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Resist Board Meeting, Jan. 8, 1989

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A call to **RESIST** illegitimate authority

One Summer Street, Somerville, Massachusetts 02143

617/623-5110

Frank Brodhead
Pam Chamberlain
Connie Chan
Bell Chevigny
Noam Chomsky
Kate Cloud
Tess Ewing
Norm Fruchter
Mitchell Goodman
Kenneth Hale
Frank Joyce
Louis Kampf
Hans Koning
Paul Lauter
Beatriz Manz
Nancy Moniz
Richard Ohmann
Wayne O'Neil
Carlos Otero
Grace Paley
Roxanna Pastor
Henry Rosemont
Tatiana Schreiber
Rena Scott
Meredith Smith
Amy Swerdlow
Ken Tangvik
Rene Valle
George Vickers
Nancy Wechsler

Board Meeting - January 8, 1989 - 11am
Nancy Wechsler's house
57 Moore St. (near Davis Sq.)
Somerville, MA 02144 / Tel (617) 776-9252

Dear board member,

As usual you'll find the business items of the meeting at the end of this letter. If you have any comments and can't come to the meeting, please send in your feedback as well as your proxy and date of preference for the following meeting.

Since we last had a Resist priority issue discussion on June 26, 1988, we might want to set a date for another special meeting to review our priorities. You'll notice this as an item on the business portion of the agenda.

I'm including a survey I did as of 12/8/88 of a somewhat total overview of grants Resist has made in the last four years. I hope this will be as illuminating for you as it has been for me. You'll find a copy after this letter. One thing to note: a number of our contributors have mentioned a seemingly high number of our grants going to groups in the Boston area which is borne out in the survey.

Any comments, please write or call.

AGENDA

** Any last minute items of information by staff which are important to meeting.

GRANT REQUESTS

Women

- 1) Boston Women's Committee for International Women's Day (MA) - They're asking for \$962(?) toward expenses of organizing for their event: printing, mailings.
- 2) Film Project for Women's History & Future (Chicago, IL) - \$500 requested for mailing costs for distribution of brochure on their video documentary on WILPF. We'll look at video at meeting.
- 3) Women's Jail Project (Madison, WI) - Request of \$500 for costs of production of a guide for women prisoners on the

workings of the criminal justice system in their county. Yana will give report on guide which is quite long. I've asked them for a outline to send out to board members.

Central & Latin America work

- 4) Comit  Hondureno Francisco Morazan (Chelsea, MA) - Request of \$500 to repair a copying machine donated to them.
- 5) Casa Chile (Seattle, WA) - \$600 asked to produce a brochure.
- 6) Survivors International (Albany, CA) - \$600 requested toward expenses of symposium in April on the effects of torture on refugees for health & service providers.
- 7) New Mexico Construction Brigade to Nicaragua & the Southwest Organizing Project (Albuquerque) - \$850 requested for expenses of a Central America Regional Activists Conference on Jan.21 & 22.
- 8) Central America Legislative Network (NY, NY) - Request of \$500 for start up funds for mailings. They mention 20/20 Vision Project as a model: I'm including material I requested on this new formation for your information.
- 9) Tucson-Santo Domingo Sister City Project (AZ) - \$600 requested for production of a brochure for organizing and fund raising purposes.
- 10) Friends of CoMadres (Jamaica Plain, MA) - Requesting \$600 to cover costs of copying & postage for mailings to organize for the February Caravan to El Salvador.
- 11) Refugee Aid Project (San Antonio, TX) - \$600 asked for printing & postage costs for fund raiser calendars.

Native Americans

- 12) American Indians & the Death Penalty (Sebastopol, CA) - They're asking for \$600 for printing costs of a brochure on the Blake trial for general organizing purposes.
- 13) Indigenous Women's Network (Lake Elmo, MN) - \$600 asked for start up funds to formally organize as a nonprofit organization and an NGO for United Nations.
- 14) Indian Treaty Rights Committee (Chicago, IL) - Requesting \$550 for printing & postage costs of a newsletter. They didn't send a copy yet. We said no to them in May of 1988 only because they were too new. We advised them to come back in 6 months or so.

Peace/Anti-militarism

- 15) Veterans for Peace (Portland, ME) - Request is for \$600 toward cost of publishing their 8th national newsletter.

16) Campaign Against Violent Toys (Ann Arbor, MI) - Request of \$600 for costs of production of brochures & poster.

17) West Side SANE/FREEZE (Santa Monica, CA) - \$600 asked for printing of flyers & brochures for organizing for demo at the Nevada Nuclear Weapons Test Site in April.

18) Mobilization for Survival/Youth Task Force (Cambridge, MA) - They're asking for \$450 for expenses of a conference on "Youth & Militarism" in May.

Community Organizing

19) Friends of the Puerto Rican Cultural Center (Chicago, IL) - \$100 asked for film and cassettes to produce a slide show on the Center.

20) People's Coalition of Missouri (St. Louis) - Request of \$1,450 (?) to purchase a computer.

Gay and Lesbian Projects

21) Gay & Lesbian Resource Center (Des Moines, IA) - \$678 (?) asked for expenses of advertising their teen support group.

22) Lambda, Inc. (Birmingham, AL) - They're asking for \$600 for costs of a direct mail campaign for membership drive and for fund raising purposes.

Miscellaneous

23) Migrant Farmworkers Rights Project (Sacramento, CA) - They're asking for \$500 for expenses of their quarterly newsletter.

24) Youth Activism Task Force (Poway, CA) - \$600 requested for costs of production of a Students' Rights Handbook for Freedom of Expression Week in February of 1989.

25) Pathfinder Mural Project (NY, NY) - They've re-submitted a proposal that we turned down in January of 1988. At that time they asked for \$500. Our reasons at that time were that the project was not a priority for funding by Resist because it did not seem to involve organizing and that we did not think that people's struggles were well represented by pictures of heroes. I've tried to gather together in this packet their previous proposal plus any updated material they've sent at my request.

26) Citizen Alert (Chicago, IL) - Their request is for \$500 for expenses of their "Support for Survivors" program for families of people killed as a result of police use of deadly force.

27) Non Violence Training Collective of Delaware Valley (Philadelphia, PA) - \$314 asked for production of a brochure to

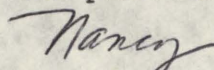
promote programs of the Collective.

BUSINESS/POLICY ITEMS

- * Personnel Committee - This was postponed from past several meetings. We'll need volunteers (Roxanna has expressed interest as well as Louis K.). You'll find NW's outline of duties and responsibilities in this packet.
- * Board Outreach Committee report and update - Report on interview with Fran White and also proposal on further outreach.
- * Special Resist priorities meeting - Should we set a date?
- * Office - Finances and miscellaneous items
- * Next board meeting - time and place

If I receive any additional info before the meeting on any of the above, I'll send you copies. I hope you have a nice holiday season.

For peace and justice,



Nancy Moniz, Resist staff

Cut out & send to office

Sorry, I can't make the January 8th meeting. My choice for a date for the next Resist board meeting is:

February 19th _____ February 26th _____ March 5th _____

Signature

To: Resist Board
From: Nancy Wechsler
Re: Duties and Responsibilities of the Personnel Committee
Date: August 30, 1988

Much of the personnel policy we adopted is contingent on having a Personnel Committee (PC). One of the first tasks of the PC will be to come up with guidelines for staff evaluations, which we agreed might begin with a self-evaluation. Staff evaluations are supposed to happen in April/May.

At our November board meeting we need to choose a PC. For a detailed account of the role of the PC, please see your Personnel Policy. A summary follows:

The PC is to be constituted by and represent the Board and staff in personnel matters. The PC consists of an equal number of board and staff members. The PC needs to pick a chair.

The PC is responsible for:
staff evaluations, reviewing the personnel policies every two years, interpreting the personnel policy, handling grievances, overseeing significant changes in job descriptions, and making recommendations to the board on issues of dismissal, or extended health leaves or maternity/paternity/adoptive leaves.

One task of the new PC will be to go over the policy to see if there are any things that need clarification or were left out. For instance, we didn't put in the policy that employees get full health coverage--that was only mentioned in the separate sheets dealing with health insurance.

1/17/89

RESIST GRANT PROGRAM
ANALYSIS OF 1988 AND 1987

| | 1988 | 1987 |
|--|----------------|----------------|
| Number of meetings | 8 | 8 |
| Number of grants given | 126 (15.8/mtg) | 131 (16.4/mtg) |
| Number of rejections | 80 (10/mtg) | 105 (13.1/mtg) |
| Total number of proposals considered | 206 | 236 |
| Number of proposals considered/meeting | 25.75 | 29.5 |
| Total money given in grants/year | \$53,180 | \$50,065 |
| Grants given by sectors* | # (% of total) | # (% of total) |
| Central America | 39 (27.7%) | 43 (30.3%) |
| Peace/Anti-Draft/ Anti-Nuke | 17 (12.1%) | 27 (19%) |
| Community empower- ment/Anti-Racist | 10 (7.1%) | 13 (9.2%) |
| Third World | 6 (4.3%) | 5 (3.6%) |
| Cultural & Media | 4 (2.8%) | 7 (4.9%) |
| Lesbian/Gay/ | 13 (9.9%) | 12 (8.5%) |
| Native American | 5 (3.5%) | 9 (6.3%) |
| Health/AIDS | 8 (6.4%) | 3 (2%) |
| Middle East | 13 (9.2%) | 8 (5.6%) |
| Prisoners' Rights | 4 (2.8%) | 4 (2.9%) |
| Labor | 5 (4.3%) | 4 (2.8%) |
| Women | 14 (9.9%) | 7 (4.9%) |
| (Emergency grants | 15 | 11) |
| Geographically * | | |
| Boston area | 34 (24.6%) | 30 (21%) |
| CA (state) | 14 (10%) | 22 (15.5%) |
| NY (state) | 18 (13%) | 15 (10.6%) |
| South | 17 (12.3%) | 5 (3.5%) |
| Midwest & Mt. states | 23 (16.7%) | 33 (23.2%) |
| OR, WA, HI, AK | 7 (5.1%) | 11 (7.8%) |
| New England (outside Boston) | 9 (6.6%) | 12 (8.5%) |
| DC, MD, PA, NJ | 16 (11.6%) | 14 (9.9%) |

*includes emergency grants

RESIST GRANT PROGRAM
ANALYSIS OF 1986 AND 1985

| | 1986 | 1985 |
|--|----------------|----------------|
| Number of meetings | 7 | 9 |
| Number of grants given | 102 (14.6/mtg) | 151 (16.8/mtg) |
| Number of rejections | 79 (11.3/mtg) | 89 (9.9/mtg) |
| Total number of proposals considered | 178 | 237 |
| Number of proposals considered/meeting | 25.43 | 26.33 |
| Total money given in grants/year | \$33,310 | \$49,665 |
| Grants given by sectors | # (% of total) | # (% of total) |
| Central America | 26 (28%) | 46 (34%) |
| Peace/Anti-Draft/ Anti-Nuke | 19 (20.4%) | 28 (20.7%) |
| Publications | - | 8 (5.9%) |
| Community empowerment/Anti-Racist \ | 13 (14%) | 10 (7.4%) |
| Third World / | | |
| Cultural | - | 6 (4.4%) |
| Lesbian/Gay/Women | 14 (15.1%) | 11 (8.1%) |
| Native American | 5 (5.3%) | 3 (2.2%) |
| Other | - | 20 (14.8%) |
| Prisoners' Rights | 7 (7.5%) | - |
| Labor | 6 (6.5%) | - |
| Donor Directed | 6 (3.2%) | 6 (4.4%) |
| Emergency grants | 6 | 13 |

Resist Board Meeting, January 8, 1989

Present: Renae, Tatiana, Pam, Wechsler, Kate, Paul, Nancy M., Roxanna, Louis (secretary).

GRANT REQUESTS (A total of \$6750 was given to 19 groups)

Women

1) Boston Women's Committee for International Women's Day (MA) -SOME, \$200. They asked for \$962 toward expenses of organizing for their event: printing, mailings. Roxanna reported that her research shows that the group is now really working in coalition, rather than being Line of March front. Question was raised whether groups really work in the community; answer is that they do. Question was raised that last year they did not specifically address women's issues (such as child care). Questions raised about fund-raising: event should be able to fund itself perhaps. Money they raised for AIDS should be given to a more radical AIDS group than AIDS Action Committee.

2) Film Project for Women's History & Future (Chicago, IL) - NO GRANT. They had requested \$500 for mailing costs for distribution of brochure on their video documentary on WILPF. We looked at video at meeting. Recommendations for group are good. Little funding for arts in Chicago. Reaction to viewing of video is that it is dull; that it is worthwhile to preserve history, it is not good organizing tool.

3) Women's Jail Project (Madison, WI) - Some, \$200. They had requested \$500 for costs of production of a guide for women prisoners on the workings of the criminal justice system in their county. Yana gave report on guide. Strong recommendations. Tatiana studied the guide, and found some of it hard to understand; thinks it still might need editing; is impressed by its thoroughness; it could have been done better, but it's hard to do. A glossary was suggested. Question was raised whether guide breaks down the process & prisoners could understand it. There are other resources of this sort available. The guide has been funded by the Wisconsin Bar Association. Question was raised whether this is radical enough for Resist. Decision: Some, with suggestion that they add a glossary.

Central & Latin America work

4) Comite Hondureno Francisco Morazan (Chelsea, MA) - \$450, contingent on them sending a copy of their budget. Requested \$500 to repair a copying machine donated to them. They didn't tell us what their budget is. Roxanna thinks they do real work in a conservative community: they reach out; copying machine is very important to them; core group is 14 men, 1 woman; they're very sexist, but do work with groups that aren't. They did not submit filled out application form. Decision: Yes, pending submission of budget. We'll ask them to increase participation of women in group. Staff/board lunch will make final decision on grant.

- 5) Casa Chile (Seattle, WA) - \$450. Requested \$600 to produce a brochure. It was hard to get references. References gotten were positive. Brochure doesn't tell one much. Decision: yes. We'll suggest they should put more info. in brochure.
- 6) Survivors International (Albany, CA) - NO GRANT. \$600 requested toward expenses of symposium in April on the effects of torture on refugees for health & service providers. Moniz was unable to get references. Suggestion that psychotherapists & AI should pay for it. It's not a Resist priority. Suggestion to put something in newsletter.
- 7) New Mexico Construction Brigade to Nicaragua & the Southwest Organizing Project (Albuquerque) - \$450. Requested \$850 for expenses of a Central America Regional Activists Conference on Jan.21 & 22. Strong references: Conference would help in coordinating CA work, and work with community.
- 8) Nicaragua Solidarity Network, Central America Legislative Network (NY, NY) - \$450. Requested \$500 for start up funds for mailings. Vickers thinks there's need for a project of this sort.
- 9) Tucson-Santo Domingo Sister City Project (AZ) - NO GRANT. They had requested \$600 for production of a brochure for organizing and fund raising purposes. Moniz was not able to get complete info. Question raised whether this is political enough for us. It's not a priority.
- 10) Friends of CoMadres (Jamaica Plain, MA) - \$450. They had requested \$600 to cover costs of copying & postage for mailings to organize for the February Caravan to El Salvador. Strong recommendations. Strong in working with Latino community, and tying women's issues to international ones. We'll suggest they should send contraceptives.
- 11) Refugee Aid Project (San Antonio, TX) - NO GRANT. They had requested \$600 for printing & postage costs for fund raiser calendars. It was difficult to get references. It was suggested they could raise money somewhere else, since they're not particularly radical. It's not a Resist priority.

Native Americans

- 12) American Indians & the Death Penalty (Sebastopol, CA) - \$450. They asked for \$600 for printing costs of a brochure on the Blake trial for general organizing purposes. Strong recommendations. Project raises issues in general as to what kind of people are on death row.
- 13) Indigenous Women's Network (Lake Elmo, MN) - POSTPONED. They were asking for \$600 for start up funds to formally organize as a nonprofit organization and an NGO for United Nations. References were mixed: one questioned need for NGO specifically for women; AFSC Native American Affairs thought it was important to have women's NGO, especially if Winona La Duke is organizing it. Question raised whether this sort of thing is Resist priority. There is no clear indication of what their income is. It's not clear where they are

in process. They're also unclear about what they'd do with NGO status. Why did General Mills Foundation fund them? What will Resist grant be used for? We'll ask Charlotte Bunch about women NGO's (Lauter will do this). We'll also ask Esmeralda Brown.

14) Indian Treaty Rights Committee (Chicago, IL) - POSTPONED. They were asking for \$550 for printing & postage costs of a newsletter. References are good; they've developed since their start. We do not have copy of newsletter or outline. Postponed so we can see draft of newsletter.

Peace/Anti-militarism

15) Veterans for Peace (Portland, ME) - \$450. They had requested for \$600 toward cost of publishing their 8th national newsletter. Strong recommendations. Concern expressed that Maine governor was keynote speaker for them; also that they don't do much on women's issues. Roxanna watched them at work in Maine high school, and thinks they're enormously effective. We should encourage them to be stronger on affirmative action (?).

16) Campaign Against Violent Toys (Ann Arbor, MI) - SOME \$200. Requested \$600 for costs of production of brochures & poster. References say they're not radical, but good; they don't do direct action, but stick to education; are broad-based and good at reaching mainstream people. It was suggested that they should be able to raise money in Ann Arbor, which is middle class community. Decision: Some. Tell them to produce materials that can be used in other locations, that are not local specific. Ask them if they're concerned also with issues of racism/sexism in toys. Also ask them what they meant by statement relating to violence in Ypsilanti: "We have begun and are continuing to reach out to members of the black community in the neighboring city of Ypsilanti in order to involve the parents and educators of kids who probably need to learn non-violent alternatives more than our kids."

17) West Side SANE/FREEZE (Santa Monica, CA) - \$450. They had requested \$600 for printing of flyers & brochures for organizing for demo at the Nevada Nuclear Weapons Test Site in April. Strong recommendations: have become multi-issue organization. Question raised whether they need our money. It was mentioned that their April action in Nevada is very important.

18) Mobilization for Survival/Youth Task Force (Cambridge, MA) -SOME, \$200. They asked for \$450 for expenses of a conference on "Youth & Militarism" in May. No references. Pam mentioned that their work is not successful yet; and that it's hard to raise money for youth projects. They should contact student Advisory Council and Boston Student Advisory Council. Pam has address.

Community Organizing

19) Friends of the Puerto Rican Cultural Center (Chicago, IL) - YES \$100. They had asked for \$100 for film and cassettes to produce a slide show on the Center. Strong recommendations for Cultural Center.

20) People's Coalition of Missouri (St. Louis) - \$450. Requested \$1,450 to

purchase a computer. Good recommendations. There's increasing racism in Missouri, so their work is needed. Letter to them should tell them how to write Lotus and McIntosh and PC Connection (Mail order place, good prices) to get software. It was raised that they've gotten large grants. But they haven't been able to meet budget.

Gay and Lesbian Projects

21) Gay & Lesbian Resource Center (Des Moines, IA) - \$500. They had requested \$678 for expenses of advertising their teen support group. Good recommendations: they're center of gay/les work in Iowa. It's hard to get money for work with gay/les teenagers.

22) Lambda, Inc. (Birmingham, AL) - \$450. They asked for \$600 for costs of a direct mail campaign for membership drive and for fund raising purposes. Recommendation is for funding, since this group has chance to build multi-racial organization.

Miscellaneous

23) Migrant Farmworkers Rights Project (Sacramento, CA) - \$450. They asked for \$500 for expenses of their quarterly newsletter. Recommended for their outreach and general work they do with farmworkers. They're only farmworkers group active in Sacramento area. They have big budget, so it's unclear what grant from us would mean to them; others thought budget wasn't that big.

24) Youth Activism Task Force (Poway, CA) - SOME, \$200. They had requested \$600 for costs of production of a Students' Rights Handbook for Freedom of Expression Week in February of 1989. Strong recommendation of parent group. People liked outline of their handbook, and suggested it might be used as model.

25) Pathfinder Mural Project (NY, NY) - NO to their re-submitted proposal that we had turned down in January of 1988. At that time they asked for \$500. Our reasons at that time were that the project was not a priority for funding by Resist because it did not seem to involve organizing and that we did not think that people's struggles were well represented by pictures of heroes. George says neighborhood is yuppified; no relation to neighborhood issue. Send them similar letter as last time.

26) Citizen Alert (Chicago, IL) - SOME, \$200. They requested \$500 for expenses of their "Support for Survivors" program for families of people killed as a result of police use of deadly force. Strong recommendation. Question raised about whether their request is for organizing, rather than service. Others said that their general work -- police accountability-- involved organizing. It was suggested that they might be able to get money from state. But they do good work.

27) Non Violence Training Collective of Delaware Valley (Philadelphia, PA) - NO GRANT. They had asked for \$314 for production of a brochure to promote programs of the Collective. Frank Brodhead says they're serious about their work, but wouldn't support them because they're MNS group. Bill Moyers

"MAP" is involved. Not a priority for Resist.

BUSINESS/POLICY ITEMS

* Personnel Committee - Renae (maybe), ask Wayne, ask Tess. Wechsler pointed out that she will have been at Resist for three years as of April 20th, 1989 and has not had an evaluation.

* Newsletter Committee: Will meet soon.

* Board Outreach Committee report and update - Committee had meeting with Fran White, and recommends that we ask her to join board. Board approved.

Roxanna is moving to Washington, DC in July 1989 (with HIC office). She thinks an Hispanic woman should replace her. Also we should get another person of color who is in Boston area. Board approved these recommendations. Committee will be convened to continue its work.

* Hans Konings' letter, and the old question "Who gets board packets?" We discussed our "active/inactive board members policy" and agreed it was still good as a general guideline. Staff/board lunch will discuss questions about who gets board packet and make decisions on a case by case basis. We agreed to send Hans a letter in reply to his letter to the staff/board.

* Special Resist priorities meeting - We decided we didn't need another meeting at the present time. We will continue with the same priorities for now.

* Office - Finances:

| | |
|---------------------------|--------------|
| Cambridge Trust Company-- | \$33,074.78 |
| Working Assets-- | 64,512.44 |
| Working Assets Loan-- | 3,109.79 |
| Working Assets (Cohen) | 10,124.70 |
| Total cash on hand: | \$110,821.71 |

Wechsler announced that we now have 626 pledges. December income was approximately \$43,000. She will give a more detailed report at the next board meeting on how our prospecting mailings have done.

In the meantime, here are a few interesting facts:

*We had 26 donors who gave us \$1000 or more this year. This is the same number as last year. *We had 15 donors whose four-year cumulative total was over \$3500. Last year we had 16. *We had a total of 5,279 people and organizations on our mailing list. Out of those we had 2,560 people give us a total of \$192,191. *2,114 people gave us \$1-99, for a total of \$59,401. *446 gave us \$100 or more for a total of \$132,789. You can see that most of our donors still give us under \$100 and that that accounts for approximately 1/3 of our income. The remaining 2/3 comes from people who give us \$100 or more.

At the board meeting someone asked how much interest income we received from our Working Assets accounts. Here is that information:

| | |
|-------------------------------|--------------------------------|
| Working assets cash account-- | \$3,759.34 in interest in 1988 |
| Working assets loan account-- | 219.10 in interest in 1988 |

Working assets Cohen account-- 124.70 in interest in 1988

* Next board meeting - time and place

March 5, 11am, Renae Scott's, 116 Chestnut St., Cambridge

April 9th New York Board Meeting

That's it for now. Thank you, Louis, for taking the minutes.

Nancy Wechsler