

**Comprehensive Program Plan For
American Friends Service Committee in Vermont
Three Year Proposal - Oct., 2004 to Sept. 2007**

A. Program Summary

1. Location of Program Office: Montpelier, Vermont
2. Geographical Area Served: State of Vermont
3. Brief Summary of Program Plan:

a. Background

Since the early seventies the Vermont program, in collaboration with many groups and individuals, has worked on such issues as alternatives to the dominant economic system, freezing and abolishing the production of nuclear weapons, domestic poverty, militarism, federal budget priorities and solidarity with the struggle for justice in Central America and South America. AFSC initiated a statewide effort for campaign finance reform which resulted in bringing about the most stringent state campaign financing law in the nation.

The program continues to this day with many of these program areas. Presently Vermont AFSC is a central organizer in the effort to abolish nuclear weapons. A successful Walk for Nuclear Weapons Abolition and town meeting effort has resulted in the Vermont Legislature being the first in the nation to pass resolutions calling for a abolition treaty. Keeping the death penalty out of Vermont and, in conjunction with the Criminal Justice Program at NERO, eliminating it in other New England states is also a goal of the Vermont program. In addition, the program has focuses on economic equity in the U.S. and between wealthy and "Third World" nations, support for the United Nations and fostering a US foreign policy which is cooperative rather than confrontational. Annual meetings have addressed the globalization of the economy, the post-Cold War world order, and the role of organized labor in creating economic and social justice.

b. Goals and Proposed Activities:

This three year program proposal seeks to create integrated and mutually supported projects throughout Vermont which reinforce one another, other AFSC program units, regional and national programs, and the work of other groups in Vermont and the New England region. Vermont contains very many activist groups and individuals working on environmental, justice and peace issues. The role of AFSC is to support these activities and to do what no others are doing, especially in the area of peace building and demilitarization. The Vermont program seeks to strengthen the capacity of individuals and communities for the work of peacebuilding, social and economic justice. Projects with which the

Service Committee in Vermont is involved will fall under one of four categories: leadership, collaboration, support, and assistance.

1) In the following issue areas AFSC takes a *leadership* position - develops plan/strategies, seeks out allies, initiates action, directs actions, primary fund raiser:

- The abolition of nuclear weapons;
- Counter military recruitment in high schools through the development of student leadership skills;
- Counter the growing militarization of American society and foreign policy;
- Promote “common security” as an alternative to US military, economic and political world dominance;
- Maintaining Vermont free of the death penalty.

2) AFSC *collaborates* with other organizations and individuals - with others AFSC plans projects and shares equally in the responsibilities of fundraising, initiating actions and gathering allies in the following issue areas:

- Reorder US government budget priorities;
- Promote economic globalization based on fair trade;
- Promote and protect civil and human rights for all Vermonters;
- Support workers’ right to organize;
- Promote Livable wage in Vermont;
- Reduce international trade in small arms;
- Reorder US policy priorities in Colombia and the Andean Region.

Time and resources permitting, the Vermont program will also provide direct support and assistance to groups and individuals engaged in several issues as listed below:

3) AFSC *supports* projects initiated and carried out by others - attends some meetings, helps develop analyses and/or action plan, provides information, publicizes events, co-sponsors events and signs on as a supporter for public announcements. The issues for which the Vermont program will provide support include:

- Establishment of a Vermont criminal justice system based on restorative justice;
- Promotion of prisoner’s rights;
- Opposing racism and homophobia;
- Closing the US Army School of the Americas;
- Opposing the use of child soldiers;
- Mexico/Chiapas;
- Effects of globalization in Central America.

4) AFSC provides *assistance* for efforts initiated and carried out by others; support might include news article, letters to the editor, background briefing and providing non-violent/peacemaking perspective. Issues for which the Vermont program will provide assistance include:

- Support the right of gay and lesbian people to marry;
- Provide independent, alternative news media to Vermont

These categories are not fixed or impermeable; they address more the amount of resources (time and money) AFSC staff will devote to a given issue. Vermont AFSC, as does the larger AFSC, will speak out when the dignity of the person is violated. No program plan can anticipate the circumstances under which that will become necessary.

The themes running through the entire Vermont program are:

- Expose and overcome the culture of dominance and violence, promote a culture of peace and justice;
- Uphold the dignity and worth of every person;
- Defend the right of every person to live free from material poverty, have decent work, a sustainable livelihood, and equitable access to the earth's resources
- Challenge the militarization of US society and culture;
- Strengthen the capacity of communities for peace building and social and economic justice;
- Help people move from concern to organized action.

Youth remain a central focus of the Vermont Program. They are seen not only as a program area but as a constituency who will enrich and enliven all other program areas and provide the energy for the future movement for peace and justice. Therefore a focus of this program is helping young people develop organizing skills as they participate in providing information to their peers on alternatives to joining the military.

4. AFSC Oversight Committee:

A program committee oversees and participates in the implementation of the program. The committee is composed of several people long dedicated to AFSC, having served for many years on state and regional committees. There are also members new to AFSC. This committee provides oversight to enable the program to remain effective, responsive and relevant. See list of program committee members below.

The Regional Program Committee also provides oversight. The Vermont Program is supervised by the Regional Director of Programs.

Vermont Program Committee:

Sally Black, E. Calais, VT – member of PeaceVermont, a local peace action group
Erica Brinton, Norwich, VT – member of Hanover Friends Meeting
Carl Etnier, Montpelier, VT - member of Plainfield Friends Meeting
John Lamperti, Norwich, VT – member of NERO Executive Committee

Chris O’Gorman, Wallingford, VT – member of Wallingford Friends Meeting
 Nancy Rice, Clerk, Randolph Ctr., VT – former part-time staff of Vermont AFSC
 Alan Taplow, Plainfield, VT – attendee of Plainfield Friends Meeting
 Cristine Zern, Montpelier, VT – health care activist
 Joan Sax, Randolph Ctr., VT – member of Randolph area peace group

5. Program Budget:

Fiscal Year Total (3Yrs)	FY2005	FY2006	FY2007
c.76,400	24,500	c. 25,400	c. 26,500

6. Proposed staffing, first proposed fiscal year

Proposed program is based on one full time staff person with the possibility of contracting with a part time Youth Action Program coordinator for which additional funding will be sought.

7. Program Contact:

Joseph Gainza, Vermont Program Coordinator
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 www.afscvt.org

8. Program Focus Areas

Peace Building and Demilitarization	60%
Social Justice	10%
Economic Justice	20%
Administration	10%
TOTAL	100%

9. Youth Participation:

Estimated percentage of “youth” participants 30%

B. Overarching Vision

The vision which informs this program is that of a broad spectrum of citizens and other members of US society working together for a US culture transformed from one of dominance and violence to one of mutuality and respect for the dignity and worth of every person., a world without nuclear weapons and the rejection of military means to resolve conflicts within and between nations. The Vermont program seeks to engage people in envisioning and working toward the US using its influence for the development of a global community of nations under the rule of law and bound together in peace and justice.

C. Specific Problems or Issues to be Addressed

The militarization of US society and foreign policy proceeds apace. As wealth continues to be concentrated in fewer hands and translates into political power, policies which favor the rich and corporations at the expense of working people, the poor, women, children and the environment continue to dominate both national and state politics. Social ills are ignored or dealt with in a fashion that is either punitive or ineffectual.

As corporate dominated economic globalization spreads and deepens, Vermont and the US continue to see a loss of jobs to overseas outsourcing and businesses moving to countries with low production costs. The result is growing economic and social inequality and an increase in the rate of incarceration.

To uphold this state of affairs, the US maintains by far the largest military establishment in the world, spending several times more on its military than the combined military budgets of all the nations which it has designated as “rogue states.” Additionally, the US continues to rely on nuclear weapons as the “cornerstone” of its military policy. In this, along with the other nuclear weapon states, the US is in violation of the Nuclear Non-Proliferation Treaty (NPT) and in defiance of a 1996 ruling by the International Court of Justice. The US continues to wield the nuclear stick to achieve what it perceives as its vital interests and the Bush administration is seeking to develop “usable” nuclear weapons. Additionally, since the end of the Cold War, the US has become the largest exporter of arms in the world.

The US refuses to join the International Criminal Court of Justice at the same time that it violates international law and bypasses the United Nations when unilaterally, or in conjunction with “coalitions of the willing” it attacks sovereign nations.

The National Security Strategy of the United States, promulgated by the Bush administration, replaces the policy of “containment” and détente with that of “pre-emption” as the US declares to the world that it will not allow peer competitors anywhere.

The “war on terrorism” is used to justify a militarized and bellicose US foreign policy and the infringement of civil liberties of Americans. Preventive war is claimed to be necessary to protect US lives and property. Rather than offering “common security,” the US confronts the world with “full spectrum dominance.”

D. Goals Objectives, and Activities

Note: A three year timeline is provided primarily for those parts of the Vermont program in which the AFSC takes a leadership role.

***AFSC Program Focus Area:
Peace Building and Demilitarization***

Goal PB One: Vermont congressional delegation and members of other New England states’ congressional delegations submit bills in Congress calling on all nuclear weapon states to comply with Article VI of the Nuclear Non-Proliferation Treaty (NPT).

<p>Objective: Three or more Vermont cities sign on to the Mayors’ Campaign to Ban Nuclear Weapons, establish the abolition of nuclear weapons as a campaign issue in Vermont congressional elections and two members of Vermont’s Congressional delegation submit bills requiring compliance with Article VI of the NPT. Extend campaign to other New England states.</p>		
<p>Year One – Oct. 04-Sept. 05</p> <ol style="list-style-type: none"> 1. Meet with nuclear weapon (NW) organizers and interested parties for strategy and collaboration; 2. Create campaign petition for circulation throughout Vermont; 3. Meet with groups and individuals in three Vermont cities to organize meetings with mayor and/or city council for inclusion of their city to the list calling for abolition; 	<p>Year Two – Oct.05-Sept.06</p> <ol style="list-style-type: none"> 1. With VCPJ and others consider continuing of Town Meeting effort focusing on the NPT; 2. Tour speakers from groups working to abolish nuclear weapons; 3. Organize video and discussion groups in various locations in the state; 4. Continue meeting with congressional representatives and staff; 	<p>Year Three – Oct.06-Sept.07</p> <ol style="list-style-type: none"> 1. Organize public events: vigils, demonstrations, press conferences calling on Congressional delegation to work for compliance with the NPT; 2. Meet with congressional delegation; staff in Vermont, press for legislative action; 3. Organize trips to Washington to meet with congressional delegation and vigil out side Congress and the White House;

<p>4. Work with local groups to organize Hiroshima/Nagasaki commemorative events, ;</p> <p>5. Write and circulate model letters to the editor regarding the campaign;</p> <p>6. Write articles for publication in local papers and AFSC newsletter;</p> <p>7. Tour of Hibakusha to participating cities;</p> <p>8. Radio interviews, WGDR, WDEV, VPR and others;</p> <p>9. Participate in public meetings/events in anticipation of city decision;</p> <p>10. Meet with and enlist support from Vermont Congressional delegation.</p> <p>11. In collaboration with Vermont and regional peace groups, including the Vermont Coalition for Peace and Justice (VCPJ), the New England offices of Peace Action, WILPF and AFSC, develop regional network in New England to develop NPT review campaign and beyond.</p>	<p>5. Organizing “bird dogging” campaign;</p> <p>6. Meet with Vermont candidates for congressional offices.</p> <p>7. Collaborate with groups in other New England states to extend campaign.</p>	<p>4. Develop New England wide media campaign</p>
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<p>Objective: Organize three groups and 20 individuals to attend NPT Review conference in New York City in May, 2005.</p> <ol style="list-style-type: none">1. Organize Newspaper ad campaign about the NPT and the lack of compliance by the nuclear weapon states.2. Meet with Vermont Ecumenical Council and Bible Society (VEC) to enlist faith community;3. Draft letter for VEC to consider sending to congregations throughout Vermont;4. Organize strategy meeting of interested groups and individuals;5. Collaborate with United for Peace and Justice office in NYC in organizing participation in the Review Conference;6. Organize tour of David Culp from FCNL;7. Meet with Vermont's congressional delegation and staff; include David Culp.		
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Goal PB Two: Demilitarize US foreign policy, end the occupation of Iraq and develop policies based on diplomacy, international law and cooperation, common security, nonproliferation and disarmament.

Objective: In conjunction with our work for the abolition of nuclear weapons the Vermont AFSC will collaborate with other groups representing at least three different constituencies to publicize the human, political and economic costs of US Empire, particularly the continuing occupation of Iraq, and create popular pressure to demilitarize US foreign policy through the adoption of resolutions by at least six organizations representing religious, labor, civic or educational interests. Work with other organizations and individuals to move Vermont congressional delegation to demand the end of US occupation of Iraq.

Year One - Oct. 04-Sept.05	Year Two – Oct.05-Sept.06	Year Three – Oct.06-Sept.07
<ol style="list-style-type: none"> 1. Build a campaign of action calling for the return of the Vermont National Guard from Iraq 2. Meet with members of the faith community, labor leaders and educators to develop a campaign for working with those constituencies; 3. Create fact sheets and visual displays about how the costs of empire and the occupation of Iraq affect each constituency; 4. Develop presentations for each constituent group; 5. Organize presentations in various locations in Vermont. 6. Develop a database of people, organizations and locations for possible speaking engagements; 7. In partnership with representatives from labor, the faith community, 	<ol style="list-style-type: none"> 1. On radio show feature guests with expertise in foreign and military policy, the Middle East and Iraq and those involved in “domestic” issues affected by “foreign” policy, including restrictions on civil liberties; 2. In conjunction with PeaceVermont and other groups continue to sponsor public forums on US foreign policy and the US occupation of Iraq; 3. Write opinion articles for Vermont newspapers; record for broadcast on radio stations with public comment programming; 4. Tour speakers through Vermont with expertise in US foreign policy; set up meetings with members and staff of Vermont congressional delegation; 	<ol style="list-style-type: none"> 1. Meet with groups and individuals to determine interest in organizing a Vermont Walk for Common Security and Freedom from Fear, tying in foreign and domestic policy concerns, including the abolition of nuclear weapons.

<p>education and local government organize speaking tours of US foreign policy specialists;</p> <p>8. Organize public showings of videos about US foreign policy and related issues;</p> <p>9. In collaboration with partner organizations organize actions calling for the return of the Vermont National Guard from Iraq and develop a framework of “common security;”</p> <p>10. Include growing restrictions on civil liberties as part of the domestic impact of US policy toward terrorism.</p>	<p>5. Organize training in “bird dogging” to raise foreign policy issues during congressional election campaign.</p> <p>6. Collaborate with others in planning direct action calling for the return of the Vermont National Guard from Iraq.</p>	
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Goal PB Three: Organize statewide network of high school student committees through the Youth Action Project (YAP) providing information to their peers regarding alternatives to military service, conscientious objection, draft laws, realities of war, etc. Create network of draft and enlistment counselors in Vermont.

Year One - Oct. 04-Sept.05	Year Two – Oct.05-Sept.06	Year Three – Oct.06-Sept.07
<p>Objective: Expand number of schools involved in the Youth Action Project (YAP) to at least six.</p> <ol style="list-style-type: none"> 1. Contact students through informal networks/friendships; 2. Contact school councilors, teachers and others to determine interest; 3. Meet with school administrators; 4. Create one page newsletter and distribute to schools; 5. Provide orientation to new students; 6. Find Funding for YAP coordinator. 7. YAP participants organize statewide conference. <p>Objective: Develop draft counselor network with 3 local peace groups.</p> <ol style="list-style-type: none"> 1. With Veterans for Peace, former draft councilors and others organize statewide meeting to plan network, training, etc. 2. Conduct training of draft counselors; 	<p>Objective: Hire part time YAP coordinator.</p> <ol style="list-style-type: none"> 1. Seek funding from foundations and AFSC national office. <p>Objective: Expand number of schools and students involved in the YAP to ten.</p> <ol style="list-style-type: none"> 2. Contact students through informal networks/friendships; 3. Contact school councilors, teachers and others to determine interest; 4. Meet with school administrators; 5. Continue to publish newsletter, include student writing and distribute to schools; 6. Provide orientation to new students; 7. Provide training in organizing to YAP participants. <p>Objective: Maintain network of draft counselors.</p> <ol style="list-style-type: none"> 1. Speaking tours of vets and others in schools, churches and other venues. 	<p>Objective: Expand number of schools and students involved in the YAP to fifteen.</p> <ol style="list-style-type: none"> 2. Contact students through informal networks/friendships; 3. Contact school councilors, teachers and others to determine interest; 4. Meet with school administrators; 5. Continue to publish newsletter, include student writing and distribute to schools; 6. Provide orientation to new students; 7. Provide training in organizing to YAP participants. <p>Objective: Organize a statewide conference of draft counselors, students and others to create a more permanent structure.</p> <ol style="list-style-type: none"> 1. Meet with students, veterans and others to discuss the desirability of creating a permanent structure of finding funding

<p>3. Promote network through student committees</p>		<p>and developing a plan of action.</p> <p>2. Prepare for re-institution of a draft: training counselors, working with tax resister organizations and other to set up scholarships for non-registrants.</p>
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AFSC Program Focus Area:
Social Justice

Goal SJ One: Keep Vermont free of the death penalty.

<p>Objective: Maintain contacts, mailing lists of those opposed to the death penalty and provide information related to abolishing capital punishment;</p> <ol style="list-style-type: none"> 1. Keep list up to date; 2. Include relevant articles in AFSC newsletter, have guests working on issue on radio program; 3. Monitor Vermont legislative action 4. Maintain contact with regional and national abolition movement; 5. Should the need arise, mobilize statewide opposition to the proposed re-institution of the death penalty in Vermont.

AFSC Program Focus Area:
Economic Justice

Goal EJ One: Vermont and New England residents will develop a deeper understanding of the negative effects of global “free trade” policies on democratic governance and job security in the US.

<p style="text-align: center;">Year One - Oct. 04-Sept.05</p> <p>Objective: Develop a public forum on outsourcing jobs to bring to three different communities in Vermont.</p> <ol style="list-style-type: none"> 1. Collaborate with people who have lost either manufacturing or service jobs to outsourcing to develop forum which includes an analysis of “free trade;” 2. Bring forum to communities where jobs have been lost, inviting local workers to participate; video forum for TV and distribute to public access and commercial vendors; incorporate fundraising component; 3. Develop media campaign for broadcast and print media. 4. Collaborate with video/film producers to edit forum videos and develop strategy for production of a 1.5 hour film about the local effects of “free trade.” 	<p style="text-align: center;">Year Two – Oct.05-Sept.06</p> <p>Objective: Produce film showing local effects of “free trade.”</p> <ol style="list-style-type: none"> 1. Collaborate with film makers and economic globalization activists to secure funding for production including travel; 2. Interview workers in Vermont and in nations (e.g. India, China) which have received jobs outsourced by Vermont businesses; 3. Continue organizing public forums. 	<p style="text-align: center;">Year Three – Oct.06-Sept.07</p> <p>Objective: Final production and distribution of film on the local effects of “free trade.”</p> <ol style="list-style-type: none"> 1. Secure funding for production and distribution 2. Show film in several locations in Vermont and in New England region, opening night fund raiser.
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<p>Objective: Vermont Legislature passes resolution calling for repeal or substantial amendment of Chapter 11 of the North American Free Trade Agreement (NAFTA).</p>		
<p>Year One - Oct. 04-Sept.05</p> <ol style="list-style-type: none"> 1. Meet with organizations and individuals with an interest in preserving local and state government ability to create and enforce labor, environmental, health and safety regulations; 2. Create “Coalition for the Defense of Democracy;” 3. Present Chapter 11 concerns to annual meeting of Vermont League of Cities and Towns; 4. Meet with legislators, Vermont Attorney General, Secretary of State and Auditor of Accounts 	<p>Year Two – Oct.05-Sept.06</p> <ol style="list-style-type: none"> 1. Meet with legislators to draft resolution calling for repeal or substantial revision of Chapter 11; 2. Monitor legislative action on resolution; 3. Organize testimony from constituent groups for legislative hearing; 4. Meet with staff of Vermont congressional delegation; 5. Organize public forum on Chapter 11 and “free trade”, invite (Minn. Legislator); 6. Meet with Vermont governor. 	<p>Year Three – Oct.06-Sept.07</p> <ol style="list-style-type: none"> 1. Depending on action in year two focus on Vermont legislative action of on Vermont’s congressional delegation; 2. Continue to hold public forums on Chapter 11 and “free trade.”

Goal EJ Two: Every Vermont worker earns a livable wage and is able to exercise the right to organize.

<p>Objective: Maintain working relationships with three Vermont economic justice groups.</p> <ol style="list-style-type: none"> 1. Continue to work on Vermont Livable Wage Campaign steering and education committees. 2. Work with faith community and Vermont Workers Center to support organizing in Montpelier. 3. Retain membership on Washington/Orange Central Labor Council.

Communication and Outreach

This section of the plan contains a goal, objectives and activities related to communication and outreach, program work which cuts across all general AFSC program areas. Since these activities take considerable time and resources and serve to communicate the AFSC perspective to the larger community, they are listed in the interest of making the actual work of the Vermont program visible and realistic in terms of time and resources.

Goal: Maintain and expand communication and outreach to community groups and organizations in Vermont and the New England region; produce book of radio interviews describing grassroots organizing in US.

Year One - Oct. 04-Sept.05	Year Two – Oct.05-Sept.06	Year Three – Oct.06-Sept.07
<p>Objective: Expand use of AFSC newsletter, print and broadcast media to reach wider audiences with peace, justice and nonviolence messages.</p> <ol style="list-style-type: none"> 1. Continue producing and hosting weekly radio commentary, interview and call-in program “<i>Gathering Peace</i>” with guests from the labor, peace, faith and justice activist communities; 2. Distribute to alternative and commercial broadcast media in New England; 3. Produce AFSC newsletter three times per year; 4. Collaborate with local cable TV program producers to air peace and justice programming; 5. Solicit volunteers to 	<p>Objective: Continue weekly radio show, recording, archiving and editing interviews and prepare for publication.</p> <ol style="list-style-type: none"> 1. Secure funding; 2. Contact possible publishers 	<p>Objective: Publish edited transcripts.</p> <ol style="list-style-type: none"> 1. Continue weekly radio show; 2. Publish transcriptions of interviews with local activists from across the US describing their campaigns, opportunities and obstacles, and lessons learned; 3. Develop marketing plan; 4. Distribute/sell published transcripts.

<p>increase contacts with broadcast and print journalists;</p> <ol style="list-style-type: none">6. Develop proficiency with production and editing equipment at WGDR.7. Collaborate with local independent journalists to produce news items, reports, interviews for commercial and public media. <p>Objective: On radio show interview peace and justice activists f</p>		
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E. Resources

The Vermont program has permanent one full time paid Field Secretary. Efforts will be made under this plan to raise money to contract a 2/5 time equivalent for a Coordinator of the counter military recruitment project for the duration of the plan. Staffing proposed for the life of the plan. The number of volunteers depends on the issue area involved. Experience indicates that the number will vary from 3-5 to 15-20. Interns for the summer are anticipated. They will be supervised by the Field Secretary.

Other resources: Vermont AFSC web site (www.afscvt.org); weekly radio commentary, interview, call-in program produced and hosted by AFSC on station WGDR, 91.1 FM and webcast at www.WGDR.org., AFSC newsletter, membership on Peace, Justice and Integrity of Creation committee of the Vermont Ecumenical Council and Bible Society; membership on the Washington/Orange Central Labor Council, the Steering Committee of the Vermont Livable Wage Campaign; member of Mercy Connections, an ad hoc committee charged with setting up a project which utilizes a fund established by the Sisters of Mercy in Vermont.

F. Related Experience

The Vermont program has been engaged in peacebuilding and demilitarization work since the early eighties. AFSC was a leader in the movement to freeze the development and deployment of nuclear weapons and in the opposition to US policy in El Salvador, Nicaragua, Guatemala and Honduras. In the former effort the AFSC successfully organized in 177 Vermont towns to pass a resolution calling for a nuclear weapons freeze. The Service Committee also combined peace and economic justice issues by raising up labor and poverty in Vermont and the priorities of the federal government as expressed in the national budget. A statewide network of activists was created which to this day continues to be a resource for the continuing work of the Service Committee in Vermont.

G. Program Standards

1. Interrelatedness:

- a. Relation to Program Focus Areas: Peace Building and Demilitarization, Social Justice, Economic Justice and Youth.**
- b. Relation to Other AFSC Program Work: Coordination with Criminal Justice Program located at NERO (anti-death penalty program area), Youth and Militarism Program located at national office (JROTC, counter military recruitment), Economic Literacy Concentration Network (globalization of economy, domestic and international wealth disparities), Peace Education Program at NERO and the Peace Building and De-militarization Concentration Network (nuclear weapons abolition, arms trade, militarization of American society and economy).**
- c. Relation to Work of Other Groups: In Vermont the Women's International League for Peace and Freedom is a close ally in nuclear weapons abolition and peace building work. This plan will enhance the collaboration efforts**

which have been carried out for the last nine years. The Peace and Justice Center in Burlington continues to be a collaborating organization.

AFSC has been instrumental in the establishment of PeaceVermont, a central Vermont citizen's action group, and in the organization of Vermont Coalition for Peace and Justice, composed of thirteen local action groups. AFSC and Pax Christi in Burlington will continue to collaborate efforts to close the US Army School of the Americas.

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on the degree to which specific objectives were met, the number of people involved in the program area and the quality of their involvement, the success of the collaborative effort and the sustainability of any progress made.

H. Oversight

- 1. Committee Oversight:** Responsibility for oversight for this plan will be that of the Vermont program committee, the New England Region Program Committee and the Regional Peace Education Coordinator. The Vermont program committee meets every month and receives a staff report from the program coordinator. Regular staff reports are sent to members of the Vermont and regional program committee and the regional program coordinator. The Vermont program committee is committed to adding people of color to the committee. Additionally youth will be invited to join the committee.
- 2. Program Future:** It is anticipated that at the end of the program period this plan, modified to meet current needs, will be continued.

I. Administration

- 1. Fundraising Strategies:** Grant proposals continue to be a major source of funding as do two annual mail appeals. The program committee has been examining additional funding sources including newspaper ads.
- 2. Communication:** The program committee has committed to three or four newsletters a year. The program coordinator writes several news articles throughout the year and hosts a weekly radio interview and call-in show, *Gathering Peace*, heard over WGDR, a community radio station located at Goddard College in Plainfield. Staff also maintains an e-mail list of activists throughout the state for the transmission of action alerts and for general organizing. Additionally, he is often asked to speak at various gatherings and to participate on committees. Vermont program staff has collaborated with the national communications department to send press releases to the major national media, we expect to continue with this collaborative effort.