



CHANGE OUR MONEY, CHANGE OUR WORLD

FIFTH ANNUAL REPORT OF THE ALLIANCE FOR JUST MONEY, INC. JULY 2022 - JUNE 2023

I. Standing committees

EXECUTIVE COMMITTEE (EC)

In Year 5, the Executive Committee (EC) played an active role, meeting most months and raising the bar for when proposals are ready for board discussion and approval. We engaged directors in a short “Futurespective” exercise in September to imagine where AFJM would be at the end of year 5, and Board, staff, and committee chairs in more thorough strategic planning in January. We worked on organizational matters, from broadly considering the Alliance's culture to the details of staff Memorandums of Understanding.

A major consideration was staff compensation, increasing pay for our co-Managing Directors (co-MDs) and the hours of one, and expanding the role and pay of our now Social Media and Outreach Director. A bold increase in salaries reflects both the importance of staff in the Alliance as well as a commitment to raising needed revenues for a larger budget.

Co-MDs attended the last half hour of Saturday monthly Board meetings through 2022. But Saturdays became difficult for them and a half-hour less than satisfying for all. So, for 2023 we adjusted our schedules so co-MDs attend a full Board meeting quarterly on a Wednesday evening of the month that we have the quarterly financial report, and in between co-MDs meet with the EC or an officer for a more supportive check in. Monthly written reports from all three staff keep the board informed of activities without the need for more verbal reporting.

We responded to two AFJM members' fall proposal for a video course on money, developing a Board-approved Memorandum of Understanding for the project that leveraged a matching donation. We believe the MOU facilitates project achievement while allowing the author flexibility in how the course can be best marketed to provide a fair return for her efforts and to spread awareness of monetary reform widely, while Alliance members will have free access to the course for use in teaching others. Work began in January, and progress on the course will be shared at the annual meeting.

In late fall the Board decided it was time to revisit AFJM's existing strategic plan, which was first developed at an in-person Board retreat in April 2019 and reviewed and

updated by the EC as it developed staff MOUs at the end of 2020 and 2021 for the subsequent year. Two Board and two staff members led the full Board, staff, and committee chairs in strategic planning sessions the first two Saturdays in January with individual tasks assigned before and after each. The Board reflected on AFJM's progress on the strategic plan at our June Board meeting. To foster a healthy organizational culture, it's important to check in with where we are with the work, acknowledging that the Alliance relies on its staff and on members' many volunteer hours.

Another important EC matter this year, like every year, was making sure all standing committees are chaired and populated, and committee proposals to the Board get addressed in a timely manner. Though we achieved all three, every AFJM committee needs more members! In November the CWC proposed the idea of "working groups" comprising both subscribers and members to respond to diverse initiatives and to nurture more widespread involvement. The Board embraced the idea, but it remains nascent with only one working group so far, which is working under the auspices of the LAC to improve upon AMRA. The Speakers Bureau gearing up for our "Mayday for Money" in 2024 is a working group under the auspices of the MMC that draws from across and beyond AFJM committees and current membership as it reaches into communities in Chicago and the Midwest.

Regarding committee chairs, the Board Development Committee (BDC) needed one minimally to handle election matters and ideally to recruit and develop new and continuing Board members. So, the president filled in as interim BDC chair with the hope that sooner or later AFJM's ad hoc DEI committee will merge into the BDC and/or AFJM members concerned about ensuring the longevity of AFJM until its Mission is achieved join the BDC to nurture future AFJM leaders. This year one Board member resigned at the end of January for health reasons and to focus on legislative outreach. The EC explored some options and then recommended, and the Board approved, someone to fill the seat until the next election when he could run for the remainder of that term. The BDC solicited and approved a sufficient number of candidates for the 2023-2024 Board elections, to be conducted online the two weeks prior to the AMM.

Finally, the EC shepherded several other Board efforts during year 5 with varied progress. In August we took up, studied, and approved the proposal of AFJM's ad hoc Next Generation committee (formerly known as the Youth Caucus) that AFJM sign-on as an organizational member of the [Stop the Money Pipeline \(STMP\) coalition](#); and in March we reviewed and endorsed an even wider coalition's [14th annual Banking on Climate Chaos report](#). These decisions give AFJM visibility, as our logo and/or link to our website are listed on their website and in that report. As if not more important is recognizing we share some common concerns and goals and, to the extent that AFJM members actively engage with STMP members, it is an opportunity for us to educate them on the causal connections between our money system and environmental problems, and between monetary reform and resolving those problems. Other endorsements have been suggested but have not yet been reviewed thoroughly enough for recommendation. If you believe a valid and productive opportunity is out there for AFJM's endorsement and collaboration, join an AFJM committee or working group within which to discuss, vet, and decide whether to send it to the Board for action.

We crafted an Op-ed in response to the Fed's and Executive Branch's exploration of a US "central bank digital currency" (CBDC) and tried to get it published in a mainstream national newspaper as and after executive branch units tasked in President Biden's March 2022 executive order on the matter issued their reports by the 180- and 210-day deadlines this fall. After the co-MDs diligently submitted our Op-ed to paper after paper with no acceptance, we decided to self-publish it as [an SOS](#) on the one-year anniversary of that order.

Recalling our successful first intern in winter-spring 2021 and ill-prepared to take on one who expressed interest this spring in a summer internship, the EC recognized AFJM's need for an internship program and a Call for Interns on our website. We have started gathering ideas for both which we hope to develop and post early in year 6. Finally, along with input from other directors, the EC worked with staff to plan the agenda for our fifth Annual Membership Meeting. We look forward to seeing all members there.

COMMUNICATIONS AND WEBSITE COMMITTEE (CWC)

by Bo-Young Lim, Ryann Enger, Steve Norris, Joe Polito, Mark Young, Fernanda Lugo, and Tabitha Enriquez. We continue to be grateful to Drazen Dodig and his Wisevu team for their technical support.

The CWC continues to bring people and ideas together.

- Our monthly **Monetary Reform Coffeehouse** Discussion Forums have become a key trademark of AFJM and known in the international movement.
- We also published 6 **bi-monthly newsletters** which highlighted important news in the monetary and finance world. In the last year, we have added 95 new subscribers to our mailing list.
- In terms of our website, we have **upgraded and expanded our AFJM website content**, including 4 blogs and 4 news pieces. Appreciation goes out to our contributing writers: Lucille Eckrich, John Howell, Joe Bongiovanni. Some pages have been updated, including the bibliography and a special page created on AFJM's Statement Disavowing Antisemitism thanks to the efforts of the late Debbie Hillman. There are plans to do articles and pages in Spanish to reach a broader audience.
- On the **social media front**, Fernanda has been creating content on platforms like Facebook, Instagram and Twitter.
- On our **YouTube channel**, we now have 147 subscribers and 48 posted videos. We had two very popular videos, [The Future in Our Pockets](#) with WILPF (231 views) and the [Huber webinar with Positiva Pengar](#) (319 views). Our [AMRA video](#) also had 174 views.

"If you want to go fast, go alone. If you want to go far, go together." -African proverb

FINANCE AND FUNDRAISING COMMITTEE (FFC)

In year 5 the FFC continued and improved upon milestones achieved over the prior 2+ years—namely, professional financial record-keeping and timely reporting; implementing a Giving Tuesday and year-end fundraising appeal; and developing and securing EC and Board review and approval for our next annual budget prior to the new calendar year. The FFC also ventured for the first time into grant-writing, a direct appeal for multi-year underwriting, and AFJM merchandising. In addition, we got AFJM's first-ever cold-marketing mailing that we had developed during the second half of year 4 sent out, and we conducted e-campaigns for new AFJM subscribers and members who thereby become potential donors too. More details about these FFC endeavors are below followed by the Treasurer's fifth year financial statement.

For its first time ever, AFJM had more than \$50,000 in revenue in 2022, necessitating we file the longer 990-EZ annual return with the [IRS](#) instead of the short 990-N e-Postcard that had been sufficient in prior years. Our incorporation lawyer who helped us to do so found the financial and organizational info we provided him with "well done" and "very helpful," noteworthy compliments of AFJM's management.

For AFJM's 2023 budget, the FFC sketched out three possible budget levels, with the middle one in terms of budget totals being what the EC proposed, and the Board approved, in December after reviewing all three. The approved budget is optimistic in terms of anticipated revenue, with this to be achieved partly from grants and underwriting. Here are some highlights of our current budget:

- The most significant change from the 2022 budget is an increase in staff compensation from minimum wage to \$25 or \$20 per hour, with two staff increasing their hours per week to 20 and 15 respectively, and the third staying at 15. Staff compensation is committed and secure through 2023, and accounts for 57% of the 2023 budget as approved.
- Other noteworthy 2023 budget items already underway are:
 - an increase in AFJM's monthly stipend to our website host, Wisevu,
 - money for LAC educational mailings to leaders of executive branch units and all of Congress, and
 - money for development of a video course on money, half of which came from a donor for this purpose.
- Other items newly budgeted yet to be acted upon in 2023 include money for
 - staff and board training/development,
 - a consultation review and possible redesign of our website,
 - RPC-sponsored academic research on money reform,
 - the MMC 'Advocates & Mentors' program and 'Speakers Bureau' tours especially to build-up for "Mayday for Money!" in May 2024, and
 - CWC graphic and video design projects, and professional recording of AFJM songs.

Realizing these budgeted intentions depends mainly on AFJM members voluntarily enacting them, and secondarily on AFJM achieving the fundraising and grant-writing goals written into our 2023 budget to fund them.

The FFC worked hard and AFJM had modest success at raising funds in year 5. We sent three messages leading up to and for Giving Tuesday, and two for our end-of-year

fundraising, with one final appeal in AFJM's December 2022 newsletter. You can reread these campaign messages here, and even still donate:

- 11-17-2022 – GT #1: [Thank you for your support!](#)
- 11-25-2022 – GT #2: [Your support helps us...](#)
- 11-29-2022 – GT #3: [Today's the day!](#)
- 12-15-2022 – EOY #1: [You can make a difference!](#)
- 12-22-2022 – EOY #2: [We have BIG goals for 2023!](#)
- 12-30-2022 – EOY #3: [AFJM Newsletter - December 2022](#)

We set a goal of \$8,695 for Giving Tuesday and, combined with proceeds from our year-end appeal, exceeded it by \$155. That does not include the \$1,500 employer-match one large donor secured, nor the \$680 in already existing recurring monthly donations that arrived in November and again in December. Our recurring monthly donations since January total \$730 every month, with the largest (\$550) coming by check, \$25 directly via Zelle, and 10 others ranging from \$5 to \$30 per month coming via our [website donation page](#) where anyone can set up or increase a recurring donation and, in May, one member started an annual donation of \$100.

If every member (90+) and subscriber (c. 1000) set up a monthly donation of any amount in year 6, we could collectively provide the bread and butter of AFJM. So far AFJM's daily bread has come from a few large donors. Our largest donors in year 5 contributed a total of either \$10,000 or \$8,000 or \$7,050 or \$5,000 or \$1,950 or \$1,500 each. Our largest ever donation was \$20,000 in year 4, and another \$15,000 just arrived from that same donor for year 6. At least until we bring in grant money, it is these large donations that make it possible for AFJM to sign with confidence annual contracts (MOUs) with staff who work as independent contractors, and to pay for necessary website, Zoom, Dropbox, and QuickBooks annual subscriptions and insurance. For this reason, we reached out in year 5 to a supporter of monetary reform who invited us to submit to him a direct request for substantial, multi-year funding to underwrite AFJM's operations for some time. We submitted this request in year 5 and hope to have a positive outcome to report in year 6. We encourage anyone else able to make such a commitment to contact AFJM's Board or staff to start a dialogue.

The most important area of FFC development in year 5 was to research grant opportunities and to write and submit our first proposals. Using a discount for non-profits through [TechSoup](#), we established in September an AFJM account with [GrantStation](#) through which we can find and keep track of potential grants for AFJM and their deadlines, and gain other support for grant-writing. After the Board and staff's strategic planning in January, FFC wrote and submitted in March two Letters of Interest to the [Kazanjian Economics Foundation](#) (KEF), and a grant proposal to the [Unitarian Universalist Funding Program's Fund for a Just Society](#) (FJS).

- One KEF letter proposed support for money reformers to present at and/or attend, in-person or virtually, the [Money as a Democratic Medium 2.0](#) conference held in Cambridge, MA, and Hamburg Germany in June. The other letter proposed support for AFJM's new Speakers Bureau's outreach to "Speak Up About Money" in churches, colleges, labor unions, community-based, and other nonprofit organizations, especially in the Midwest. While KEF did not invite us to submit a full proposal for either, we gained experience with their procedures and priorities, and can submit a new letter next March or thereafter.

- Our FJS proposal is to support AFJM's 8-month build-up to and enactment of our first "Mayday for Money!" in May 2024 in Chicago. The build-up entails AFJM outreach to people in organizations in Chicago and the Midwest to promote public understanding of our existing money system and our need for wholly public money-creation. It will culminate in a weekend of collective action with them near the Federal Reserve Bank of Chicago on May 18, exactly 110 years after its establishment, and hopefully lead to formation of a Chicago or Midwest chapter of AFJM. We expect to hear before our fifth Annual Membership Meeting whether the UUFP will fund this "Mayday for Money!" project. If not, we hope to revise and resubmit in October.

While AFJM did or intends to engage in these MDM 2.0, Speakers Bureau, and Mayday activities with or without grant support, the reach, quality, size, and impact of our engagement will be much greater with grant support. Thus, in year 6 the FFC intends to pursue invitations to submit a grant from [Partners for a New Economy](#), which is a set of funders hosted by the Swiss Philanthropy Foundation and currently funds Positive Money-UK, and from the private [Wyss Foundation](#) based in Wyoming. We also hope to qualify to apply for a [Needmor](#) grant for AFJM's Midwest work—with "Maydays for Money!" in mind in subsequent years at the FRB in Cleveland, Minneapolis, St. Louis, and Chicago before taking on FRBs on the east, west, and southern coasts, and "Just Money Mondays" in front of banks and credit unions in towns and cities everywhere that AFJM members live. The FFC is drawing on AFJM's Advisory Board member Faith Knutsen for advice and feedback on our grant-writing. We would welcome involvement from other AFJM members with experience or ideas about grant-writing, finances, marketing, or fund-raising. We usually meet every other Monday 1-2:30pm CT but can adjust the time based on members' availability.

Finally, in Sept-Oct the FFC finished bulk-mailing the 8-page booklet we developed in year 4 for cold-marketing of Just Money reform. A [news story about this project](#) came out in December, with info on how readers can share this booklet with others, something we still encourage all to do. This booklet also became AFJM's second foray into merchandising (our first was the [Spanish anthology](#) in 2020 which you can read about in English [here](#) and [here](#)) when two members ordered 10 hardcopies each, both including a donation with their order. Copies are still available, as are hard copies of a brand new AFJM bookmark (20 for \$10). Four AFJM members collected \$70 in donations for booklets, bookmarks, and other AFJM literature while tabling at the [14th annual Wisconsin Grassroots Festival](#) in March. And 25 AFJM supporters dressed themselves (and others) up while helping AFJM to raise \$965.58 from an [AFJM t-shirt campaign](#) we piloted this May. If you missed the opportunity and still want to order t-shirts, let us know how many at reform@monetaryalliance.org, and once enough interest is expressed, we will repeat the campaign. And if you have not yet contacted your friends & relatives to subscribe to AFJM, please do so now for year 6. See this FFC-initiated [subscriber campaign](#) for guidance on how. Thanks!

Year-End Financial Statement for Year 5: For full details, see the AFJM's 2022-2023 Financial Report sent with the year 5 Annual Report. Both will be available on our [Archive page](#) after the Annual Membership Meeting on July 22, 2023.

AFJM year (July 1, 2022 – June 30, 2023)

- Cash on hand at the beginning of AFJM year 5 (July 1, 2022) = \$46,060
- Cash on hand at the end of AFJM year 5 (June 30, 2023) = \$25,183

Tax/state filing year (January 1 – December 31, 2022)

- Cash on hand January 1, 2022 = \$21,090
- Revenue during all of 2022 = \$64,372
- Expenses during all 2022 = \$39,201
- Cash on hand December 31, 2022 = \$47,217 (Due to accounting methods, our cash on hand varies by \$956 from calculated revenue and expenses.)

First two quarters 2023 (January 1 – June 30, 2023)

- Revenue = \$18,440
- Expenses = \$40,587

LEGISLATIVE ACTION COMMITTEE (LAC)

This year the LAC has worked in two groups. One group formed the AMRA working group. This group meets bi-weekly. Members have been working on three different versions of the proposed legislation. The work is on-going at this time.

A second group has worked on letters to all executive branch agencies. This group also meets bi-weekly. Letters were formed in a packet of information that included a fact sheet and a pamphlet on monetary reform. Some agencies were contacted by phone for follow-up. Mostly messages were left on answering machines or with secretaries. Another mailing was sent to all Republican legislators, representatives, and senators. This was a letter done by Mark Pash with some editing by the committee. Another mailing was done for all Democratic legislators. This packet contained a letter, the 8-page explanation of monetary reform, the AMRA fact sheet, and Mark Pash's and Virginia Hammon's book, "How We Pay for a Better World." The committee is in the process of contacting legislators but would need volunteer help to reach the entire 535 legislators who received either the letter or the packet. The committee is also working on sending the packet of information to all declared presidential candidates.

MEMBERSHIP AND MOVEMENT COMMITTEE (MMC)

Over the past year, AFJM's MMC added phone banking, mentoring, and co-sponsoring webinars and a money study group to the reading circles and book clubs that we first started doing in 2020. We sponsored a reading circle on Christine Desan's 2022 paper on [monetary hardwiring](#) in December, culminating in a January Q&A with her. And, after co-sponsoring with Positiva Pengar and 7 other [IMMR](#) organizations a [webinar in April with Joseph Huber](#) on his 2023 book [The Monetary Turning Point](#) with 200 attendees, we co-sponsored with Positiva Pengar a 5-session book club on it in June-July. We'll host another in September to be followed by a Q&A with Huber and book club participants. If you are interested or want to suggest another book or academic paper for study in year 6, let us know at reform@monetaryalliance.org.

We co-sponsored two other webinars and one money study group in year 5. In February the Women's International League for Peace & Freedom (WILPF) and AFJM co-hosted "[The Future in Our Pockets: Making Money Work for the Common Good.](#)" Members of AFJM and [WILPF's Women, Money, & Democracy committee](#) presented this to 76 attendees, about 60% of them from WILPF, and then planned and conducted for 15 of them a four-session "money study group" Thursday mornings in May. At least one participant has since presented what she learned elsewhere, including at her college reunion and an AAUW gathering. A 2nd money study group is being scheduled for September with FiOP participants who prefer evening meetings. The other webinar we co-sponsored with Positiva Pengar and other IMMR organizations was on May 31 with Bank of England economist [Michael Kumhof speaking on "State Issued Digital Currencies: A risky social experiment or a path to a thriving economy?"](#) The recording has been published on [AFJM's YouTube channel](#). Over 160 participated. We hope to continue co-sponsoring webinars and hopefully also a petition campaign with IMMR organizations in year 6.

The Advocates & Mentors program we designed in year 4 completed its first cohort of 3 advocates in year 5. They've provided feedback on the curriculum, and we expect it to evolve and grow, including with the addition of the video course on money that AFJM has under production now and the [Waterworks of Money](#) that fellow IMMR members in Europe are creating. The plan is to iterate cohorts in year 6, including mentoring advocates we recruit from community-based organizations in the Chicago and Midwest area as we gear up for "Mayday for Monday!" in 2024.

MMC's biggest new venture in year 5 was phone banking. We had started phoning members at the end of year 4, to urge attendance at our 4th annual meeting, and we are doing the same before our 5th AMM in July 2023, also asking level 1 members to upgrade to level 2. But we realized last fall our growing subscriber list is a resource that we could tap better if we ask for a phone number when people subscribe and/or sign an AFJM petition. We made it optional, so as not to scare away anyone who wants only to get email, but by January we had enough subscribers' numbers to start calling, and we conducted multiple phone banking sessions between January and May.

It's good to have conversations with like-minded folks. We've had some promising results, with several subscribers getting questions answered and taking actions like signing petitions and becoming members. Sometimes a conversation is all it takes to spark interest and move to action. It can also reveal barriers and provide a way around them. More than one subscriber expressed interest in being a member but was not in a financial position to pay the \$20 fee or \$25 annual dues. Thankfully we could tell them AFJM has a Member Support Fund, so money is not a barrier to participation, and two joined. Please donate to this fund by writing "for MSF" in the comment box on our [donation page](#) or the memo line of your check mailed to AFJM at PO Box 964, Bloomington IL 61702. We also sent a subscriber survey this spring. Though so far only 32 completed it, we are analyzing results and following up with people. Anyone, including you, can still participate by clicking on the survey [here](#).

Finally post-pandemic, we started in-person events in 2023 too. Four AFJM members presented and tabled at the [14th Annual Wisconsin Grassroots Festival](#) in March. In conjunction, we fast tracked production of an AFJM bookmark, which is available upon

request from reform@monetaryalliance.org. With them and other AFJM members who want to or already speak on monetary reform in churches, universities, and other organizations in their own communities or networks, the MMC launched an AFJM Speakers Bureau that met as a group for the first time in May. We are sharing resources and developing some common templates and protocols to use for presentations, handouts, and soliciting speaking engagements.

If you are interested in joining the Speakers Bureau, or you want to plan an event for an AFJM speaker to present at, please let us know at reform@monetaryalliance.org. We need many more speakers and events, especially but not only in Chicago and the Midwest region, in year 6 in order to mobilize widespread participation in [AFJM's "Mayday for Money!" event on May 18, 2024, at the Chicago Federal Reserve Bank](#). In subsequent years, we expect AFJM will hold "Maydays for Money!" at other Federal Reserve Banks -- and "Mondays for Just Money" in front of banks in every town or city where AFJM members live -- until we achieve Just Money reform. So, no matter where you hail from, plan to join Mayday for Money in Chicago May 18, 2024, in order to learn how to organize such an event in your own town or city in the future.

Numbers-wise, AFJM grew in year 5 and still has a long way to go. Our membership grew 21% in year 5, with 57 level 1 and 41 level 2 for a total of 98 AFJM members as of June 30, 2023. Our subscribership grew by 95 new subscribers at year end. We conducted two major subscriber and membership campaigns in year 5, so if you have not yet invited your friends, relatives, neighbors, and colleagues to subscribe and/or to join, please do so now. Send them [here to subscribe](#), and [here to join](#), and [here](#) and [here](#) to learn more "About Money" first. Thanks!

RESEARCH AND POLICY COMMITTEE (RPC)

Members: Jeff Eder, Joe Polito, Paul Lebow, Rick DiMare, Tabitha Enriquez, Mike Holden (chair), with input from the Parity Group

During this year we have focused on scoping and refining our research activities. Our main work activities include but are not limited to the following:

- 1) Putting together a monetary reform glossary to ensure all core terms have an agreed upon definition.
 - a. We are determining the terms that require definition and methodology.
 - b. The 'Against CBDC' paper will be revised to respond to the recent publications from Joseph Huber and others regarding CBDC and the trajectory of monetary reform.
- 2) Comprehensive understanding of US government deficit financing structure
 - a. The research includes a detailed analysis of the split circuit monetary system, Federal Reserve Master Accounts, Treasury General Account, and associated electronic payment systems.
 - b. Deep dive analysis into monetary aggregates to understand the mechanism used by the government to finance spending and how this effects the broader economy.

- 3) Understanding the NEED Act or AMRA Title 5 spending programs. If the government is going to be creating all money, the way the new money enters circulation is of critical importance.
 - a. We are aggregating data to understand the efficacy of different government fiscal policies and the relative effects on society.
 - b. Initiating computation modeling activity to quantitatively determine the relative impacts of new money creation.
- 4) Reviewing the multiple different efforts at legislating monetary reform via reviewing language and providing input to LAC working group.
 - a. Active collaboration with the LAC to revise the NEED Act. Given the multiple work streams, RPC will be focusing on expanding the title 5 proposals of money creation for the public good connected to a human rights framework.
- 5) Conducting external research with the Parity Group.
 - a. Compiling a computational modeling effort to determine the most effective way of regulating the value of the dollar and to have a self-sustaining economic system based on productive labor as opposed to speculation.
- 6) Reconsidering existing position statements and methodology while developing further position statements.

II. Ad hoc committees

DEMOCRATIZAR EL DINERO

Democratizar el Dinero continues to meet on a monthly basis. We are low in numbers due to organizing on multiple continents with differing dynamics and needs.

Democratizar el Dinero are working to define a common goal to keep our group focused. We are actively looking for more members to join this important ad-hoc committee for Spanish speakers. If you are interested in joining Democratizar el Dinero, email reform@monetaryalliance.org.

DIVERSITY, EQUITY, AND INCLUSION COMMITTEE (DEI)

By Chris Greyson-Gaito, Bo-Young Lim, Steven Norris, Ryann Enger

The purpose of the DEI Committee is to foster a healthy organizational culture and work environment within AFJM. We want to ensure that all members, staff, and participants feel respected, welcomed, and safe regardless of their level of monetary understanding or their identity (including, their gender, age, race, sexuality, class, religion, language, physical ability and more). Through education and proper protocols/policies/bylaws, we aim to improve inclusivity and awareness around various issues of power dynamics that affect our working relationships.

- Code of Conduct
 - To help foster an open and inclusive organizational culture, we developed a Code of Conduct based on our shared values and community guidelines. This Code of Conduct established unwelcome behaviors and encouraged members to speak up when unwelcome behaviors occur.
 - We finalized a Code of Conduct in the summer of 2022.
 - The Code of Conduct was approved by the board in September 2022.
 - The Code of Conduct will be shared at all AFJM events and on our AFJM Facebook/groups.io etc. spaces.
- Putting together a Welcome package for new board members
 - This document is intended to assist incoming board members with understanding their responsibilities and how the board works. Guides within this welcome package include “Division of responsibilities between the board and committees”, “Ways to contribute to the board, AFJM, and to the larger monetary reform movement”, “Modeling Leadership soft skills”, and Groups.io.
 - Part of Diversity/Equity/Inclusion is making leadership accessible and helping all people step into leadership roles.
 - Supporting new people in leadership roles also reduces burnout of existing volunteers.
- In an effort to help broaden and diversify our membership base, we started researching resources and training workshops on Diversity/Equity/Inclusion in non-profit organizations.

NEXT GENERATION (NG)

AFJM’s Youth Caucus remained active in Year 5 meeting on the first Monday of the month. It became evident that Youth Caucus was not the most appropriate name for our group, and we arrived at AFJM’s Next Generation. Our new name reflects the ideas that are generated within our group that explore alternative money systems to create a better world. AFJM’s Next Generation hosted several Coffeehouses including a design sprint reflection, holiday social, one on regenerative currencies, and one on local currencies. In March we put on a book club on *The Color of Money: Black Banks and the Racial Wealth Gap* by Mehrsa Baradaran. We welcome all who are interested in discussing new ways to advocate for and achieve monetary reform!