A Message from the Board Chair & Executive Director

This fiscal year has been full of change: Our 31st year has been marked by a number of decisions that were guided by years of visioning and strategic planning work. While experiencing a year of inconsistent leadership (May 2008-April 2009), the board and staff worked together to set goals for the organization. Some of these decisions have not been without risk, but they have been especially timely.

After working through a challenging transition period, the PJC welcomed new Executive Director Nancy Lynch to the team in May 2009. With her leadership, we re-evaluated the structure of staff and the work that we do, and focused our work to match the capacity of the organization. This year we came to acknowledge we did not have the human or fiscal resources to effectively support operating 3 different programs.

We turned this realization into an opportunity to move away from dividing the work of peace, racial justice, and economic justice into different programs and toward a team approach. We re-dedicated our energies to furthering our Job Gap Studies, which allows us to provide much needed advocacy at the statehouse at a crucial time.

The PJC is entering those conversations by providing new research and data to challenge the status quo approach to job creation. We are working to ensure that Vermonters and their needs are not sacrificed at the expense of big business and motives that will not help Vermonters achieve self-sufficiency and prosperity. We are inserting a human rights and racial justice lens into the conversation and we are the only ones there making sure this happens.

In August 2009, we acted on a long-time goal of ours, to move the Center to an accessible, above-ground space. We found a new home at Lake Street. Our new space is a bit smaller and a change for those who are used to finding us on Church Street, but we feel better about being accessible to wheelchairs and strollers, as well as having parking nearby for our members and store supporters. Finally, it is a much healthier space for our staff and volunteers. We cannot be on the forefront of promoting fair and healthy workplaces, if we do not provide that for our own staff.

In an effort to complement the Center’s re-dedication to promoting a local economy and fair trade business practices, the Peace & Justice Store has made some heroic efforts to hone its own mission to focus much more exclusively on local and fair trade items and become a destination for products that support the mission of the Center. As we experienced in September – the tail end of summer – and from what we have learned from our new neighbors at Skinny Pancake and ECHO, our busy season has shifted from winter to the summer.

It has been a year of transformation and transition for the PJC. We are excited and optimistic that we have honed our work in a way that will allow us to continue to provide the services expected of us by our members, supporters, and the greater community. In these difficult financial times, many non-profits are closing, and we are doing everything we can to remain a stable, reliable voice for peace and justice issues in Vermont. Remaining nimble and being willing to change and adapt to new circumstances, whether they be financial, cultural, political, or organizational, are key to our success. There is a lot of work to be done, and we look forward to being around to continue the important work of promoting peace and justice for another 30 years!

Nancy Lynch
Executive Director

Hilary Martin
Board Chair
**Vermont Livable Wage Campaign Highlights 2008-2009**

- We educated over 1400 Vermonters and Vermont businesses about livable wages, economic inequality, and the Livable Jobs Toolkit in communities and classrooms in every corner of the state.
- The Vermont Livable Wage Campaign (VLWC) continued to build the Paid Sick Days for Vermont campaign and lead the Vermont Paid Sick Day Coalition. Throughout the fall we collected hundreds of petitions signatures, knocked on doors throughout the state, presented about paid sick days at two conferences, completed a statewide poll on the issue and continued to partner with Voices for Vermont’s Children to build the coalition.
- The VLWC monitored the completion of the work of the Legislature’s Basic Needs Budget Technical Advisory Council, a group brought together to review and make an assessment of the methodology and data used to create the Basic Needs Budget – the source of the Livable Wage. This important review reaffirmed the importance of the calculations and helped ensure that the numbers continue to reflect what a livable wage is in Vermont.
- After working throughout the fall with a group of University of Vermont Medical College students on a public health analysis of paid sick days titled “The Impact of Paid Sick Days on Public Health in an Elementary School Population,” the study was finally released at the Vermont Commission on Women legislative lunch. The study clearly highlighted the positive impact paid sick days has on the access to health care of children. The students were later selected to present their findings at the American Public Health Association annual conference.
- Based upon the advocacy of the VLWC the Vermont minimum wage went up to $8.06/hr making it the third highest in the country. For the 6,000 Vermonters making less then $8/hr and the 7,000 Vermonters making the tipped minimum wage, it was a much deserved raise.
- The Joint Fiscal Office of the State of Vermont released 2009 Basic Needs Budget Report and the new livable wage figures. The VLWC publicized the information and received some favorable coverage in news outlets across the state.
- Livable Wages and the VLWC was featured throughout the month of January on Vermont Public Television in a short public services announcement about livable wages. In late January we were featured on Public Square, a live call in show on issues affecting Vermonters.
- Realizing that the legislation on the minimum wage we helped to pass in 2005 was silent on what happened if we saw deflation, the VLWC worked to ensure that language was passed that made sure the minimum wage couldn’t decrease.
- In April, we reconnected with long time partners Vermont Businesses for Social Responsibly to host a workshop titled...
**Vermont Livable Wage Campaign Highlights 2008-2009**

“Managing and Retaining Employees in Hard Economic Times – The Livable Jobs Toolkit”. The workshop, attended by over 25 businesses, educated participants about livable wages and what they can do to create livable jobs for their employees.

- In coalition with several organizations PJC took a lead in helping to organize Save our State rallies and actions against the state budget cuts. We helped to turn out hundreds of people across the state for simultaneous rallies to push back.

- In partnership with AARP Vermont, Community of Vermont Elders (COVE), and the Vermont Commission on Women, the VLWC helped release the Elder Basic Needs Budget. Based upon the livable wage and the Basic Needs Budget, the AARP funded research established a Vermont specific Elder Economic Security Standard.

- The Vermont Paid Sick Day Campaign continued to build momentum throughout the summer. We hosted two well attended press conferences in May and September highlighting the importance of paid sick days for all Vermonters. We continued to collect petitions signatures, encourage folks to write letters to the editor, and build relationships with Vermont businesses.

**Peace & Human Rights Project Highlights 2008-2009**

- The Peace & Human Rights Project (PHRP) worked as a founding member of the Vermont Peace Economy Coalition. VPEC was comprised of community members, peace activists, students, and organizations working towards peace. VPEC believed that Vermont and the US needed a sustainable peace economy – socially just and ecologically sound – not a war economy.

- Throughout the fall of 2008, the PHRP surveyed Vermont high schools about their “opt-out” policies and forms to make sure that they were in compliance with the law. Additionally, we visited 6 high schools to talk with students about military recruitment.

- The PHRP hosted a film series, featuring popular films like Charlie Wilson’s War and Stop Loss in partnership with the American Friends Service Committee throughout the winter and into the spring.

- The PHRP worked to help organize the anti-war protest on the anniversary of the invasion of Iraq. We also worked to send busses to Washington, DC and to build for turnout at Vermont rallies on March 19th.

- The PHRP completed the Winter Soldier DVD to help educate youth across Vermont about military service and also updated the Alternatives Book about alternatives to military service.
Financial Statement: OCTOBER 1, 2008 • SEPTEMBER 30, 2009

Revenue

* Store* 52% Donations 33% Foundation Grants 7%

Expenses

* Store* 39% Program 41% Administration & Fundraising 20%

Donor Advised Grants 8%

Beginning Cash $88,337
Net Revenue $276,411
Net Expenses -$321,660
Cash Balance $43,088

* The Peace & Justice Store is one of the educational projects of the Peace & Justice Center.

Collaborators and Allies

AARP
American Friends Service Committee
Big Heavy World
Bread & Puppet Theater
Burlington Education Association/VT-NEA
Castleton State College
Circles for Peace
Coalition of Vermont Elders
Community College of Vermont
Economic Analysis and Research Network (EARN)
First Unitarian Universalist Society of Burlington
Green Mountain Chapter - Older Women’s League
Green Mountain Veterans for Peace
InterAmerican CASA
Iraq Veterans Against the War
Kids Are Priority One Coalition
Mom’s Rising
National Partnership for Women and Families
ONE Vermont Coalition
Seven Days
United for Peace and Justice
United Professions of Vermont/AFT
Vermont AFL-CIO
Vermont Businesses for Social Responsibility (VBSR)
Vermont Campaign for Health Care Security
Vermont Commission on Women
Vermont Network Against Domestic and Sexual Violence
Vermont Public Radio
Vermont Workers’ Center
Voices for Vermont’s Children
Women’s International League of Peace & Freedom, Burlington
Working Vermont: The Coalition of Vermont Labor Unions

Businesses

American Flatbread, Burlington Hearth
Ben & Jerry’s
Boloco
Chittenden Bank
City Market
Concept 2
Diggers Mirth Collective
Healthy Living
Main Street Landing
O’Bread
Shelburne Farms
Skinny Pancake
Zabby & Elf’s Stone Soup
Top of the Block

PJC Third Annual Activist Awards August 29, 2009

Marmete Hayes
Young Leader Award

Ita Meno

Freedom to Marry Task Force
Social Justice Group of the Year
Sheryl Rapee-Adams and Sherry Corbin

Peace & Justice Center Highlights 2008-2009

- Mayor Kiss declared January 29, 2009: “Peace & Justice Center Day”. We celebrated the Peace & Justice Center’s 30th Anniversary Party at Burlington City Hall with a 30 Cake Parade, music by the Starline Rhythm Boys, and written reflections from Sen. Leahy, Sen. Sanders, and Rep. Welch. There was a human timeline of 30 years of working for peace and justice in Vermont. It was a wonderful celebration of everyone’s hard work over the years.

- In May, we welcomed Nancy Lynch as our new Executive Director.

- We hosted the 3rd Annual Activist Awards: A Celebration of the Social Justice Community in Vermont in late August. With over 100 attendees we honored Marmete Hayes, Vermont Freedom to Marry, and Ita Meno.

- After 18 years on Church Street we moved to our new home at 60 Lake Street on the Burlington Waterfront.