3-12-1995

Resist Board Meeting, Mar. 12, 1995

Resist

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Dear Board member,

After consideration of changing the date of the Board meeting, it seems that March 12th is the better date for the majority of Board members.

For this meeting, we have 31 requests to consider. That means we’ll have $18,600 for grants ($600 x 31.) There is a question for discussion about whether we should “roll over” the past meeting’s left-over funds (in this case $1,469 from the January meeting.)

Please remember the Maximum grant is $1,000 (but could be less); a Some grant is $300; a Token grant remains at $100; and emergency grants have been raised to $200.

I’ll send you references and updated information for these requests about two weeks prior to the board meeting.

AGENDA

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

EMERGENCY GRANTS

** A report on any emergency grants made between the January 1995 and March 1995 Board meetings.

GRANT REQUESTS

Women

1) Abortion Rights Fund of Western Mass. (Hadley, MA) - Requesting $1,000 to fund a media campaign in newspapers in the area.
   Yes _____ No _____ Maybe _____

2) Association of Haitian Women in Boston (Dorchester, MA) - Asking for $1,000 toward the salary of a part-time advocate/organizer of Haitian women.
   Yes _____ No _____ Maybe _____
3) Women's Institute for Leadership Development (Jamaica Plain, MA) - $1,000 requested to develop an ESL course for the 1995 Summer Institute for women in the labor movement.
   Yes ____ No ____ Maybe ____

Community Organizing/Anti-racism

4) Immigrants Rights Action Pledge (Oakland, CA) - Requesting $1,000 toward the purchases of a computer and printer.
   Yes ____ No ____ Maybe ____

5) Cape Codders Against Racism (E. Dennis, MA) - A request of $1,000 toward production costs of their newsletter.
   Yes ____ No ____ Maybe ____

6) Pacem in Terris (Wilmington, DE) - Asking for $600 for printing and other office expenses for their Garrett Station Center project.
   Yes ____ No ____ Maybe ____

7) Piedmont Peace Project/PPP Security Fund (Kannapolis, NC) - $1,000 requested toward the expenses of the "Security and Backlash Organizing Project."
   Yes ____ No ____ Maybe ____

8) Ann Arbor Tenants' Union (MI) - Asking for $800 toward the purchase of computer equipment.
   Yes ____ No ____ Maybe ____

9) Religious Response Network (Eugene, OR) - Request of $1,000 toward the non-travel expenses of hosting a national Strategy Session for grassroots groups working against the religious right.
   Yes ____ No ____ Maybe ____
Central and Latin America and the Caribbean

10) Witness for Peace - Southwest Region (Los Angeles, CA) - They're requesting $970 for a computer printer.
   Yes ___ No _____ Maybe ___

11) Nicaragua - Pomona Valley Friendship Project (Claremont, CA) - Asking for $600 toward the expenses of producing their newsletter.
   Yes ___ No _____ Maybe ___

12) Committee in Solidarity with the Central American People (Eugene, OR) - A request of $1,000 to purchase a photo copying machine and its supplies.
   Yes ___ No _____ Maybe ___

13) New England Central America Network (Springfield, MA) - Requesting $1,000 toward the expenses of their newsletter, "!Solidaridad!"
   Yes ___ No _____ Maybe ___

14) Greater Hartford Coalition on Cuba (Hartford, CT) - $750 asked toward the expenses of an education/action campaign on the issue of US foreign policy toward Cuba.
   Yes ___ No _____ Maybe ___

15) NY CISPES (NY, NY) - Requesting $950 for organizing expenses of their "Building People’s Power from the Grassroots" campaign
   Yes ___ No _____ Maybe ___

Gay, Lesbian & Bisexual

16) Gay & Lesbian Alliance Against Defamation/Chicago (IL) - Asking for $1,000 toward the printing and postage costs of a direct mail prospecting campaign.
   Yes ___ No _____ Maybe ___
17) Long Island Gay & Lesbian Youth (Levittown, NY) - A request of $800 to purchase a printer/fax/copier machine for outreach, publicity and to develop educational materials.
   Yes ____ No ____ Maybe ____

18) Bromfield Street Education Foundation (Boston, MA) - Asking for $1,000 toward production costs of the Spring 1995 issue of Gay Community News.
   Yes ____ No ____ Maybe ____

Native Americans/Indigenous Peoples

19) Indigenous Resistance Against Tribal Extinction (Old Town, ME) - $1,000 request for the expenses of community organizing and to support a boycott against the new-age movement.
   Yes ____ No ____ Maybe ____

20) Dark Night Relatives/Dark Night Field Notes (Chicago, IL) - Requesting $900 to subsidize the printing costs of this publication. A Board member will review the 48 page magazine for a report to the meeting.
   Yes ____ No ____ Maybe ____

Youth/Students

21) United Youth of Boston (Jamaica Plain, MA) - A request of $600 for supplies for their youth program and newsletter.
   Yes ____ No ____ Maybe ____

22) Tierra Amarilla Youth Brigade (Denver, CO) - $720 requested to subsidize registration fees for youth participating in an educational/work trip to New Mexico.
   Yes ____ No ____ Maybe ____
23) Parents for Title IX (Gender Equity in the Schools) (Petaluma, CA) - $1,000 request for production and mailing of their newsletter.

Yes ____ No ____ Maybe ____

Prisoners

24) Leonard Peltier Defense Committee (Lawrence, KS) - A request of $800 for a mailing in support of Leonard Peltier's campaign for executive clemency.

Yes ____ No ____ Maybe ____

25) Justice Watch (Cincinnati, OH) - Requesting $1,000 toward the purchase of a copying machine.

Yes ____ No ____ Maybe ____

Peace/Anti-militarism

26) Massachusetts Peace Action (Cambridge) - A request of $500 toward the purchase of a photocopier machine.

Yes ____ No ____ Maybe ____

27) Nonviolent Action Community of Cascadia (Seattle, WA) - $800 asked to purchase a computer and printer.

Yes ____ No ____ Maybe ____

28) The Hundredth Monkey (Arcata, CA) - Requesting $1,000 toward the expenses of a radio show to be aired in conjunction with the 50th commemoration of the bombing of Hiroshima and Nagasaki. Script to come by March 1, 1995.

Yes ____ No ____ Maybe ____
29) ARISE! Bookstore and Resource Center (Minneapolis, MN) - Request of $778 to purchase a fax machine, to repair their copier, and to pay for a service contract for the copier.
   Yes ___ No ___ Maybe ___

30) Vermont Coalition of the 50 Years is Enough Campaign (Burlington) - A request of $750 toward the non-travel expenses of a March 10th conference, "Challenging the World Bank: Who's Really Running Our World?"
   Yes ___ No ___ Maybe ___

31) Survivors Network of those Abused by Priests (Chicago, IL) - Asking for $1,000 to help fund a training school for organizers to lead their local chapters.
   Yes ___ No ___ Maybe ___

BUSINESS/POLICY ITEMS

* Finances report.

* Review of grant amounts - Discussion about questions raised at the last two Board meeting: How much money should we give out per year? Should we fund a full $1,000 request? Do we want to "roll over" leftover funds from the previous meeting to the next meeting? Should we change our formula (currently $600 x the number of proposals on a given agenda)? - Proposal for this by Nancy Moniz included with this letter. How much money can we realistically expect to raise each year? How much of a deficit are we willing to run up in a given year?

* Newsletter report.

* Personell Committee report on the job description and search for the newsletter editor position.

* Computers and us.

* Office matters.

* Miscellaneous/other - The next Board meeting will be on May 7 in New York City.

For peace and justice,

Nancy Moniz, Resist staff
Proposal to reduce the size of the formula for grants:

I'd like to propose that we change the formula presently used to determine how much we have to grant at each meeting. At present the formula is $600 times the number of proposals on a given Board meetings agenda. I would suggest we change that to $500. Here are some figures:

* projection: 30 proposals/mtg x $600 = $18,000/mtg x 8 mtgs/yr = $144,000/yr.

30 proposals/mtg x $500 = $15,000/mtg x 8 mtgs/yr = $120,000/yr.

The new formula would make an average grant of $747 based on the success rate of 67% which we had maintained for several years before 1994.

Nancy Moore
RESIST BOARD — February, 1995

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Kate Gyllensvard
617-661-9859
RESIST BOARD MEETING
March 12, 1995
Cheryl Smith’s House

Present: Louis Kampf (chair), Nancy Moniz, Nancy Wechsler (minutes), Cheryl Smith, Stephanie Poggi, Pam Chamberlain, Tess Ewing.

Emergency grants given since last board meeting: ARISE! Bookstore and Resource Center (Minneapolis, MN) $200 toward the cost of providing sign language interpreters for an event on International Women’s Day.

GRANTS: We gave out a total of $16,998 to 20 groups.

1. Abortion Rights Fund of W. Mass. (Hadley, MA) Requested $1000 to fund a media campaign in newspapers in the area. We have funded them previously. Comment: did we have copy for their display ad? Is this an organizing project, or a pr project. Should we give them money for this, or for something else. Do we normally fund things like this? What about the fact that we don’t have copy for the ad. We would like to see copy of ad. We do know a lot about this group and know they do organizing. People may come to work with them because of the ads. Very valuable when people are feeling so under attack. Questions raised as to whether or not they could raise money for the ad in a different way. We fund you with the understanding that this is part of the larger organizing that we know you are a part of. YES. $1000

2. Association of Haitian Women in Boston (Dorchester, MA) Asked for $1000 toward the salary of a part-time advocate/organizer of Haitian women. We’ve previously funded them. Comments: How did they raise their money, their sources are not shown. FAXed it on Friday. Still doesn’t answer all the questions. Expenses have grown by a lot, while their income doesn’t seem to have. Would like to see more realistic budget about how to get to where they want to go. Good group. Project is good. YES. $1000.

3. Women’s Institute for Leadership Development (JP, MA) $1000 requested to develop an ESL course for the 1995 summer institute for women in the labor movement. Question raised as to whether or not this is just an esl class. Tess explains it is teaching the same skills as the usual courses, but with esl techniques. Using demonstration type of techniques to redo the leadership classes, etc. We are funding them for their work to develop a course in leadership using esl methods. YES. $1000. This is the major group that helps women come forward in unions to take leadership roles.

4. Immigrants Rights Action Pledge (Oakland, CA) Requested $1000 toward the purchases of a computer and printer. Since prop 187 seems to be held in the courts, what will this group be doing. They are organizing not only around 187, but on affirmative action, etc. Important project. Even though it is in the courts at the moment, it is important to keep the issue in the public eye, and getting service workers to resist it. YES. $1000. Why aren’t unions giving them money. This is a key issue for unions. But unions don’t give out money. Teachers union was totally against 187.

5. Cape Codders Against Racism (E. Dennis, MA) Requested $1000 toward the production costs of their newsletter. Previously funded. Free newspaper that gets distributed with no ads or ways to get income for itself. Is this anything but information sharing? What about fund raising? Primarily going to be distributed amongst people of color. Wouldn’t you want to distribute it amongst white people. We should suggest they use newsletter for fund raising purposes-- ads, coupons and envelopes. What about contents? Not overly impressed by newsletter as an organizing tool. Does represent our understanding of the organization. Very broad mission, varied activities. Newsletter is not very lively. Not very user friendly. Lots of pictures of people of color, which is good to see for a publication from Cape Cod. YES. $1000
6. Pacem in Terris (Wilmington, DE) Asked for $600 for printing and other office expenses for their Garrett Station Center project. Last minute reference from Delaware Committee against the death penalty. These people are quakers. They are good at getting grants. Maybe we should make it a matching grant. How would we do it? YES to a regular grant. $600.

7. Piedmont Peace Project/ppp Security Fund (Kannapolis, NC) $1000 requested toward the expenses of the "Security and Backlash Organizing Project." Large budget. Is money being used for organizing? They say nothing about reproductive rights. NO. Send nice letter. Good work. Much needed work. We typically don’t fund groups that are over $100,000. NO GRANT.

8. Ann Arbor Tenant’s Union (MI) Asked for $800 toward the purchase of computer equipment. Newsletter had international tenants news. Share computer with other groups. Do direct actions. See their work as part of larger struggle. YES $800.

9. Religious Response Network (Eugene, OR) Requested $1000 toward the non-travel expenses of hosting a national strategy session for grassroots groups working against the religious right. Good reference. No consensus on abortion rights. Seems mostly Christian. YES $1000

10. Witness for Peace-- Southwest Region (LA, CA) Requested $970 for a computer printer. Liberty Hill didn’t fund them. Regional group, they only fund groups that work in the city. Comment: It feels hard to comment on Central America groups, when you are not involved with them. Reference says they are good at fund raising. YES $970.

11. Nicaragua-- Pomona Valley Friendship Project (Claremont, CA). Asked for $600 toward the expenses of producing their newsletter. Didn’t mention reproductive rights. Funded them previously. Newsletter has no ads in it. Newsletter goes to their membership. Proposal for SOME. YES TO A SOME. $300. Encouraging letter. Maintaining groups in smaller areas is important.

12. Committee in Solidarity with the Central American People (Eugene, OR) Requested $1000 to purchase a photo copying machine and its supplies. They did have article in newsletter including conflicts within FSLN. They did the workathon that we wrote up in newsletter. Newsletter has lots of ads, projects, etc. Wish list included in newsletter. YES $1000.


14. Greater Hartford Coalition on Cuba (Hartford, CT) Asked for $750 toward the expenses of an education/action campaign on the issue of US foreign policy toward Cuba. Funded previously. They ignore the problems in Cuba. They don’t say it is wonderful, they just don’t talk about the problems. YES. $750. Ask them if they have any material about some of the problems going on in Cuba-- How do you deal with the political, economic, and human rights problems in Cuba?

15. NY CISPES (NY, NY) Requested $950 for organizing expenses of their "Building People’s Power from the Grassroots" campaign. Previously funded. Comments: Good reference. YES. $950.

16. Gay and Lesbian Alliance Against Defamation/Chicago (IL) Asked for $1000 toward the printing and postage costs of a direct mail prospecting campaign. No position on women, reproductive rights, disabled. No linking of issues. Too narrow. Only cultural advocacy organizations. Don’t do organizing. We wish they would greatly expand their mission to include a broader view of gay and lesbian people. What about people of color? We fund
projects that are radical in nature and link issues and do concrete organizing. NO GRANT.

17. Long Island Gay and Lesbian Youth (Levittown, NY) They requested $800 to purchase a
printer/fax/copier machine for outreach, publicity and to develop educational materials. Good reference. YES. $800. We should encourage them to apply to other foundations.

18. Bromfield Street Educational Foundation (Boston, MA). Asked for $1000 toward production costs of the Spring 1995 issue of GCN. Questions raised about budget. Budget in packet is the goal. They did not make this clear in packet. Outwrite budget is probably correct. GCN has one staff person. Mostly done by volunteers at this point. We have made exceptions for some publications-- such as MERIP, Dollars and Sense, etc. GCN has been making about $4000 an issue on ads. What do we think about giving away free copies at les/gay events. Folding in July of 1992 decimated the ranks of subscribers. Paper needs to get paper out to get subscribers. Gay left needs gcn. Comments about how difficult it seems to even get a quarterly publication out. Is there a plan to make the paper financially viable? Most of gay progressive publications have folded. Hard to get advertising. Advertising climate different for city based papers. The paper needs capitalization. Ground Zero (Colorado) is putting out a good publication. YES. $1000.

19. Indigenous Resistance Against Tribal Extinction (Old Town, ME) Requested $1000 for the expenses of community organizing and to support a boycott against the new-age movement. Many people at meeting had problems with use of words predators and prostitutes. Group is annoyed by white people exploiting Native culture for profit. Organization seems fine, but questions raised about project. Equation of new age with KKK seems very bad. None of the protests about Atlanta Braves, Redskins, etc., have won.... Resources are so small, so many problems, is this a priority? We are open to other funding requests for other projects, but not this one. (People's consciousness have been raised by some of these projects...re: names of institutions.) Seems like rhetorical attack. Can understand why they want to do this, but disagree with some of the tactics. What should we say to them? Tied 3-3. SOME. $300. We admire the work you do, but we weren't sure this was a project we wanted to back, but here is a small grant. Don't let this discourage you from applying to us next year for another grant. Mention prostitutes, and kkk=new age. we are concerned about the political message of this. You don't just want to be irate, you want to win people over.

20. Dark Night Relatives/Dark Night Field Notes (Chicago, IL) Requested $900 to subsidize the printing costs of this publication. Ken H. says no. NO Grant. Tell them they don't do organizing. How about telling them what Ken tells us? We would get back a letter. People agreed to let them know what Ken says. We can't fund groups that operate clandestinely. How can people get in touch with you?

21. United Youth of Boston (JP, MA) Requested $600 for supplies for their youth program and newsletter. Good info and articles in newspaper. Room for kids to write. Why can't they get funding from other groups? They do get mainstream money. Excellent project, but does not need Resist money. The foundation center has a book that funds youth projects and NM will suggest it to them. NO GRANT. Write supportive letter. Doing important work.

22. Tierra Amarilla Youth Brigade (Denver, CO) Requested $720 to subsidize registration fees for youth participating in an educational/work trip to New Mexico. Summer camp brochures, reports Louis. Booklet tells you what their line is, but doesn't allow disagreement. Word comes down from on high...that is what you do. Some content is okay, mostly. Mexican nationalists-- not chicanos. NO GRANT. We disagree with your politics, we think they are authoritarian. We need to build a democratic left, and authoritarian politics don't do that.

23. Parents for Title IX (Gender Equity in the Schools) (Petaluma, CA) Requested $1000 for production and mailing of their newsletter. Info on reproductive rights came with
Reference sheets. Comments: not really a Resist priority. People are doing more organizing around sexual harassment. This organizing is misplaced energy. There is an intricate network of people working around this issue nationwide, but the justice department is not going to be receptive to this organizing. Need to work at the grassroots level. Federal government will not be responsive. How do you deal with sexism in schools? Dealing with it at the federal level isn’t the best way. Better to organize and focus at local level. No grant.

24. Leonard Peltier Defense Committee (Lawrence, KS) Requested $800 for a mailing in support of Leonard Peltier’s campaign for executive clemency. We have funded them previously. They work in coalition with Marc Curtis defense committee.... Why do they keep needing our money? This has all the markings of a cult. The actual thing they are asking for money—campaign for clemency, does fit our guidelines. No grant. Not democratically run group. Mark Curtis stuff is problematic. Questions raised about effectiveness of fund raising and where they get their money? Lack of clarity about what they do, budget, goals, effectiveness. We are all for executive clemency for Peltier, we think he was framed.

25. Justice Watch (Cincinnati, OH) Requested $1000 toward the purchase of a copying machine. Previously funded. Copier to be used by other groups, as well. They have an office and a center, but are always out working. Hard to get in touch with them. Yes. $1000

26. Mass Peace Action (Cambridge, MA) Requested $500 toward the purchase of a photocopying machine. Formerly Sane/Freeze. They do work. They share their copier. They have no position on reproductive rights and gay/lesbian rights. They are not a peace and justice group—just a peace group. Politics are narrow. Only two organizations that work on peace issues—AFSC and Mass Peace Action. Nuclear test ban shouldn’t be main thing. What about Bosnia? No grant.

27. Nonviolent Action Community of Cascadia (Seattle, WA) Requested $800 to purchase a computer and printer. Why are they applying to us, when they give out grants themselves? They say they are the largest fund in the country of this sort. No position on reproductive rights. No grant. Suggest they give themselves a grant. Also mention reproductive rights.

28. The Hundredth Monkey (Arcata, CA) Requested $1000 toward the expenses of a radio show to be aired in conjunction with the 50th commemoration of the bombing of Hiroshima and Nagasaki. No grant. Not an organizing project.

29. ARISE! Bookstore and Resource Center (Minneapolis, MN) Requested $778 to purchase a fax machine, to repair their copier, and to pay for a service contract for the copier. Wayne got their newsletter, but couldn’t make it to the meeting. Good reference. Stephanie also looked at newsletter. Seemed sectarian. Reference mentioned that. Request is for fax machine, etc. Coalition work around many different issues. People have their meetings there, seems useful group to have around. Yes. $778

30. Vt. Coalition of the 50 Years is Enough Campaign (Burlington, VT) Requested $750 toward the non-travel expenses of a March 10th conference, “Challenging the World Bank: Who’s Really Running Our World?” Two issues—the group, and the project. Do we think it is valuable to have a conference on the role of the world bank? Who is this conference for? Person who wrote grant is involved with socially responsible investment. What do we think of presenters? How does this fit in with organizing? They say they want to stimulate grassroots actions...but how do they do that? Has some organizing built in. People will make connections, etc. Yes. $750.
31. Survivors Network of those Abused by Priests (Chicago, IL) Requested $1000 to help fund a training school for organizers to lead their local chapters. Too narrow a focus and constituency. Single issue group focussed on changing Catholic Church policy on sexual abuse by priests. NO GRANT.

Business:

Finance committee met to discuss budget gap from last year. Market performance was the big factor. We didn’t think we should decide on grant decisions based on market factors. We did propose not to roll over unspent money. This should eliminate most of the deficit for this next year.

Stick with current formula, and not panic about money. approved.

Investments: Our broker recommended we shift to Parnassus. They had a good year last year. But probably won’t have a good one this year. Bob Zevin is the new fund manager of Calvert’s managed growth portfolio. Finance committee agreed to leave our money where it is. Board agrees.

See finance committee report: 

computers: question as to whether we should get a mac? Toshiba laptop could be $400 cheaper than previous estimate if we don’t have internal modem and have 4 megabytes of RAM instead of 8. Bringing price down to $1840.

Nancy Moniz talked about program Haymarket uses for grants program. And also talked to person at North Star. They will send us software to check out.

Camera ready copy needs 1200 dpi printer.

Question raised re: accessing networks.

We could have our application form on a network. Associated grant makers is going online. Possible fund raising ideas, also.

People could e-mail us articles.

One idea is for Red Sun Press to do our desktop publishing, and also print it. We could get everything ready on disks and bring it over to RSP to run out and make it camera ready and print it. Which would be cheaper-- us getting it ready or RSP getting it ready. How will this effect the use of computer time in office? Would there be conflicts?

Check into getting either quirk or pagemaker. Go ahead and get computer(s). Make sure the computer we buy is capable of doing what we think we may do with it-- which includes desktop publishing. Board accepts proposal from finance committee, based on Nancy Moniz’s proposal. There was a consensus that we should move towards doing desktop publishing in house, except for the final print out on a high resolution printer.

Make decision on second computer at board/staff lunch. Also bring grants program decision to bd/staff lunch.

Newsletter: going well. Issue coming out is on immigration. No on 187 and youth organizing. May/June will be focussed on gay/lesbian issues. July/August issue-- possibly focus on books and films. People could talk about what they have read and seen. If anyone on board is interested in writing, that would be great-- please talk to Stephanie.

Personnel committee report on search for newsletter person: We were going to see how things went for six months, in terms of how office and jobs were going. How with a different configuration of people would change things. Stephanie’s proposal for 18 hours
was approved at last board meeting. It was felt that this would help if the person was around more. At the end of the six month’s interim period we would see what that time had taught us. And to see if it is necessary to re-configure the way things are in the office—task distribution and authority.

See proposal from Finance committee: under proposal 5: Spell out that training has to go on for training of grants job so that person can fill in for person when they go on vacation.

The hope would be to leave Kate’s job at 8 hours, but she might lose any additional hours that she had in the past to fill in as a consultant when there was too much for current staff to do.

When do we start the one year. Start now, and be flexible about what the period is when we go to start the search for a permanent person.

BOARD MEETINGS:
Next meeting is May 7th in NYC- Bell Chevigny’s apartment.
June 18th is the next Boston board meeting date. Tentatively at Louis’ house.

WeC’s proposal asking for another year of working 3 days/week at 3 days/week pay (June 95-June 96) is approved.

Cheryl’s new address: 179 High St., #3, Brookline, MA 02146. Same phone number.

Tatiana’s address from Feb 1- April 30th is: RR1, Box 469A, Brattleboro, VT 05301 (802) 254-9311. She’ll be back in Jamaica Plain May 1.

Finances: as of 3/10/95

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The meetings minutes were taken by Wechsler on her own laptop computer. It seemed to her that this went smoothly, and was easier than hand writing. Any feedback about quality of the minutes will be appreciated and taken into account for future. I figure the more I get used to using a computer to take the minutes, the more clarity they will have.

Also please note: Wechsler can now be sent faxes at home, same as home number: 617-868-6134. This may be useful for NYC board meetings if I am not there.
March 10, 1995

References for the March 12, 1995 Board meeting of Resist:

1) Abortion Rights Fund of Western Mass. - We’ve funded this group several times in the past. For their request in 1990 I talked with Margaret Cerrulo who said that said that the contact person, Marlene Fried, is a brilliant organizer and she trusts her in politics and in tactics. The group has meetings, events, very active, visible presence. Recommended.

In 1992 I talked with Fran White who thought the group was very good.

For this request I called AFSC/W.Mass who recommended Cathy Moore of the Family Planning Council of Northampton. She said that her group "regularly refers women to the Fund, the highest recommendation we could give... their work is impeccable, both in the areas of advocacy and in that of helping women... for some time, their activism has been very consistent... they help with the organizing of other groups events in our area... well known by women’s clinics... a good media project proposed.. excellent group. I’m always impressed by them.

2) Association of Haitian Women -For their request in 1991 Donna Finn of the Dorchester Women’s Committee said that she felt that this group poses issues that people in the community can relate to (such as solar energy). They combine a lefty political analysis with nitty gritty issues, make connections between Haitian women here and in Haiti. The Association’s key work now was the issue of battering. They’re trying to organize women into support groups for networking and advocacy work. Battering is a big problem in the Haitian community. They wanted to develop a core group which the Dorchester Women’s Committee felt was an exciting development. This group was also working on the issue of AIDS. "Great group of women... they’ve had a real hard time on inreaching." Came to the Dort. Women for help and advise. Highly recommended.

For this request, I called Mike Prokasch of NE CISPES and the Haymarket Board. Mike said that he’s been "very impressed with them... strong program, strong world view and dealing with people not dealt with by other groups... their materials and literature strong." Mike recommends the group.

3) WILD - I talked with Tess about their last two requests. She said that she’s excited about this project, but has a conflict of interest since she’s on their board. In 1994 she suggested that I talk with the Immigrant Women’s Resource Center. I called them and talked with Farah Rabanbaksh, their director. Farah said that some of their Latina Women’s Council went to WILD’s summer institute last year and came back "really empowered... learned a lot... created a lot of solidarity among the group. The Center is now collaborating with WILD to develop leadership among women immigrants... great work... very good with women of color and immigrant women in developing leadership... excellent staff... highly recommended."

For this request I talked with Juana Hernadez of IWRC who said they work in coalition with WILD, "a great group to develop leadership by women not only in the workshop but also in their personal lives... definitely do good outreach to different communities of women, last year Latina, Haitian and Portuguese women." Juana recommended funding them.

4) Immigrants Rights Action Pledge - Jan Adams said that she knows of this group. It spun off from the organizing against Prop 187 that she coordinated in No. California. "A real thing, about 3,000 northern Californians working in schools, hospitals, etc... advocating illegal actions... broadly based, sex, gender, race, ethnicity... a whole cluster of groups including some based in the immigrant community... all these groups are working with others also... a huge church sector involved... It’s astonishing to be the activity and support in general from and for all the different groups and the work on the issue." Highly recommended for funding.

5) Cape Codders Against Racism - We’ve funded this group in the past. This time I
talked with Bill Maddox of PACE in New Bedford (who is also a Haymarket Board member.) He said that he knows "a lot about them... do incredible work with very little money... a large amount of community support on the Cape... some people feel that racism is not a problem on the Cape but that's not so... They did a lot of work on gay bashing and on the treatment of young Cape Verdean youth by the DA's department... a strong group... no other group fills this role, they take on police brutality and other less high profile issues... have a good network." Bill recommends funding.

6) Pacem in Terris - Hank Rosemont couldn't find out anything about the group so I called David Schlader of the Delaware Citizens Against the Death Penalty. He said that this group serves as a nucleus for all kinds of social justice programs in the state... hub of spokes of the wheel of groups... works with the revitalized anti-death penalty movement and other groups, helps greatly by their network around the state. our group wouldn't be as organized as it is today without Pacem. Among other things they have anti-racism workshops, programs for homeless people, work on women's issues, have film forums, neighborhood meetings... been the umbrella organization for AIDS walks, DP marches... very diverse, economically as well as by gender and race." David highly recommends funding.

7) PPP/PPP Security Fund - You have a letter of reference in your packet. I also called Jack Beckford of the Fund for Southern Communities on this. He said PPP is "a real good group...do real good work... very high marks... large budget and have the expertise in the organization for fund raising... not lacking in foundation support... very attuned to grass roots issues... sophisticated political analysis and they translate that to good grass roots work and networking... very sensitive to area people and issues."

8) Ann Arbor Tenants' Union - Penny Rider of the AFSC/MI Criminal Justice Program said that this has been around "a long time... effective... pretty visible... wonderful organizing work in the area... work in coalition with other groups on varied issues... worked with us on the issue of police harassment of Black people... definitely a diverse group, including the disabled... work in Ipsilanti as well." Penny was favorable for a grant.

9) Religious Response Network - Linda Reymers of McKenzie River Gathering said they'd funded the group in the past and "wouldn't hesitate to fund them again... played an absolutely critical role in defeating OCA ballot initiatives... very ecumenical... can throw the Bible right back at the religious right... very active, not just reactive... have gotten requests from other parts of the US on how to fight the religious right... can do national networking... long-time activists involved... many clergy outspoken on gay & lesbian rights... get a lot of press... get small amounts of money from religious bodies but they’re very controversial for mainstream church funders. I have no hesitation in saying that they can pull off the project they’ve asked Resist a grant." Linda highly recommends funding them.

10) Witness for Peace, Southwest Region - Margarita Ramirez of the Liberty Hill Foundation said that LHF turned them down but that's no reflection on the group. LHF had 80 proposals for $600,000 asked and only $75,000 to give out. Also this group is regional and LHF only funds in Los Angeles county. She did say that the group has a good history, doing good work, and seemed to be good at fund raising.

11) Nicaragua/Pomona Valley - For their request in 1993 I called the Southern California Interfaith Task Force on Central America. Their staffperson said that they "know the group well... They're amazing, dedicated, have tenacity... very few Nicaragua support groups still going, this group has done a lot of good work for Nicaragua for a lot of years... do political education of people as a main focus from their material aid campaigns... have sent a lot of funds to projects in Nicaragua... small group, very unique, a lot of retired people who give a lot of their time to the project... We give them high credits. They've done amazing work."

I talked with SCITFCA again for this request and they said about the same as above.
12) CISCAP - For their 1991 request, I talked with Linda Reymers of McKenzie River Gathering. She said that they'd funded the group a number of times. "One of the most sophisticated solidarity groups... very well organized... this is a group that has been pro-active, both during and since the Gulf War... have gotten a lot of people to joining CISCAP... have excellent events... a great group... multi-cultural... work with people of color as part of their agenda... make a real effort to connect issues, ie international with local issues... good coalition building organization." Highly recommended.

I talked to Linda again for their 1993 request. She agreed with her previous comments and said that this group "is known as one of the model groups in the CISPES network... continue to be exemplary at linking issues, particularly with economic issues... working on NAFTA as a part of a local coalition... recently had a work-a-thon which linked the US military budget and local economic issues... have expanded their work to the Caribbean... very visible group which is remarkable since most people think that Central America work is over... have educational forums every other week... continue to get a lot of young people involved." Recommended again.

For this request I called Marion Malcolm of CALC who said that "we have a very long and harmonious relationship with the group... among the very best of Central American solidarity group in the area and one of the strongest chapters of national CISPES... have a broader agenda than national CISPES, work on El Salvador, Guatemala, Nicaragua, Mexico, Cuba and some on Haiti and have ongoing sub-groups on these... works with other issue groups such as recent work with a just forming coalition to work against Prop 187-like ballot questions in the state... CISCAP was one of the three sponsors of a recent demo on Mexico... work with community and with university groups... did a Work-A-Thon with local community groups: a feminist women's health clinic and a church-based housing group.... good at supporting labor work.... I have nothing but good stuff to say about them."

3) NECAN - Mike Prokasch of NE CISPES said that there's "been an impressive rebirth of Guatemala and Nicaragua work from their leadership... been on a shoestring money-wise but they seem to be going forward anyway... a spirited tenacity there... really are doing most of the project mentioned in their proposal... doing good planning ahead... continues to be a viable network.... CISPES/NE has worked with them in smaller ways... NECAN tends to do more work in the more rural areas than we do... Doesn't do El Salvador work due to an amicable division of labor with us a couple of years ago." Mike recommends funding them.

14) Greater Hartford Coalition on Cuba - I called Dick Oehmann who said that he's more involved with the New Haven chapter but knows Hartford connects with his group and also with the Pastors for Peace and Friendshipment work. They also do demos and events. Because of the Jesse Helms bill Dick feels that Cuba groups "should be going into higher gear... I feel that the situation in Cuba is desperate now." He didn't know a lot of details about the group and recommended I call others. I talked with Bruce Martin at AFSC/CT who said he knows the group well, "consistent, dedicated... some of the more dedicated people I've ever dealt with... always support the Friendshipment, had 50 people at the last meeting... They do what they say they'll do , have a good analysis and strategy for work and outreach." Recommended.

15) NY CISPES - I asked Bell C. to check on them. I also talked with Charlie McMartin, a Latin America activist and Resist supporter. He said that like most of the groups this has had to "scale down a bit but have been doing projects and sending delegations to El Salvador... have planned a 15 year reunion this Spring in order to involve more people in the work... had a Work-A-Thon last year in Harlem, worked with community based groups there and also raised funds to send to projects in El Salvador... recently had a change of staff so there's new energy in the group... most successful thing they've done has been to link El Salvador and NAFTA and local issues... done work with other groups on Mexico and Haiti... closer to the FPL of the FMLN than with other factions because the FPL has historically put more emphasis on
international links... group is doing good exchange delegations of community based activists in NY and in El Salvador." Charlie recommends funding them.

Bell Chevigny also checked around on this. One of her contacts recommended funding. He did say that this group supports the FPL. This is the biggest of the different factions of the FMLN, the others being smaller or having split the FMLN. He didn’t seem to find this negative. The group does good work.

16) GLAAD/Chicago - Lucy Smith of the Crossroads Foundation said that they "do media watchdog work... had a proposal from them recently... I feel what they do is helpful to the movement but I have concerns about their completely white Board and also questions about if they have any strategy to change that... They were instrumental last year in building a coalition against a racist/homophobic ad in a local newspaper, but a complaint over the years has been that GLAAD was an organization concerned with whites primarily. They do say that they try to make the organization inclusive... got a Board of 4 or 5 people and a volunteer pool that checks on local TV and does reports... Our Board was more interested in results of work for organizing purposes and didn’t see enough of that with them... I’m lukewarm; they do OK work but I have real questions on people of color and only one woman on their Board."

17) L.I. Gay & Lesbian Youth - Goldie Gelb of L.I. PFLAG said that this is "a fantastic group... PFLAG works with them... service, some political, outreach to youth... nothing much for youth on the island, this group works all over island... phenomenal... does pressure work on bureaucracies... working with PFLAG against the Christian Coalition around issues of homophobia and countering lies... had a march at a library in Port Washington in Nassau County against C.Coalition... group does speaking in schools on gay and lesbian issues and on AIDS...also does advocacy of youth." Goldie said that she couldn’t more highly recommend this group for funding.

18) Bromfield St. Education Foundation/Gay Community News - Board members will know of this.

19) IRATE - I called Kathy McInnis about this. She said they’re "extraordinary... very few Indian resistance groups left, AIM is still working but fragmented because of the pressure of the FBI... most groups are white-icized... This is a radical group and perspective especially around issues of economics, not pro-casino... able to tackle issues such as the new age movement other Indian groups don’t... work closely with the elders... struggled with the issue of inclusion of non-Indians in the group and have decided on integration... into Native American control of their own economics... in the past year have taken on the Border Patrol, ie confiscation of Indian cultural goods such as feathers, and had a protest at the border... have a boycott list of new age businesses which also include Indian... work in coalition with groups including Latino group fighting co-optation of their culture by new agers... done outreach to NAACP, though some issues in the way such as NAACP’s assimilation goals... have done outreach to peace and progressive groups...women/feminists in leadership roles of IRATE." Kathy recommends funding.

20) Dark Night Relatives - I called quite a few people on this, all of whom didn’t know of it or had only just heard of it: HONOR, Synapses, Crossroads Fund and James Yellowbank of the Indian Treaty Rights Committee in Chicago. James referred me to Paul DeMain, editor of News from Indian Country. Paul said that he "wouldn’t vote for them... There are a number of Leonard Peltier committees in Chicago... this one takes jabs at people in their publication. I have problems with them because the use clandestine methods, no editors, publishers named in the publication; they use a PO Box so it’s hard to find them or to find out who’s involved... (Ken Hale will review the publication for a report to the Board meeting.)... I don’t have problems with material used, believe in freedom of the press, but have real problems with the clandestine nature of the group... They’ve made erroneous and broad attacks on people... accused Dennis Banks of embezzling funds from Leonard Peltier... part of the AIM Confederation... held a tribunal against Wayne Bellecourt... I feel that this group has a lot less credibility with the Indian community that many others." Not recommended.
21) United Youth of Boston - I first called Nury Marcelino of Colectivo Teson, a past Resist grantee, who didn't know of this but had worked with teachers and students at the Egelston Community School. She said it's a great school with a great director. Nury recommended I talk with her, Beatriz Zapater (who is also listed by this group as a reference.) Beatriz said that this group "does great work... working collaboratively with them, our students are writing for their magazine... great resource, only thing that provides for the voices of young people in Boston... very active Board... two new ten editors being hired... I really respect that they respect young people's voices and opinions.... They see the magazine as an organizing tool for social change, the only vehicle for this in Boston." Beatriz recommended funding them.

22) Tierra Amarilla Youth Brigade - Mike Roque of the Chinook Fund said that CF funded the group four years ago when they took over land (an armed takeover); grant was to build a schoolhouse. Mike said they "do solidarity stuff with the land grant in New Mexico... do political education and training with youth... definitely nationalist, old MLN folks who consider themselves Mejicanos, not Chicanos, and are for repatriation of the south west U.S.... a good thing they do is to expose the kids to politics, but they do give out a line... little room for discussion and debate... have a long-standing feud with on of the premier Chicano organizations from the '70s (Plan de Azatlan)... most Chicano politics in the Southwest is nationalist, split personality and strategist... Plan became more mainstream, MLN is more revolutionary... I feel that this group's work is a real trade-off, educating kits but their line is pushed. They have helped some kids. As far as gender diversity: mostly boys, not much education on sexual orientation things."

23) Parents for Title IX - I called Marie deSantis of the Sonoma County Women Against Rape group who said this is "an excellent group... organized a number of cases in the county which have become landmark cases; takes a lot of work... had demos, wrote articles, worked with other groups to pressure bureaucracies... networked with other groups around the U.S... Five years ago, some activists in the area were working on the issue then formed this group... dedicated, active, done many demos and leafletting at schools on sexual harassment and assault... really good, ongoing... a core group with many volunteers for each case and event... good newsletter on the issue with an outlook not only local but also national... cases have drawn national interest." Recommended.

24) Leonard Peltier Defense Committee - I talked with Winona LaDuke who said that the organization "does good solid work... working on a hard case... movement as a whole is somewhat fragmented because of the miniscule hope to free Leonard. This executive clemency campaign is the only legal option left.... pretty wide support for the campaign."

When they applied in 1990 I talked with Ed Nakawatasi of AFSC/National Office. He said that this group was one of the most visible presences on the issue, active, hung in there a long time, helpful and positive, for all Native American prisoners, helps to focus on prisons in general (conditions, treatment issues.) He highly recommended funding.

I called him again for their 1993 request. He agreed with his previous reference and said the group has "essentially taken the lead... provide resources... an important force... fairly decentralized with local committees... good networking... send out updates." Ed felt that their planned demo would be important. Recommended.

25) Justice Watch - We've funded this group several times in the past and always received good references. In 1991 I called Jana Schroeder of the Dayton AFSC Prison Project. For their last request she had said that there were long time activists in the group who had worked on prison and other issues. People involved followed up on things, had a good network of people, were good organizers, activist oriented. This was pretty much the only group in Cinci. addressing a range of issues (there are other single issue groups, such as Death Penalty and friends, families of prisoners.) One of the people involved, Rev. McCrakin, is very well known, excellent person, respected, principled. She recommended funding this group. In 1992 I talked to Jana again
recently and she said that she is "even more positive this year. In May they had a first anniversary event and about 70 people came. They've done a lot of projects, very helpful to the AFSC program in turning out numbers of people... so active, have meetings once a month, educational... the group is inter-racial, inter-class, low income people, church and university folks, a broad range of people involved... do good fund raising (but modest) in membership.... really, really good and doing a whole lot... good outreach, enthusiastic... Their newsletter is very good." Jana recommends we fund them again.

I called her Jana again for this request. She said that they've "started a transition house for men coming out of prison, done a lot of work on this... newsletter on the back burner for now but they're still very concerned with broader issues... copy machine request makes a lot of sense for the volume of work they do, they get requests for info from prisoners also... I visited them recently, a lot of folks came to the dedication of the house. They have a lot of support in the community. The county of Cincinnati has the most people on death row and this group does some support work with the families.

26) Mass. Peace Action - When I was talking with Mike Prokasch of NE CISPES I asked him about this group. He didn't know too much other than NE CISPES has cooperated a little with them but not on projects. Mike was pretty impressed with their level of organization: people involved, volunteers, seems to be pretty active. I then called John Hill of Mobilization for Survival who said that this group works "with other groups on common issues... very effective in terms of public education and also does grass roots lobbying... have regular conferences on peace issues... also involved in the Commonwealth Coalition, a broad range of issues of concerned progressives... diversity, don't know... Mobe is working with them on a press conference on tax day on misplaced federal spending and the impact on human needs issues... Mobe and other groups use their copier... worthwhile funding this because they could do a lot more literature in house."

7) Nonviolent Action Community of Cascadia - I called Gloria Lund of the Peace Development Fund/West who thought the group had disappeared. She hadn't heard of them doing anything, in terms of actions, for a long time. The last thing she heard about them was activity during the Gulf War. A small group. Gloria said she'd ask Dan Petegorsky about them. I also called Nan McMurray of FOR/Wash.State who said that she was "glad the group has taken on more of a direct action focus as well as the tax resistance work... not as many people are doing tax resistance these days, so they did need to expand... seasoned activists and nonviolence tactics trainers... affiliate of WRL... needed in Seattle to have more direct resistance groups as well as nv trainings... They work on multi issue and justice issues but more on disarmament and peace issues... new group."

28) Hundredth Monkey - Prushia Obluda of the Peninsula Peace & Justice Center said that this group "used to be a member of the Center but I haven't seen them active in the last year of so... The contact person was the one who smashed Reagan's crystal eagle a few years ago and has just gotten out of jail (a 13 month sentence.)... perhaps the group wasn't active while he was in jail. I've heard that they might be working with a local, small anti-nuke group... feel they're not too active or a large group."

29) Arise! Bookstore - For their emergency grant request the beginning of February, I called Paula Rabinovitz in Minneapolis. She said that this is in her neighborhood "a two year old left wing bookstore, I originally thought they were PL affiliated but a good friend told me not... Group's interested in Ireland, Chiapas etc... do a lot of work on clinic defense... do forums, show films... bookstore, meeting place, community center, have community and solidarity groups meet there... I don't know if they're instrumental in organizing or just facilitate... I feel they certainly make my neighborhood brighter... have ongoing women's evening. I feel that they're non-sectarian. The newsletter has a PL style look but I think that's because one of the staff who does the NL is an old lefty and brings that visual style to the NL... Meetings at the place are very open and broad based." Paula later went to the place
... and talked with them and said that she "feels good about funding them."

30) VT Coalition of 50 Years - Our own Grace Paley said that this is "very good... peace and justice center folks... do a variety of things... wonderful... They hope to get a lot of people to come... VT Haymarket gave them a grant and also asked them to report on how the work will continue, ie follow up, they took the suggestion and were planning follow up anyway... lot of radical people should attend." Recommended.

31) Survivors Network - I called quite a few people about this. Lucy Smith of the Crossroads Fund said she'd heard of the group, but doesn't know much other than they've been a little visible in the press. Jennifer Bing-Canar of AFSC/Chicago said that she knows of the group but not much. It was started by activists with a solid political base in Central America work. Jennifer said that at the beginning it was "an emotionally loaded kind of therapy group attracting mostly women." Jennifer referred me to Mary Aboud of the Union of Palestinian Women who knew a little about the group and said that it "had expanded to a national network of people... a law suit pending against the Chicago Archdiocese... some media coverage." She didn't know much else and said that she'd try to find someone else for a reference. I then called Joan Gerig of Synapses who did know of the group. She said that "it's a really grass roots group... supports women who need support on the issue... not a high profile group, not well known generally but well known in the progressive Catholic community... I don't know if they work on other issues though some of the people involved had worked on issues such as southern Africa and anti-racism."
Report and Recommendations of the RESIST finance committee to the Board of RESIST.
Meeting: March 2, 1995
Present: Cheryl Smith, Nancy Wechsler, Tess Ewing, Louis Kampf
updated from board meeting of 3/12/95. to accompany board minutes.

1. Discussion of overall finances of organization. It was agreed that our deficit was due totally to the decline in the market and the larger amount of grants that we gave out. Cheryl estimated that the market would be up this year, and our investments would probably be up 8-9%. She thought we shouldn't worry about the deficit right now, or decide how much to give out in grants based on the deficit, but on the needs of the movement and the groups which apply. We discussed the fact that not only did we raise the formula and the grant ceiling, but we rolled over extra money from meeting to meeting. SUGGESTION TO BOARD: The finance committee suggests that we do not roll over money from meeting to meeting. That we stick with the current formula, and the current grant ceiling, and that we do not panic about money. We should evaluate at the end of another year. THIS WAS APPROVED BY THE BOARD AT THE 3/12/95 MEETING.

2. We discussed whether or not a third fund raising letter to our list would bring in additional money or not, and felt we would only know if we tried. We discussed prospecting mailings, and what kind of return we could expect on them. We also discussed whether or not it was worthwhile applying to other foundations for funds. It was felt that in general it did not make sense to apply to other foundations, unless they were foundations that mainly or only gave to foundations; and that we could expect to continue receiving donor directed grants through the foundations that give us money.

3. Investments: We discussed Calvert, Parnassus and Dreyfus Third Century Fund. Dreyfus has a lower social screen than the others, and is doing well. Parnassus is a volatile mutual fund that does very well some years and very badly some years. Cheryl felt that it was due to do badly pretty soon. Calvert's Managed Growth Portfolio (where most of our money is in) is now being managed by Bob Zevin. Cheryl is managing the Bond Fund. She expects both to do better this year. We agreed to leave our money where it was. THIS WAS APPROVED BY THE BOARD AT THE 3/12/95 MEETING.

4. Computers: Wechsler presented some of the information that Nancy Moniz had gathered about the cost of new desktop computers for RESIST, as well as information about the cost of a lap top computer. Finance committee recommended that if staff is really considering desktop publishing, especially using pagemaker, that we buy a computer with 12 megabytes of RAM, and a 486 chip (DX2/66) with a math co-processor-- which is faster than the other 486 chip and costs a bit more. Opinion was expressed that time saved would more than make up for extra costs.

It was strongly felt that we should buy a hewlett-packard laserjet, not a panasonic, and that the price should vary on the speed and resolution. People felt we didn't need to buy the fastest.

It was generally agreed that we should go ahead and get this upgraded computer for Moniz/Poggi, and that Wechsler and Kate would see what they thought of it and whether it met their needs for quietness, etc. If they felt the desktop
model was okay, they would purchase one also, if not, they would get a lap top and make sure there was some way to secure it in the office so that it was not stolen.

We did not complete a discussion of software. Wechsler had assumed that most of the software could be gotten for free. Nancy Moniz can give a report on this at the board meeting. See board minutes. Approved to buy one computer now, and a laser jet, and discuss second computer at board/staff lunch meeting.

5. Newsletter/staff job: At the last board meeting it was agreed to make this job 18 hours as outlined in Stephanie’s proposal. This was an attempt to realistically give time to do the newsletter, attend staff meetings, bd/staff lunches, board meetings, and have some give for sick time and other things that arise.

Stephanie wrote up a proposal to make the job 24 hours/week, and we re-wrote it a bit, and would like to recommend that we hire someone at 24 hours for a trial period of one year. So the job description, in addition to that which is already written for newsletter/staff would include: (Changes or clarifications from board meeting are in bold.)

a. write and coordinate production of brochure, in consultation with other staff.

b. oversee prospecting mailings, in consultation with other staff.

c. take over designing and placement of ads in other publications (This could be shared by current fundraiser or left with current fundraiser, depending on time.)

d. assist with research on and buying of office equipment (including new computers) (We clarified that this only meant that it added one more person to the pool of people we had to go check out new things. It didn’t mean this person had to do it. Whoever volunteered or felt they had time would do it when needed.)

e. assist with printing of newsletter labels and pledge forms. (We clarified that wechsler would still do this most of the time, but that the new hire would learn how to do it and do it if necessary. Anticipate maybe twice a year.)

f. assist with address corrections on database (We clarified that the person would learn how to do this and possibly do it occasionally, but that it would remain in Wechsler’s job description.)

g. take turns with mail and deposits (We felt the person should know how to do this and do it occasionally-- maybe once a month.)

h. share reading of publications that come into office.

i. help fill if necessary when other staff are on vacation. (It was clarified that this meant that the new staffer would have to learn parts of Nancy Moniz’s job, as well as Nancy Wechsler’s.)
This job description therefore means that the person would have to be qualified to step in and support/do some of the work of both other staff people, while those staff were on vacation or at other times as well. We assume this means hiring fewer consultants, and that this might mean cutting Kate’s hours some (we will have to wait and see about that). The job description should include that the person should have experience writing fund raising letters.

With some flexibility as to who does what, when, we felt that someone could do this within six additional hours. At the end of the year we can see if this has eased staff tensions, made working at RESIST a little easier, brought in more money, and been good for the organization without costing us too much.

We agreed that the "one year" trial period should start now, and that we would have to be flexible about just how long it would go for, depending on who and when we hire a permanent person for this position. We will be able to discuss it again before that time.
Memo to the March 12, 1995 Board meeting of Resist

Subject: Estimates on costs of new computer equipment for the Resist office

I talked with Dan Proctor, explained our projected needs and obtained the following estimates.

Computer #1 (Nancy Moniz and Stephanie Poggi's office):

IBM-compatible computer in desktop case based on 80486SLC chip with 33 MHz. Clock speed. 8 megabytes RAM, 3.5" and 5 1/4" floppy drives, 1 420-meg hard drive, 14" color VGA lo-rad'n. monitor, standard ports, keyboard, Microsoft mouse, DOS 6.2, Windows 3.11.

Price $1,450

OPTIONS:

Fast 80486 chip (DXX2/66 Mhz.) add $200 *
Fax/modem (14.4 K-baud) & software 90 *
Laser: Panasonic KX-P5400
(300 resolution; 4pp/min.) 430
Hewlett-Packard LJ 4-plus
(600 resolution; 12pp/min.) $1,500

Computer #2 (Nancy Wechsler and Kate Gyllensvard's office):

same as above computer set-up but with 4 megabytes of RAM.

Price $1,225

OR

Nancy Wechsler obtained the following estimate from Dan Proctor for an alternate Computer #2

Toshiba Laptop Model 1910, with 8 meg RAM, 200 meg hard drive, 486 chip, Windows, DOS 6.2

Price $1725

ADDITIONAL COSTS:

Internal modem, external regular size keyboard, external color, low rad monitor.

Cost $515

Total cost this option for #2 $2,240

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There will be additonal costs for Dan Proctors time for installation, transferal of data on hard disks, etc. at $50 per hour. We also might need some software. We will definitely incur costs for a grants program (software and design of program estimated last year at around $1,000) to bring the Resist grants program into the 1990s.

Nancy Money
TO: The Personnel Committee and Board of RESIST  
FROM: Nancy Wechsler, Resist Staff  
RE: Work Schedule  
Date: 3/8/95

From September 1993 to June 1994 I went back to working 4 days a week, and after some consideration, felt that this was not working well for either myself or RESIST. I therefor asked the board to let me go back down to 3 days a week for another year, and see what things were like at the end of that time. The year is not up, but in fairness to Resist, I would like to get an early start on discussing next year (June 95- June 96). Given various situations, including the fact that we just moved from Somerville to Cambridge and that that took a tremendous amount of energy; that Ella is a child who also takes a tremendous amount of energy to parent; and that I would like to make sure my health continues on some equalibrium and doesn’t get worse-- I am once again asking the board to maintain my present schedule of 3 days/week at 3 days/pay for another year. I feel confident that my work is getting done, that either Kate or someone else can fill in the additional 8 hours, under my supervision. I would not make this request of Resist if I felt it was bad for the organization. To be fair, I feel that it is possible that I will need another year of working three days/week after next year, but am not asking for that now. (However, if you feel for your deliberations you need to settle on two years, that will be okay for me.) At the end of another year (June, 1996) Ella will be 4 1/2 and a year after 5 1/2. I assume by that age certain things will be easier, and the struggles will be more verbal and less physical.

Most of you realized when you hired me that I had a back disability. I am lucky to have managed to cure that. Unfortunately over the years I have found out I have another more hidden disability- Crohn’s disease. The major symptom that disrupts my life is fatigue, a common symptom of Crohn’s. Working three days/week, while having a young child, is a great help. I hope you will approve my request to remain at three days a week for another year.
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