is responsible for Field Team Human Resources.

5. Administration and Finance (Kim Cermak – head for 10 months only) This position may move to work with new Executive Officer in Brussels.

6. Communications (David Grant heads this up as well as Strategic Relations and will divide his work until this position can be filled.)

The International Governance Council (IGC) is volunteer and is a board of directors. Departments (e.g. capacity bldg, program, communication) are not represented on the IGC.

Implications of the long-term plan for USNPCA (workshop led by Joan Bernstein, North America Regional Coordinator, and Donna Howard, co-chair of the IGC)

NP needs to add pivotal staff to accomplish the plan. In the meantime volunteer opportunities from USNPCA were presented, which included the Emergency Response Network (recruit at tabling); logistical assistance with Field Peace Team training; identification of specific fundraising goals, e.g. funding one peacekeeper for a year; peace team training for new local and regional teams; creating a Speakers Bureau; working with ally organizations to educate legislators about NP and advocate for unarmed civilian intervention; and media communication, e.g. radio, TV, Op Eds. Joan will provide materials and help to orchestrate advocacy work.

NP has two equal and inter-related goals:

1. Building global capacity to intervene in global conflict with unarmed civilians nonviolently, build credibility, transparency in our methods
2. Send teams into conflict

Donna also asked us to consider how USNPCA could pair with another region such as Africa to help them organize better, both through financial and other resources.

Report of the Training Committee by Sherry Zitter

(NOTE: Joan clarified later that this is not a USNPCA committee, but a committee of NP North America and Joan is the convenor of the committee.)

NP has close ties with the Michigan Peace Team (MPT) which started 14 years ago and now is a Member Organization of NP. (Sherry Wander of MPT was a representative to the International Assembly and became a member of the IGC.) MPT helped with pilot training, which Sherry Zitter and others did in Minneapolis in '06. An anonymous NP chapter member gave a grant to train trainers. NP now plans one day workshops to train US residents to be members of peace teams at events where there might be conflicts, such as Ku Klux Klan rallies and other events. In San Diego, the size of the chapter tripled after their trainings. By next weekend, we will have about 80 trained facilitators, who will co-train with the established trainers before launching on their own. We now have grants to do training in North Minneapolis, to train new peace teams in 6 cities, and to write an organizing manual. Evaluation by an outside consultant will also be done, thanks to an individual's donation.

There was confusion over the two types of trainings. The NCI Nonviolence one day training/workshop is oriented to interpersonal interventions, whereas the 6 day training for trainers is oriented to Peace Team training. There is general agreement that the 10

hour trainings are not enough training for either model. Note: the new Minnesota Peace Team formed quickly in response to anticipated violence at the RNC and had one day of training!

A new inner city training for episodic violence is in development.

Report of the Mentoring committee – Nancy Wrenn

The committee has had bi-monthly conference calls. Several original members have not been able to serve – Tom Moore died, Carol had surgery and moved, and Mary Lou had several unexpected downturns. Nancy passed out a survey for chapters to tell about their activities. She said there are currently ten active chapters, three of which are new. Names of new people interested in forming a chapter are referred by the office and Nancy will call to introduce them to others in their area and learn of their information needs. Terri is now shipping brochures, newsletters and other materials on request and a speakers bureau is starting.

A new Resource Guide for Chapters, developed by Paul Christian, was distributed to each chapter representative. Short review of the resource guide and comments:

- Add online resources to table of contents
- Revise the “A local Chapter is a place to . . .”
- Move NP and fundraising to top.
- Do not include “solidarity with local community” – (in violation of partisanship)
- Create an introductory email for those considering starting a chapter – followed by a phone call.
- Email listserv should be included.
- Need to provide guidelines especially on nonpartisanship and what that means.

Terri, Paul and Joan will examine this document and edit before it is widely distributed. (Unclear if David Grant needs to see this before we use it – communications issues.) A list of fledgling chapters will be sent out to existing chapters in case someone wants to contact them with information about a person in their area they might want to reach.

Leadership Development – Dorothy and Faith

Brainstorming on What is a leader?

- empowers others to do what needs to be done, according to their capability
- recognizes varying capabilities, affirms the gifts of others
- inspires others
- delegates
- clearly articulates the goals, vision, purpose of the group and gets others working together towards those goals
- pays attention to the group welfare
- helps identify resources (personal skills and others) of how to get the job done (both available and still needed)
- recognizes the efforts of all
- is a good spokesperson/rep and makes connections in the community

- it's an action/skills set rather than a person
- has the ability to accept input from others
- has the ability to help craft compromises when needed
- able to give and get information/ has good listening and feedback skills
- has a sense of humor
- knows when to step out of the way
- someone who makes solid decisions based on what's best for the group

How can all these qualities be developed in a group, for the good of the group?

Many different models, including the one Anne Frisch referenced earlier (circle with division of roles defined, e.g. chair, treasurer, notetaker, program) The method used can influence the quality of leadership.

- consensus/modified consensus can build participation
- rotating facilitation,
- no officers/non hierarchical structure
- let each person take the jobs for which they are suitable and not micro-managed This is tough!! To develop good leadership, strong leaders must bite their tongues if things are done differently than they wish.
- take a skills inventory
- focus on fun part of the time
- develop a clear mission statement

[Classic movement theory (Dorothy) – Group starts by following their mission and then degenerates into focus on keeping the group going, how many members are coming to meetings, etc.]

How can we focus on our mission statement: read it at each meeting? Post it?

Tools which can help:

- Nobody talks twice until everyone has spoken once.
- For consensus, can use a color card system
- Every 2-3 meetings, ask each person why they are here – purpose.
- Ask each chapter member for a commitment outside of chapter meetings – write it on a piece of paper. Can't be a chapter member without a commitment to work/action.
- Ask everyone to have a small job at each meeting – helps build ownership of the group. Saves time because it weans out/clarifies people who are and aren't interested. New people may shadow someone for 3 months.

How can we invite new people in without scaring them off with the demand for work?

- How many people do we need to have in a chapter?
- If meeting is too large for general discussion, can we change the structure, such as a large meeting or event every 3 months and small affinity groups meeting in between; or change from discussion groups to another structure that meets NP's longterm strategic goals better.

Asking for money is not marketing yourself but marketing something you love. You are giving people the opportunity to be asked. I like to tell people that “I’m a 1% donor.”

What’s Worked:

- At Chicago’s Singout for Peace they passed the hat; invited 4 semi-pro singers—used their own resources. Ann Frisch gave part of the presentation; then songs; then more presentation.
- In Boston they used the donor list from the office and raised \$2,000 from 85 people at the Bob Fitch event. They also sold Peace Bonds.
- In Western Washington they held a Silent Auction of items purchased in Sri Lanka—gem stones, art—a lot of work, but they raised \$6000.
- In Minneapolis they have had good luck with house parties. Their next fundraiser will be with Howard Zinn, introducing his play based on his “People’s History.”
- In the Bay Area they have had a dance with chili and a talk about NP. They also held a fundraiser at the home of Daniel Ellsberg. Major donors couldn’t come without bringing a new donor. They raised \$16,000.
- Other organizations pay to have dinner with a group of people and famous guest (Could have had someone interview Rajiv instead of him giving a speech.)
- In Duluth Donna found a foundation that has contributed. (Mary DeRoche in the office will write proposals.) Chapters could identify small local foundations. Try matching grants.
- Some churches have a special collection.

Suggestions for chapters:

- Try websites which contribute automatically when someone goes into their site: Care2.org and Good Search.
- Use the USNPCA listserv regularly to discuss/inform Fund Raising people of our activities and ideas.
- Cultivate Artists for NP, Actors for NP, Musicians for NP subgroups
- Have Mel come to an event when he tours in December.
- Set realistic fundraising goals as an Association. FR committee should try to set dollar goal and/or national campaign.

Meetings and Events Discussion led by Joan

- Ideas for chapter meetings:
 - Business meeting – retreat, practical exercise, related topics (moderator of Wikipedia)
 - Find people with interesting backgrounds; video
 - In Seattle they don’t pass the hat, meetings are in the public library, therefore some restrictions.
 - Some chapters do tabling at the Farmer’s Market, and on some public streets (Berkeley allows, not in Chicago.)
 - Also start talking one by one to people in your neighborhood.
 - Food is important,
 - Mel thinks fun/social should be 1/3 of the mix. Have fun but also plan meetings with an agenda.
-

Ann Frisch – organizational structure

One structure that has worked:

- Roles in a chapter - Coordinator, PR, Membership, Treasurer, Actions
- All of these could have a committee but should talk to Coordinator
- Purpose is to share responsibility

Record of Volunteer time

Joan wants to track volunteer time – goal is to show appreciation and to show potential funders the amount of work it takes to do what we do and the number of people committed to do it. New forms were distributed. One is for individuals and the other for events. Data entry volunteers will be recruited to record the data. For 2008 only rough estimates are needed from those who gave large no. of hours. Dorothy Werner keeps a record by her phone of time she spends by org. (Up to each person to keep their mileage for income tax purposes.) Volunteer hours can be tax deductible if the services are ordinarily paid, e.g. professional trainers. Check with tax consultant if retired. Value is determined by the volunteer.

Could volunteers enter data on the Web themselves? No, this is the simplest way, we expect to get volunteer data entry help in the Office.

Nonpartisan Policy Discussion

Terri tabled at a Get Out of Iraq event – this does not mean that you endorsed the event unless you marched with an NP banner. You can distribute info, but should not be listed as an endorser.

Dorothy – IL Coalition for Peace, Justice & Environment required an org to be a member to be posted on their calendar, now provides events announcements which are useful but other groups in the coalition are partisan. Agreed that if Coalition does not take a position it's OK.

A week of nonviolence, sponsored by Iraq laOnf is scheduled in October in every Iraq province. Iraq LaOnf (no violence) issue debated by Mel and Joan – can NP work with them?

Families for Peaceful Tomorrows put NP on their website as a supporter. Should NP ask to have it pulled because of their call to end the occupation? This is on the edge – no right and wrong – not yet determined. .

We need visibility, can't be too careful. We need to maintain our nonpartisanship overall to be able to be seen as nonpartisan when we are invited in to countries. Also we want to get money from US Govt.

Another example: In Boston the chapter participated in Mothers March for Peace but without ID, talked along the way and at end they stepped out, put on their NP hats and handed out brochures.

Communications committee report by Ann Frisch and Faith Edman

Website: can create a simple 1-page web page for each chapter if don't have own website. Paul has been paying cost of web space, etc. for 3 years.

Book list will go onto website—collection from MSP chapter plus others -- work with Tom Sullivan, volunteer in the office, who has been working on this. (request should go in newsletter)

Newsletter: Ann is stepping back from being newsletter editor: she's not a member, not starting a chapter, plans to focus her efforts on fundraising. Marsha volunteered to pick this up, asked: What would you like in the newsletter?

Response:

-reports on chapter activities (Sherry noted that it is helpful to have to make a quarterly report and seeing what other chapters are doing.)

-more of a dialogue? Think tanks on-line?

-reports from IGC members.

-information from NP staff? Phone calls are more effective. (Natalie calls FR committee, FR committee calls each chapter).

-Suggestion: Coord. Committee should discuss this with Joan.

-Marsha volunteered to send a list to everyone of what's on the USNPCA website.

Election of the new Coordinating Committee – Sherry Zitter, by consensus

Tucson: Paul Christian—will serve remaining one year of 2 year term

Chicago: Dorothy Werner—2 year term

Minneapolis/St. Paul: Tom Sullivan—1 year (subject to acceptance)

W Washington: Bob Edgerton—1 year

Boston: Judy King—2 years

Oregon: Terri Shofner—2 years

Current Committee Membership:

Training: Sherry Zitter (Greater Boston Chapter); Sheri W (Michigan Peace Team); Amy Gilmore Cairns (Peaceforce Oregon); Delia McGrath (Buddhist Peace Fellowship); Rosy Betz-Zall (WW NP); Mariana Garrettson (consulting on evaluations) (Pennsylvania at-large). (Note: this is a NP North America committee not a USNPCA committee.)

Mentoring: Clarkson Palmer (Philly); Carol Miller (Maryland); Aggie Raeven (NE PA); Nancy Wrenn (Boston); Paul Christian (Tucson)

Communications: Paul Christian (Tucson); Marsha Carlton (Bay Area); Faith Edman (Tucson, IGC) to fill in when needed.

Fundraising: Sherry Zitter (Boston); Anne Moore (Philly)

Minnesota Peace Team at Republican National Convention – talk by Steve Clemens of the Community of St Martin and MN Alliance of Peacemakers

Steve joined the Community after moving to Minneapolis in 1990. Members take a vow of nonviolence every Sept 11th to honor St Martin de Toures. He has done some volunteer work with NP MSP. Views presented are Steve's personal experience.

At meetings of the MN Alliance of Peacemakers, an alliance of peace groups, there was concern about possible “anarchist” activities at the convention. There was a proposal to have a march on Labor Day, but to participate members had to accept a diversity of tactics without criticism. Principle of NV was adopted by the larger alliance. Two people were selected to go to Detroit for NP training hosted by Michigan Peace Teams. They returned with intention to train a PeaceTeam (PT) for the RNC that would continue beyond this event. Goal of training: up to 100 team members.

Discussion over the definition of “violence” and what that includes. Destruction of property would not start an intervention by the Peace Team unless a human may come to harm by that action. Not much street experience in the group – four consecutive weekend trainings were organized. Used hassle lines and role plays to explore possible scenarios. Emphasis was on nonpartisanship; the principles of NV from Martin Luther King were handed out.

Some preferred support roles like driving. Was there screening? Personal risk assessments done and individuals decided on their own readiness. In hindsight there were some areas where Steve had concern. A local Lutheran church let them use their facility for organizing. Two time slots, 8-5 (with 1 hr debrief till 6) and 5-10 with debrief.

His affinity team (part of the larger peace team) met and discussed health concerns and background that might trigger responses that would compromise judgment and set up which groups would march with whom.

Success stories: A woman with a McCain shirt was pepper sprayed – A female Peace Team member held and comforted her while another PT member used strong voice to get those hit by pepper spray to ER. PT members were used as mediators between police and demonstrators to clear an intersection.

On final march on Thursday there were three different stories from the Police. PT gave all three messages.

Steve posed some serious questions which he has as a result of this action:
Nonpartisan question? Should PT be present where not invited? The Alliance didn't want us there because we hadn't signed the “diversity of tactics”. Is it elitist? There was resentment from some protestors for trying to liaison between police and them.
Credibility? Credible to whom and how is it important? Sensitivity training toward

“anarchists” and “police”–what preconceptions are carried in? Challenged feelings on NV and the work of the police.

The police were no longer law enforcement but militarized. This brought the feeling of being at war closer. The police uniforms hid all identifying information thus their personal responsibility. The “Free Speech Area” was fenced in such that you could be trapped in that area. Street medics and the Indy media were treated as the enemy. Reporters were imbedded in the back lines of the police. What happens to civil disobedience if they won’t arrest you, but only pepper spray you, kick you and push you off? Steve noticed a strong change in personality when the police armored up. The total number of police was given as 3700, but that doesn’t include any undercovers or provocateurs. Homeland Security was overseeing – control was turned over to them by the local police.

Is it the PT’s responsibility to come forward to counter lies in the media? Peaceful dissent is being demonized as if the “system” wants increased violence.

They attempted to stay together as a team but now feel that more training is needed.

Mel suggested that we might want to identify someone to compile feedback from police and groups that demonstrated on the impact of the PT.

Wrap-Up – Nancy and Dorothy

Accomplishments:

- elected some great officers for the next 1 -2 years
- clarified our relationship with NP (the MN-based office)
- created a great resource guide
- learned more about our global projects so we can speak about NP better
- understood more about how NP works, each staff’s responsibility, and a request for more clarity about that
- more inspiration and motivation to keep doing this work
- met and learned more about each other, other chapters and staff so we know each other when we speak on the phone
- even in hard economic times, we managed to pull together wonderfully, and many new people came, including young and old.

The space was fabulous, and the mission of the nuns is allied with ours. The food was great and accommodated all of our needs, e.g. vegetarian and vegan, thanks to Amanda, Mel’s assistant. Recipes will be sent to us!

Loose Ends and To Do’s:

Nancy will type up names and addresses; will send to Teri to put on our Yahoo group.

Please have each chapter give back the mentoring committee survey.

Challenges: quarterly reports to the newsletter – doesn't always happen. Marsha will receive the reports. Goal: every chapter submit something for each newsletter.

Linking with other MO's as a stepping stone is vital; can help expand opportunities to table, for speakers, fundraising, etc.

Nurturing new chapters – mostly the work of the mentoring committee, also a chapter could partner with a new chapter for support.

Discussion of Possible Commitments of USNPCA list of action areas and steps to fulfill goals of NP's Long Term Plan:

I. Int'l field projects and field project preparedness:

Emergency Response Network (ERN): (this is activated fairly rarely – 3 times in '07; none so far in '08) GOAL: Ask chapter members to sign up for ERN; put it in new chapter guide, put on tables for sign up

Peace Team training and capacity development: Training Committee role/goal not discussed.

Fundraising: GOAL: each chapter set a monetary goal for the year; could be a specific project or Field Team Member to be funded. Referred to Fundraising Committee to take lead to propose a number.

II. Regional Development:

Development of regional peace teams referred to Training committee to determine which areas might have the resources to sponsor development of a peace team (through MO local chapters, the local USNPCA chapter) San Diego, Texas, Boston and Seattle were possibilities.

III. Public Awareness

Tabling and speaking: develop list of speakers in next few months (possibly returning Field Team Members) - Speakers Bureau is in progress (Joan and Sue Ann Martinson)

Link, communicate and develop stronger working relationships with local chapters of Member Organizations.

Nonviolent Conflict Intervention workshops can help create public awareness/expand our constituency. Need many people, perhaps a committee, to do the logistics of organizing and supporting training. GOAL: chapters will support expansion of workshops in any way necessary (for example, by identifying groups that will sponsor workshops or by doing the outreach and logistics of the workshop).

GOAL: add X existing chapters this year?

GOAL; Develop definition of a chapter and a chapter member (perhaps see what parts of the MO agreement might apply to chapters or members to agree to). Referred to Coordinating Committee.

Coordinating and all committees: GOAL: to increase clarity about policies/procedures and strengthening our org.

Individual Tasks:

Nancy offered to edit and send out minutes of this weekend conference.

Subcommittee of Joan, Terri and Paul will edit, update and distribute Chapter Resource Guide.