WNPJ BOARD_launches STRATEGIC PLAN

After a year of meeting, discussing, writing, thinking, cogitating and more of the same, the Strategic Plan for 2016-2018 is complete. While mission and value statements have been refined and restated, the core of the plan probably lies in its statement of strategy (what we are going to do to fulfill our vision) and in the benchmarks (how we will keep ourselves on track and how we will know if we are getting there.). At the same time the plan lays out roles and responsibilities (who is charged with doing what), a set of evaluation strategies to be sure we are making progress, and – a sine qua non – a budget and fundraising plan. Note that the budget is described as ‘aspirational’, but at the same time it is a realistic aspiration.

The full plan can be read on the WNPJ website (wnpj.org) but here are some of the highlights.

In the Strategy statement, WNPJ is committed to the following actions.

* **Connect, Engage, and Strengthen Member Groups**

  WNPJ’s strength lies in the strength of our member groups. We will focus on engaging member groups through relationship-building, technical assistance, and deepening social media connections among members. We will also ask members to sign on to our racial justice commitment.

* **Support Community Organizing**

  WNPJ recognizes the need to strategically provide both a leadership role in and support to community organizing efforts of member groups. Our community organizing will promote peace, economic, environmental, racial, and social justice and sustainable practices.

* **Strengthen Communications Infrastructure**

  WNPJ will refine our communications strategy, develop and share resources and learning opportunities with member groups, and use social media to deepen connections and engage younger people.

* **Deepen Racial Justice**

  WNPJ will engage our board and members in building skills around racial justice, build alliances and relationships with people and organizations of color, and review our policies and procedures with a racial justice lens.

* **Explore Collaborations with Similar Organizations**

  To strengthen the impact of all our work throughout the state, WNPJ will explore deepened partnerships with other peace and justice organizations.

  The Benchmarks for the first two years provide that the organization will have completed the following by the end of 2015:

  ◆ Created WNPJ’s racial justice commitment and continued board members’ engagement in skill-building around racial justice

  ◆ Developed WNPJ’s communications plan that includes social media, print newsletter, and email - including clear goals, timelines, and responsibilities

  ◆ Engaged in conversations with other peace and justice organizations about the possibility of strengthening partnerships

  The Racial Justice Pledge is in place – see p. 2 - and task forces are hard at work developing the communications plan and talking with our collaborative partners.

  By the end of 2016, it is intended that we will have:

  ◆ 25% of member groups have signed on to WNPJ’s racial justice commitment, and undertaken skill building and other training around racial justice

  ◆ Implemented communications plan, with particular focus on deepening connections with member groups and younger people through social media

  ◆ Articulated what kind of technical assistance can be offered to member groups and developed a plan that accounts for capacity

  ◆ Developed criteria and process for determining specific campaigns to support and articulated what campaign support WNPJ can concretely provide

  ◆ Developed process for determining the language WNPJ uses as an organization and how WNPJ represents the voices of member groups who may use very different language; developed system to be consistent with decisions made in this regard

  The board and task force members all deserve our fervent support, best wishes and ongoing and active collaboration in helping to carry out the tasks that they have been set. Special thanks for bringing us to this point go to the planning process group: Dena Eakles, Z! Haukeness, Janet Parker, Sheila Spear, Jackson Tiffany, Dace Zeps, and the plan leadership team: Liz Bruno, Rob Danielson, Annie Dutcher, Barbara Munson, and Carl Sack. And to Kristen Brock-Petrosihius, who served as the consultant facilitating the process, without whom many good ideas would still be churning in the wind.
CAMPAIGN FOR RACIAL JUSTICE IN WISCONSIN

The GOAL: To get 3.5% of all people in Wisconsin to show up 100% for racial justice!

Political scientist Erica Chenoweth researched social movements over the last century and found out that they had one thing in common. In all of them, it took a critical mass of 3.5% of a population taking non-violent action to make great shifts like major policy changes and leadership.

We are at a critical moment with great responsibility and great possibility for achieving major racial justice victories in our lifetime, and 3.5% is our magic number: a critical threshold for the number of people needed to make great shifts in policy and culture. In Wisconsin this critical mass of 3.5% would be 200,000 people (that’s 175,000 white people and 25,000 people of color).

The WNPJ Board has developed a Racial Justice Pledge and aims to collect the signatures of those 200,000 Wisconsinites ready to make this commitment. You should by now have received a copy of the Pledge form in a separate mailing – if not, please contact the office right away for your copy.

Signing the pledge is only the first step. The next steps ask signatories to commit to self-education and engagement with others, as well getting actively involved with racial justice campaigns. The WNPJ website has resources and tools to use, and will publish the statements of individuals who get involved as they send them in.

Let’s shift Wisconsin away from racial disparities and towards racial justice. Will you be part of the 3.5% and give your 100% for racial justice?

Accomplishments from page 3

to Kristen Petroshius of GSAFE for facilitating the process, and to volunteers Sheila Spear, Steve Burns, and board members for the planning efforts.

In collaboration with WI Coalition to Ground the Drones and Voices for Creative Non-Violence we helped to plan, and participated in, the Walk for Peace: End to Drone Warfare and Racial Disparities walk.

We participated in Lanterns for Peace, a commemoration of the U.S. nuclear bombings of Japan, with member groups Physicians for Social Responsibility - WI, Veterans for Peace, and Pax Christi. We also participated in the Peace Action WI Lantern’s For Peace event in Milwaukee with a focus on defense transition.

Six working groups were launched to carry out our strategic plan to focus on: fundraising, communications, racial justice and technical assistance, outreach to member groups, and fall assembly planning.

Through the year we published 3 newsletters, held 4 Board meetings, sent out weekly action alert and events emails, responded to member group requests and questions.


And supported WNPJ member groups across the state by promoting events, circulating their press releases, speaking at their events, sharing news of their campaigns.

From WNPJ State of the Network address, presented November 1st, 2015 at the WNPJ Fall Assembly
HIGHLIGHTS OF 2014-2015’S ACCOMPLISHMENTS AT WNPJ

We took part in actions and events led by the Young Gifted and Black coalition, Moses Jail Task Force and No Dane County Jail Working Group. Board members, staff and volunteers showed up to shut down traffic, testify at committee meetings, host living room conversations about race, plan actions, participate in non-violent civil disobedience, and volunteer to make these actions and strategies successful in stopping the building of a new jail in Dane County. Several new board members are joining us from YGB.

WNPJ was the main convener of the Sustainable Solutions: WI Defense Transition Coalition. We brought together labor, peace, economic justice and legislative partners to push forward an agenda for diversifying the manufacturing in WI away from reliance on military production. New board member Joe Preisler has been at the forefront of this coalition.

Staff and board members advocated at Mukwanago school board meetings pushing them to drop their mascot, and also to encourage them to refrain from putting the mascot name “Indians” on their football field. And we supported the passage of the Madison School Board mascot ordinance to prohibit racist mascots on any clothing of MMSD students. Board members are also participating on a committee to further define this ordinance which may include prohibiting MMSD from playing any sports teams with racist mascots. Co-Chair Barb Munson spearheads this work through the WIEA “Indian” Mascot and Logo Taskforce; new board member Paula Mohan has been deeply involved in this work.

We hosted peace wreath workshops and sold peace wreaths. Board member Janet Parker has been a long-time leader in the creating and selling of peace wreaths for WNPJ.

WNPJ held two statewide conference calls in partnership with WI Jobs Now, Coalition for Justice, Family Farm Defenders, and Young Gifted and Black. We highlighted the work happening for Black Lives Matter in Madison, Milwaukee and other parts of the state.

We celebrated the victory when GTAC pulled out of their plans for mining in the Penokee Hills. This came after participating in a multi-year struggle to oppose this effort and save the water and wild rice fields of the Bad River tribe. The WNPJ Environmental Working group partnered with MAMA, Save the Waters Edge, and the Bad River tribe on this organizing effort.

Following the killing of Tony Robinson in March of 2015 WNPJ wrote a statement decrying the MPD’s excessive use of force. We wrote another statement following the non-indictment of Matt Kenny. We also participated in the planning and execution of Black Out Wednesday saying, if Matt Kenny isn’t arrested then no one should be arrested. This would help limit the racial disparities in the Dane County jail.

We led a ‘Move The Money’ training with Urban Underground, a Black youth social justice organization in Milwaukee. This was a chance for youth to say how they would spend their federal tax dollars rather than it all being spent on the military budget. We also worked with various organizations, predominately youth of color, to prepare videos for the Peaceful Future Film Festival.

The Second Annual Growing a Peaceful Future Film Festival was held in Madison WI at the UW South Side Madison partnership. We gave out a total of $2000 in scholarship funds to high school students for their award winning videos. The winners were Urban Underground, Peyton Yang of Freedom Inc, and Naomi Makesa and Skylar Lee of GSAFE.

Following interviews with WI Defense Transition Coalition members we created 2 short YouTube videos. These have been spread around YouTube to support the campaign’s goals.

The Annual Pancakes for Peace fundraiser was held at the MREA Energy Fair in Custer, WI.

Two Op Eds were published in the Milwaukee Journal Sentinel in June and October, related to the work of diversifying the economy and transitioning away from reliance on military contracts.

WNPJ hosted a gathering of local peace activists in Madison and took part in another in Milwaukee to discuss Citizen Action’s messaging on anti-war organizing.

We convened a meeting between East Central WI Regional Planning Commission, WEDC, WRTP Big Step, WI Representative Gordon Hintz, WI Representative Melissa Sargent, the UAW and the WI Defense Transition Coalition to discuss funding from the Federal Office of Economic Adjustment. We were advocating for Unions and workers most impacted to be included in any planning and implementation of diversifying due to cuts at Oshkosh Corporation.

WNPJ Film Fest Award winners Skylar Lee and Peyton Yang met with Congressman Mark Pocan to advocate for a shift in the federal budget away from military spending and towards resources for queer youth and youth of color in schools and community. In September Film Fest Winner Naomi Makesa met with Senator Tammy Baldwin’s office to advocate for more federal funding for higher education for youth of color, particularly related to legislation being pushed through in the U.S. Department of Education.

After over a year and a half of planning we finalized our strategic plan at our board meeting in Mosinee, WI at co-chair Barb Munson’s house. Thanks See Accomplishments, page 2
**Lifetime Achievement Award:** Joyce Guinn, Friends of Palestine

For decades, Joyce Guinn has been involved in work on behalf of the Palestinians. She and Sr. Virgine Lawinger started the group Friends of Palestine. Through Friends of Palestine Joyce has initiated many actions and written many letters to the media and government officials. She has gone to the West Bank to witness first-hand the devastation caused by the apartheid conditions imposed on the Palestinians and is a continued force for change abroad in Palestine.

**Youth Peacemaker of the Year:** Amada Morales, Welfare Warriors and Casa Maria

Amada Morales was born on Juneteenth day in 1984. She is a tireless advocate for poor moms and others in Milwaukee County. She spends the majority of her free time educating moms, predominantly single moms, how to fight for themselves against both public and private agencies that illegally deny services and tear families apart for profit. She does this work as a volunteer at Welfare Warriors and Casa Maria Catholic Worker organization.

**Adult Peacemaker of the Year:** Professor Karma Chavez, No Dane County Jail working group and more

Karma Chávez is a professor in Communication Arts at the University of Wisconsin at Madison. She is a central figure to so many parts of the left social justice movement in Madison WI. She is an author, educator, organizer, professor, community builder, and overall change maker. She has done lots of work to support the Black Lives Matter movement, co-founder of No Dane County Jail and is a leading scholar on the intersections of queerness and migration.

**Senior Peacemaker of the Year**

Omie Baldwin, Farley Center

Omie Baldwin is a retired clinical social worker from the University of Wisconsin-Madison, University Health Services, and member of the Dine’ Nation (also known as Navajos). She has been chair of the board of the Farley Center for Peace, Justice and Sustainability, in Verona, since 2011. She has also been a member of the Board of Trustees of the Parliament of the World’s Religions since 1993 and the organizer for the participation of the Americas Indigenous peoples in this parliament. She is active with the American Indian students on campus and continues to be active in her Dine’ Nation home community on the Navajo Nation in Arizona. Omie is on the board for Create-ability in Madison, and also on the advisory board for the Rainbow Project. She has been active with the Fund of the Sacred Circle (Headwaters Foundations) in Minneapolis for several years, and has co-taught a course in the Chemistry Dept at UW Madison on Environmental Chemistry.

**Dennis Bergren LGBTQ Advocacy Award recipients T Banks and Alix Shabazz, Young, Gifted and Black**

T Banks and Alix Shabazz are deeply rooted freedom fighters with the Madison based Young Gifted and Black coalition which is part of the national Movement for Black Lives fighting for an end to state violence against black people. They are youth leaders at YGB by way of Freedom Inc. and the directors of the High school leadership development program of YGB called Youth Young Gifted and Black. They are also leaders in the Hands Off Black Women campaign of YGB, and leaders in YGB’s theater and arts programs.

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**THE BIG SHARE**

We are so thrilled to be a part of a major event in our community this March – The Big Share is 24 hours of online giving to your favorite local nonprofits that will take place on March 1, 2016. It’s a collaborative event designed to engage the community and encourage everyone to give back and share their passion for the great work happening in our community.

This is a great opportunity for you to give back to the nonprofits that you’re passionate about and help shape the future of our community. Whether that’s supporting the arts, protecting the environment or working for social justice, there’s a Community Shares member nonprofit for you.

Help us support the organizations that support our community – visit wnpj.org for more information and commit to share on March 1st!
WE MOURN THE DEPARTURE OF TWO LONGTIME ACTIVISTS

In Memoriam: Rev. Art Lloyd 1927-2015

By Al Gedicks

Reverend Art Lloyd was a central figure in Madison’s social justice community and especially the struggle for human rights in Latin America. I first became acquainted with this champion of social justice in 1971 when I was hired as one of the first staff persons for Community Action on Latin America (CALA). Rev. Lloyd was a founding member of this anti-imperialist research and action group, based in Madison. CALA was one of four university-based centers funded by United Ministries on Higher Education to bring to the American public an awareness of the nature and extent of U.S involvement in the internal affairs of Latin American countries.

Rev. Lloyd was an active member of CALA and a mentor for many of the students and community members who joined the organization in hopes of promoting the cause of social justice for the people of Latin America. This was a period of great repression in places like Brazil, Argentina, El Salvador and Guatemala. Much of this repression was supported by the U.S. military and the private corporations which exploited the labor and natural resources of these countries. When large numbers of Guatemalans and El Salvadorans sought to flee U.S. supported military repression and seek asylum in the U.S. as political refugees, the U.S. refused to acknowledge their claims and sent them back to the repression they just escaped from. Rev. Art Lloyd and others declared St. Francis Episcopal Church in Madison a Sanctuary for those seeking asylum in the U.S. as political refugees. By doing so, the St. Francis House congregation declared themselves in violation of U.S. immigration law, an act of civil disobedience, to protest the unjust denial of asylum status to those fleeing U.S. sponsored military repression.

Throughout his career as an activist priest he served as a model of uncompromising principle and compassion for those who dared to challenge the structures of violence and domination at home and abroad.

Al Gedicks is emeritus professor of sociology at the University of Wisconsin-La Crosse and a longtime environmental and indigenous rights activist. agedicks@uwlax.edu

Farewell to Dennis Bergren


Dennis came out as gay late in life after years of feeling alone and imprisoned in his body. As a retiree, he began volunteering in the library at OutReach, an LGBT community center in Madison, and remained active in the LGBT community in Madison for many years. He was an active member of the Madison Area Gay/Bi Father’s Group, serving as its president and secretary for many years since its founding in 1984.

Dennis founded the LGBT chapter of the Wisconsin Books to Prisoners project, which provides free books to LGBT prisoners throughout the U.S. (and WNPJ member organization.) The project has distributed thousands of books in the past few years to prisoners. For several years, the project operated out of his Madison house. He solicited books from friends, businesses and non-profit and spent as much as $8,000 a year of his own money on postage.

With his health ailing, Bergren stepped down and in 2013 and moved to North Carolina to live with a son. Dennis was a kind, caring, generous man. We are all saddened by his passing.

(Compiled from several sources)
Two actions at Volk Field: In August, walkers from Voices for Creative Non-violence (vcdn.org), a Chicago based peace organization, joined the regular Vigil at the end of their 90-mile “Let Your Light Shine” Walk from Madison to the Wisconsin Air National Guard Base, Volk Field. There they were met by the Juneau County Sheriff and seven deputies, backed up by their canine unit, and seven base security personnel. Nine were arrested. In September the regular monthly vigilers were met by closed and padlocked entry and exit gates. No one entered or exited the base until the vigil was over.

(From a report by Bonnie L. Block, published in the Juneau County Star Times, October 27 2015)

Cross-Class materials for social justice organizations: Betsy Leon-dar-Wright, former Communications Director of United for a Fair Economy (of which WNPJ was a member) from 1997-2006, has developed a resource on cross-class bridge building after a studying of social justice organizations. Her findings have been published in her book Missing Class and are being used by Class Action in their Bridging Activist Class Cultures workshops. These materials are available free online in the Activist Class Cultures Kit. Betsy previously co-authored The Color of Wealth: The Story Behind the U.S. Racial Wealth Divide. visit www.activistclasscultures.org online. Please spread the word!

Candidate for Dane County Court: Next spring Dane County residents will have the opportunity to support Everett Mitchell as a candidate for Judge in the Dane County Circuit Court. Everett was Deputy Director at Madison-area Urban Ministry, a WNPJ member organization, where he helped to establish MUM’s criminal justice reform programs, which have reduced prisoner recidivism from the statewide average of 60-70% to less than 7% for program participants. Subsequently he served as Dane County Assistant District Attorney as a domestic abuse prosecutor, and currently works as the Director of Community Relations at UW-Madison. He also serves as a pastor at Christ the Solid Rock Baptist Church in Madison and has been an active supporter of the Young, Gifted and Black Coalition. Everett is dedicated to reforming our criminal ‘justice’ system, and aims to bring restorative justice approaches to the Dane County Circuit Court.
WNPJ Membership Renewal Form

Name_________________________________________________________
Address _______________________________________________________
City __________________________ State _____ Zip _______________
Phone __________________________ E-mail __________________________________
Contact Person for Organization Membership _______________________
I prefer my next newsletter on-line only, please _______________________

Send completed form to: Wisconsin Network for Peace and Justice
122 State Street, #405
Madison, WI 53703

Phone 608-250-9240; E-Mail info@wnpj.org; Website www.wnpj.org. WNPJ is a 501(c)3 organization and donations are tax-deductible.

WNPJ'S ORGANIZATIONAL BUDGET FOR 2016

Income
• Membership (individual, family and organizational memberships) - $17,500
• Special events (spring and fall fundraisers and pancakes for peace) - $13,000
• Specific appeals (appeal letters and project fundraising) - $10,000
• Targeted Project Campaigns - $2,000
• Grants & donations (foundation, major donor gifts; Community Shares of Wisconsin income) - $15,000
• Sale items (bumper sticker, button, T-shirt and yard sign sales) - $750
• Meetings (donations and reimbursements at spring, fall, Board and other meetings) - $500
• Interest & refunds (from our credit union account and reimbursements for shared internet) - $1,000
• Total income = $59,750

Expenses
• Publications (mostly our newsletter) - $350
• Meetings (spring, fall, Board and other meetings) - $1,000
• Events (awards reception, pancakes for peace and tabling costs) - $2,400
• Sale items (bumper stickers, buttons, T-shirts, yard signs, etc) - $450
• Projects & mailings (special projects and appeal letters) - $1,000
• Office (rent, phone, copier, supplies and other routine office costs) - $10,500
• Taxes & licenses (state nonprofit registration) - $100
• Payroll (30 hours/week average throughout the year, including office coordinator Dace Zeps at 10 hours / week and Bring Our War Dollars Home organizer Z! Haukeness, currently at 20 hours/week) - $40,657
• Contract services (work-study position, computer help, audit, etc) - $3,000
• Total expenses = $59,457

We express our deep thanks and appreciation to outgoing Board members Carl Sack, Tracy Littlejohn, Karma Chavez, Annie Dutcher, Dena Eakles, Frank Koehn, Janet Parker, and Jessie Read, knowing that they will continue to work for peace and justice in other capacities. And the new board, on page2, has our best wishes for next year’s endeavors.

More information on returning board members can be found at www.wnpj.org/board.

Previous years' budgets can be viewed on our website, at wnpj.org/budgets.
Please check your membership renewal date on the mailing label

If you would rather receive our newsletter online, please email info@wnpj.org.