



EAST BAY DEMOCRATIC SOCIALISTS OF AMERICA

East Bay DSA November General Meeting

Sunday, November 17, 2024

11:00 am -12:00 pm

1610 Harrison Street Oakland and [Zoom](#)

Sign-in link: ebdsa.us/gm-signin

Time	Section	Facilitator
10:45	Doors open, sign-in and coffee	
11:05	Welcome: Zach Opening remarks: Megan Romer, DSA Co-Chair (recorded) Did not happen due to technical issues.	Zach
11:10	-Approve agenda: Approved with no objections -Approve minutes from the last meeting. Approved with no objections	Victoria
11:15	Divest from Apartheid Campaign Reportback - Ed R <ol style="list-style-type: none">1. The Alameda County Board of Supervisors were requested to divest from Israel support last week.2. Proposal was continued to the December 17th Board of Supervisors meeting.3. DSA will continue to lobby the Board of Supervisors on divestment.	Victoria
11:20	Voting Item: EBDSA Staff Hiring Process Motivator: Dani T <ol style="list-style-type: none">a. Chapter needs to replace Nate, our staff person.b. Question: Will proposed federal legislation on nonprofits affect hiring staff? Probably not an issue for chapter staff position.c. We will have flexibility to hire part time or full time. Part-time is defined as 20 hours a week. Staff will be a w2 employee. We may reduce the	Juan

	<p>budget for the staff person by going to part-time.</p> <p>Amendment: Six month part time Motivator: Max M</p> <ul style="list-style-type: none"> a. What if we do not find a part-time person? Then we would have no staff person. b. Original resolution does not mean Steering Committee wants to eliminate the staff person position. c. Opposed: Fred - this amendment will not work because staff does tasks which are difficult for volunteers to do, without staff many tasks will not happen. d. Pro - need more time to discuss the purpose of a staff person. e. Opposed - we will end up having leaders spending their time on administrative tasks. <p>Amendment failed 63 to 15.</p> <p>Call the question: Passed</p> <p>Main resolution: Passed 63 to 1</p>	
11:40	New Member Cohort Acknowledgements Skyler- many people at this meeting are brand new members.	Victoria
11:50	Announcements <ul style="list-style-type: none"> - Announcement from <i>Bay Area Current</i> - Zoe: Restarting our newsletter and we need volunteers. - Dues Pitch - Eric E : Please join the national DSA if you have not done so. 	Zach
12:00	Closing <ul style="list-style-type: none"> - Sing Solidarity Forever with Bonnie (updated lyrics) - Group photo - Adjourn and head to Organizing Fair (12:15-2:00) 	Zach

Resolution: EBDSA Staff Hiring Process

Submitted by: East Bay DSA Chapter Steering Committee

Whereas, East Bay DSA's chapter financial reserves are not, as of the last few months, consistently sufficient to cover three months of expenses, currently fluctuating between 2.5 and 3 months worth of reserves.

Whereas, three months of expenses being held in reserves are considered a best financial practice.

Whereas, our chapter's current full-time staffer is planning to leave the role at the end of the current calendar year, with the possibility of staying on part-time in January and February.

Whereas, in recent months our chapter has seen a slight dip in local dues contributions and other fundraising efforts (merchandise sales, etc.) which have not been fully offset by our local dues drive, which means that expenditures related to staffing now represent more than half of our monthly expenses.

Whereas, hiring a full-time staffer on an open-ended basis without a clear plan to be able to afford to both pay them and maintain our chapter financial reserves at sufficient levels would not be good financial stewardship of our organization.

Whereas, abruptly transitioning to having no staff at all would also present many operational and organizational challenges to the chapter.

Whereas, the East Bay DSA Chapter Steering Committee voted 9-0 at its October 28th meeting to place the following "therefore be it resolved" on the November general meeting agenda.

Therefore, be it resolved, the Steering Committee will take the following steps:

- (1) The Steering Committee will aim to update and post a job description publicly (including an option for part-time work) by no later than Dec. 1 and form a hiring committee.
- (2) If qualified candidates apply, the Steering Committee will aim to hire someone either full-time (32 hours/wk) on a contract set to expire no later than July 2025, or part-time (15-20 hours/week) on an open-ended contract. That person's hiring will be ratified at a general membership meeting.
- (3) If a full time candidate is hired:
 - (a) Part of their work will include fundraising to make up the gap between our current chapter revenue and what is needed to both hit our financial reserves goal and continue paying a full-time staffer.
 - (b) If the chapter recovers our ability to hit our target of three months of reserves while keeping a staffer on full time and there's a clear role and need for staff to continue, the contract should be extended. Otherwise, the contract should be ended or changed to part time.

- (4) Steering, current staff, and CCC will convene a working group to discuss and make a plan for how to fill key operational roles in a sustainable, ongoing way, without full-time permanent staff, with a goal of presenting a plan for how the chapter can operate without full-time permanent staff by April 2024.
- (a) This proposal should include:
- (i) Concrete suggestions for who will fill currently vacant or under-capacity roles, including a plan for fundraising (and a target for local dues revenue), tech, comms, and operations (office, meetings) roles
 - (ii) Any new volunteer roles to be created to fill current gaps
 - (iii) Concrete suggestions for what the chapter could explore spending money on instead
 - (iv) An estimate of what fundraising targets we need to hit both our reserves goal of three months of expenses and maintain staff at 32 or 20 hours/week respectively while limiting staff to 49% (maximum) of our monthly expenses.
- (5) If no qualified candidates apply, the chapter steering committee (via the staff supervisor), will request that current staff stay on on a part-time basis through at least the end of February 2024, and present a plan for how to run the chapter without staff by March 2024. This plan should follow the same lines laid out above.

Amendment: EBD SA Staff Hiring Process - 6 Month Part Time

Submitted by: Max M, Victoria V, Skyler S

Whereas, East Bay DSA's chapter financial reserves are not, as of the last few months, consistently sufficient to cover three months of expenses, currently fluctuating between 2.5 and 3 months worth of reserves.

Whereas, three months of expenses being held in reserves are considered a best financial practice.

Whereas, our chapter's current full-time staffer is planning to leave the role at the end of the current calendar year, with the possibility of staying on part-time in January and February.

Whereas, in recent months our chapter has seen a slight dip in local dues contributions and other fundraising efforts (merchandise sales, etc.) which have not been fully offset by our local dues drive, which means that expenditures related to staffing now represent more than half of our monthly expenses.

Whereas, hiring a full-time staffer on an open-ended basis without a clear plan to be able to afford to both pay them and maintain our chapter financial reserves at sufficient levels would not be good financial stewardship of our organization.

Whereas, abruptly transitioning to having no staff at all would also present many operational and organizational challenges to the chapter.

~~*Whereas*, the East Bay DSA Chapter Steering Committee voted 9-0 at its October 28th meeting to place the following "therefore be it resolved" on the November general meeting agenda:~~

Therefore, be it resolved, the Steering Committee will take the following steps:

- (1) The Steering Committee will ~~aim to update and post a job description publicly (including an option for part-time work) by no later than Dec. 1 and~~ form a hiring subcommittee with the intention of hiring a part time (15-20 hr/week) position, with a contract lasting until 6 months from the start date. The Steering Committee will be empowered to select, negotiate with and hire an appropriate candidate.
- ~~(2) If qualified candidates apply, the Steering Committee will aim to hire someone either full-time (32 hours/wk) on a contract set to expire no later than July 2025, or part-time (15-20 hours/week) on an open-ended contract. That person's hiring will be ratified at a general membership meeting.~~
- ~~(3) If a full time candidate is hired:~~
 - ~~(a) Part of their work will include fundraising to make up the gap between our current chapter revenue and what is needed to both hit our financial reserves goal and continue paying a full-time staffer.~~

- ~~(b) If the chapter recovers our ability to hit our target of three months of reserves while keeping a staffer on full time and there's a clear role and need for staff to continue, the contract should be extended. Otherwise, the contract should be ended or changed to part time.~~
- (4) Steering Committee will convene a working group including Steering Committee members, current staff, and members with relevant admin roles from Chapter Coordination Committee ~~will convene a working group to discuss and to make a plan for how to fill key operational roles in a sustainable, ongoing way, without full-time permanent staff, with a goal of presenting a plan for how the chapter can operate without full-time permanent staff by April 2024.~~ The working group will present progress, updates, and requests at General Meetings and on the chapter discord. This plan should identify new member roles, chapter bodies, or processes to be implemented, and identify members to initially fill those positions.
- (a) This proposal should include:
- ~~(i) Concrete suggestions for who will fill currently vacant or under-capacity roles, including a plan for fundraising (and a target for local dues revenue), tech, comms, and operations (office, meetings) roles~~
 - ~~(ii) Any new volunteer roles to be created to fill current gaps~~
 - ~~(iii) Concrete suggestions for what the chapter could explore spending money on instead~~
 - ~~(iv) An estimate of what fundraising targets we need to hit both our reserves goal of three months of expenses and maintain staff at 32 or 20 hours/week respectively while limiting staff to 49% (maximum) of our monthly expenses.~~
- (5) If no qualified candidates apply, the chapter steering committee (via the staff supervisor), will request that current staff stay on on a part-time basis through at least the end of February 2024, and present a plan for how to run the chapter without staff by March 2024. This plan should follow the same lines laid out above.

SOLIDARITY FOREVER

by Ralph Chaplin (new verses 2&4: B. Lockhart)

CHORUS: Solidarity forever (3x) For the union makes us strong.

1. When the union's inspiration through the workers' blood shall run,
There can be no power greater anywhere beneath the sun
Yet what force on earth is weaker than the feeble strength of one
But the union makes us strong!
2. We use our power for good contracts, that's what a union's for
But when we stand with workers worldwide we can do much more
STOP AID to Israel! We won't pay for their war!
And the union makes us strong!
3. They have taken untold millions that they never toiled to earn
But without our brain and muscle not a single wheel can turn
We can break their haughty power gain our freedom when we learn
That the Union makes us strong

(CHORUS in Spanish: Solidaridad por siempre (3x) Que viva nuestra unión!)

4. We're in high schools and in childcare and in elementary schools
We have suffered long from cutbacks but we will not suffer fools
Education will be funded when we fight to change the rules
And we make our unions strong!
5. In our hands is placed a power greater than their hoarded gold
Greater than the might of armies, magnified a thousand-fold
We can bring to birth a new world from the ashes of the old
For the union makes us strong!