



2008 Annual Report

October 1, 2007 to September 30, 2008



A Message from the Board Chair

We have been busy! Both nationally and statewide, there is a growing need for advocates for sustainable economies and justice in our workplaces, and the Peace and Justice Center worked hard in 2008 to meet the challenge. This year we kicked off two new campaigns, the Vermont Peace Economy Campaign (VPEC) and the Paid Sick Leave Campaign. Through both of these campaigns, we are deepening partnerships with other organizations and activists to build a movement that identifies and agitates for justice across the state.

Nationally, the dialogue around health care coverage has intensified, and the Vermont Livable Wage Campaign is working from its strong foundation to meet the steadily growing concerns about health care in the state. Our Paid Sick Leave Campaign has already built an over-950 member coalition of Vermonters, and is working closely with the Vermont Workers' Center's "Health Care is a Human Right" Campaign and Voices for Vermont's Children.

The Peace and Human Rights project continued to support efforts against the wars in Iraq and Afghanistan. We stood by courageous veterans in the historic Winter Soldier testimonies and were part of a squad of independent media documenting their stories. We published the *Alternatives* guide for youth looking for resources outside of the military. We continued to train high school students across the state about their options around military recruitment, and to build the statewide opt-out campaign. We are also in coalition with the exciting new Vermont Peace Economy Campaign (VPEC), which envisions a fundamentally new type of society, an economy and government not dominated by the military-industrial complex.

In 2008 the Peace & Justice Store continued to be the retail arm of the PJC's values. We renewed our commitment to Fair Trade goods and tightened up our inventory to focus more on products that honor a fair wage for their producers. We redesigned the layout of the store, and continued to hone our business in order better serve our members and community.

2008 was a year that was filled with change and transition with our staff. Former Executive Director Serena Chaudhry moved her life to Maine. With her leadership, the PJC entered a period of growth and renewal, and she left our organization with expanded partnerships and greater tools for institutional

capacity building. Her shoes have been difficult ones to fill, and we find ourselves still searching for the right match to lead the organization into our 31st year. We are grateful to Donny Osman for taking on the position briefly, and we honor his fierce dedication to creating social change in the state of Vermont. We also said goodbye to Andrea Arratoon, who we thank for her five years as Development Director for the PJC. We are now lucky to count Anise Richey as part of our staff, and look forward to introducing her to you, our members and supporters. Finally,

Kecia Gaboriault moved on after her year of service through the AmeriCorps VISTA program. We are so thankful for everyone's work!

We celebrated our work and our members at the 2nd Annual Rock the Boat. We held it at ECHO, which has a lovely, flexible space, and this allowed us to reduce our

expenses. This year we honored Roddy O'Neil Cleary with the *Ed Everts Peace and Social Justice Award* for her lifetime of volunteerism and activism. We had a very successful live and silent auction, a lovely buffet, and an even lovelier sunset! Thanks to those who helped us continue our hard work: all of our amazing staff, board, volunteers, and membership!

2009 is bringing lean times, and more than ever there is a need to refocus our state and federal budgets away from destructive military budgets, and back towards meeting our basic needs. We are more committed than ever to working for our members to educate, agitate, and demand justice for all!

Our Mission is to create a just and peaceful world. To this end, we work on the interconnected issues of economic and racial justice, peace, and human rights through education, advocacy, training and non-violent activism, and community organizing.

Hilary Martin, Board Chair 07-08

peace & justice center

21 Church Street
Burlington, VT 05401

802.863.2345
fax: 802.863.2532

www.pjcv.org
wcoe@pjcv.org

STAFF

Serena Chaudhry
Executive Director, Oct-May

Wendy Coe
*CFO, Office Manager, and
Newsletter Production Editor*

Andrea Arratoon
Development Director

Colin Robinson
*Vermont Livable Wage Campaign/
Vermont Economic Justice Project*

Jen Berger
*Recruiting for Peace Campaign/
Peace & Human Rights Project*

Kathy Bouton
Co-Manager, Peace & Justice Store

Jennifer Reay
Co-Manager, Peace & Justice Store

Surbhi Gotsdy
Store Assistant

Kecia Gaboriault
*AmeriCorps VISTA
Community Organizer*



Save the date for our 3rd Annual "Rock the Boat" on September 11, 2009.



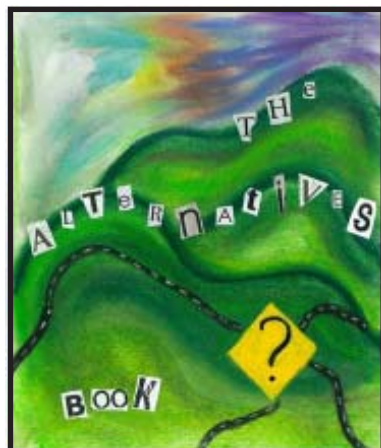
Peace & Justice: Major Events & Highlights 2007-2008

Undoing Racism Training

In October 2007, the Peace & Justice Center collaborated with St. Michael's College and the Haymarket People's Fund to host an Undoing Racism Training. Over **35 people** attended the two and a half day training. A spin-off group has been meeting monthly to continue the conversation on race and juxtapose the critical analysis from the training onto other issues, such as the presidential primary.

Francis Moore Lappe

The Peace & Justice Center hosted Francis Moore Lappe at its Annual Membership Meeting, November 2007. Approximately **150 people** attended the presentation held at the First Unitarian Universalist Society in Burlington. Lappe spoke about her new book *Democracy's Edge* and our responsibility as a global community for creating scarcity. She described our living democracy as in danger of being thin and challenged us to utilize our fear about the present and future as information to change our habits!



Alternatives Book

In the winter of 2008, the Recruiting for Peace Campaign published **750 copies of *The Alternatives Book***, a resource of non-violent alternatives to military service for high school students. When a draft of this book was reviewed by an Iraq Vet, his first statement after reading it was "I wish there was something like this when I was considering joining." The book is available at no charge to any high school-aged youth.

Catamount Health Project

Late 2007 saw the commencement of the innovative insurance model developed by the State of Vermont known as 'Catamount Health'. This plan combines private insurance plans with state premium assistance, with the goal to close the gap on uninsured Vermonters. The Peace & Justice Center partnered with **a group of second year medical students at the University of Vermont** to determine whether providers statewide are well-versed enough to make proper referrals to our constituent base of low income workers. **Ninety-nine surveys** were returned. Despite a generally low level of self-reported familiarity to program specifics, many participants felt somewhat confident in their ability to access information on Catamount Health. The Vermont Livable Wage Campaign incorporated this survey data into its analysis of economic justice in Vermont and its advocacy work for low income Vermonters.

Woodbury Class and Engaged Community Partner Award

In the winter of 2008, the Peace & Justice Center staff team-taught a Community Organizing & Advocacy class at Woodbury College. This course introduced students to participatory, inclusive approaches to community organizing and advocacy. The work of the Peace & Justice Center provided a case study and source of experiential practice for the course. In the end, **eight students** stirred things up in their communities – one pair of students presented alternatives to military recruitment at a local teen center, another pair advocated for limits on rising foods and gas costs. At their annual Gala, the VT Campus Compact presented the PJC with the *Engaged Community Partner Award* for our work with Woodbury College.

UVM Communications Group

The Peace & Justice Center served as a community partner for a group of seniors studying communications at the University of Vermont. **A group of three students worked with PJC staff** over the spring '08 semester to: survey college students about their knowledge of and interest in the PJC; draft a new brochure for the PJC store; and create a blog for the Peace & Justice Center. The students and the center staff had a lot of fun learning from each other!



Peace & Justice: Major Events & Highlights 2007-2008

Equal Time Radio Show

The Vermont Livable Wage Campaign Director, Colin Robinson, hosted a weekly call-in radio show, *Equal Time*, to a broad-based and active audience of **8,000-10,000 Vermonters** on WDEV. He worked in concert with other local advocate and activist hosts to address issues, events, and trends affecting working Vermonters. Robinson focused specifically on broad issues of economic justice, fair trade, livable wages, and the rising cost of healthcare, childcare, and housing. He attempted to show the connections between war, economics, racism, and economic inequality in Vermont.



'I Ain't Marching Anymore' A Phil Ochs Song Night

The Peace & Justice Center hosted 'I Ain't Marching Anymore: A Phil Ochs Song Night' to mark the 5th anniversary of the war in Iraq. Phil Ochs is widely known for writing & performing protest music during the Vietnam War 40 years ago. This event pulled Vietnam War and Iraq War protest music into one show. An audience of nearly **150 people** heard contemporary Vermont musicians perform Phil Ochs' songs and contemporary songs which expressed their opposition to the current war in Iraq.

Ritter Tour

As one of several events commemorating the 5th anniversary of the war in Iraq, the Peace & Justice Center toured former UN Weapons Inspector, Scott Ritter, to three Vermont colleges. Ritter, a searing critic of the occupation of Iraq and the dangerous march to war with Iran, spoke to overflowing auditoriums of students and community members at Johnson State College,



Scott Ritter

Middlebury College and St. Michael's College. Nearly **1,000 people** across the state were touched by Ritter's commentary. The tour was specifically intended to promote public dialogue on Iraq and Iran in the context of his recent trip to the region, US elections, and the lack of media scrutiny around the war.

Constitution Reading Group

In the heat of local elections and the 2008 presidential primary, the PJC launched a Constitution Reading group! By engaging community members in discussion and promoting citizen-centered engagement around the US Constitution, the Peace & Justice Center pushed to increase community knowledge about the US Constitution and our civil liberties. **A group of 12 met weekly for six weeks** to discuss creation of the US Constitution, judicial review, privacy rights, criminal procedure, civil rights, free speech, exclusionary immigration, Guantanamo, and the Patriot Act.



Racial Justice

Serena Chaudry began a project to better understand the perceptions and experiences of people of color living in Vermont. Throughout the winter and spring, Serena and Master of Social Work Intern, Foresta Castaneda, **conducted focus groups and individual interviews in Chittenden, Washington, Windham, and Addison Counties.** Participants were asked to speak about their negative and positive experiences and what particular areas of concern they would like see the community taking up in further dialogue and action. We plan to release the report in 2009.

Educational Workshops, Presentations, and Mentorship

Throughout the course of the year, all four projects of the Peace & Justice Center made community presentations on economic and racial justice, peace, and human rights at venues around the state ranging from churches to college classrooms, to youth shelters to Rotary Clubs.

The PJC also hosted, trained and mentored students through internships, work study and volunteer positions. See lists on pages 5 & 8.

peace & justice center

BOARD OF DIRECTORS '07-'08

Linda Ayer

Baker

Drew Cameron

student, artist, Iraq War vet

Dan Goossen

Intervale Compost Project

Traci Griffith

Asst. Professor of Journalism & Mass Communication at St Michael's College

Brian Hsiang

Recycle North Youth Build High School Teacher

Alyx Lyons

UVM business manager

Hilary Martin- chair

Organic Farmer

Janet Munt

Psychotherapist, Former State Senator

Anthony Pollina

Radio Talk Show Host, Founder of Rural VT

Sydnee Viray

UVM Career Counselor

Ed Everts - emeritus

Gene Bergman - emeritus



Colin,

Thanks so much for coming to speak to our class! You are a totally engaging presenter, thoroughly knowledgeable about livable wage, and it's clear to me our students got a lot out of your visit.

Thank you!

*– Jean Sienkewicz,
Champlain College
Instructor*

Foundations

Anne Slade Frey
Ben & Jerry's Foundation
Block Foundation
Haymarket People's Fund
New Visions
Sisters of Mercy
United Church of Christ
Vermont Community Founda-
tion/ Kokoro Fund
Vermont Community Founda-
tion/ Successful Communities
Walter Cerf Community Fund

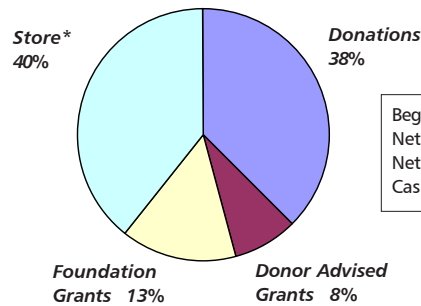
Collaborators and Allies

Addison County Citizens for
Alternatives to Military
Service
AFSCME Local 1343
ALANA Community Organiza-
tion, Brattleboro
ALANA Student Services, UVM
Alternatives to Recruitment in
the Military
American Friends Service
Committee
Americorps VISTA
Association of Africans Living in
Vermont
Burlington Community and
Economic Development
Office
Burlington Education Associa-
tion/VT-NEA
Chittenden Community
Television(CCTV)
Community College of Vermont
Economic Analysis and Research
Network (EARN)
Equal Time Radio Show
First Unitarian Universalist
Society
Green Mountain Veterans for
Peace
High Road Vermont
Iraq Veterans Against the War
Johnson State College, Title III
Grant
Kids Are Priority One Coalition
Middlebury College: Sociology/
Anthropology Dept, Interna-
tional Studies Program, Ross
Commons, Cook Commons,
Rohatyn International Center
National Partnership for Women
& Families
St Michael's College Edmundite
Center for Peace & Justice
St Michael's College Peace &
Justice Center
Seven Days
United for Peace and Justice
United Professions/AFT Vermont
VT Businesses for Social
Responsibility (VBSR)
VT Commission on Women
VT Network Against Domestic &
Sexual Violence
Vermont Public Radio
VT Workers' Center
Voices for Vermont's Children
Women's International League of
Peace & Freedom, Burlington
Woodbury College

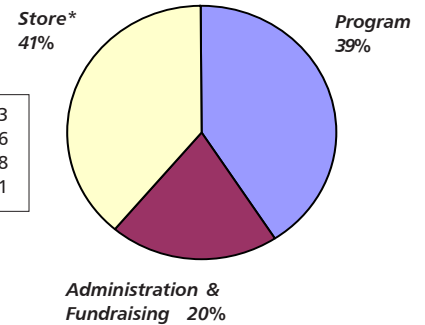


Financial Statement: OCTOBER 1, 2007 ■ SEPTEMBER 30, 2008

Revenue



Expenses



Beginning Cash	\$91,263
Net Revenue	\$342,266
Net Expenses	-\$345,118
Cash Balance	\$88,411

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



Vermont Livable Wage Campaign – 2008 Highlights

- In May '08, after months of actions and the November 2007 livable wage victory for para-educators, the Burlington school food service and custodial workers of AFSCME Local 1343 won an agreement that will bring all of its members up to a livable wage by the end of the contract. This exciting win was the culmination of our three and a half year campaign helping to win livable wages for all Burlington school support staff. The school board directly cited the fact that the issues of gender inequity were so clear and well articulated throughout the campaign that they helped secure the win. The starting wage for food service workers over the four years of the contract will rise from approximately \$8.50/hr to \$15.23/hr.

- We launched a Paid Sick Day for Vermont campaign. In an effort to expand our economic justice work beyond wages, we began a close partnership with Voices for Vermont's Children and the Vermont Workers' Center to achieve guaranteed paid sick days for all Vermont workers. During the summer we knocked on hundreds of doors, gathered hundreds of petition signatures, built a strong, broad coalition of nearly a dozen organization, helped conduct a phone survey on paid sick days with the Center for Rural Studies and partnered with the UVM Medical College on a public health study of paid sick days.

- We supported and saw the creation of the Basic Needs Budget Technical Advisory

Council, a legislative advisory group set up to evaluate the Basic Needs Budget to make sure the proper data sets are being used and that the methodology created in the 1999 summer study group is still correct and current. The Basic Needs Budget is the source of the livable wage figures and comes out every two years. We monitored, attended and testified at all the Council meetings and were pleased with the majority of the slight revisions made by the group.

- From February through May, we hosted Equal Time Radio a weekly live one hour call in show on WDEV (550AM) in Waterbury. This provided a great opportunity to facilitate a conversation about economic justice. During the four months we hosted, we interviewed Barre granite workers, Burlington food service workers, Brattleboro high school students fighting against child labor, housing advocates, child nutrition advocates, and a handful of elected officials.

- We launched the new and much improved www.vtlivablewage.org website. Thanks to the great work of workstudy student Kristance Harlow, our new website looks fresh, is easy to update and provides for easier navigation.

- Using our popular education curriculum, we had nearly 1000 Vermonters across the state learn about livable wages, gender wage equity, child labor, and racial wage equity.



Peace & Human Rights Project – 2008 Highlights

- In February, the Recruiting for Peace Campaign (RFPC) published *The Alternatives Book*, a Vermont-based resource for alternatives to military service. Copies are available for sale at the Peace & Justice Store; it is provided for the cost of postage if used for educational purposes.
- In March, Jen Berger attended *Winter Soldier: Iraq & Afghanistan*, in Washington DC – three and a half days of testimonies from veterans and active duty soldiers and marines about what life in the military is really like. Jen set up live feeds of the event by local public access stations throughout the state.
- At *Winter Soldier*, Jen filmed the testimonies and interviewed 5 veterans about their experiences with recruiters. Each story is different and compelling. The edited version of these interviews will be used to educate youth about military recruitment and enlistment in Vermont.
- Two interns spent the summer developing a plan for the fall's high school Opt Out Awareness Campaign. In the fall, we tabled at 8 schools in 6 weeks. All of the schools were new relationships.
- With the help of a UVM intern, we determined which Vermont high schools are at the highest risk of recruitment based on

socio-economic statistics and actual recruitment numbers since 2004.

- RFPC continued to share truth in military recruitment and enlistment with Vermont high school students. Among other things, we visited Burlington High School classrooms, had Chat & Chews at the Spectrum Youth & Family Services Drop-In Center, participated on a panel discussion at Mt. Abe high school after an all day simulation of war.
- In the fall, the RFPC participated in a full day Truth in Military Recruitment training with Oskar Castro of the American Friends Service Committee's Philadelphia office. As a result, the collaboration between RFPC and the AFSC's Montpelier office deepened.
- PHRP became a founding member of the Vermont Peace Economy Coalition. The VPEC was formed after a demonstration on May 1, 2008, when all 29 ports on the US west coast were shut down by the International Longshore and Warehouse Union (ILWU) to protest the US war on Afghanistan and Iraq. Activists across the country and in Iraq conducted solidarity actions, including in Burlington at the General Dynamics plant.

Jen,

Thanks so much for coming to BHS and helping me get the students riled up! We had an excellent week of discussion following your visit. We all learned quite a bit, not only about recruitment and veterans' experiences, but also about the finer points of analysis and ways to maturely discuss "hot topics." Your visit brought a very valuable dose of reality and relevance to our classroom.

– Eve Berinati
Burlington High School
teacher



Peace & Justice Store – 2008 Highlights

- **New Peace & Justice Store Mission Statement:** The Peace & Justice Store works to provide products our customers can have confidence in by adhering to strict standards that ensure our goods are Fair Trade, environmentally-friendly, educational, or inspire empowerment.
- This was our first full year using a **Point of Sale System!** This system helps keep track of inventory, analyze data around hours of operation, product turnover, and vendor viability. It has been an invaluable asset!
- In April 2008, Jennifer and Kathy went to **Chicago** for the **Green Festival**. It was

enlightening. They visited with many Fair Trade and environmentally-friendly vendors. Best of all were the visits with two Fair Trade stores: *The Fair Trader*, in Hyde Park in South Chicago and the *Green Heart* in downtown Chicago, where many valuable ideas were exchanged about merchandise and marketing.

- **New Fair Trade and Locally-made Companies:** *Monsoon Vermont*, *Global Mamas*, *Peace Coffee*, *Mata Traders*, *Malia Designs* are new Fair Trade companies we discovered on the trip to Chicago. *Sol Mates Socks*, and *Flash Bags* are two new local Vermont companies. *Monsoon Vermont* is both a Fair Trade and local Vermont Company!

Workstudy & Interns

Josh Appelbaum
Stephanie Bana
Foresta Castaneda
Hillary Clarke
Ashley Cox
Jon Cusick
Kristance Harlow
Winter Heath
Emily Jakubowicz
Viola Kaci
Erik Kojola
Sydney Leonard
Jessica Metz
Jim Montague
Greta Moore
Gisele Nelson
Dylan Novelli
Laura Quinn
Juliana Robbins
Rachel Ruggles
Cayla Tepper
Max Tracey
Kylie Vanerstrom



MEMBERS

Thank you to the members of the Peace & Justice Center. You are partners in our work for peace, human rights, and racial and economic justice.

Martha Abbott
 Rich Abete and Dianne Jabar
 Gary Abramson
 Bonnie Acker and John Davis
 Danny Albert and Sue Linsky
 Susan and Peter Alden
 Jo Alexander
 Judd Allen
 Patricia Passmore Alley
 Miriam Almeleh
 Naomi Almeleh
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 Diana Barnard
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 Tom Good



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See other lists on pages 4 and 5.