

Trinity College

## Trinity College Digital Repository

---

Resist Board Meeting Minutes

Resist Collection

---

12-10-1995

### Resist Board Meeting, Dec. 10, 1995

Resist

Follow this and additional works at: <https://digitalrepository.trincoll.edu/minutes>

---

#### Recommended Citation

Resist, "Resist Board Meeting, Dec. 10, 1995" (1995). *Resist Board Meeting Minutes*. 249.  
<https://digitalrepository.trincoll.edu/minutes/249>

A call to

# RESIST

illegitimate authority

One Summer Street, Somerville, Massachusetts 02143

617/623-5110

**Board Meeting - December 10, 1995 - 11:00 a.m.**

**Place: Paul Lauter's apartment**

**500 E. 77th Street (between York & the River**

**New York, New York 10162**

**(212) 570-0997**

Dear Board member:

For this meeting, we have 21 requests to consider which means we'll have \$12,600 for grants (\$600 x 21).

Please remember the Maximum grant is \$1000 (but could be less); a Some grant is \$300; a Token grant remains at \$100; and Emergency Grants have been raised to \$200.

## AGENDA

Finance report

Personnel Policy

Newsletter

Fundraising/New Brochure

Grantmaking Policy Issues

1996 Board Meeting Calendar/Proposal Deadlines

Other Office Business

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

## EMERGENCY GRANTS

We gave no Emergency Grants out this cycle.

## GRANT REQUESTS

We also received 3 additional requests which are not on the agenda. One request was for an individual; one request was for legal defense funds and one was for a project outside the United States with no U.S. organizing component.

REMINDER: If you are unable to attend the New York Board meeting, please send your Proxy back to the office by December 6, 1995 for consideration in New York.

**GRANT REQUESTS AND PROXY  
DECEMBER 1995**

**Central, Latin America and the Caribbean**

- 1. Twin Cities Committee in Solidarity with the People of El Salvador** **\$1000**  
Zeno Wood, 610 West 28th Street, Minneapolis, MN 55408 (612) 872-0944  
Funding to purchase computer, monitor & accessories in order to produce newsletter & update data base

Yes  No  Maybe   
Comments:

- 2. U.S./Guatemala Labor Education Project** **\$1000**  
Stephen Coats, c/o UNITE, 333 S. Ashland Avenue, Chicago, IL 60607 (312) 262-6502  
Funding to provide basic staff assistance to STITCH, a network of North American women supporting Guatemalan maquiladora workers, until they can hire their own staff.

Yes  No  Maybe   
Comments:

**Community Organizing/Anti-Racism**

- 3. Albany County SAFE Project** **\$1000**  
Teresa Crouse, 312 Steele, Laramie, WY 82070 (307) 742-7273  
Funding to distribute statewide a video entitled *Domestic Abuse and Violence Update* used to educate/train law enforcement, court and prevention personnel on issues related to domestic abuse.

Yes  No  Maybe   
Comments:

**4. Autonomous Zone**

**\$1000**

Kim Feicke, 2045 West North Avenue, Chicago, IL 60647 (312) 278-0775

Funding to train activists around the Midwest in civil disobedience, the organization of affinity groups, and knowledge about the Chicago police and legal system in preparation for the 1996 Democratic Convention, which will be held in Chicago.

Yes \_\_\_\_ No \_\_\_\_ Maybe \_\_\_\_

Comments:

**5. Institute for Southern Studies/Southern Exposure**

**\$1000**

Pat Arnow, P.O. Box 531, Durham, NC 27702 (919) 419-8315

Funding for the Spring 1996 issue of *Southern Exposure* and an organizing project entitled "Falling Apart/Coming Together" which explores new ways that activists can engage in coalition building in the face of the massive growth of effective right wing organizing.

Yes \_\_\_\_ No \_\_\_\_ Maybe \_\_\_\_

Comments:

**6. Jews for Racial and Economic Justice**

**\$904**

Esther Kaplan, 64 Fulton Street, #605, New York, New York 10038 (212) 964-9210

Funding for printing and mailing costs for two brochures used in the Campus Organizing Project aimed at addressing the polarizing issues of anti-semitism and racism arising on college campuses between Jews and African-Americans

Yes \_\_\_\_ No \_\_\_\_ Maybe \_\_\_\_

Comments:

**7. Parents Committee of the New London County Multicultural Coalition**

**\$1000**

Frances Moulder, P.O. Box 1834, New London CT 06320 (203) 739-5075

Funding to print 1,000 copies of an informational handbook on steps parents can take if their child encounters racial/ethnic discrimination at school

Yes \_\_\_\_ No \_\_\_\_ Maybe \_\_\_\_

Comments:

**8. Tri-County Advocacy Council**

**\$1000**

Marsha Gummer, 208 Masonic Temple Building, P.O. Box 132, Havre, MT 59501 (406) 265-6867  
Funding to purchase a copier to assist with services provided to low/moderate income, Native American and welfare clients regarding issues such as housing, access to medical care and discrimination.

Yes  No  Maybe

Comments:

**Economic Justice**

**9. Boston Democratic Socialists of America**

**\$600**

David Knuttunen, Elliott Ratzman, 11 Garden Street, Cambridge, MA 02138 (617) 493-4737  
Funding for printing and mailing costs for the Public Hearings on Economic Insecurity to be held by the House of Representatives where information will be given to the MA Congressional Delegation on why the economy is not serving poor and working class Americans

Yes  No  Maybe

Comments:

**Environmental**

**10. Citizens Against Pesticides**

**\$1000**

Jerry Chernow, P.O. Box 3010, Madison, WI 53704 (608) 255-1806  
Funding for Toxic Sludge Awareness and Action Campaign to educate users of dried sewage, which is used as fertilizer, of the fact dairy land and orchards are being fertilized with the by-products of human and industrial sewage.

Yes  No  Maybe

Comments:

**11. The Ecology Center**

**\$1000**

Doug Hawes-Davis, 1519 Cooper Street, Missoula, MT 59802 (406) 728-5733  
Funding for distribution costs for two videos, *Green Rolling Hills* and *Southbound* to activists, PBS stations and for entry into several environmental film festivals.

Yes  No  Maybe

Comments:

**12. MA Campaign to Clean Up Hazardous Waste**

**\$1000**

Matthew Wilson, 29 Temple Place, Boston, MA 02111 (617) 292-4821

Funding for outreach and dissemination of materials in order to develop the Asphalt Plant Network, designed to organize communities against the development of new asphalt plants and to raise awareness of the dangers the production of asphalt.

Yes \_\_\_\_ No \_\_\_\_ Maybe \_\_\_\_

Comments:

**13. Political Ecology Group**

**\$1000**

Brad Erickson, 965 Mission, Suite 700, San Francisco, CA 94103 (415) 777-3488

Funding for educational materials for a campaign to bring together environmental and immigrants' rights movements to combat scapegoating of immigrants for environmental problems.

Yes \_\_\_\_ No \_\_\_\_ Maybe \_\_\_\_

Comments:

**14. Shundahai Network**

**\$1000**

Nina Raffaele Aponte/Reinard Knutsen, 507 P. Street N.W., Washington, D.C. 20001 (202) 588-0912

Funding to support newsletter, printed materials and actions related to building a coalition of activists in Puerto Rico to work on nuclear, environmental and human rights issues

Yes \_\_\_\_ No \_\_\_\_ Maybe \_\_\_\_

Comments:

**Gay Lesbian/Bisexual**

**15. Aurora: A Northland Lesbian Center**

**\$1000**

Laura Stolle, 32 East First Street, #104, Duluth MN 55802 (218) 722-4903

Funding for printing and copying costs of fundraising campaigns to enable organization to become self-sufficient in the face of decreasing foundation funding opportunities.

Yes \_\_\_\_ No \_\_\_\_ Maybe \_\_\_\_

Comments:

## Health/AIDS/Disability

### 16. Intersex Society of North America

\$1000

Cheryl Chase, P.O. Box 31791, San Francisco, CA 94131 (415) 436-0585

Funding for printing and mailing of educational materials on issues related to intersexuality, gender determination, and surgical correction.

Yes  No  Maybe

Comments:

### 17. National Gulf War Resource Center, Inc.

\$750

Charles Sheehan-Miles, 249 8th Street NE, #101, Washington, D.C. 20002 (202) 547-8541

Funding for cost of printing 3000 copies of the Self-Help Guide for Persian Gulf War Veterans covering issues such as: illnesses and treatment available, how to file claims for VA benefits.

Yes  No  Maybe

Comments:

## Peace/Anti-Militarism

### 18. Alternatives to the Military

\$500

Ruth Thone, 3045 Woodsdale Blvd., Lincoln, NE 68502 (402) 421-2855

Funding for pamphlets, brochures and flyers to be placed at area high schools regarding post-school alternatives to the military; and for a counseling program to assist this effort.

Yes  No  Maybe

Comments:

### 19. Coalition for New Priorities

\$1000

Bernice R. Bild, 202 South State Street, Suite 1500, Chicago, IL 60604 (312) 362-0500

Funding for printing and postage for Voter Pledge Campaign designed to provide education on federal budget issues, especially the impact of maintaining an enormous military budget will drastically reducing programs and services to working people and the poor.

Yes  No  Maybe

Comments:

## Prisoners

### 20. Prison & Jail Project

\$1000

John Cole Vodicka, P.O. Box 6749, Americus, Georgia 31709 (912) 924-0671

Funding to design, print and distribute a brochure focusing attention on failure of county prison to provide humane treatment to prisoners, presence of Sumter County prison labor camp, and to expose extent of racism in the prison and justice community.

Yes \_\_\_\_\_ No \_\_\_\_\_ Maybe \_\_\_\_\_

Comments:

## Women

### 21. The Black Women's Alliance

\$1000

DanaMichele, P.O. Box 85818, Seattle, WA 98145-1818 (206) 517-7779, ext 5

Funding to cover production, publication and distribution costs of newsletter *The Alliance News* regarding news and information pertaining to the lives of black girls and women.

Yes \_\_\_\_\_ No \_\_\_\_\_ Maybe \_\_\_\_\_

Comments:



A call to **RESIST** illegitimate authority

One Summer Street, Somerville, Massachusetts 02143  
617/623-5110

**Minutes**  
**Board Meeting, New York City**  
**December 10, 1995**

**Present:** Robin Carton (minutes), Pam Chamberlain, Bell Chevigny, Louis Kampf, Paul Lauter, Hank Rosemont, Carol Schachet (minutes), George Vickers.

1. New Staff Introductions: Robin and Carol expanded a bit on the information contained in the Newsletter about what former political and paid work they had done before Resist.

2. Personnel Committee Up-Date: While there has not been a tremendous amount of fallout from the personnel issues of the last few years, there are some concerns that have been relayed either formally or informally to staff members. As a result, there are activities that Board members need to take on, rather than staff, in order to resolve some of the outstanding issues with donors and other organizations with which Resist has on-going relationships. This is especially true for donors who may be re-considering their approach to Resist as a result of these personnel issues. For future reference, the fact that there is now a regular review process in place for staff will help resolve some personnel issues as they arise.

3. Finance Report: Income for October and November was significantly higher than for those months than that reported last year. At this point, Resist is up about \$20,000 over last year's figures, even though personnel costs are higher this year. Interest and dividends shows up at about \$34,000 this year, as opposed to an approximately \$4,000 loss last year. Even though income looks better, we are currently running at a \$30,000 deficit, which is less than the \$50,000 deficit of last year. Robin suggests that the board needs to decide how low the total amount in the bank can go, and how long we will carry the deficit. Staff would like to make a projected budget for 1996 to provide guidelines and offer accountability to the board. Pam wonders if it would be helpful to have a board training in how to read financial statements, so that board can make more knowledgeable decisions about finances, etc.

Louis suggests that the amount of the deficit is due in part to lack of dividends last year and staff expenditures this year. Also suggested that the productivity of the office last year was not at its peak. In the long range view, "let's not be too gloomy." Finally, the annual audit is coming up at the end of January. In the past, the Annual Report, produced from the audit, has merely been the audited financial statements. Staff would like to add some text to the annual report, including the kinds of things that are on the brochure and the March Newsletter. Robin doesn't think it will add a significant amount of expense and it will be good for potential large donors and possibly foundations. Board says go for it!

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

4. Personnel Policy: Carol read a letter from Larry Goldsmith explaining regarding his vote on the personnel policy and thanking people for their hard work. He still objects to the phrase this is "only a guideline" and as a result he will abstain.

George felt the policy was very good overall, but he had questions on health benefits listed on page 12. He suggested we clarify whether Resist is paying-full individual coverage for employees and for a dependent in first paragraph. It was also pointed out that the term "domestic partner" does not necessary include married employees. The word "spouse" was added to the sentence in paragraph 12a. George raised additional questions about the reimbursements listed on p.12. He wanted to know if all costs which employees bear for health benefits that are not covered by insurance will be paid for by Resist, as suggested in this paragraph. Board members attempted to determine what the paragraph meant. George recommends that Resist adopt the policy, but that it be reviewed for liability.

Votes received thus far: Yes: Cheryl, Louis, Nancy. Frank voted yes w/ a recommendation for a review Also voting YES at the Board meeting were Hank, Bell, Pam, and Paul. The final vote was "yes" with a review in six months and new language for the page 12 issues raised by George.

Point of history: Previously staff have made requests for changes which is how amendments were made. Board members felt that this should be re-examined in light of the change in the staff/board relationship, which has now been clarified.

One month evaluations have been held and Pam has volunteered to do the 3 month evaluation and the exit interview with Nancy Wechsler. A vote of thanks to the Personnel Committee for all their work was proposed by Hank. Thanks go out to: Cheryl, Wayne, Tess, Pam, Louis, and Renae were all involved.

5. Newsletter: Everyone got the last copy of the newsletter except Hank. Carol has developed a calendar for publishing and she hopes to keep the Newsletter to eight pages. She suggests that the double-issue dates be changed to one in July/August and one in February/March, beginning either this year or in 1997. Carol felt that we needed to let subscribers know of any changes we might make to the schedule, and that she doesn't believe the double-issue schedule will affect fundraising appeals. Paul believes this makes good sense since the double-issue would arrive before tax season, when people will still have the ability to read other material.

Carol has been desk-top publishing the Newsletter on PageMaker, which has reduced fees formerly spent on typesetting. Carol also hopes to produce ads in house to target specific publications and their constituencies.

Marc Miller has been working regularly with Carol on newsletter issues and will be the editorial point person on the Board. If something in the Newsletter concerns Board members, they should call Marc first to discuss it. Marc is the former editor of *Southern Exposure* and the Cultural Survival newsletter.

Louis circulated Dan Connell's Newsletter article on Rabin among various Middle East groups in the Boston area, and those organizations are all using it. The Washington Peace Center also asked for copies of Penn Loh's article on immigration from the same issue of the Newsletter. Carol encourages Board members to submit articles for publication or re-publication, and to participate in the review process.

The January Newsletter, and occasional pieces throughout the year, will focus on What's Up With the Left. Hank will review *What's Left*, a new book whose authors, Charles Derber et.al., have donated all royalties to Resist.

6. Fundraising/New Brochure: Resist did well this year as a result of the timing of Nancy Wechsler's ABC appeal. In the past year we did two or three appeals annually, but Carol would like to begin sending three appeals each year given that most other organizations do at least three. Hank felt that four mailings a year was too many and he wouldn't give to groups who solicited that often. Carol mentioned that there is a way to take care of this in the data base, in order to limit the number of mailings people receive.

A new brochure is being designed by Cathy Bargar and Nick Thorkelson, who have designed previous brochures for Resist. Carol will send them out to all Board members for comments when a draft is available. A number of people have sent in quotes for use in the brochure. Carol seeks to target the brochure at people who have not heard of Resist, and it will be included in a prospect mailing.

There have been no prospect mailings conducted for at least two years. Resist is owed about 10,000 names for use in prospecting as a result of swaps done in the past for mailing lists. Once the brochure is completed, Carol hopes to do a prospect mailing by end of February or early March. Carol will drop it in increments as she goes along to determine its effectiveness. The Board was supportive of Carol's plan. Paul suggested a test mailing to American Studies Association domestic list, where Paul is an ex-President. Grace and Noam could also sign it. Bell suggested the Latin American Studies Association list as well- and George concurred. On a final note, Carol would like to work with a fundraising committee.

#### 7. Board Development Issues

Status of Current Members: Some Board members have requested that they receive only limited mailings from the office. Staff raised the issue of how this affects the ability of Board members to make decisions about a range of issues, and who is eligible to participate in decision-making if members need to be polled about an issue. For instance, some currently active Board members just get the overview of grant requests, but not the whole grant packet. Other issues raised involved how Board members might be listed on the letterhead (e.g. active members, honorary members, etc).

Louis wonders if, since we have a funding cycle every 6 weeks, why not have a grant committee that rotates. Paul "shot that down" (Louis' words) since it would be damaging to the whole work of the Board. This did raise the issue that the Board does need to find some way of rotating responsibilities so that more active or Boston-based Board members won't burn out. There was a suggestion that Resist provide a time line for Board membership tenure (create terms for members) so that potential new members did not feel that this was a lifetime requirement.

Paul suggested that the Board use e-mail and conference calls more often. He felt that the Board could identify certain committees where people outside the Boston area could play a more systematic role in order to reduce the work done by Boston members. There was a general consensus that if members were going to be active, they should be a part of the Board in general and on a committee. Staff will send out letter to Board members to ask them which committee they would like to join. Louis suggested that each committee should have a chairperson, but if it was only a two person committee that might be irrelevant.

Board Committees: Editorial/Newsletter, Finance, Fundraising, Personnel/Hiring, Board Outreach and Development. Committees could meet once a month, or if there is less work, then every other month to at least talk about vision.

The Board outreach committee has formerly been constituted for the express purpose of enlarging the board. In order to attract new Board members, there was consensus that the role needed to be defined in a way that encouraged membership, and included specific time commitments. Pam suggested that it was not necessary to come to every Board member. George says that the board somewhere said that each member should be at one meeting a year. Carol asked if non-board members could be on committees. Bell said that perhaps we need to resolve the question of inactive board members before we do that. Should we have a board of advisors and an active board?

Pam will volunteer to be on a committee with staff to look at board development and committee structures. Paul will too, as long as it can be done on e-mail or by phone. There was a feeling that Resist came out of a collective past, and the lack of structure was a way of maintaining that identity. But there are ways to achieve both ends. Staff and Board members hoped to recruit Renae to be on this subcommittee as well.

Hank volunteered for the editorial committee. Has a fax but no e-mail. Bell expressed interest in this committee as well. George might be interested in participating on the fund raising and finance committee.

#### 8. 1996 Board Meeting Calendar/Proposal Deadlines

The New York Board meetings will be held on April 28 and December 8, 1996. The August 4, 1996 Board meeting will consist of a sub-Committee who will merely decide on grant requests. The tentatively scheduled January 28th Board meeting will be switched to February 4, 1996. The proposal deadline remains December 29th. The remaining dates will stay the same, with the possible exception of the June meeting (depending on the date of Boston Gay Pride).

Hank wondered whether we could recruit more people to the Board if we had three meetings in New York City? Robin suggested that we start with two for 1996, and think about adding another New York meeting the year after, when we can gauge how Board outreach has gone.

9. Videoteca del Sur Request: They were turned down at the last meeting and Pedro Zurito then asked for a more detailed explanation of his denial since Resist had always funded his film showings in the past. After a review of his request in writing, Louis did not see anything in the letter which challenged the Board's decision. Paul thought that any work around Cuba was a positive thing right now, but other members stated that there was an increasing number of films, videos, lectures that were available (although not a tremendous number) and that this was no longer needed to be funded as the only game in town. Pam stated that just because Solas is a charismatic figure is not sufficient reason to fund the showing. In addition, there was no significant organizing component involved. DECISION: NO

**GRANT REQUESTS  
DECEMBER 1995**

**Central, Latin America and the Caribbean**

**1. Twin Cities Committee in Solidarity with the People of El Salvador**

**\$300**

300 A

Zeno Wood, 610 West 28th Street, Minneapolis, MN 55408 (612) 872-0944

Funding to purchase computer, monitor & accessories in order to produce newsletter & update data base

**SOME GRANT**

Comments: George raised concerns about the work of the UNITY conference (the group of three parties of the FMLN) and thinks that they are being dominated by one of the groups. CISPES tends to support the FPL, which isn't a particularly strong group now and local groups are controlled by national. National is not engaged in much domestic political organizing at this point. George doesn't really know what's happening in the Twin Cities office, however. Louis thinks that CISPES got into sectarian business rather than what's going on in the US. Paul felt negatively, that this is not a priority for us. There were mixed feelings because solidarity groups are dying all over the place that we should at least give some support. Based on combination of report from Ezra Hale (Ken's son) and desire to support domestic organizing, Resist gave a Some grant.

**2. U.S./Guatemala Labor Education Project**

**\$1000**

B  
1000

Stephen Coats, c/o UNITE, 333 S. Ashland Avenue, Chicago, IL 60607 (312) 262-6502

Funding to provide basic staff assistance to STITCH, a network of North American women supporting Guatemalan maquiladora workers, until they can hire their own staff.

**YES**

Comments: Generally considered a very positive group even though not everyone knew of STITCH. We should send a "yes but..." letter about their failure to answer Question 10. Hank felt that if they thought about those issues they would do better organizing, particularly around this project.

**Community Organizing/Anti-Racism**

**3. Albany County SAFE Project**

**\$300**

300 C

Teresa Crouse, 312 Steele, Laramie, WY 82070 (307) 742-7273

Funding to distribute statewide a video entitled *Domestic Abuse and Violence Update* used to educate/train law enforcement, court and prevention personnel on issues related to domestic abuse.

**SOME GRANT**

Comments: Questions were raised about their budget and funding sources (United Way, Federal and state \$\$). Robin said that they were just about the only game in town and we should fund them. Terrific video, according to Betsy Keats. Although they do service work and get community block money for that, Resist was asked to fund their organizing work. Even though Laramie is a

university town, references said that it still has an unsophisticated, macho-type attitude where women are still considered property. There were lingering concerns about the extent of organizing, subsidizing the police department, and acting in conjunction with United Way-type project. We want to hear back about organizing skills. Also suggest that they get a university chapter.

#### **4. Autonomous Zone**

Kim Feicke, 2045 West North Avenue, Chicago, IL 60647 (312) 278-0775

Funding to train activists around the Midwest in civil disobedience, the organization of affinity groups, and knowledge about the Chicago police and legal system in preparation for the 1996 Democratic Convention, which will be held in Chicago.

#### **NO**

Comments: A blast from the past; hasn't advanced much from the sixties (Marc). Hank liked the irreverent spirit of the 60s and felt the stuff going on in the streets at the DNC will be important. He also said he was unaware of any other groups doing that and that they had done a lot in Chicago for a long time. Paul: giving a grant to them to do organizing at DNC could be disastrous, just like it was in 1968. Prairie Fire people love confrontations and they are involved. George: this is the wrong group to do this organizing. They want to do civil disobedience training in the Midwest, but it is not clear they have the wider connections needed to do so. It is also unclear what experience they have in civil disobedience themselves. Marc said their training materials were at least a decade old. While they do provide an interesting local "Free Skool" that has been funded by Crossroads, members felt this proposal was not sufficient.

#### **5. Institute for Southern Studies/Southern Exposure**

**Loan \$1000**

Pat Arnow, P.O. Box 531, Durham, NC 27702 (919) 419-8315

Funding for the Spring 1996 issue of *Southern Exposure* and an organizing project entitled "Falling Apart/Coming Together" which explores new ways that activists can engage in coalition building in the face of the massive growth of effective right wing organizing.

#### **LOAN**

Comments: Members felt grant was unnecessary at this point. Were willing to give them a one year, no interest Loan to help them out. In the event they are still in financial trouble, the Board might be willing to convert it into a grant or waive re-payment.

#### **6. Jews for Racial and Economic Justice**

**\$904**

Esther Kaplan, 64 Fulton Street, #605, New York, New York 10038 (212) 964-9210

Funding for printing and mailing costs for two brochures used in the Campus Organizing Project aimed at addressing the polarizing issues of anti-semitism and racism arising on college campuses between Jews and African-Americans

#### **YES**

Comments: Ask for a Newsletter article.

**7. Parents Committee of the New London County Multicultural Coalition**

Frances Moulder, P.O. Box 1834, New London CT 06320 (203) 739-5075

Funding to print 1,000 copies of an informational handbook on steps parents can take if their child encounters racial/ethnic discrimination at school

**NO**

Comments: Louis stated that while this may be a useful thing to do, it is not for us. Pam actually thought it wasn't a useful thing to do, that the material was ungrounded in how school systems actually work. We should encourage them to continue their work, especially to improve the climate in the school. Robin commented that for a Multicultural Coalition, their only focus was on race, not on other differences.

**8. Tri-County Advocacy Council**

**\$300**

Marsha Gummer, 208 Masonic Temple Building, P.O. Box 132, Havre, MT 59501 (406) 265-6867

Funding to purchase a copier to assist with services provided to low/moderate income, Native American and welfare clients regarding issues such as housing, access to medical care and discrimination.

300 E

**SOME**

Comments: Havre is an extremely isolated community. Relate to Native Americans. Services seem good, but not much organizing component. Give a Some grant to encourage organizing component.

**Economic Justice**

**9. Boston Democratic Socialists of America**

David Knuttunen, Elliott Ratzman, 11 Garden Street, Cambridge, MA 02138 (617) 493-4737

Funding for printing and mailing costs for the Public Hearings on Economic Insecurity to be held by the House of Representatives where information will be given to the MA Congressional Delegation on why the economy is not serving poor and working class Americans

**NO**

Comments: Turned down the same proposal for a conference in CA.

**Environmental**

**10. Citizens Against Pesticides**

**\$300**

Jerry Chernow, P.O. Box 3010, Madison, WI 53704 (608) 255-1806

Funding for Toxic Sludge Awareness and Action Campaign to educate dried sewage users, which is used as fertilizer, that dairy land and orchards are being fertilized with the by-products of human and industrial sewage.

300 F

**SOME**

Comments: Good literature, but appear not to have been very active recently. No one has heard them moving about much after a dormant period. Give a Some grant to see if they are getting back on their feet. They can come back for a full grant next year.

**11. The Ecology Center**

Doug Hawes-Davis, 1519 Cooper Street, Missoula, MT 59802 (406) 728-5733

Funding for distribution costs for two videos, *Green Rolling Hills* and *Southbound* to activists, PBS stations and for entry into several environmental film festivals.

**NO**

Comments: No African- Americans in the Southbound video. University town, so should have other film distribution resources. Not interested in putting money into film festivals, but we are interested in organizing. No clear organizing component.

**12. MA Campaign to Clean Up Hazardous Waste**

Matthew Wilson, 29 Temple Place, Boston, MA 02111 (617) 292-4821

Funding for outreach and dissemination of materials in order to develop the Asphalt Plant Network, designed to organize communities against the development of new asphalt plants and to raise awareness of the dangers the production of asphalt.

**NO**

Comments: References weren't exciting. Concerns about answers to question #10, and making connections. They sent an up-date to their Question #10 answers after some prodding that said all the right things. In reality, appears no grassroots focus or broad vision of a social movement. George: They've been around for a while and they haven't changed much. Concerns about how they work in coalition with other groups. No perhaps they talk the talk, but don't walk the walk. They've had time to change and haven't.

**13. Political Ecology Group**

**\$1000**

1000 G

Brad Erickson, 965 Mission, Suite 700, San Francisco, CA 94103 (415) 777-3488

Funding for educational materials for a campaign to bring together environmental and immigrants' rights movements to combat scapegoating of immigrants for environmental problems.

**YES**

Comments: Just wrote article for Newsletter.

**14. Shundahai Network**

Nina Raffaele Aponte/Reinard Knutsen, 507 P. Street N.W., Washington, D.C. 20001 (202) 588-0912

Funding to support newsletter, printed materials and actions related to building a coalition of activists in Puerto Rico to work on nuclear, environmental and human rights issues

**NO**

Comments: No one knows them or their work. Does not appear there has been any request from folks in Puerto Rico for their input. Not clear what kind of outreach they are doing. Still seems like a one person show: Corbin Harney - especially given notice in Newsletter that all money raised will go to buy/repair his van.



## Gay Lesbian/Bisexual

### 15. Aurora: A Northland Lesbian Center

\$1000

Laura Stolle, 32 East First Street, #104, Duluth MN 55802 (218) 722-4903

Funding for printing and copying costs of fundraising campaigns to enable organization to become self-sufficient in the face of decreasing foundation funding opportunities.

10004

#### YES

Comments: Some concerns raised by Hank that they many not be operating in a broad context. Pam felt that answers came from a feminist perspective and was not indicative of work only with/for lesbians. Had information in proposal that indicated they worked in coalition with many other groups.

## Health/AIDS/Disability

### 16. Intersex Society of North America

Cheryl Chase, P.O. Box 31791, San Francisco, CA 94131 (415) 436-0585

Funding for printing and mailing of educational materials on issues related to intersexuality, gender determination, and surgical correction.

#### NO

Comments: Nobody's heard anything about them. Very new, not even a year old. No sign of any broader politics. Suggest come back to us in a year after creating links with broader political groups and getting name/work known. Need broader perspective about nature of oppression.

### 17. National Gulf War Resource Center, Inc.

Charles Sheehan-Miles, 249 8th Street NE, #101, Washington, D.C. 20002 (202) 547-8541

Funding for cost of printing 3000 copies of the Self-Help Guide for Persian Gulf War Veterans covering issues such as: illnesses and treatment available, how to file claims for VA benefits.

#### NO

Comments: Service oriented. Not clear how much (if any) is progressive about it.

## Peace/Anti-Militarism

### 18. Alternatives to the Military

\$500

Ruth Thone, 3045 Wooddale Blvd., Lincoln, NE 68502 (402) 421-2855

Funding for pamphlets, brochures and flyers to be placed at area high schools regarding post-school alternatives to the military; and for a counseling program to assist this effort.

500 I

#### YES

Comments: Ask for Newsletter piece regarding how they have managed to stay involved in school systems over extended period of time.

**19. Coalition for New Priorities**

**\$1000**

Bernice R. Bild, 202 South State Street, Suite 1500, Chicago, IL 60604 (312) 362-0500  
Funding for printing and postage for Voter Pledge Campaign designed to provide education on federal budget issues, especially the impact of maintaining an enormous military budget will drastically reducing programs and services to working people and the poor.

1000J

**YES**

Comments: Some concerns about the notion of repeating prior Chicago mistakes. How are they addressing that.

**Prisoners**

**20. Prison & Jail Project**

**\$1000**

John Cole Vodicka, P.O. Box 6749, Americus, Georgia 31709 (912) 924-0671  
Funding to design, print and distribute a brochure focusing attention on failure of county prison to provide humane treatment to prisoners, presence of Sumter County prison labor camp, and to expose extent of racism in the prison and justice community.

1000K

**YES**

Comments: Great proposal start to finish. Does have board of ten people. Board is more advisory in nature. Very political and wide range of activities. Marc's reference is re-assuring.

**WOMEN**

**21. The Black Women's Alliance**

**\$300**

DanaMichele, P.O. Box 85818, Seattle, WA 98145-1818 (206) 517-7779, ext 5  
Funding to cover production, publication and distribution costs of newsletter *The Alliance News* regarding news and information pertaining to the lives of black girls and women.

300L

**SOME**

Comments: Bell: Peer counseling piece is probably an essential piece in their work, is an in-road into more political work. The analysis in the newsletter seems very political. Bell says: Negotiate the border in a good way--political and personal. Pam acknowledges her bias against co-counseling but hasn't read their newsletter. Louis trust Dan Petegorsky's judgment (at Peace Development Fund) and Dan has some doubts. Robin suggests a Some grant. We want to encourage them and see how they grow this year. Some would be all that Hank is inclined to give them; thought that their calendar was all about support groups and not about political organizing; but if it's useful as a pre-step to organizing, then a SOME. SOME, with letter raising concerns about where they are going, what their measures of success would be. Also that we are concerned that political organizing be a central part of their work.

**Resist Board Meetings  
1996:**

| <b>Date:</b>                | <b>Location</b> | <b>Deadline for Proposals:</b> |
|-----------------------------|-----------------|--------------------------------|
| February 4, 1996            | Boston          | December 29, 1995 (Fri.)       |
| March 10, 1996              | Boston          | February 2, 1996 (Fri.)        |
| April 28, 1996              | New York City   | March 29, 1996 (Fri.)          |
| June 9, 1996 <sup>1</sup>   | Boston          | May 10, 1996 (Fri.)            |
| August 4, 1996 <sup>2</sup> | Boston          | July 5, 1996 (Fri.)            |
| September 29, 1996          | Boston          | August 30, 1996 (Fri.)         |
| October 27, 1996            | Boston          | September 27, 1996 (Fri.)      |
| December 8, 1996            | New York City   | November 8, 1996 (Fri.)        |

---

<sup>1</sup>Subject to confirmation of date for Boston Gay Pride.

<sup>2</sup>Sub-Committee of Board only to determine grant awards.

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  
Larry Goldsmith  
Mitchell Goodman  
Kenneth Hale  
Oscar Hernandez  
Frank Joyce  
Louis Kampf  
Hans Koning  
Paul Lauter  
Nancy Moniz  
Richard Ohmann  
Wayne O'Neil  
Carlos Otero  
Grace Paley  
Roxanna Pastor  
Merble Reagon  
Henry Rosemont  
Tatiana Schreiber  
Rena Scott  
Cheryl Smith  
Meredith Smith  
Amy Swerdlow  
Ken Tangvik  
Rene Valle  
George Vickers  
Nancy Wechsler  
An White

November 14, 1995

To Members of the RESIST Board

On November 7, 1995, Pam and Louis, representing the Personnel Committee, met to edit the final draft of the RESIST Personnel Policy. The RESIST Board had empowered the PC to prepare the final draft, and to have the Board vote on it in whatever manner proved most convenient. Please examine the enclosed copy of the Personnel Policy, and vote the document either up or down. The deadline for your response is December 1, 1995.

The enclosed document includes changes suggested by Board members as well as staff. Pam and Louis wish to thank everyone who helped in this difficult task.

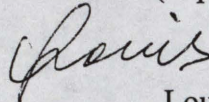
Board members should be aware that the Personnel Policy is not a legal contract. Obviously, we are morally obligated to act according to the provisions of the Personnel Policy. But staffers, both current and new, need to be aware that this is not the same as a contract or a collective bargaining agreement. Both Robin (an attorney) and Tess (a union activist often involved in bargaining procedures) were very helpful in clarifying this matter.

Please also notice that the Personnel Policy can be amended by the Board whenever it wishes to do so. The Personnel Policy is not cast in stone.

The Personnel Committee also decided that Nancy Wechsler's separation package will be \$8500. Nancy will work out the details of payment with the staff.

Pam will conduct an exit interview with Nancy.

Thanks again for bringing a difficult task to (hopefully) a conclusion.



Louis Kampf  
For the Personnel Committee

# RESIST PERSONNEL POLICY

## I. INTRODUCTION

Resist, a non-profit corporation, presents this manual as the current statement of the foundation's Personnel Policies. It should be understood by all concerned that a Personnel Policy is merely a guideline to be used by the organization. In adopting these policies, the Board of Directors ("Board") recognizes that good personnel administration is founded on a set of principles and practices designed to ensure the dignity and rights of all staff members. The Board will make a good faith effort to follow these policies at all times.

It should be recognized that the Board of Directors has the ultimate responsibility for and decision making power to do what it thinks is in the best interest of the entire organization. The Board and the Board officers are expected to operate in good faith, according to these guidelines, and in consultation with the rest of the organization.

These principles and practices include at least the following:

1. There shall be established within practicable limits, working conditions, privileges and benefits which are conducive to both individual well-being and program achievements. These policies are intended to protect both the organization as a whole, and the staff. The Personnel Policy is designed to allow staff to do their jobs, while giving the organization as a whole the flexibility to cope with various circumstances that may arise during the course of an employee's tenure. Permanent Resist staff are considered full voting members of the Board.
2. The Personnel Committee ("PC") shall be constituted by and represent the (non-Staff) members of the Board. The PC shall be a standing committee of the Board and shall consist of 3-5 (non-Staff) Board members. The PC shall designate a chair for the committee. The PC will discuss all Personnel Policy changes with the staff and conduct evaluations. Changes to this policy may be initiated by the PC but are not binding without approval of the Board. Members serve until they are replaced by the Board. Notice of what was discussed should be given to the staff in as much detail as is possible. The staff should have a chance to have as much input as possible to both the PC and the Board before decisions are finalized.
3. Each staff person shall be responsible for maintaining all vacation, leave, and comp time benefit records. Vacation, sick/personal days are counted from January 1 to December 31. When someone is hired an adjustment will be made to determine the number of sick/personal days and vacation days they have left before the end of the year. In other words, vacation, etc., will be pro-rated for the first year the person is working at Resist. Evaluations will also be done on a calendar year basis.
4. Resist staff should function as a collective. Given that it is neither desirable nor possible for the Board to supervise the daily operations of the staff, staffers will need to supervise themselves, work together harmoniously, and share responsibility for making the office run. The Board sees shared decision making as part of being a collective. The staffers will need the following qualifications in addition to such other functional qualifications as are required for their jobs:
  - a) an ability to work collectively, which involves being flexible, being able to work with others, showing good will to coworkers as well as the organization, doing multiple tasks, and being accountable to each other;

- b) willingness to use office tools, keep time sheets, participate in staff meetings, and attend staff-Board lunches;
- c) willingness and ability to participate in peer evaluation, a necessary component of collective work; and
- d) recognition that the staff needs to be accountable to the Board. This can be done both through Board meetings and through Board-staff lunches.

**II. GENERAL EMPLOYMENT PRACTICES:  
For all Permanent employees, full time or part time.**

**A. Process for Hiring**

All positions will be advertised with sufficient exposure and intensity to attract as many qualified applicants as possible, with particular emphasis on reaching and hiring: women, people of color, disabled people, older people, gay men and lesbians, and working class people.

Advertisements will be placed with newspapers, community newsletters, and papers, and key contacts in community/movement groups. To reach the targeted communities, Resist should advertise in these communities. Resist's commitment to affirmative action will be reflected in all announcements and advertising efforts.

**B. Job Descriptions**

After discussions with the staff, the Board will either determine the job description for the new employee(s), or delegate that task to the Personnel Committee, or hiring committee. The Board has final approval of the job description.

**C. Hiring Committee**

The Board will select a Hiring Committee. The Hiring Committee will screen all resumes. Candidates who meet minimum requirements of the announced position will be screened thoroughly. Those who do not possess the minimum qualifications will be informed in writing that the requirements have not been met. The committee will then select candidates for interviews. Care will be taken to treat all interviewees equally. The Hiring Committee will make its decision by majority rule. Questions or issues which may affect the hiring process which come up during it will be brought to the Board. If no meeting is scheduled, the concerns will be brought to the attention of the Board by telephone polling of active members, or the setting up of a special meeting. The types of concerns include, but are not limited to: the need to change the focus of the job description; the fact that no present candidate is appropriate for the job and more outreach should be done; or the committee is at an impasse between two candidates and seeks assistance from the Board.

### III. ORIENTATION OF NEW STAFF MEMBERS

The selected candidate(s) will be contacted to receive instruction regarding orientation procedures. An orientation will be provided to newly hired employees. During this time the current staff will be responsible for orienting the new person to Resist and coordinate training in the areas to which they are to be responsible. The PC shall oversee this training, and if necessary ensure that it is happening in a proper fashion.

#### A. Probationary Period: First Six Months

During the first six months, employment may be terminated with two week's notice by either the staff member or Resist. At the discretion of the PC, salary may be paid as severance in lieu of the employee's work for Resist for those two weeks. The PC will be in charge of the evaluation, unless the PC or the Board delegate some other body. There will be a three month evaluation, and another evaluation three months later.

#### B. Orientation Program:

This includes, but is not limited to:

- a. orientation to Resist's goals, structure, and philosophy;
- b. review of Resist's policies, including personnel policies;
- c. training specific to the job description under which the employee was hired;
- d. the organization should secure, as necessary, any outside training required by the new staff member and
- e. evaluation conducted by the PC.

#### C. Evaluation of New Staff:

The Chair of the PC will be responsible for assuring that the new employee is evaluated as defined below.

1. At the end of the first month, the PC will sit down with the new staff member to review how well he or she is doing, and to consider any problems. The review will include input from other staff members. This will also give the new staff member a chance to raise any questions or problems.
2. At the end of the first three months, the PC will meet to conduct an evaluation of the new staff person. The organization feels it is good to review the work of a new staff member after a three month period. That is a good time for the staff member to bring up any problems or concerns he/she may have in terms of additional training needed, difficulty getting work done, or any other problems. Board members and other staff members can raise concerns as well. All attempts should be made to ensure the new staff member gets the help he/she needs to satisfactorily complete their first year of work at Resist. If at this evaluation a staff member is found to be deficient in his/her work, the PC should explain specifically what needs to be improved.
3. A final evaluation during the Probationary period shall be conducted six months after the new staff member's date of hire. If a staff member has been found deficient in his/her performance, the PC shall re-examine its prior evaluation and determine whether the staff member has made sufficient progress.

All evaluations shall be maintained in writing and a copy shall be kept in each staff member's Personnel file. This applies to Permanent part-time staff members as well.

**D. Dismissal During Probationary Period**

1. The Board must ratify a recommendation by the PC to dismiss a staff person during the first six months at a meeting of the Board.
2. In cases of dismissal or resignation of a new staff person, the PC will negotiate the date of termination with the new person and the rest of the staff. Time needs to be taken for the staff member who has been terminated to pull together his/her work so that someone else will be able to carry on. This should be done as quickly as possible, and the staff member should be paid for those days, which should not exceed one week. The terminated staff member will also receive two weeks severance pay, unless fired for major misconduct.
3. Health insurance will continue until the next month's payment is due.
4. These terms may be made more generous or reconsidered, by a majority of the Board present at the time of the decision to terminate employment.

**E. Permanent Status**

Employees who receive a satisfactory six month evaluation shall be considered permanent employees.

**IV. PERMANENT STAFF EVALUATION:**

It is the policy of Resist that the staff be evaluated on a regular annual basis and that written and verbal evaluations shall be used as the basis for appropriate personnel actions. A good evaluation process will help provide the staff with the necessary direction, support, training and guidelines to improve their work and expand their vision of the job. Consequently, it is a tool potentially benefiting both the staff members and Resist.

Staff evaluations shall be conducted once a year, near the anniversary date of the employee's hire. The chair of the PC, or the Board, will be responsible to see that the evaluation process begins on time and as described. Evaluation guidelines should be drawn up by the PC or the Board. The Secretary of the Board shall remind Board members of all employees' anniversary dates.

The structure of this evaluation will be approved beforehand by the PC with input from the Board. The process will begin with each staff member writing a self evaluation, and might also include an evaluation of the entire staff, the division of staff responsibilities, and the Resist structure. Other Permanent staff members will write evaluations of the employee being evaluated.

The self evaluations and copies of the current job descriptions, will be sent to the PC. After receiving these reports, the committee will speak to both Board and staff members to ask questions which arise from the evaluations and job descriptions. This will cover grant making, fund raising, general administration, special projects, the Newsletter, office management, and general collective functioning. The committee should review time sheets kept by the employee over the preceding year.



The Committee should meet with each staff member individually to discuss the staff member's evaluation; and then meet with the staff as a whole to do a group evaluation, if it feels this will be productive.

The committee will prepare written evaluations of individual staff members (which are sent to each confidentially). They may also prepare an evaluation of the entire staff.

The Committee will report to the whole Board on the evaluations in general terms.

If a staff member is dissatisfied with this evaluation and discussion, that person may bring the evaluation to the Board.

During the course of the year, through Board/staff lunches, the Board will be in touch with the staff on a periodic basis to review the work of the office. If during the year, problems arise within or between staff and others in the organization, the parties concerned should make an effort to resolve the problems themselves. Should this fail, any member of the organization can go to the PC or Board, and request mediation. Should mediation fail, the PC or Board need to discuss what other action(s) need to be taken. The PC may make recommendations to the Board to solve these ongoing organizational problems.

Personnel files on all permanent staff members shall be maintained by the PC.

## **V. MISCONDUCT**

If any of the following issues becomes a problem, the PC shall address it with the Staff member concerned: making false statements; embezzlement; theft; willful neglect of job; threatening, intimidating, coercing, abusing, or interfering or sexually harassing fellow staff members or others in the organization; provoking or instigating a fight or fighting during working hours on Resist property (verbal or physical); reporting to work under the influence of alcohol or narcotics; possessing firearms or explosives on Resist property; breaching of confidential records, or misuse of confidential records.

Any charge of misconduct must be reported to the PC and be reviewed. Misconduct shall be considered a serious offense and may be grounds for termination. If a person is terminated for misconduct, the Board can decide what compensation or benefits, if any, the person may receive.

## **VI. DISMISSAL**

If the PC or the Board, either during the annual staff review or during any part of the year, should decide that a staff member is deficient in his/her work, the PC should state clearly in writing and verbally, the reasons for such decision, the time period in which improvement is expected, and the committee's expectation at the end of that time period, including the criteria and process for an evaluation. All of this should be made clear to other staff members, and the PC should define what role, if any, other staff have in monitoring or helping the person during that time period. The Board and Staff will do what they can to remedy the situation, including support and training.

At the end of the stated time period, the PC will re-evaluate the staff member according to the pre-established criteria, consulting with the other staff, and whomever else may have appropriate information. They will then meet with the staff member and discuss their recommendation to the Board. The Board will always make the final determination of dismissal. Decision must be made by a majority of the Board at a regular meeting.

If at any point the PC or the Board makes a recommendation for dismissal based upon the failure of a staff member to improve their work performance, the PC should state clearly and in writing the reasons for such a decision, including the criteria and process for a final evaluation.

Any recommendation for dismissal may be appealed to the Board, which would conduct a hearing and make a decision as soon as possible.

## **VII. APPEALS**

The right to appeal shall be provided to all employees from the beginning of employment except that a staff member cannot appeal dismissal during the first six months.

Staff members may consult with the PC or Board concerning interpretation of the personnel policies, working conditions, and other personnel matters.

## **VIII. GRIEVANCE PROCEDURE**

Any employee who feels she/he has been the victim of discrimination by Resist or any individual member of the staff or Board because of color, race, sex, religion, national origin, age, sexual preference, disability, or marital status, has the right to seek resolution of his/her complaint through the PC, the Board, or a committee appointed by the Board, provided the established grievance procedure is followed.

### **A. Sexual Harassment**

All employees have a right to work in a working environment free of discrimination which encompasses freedom from sexual harassment. This policy prohibits a specific set of behaviors which includes, but is not limited to the following: sexual advances and propositions; all verbal abuse of a sexual nature; sexually degrading descriptions; display of sexually suggestive objects, pictures, etc.. Any complaints regarding breaches of this policy should be directed to a member of the Personnel Committee. All complaints will be investigated within one week and if found to have any merit will result in prompt corrective intervention.

### **B. Grievance Procedure:**

1. Unresolved grievances will be put in writing and sent to the PC or Board;
2. The Board shall consider any grievance unresolved by the PC; and
3. Grievances should be taken up and resolved as quickly as possible.

## **IX. TERMINATION**

Staff members who are separated from employment because of misconduct or unsatisfactory performance of job duties are considered dismissed for cause.

In the event of dismissal or forced resignation, the PC or the Board, shall set the date and terms for termination. A dismissed staff member is entitled to one month's severance pay, after the termination date. That staff member must additionally receive any unused vacation and comp time, but will lose all unused sick and personal time. If the staff member leaves before their termination date, she/he will

forfeit any severance pay. These terms may be made more generous by a majority decision of the Board at the time of their decision to terminate the staff member.

## **X. LAYOFFS**

Recognizing that the ongoing success of Resist is dependent upon the quality of the staff, the Board must also recognize that the quality of a person's work is partially dependent upon job security and openness of communication. The following lay-off procedures are written with this in mind. A reduction in funds available for salaries may result in a collective reduction in wages for all staff, restructuring staff positions, or laying off some staff.

A need for cutback in budget for salaries and the method to be used for the reduction will be determined by the Board. Some examples of methods include: cutback in salary, leave without pay, or a shortened work week. Restructuring of staff positions to decrease the number of Staff members is also possible. In the case of a temporary, indefinite, or permanent layoff, the Board shall make the final determination of persons subject to lay off and shall prepare appropriate written notice.

### **A. Notice of Layoff:**

Any regular employee affected by a layoff will be given four weeks written notice. An employee subject to layoff may be paid four weeks' salary in lieu of written notice.

#### **1. Health Benefits During Layoffs**

For temporary layoffs (three months or less) health benefits will be continued for the duration of the layoff. For indefinite layoffs of three months or more, health benefits will continue at the current rate for three months, then payment must be made by the staff member. Benefits will be discontinued if the individual becomes re-insured by another insurer.

### **B. Special Considerations:**

Guidelines for laying off personnel include the following factors, in order of priority: job performance; versatility of experience and skills; affirmative action goals; and seniority.

## **XI. RESTRUCTURING:**

The Board is ultimately responsible for the ongoing viability of Resist as an organization, and therefore may find it necessary to restructure or redesign the ways in which work is accomplished. This may be done for reasons other than simply a reduction of funds for salaries. The Board (including the staff) has the power to restructure jobs if it feels there is no other responsible recourse for the organization to continue to get its work done in an efficient and effective manner. The Board should seek the specific input of the PC, any standing committees, and the current staff. This step should not be taken lightly. As much input as possible should be encouraged.

## **XII. RESIGNATION**

Staff members who voluntarily separate from employment are considered to have resigned.

Staff are requested to give three months notice prior to leaving in order to facilitate a smooth transition. A one month notification of intent is required. A six month notification of intent is considered desirable. Staff are expected to participate in the training of their replacement, unless other arrangements are made in conjunction with the Board.

Staff will receive vacation time pro-rated on the current calendar year. However, if staff fail to give one month notification, they may not take unused vacation time but will be given compensation.

## **XIII. HOURS of WORK:**

Staff are expected to generally work 9-5 or 10-6, or work out another arrangement with the other staff and Board members. It is understood that hours will be flexible because of comp time, meetings held outside of regular Resist hours, etc.

Full time permanent Resist staff are generally expected to attend Board meetings for which they will be given compensation time. In addition, staff will be given comp time for any Resist-related work or meetings done above the normal work week. If there is any doubt as to what is a Resist-related meeting or work, the staff can consult with members of the PC.

## **XIV. DETERMINATION OF JOB RESPONSIBILITIES**

Each staff person shall have a written job description, which is reviewed annually during staff evaluation. The PC may initiate and will oversee significant changes in job descriptions, with the final authority resting with the Board.

Staff are encouraged to think about how their jobs can be done more efficiently and effectively and to suggest changes which will facilitate that.

Time sheets: staff is to keep a log of all time taken off for comp time, sick leave, maternity/paternity/adoptive parent/parental leave, leave of absence, and vacations. These time sheets shall be open for inspection by the PC and review of time sheets shall be part of the yearly evaluation.

## **XV. STAFF TRAINING**

Staff training is important in enabling the staff to develop skills which will enhance their job performance, and hopefully increase their job satisfaction. In making decisions about training, three things should be kept in mind: the benefit to the organization and the Staff member; the cost of the training; and the amount of time the person will not be at the office. Staff should bring up training needs at Board/staff or Board meetings.

## **XVI. CONFIDENTIALITY**

Anyone employed by or doing volunteer work for Resist or serving on the Board of Resist will agree to respect and maintain the confidentiality of donors, gift amounts, financial and other privileged information.

Donor lists, names and addresses are not to be sold, traded or given away for fund raising purposes unless approved by the fund raiser.

Confidentiality will continue following resignation or dismissal of any employee or volunteer at which time access to all donor information is forfeited.

## **XVII. BENEFITS**

### **A. DEFINITIONS: Classification of Employees**

#### **1. Permanent Full Time Staff members:**

Those who work forty (40) hours per week and have successfully completed the probationary period. This officially includes one (1) hour lunch break per day, and two fifteen (15) minute breaks as well.

#### **2. Permanent Part Time Staff members:**

An employee whose regular work schedule is less than forty (40) hours per week and who has successfully completed the probationary period..

#### **3. Others:**

From time to time Resist may hire part time temporary workers to fill in or help the current staff catch up. As part time temporary workers, these individuals will be given an hourly wage, but no benefits, unless negotiated at that time. Any such benefits must be negotiated with the PC or Board. Temporary part time workers can be hired by the Board with recommendation from the staff, without the hiring process described in Section II. If so inclined, the Board can delegate this responsibility either to the PC or the Board/staff lunch meetings. Part time temporary workers that come into the office to do regular Resist staff work will be on the Resist payroll and have taxes taken out of their paychecks.

#### **3. Temporary Employees filling in for full time employees:**

If a regular employee needs to take a parental or health leave, or an emergency leave of any kind, or quits without sufficient notice to find a permanent replacement, the PC, in consultation with the Board and the staff, have the power to hire, on a temporary basis, a person to fill in for the regular staff person. Salary and benefits will be negotiated with the new, temporary hire.

#### **4. Consultants:**

Consultants are people who are self-employed and Resist subcontracts with to do certain kinds of jobs, such as designing and laying out the brochure; desktop publishing the newsletter. Such people get no benefits from Resist, and no taxes are withheld for them.

## B. LEAVES

The Leave policy applies to all Permanent employees.

### 1. Vacation

The object of vacation leave is to provide each employee with an opportunity to enjoy a continuous period of rest and recreation. All new employees receive three weeks paid vacation per year. An extra day of vacation is granted for any approved holidays observed within an employee's vacation period. Vacation leave is counted from the beginning of each calendar year. For new employees, vacation leave is pro-rated for the first portion of the year. Vacation leave is given to each employee at the beginning of the calendar year. Vacation leave is accrued during the year, but employees in good standing have the flexibility to take vacation time during the calendar year before it has accrued. Employees on probation may take vacation as it is accrued. Vacation leave can be carried over to the next year, but not beyond that.

At the beginning of the third year, employees are given 4 weeks vacation.

Staff should negotiate vacation leave to ensure that the office needs are met. However, the office can go without staff for up to one week or possibly more, if staff need to take their vacation time overlapping one another. They should discuss this at a Board/staff lunch.

### 2. Unpaid vacation leave

Additional unpaid vacation leave must be approved by the Board in consultation with the staff.

### 3. Health Leave/Personal Leave

Health/personal leave is sixteen (16) days per year and may be used either for illness, medical/dental appointments, or personal reasons. When a staff person uses up their allotted health/personal leave they can go to the PC or Board and request more sick/personal time. Every employee is required to call in the morning she/he is unable to come to work due to illness or accident. Whenever possible employees are expected to tell staff in advance of personal leave.

### 4. Dependent Care Leave

Up to (five) 5 additional days with pay may be used for absence due to the need for an employee to take care of a dependent.

### 5. Bereavement Leave

Up to five (5) additional days with pay may be used for absence due to the death of a member of a staff member's family, or a close friend. This can be made more generous by a vote of the PC, or Board.

6. Extended Health Leave

If a Permanent Staff member develops a serious chronic or terminal illness, each situation should be treated individually. The PC or Board will make a recommendation to the Board, after meeting with the person and the rest of the staff. The Board will make the final determination on the organization's responsibility to the staff person. During an extended health leave health insurance is continued for the period of the leave.

7. Parental Leave:

Parental leave is provided to an employee after one year of employment for time off around the birth or arrival of a new child. Time is available up to ten (10) weeks paid, to be taken at the discretion of the Permanent Staff member. Extended leaves, up to three (3) months without pay, can be negotiated with the PC or the Board by any Permanent staff member. The final decision rests with the Board, since this amount of leave will probably require that a temporary worker be hired. A request for parental leave should be submitted to the PC or Board at least two (2) months in advance of the beginning date of the requested leave, except in cases of adoption, where it may not be possible to know that far in advance. The Board would prefer that a staff member planning to adopt a child would inform the PC that this process is in the works.

C. HOLIDAYS

All staff are entitled to fourteen (14) days of paid holidays. The office will be closed on: New Year's Day, Martin Luther King Day, President's Day, Memorial Day; Patriot's Day, July 4th holiday; Labor Day; Thanksgiving and the day after, Christmas and the day after, and Columbus Day. Staff may work these days, if they choose, and take another day off in exchange. Two (2) additional days of the employee's own choosing are added to this list to make the total fourteen (14) days.

D. JURY/COURT APPEARANCES:

Leave with pay shall be allowed for jury duty or any other court appearance when subpoenaed. Any pay employees receive as a result of such subpoena shall be turned over to Resist.

E. POLITICAL LEAVE

Staff may use paid time to attend local demonstrations or participate in local civil disobedience actions with the consent of the other staff members and sensitivity to the needs of the organization. Staff may use paid time for political work on specific projects agreed upon by the Resist Board. The amount of time must be negotiated among and agreed upon by the staff, as well as with the PC or Board. When at all possible, staff should try to bring a Resist presence to the demonstration, in the form of literature, wearing Resist t-shirts, or simply being there and having people know you are from Resist.

F. SMOKING

There shall be no smoking in the Resist offices.

G. SALARY AND OTHER BENEFITS:

1. Salary

The Board will have final approval of salary and benefits for full and part-time employees. Staff will get cost of living adjustment (COLA) raises every January, based on the Boston Bureau of Labor Statistics for Boston area workers. Annual anniversary raises for each employee will be considered as part of the evaluation process, and will be at the discretion of the Board.

2. Mileage

Staff will be reimbursed for mileage at the rate set by the IRS, and according to the rules and regulations of the IRS for using one's own car for work purposes. Staff will also be reimbursed for transportation to the all Board meetings held outside of the Greater Boston area.

3. Health Benefits:

100% of Permanent employees health insurance will be paid for by Resist. Currently Resist staff receive Harvard Community Health Plan benefits. Any recommendation for a change in health care coverage shall be brought to the PC. Employees working one-half (1/2) time or greater shall have 100% of their health insurance benefit covered by Resist. Those employees who work less than one-half (1/2) time, shall have their health insurance benefits pro-rated. Full health coverage is provided for a full dependent if the child is not covered under another policy. A partner can buy in to a family health plan, paying his/her own share of the cost.

a. Coverage under a domestic partner's health insurance:

All Permanent Resist staff are eligible for individual coverage under Resist's health plan. It is a policy of the Board of Resist to ensure that health care benefits are available to the employees. If an employee receives health care benefits under another arrangement, it is Resist policy to ensure that the employee is not penalized for doing so.

If an employee chooses not to take the Resist health benefit because she/he can receive health insurance through an unmarried domestic partner, Resist will compensate the employee for the dollar equivalent up to 50% of what that insurance would have cost Resist. This amount will be based on the Harvard Community Health Plan rates for that employee, or any future health plan the organization, as a whole, adopts as its main health plan.

The Resist bookkeeper will set up and maintain a record keeping system for the staff, which will cover any one who is making use of this health benefit policy. This will include keeping copies of receipts, and payments.

B. Reimbursements

Resist will reimburse the employee (up to said amount above) for any/all of the following expenses, and such reimbursement will then not be taxable income: direct reimbursement for any legitimate medical and dental expenses\* as incurred by the employee, but not covered under his/her health insurance plan;



reimbursement for the part of the premium a domestic partner is paying for the insured; and/or reimbursement for taxes the partner will incur if this is a non-married domestic partner situation (in which case the check will go directly to the domestic partner). It is understood that this tax figure will not be available until the end of the year.

\*The above health care reimbursements will cover health care services provided by a licensed doctor, acupuncturist, chiropractor, physical therapist, dentist, psychologist, social worker, etc. Reimbursable medical and dental expenses would also include the following: employee share of health/dental insurance premiums, Doctor visit co-pays, Health center/Hospital parking fees, prescription drugs or drug co-pays, eye exams/eye glasses/contact lenses; cosmetic surgery, other medical/dental expenses you could claim on your federal taxes.

### **XVIII. PERSONNEL POLICY REVIEW**

These policies shall be reviewed by the PC as necessary, and at least every three years. Changes shall be brought to the Board for approval.

# VIDEOTECA DEL SUR

F I L M   ð   V I D E O

November 16, 1995

Ms. Robin Carton

RESIST

One Summer Street

Somerville, Massachusetts 02143

Dear Ms. Carton:

This letter is to follow-up on a discussion we had recently with you concerning Videoteca del Sur's proposal. Your decision was surprising. Since when Videoteca began its exhibition series showing the social and cultural realities of Latin America in 1989, Resist was one of our earliest supporters.

We would like to resubmit our proposal, and in this letter we clarify several points about our screenings and dialogues with Humberto Solas which were not adequately presented in the body of proposal.

The impact and significance of Solas' visit comes from several factors. One is that his presence in the United States itself breaks the cultural boycott between Cuba and the U.S. and provides a rare opportunity for U.S. citizens to hear about conditions and achievements of Cuban people and artists first hand.

Second is that Solas is not only a filmmaker but also one of the most important Cuban intellectuals with a deep and subtle understanding of ideological role of the arts in society. The several screenings and workshops provide students and emerging artists in the United States an opportunity to see, discuss and explore one of the world's premier models of art that has developed to promote and reflect the experiences of a nation creating social change.

Solas is in many ways a product of the Cuban revolution. He began making films with the revolution and joined ICAIC, the Cuban Film Institute at its inception. His body of work, from documentaries to feature epics, represent the his creative and critical engagement with the goals of the Revolution throughout its entire history.

Lucia, perhaps his most important film; feminist in the context of its 1968 release, presents three critical points of Cuban history and change through the perspectives of three women characters; it is considered one of the most important films in world cinema. Solas, unlike many other Cuban artists and filmmakers has chosen to stay and continue to produce his films in the context of the changing Cuban society and ideological debates.

The workshops and presentation planned include:

CUNY Graduate Center: Screening of Wilfredo Lam, a documentary about the life and work of Afro-Chinese-Cuban artist; open to the public.

New York University: Department of Cinema Studies, presentation for students and the public of part of Sola's 1992 film epic, *El Siglo de Las Luces* ( *The Century of the Lights*), a view of the French Revolution and Enlightenment thought from the Caribbean. The film is based on the book by Cuban novelist and Alejo Carpentier, one of the most influential and politically committed Caribbean intellectuals of the 20th century.

Ramapo State College of New Jersey: presentation of *El Siglo de Las Luces* to literature, media studies and communication classes.

University of California, Los Angeles; and University of Southern California; similar presentations to students and the public.

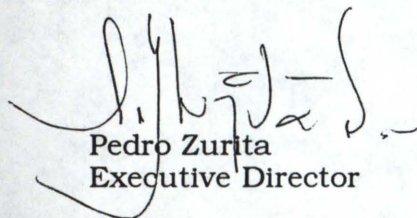
The international release of Tomas Gutierrez Alea's film, *Strawberry & Chocolate* in 1994 had a huge impact and raised many questions about the changes ongoing in Cuba, its commitment to the goals of the revolution and the roles of art and other expression within this context; it showed the potential of art forms like film to communicate directly with mass audiences and opened possibilities for more exchange with Cuba. Unfortunately, exhibition of films from Cuba still remains limited in the United States (unlike in Europe where Solas and other Cuban filmmaker are well-known and highly respected.) Videoteca' programs provide a rare opportunity for U. S. audiences to understand a different potential for film.

Another useful perspective on the significance of Solas' visit: There are often many Cuban Americans in audiences when Solas' films are shown, people with views opposite to his own who attend with the intention of provoking confrontations. But Solas' clarity and deep understanding creates a dialogue

where real communication and exchange of views is possible. This is perhaps the most important political accomplishment of these events.

I hope that this helps clarify our proposal. Resist's support is crucial for these events; it is the only source that makes it possible to bring artists, filmmakers from Cuba.

Sincerely,



Pedro Zurita  
Executive Director

(If you have any questions regarding this application, please call Diana Agosta at 212-663-3887.)

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  
Larry Goldsmith  
Mitchell Goodman  
Kenneth Hale  
Oscar Hernandez  
Frank Joyce  
Louis Kampf  
Hans Koning  
Paul Lauter  
Nancy Moniz  
Richard Ohmann  
Wayne O'Neil  
Carlos Otero  
Grace Paley  
Roxanna Pastor  
Merble Reagon  
Henry Rosemont  
Tatiana Schreiber  
Rena Scott  
Cheryl Smith  
Meredith Smith  
Amy Swerdlow  
Ken Tangvik  
Rene Valle  
George Vickers  
Nancy Wechsler  
Jan White

November 14, 1995

Pedro Zurita  
Videoteca del Sur  
84 East 3rd Street, #5A  
New York, NY 10003-9253

Dear Pedro,

As I mentioned to you on the phone last week, at our October 29th meeting, the Board of Resist considered your group's proposal for funding, along with many other worthy requests. We regret to say that we are unable to fund your request at this time.

Although the Board is supportive of your work, Resist is a small foundation with many requests for its limited funds. Board members prefer to fund projects that organize people to take action, rather than projects that are primarily the presentation of an artist's work without an affiliated organizing component. At the meeting, while Board members felt that your organization was engaged in an important venture, your request did not reflect an organizing project in this country.

We will keep your proposal on file. Please do not hesitate to contact us for funding in the future if you develop related projects which have an organizing basis. At that time, send us a new request, a description of the project, and a line item budget for the expenses you need covered.

Again, we are sorry that we couldn't fund your request. We do want to wish you well in your work and your other fund raising efforts.

For peace and justice,

Robin Carton  
for the Board of Resist



City of New York  
Parks & Recreation

The Arsenal  
Central Park  
New York, New York 10021

Henry J. Stern  
Commissioner

November 22, 1995

Ms. Nancy Wechsler  
**Resist**  
One Summer Street  
Somerville, Massachusetts 02143

Dear Ms. Wechsler:

Recently I had the opportunity to read both your current newsletter and one from March of 1995, which gave an overview of programs funded by **Resist** in 1994. At that point I phoned your offices and spoke with an unidentified woman about my exposure to many of New York City's low profile, not for profit organizations that are working toward social change. The groups that I have worked with in a variety of capacities address issues ranging from community mobilization to the rights of the homeless to economic justice and most are focused on New York City. Unfortunately, these organizations are unaware of **Resist's** long standing support of their actions and I felt it might be appropriate to appeal to you.

I am interested, therefore, in finding out from you who it is on your Board of Directors that represents New York City and how I can be both an active presence in **Resist** and eventually, perhaps, a member of your Board. I have enclosed a copy of resume which outlines both my past employment as a grant writer for *Brooklyn Academy of Music* and my present involvement with a melange of New York City's not for profit organizations. If you have questions regarding the structure or activities of any of these groups, please call me at 718-965-8917. Currently, in my job at *Partnerships for Parks* with The City of New York Parks & Recreation, I serve as the point person for the entirety of Brooklyn's communities (i.e. individuals, organizations, and City Council Members) concerned about the lack of open / green / public space and the conditions of city park land. This has allowed me to network extensively with the majority of city wide and national environmental / greening groups and, in doing so, broaden my own focus to include groups working in California, Arizona, and Texas.

Due to my relationship with an array of organizations that share your mission, I believe that as a pro-active supporter, I could work successfully with **Resist**. I hope you agree.

All the best,



Alisa Feinstein

# ALISA FEINSTEIN

Permanent Address:  
545 West End Avenue  
New York, New York 10024  
(212) 873-9352/(718) 965-8917

## EDUCATION

Hobart and William Smith Colleges, Geneva, New York  
Bachelor of Arts, Graduated With High Honors, June 1994  
Majors: English and Religious Studies  
GPA: Religious Studies 3.8; English 3.6; Overall 3.5  
Honors Thesis: The Transmutation of Faith in Post-Holocaust Theology  
Awards: Excellence in English Award, June 1994  
Study Abroad: McGill University, Montreal, Canada 1992-1993

## EXPERIENCE

*Partnerships for Parks, City of New York Parks/Recreation*, New York City, New York 1995

- \* Brooklyn Liaison responsible for overseeing all community mobilization in and around Brooklyn parks and conducting outreach to further a constituency for public space issues

*The Bread-Aid Program*, New York City, New York 1995

- \* Founder/Director of city-wide bread distribution system, feeding 6200 people/week

*Common Cents*, New York City, New York 1995

- \* Roundtable Member responsible for site visits and background checks of not for profit homeless-oriented organizations that have applied for the 1995 grant round

*The Brooklyn Arts Council*, New York City, New York 1995

- \* Regrant Board Member responsible for reviewing Brooklyn-based not for profit arts organizations that have applied for the 1995 grant round

*Beyond Shelter Coalition*, New York City, New York 1995

- \* Board Member responsible for reviewing a variety of Brooklyn and Lower Manhattan based housing/neighborhood preservation groups that have applied for the 1995 grant round

*New York League of Conservation Voters*, New York City, New York 1995

- \* Junior Committee Member lobbying for elected officials who address ecological issues

*John Jay College of Criminal Justice, City University of New York*, New York City, 1995

- \* Guest Lecturer on community mobilization within the structure of city government

*New York State Agriculture Working Group*, New York City, New York 1995

- \* Chairperson of the Community Sustainable Agriculture Committee, responsible for working with GreenMarket farmers and the Cornell Cooperative Extension to provide land and ongoing farming experience to inner-city youth

*Brooklyn Academy of Music*, New York City, New York 1994

- \* worked in Development and Special Events Departments
- \* drafted grant proposals for funding from corporate and government sources
- \* planned opening night gala events and fund-raisers
- \* wrote press releases regarding premier performances

*Editor-In-Chief, The Literary Magazine*, Geneva, New York 1993-1994

- \* edited essays/prose/final copy, oversaw non-fiction writing workshops

*Staff Writer/Editorial, The McGill Daily Newspaper*, Montreal, Canada 1992-1993

- \* published satirical commentaries /daily articles / bi-weekly editorials

*Open Road International*, McGill University, Montreal, Canada, 1992-1993

- \* researched, wrote, and distributed information about world-hunger to campus community

## SKILLS AND INTERESTS

WordPerfect for Windows and DOS / 5.1 / Microsoft Word for Windows  
Shakespeare in the Park, Community Gardens, Long-Distance Biking, Coat/Sock Drives  
*References Available Upon Request*

Knowing how we often change our minds during the course of discussion, it usually seems like a bad use of time to read and send in proxy votes on all the proposals. However, in the case of organizations with whose work I am already familiar, I am less likely to change my mind. And occasionally, I have been chagrined to discover that the rest of you guys did not independently come to the same conclusion that I would have (e.g. IWRC). Here, then, are my votes on two proposals from groups I do know something about:

#2. US/GLEP. YES Guatemala is still going through all that bad old stuff that most of CA has begun to put behind it in some way -- as the recent assassination of Lynn Stephen's comadre attests. USGLEP has been doing a terrific job of keeping up the pressure, in the face of the growing inertia and apathy of most of the US, especially since Stephen Coats became the director. Give 'em whatever they want. Canonize 'em.

#5. Institute for Southern Studies. YES. I know, I know. They're way too big, and I won't be too upset if you turn 'em down for that reason. But they have such a rich history and have made such a contribution to the Movement over the years that it seems to me we should rally 'round them in their time of need.

Tess



December 4, 1995

TO: Resist /629-2025  
FROM: Marc Miller

I probably can't make it to the NYC board meeting. Here's my proxy.

1. Twin Cities Committee in Solidarity with the People of El Salvador  
Token or some. Weak references.

2. U.S./Guatemala Labor Education Project.

Token or some. It's not clear to me what exactly STITCH will actually do. What did the references say? If we haven't heard from them, perhaps hold this until we do.

3. Albany County SAFE Project.

Yes. I like their choice of targeted constituency.

4. Autonomous Zone

This one is troubling, because it seems so much to be a blast from the past. I don't like disapproving of a group that does what I used to, but it doesn't seem like they've advanced any from the '60s. What is the political strategy here? I skimmed the training manual, and it also is very much dated. Most of the materials are at least a decade old. Perhaps a token grant? What does the Coalition for New Priorities say about Autonomous Zone?

5. Institute for Southern Studies

Of course, I want to fund ISS and *Southern Exposure*. Beckford is right that the Institute has long-term access to bigger foundations for its project work, but it needs funds for the short-term. If it can't make it through this crisis, then the long term doesn't count. And the Institute has always been important for helping other groups get going. It would be a major loss to groups large and small in the South if the Institute goes under. The individuals there will probably continue on their own or in other organizations, but the whole as an institution won't make it. And I gather the Institute has done a great deal of pruning in terms of cutting staff and cutting the salaries of the remaining staff. Beckford's insinuation that this isn't a "real emergency" is pretty offensive. And he's absolutely wrong about the Institute not having had trouble raising money in the past. It has always been extremely difficult to keep the Institute going.

What does Jim Sessions say?

6. Jews for Racial and Economic Justice

Yes

7. Parents Committee of the New London County Multicultural Coalition

Maybe. Sounds good, but we need to hear from real references rather than themselves as references before deciding.

8. Tri-County Advocacy Council

Some. This seems to be basically social service, but who will help groups like this in this climate and that place unless funders like Resist respond?

9. Boston DSA

Some. Worth a little risk that this organizing idea could actually work out and lead to something.

10. Citizens Against Pesticides

Yes. The references are a bit weak, but I'd say let's give 'em the bucks

11. The Ecology Center

I'd say yes or some. My one hesitation is the size of their budget. A \$35,000 grant from Turner Foundation (is that Ted Turner?) is hefty. But filmmaking is expensive. I'd give them the benefit of the doubt. Does Resist get credit added at the end of the films?

12. MA Campaign to Clean Up Hazardous Waste

Yes. They sound like a technical assistance group working on a good issue and with a reputation for doing good work.

13. Political Ecology Group

The question is the size of their budget. If this isn't a big problem, then yes. Sounds like solid work. One of their board members, Josh Karliner, did excellent work on environmental issues in Central America. What does it mean to be a project of the Tides Foundation? I didn't see Tides listed as a funder.

14. Shundahai Network

I don't see any indication that anyone in Puerto Rico is asking this group in Washington, DC, for help. On the other hand, their income shows an interesting fundraising tactic: \$150 per month from each collective member. Those sure are committed members....

15. Aurora: A Northland Lesbian Center

Yes.

16. Intersex Society of North America

I don't know what to say about this. I'd pass and this one. Perhaps a discussion would change my mind.

17. National Gulf War Resource Center

I'm not sure what to say. Mixed references. It's not a right-wing effort, but it's not clear it's social change. Does anyone in the Military Toxics Network know this group? I'd say give them a "some" or hold for another meeting.

18. Alternatives to the Military

Yes. (I like the fact that they ask for only \$500.)

19. Coalition for New Priorities

Yes.

20. Prison and Jail Project

Absolutely. Vodicka is excellent, and I like the Olympic focus of this project.

21. The Black Women's Alliance

Yes. Co-counseling and left politics seem to go together a lot. It's not a cult.

P.O. Box 365  
Hiram, OH 44234  
(216) 569-7359  
28 November 1995

Resist Board  
One Summer Street  
Somerville, MA 02143

Dear People,

I wanted to thank those of you who put in all the work on the latest draft of the personnel policy for addressing many of the concerns I wrote about in my letter last August. Overall, I think it's a good policy, and I would gladly vote for it were it not for the second sentence, which states that it is "merely a guideline." As I've said, I think this sentence renders the rest of the policy meaningless. Nevertheless, the policy is otherwise good, and I seem to be the only board member who has this objection. I cannot support it, but I will abstain.

I still believe that we got ourselves in trouble in large part because we did not adhere to our old personnel policy, so I do hope that we will now stick to the new one, for moral and political if not legal reasons. Because I believe that Resist staff deserve an agreement, not a guideline, I would suggest that at this point, the best way for them to get one would be to form a union and negotiate a contract. I assume the board would support their right to do so.

Yours sincerely,



Larry Goldsmith

**Resist Financial Report  
as of 12/8/95**

| <b>Unrestricted Funds</b>   | <b>Current Month</b> | <b>Prior Month</b> |
|---|----------------------|--------------------|
|   | 12/8/95              | 10/26/95           |
| Cambridge Trust Company   | 34,117.44            | 15,510.68          |
| Calvert MM Operating Fund*  | 14,814.92            | 14,702.00          |
| Calvert Bond Fund   | 38,208.17            | 37,363.48          |
| Calvert Managed Growth Portfolio                                  | 118,827.02           | 114,743.70         |
| <b>Total Unrestricted Funds</b>                                   | <b>205,967.55</b>    | <b>182,319.86</b>  |
| <b>Restricted Funds</b>   |                      |                    |
| Loan Fund**   | 5,510.59             | 5,468.58           |
| Cohen Endowment Principal: \$10,000                               | 11,288.41            | 11,896.86          |
| Resist Endowment Principal: \$32,100                              | 38,146.13            | 37,197.06          |
| <b>Total Restricted Funds</b>                                     | <b>54,945.13</b>     | <b>54,562.50</b>   |
| <b>TOTAL ALL FUNDS</b>  | <b>260,912.68</b>    | <b>236,882.36</b>  |
| Cash on hand***   | 48,932.36            | 30,212.68          |
| <b>Income</b>   | <b>11/30/95</b>      | <b>10/31/95</b>    |
| Pledges   | 7,416.80             | 8,551.28           |
| Newsletter  | 2,528.00             | 4,943.75           |
| ABC Mailings  | 4,807.50             | 6,294.40           |
| National Mailing  | 1,097.00             | 863.64             |
| Unsolicited Contributions   | 4,032                | 150                |
| Finding Funding   | 1                    | 1                  |
| T-Shirt Sales   | 30                   | 129.5              |
| NWTRCC  | 200                  | 0                  |
| RHCHP   | 954.58               | 954.58             |
| Z0-3 Mailings   | 10                   | 0                  |
| Misc. Brochures   | 0                    | 0                  |
| Other   | 4,000.00             | 4,375.00           |
| <b>Total Income</b>   | <b>25,076.88</b>     | <b>26,263.15</b>   |
| * This Fund has historically held money for prospecting mailings. |                      |                    |
| ** D&S has repaid loan, put transfer incomplete                   |                      |                    |
| *** Cash from Cambridge Trust Company and Calvert MM Account      |                      |                    |

RUN DATE: 12/07/95  
 RUN TIME: 4:13 PM

RESIST, INC.

Prior Period Income Statement  
 AS OF 10/31/95

| RATIO: NET REVENUE | ----- T H I S Y E A R ----- |       |           |            | ---BUDGET---               |            |           | ----- L A S T Y E A R ----- |           |  |
|--------------------|-----------------------------|-------|-----------|------------|----------------------------|------------|-----------|-----------------------------|-----------|--|
|                    | THIS MONTH                  | RATIO | 10 MONTHS | RATIO      | 10 MONTHS                  | THIS MONTH | 10 MONTHS | THIS MONTH                  | 10 MONTHS |  |
|                    | ** THIS MONTH THIS YEAR **  |       |           |            | ** THIS MONTH LAST YEAR ** |            |           |                             |           |  |
| <b>INCOME</b>      |                             |       |           |            |                            |            |           |                             |           |  |
| 304                | CONTRIBUTIONS- PLEDGES      | 0.00  | 0.0       | 76,846.88  | 37.7                       | 0.00       | 7,205.00  | 79,464.46                   |           |  |
| 305                | CONTRIBUTIONS- NEWSLETTER   | 0.00  | 0.0       | 41,904.25  | 20.5                       | 0.00       | 2,774.05  | 39,887.09                   |           |  |
| 306                | CONTRIBUTIONS-ABC MAILING   | 0.00  | 0.0       | 31,863.88  | 15.6                       | 0.00       | 5,995.00  | 28,899.00                   |           |  |
| 307                | CONTRIBUTIONS-NAT'L LIST    | 0.00  | 0.0       | 1,495.64   | 0.7                        | 0.00       | 1,211.00  | 2,647.00                    |           |  |
|                    | TOTAL INTERNAL MAILINGS     | 0.00  | 0.0       | 152,110.65 | 74.6                       | 0.00       | 17,185.05 | 150,897.55                  |           |  |
| 314                | CONTRIBUTIONS-PROSPECTING   | 0.00  | 0.0       | 680.00     | 0.3                        | 0.00       | 0.00      | 4,170.90                    |           |  |
| 320                | OTHER CONTRIBUTIONS         | 0.00  | 0.0       | 15,899.37  | 7.8                        | 0.00       | 1,540.00  | 32,976.23                   |           |  |
| 351                | LIST SALES                  | 0.00  | 0.0       | 664.35     | 0.3                        | 0.00       | 193.24    | 421.99                      |           |  |
| 360                | SALES                       | 0.00  | 0.0       | 759.10     | 0.4                        | 0.00       | 161.00    | 813.13                      |           |  |
| 370                | ROYALTIES                   | 0.00  | 0.0       | 714.55     | 0.4                        | 0.00       | 0.00      | 3.72                        |           |  |
| 380                | INTEREST & DIVIDENDS        | 0.00  | 0.0       | 34,595.44  | 17.0                       | 0.00       | 298.94    | 4,258.45                    |           |  |
| 390                | MISCELLANEOUS INCOME        | 0.00  | 0.0       | 40.00      | 0.0                        | 0.00       | 221.00    | 1,843.00                    |           |  |
|                    | TOTAL REVENUE               | 0.00  | 0.0       | 203,945.26 | 100.0                      | 0.00       | 19,599.23 | 186,868.07                  |           |  |
| <b>EXPENSES</b>    |                             |       |           |            |                            |            |           |                             |           |  |
|                    | PLEDGE COSTS                | 0.00  | 0.0       | 3,123.39   | 1.5                        | 0.00       | 183.00    | 3,379.97                    |           |  |
|                    | NEWSLETTER COSTS            | 0.00  | 0.0       | 23,140.99  | 11.3                       | 0.00       | 2,421.63  | 25,869.66                   |           |  |
| 431                | NATIONAL LIST COSTS         | 0.00  | 0.0       | 2,167.75   | 1.1                        | 0.00       | 0.00      | 2,734.00                    |           |  |
| 441                | ABC MAILING COSTS           | 0.00  | 0.0       | 4,083.58   | 2.0                        | 0.00       | 0.00      | 2,480.08                    |           |  |
| 451                | ZO COSTS                    | 0.00  | 0.0       | 403.30     | 0.2                        | 0.00       | 0.00      | 538.52                      |           |  |
|                    | TOTAL INTERNAL MAIL COSTS   | 0.00  | 0.0       | 32,919.01  | 16.1                       | 0.00       | 2,604.63  | 35,002.23                   |           |  |
| 471                | PROSPECTING MAIL COSTS      | 0.00  | 0.0       | 188.70     | 0.1                        | 0.00       | 0.00      | 389.67                      |           |  |
|                    | TOTAL EXTERNAL MAILINGS     | 0.00  | 0.0       | 188.70     | 0.1                        | 0.00       | 0.00      | 389.67                      |           |  |
|                    | TOTAL MAILING EXPENSES      | 0.00  | 0.0       | 33,107.71  | 16.2                       | 0.00       | 2,604.63  | 35,391.90                   |           |  |
|                    | NET REV. AFTER MAIL COSTS   | 0.00  | 0.0       | 170,837.55 | 83.8                       | 0.00       | 16,994.60 | 151,476.17                  |           |  |
| 494                | ^FISCAL SPONSOR GRANTS      | 0.00  | 0.0       | 48.12      | 0.0                        | 0.00       | 60.00     | 50.00                       |           |  |
| 495                | RESIST GRANTS PAID OUT      | 0.00  | 0.0       | 93,822.00  | 46.0                       | 0.00       | 0.00      | 107,963.00                  |           |  |
| 496                | OTHER FUNDRAISING COSTS     | 0.00  | 0.0       | 140.00     | 0.1                        | 0.00       | 0.00      | 149.50                      |           |  |
| 501                | PERSONNEL                   | 0.00  | 0.0       | 88,416.48  | 43.4                       | 0.00       | 6,919.06  | 73,726.46                   |           |  |
| 510                | RENT                        | 0.00  | 0.0       | 2,890.00   | 1.4                        | 0.00       | 289.00    | 2,890.00                    |           |  |
| 515                | TELEPHONE                   | 0.00  | 0.0       | 1,305.33   | 0.6                        | 0.00       | 160.14    | 1,290.28                    |           |  |
| 516                | FAX EXPENSES                | 0.00  | 0.0       | 17.00      | 0.0                        | 0.00       | 0.00      | 84.02                       |           |  |
| 520                | OFFICE EXPENSES             | 0.00  | 0.0       | 4,042.63   | 2.0                        | 0.00       | 44.60     | 4,026.30                    |           |  |
| 530                | POSTAGE                     | 0.00  | 0.0       | 4,245.25   | 2.1                        | 0.00       | 508.47    | 4,201.83                    |           |  |
| 540                | TRAVEL                      | 0.00  | 0.0       | 98.33      | 0.0                        | 0.00       | 0.00      | 0.00                        |           |  |
| 550                | ADVERTISING AND OUTREACH    | 0.00  | 0.0       | 3,223.50   | 1.6                        | 0.00       | 65.00     | 2,016.65                    |           |  |

RUN DATE: 12/07/95  
 RUN TIME: 4:13 PM

RESIST, INC.

Prior Period Income Statement  
 AS OF 10/31/95

| RATIO: NET REVENUE          | ----- T H I S Y E A R ----- |       |            |       | ----BUDGET----             |            |           | ----- L A S T Y E A R ----- |            |  |
|-----------------------------|-----------------------------|-------|------------|-------|----------------------------|------------|-----------|-----------------------------|------------|--|
|                             | THIS MONTH                  | RATIO | 10 MONTHS  | RATIO | 10 MONTHS                  | THIS MONTH | 10 MONTHS | THIS MONTH                  | 10 MONTHS  |  |
|                             | ** THIS MONTH THIS YEAR **  |       |            |       | ** THIS MONTH LAST YEAR ** |            |           |                             |            |  |
| 555 REPAIRS AND MAINTENANCE | 0.00                        | 0.0   | 0.00       | 0.0   | 0.00                       | 0.00       |           | 0.00                        | 70.00      |  |
| 560 PROFESSIONAL FEES       | 0.00                        | 0.0   | 2,560.00   | 1.3   | 0.00                       | 0.00       |           | 0.00                        | 2,274.48   |  |
| 570 INSURANCE- OFFICE       | 0.00                        | 0.0   | 783.00     | 0.4   | 0.00                       | 0.00       |           | 0.00                        | 589.00     |  |
| 580 BOARD EXPENSES          | 0.00                        | 0.0   | 2,573.95   | 1.3   | 0.00                       | 190.27     |           | 190.27                      | 2,234.08   |  |
| 590 OTHER EXPENSES          | 0.00                        | 0.0   | 499.55     | 0.2   | 0.00                       | 15.00      |           | 15.00                       | 500.00     |  |
| TOTAL EXPENSES              | 0.00                        | 0.0   | 204,568.90 | 100.3 | 0.00                       | 8,131.54   |           | 8,131.54                    | 201,965.60 |  |
| NET INCOME                  | 0.00                        | 0.0   | 33,731.35- | 16.5- | 0.00                       | 8,863.06   |           | 8,863.06                    | 50,489.43- |  |

RUN DATE: 12/07/95  
 RUN TIME: 4:13 PM

RESIST, INC.

Prior Period Income Statement  
 AS OF 10/31/95

| RATIO: NET REVENUE              | T H I S Y E A R |       |           |                            | BUDGET    |            |           | L A S T Y E A R |           |  |
|---------------------------------|-----------------|-------|-----------|----------------------------|-----------|------------|-----------|-----------------|-----------|--|
|                                 | THIS MONTH      | RATIO | 10 MONTHS | RATIO                      | 10 MONTHS | THIS MONTH | 10 MONTHS | THIS MONTH      | 10 MONTHS |  |
| ** THIS MONTH THIS YEAR **      |                 |       |           | ** THIS MONTH LAST YEAR ** |           |            |           |                 |           |  |
| *** SUBSIDIARY SCHEDULE ***     |                 |       |           |                            |           |            |           |                 |           |  |
| 320 OTHER CONTRIBUTIONS         |                 |       |           |                            |           |            |           |                 |           |  |
| 32010 CONTRIBUTIONS-RESTRICTED  | 0.00            | 0.0   | 5,000.00  | 2.5                        | 0.00      | 0.00       |           | 6,073.38        |           |  |
| 32020 CONTRIBUTIONS- STOCKS     | 0.00            | 0.0   | 2,489.37  | 1.2                        | 0.00      | 0.00       |           | 13,480.35       |           |  |
| 32040 CONTRIBUTIONS-FOUNDATIONS | 0.00            | 0.0   | 7,050.00  | 3.5                        | 0.00      | 1,500.00   |           | 8,002.50        |           |  |
| 32050 CONTRIBUTIONS-UNSOLICITED | 0.00            | 0.0   | 1,360.00  | 0.7                        | 0.00      | 40.00      |           | 5,420.00        |           |  |
|                                 | 0.00            | 0.0   | 15,899.37 | 7.8                        | 0.00      | 1,540.00   |           | 32,976.23       |           |  |
| 351 LIST SALES                  |                 |       |           |                            |           |            |           |                 |           |  |
| 35110 LIST SALES NAMES IN NEWS  | 0.00            | 0.0   | 664.35    | 0.3                        | 0.00      | 193.24     |           | 421.99          |           |  |
|                                 | 0.00            | 0.0   | 664.35    | 0.3                        | 0.00      | 193.24     |           | 421.99          |           |  |
| 360 SALES                       |                 |       |           |                            |           |            |           |                 |           |  |
| 36001 T-SHIRT SALES             | 0.00            | 0.0   | 927.05    | 0.5                        | 0.00      | 161.00     |           | 1,586.95        |           |  |
| 36002 T-SHIRT COSTS             | 0.00            | 0.0   | 1,686.15  | 0.8                        | 0.00      | 0.00       |           | 773.82          |           |  |
|                                 | 0.00            | 0.0   | 759.10    | 0.4                        | 0.00      | 161.00     |           | 813.13          |           |  |
| 380 INTEREST & DIVIDENDS        |                 |       |           |                            |           |            |           |                 |           |  |
| 38001 BANK INTEREST             | 0.00            | 0.0   | 8,120.73  | 4.0                        | 0.00      | 298.94     |           | 9,229.22        |           |  |
| 38003 LOAN INTEREST             | 0.00            | 0.0   | 0.00      | 0.0                        | 0.00      | 0.00       |           | 100.00          |           |  |
| 38006 UNREALIZED G/L ON INVSTMT | 0.00            | 0.0   | 26,474.71 | 13.0                       | 0.00      | 0.00       |           | 13,587.67       |           |  |
|                                 | 0.00            | 0.0   | 34,595.44 | 17.0                       | 0.00      | 298.94     |           | 4,258.45        |           |  |
| 390 MISCELLANEOUS INCOME        |                 |       |           |                            |           |            |           |                 |           |  |
| 39050 MISCELLANEOUS INCOME      | 0.00            | 0.0   | 40.00     | 0.0                        | 0.00      | 221.00     |           | 1,843.00        |           |  |
|                                 | 0.00            | 0.0   | 40.00     | 0.0                        | 0.00      | 221.00     |           | 1,843.00        |           |  |
| 411 PLEDGE COSTS                |                 |       |           |                            |           |            |           |                 |           |  |
| 41101 PRINTING- PLEDGES         | 0.00            | 0.0   | 1,557.76  | 0.8                        | 0.00      | 100.00     |           | 1,571.67        |           |  |
| 41102 POSTAGE- PLEDGES          | 0.00            | 0.0   | 749.92    | 0.4                        | 0.00      | 83.00      |           | 989.50          |           |  |
| 41103 MAILHOUSE- PLEDGES        | 0.00            | 0.0   | 815.71    | 0.4                        | 0.00      | 0.00       |           | 818.80          |           |  |
|                                 | 0.00            | 0.0   | 3,123.39  | 1.5                        | 0.00      | 183.00     |           | 3,379.97        |           |  |
| 421 NEWSLETTER COSTS            |                 |       |           |                            |           |            |           |                 |           |  |
| 42101 PRINTING NEWSLETTER       | 0.00            | 0.0   | 14,190.07 | 7.0                        | 0.00      | 1,525.00   |           | 16,554.90       |           |  |
| 42102 POSTAGE- NEWSLETTER       | 0.00            | 0.0   | 3,081.42  | 1.5                        | 0.00      | 483.00     |           | 3,786.19        |           |  |
| 42103 MAILHOUSE- NEWSLETTER     | 0.00            | 0.0   | 3,377.81  | 1.7                        | 0.00      | 0.00       |           | 3,655.26        |           |  |
| 42104 CONSULTANTS-NEWSLETTER    | 0.00            | 0.0   | 495.00    | 0.2                        | 0.00      | 0.00       |           | 150.00          |           |  |
| 42105 PHOTOS/GRAPHICS NEWSLETR  | 0.00            | 0.0   | 280.00    | 0.1                        | 0.00      | 140.00     |           | 355.50          |           |  |
| 42106 TYPESETTING- NEWSLETTER   | 0.00            | 0.0   | 1,600.00  | 0.8                        | 0.00      | 270.00     |           | 1,215.00        |           |  |
| 42107 MISC. EXP.-NEWSLETTER     | 0.00            | 0.0   | 116.69    | 0.1                        | 0.00      | 3.63       |           | 152.81          |           |  |

RUN DATE: 12/07/95  
 RUN TIME: 4:13 PM

RESIST, INC.

Prior Period Income Statement  
 AS OF 10/31/95

| RATIO: NET REVENUE             | T H I S Y E A R            |       |           |       | B U D G E T                |            |            |
|--------------------------------|----------------------------|-------|-----------|-------|----------------------------|------------|------------|
|                                | THIS MONTH                 | RATIO | 10 MONTHS | RATIO | 10 MONTHS                  | THIS MONTH | 10 MONTHS  |
|                                | ** THIS MONTH THIS YEAR ** |       |           |       | ** THIS MONTH LAST YEAR ** |            |            |
|                                | 0.00                       | 0.0   | 23,140.99 | 11.3  | 0.00                       | 2,421.63   | 25,869.66  |
| 431 NATIONAL LIST COSTS        |                            |       |           |       |                            |            |            |
| 43101 PRINTING- NATIONAL LIST  | 0.00                       | 0.0   | 1,569.55  | 0.8   | 0.00                       | 0.00       | 1,591.01   |
| 43102 POSTAGE-NATIONAL LIST    | 0.00                       | 0.0   | 598.20    | 0.3   | 0.00                       | 0.00       | 930.00     |
| 43103 MAILHOUSE- NATIONAL LIST | 0.00                       | 0.0   | 0.00      | 0.0   | 0.00                       | 0.00       | 212.99     |
|                                | 0.00                       | 0.0   | 2,167.75  | 1.1   | 0.00                       | 0.00       | 2,734.00   |
| 441 ABC MAILING COSTS          |                            |       |           |       |                            |            |            |
| 44101 PRINTING-ABC MAILINGS    | 0.00                       | 0.0   | 1,896.10  | 0.9   | 0.00                       | 0.00       | 1,294.99   |
| 44102 POSTAGE- ABC MAILINGS    | 0.00                       | 0.0   | 1,922.54  | 0.9   | 0.00                       | 0.00       | 0.00       |
| 44103 MAILHOUSE- ABC MAILINGS  | 0.00                       | 0.0   | 264.94    | 0.1   | 0.00                       | 0.00       | 1,185.09   |
|                                | 0.00                       | 0.0   | 4,083.58  | 2.0   | 0.00                       | 0.00       | 2,480.08   |
| 451 ZO COSTS                   |                            |       |           |       |                            |            |            |
| 45101 PRINTING- ZO MAILINGS    | 0.00                       | 0.0   | 102.00    | 0.1   | 0.00                       | 0.00       | 92.50      |
| POSTAGE- ZO MAILINGS           | 0.00                       | 0.0   | 138.00    | 0.1   | 0.00                       | 0.00       | 290.17     |
| MAILHOUSE- ZO MAILINGS         | 0.00                       | 0.0   | 163.30    | 0.1   | 0.00                       | 0.00       | 155.85     |
|                                | 0.00                       | 0.0   | 403.30    | 0.2   | 0.00                       | 0.00       | 538.52     |
| 471 PROSPECTING MAIL COSTS     |                            |       |           |       |                            |            |            |
| 47101 PRINTING- PROSPECTING    | 0.00                       | 0.0   | 188.70    | 0.1   | 0.00                       | 0.00       | 389.67     |
|                                | 0.00                       | 0.0   | 188.70    | 0.1   | 0.00                       | 0.00       | 389.67     |
| 494 ^FISCAL SPONSOR GRANTS     |                            |       |           |       |                            |            |            |
| 49411 NWTRCC: IN               | 0.00                       | 0.0   | 970.00-   | 0.5-  | 0.00                       | 60.00-     | 1,000.00-  |
| 49412 NWTRCC: OUT              | 0.00                       | 0.0   | 921.88    | 0.5   | 0.00                       | 0.00       | 950.00     |
|                                | 0.00                       | 0.0   | 48.12-    | 0.0-  | 0.00                       | 60.00-     | 50.00-     |
| 495 RESIST GRANTS PAID OUT     |                            |       |           |       |                            |            |            |
| 49510 RESIST GRANTS PAID OUT   | 0.00                       | 0.0   | 93,822.00 | 46.0  | 0.00                       | 0.00       | 107,963.00 |
|                                | 0.00                       | 0.0   | 93,822.00 | 46.0  | 0.00                       | 0.00       | 107,963.00 |
| 496 OTHER FUNDRAISING COSTS    |                            |       |           |       |                            |            |            |
| 49601 THANK YOU CARDS- COST    | 0.00                       | 0.0   | 0.00      | 0.0   | 0.00                       | 0.00       | 104.50     |
| 49602 THANK YOU CARDS-PRINTING | 0.00                       | 0.0   | 40.00     | 0.0   | 0.00                       | 0.00       | 45.00      |
| 49603 THANK YOU CARDS- POSTAGE | 0.00                       | 0.0   | 100.00    | 0.0   | 0.00                       | 0.00       | 0.00       |
|                                | 0.00                       | 0.0   | 140.00    | 0.1   | 0.00                       | 0.00       | 149.50     |
| 501 PERSONNEL                  |                            |       |           |       |                            |            |            |
| 50110 GROSS PAY                | 0.00                       | 0.0   | 74,025.89 | 36.3  | 0.00                       | 5,400.96   | 60,432.49  |



RUN DATE: 12/07/95  
 RUN TIME: 4:13 PM

RESIST, INC.

Prior Period Income Statement  
 AS OF 10/31/95

| RATIO: NET REVENUE              | T H I S Y E A R            |       |           |       | B U D G E T                |            |           | L A S T Y E A R |           |  |
|---------------------------------|----------------------------|-------|-----------|-------|----------------------------|------------|-----------|-----------------|-----------|--|
|                                 | THIS MONTH                 | RATIO | 10 MONTHS | RATIO | 10 MONTHS                  | THIS MONTH | 10 MONTHS | THIS MONTH      | 10 MONTHS |  |
|                                 | ** THIS MONTH THIS YEAR ** |       |           |       | ** THIS MONTH LAST YEAR ** |            |           |                 |           |  |
| 50120 EMPLOYER TAXES (Rfica,DES | 0.00                       | 0.0   | 6,680.08  | 3.3   | 0.00                       | 797.67     |           | 5,745.92        |           |  |
| 50130 STAFF HEALTH INSURANCE    | 0.00                       | 0.0   | 4,922.41  | 2.4   | 0.00                       | 472.93     |           | 4,999.55        |           |  |
| 50131 WECHSLER REIMBURSE HEALTH | 0.00                       | 0.0   | 2,179.40  | 1.1   | 0.00                       | 247.50     |           | 2,098.50        |           |  |
| 50132 POGGI REIMBURSE HEALTH    | 0.00                       | 0.0   | 208.70    | 0.1   | 0.00                       | 0.00       |           | 0.00            |           |  |
| 50140 WORKER'S COMPENSATION     | 0.00                       | 0.0   | 400.00    | 0.2   | 0.00                       | 0.00       |           | 450.00          |           |  |
|                                 | 0.00                       | 0.0   | 88,416.48 | 43.4  | 0.00                       | 6,919.06   |           | 73,726.46       |           |  |
| 520 OFFICE EXPENSES             |                            |       |           |       |                            |            |           |                 |           |  |
| 52010 OFFICE SUPPLIES           | 0.00                       | 0.0   | 2,042.14  | 1.0   | 0.00                       | 44.60      |           | 1,294.03        |           |  |
| 52020 OFFICE XEROX              | 0.00                       | 0.0   | 139.25    | 0.1   | 0.00                       | 0.00       |           | 289.67          |           |  |
| 52040 OFFICE LIBRARY            | 0.00                       | 0.0   | 147.25    | 0.1   | 0.00                       | 0.00       |           | 121.00          |           |  |
| 52050 OFFICE PRINTING           | 0.00                       | 0.0   | 1,509.00  | 0.7   | 0.00                       | 0.00       |           | 2,177.06        |           |  |
| 52060 MINOR OFFICE EQUIPMENT    | 0.00                       | 0.0   | 99.99     | 0.0   | 0.00                       | 0.00       |           | 94.97           |           |  |
| 52070 BANK CHARGES              | 0.00                       | 0.0   | 105.00    | 0.1   | 0.00                       | 0.00       |           | 49.57           |           |  |
|                                 | 0.00                       | 0.0   | 4,042.63  | 2.0   | 0.00                       | 44.60      |           | 4,026.30        |           |  |
| 530 POSTAGE                     |                            |       |           |       |                            |            |           |                 |           |  |
| 53010 OFFICE POSTAGE            | 0.00                       | 0.0   | 2,733.13  | 1.3   | 0.00                       | 257.34     |           | 2,679.79        |           |  |
| UPS                             | 0.00                       | 0.0   | 0.00      | 0.0   | 0.00                       | 0.00       |           | 39.00           |           |  |
| POSTAGE DUE/BRE ENVELOPES       | 0.00                       | 0.0   | 1,512.12  | 0.7   | 0.00                       | 251.13     |           | 1,483.04        |           |  |
|                                 | 0.00                       | 0.0   | 4,245.25  | 2.1   | 0.00                       | 508.47     |           | 4,201.83        |           |  |
| 560 PROFESSIONAL FEES           |                            |       |           |       |                            |            |           |                 |           |  |
| 56020 ACCOUNTING FEES           | 0.00                       | 0.0   | 2,460.00  | 1.2   | 0.00                       | 0.00       |           | 2,140.00        |           |  |
| 56030 COMPUTER CONSULTING FEES  | 0.00                       | 0.0   | 100.00    | 0.0   | 0.00                       | 0.00       |           | 134.48          |           |  |
|                                 | 0.00                       | 0.0   | 2,560.00  | 1.3   | 0.00                       | 0.00       |           | 2,274.48        |           |  |
| 580 BOARD EXPENSES              |                            |       |           |       |                            |            |           |                 |           |  |
| 58001 BOARD XEROX               | 0.00                       | 0.0   | 1,867.67  | 0.9   | 0.00                       | 9.00       |           | 1,372.11        |           |  |
| 58002 BOARD POSTAGE/UPS         | 0.00                       | 0.0   | 215.62    | 0.1   | 0.00                       | 31.27      |           | 191.03          |           |  |
| 58003 BOARD TRAVEL              | 0.00                       | 0.0   | 433.10    | 0.2   | 0.00                       | 0.00       |           | 274.75          |           |  |
| 58004 BOARD FOOD/MEETINGS       | 0.00                       | 0.0   | 0.00      | 0.0   | 0.00                       | 0.00       |           | 46.19           |           |  |
| 58006 BOARD EXPENSE; OTHER      | 0.00                       | 0.0   | 57.56     | 0.0   | 0.00                       | 150.00     |           | 350.00          |           |  |
|                                 | 0.00                       | 0.0   | 2,573.95  | 1.3   | 0.00                       | 190.27     |           | 2,234.08        |           |  |
| 590 OTHER EXPENSES              |                            |       |           |       |                            |            |           |                 |           |  |
| 59020 DUES AND FEES             | 0.00                       | 0.0   | 500.00    | 0.2   | 0.00                       | 15.00      |           | 500.00          |           |  |
| 59060 MISCELLANEOUS EXPENSE     | 0.00                       | 0.0   | 0.45      | 0.0   | 0.00                       | 0.00       |           | 0.00            |           |  |
|                                 | 0.00                       | 0.0   | 499.55    | 0.2   | 0.00                       | 15.00      |           | 500.00          |           |  |