Resist Board Meeting Minutes

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Resist Board Meeting, April 28, 1996

Resist

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Minutes
Board Meeting - April 28
New York, New York

Present: Frank Broadhead, Robin Carton (minutes), Bell Chevigny, Louis Kampf, Paul Lauter, Merble Reagon, Hank Rosemont, Carol Schachet (chair), Amy Swerdlow.

AGENDA

1. Finance Report

No major changes have occurred. The budget figures are now in the financial statements- board members can track expenditures against budget figures. There is less Newsletter money because of the combined February/March issues, but we have raised more money from the ABC mailing Carl did recently. The financial reports were given out and up-dated.

2. Fundraising/New Brochure

The prospect mailing should be sent out in about two weeks to about 2000 names. It is at the mailhouse now. Nick Thorkelson is finalizing the brochure. The lists used are from Dollars & Sense, Citizen Soldier, Infact, Center for Campus Organizing, Somerville Community Access Television, Rosenberg Fund for Children, and the American Studies Association. The prospect mailing after that is in either November or December. If anyone has suggestions, please pass mailing list ideas on to Carol. Headwaters Community Fund, in Minnesota, would like to swap lists.

3. Newsletter

The last issue, on welfare reform issues, has generated 4-5 requests to use the Newsletter for classes or for reprints. The May issue is on youth organizing and groups which we funded-¡PODER!, Project Hip-Hop and Center for Campus Organizing. The June issue will be looking at gay/lesbian issues. In particular it will look at gay/lesbian rural organizing. The Newsletter is now produced in-house with the help of Marc Miller. The Newsletter is now desktop published by Carol. The general comment was that the Newsletter looks nice. Suzanne Sowinska, who is now at Microsoft, managed to get a large donation of Microsoft software for the office. Paul requested a packet of 20 newsletters and a fundraising letter to put in campus mail. Hank would like some too. There was a suggestion that Carol put a box in the Newsletter asking for letters to the editor. Upcoming issues might include: culture/art of the left; issues around the Olympics and economic justice; election issues- U.S., Russia, Israel, Italy and England; electoral politics
and the left; capitalism and whether it will ever be challenged again. Policy issues- organizing projects v. political issues. Some more board articles or articles by close allies. Could pair board members with grantee articles. Hiroshima: new book out regarding use of atomic bomb, Frank would write a short piece- perhaps a book review. Gar Alperovitz is the author. SDS reunion at end of July- organized by Helen Garvey, Dick/Nicky Flacks- good opportunity for an article. Foreign policy/corporate protection issues by Hank.

4. Resist 96/Refuse and Resist

Refuse and Resist has a conference they are doing called Resist 96. Previous staff had exchanged letters with Clark Kissinger, formerly of SDS, now at Refuse and Resist. The letters essentially denounced Refuse and Resist for deliberately confusing themselves with us. Kissinger responded by stating that we were red-baiting them. People are unclear about who Refuse and Resist are and have been confusing them with us. There was a suggestion to have a small announcement in the Newsletter- perhaps a small box disclaiming association with Refuse and Resist. People in Missouri, Colorado and New York have mixed us up and think we advocate violence and bombing. Frank thinks they are more unknown and should be less of a concern. He doesn’t want to give them a higher profile. We do need a statement for those who ask. Looks like Carol will just put a small box in June newsletter and in pledge letter saying that we are not affiliated with the conference. Amy suggested it may be time to reprint the most recent version of the Resist “Call”. Robin and Carol requested that Board members check their files and send a copy to the office of what they believe is the most recent version.

5. Board Development Issues

The Board Development Committee had a conference call and talked about procedures and a “pledge” for new board members. They came up with a process for bringing on new members. New members will be sent the “Call” in order to make sure they are in line with goals of Resist.

a. Approvals of New Board Members

Louis commented that Kay Matthews was one of the finalists for a staff position. She didn’t get job, but has indicated Board interest because likes Resist. Marc, Renae and Louis had interviewed her for the staff job, and then Pam interviewed her as well for the Board. Unanimous strong recommendation is that Kay join the board. Kay was accepted. Eileen Bolinsky- longtime friend and supporter of Resist. Renae and Carol interviewed her. She knows of the previous personnel struggles and is still interested in being on the Board. Her letter really details her background. Eileen was accepted. Kim Schellenber was recommended by Marc. She has a background in activism and fundraising. Pam and Carol interviewed her. She wants to do more than fundraising. Kim was accepted. Louis and Robin will interview June Lee. The Board Development Committee will make a final decision on June after her interview.

b. Board Member Job Description

The Committee also came up with a proposed job description for Board Members. The
job description was based primarily on the previous job description that members had committed to, and which was found in the minutes of prior meetings. Once it is in place, it will give guidelines for Board members and for recruiting new members. This has been presented as a draft to potential new members. Amy thought that perhaps she should resign because she does not do enough and cannot get here to meetings often enough to feel active. Robin suggested that there were many ways to be involved in the Board and different levels of activity. Paul commented that it is good to have continuity on the Board. Level of comfort and knowledge among members informs and sustains the organization. Bell had thought about leaving as well. She thought description was reasonable, but she couldn't do all of it. Frank would encourage Amy and Bell to remain. Paul reminded everyone that the activity level of the New York and other members is different than Boston members. Fundraising could be as simple as a house party in which Board members bring a few people. Paul also suggests that Resist add a few more New York Board members. Merble and Amy suggest Bea Kreloff. The job description should contain a cover letter which includes the kind of discussion held at this meeting. Hank wondered if the job description would be daunting, but Louis and Carol commented that all new members were quite content with it. Frank suggested that a line be added that members are in agreement with the mission statement. Hank suggested and the group agreed to remove the two meetings in Boston requirement for non-Boston Board members. The description was adopted.

6. Personnel

Personnel Policies

Pam clarified the wording for the domestic partner benefit. Board members did not agree to the language as stated. They felt the language should be more universal— for a staff member who receives health insurance through any domestic partner or through another source (e.g. a parent), not just gay/lesbian domestic partners. Merble questioned whether the amount reimbursed is based on payment for individual coverage or family coverage rates. The domestic partner policy will be broader than proposed, including both straight and gay/lesbian domestic partners. Staff will look at cost issues for a cap. Carol and Robin will send information on costs in the minutes. NOTE FROM STAFF: Resist will cover the equivalent of up to 50% of the cost of an individual plan (the amount of which varies by individual— full individual coverage costs approximately $200 to $240 per month).

7. Select Chair/New Meeting site/Agenda

CHANGE OF NEXT NEW YORK MEETING DATE: The Board decided that the next meeting in New York would be held on October 27 at Merble Reagon's apartment, instead of December 8. The December 8 meeting will now be held in Boston. This would give the New York Board members an opportunity to meet the new Boston Board members sooner.

Note: Hank would like list of donors from Baltimore and Washington. Frank would like to be on the Board Development Committee and the Grants Committee. Carol and Robin would like to encourage Board members to discuss committee membership.
APRIL 1996
GRANT REQUESTS AND PROXY

Africa/Asia/International

1. PeaceWatch Ireland/Arnean Siochan Eireann
Pat Maher, P.O. Box 2543, Jamaica Plain, MA 02130 (617) 522-7676 x303
Funding for printing and postage for public education and fact sheets involved in local organizing efforts to support grassroots peace and justice activists in Ireland.

Yes ___ No ___ Maybe ___
Comments

NO.
Hank says no. Louis says no- nothing about U.S. policy. Paul says issues are significant ones. Irish America is a conservative bastion and it would be useful to connect to a progressive agenda. Notion of penetrating the Irish community makes sense. They should come back with more specific plans and proposals for U.S. organizing and international policy.

Central, Latin America and the Caribbean

2. Colorado Friends of Los Pipitos
6897 Paiute Avenue, #3, Longmont, CO 80503 (303) 652-3775
Funding for tri-annual publication of newsletter regarding Los Pipitos, an organization in Nicaragua founded by the parents of children with disabilities which provides services and organizes around disability issues in Nicaragua.

Yes ___ No ___ Maybe ___
Comments

NO.
Not doing significant U.S. work. More social services than organizing. No evidence of U.S. work.

3. CUSLAR
Daniel Fireside, G-29 Anabel Taylor Hall, Cornell University, Ithaca, NY 14853 (607) 255-7293
Funding for general support to offset increases in printing, postage and rent

Yes ___ No ___ Maybe ___
Comments

NO.
Paul- more likely to fund a plan for the future. Want a plan to sustain themselves instead.
4. Pittsburgh Labor Action Network for the Americas (PLANTA)  $1000
Vince McElhinney, c/o UE, 2400 Oliver Building, 535 Smithfield Street, Pittsburgh, PA 15222 (412) 471-8919
Funding to produce a newsletter highlighting labor rights violations and fostering cross border organizing efforts with labor organizations in Mexico, Central America and the Caribbean.

Yes ___X___  No _____  Maybe _____

Comments

YES.
Tess says yes. Amy says a good project, but unclear what organizing will be and how it will work with Thomas Merton Center. Issues why start a newsletter if already writing to the converted. Bell- thinks idea is wonderful. Tess indicated proposal wasn’t well done, but coming from UE which has been doing excellent work. Paul- a good thing to help get started. Write them a letter re: student volunteers that AFL-CIO is putting into field this summer and suggest they get their newsletter to them. Hank- if newsletter materials are more widely disseminated, as in at protests, would be okay. Be more specific and detailed

5. Voices for Haiti  $770
Jenny Russell, P.O. Box 29615, Washington, DC 20017 (202) 319-5544
Funding to purchase a computer to assist in the production of the newsletter Voices for Haiti Speaking Out, regarding issues and events in Haiti.

Yes ___X___  No _____  Maybe _____

Comments

YES.
Hank- sample piece for their newsletter is well-written. Marc and Pam say yes. Paul thinks it a good idea to support them. Suggest they contact 50 Years is Enough Campaign.

Community Organizing/Anti-Racism

6. Arlington Citizens and Clergy Embracing Pluralism and Trust (ACCEPT)  $300
Tom Kepler, 12 Lewis Avenue, Arlington, MA 02174 (617) 646-9397
Funding for a public forum to examine the inroads made by the Radical Religious Right in surrounding towns and to take proactive steps to prevent such incursions in Arlington.

Yes ___X___  No _____  Maybe _____

Comments

SOME
Paul: token grant. Project good, but unrealistic because didn’t see fully formed plan. Hank/Amy a real grassroots group fighting the right. Need more connections with wider Boston community where a whole lot of this stuff is going on. Come back for a full grant later. Frank- give a some grant and encourage them to fundraise more. Take a position on reproductive of rights especially if confronting religious right. Should at least contact AFSC.
7. Bay Area Police Watch  
Van Jones, 301 Mission Street, Suite 301, San Francisco, CA 94105 (415) 543-9444  
Funding for general support for organization which provides legal services to survivors of police abuse, and technical assistance to activists and community groups attacking the root causes of police violence.

Yes _X_  No _____  Maybe _____
Comments:
YES.
Bell- thinks it is terrific. Strategies seem smart and well connected. Hank- not clear how a larger organizing tool. How does it work with Copwatch. Louis- not clear if organizing or legal services. Likes coalition work. Budget is $100,000. Marc yes, Pam- no. Carol- no. Frank- approach other organizations to include issues about police misconduct in their projects.

8. Coalition for Olympic Justice  
Abbie Illenberger, 250 Georgia Avenue, #344, Atlanta, GA 30312 (404) 584-7141  
Funding to create an alternative press center at the Olympic Games in Atlanta which will provide visiting journalists with information about the South by giving them access to regional and local progressive organizations.

Yes _X_  No _____  Maybe _____
Comments:
TOKEN.
Amy- they need more dramatic tactics. Could get money from progressive media projects. Thinks its important. Hank- large amount of foreign press- how will they deal with them? Louis- not as good as #10. Will be 99% sports writers- what’s the point? Merble- doesn’t see the strategy for on-going organizing. Taking advantage of opportunity of Olympics to exist, but no long range plans. Hank- thinks will be more than sports writers present. Good if a place for foreign correspondents to get wider information. Paul- more likely to get success from proposal #10. Want to see more about what displacement means. Don’t see supporting this because no long term organizing perspective. Hank thinks it an effective use of money in particular to talk about displacement of people in a wealthy country. Carol- would this happen if we didn’t fund it? Is it worth something? Merble- are there other progressive coalitions of media in Atlanta? Will we have the chance to fund other alternative media around this issues. Appreciate global orientation, but need to be more proactive.

9. Copwatch Police Accountability Project  
Lenore Anderson, 2022 Blake Street, Berkeley, CA 94704 (510) 548-0425  
Funding to purchase a laser printer, fax machine and still camera to assist in the quarterly publication of Copwatch Report on issues related to police misconduct.

Yes _X_  No _____  Maybe _____
Comments
YES.
10. Empty the Shelters- Atlanta $1000
Josh Reynolds, 363 Georgia Avenue, SE, Atlanta, GA 30312 (404) 230-5000 x133
Funding for a *SpoilsSport's Guidebook to Atlanta* regarding the effect of the Olympics on low income people in Atlanta, and media training for Empty the Shelters staff members.

Yes \(\checkmark\)  No   Maybe __
Comments
YES.

11. Housing Comes First
Laura Barrett, 5300 Delmar, St. Louis, MO 63112 (314) 367-2993
Funding to purchase a computer and laser printer for organizing around affordable housing issues in Missouri.

Yes   No \(\checkmark\)   Maybe __
Comments
NO.
Louis- no, is merely liberal. No indication of broad perspective. Work in coalition with for-profit groups.

12. Thomas Merton Center $1000
Christine Haas, 5125 Penn Avenue, Pittsburgh, PA 15224 (412) 361-3022
Funding to purchase a computer which will facilitate production of monthly newsletter *The New People*, allow access to the Internet, and update bookkeeping functions for peace and justice organization.

Yes \(\checkmark\)  No   Maybe __
Comments
YES.

13. National People's Campaign
Keith Pavlik, 2489 Mission Street, Room 28, San Francisco, CA 94110 (415) 821-6545
Funding to produce, mail and distribute 1,000 organizer's packets throughout California in order to counter the attempts to restrict affirmative action through the California Civil Rights Initiative.

Yes   No \(\checkmark\)   Maybe __
Comments
NO
14. Political Asylum Project of Austin $750  
Nidia Salamanca, 1715 East 6th Street, Suite 206, Austin, TX 78702 (512) 478-0546  
Funding for the production and publication of two brochures regarding the services that PAPA provides to low income refugees in Central Texas and PAPA’s need for volunteers and financial support.

Yes X No _______ Maybe _______

Comments:

YES.
Amy, Bell, Robin and Carol hate the name PAPA. Name is a problem.

Economic Justice

15. Carolina Interfaith Task Force on Central America $630  
Gail Phares, 1105 Sapling Place, Raleigh, NC 27615 (919) 856-9468  
Funding for the Pilgrimage for Peace and Justice, a one week march from Seymour Johnson Air Force base in Goldsboro up Highway 70 to Raleigh which will focus on economic justice in Haiti, Central America and North Carolina.

Yes X No _______ Maybe _______

Comments:

YES.
Belle- Is this religious tact effective? Louis- thinks it is a terrific idea. Frank- doesn’t support this group.

16. Fight Back! $1000  
Jess Bell, c/o CCA, 191 North Street, Burlington, VT 05401 (802) 863-6248  
Funding to purchase a computer for group engaged in welfare reform organizing and skill building for low income people.

Yes X No _______ Maybe _______

Comments:

YES.

17. Program on Corporations Law and Democracy- Maine Chapter $1000  
Peter Kellman, RR2, Box 452, North Berwick, ME 03906 (207) 676-3356  
Funding to cover the cost of producing a newsletter entitled The Patriot, and to purchase a fax machine to aid in organizing around issues of reclaiming control from corporations.

Yes X No _______ Maybe _______

Comments:

YES.
Louis- Like their modesty. Don’t make big claims. Paul- Carolyn Chute’s article is good. Support them because focus of subject is significant. Hank- superb.
18. Welfare Education and Training Access Coalition  $1000
Susan Jhirad, 120 George Street, Medford, MA 02155  (617) 593-6722 x6258
Printing and postage for organizing project aimed at introducing legislation to maintain and increase access of AFDC recipients to higher education.

Yes  X  No   Maybe __
Comments

YES.
Paul- Susan Jhirard been around a long time. Good activist perspective. Positively inclined. Frank- Survival issues which sound like services need to be on the agenda- groups which look at them in a radical way are important. Get Susan to write an article for the Newsletter. Louis- other groups not interested in women involved in school. No common perspectives in the group. Seems a little bit iffy. Merble- what struggling for is good. Issue of whether poor women have a right to college education is important. Carol- token. Good work. Been referred to positively. Don’t take lead from people on AFDC. Seems more information oriented than organizing. Merble- women and men have not taken leadership because not part of their experience and not thought of themselves as college material. Hank- this model has been effective at his college. Should be able to deal with this issue at their own colleges. Says vote no. No institutional money there. Frank- think of this as activist women at working class schools. Put names on Newsletter mailing list. Letter should explain questions raised. Newsletter piece on putting materials out to AFDC recipients.

Gay Lesbian/Bisexual

19. Ground Zero  $1000
Franklin Whitworth, P.O. Box 1982, Colorado Springs, CO 80901  (719) 635-6086
Funding to purchase MAC TRAC software which will enable organization to track donors and members, and to enhance its fundraising activities.

Yes  X  No   Maybe __
Comments:

YES.
Even though got COORS money. Hank- says yes. Friend of Hank’s said good things about them. Louis always have had good recommendations from them in the past.

20. Lesbian Political Action Group
Pam Allen-Thompson, P.O. Box 20044, Toledo, OH 43620  (419) 241-7614
Funding for printing and postage for Project Free Your Mind, which will work in high schools and middle schools in Ohio to make schools a safer place for gay, lesbian, bisexual and transgendered students.

Yes _____  No  X  Maybe ____
Comments:

NO.
Video was terrible. Should re-think product.
Health/AIDS/Disability

21. ALANA Community Organization
Naima K. Wade, 8 Williston Street, Brattleboro, VT 05301 (802) 254-2972
Funding to mobilize communities of color in the fight against AIDS, the reduction of HIV transmission, and to develop prevention and political strategies around these issues.

Yes _____  No _____  Maybe _____

Comments

Withdrawn- will be in June round.

22. Campaign County Health Care Consumers
Nancy Greenwalt, 44 Main Street, Suite 280, Champaign, IL 61820 (217) 352-6533
Funding to create a Speakers' Bureau as part of a campaign to establish a county wide health department.

Yes _____  No X  Maybe _____

Comments:

NO.
Louis- no. Hank- school of public health is there. They should be able to get speakers.

23. Day-To-Day HIV/AIDS Services
William Emerson, 863 South Kramer Drive, Sandy, UT 84092 (801) 944-4370
Funding for a newsletter and phone lines for organization involved in both HIV/AIDS advocacy work and social services.

Yes _____  No X  Maybe _____

Comments

NO. See references.

24. Texas Human Rights Foundation
Michael Reese, P.O. Box 1626, Austin, TX 78767-1626 (512) 479-8473
Funding to test whether businesses discriminate against HIV+ persons by sending in a volunteer who will poses as an HIV+ person requesting a service to see how the business will react.

Yes _____  No X  Maybe _____

Comments

NO.
Seems only like legal work not a Resist priority.
25. **Women’s Cancer Resource Center**

Carol Johnson, 1130 Nicollett Mall, Minneapolis, MN 55403  (612) 338-8544
Funding for sign language interpreter and promotional materials for conference entitled *Turning Tides, Creating a Cancer Free Environment NOW* seeking to mobilize participants around issues of cancer prevention.

Yes  X   No _____   Maybe _____
Comments

YES.
Ask to acknowledge RESIST in conference brochures e.g. signers funded by Resist.

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26. **Committee for Labor Access**

Paul Donahue, 37 South Ashland, Chicago, IL 60607  (312) 226-3330
Funding to purchase a single chip Hi-8 video camera to aid in producing the weekly cable television access show *Labor Beat*.

Yes  X   No _____   Maybe _____
Comments:

YES.
Paul- media around labor/working class issues are important.  Merble- how far is the outreach beyond the 150 members.  Tess- video was good.  Hank- good knowledge of the labor movement there.

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27. **Common Threads**

Susan Conrad, P.O. Box 962, Venice, CA 90294  (310) 390-5162
Funding for startup costs for an educational newsletter about abuses in the garment industry, a slide projector and a second copy of the slide show “A Look at the Los Angeles Garment Industry.”

Yes  X   No _____   Maybe _____
Comments:

YES.

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28. **Immigrant Workers Resource Center**

Juana Hernandez, 25 West Street, Boston, MA 02111  (617) 542-3342
Funding to support an International Labor Day rally and celebration which seeks to support workers, unite union and immigrant groups and celebrate immigrant workers contributions to the economy and culture in the U.S.

Yes  X   No _____   Maybe _____
Comments

YES
29. Montana Community-Labor Alliance $1000
Matt Levin, 208 E. Main Street, Missoula, MT 59802  (406) 728-7265
Funding to support expansion of staff to enable effective organization between labor and grassroots community groups to engage in direct action campaigns.

Yes  _X_  No  ____  Maybe  ____
Comments
YES.
Louis- no formal position on g/l issues and reproductive rights. No women’s or g/l organizations in coalition. Paul- should wait to hear what happens with other grants re: organizers. Merble- not clear other groups doing same work. Send the “we’re concerned” letter

Media/Culture

30. Borderviews 2000/Southwest Research and Information Center  $650
Kent Paterson, 105 Stanford, S.E., Albuquerque, NM 87106  (505) 262-1862
Funding to distribute a five part radio series on human rights violations in the Mexican state of Guerrero.

Yes  _X_  No  ____  Maybe  ____
Comments:
YES
Hank- listened to tape. It is good. Production was good. Message was good.

31. Civic Media Center and Library  $895
Howard Rosenfeld, 1021 W. University Avenue, Gainesville FL 32601  (352) 373-0010
Funding to purchase a used copier for use in promoting CMC events and for library users to copy information found there that is not available in the mainstream press.

Yes  _X_  No  ____  Maybe  ____
Comments:
YES.
Louis- are organizing center there.

Native American

32. Micmac Release, Inc.  $1000
Marilyn Francis, P.O. Box 4085, Presque Isle, ME 04769  (207) 493-4534
Funding for four issues of Micmac Release, a publication designed to empower the Micmac Community by distributing information pertaining to the cultural, social, political and economic issues of the Micmac People.

Yes  _X_  No  ____  Maybe  ____
Comments:
YES.
Louis- seem very locally based. Hank- tribal council is reactionary and they are the progressive game in town. Frank- most interesting Newsletter read in a long time. About real people and local issues. Louis-leery of lack of connection to larger issues. Carol- references were quite good. Give a some and listing concerns?
33. N.A.T.I.V.E.S.
Renee Still Day, P.O. Box 7587, Colorado Springs, CO 80933 (719) 533-0076
Funding for World Peace and Prayer Day to be held June 21, 1996, which will present issues related to Native American people to the public.

Yes ___    No ___    Maybe ___
Comments
NO.
Send same letter that went to Dark Night Relatives.

Peace/Anti-Militarism

34. Peace and Justice Action League of Spokane $300
Heidi Burbidge, 224 South Howard, Spokane, WA 99204 (509) 838-7870
Funding for newsletter *Handful of Salt*, which contains articles about social justice issues, action alerts and a calendar of events for people in the Inland Northwest.

Yes ___    No ___    Maybe ___
Comments:
SOME.
Spokane folks- T.V. Reid/Shelley Fowler English Dept. Don’t say how many people doing organizational work.

Prisoners

35. Books Through Bars $300
Susan Phillips, 4722 Baltimore Avenue, Philadelphia, PA 19143 (215) 724-7535
Funding to send books to indigent prisoners and to broaden prison support work

Yes ___    No ___    Maybe ___
Comments:
SOME.
Use for the anti-death penalty work.

36. Let’s Start
Jackie Toben, St. Vincent’s Church, 1408 S. 10th Street, St. Louis, MO 61304 (314) 231-9328
Funding to support a monthly newsletter for women transitioning out of prison about issues including alternative sentencing and which is utilized to maintain contact with participants in the Let’s Start process.

Yes ___    No ___    Maybe ___
Comments
Withdrawn- will be in June round.
37. Rocky Mountain Peace Center  $600
Karen Ashmore, P.O. Box 1156, Boulder, CO 80306 (303) 444-6981
Printing and postage for handouts regarding prisoners rights on issues related to control unit prisons.

Yes X No ____ Maybe ____
Comments

YES

Women

38. Women’s Committee of One Hundred  $1000
Susan Vorsanger, 750 First Street, NE, Suite 700, Washington, DC 20002 (202) 336-8345
Printing, postage and telephone costs affiliated with the National Teach-In Support Project on Women, Welfare, and Work to be held in the fall of 1996 which would counteract stereotypes and misinformation about women on welfare.

Yes X No ____ Maybe ____
Comments:

YES.
Merble- make it easy to understand how to mobilize around issues. Useful service. Coalition in the true sense of the word. Teach In seems useful for dialogue. Hank- shouldn’t use phrase “to hook” in their terminology.

Grant Amount for Cycle: $21,600
Number of grants:
Total: $21,295
MEMO

To: Resist Board
From: Pam Chamberlain
Subject: Personnel Policy Clarification
Date: April 26, 1996

Here’s what I hope is the final stab at revising the revised Personnel Policy. Please refer to p. 12 of the Personnel Policy and note the wording and placement of bolded text. These are the changes we need to vote on.

Proposed by Personnel Committee: to clarify the meaning of the health insurance benefits section of the Policy by substituting the following language / format in the existing Policy:

XVII. BENEFITS

G. Salary and other Benefits

3. Health Benefits

100% of Permanent employees.... [This paragraph remains the same.]

a. Coverage under a domestic partner’s health insurance

All Permanent Resist staff....[first paragraph of this subsection remains the same]

If an employee chooses not to take the Resist health plan benefit because she/he can receive health insurance through and unmarried domestic partner¹, Resist will compensate the employee for up to 50% of what the insurance would have cost Resist. This amount will be based...[same language to end of subsection a....].

1. Reimbursements

[this whole section should be indented to indicate it is a “sub-

¹. This is the wording as stated in the 12/95 policy revision. It is intended to refer to gay or lesbian couples for whom marriage is not a legal option for the purposes of such benefits. Heterosexual couples could receive family coverage also, of course, but they could also marry and benefit from joint filing IRS status, an option denied gay and lesbian couples. This is why we have specified the domestic partners in this fashion.
subsection" of (G.3 a) above, the domestic partner’s coverage and not a benefit for everyone. It is designed to help compensate for the tax liabilities incurred by gay and lesbian couples who might have the benefit of family insurance coverage but don’t have similar recognition by the IRS.

I don’t know why, but I have a nagging ache that this may not be sufficient. I hope it is, though. Sorry I can’t be with you. Wish I could see the Taiwan treasures exhibit, too...
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 (½) time or greater shall have 100% of their health insurance benefit covered by Resist. Those employees who work less than one-half (½) time, shall have their health insurance benefits prorated. 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.
### Resist Account Balances
as of 4/12/96

<table>
<thead>
<tr>
<th>Funds</th>
<th>February</th>
<th>March</th>
<th>April</th>
<th>June</th>
<th>August</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Unrestricted Funds</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cambridge Trust Company</td>
<td>90,896</td>
<td>82,731</td>
<td>61,656</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Calvert MM Operating Fund*</td>
<td>14,884</td>
<td>15,000</td>
<td>15,057</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Cash on hand</strong></td>
<td><strong>105,780</strong></td>
<td><strong>97,731</strong></td>
<td><strong>76,712</strong></td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Calvert Bond Fund</td>
<td>38,689</td>
<td>160,752</td>
<td>156,454</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Calvert Managed Growth Portfolio</td>
<td>119,943</td>
<td>0</td>
<td>0</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total Unrestricted Funds</strong></td>
<td><strong>264,412</strong></td>
<td><strong>258,483</strong></td>
<td><strong>233,166</strong></td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>Restricted Funds</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Loan Fund</td>
<td>6,538</td>
<td>6,589</td>
<td>6,614</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cohen Endowment</td>
<td>11,394</td>
<td>11,626</td>
<td>11,315</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Resist Endowment</td>
<td>40,475</td>
<td>41,296</td>
<td>40,192</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total Restricted Funds</strong></td>
<td><strong>58,407</strong></td>
<td><strong>59,511</strong></td>
<td><strong>58,121</strong></td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>TOTAL ALL FUNDS</strong></td>
<td><strong>322,819</strong></td>
<td><strong>317,994</strong></td>
<td><strong>291,287</strong></td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Income</th>
<th>January</th>
<th>February</th>
<th>March</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pledges</td>
<td>15,925</td>
<td>6,753</td>
<td>8,567</td>
</tr>
<tr>
<td>Newsletter</td>
<td>10,677</td>
<td>549</td>
<td>2,699</td>
</tr>
<tr>
<td>ABC</td>
<td>13,376</td>
<td>1,205</td>
<td>2,089</td>
</tr>
<tr>
<td>National Mailing</td>
<td>500</td>
<td>25</td>
<td>100</td>
</tr>
<tr>
<td>Unsolicited Contributions</td>
<td>275</td>
<td>50</td>
<td>646</td>
</tr>
<tr>
<td>Finding Funding</td>
<td>1</td>
<td>1</td>
<td>7</td>
</tr>
<tr>
<td>T-Shirt Sales</td>
<td>100</td>
<td>0</td>
<td>20</td>
</tr>
<tr>
<td>NWTRCC</td>
<td>1,510</td>
<td>360</td>
<td>200</td>
</tr>
<tr>
<td>RHCHP</td>
<td>691</td>
<td>1,173</td>
<td>1,218</td>
</tr>
<tr>
<td>Misc. Brochures</td>
<td>95</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Matching Contributions</td>
<td>675</td>
<td>1,700</td>
<td>0</td>
</tr>
<tr>
<td>Stock Gifts</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Salzman</td>
<td>2,000</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Other</td>
<td>200</td>
<td>0</td>
<td>1,242</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>46,025</strong></td>
<td><strong>11,816</strong></td>
<td><strong>16,789</strong></td>
</tr>
</tbody>
</table>

* This Fund has historically held money for prospecting mailings.

**Cash from Cambridge Trust Company and Calvert MM Account
## Balance Sheet

**ASSETS**

### CURRENT ASSETS

<table>
<thead>
<tr>
<th>Account Code</th>
<th>Description</th>
<th>This Period This Year</th>
<th>This Period Last Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>110</td>
<td>Operating Cash</td>
<td>234,971.91</td>
<td>238,435.33</td>
</tr>
<tr>
<td>11231</td>
<td>Resist Loan Fund</td>
<td>6,613.80</td>
<td>6,312.23</td>
</tr>
<tr>
<td>11235</td>
<td>Resist Endowment Fund</td>
<td>40,744.23</td>
<td>28,817.96</td>
</tr>
<tr>
<td>11241</td>
<td>Cohen Memorial Endowment</td>
<td>11,470.36</td>
<td>10,554.93</td>
</tr>
</tbody>
</table>

|                      |                           | Total Cash            | 293,800.30            |
|                      |                           | 284,120.45            |

|                      |                           | Total Investments     | 0.00                  |
|                      |                           | 0.00                  |

|                      |                           | Total Cash & Investments | 293,800.30            |
|                      |                           | 284,120.45            |

### OTHER ASSETS

<table>
<thead>
<tr>
<th>Account Code</th>
<th>Description</th>
<th>This Period This Year</th>
<th>This Period Last Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>16210</td>
<td>Reimbursable HCHP</td>
<td>954.58</td>
<td>217.94</td>
</tr>
<tr>
<td>16220</td>
<td>Pre-Paid Insurance</td>
<td>368.00</td>
<td>355.00</td>
</tr>
<tr>
<td>16225</td>
<td>Pre-Paid Expenses-Other</td>
<td>47.43</td>
<td>0.00</td>
</tr>
<tr>
<td>16230</td>
<td>Inventory- T-Shirts</td>
<td>1,414.55</td>
<td>968.35</td>
</tr>
<tr>
<td>140</td>
<td>Accounts Receivable</td>
<td>132.50</td>
<td>0.00</td>
</tr>
</tbody>
</table>

|                      |                           | Total Other Assets    | 1,007.90              |
|                      |                           | 1,541.29              |

|                      |                           | Total Fixed Assets    | 6,530.41              |
|                      |                           | 2,380.41              |

|                      |                           | Total Assets          | 301,338.61            |
|                      |                           | 288,042.15            |

## LIABILITIES & CAPITAL

### CURRENT LIABILITIES

<table>
<thead>
<tr>
<th>Account Code</th>
<th>Description</th>
<th>This Period This Year</th>
<th>This Period Last Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>210</td>
<td>Employment Taxes Payable</td>
<td>1,583.30</td>
<td>1,758.74</td>
</tr>
</tbody>
</table>

|                      |                           | Total Liabilities     | 1,583.30              |
|                      |                           | 1,758.74              |

### CAPITAL

<table>
<thead>
<tr>
<th>Account Code</th>
<th>Description</th>
<th>This Period This Year</th>
<th>This Period Last Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>29501</td>
<td>Fund Balance: Cohen Endmt</td>
<td>11,394.43</td>
<td>9,881.28</td>
</tr>
<tr>
<td>29502</td>
<td>Fund Balance: Resist Endm</td>
<td>38,504.40</td>
<td>26,978.69</td>
</tr>
<tr>
<td>296</td>
<td>Fund Balance- General</td>
<td>244,551.53</td>
<td>251,147.83</td>
</tr>
<tr>
<td>297</td>
<td>Current Earnings</td>
<td>5,304.95</td>
<td>1,724.39</td>
</tr>
</tbody>
</table>
** This Period This Year **       ** This Period Last Year **

<table>
<thead>
<tr>
<th></th>
<th>This Year</th>
<th>Last Year</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total Capital</strong></td>
<td>299,755.31</td>
<td>286,283.41</td>
</tr>
<tr>
<td><strong>Total Liab. &amp; Capital</strong></td>
<td>301,338.61</td>
<td>288,042.15</td>
</tr>
</tbody>
</table>
### Balance Sheet  
**As Of 03/31/96**

<table>
<thead>
<tr>
<th><strong>110 OPERATING CASH</strong></th>
<th><strong>210 EMPLOYMENT TAXES PAYABLE</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>11035 GENERAL CASH-CAMB. TRUST 61,263.56</td>
<td>21030 FICA W/HELD (E-PICA) 457.30</td>
</tr>
<tr>
<td>11041 GENERAL CASH-CALVERT MM 15,056.58</td>
<td>21040 FEDERAL W/HELD (FWH) 820.00</td>
</tr>
<tr>
<td>11045 CALVERT BOND FUND 158,601.77</td>
<td>21050 MASS W/HELD MONTHLY TAXES 306.00</td>
</tr>
<tr>
<td>11046 CALVERT MANAGED GROWTH 0.00</td>
<td><strong>---</strong></td>
</tr>
<tr>
<td>11050 PETTY CASH 50.00</td>
<td><strong>---</strong></td>
</tr>
<tr>
<td><strong>---</strong></td>
<td><strong>---</strong></td>
</tr>
<tr>
<td><strong>234,971.91</strong></td>
<td><strong>238,435.33</strong></td>
</tr>
</tbody>
</table>

---

<table>
<thead>
<tr>
<th><strong>110 OPERATING CASH</strong></th>
<th><strong>210 EMPLOYMENT TAXES PAYABLE</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>---</strong></td>
<td><strong>---</strong></td>
</tr>
<tr>
<td><strong>---</strong></td>
<td><strong>---</strong></td>
</tr>
<tr>
<td><strong>---</strong></td>
<td><strong>---</strong></td>
</tr>
<tr>
<td><strong>---</strong></td>
<td><strong>---</strong></td>
</tr>
<tr>
<td><strong>---</strong></td>
<td><strong>---</strong></td>
</tr>
</tbody>
</table>

**This Period This Year**

**This Period Last Year**

---

**Resist, Inc.**

Balance Sheet

---

**Run Date: 04/19/96**

**Run Time: 4:38 PM**
### Resist, Inc.

#### Income Statement

**AS OF 03/31/96**

<table>
<thead>
<tr>
<th>Ratio: Net Revenue</th>
<th>This Period</th>
<th>Ratio</th>
<th>3 Periods</th>
<th>Ratio</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>INCOME</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>304 CONTRIBUTIONS - PLEDGES</td>
<td>8,566.50</td>
<td>66.1</td>
<td>32,499.50</td>
<td>45.9</td>
</tr>
<tr>
<td>305 CONTRIBUTIONS - NEWSLETTER</td>
<td>2,699.00</td>
<td>20.8</td>
<td>13,964.45</td>
<td>19.7</td>
</tr>
<tr>
<td>306 CONTRIBUTIONS - ABC MAILING</td>
<td>2,089.00</td>
<td>16.1</td>
<td>16,800.75</td>
<td>23.7</td>
</tr>
<tr>
<td>307 CONTRIBUTIONS - NAT'L LIST</td>
<td>100.00</td>
<td>0.8</td>
<td>625.00</td>
<td>0.9</td>
</tr>
<tr>
<td><strong>TOTAL INTERNAL MAILINGS</strong></td>
<td>13,454.50</td>
<td>103.8</td>
<td>63,889.70</td>
<td>90.1</td>
</tr>
<tr>
<td>314 CONTRIBUTIONS - PROSPECTING</td>
<td>0.00</td>
<td>0.0</td>
<td>95.00</td>
<td>0.1</td>
</tr>
<tr>
<td>320 OTHER CONTRIBUTIONS</td>
<td>646.46</td>
<td>5.0</td>
<td>5,399.46</td>
<td>7.6</td>
</tr>
<tr>
<td>351 LIST SALES</td>
<td>0.00</td>
<td>0.0</td>
<td>0.00</td>
<td>0.0</td>
</tr>
<tr>
<td>360 SALES</td>
<td>20.00</td>
<td>0.2</td>
<td>252.25</td>
<td>0.4</td>
</tr>
<tr>
<td>370 ROYALTIES</td>
<td>0.00</td>
<td>0.0</td>
<td>0.00</td>
<td>0.0</td>
</tr>
<tr>
<td>380 INTEREST &amp; DIVIDENDS</td>
<td>1,168.02-9.0-</td>
<td>1,223.30</td>
<td>1.7</td>
<td></td>
</tr>
<tr>
<td>390 MISCELLANEOUS INCOME</td>
<td>7.00</td>
<td>0.1</td>
<td>12.00</td>
<td>0.0</td>
</tr>
<tr>
<td><strong>TOTAL REVENUE</strong></td>
<td>12,959.94</td>
<td>100.0</td>
<td>70,871.71</td>
<td>100.0</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>EXPENSES</strong></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>411 PLEDGE COSTS</td>
<td>40.00</td>
<td>0.3</td>
<td>1,953.26</td>
<td>2.8</td>
</tr>
<tr>
<td>421 NEWSLETTER COSTS</td>
<td>2,254.00</td>
<td>17.4</td>
<td>6,725.19</td>
<td>9.5</td>
</tr>
<tr>
<td>431 NATIONAL LIST COSTS</td>
<td>1,943.42</td>
<td>15.0</td>
<td>2,040.02</td>
<td>2.9</td>
</tr>
<tr>
<td>441 ABC MAILING COSTS</td>
<td>1,545.78</td>
<td>11.9</td>
<td>1,868.77</td>
<td>2.6</td>
</tr>
<tr>
<td>451 ZO COSTS</td>
<td>0.00</td>
<td>0.0</td>
<td>0.00</td>
<td>0.0</td>
</tr>
<tr>
<td><strong>TOTAL INTERNAL MAIL COSTS</strong></td>
<td>5,783.20</td>
<td>44.6</td>
<td>12,587.34</td>
<td>17.8</td>
</tr>
<tr>
<td>471 PROSPECTING MAIL COSTS</td>
<td>1,087.50</td>
<td>8.4</td>
<td>1,975.94</td>
<td>2.8</td>
</tr>
<tr>
<td><strong>TOTAL EXTERNAL MAILINGS</strong></td>
<td>1,087.50</td>
<td>8.4</td>
<td>1,975.94</td>
<td>2.8</td>
</tr>
<tr>
<td><strong>TOTAL MAILING EXPENSES</strong></td>
<td>6,870.70</td>
<td>53.0</td>
<td>14,563.28</td>
<td>20.5</td>
</tr>
<tr>
<td><strong>NET REV. AFTER MAIL COSTS</strong></td>
<td>6,089.24</td>
<td>47.0</td>
<td>56,308.43</td>
<td>79.5</td>
</tr>
</tbody>
</table>

| **BUDGET** |             |       |           |       |
| **LAST YEAR** |             |       |           |       |

**INCOME**

<table>
<thead>
<tr>
<th><strong>INCOME</strong></th>
<th><strong>BUDGET</strong></th>
<th><strong>LAST YEAR</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>304 CONTRIBUTIONS - PLEDGES</td>
<td>8,566.50</td>
<td>25,500.00</td>
</tr>
<tr>
<td>305 CONTRIBUTIONS - NEWSLETTER</td>
<td>2,699.00</td>
<td>13,250.01</td>
</tr>
<tr>
<td>306 CONTRIBUTIONS - ABC MAILING</td>
<td>2,089.00</td>
<td>12,000.00</td>
</tr>
<tr>
<td>307 CONTRIBUTIONS - NAT'L LIST</td>
<td>100.00</td>
<td>750.00</td>
</tr>
<tr>
<td><strong>TOTAL INTERNAL MAILINGS</strong></td>
<td>13,454.50</td>
<td>51,500.01</td>
</tr>
<tr>
<td>314 CONTRIBUTIONS - PROSPECTING</td>
<td>0.00</td>
<td>2,499.99</td>
</tr>
<tr>
<td>320 OTHER CONTRIBUTIONS</td>
<td>646.46</td>
<td>10,500.00</td>
</tr>
<tr>
<td>351 LIST SALES</td>
<td>0.00</td>
<td>125.01</td>
</tr>
<tr>
<td>360 SALES</td>
<td>20.00</td>
<td>62.49</td>
</tr>
<tr>
<td>370 ROYALTIES</td>
<td>0.00</td>
<td>249.99</td>
</tr>
<tr>
<td>380 INTEREST &amp; DIVIDENDS</td>
<td>1,168.02-9.0-</td>
<td>4,500.00</td>
</tr>
<tr>
<td>390 MISCELLANEOUS INCOME</td>
<td>7.00</td>
<td>125.01</td>
</tr>
<tr>
<td><strong>TOTAL REVENUE</strong></td>
<td>12,959.94</td>
<td>69,562.50</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>EXPENSES</strong></th>
<th><strong>BUDGET</strong></th>
<th><strong>LAST YEAR</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>411 PLEDGE COSTS</td>
<td>40.00</td>
<td>1,112.49</td>
</tr>
<tr>
<td>421 NEWSLETTER COSTS</td>
<td>2,254.00</td>
<td>7,750.02</td>
</tr>
<tr>
<td>431 NATIONAL LIST COSTS</td>
<td>1,943.42</td>
<td>625.02</td>
</tr>
<tr>
<td>441 ABC MAILING COSTS</td>
<td>1,545.78</td>
<td>1,474.98</td>
</tr>
<tr>
<td>451 ZO COSTS</td>
<td>0.00</td>
<td>124.98</td>
</tr>
<tr>
<td><strong>TOTAL INTERNAL MAIL COSTS</strong></td>
<td>5,783.20</td>
<td>11,087.49</td>
</tr>
<tr>
<td>471 PROSPECTING MAIL COSTS</td>
<td>1,087.50</td>
<td>4,499.97</td>
</tr>
<tr>
<td><strong>TOTAL EXTERNAL MAILINGS</strong></td>
<td>1,087.50</td>
<td>4,499.97</td>
</tr>
<tr>
<td><strong>TOTAL MAILING EXPENSES</strong></td>
<td>6,870.70</td>
<td>15,587.46</td>
</tr>
<tr>
<td><strong>NET REV. AFTER MAIL COSTS</strong></td>
<td>6,089.24</td>
<td>53,975.04</td>
</tr>
</tbody>
</table>
## Income Statement

**AS OF 03/31/96**

<table>
<thead>
<tr>
<th><strong>RATIO: NET REVENUE</strong></th>
<th><strong>RATIO</strong></th>
<th><strong>3 PERIODS RATIO</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>THIS YEAR</strong></td>
<td><strong>3 PERIOD</strong></td>
<td><strong>LAST YEAR</strong></td>
</tr>
<tr>
<td><strong>515 TELEPHONE</strong></td>
<td>74.81</td>
<td>0.6</td>
</tr>
<tr>
<td><strong>516 FAX EXPENSES</strong></td>
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<td><strong>570 INSURANCE- OFFICE</strong></td>
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<tr>
<td><strong>580 BOARD EXPENSES</strong></td>
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<td><strong>590 OTHER EXPENSES</strong></td>
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<td><strong>TOTAL EXPENSES</strong></td>
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<td><strong>NET INCOME</strong></td>
<td>17,456.27</td>
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**This Period / This Year**

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<tr>
<th>Item Description</th>
<th>This Period Ratio</th>
<th>3 Periods Ratio</th>
<th><strong>Budget</strong></th>
<th><strong>Last Year</strong></th>
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<td><strong>320</strong> OTHER CONTRIBUTIONS</td>
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<td>41101 PRINTING- PLEDGES</td>
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### RESIST, INC.

#### Income Statement

**AS OF 03/31/96**

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<tr>
<th>Ratio</th>
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<th>This Year</th>
<th>Budget</th>
<th>Last Year</th>
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<td><strong>This Year</strong></td>
<td><strong>3 Periods</strong></td>
<td><strong>This Period</strong></td>
<td><strong>3 Periods</strong></td>
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<td>42103 Mailhouse- Newsletter</td>
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**Total:** 2,254.00 | 17.4 | 6,725.19 | 9.5 | 7,750.02 | 3,903.63 | 10,631.63 |

**431 National List Costs**

<table>
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<tr>
<th>Ratio</th>
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<th>Budget</th>
<th>Last Year</th>
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<td><strong>Budget</strong></td>
<td><strong>3 Periods</strong></td>
<td><strong>This Period</strong></td>
<td><strong>3 Periods</strong></td>
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<tr>
<td>43101 Printing- National List</td>
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<td>0.0</td>
<td>0.00</td>
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**Total:** 1,943.42 | 15.0 | 2,040.02 | 2.9 | 625.02 | 0.00 | 19.30 |

**441 ABC Mailing Costs**

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<th>Budget</th>
<th>Last Year</th>
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<td><strong>Budget</strong></td>
<td><strong>3 Periods</strong></td>
<td><strong>This Period</strong></td>
<td><strong>3 Periods</strong></td>
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**Total:** 1,545.78 | 11.9 | 1,868.87 | 2.6 | 1,474.98 | 0.00 | 20.35 |

**451 Z0 Costs**

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<tr>
<th>Ratio</th>
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<th>Budget</th>
<th>Last Year</th>
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<td><strong>Budget</strong></td>
<td><strong>3 Periods</strong></td>
<td><strong>This Period</strong></td>
<td><strong>3 Periods</strong></td>
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<tr>
<td>45101 Printing- Z0 Mailings</td>
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<td>0.0</td>
<td>0.00</td>
<td>0.0</td>
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<td>45102 Postage- Z0 Mailings</td>
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<td>0.0</td>
<td>0.00</td>
<td>0.0</td>
</tr>
<tr>
<td>45103 Mailhouse- Z0 Mailings</td>
<td>0.00</td>
<td>0.0</td>
<td>0.00</td>
<td>0.0</td>
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</table>

**Total:** 0.00 | 0.0 | 0.00 | 0.0 | 124.98 | 403.30 | 403.30 |

**471 Prospecting Mail Costs**

<table>
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<tr>
<th>Ratio</th>
<th>Prospecting Mail Costs</th>
<th>This Period</th>
<th>Budget</th>
<th>Last Year</th>
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<tr>
<td><strong>This Period</strong></td>
<td><strong>Budget</strong></td>
<td><strong>3 Periods</strong></td>
<td><strong>This Period</strong></td>
<td><strong>3 Periods</strong></td>
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<tr>
<td>47101 Printing- Prospecting</td>
<td>1,087.50</td>
<td>8.4</td>
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<td>0.0</td>
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<tr>
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<td>0.00</td>
<td>0.0</td>
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<tr>
<td>47104 Consultants-Prospecting</td>
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<td>0.00</td>
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**Total:** 1,087.50 | 8.4 | 1,975.94 | 2.8 | 4,499.97 | 90.00 | 188.70 |

**494 Fiscal Sponsor Grants**

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<th>Ratio</th>
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<th>Budget</th>
<th>Last Year</th>
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<td>2,166.50</td>
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**Total:** 95.00 | 0.7 | 3.50 | 0.0 | 18.75 | 152.50 | 215.12 |

**495 Resist Grants PAID OUT**
## Resist, Inc.

### Income Statement
**AS OF 03/31/96**

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<tr>
<th><strong>RATIO: NET REVENUE</strong></th>
<th><strong>49510 RESIST GRANTS PAID OUT</strong></th>
<th><strong>49511 COHEN RESIST GRNTS PD OUT</strong></th>
<th><strong>49512 SALZMAN RESIST GRNTS PAID</strong></th>
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<tbody>
<tr>
<td><strong>496 OTHER FUNDRAISING COSTS</strong></td>
<td><strong>49601 THANK YOU CARDS- COST</strong></td>
<td><strong>49602 THANK YOU CARDS-PRINTING</strong></td>
<td><strong>49603 THANK YOU CARDS- POSTAGE</strong></td>
</tr>
<tr>
<td><strong>49610 PROMO T-Shirt Gifts</strong></td>
<td><strong>49612 PROMO WHAT'S LEFT</strong></td>
<td><strong>500 PERSONNEL</strong></td>
<td><strong>502 OFFICE EXPENSES</strong></td>
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<td><strong>520 GRANT PROGRAM</strong></td>
<td><strong>530 POSTAGE</strong></td>
<td><strong>53010 OFFICE POSTAGE</strong></td>
<td><strong>52070 BANK CHARGES</strong></td>
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### Ratio: Net Revenue

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<th><strong>3 PERIODS</strong></th>
<th><strong>RATIO</strong></th>
<th><strong>3 PERIODS</strong></th>
<th><strong>THIS PERIOD</strong></th>
<th><strong>LAST YEAR</strong></th>
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<td><strong>33.1</strong></td>
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<td><strong>33.1</strong></td>
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### Budget

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<th><strong>525 GRANT PROGRAM</strong></th>
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<tr>
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<td><strong>52070 BANK CHARGES</strong></td>
<td><strong>52501 PRINTING-GRANT PROGRAM</strong></td>
<td><strong>53010 OFFICE POSTAGE</strong></td>
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### 3 PERIODS Last Year

| **19,831.50** | **8,650.64** | **22,267.29** | **875.01** | **146.25** | **813.33** |

### Notes

- **RESIST, INC.**
- **Page 5**
- **RUN DATE: 04/19/96**
- **RUN TIME: 4:57 PM**
- **THIS PERIOD RATIO**
- **LAST PERIOD RATIO**
- **** THIS PERIOD **THIS YEAR **
- **** THIS PERIOD **LAST YEAR **
# Income Statement

**AS OF 03/31/96**

<table>
<thead>
<tr>
<th>Item</th>
<th>This Period Ratio</th>
<th>3 Periods Ratio</th>
<th>This Period</th>
<th>3 Periods</th>
<th>Last Year</th>
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<td><strong>560 PROFESSIONAL FEES</strong></td>
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</table>

---

**Budget**

**Last Year**

---

**Ratio: Net Revenue**

**This Period**

**3 Periods**

**Ratio**
A call to **RESIST** illegitimate authority

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

Resist Board Member Proxy
(April 12, 1996)

Below is a list of candidates for the Resist Board. Please return this proxy with your vote by April 26, 1996, to the Resist office. A vote will take place at the April 28 board meeting in New York. If you need more information or have questions, call Carol or Robin at the office.

<table>
<thead>
<tr>
<th>Candidate</th>
<th>Yes</th>
<th>No</th>
<th>Abstain</th>
</tr>
</thead>
<tbody>
<tr>
<td>Eileen Bolinsky</td>
<td></td>
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<tr>
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<tr>
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</tbody>
</table>

Please note that members of the Board Outreach and Development Committee are in the process of conducting interviews with these candidates. If you have additional comments about any or all of the candidates, please write them below.

![Handwritten Note]

Not having met any of the candidates, I cannot presume to an independent opinion. Of course I accept your collective judgment with confidence —

Oscar Hernandez
Resist Board Member Proxy  
(April 12, 1996)

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A call to **RESIST** illegitimate authority

One Summer Street, Somerville, Massachusetts 02143

617/623-5110

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**Resist Board Member Proxy**

(April 12, 1996)

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<td>Kay Mathew</td>
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<tr>
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</tr>
</tbody>
</table>

Please note that members of the Board Outreach and Development Committee are in the process of conducting interviews with these candidates. If you have additional comments about any or all of the candidates, please write them below.

---

Wechsler 4/17/96
Dear Board member:

For this meeting, we have 39 requests to consider which means we'll have $22,800 for grants ($600 x 38). References will follow shortly hereafter.

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

Fundraising/New Brochure

Newsletter

Board Development Issues
New Member Outreach

Approvals of New Board Members
Board members who cannot attend should send in Proxies

Board Member Job Description

Personnel
Finalize Personnel Policies

Select Chair/New Meeting site/Agenda

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

EMERGENCY GRANTS

We gave no Emergency Grants out this cycle.

GRANT REQUESTS

We received 10 additional requests which are not on the agenda.
Africa/Asia/International

1. PeaceWatch Ireland/Arnean Siochan Eireann $1000
Pat Maher, P.O. Box 2543, Jamaica Plain, MA 02130 (617) 522-7676 x303
Funding for printing and postage for public education and fact sheets involved in local organizing efforts to support grassroots peace and justice activists in Ireland.

Yes ____ No ____ Maybe ____
Comments

Central, Latin America and the Caribbean

2. Colorado Friends of Los Pipitos $1000
6897 Paiute Avenue, #3, Longmont, CO 80503 (303) 652-3775
Funding for tri-annual publication of newsletter regarding Los Pipitos, an organization in Nicaragua founded by the parents of children with disabilities which provides services and organizes around disability issues in Nicaragua.

Yes ____ No ____ Maybe ____
Comments

3. CUSLAR $1000
Daniel Fireside, G-29 Anabel Taylor Hall, Cornell University, Ithaca, NY 14853 (607) 255-7293
Funding for general support to offset increases in printing, postage and rent

Yes ____ No ____ Maybe ____
Comments

4. Pittsburgh Labor Action Network for the Americas (PLANTA) $1000
Vince McElhinney, c/o UE, 2400 Oliver Building, 535 Smithfield Street, Pittsburgh, PA 15222 (412) 471-8919
Funding to produce a newsletter highlighting labor rights violations and fostering cross border organizing efforts with labor organizations in Mexico, Central America and the Caribbean.

Yes ____ No ____ Maybe ____
Comments
5. Voices for Haiti $770
Jenny Russell, P.O. Box 29615, Washington, DC 20017 (202) 319-5544
Funding to purchase a newsletter to assist in the production of the newsletter *Voices for Haiti Speaking Out*, regarding issues and events in Haiti.

Yes ______ No ______ Maybe ______

Comments

Community Organizing/Anti-Racism

6. Arlington Citizens and Clergy Embracing Pluralism and Trust (ACCEPT) $800
Tom Kepler, 12 Lewis Avenue, Arlington, MA 02174 (617) 646-9397
Funding for a public forum to examine the inroads made by the Radical Religious Right in surrounding towns and to take proactive steps to prevent such incursions in Arlington.

Yes ______ No ______ Maybe ______

Comments

7. Bay Area Police Watch $1000
Van Jones, 301 Mission Street, Suite 301, San Francisco, CA 94105 (415) 543-9444
Funding for general support for organization which provides legal services to survivors of police abuse, and technical assistance to activists and community groups attacking the root causes of police violence.

Yes ______ No ______ Maybe ______

Comments:

8. Coalition for Olympic Justice $1000
Abbie Illenberger, 250 Georgia Avenue, #344, Atlanta, GA 30312 (404) 584-7141
Funding to create an alternative press center at the Olympic Games in Atlanta which will provide visiting journalists with information about the South by giving them access to regional and local progressive organizations.

Yes ______ No ______ Maybe ______

Comments:
9. Copwatch Police Accountability Project  $1000
Lenore Anderson, 2022 Blake Street, Berkeley, CA 94704  (510) 548-0425
Funding to purchase a laser printer, fax machine and still camera to assist in the quarterly publication of Copwatch Report on issues related to police misconduct.

Yes ______ No ______ Maybe ______
Comments

10. Empty the Shelters- Atlanta  $1000
Josh Reynolds, 363 Georgia Avenue, SE, Atlanta, GA 30312  (404) 230-5000 x133
Funding for a SpoilsSport's Guidebook to Atlanta regarding the effect of the Olympics on low income people in Atlanta, and media training for Empty the Shelters staff members.

Yes ______ No ______ Maybe ______
Comments

11. Housing Comes First  $1000
Laura Barrett, 5300 Delmar, St. Louis, MO 63112  (314) 367-2993
Funding to purchase a computer and laser printer for organizing around affordable housing issues in Missouri.

Yes ______ No ______ Maybe ______
Comments

12. Thomas Merton Center  $1000
Christine Haas, 5125 Penn Avenue, Pittsburgh, PA 15224  (412) 361-3022
Funding to purchase a computer which will facilitate production of monthly newsletter The New People, allow access to the Internet, and update bookkeeping functions for peace and justice organization.

Yes ______ No ______ Maybe ______
Comments
13. National People's Campaign  $1000  
Keith Pavlik, 2489 Mission Street, Room 28, San Francisco, CA 94110 (415) 821-6545  
Funding to produce, mail and distribute 1,000 organizer's packets throughout California in order to counter the attempts to restrict affirmative action through the California Civil Rights Initiative.

Yes ____  No ____  Maybe ____
Comments

14. Political Asylum Project of Austin  $750  
Nidia Salamanca, 1715 East 6th Street, Suite 206, Austin, TX 78702 (512) 478-0546  
Funding for the production and publication of two brochures regarding the services that PAPA provides to low income refugees in Central Texas and PAPA's need for volunteers and financial support.

Yes ____  No ____  Maybe ____
Comments

Economic Justice

15. Carolina Interfaith Task Force on Central America  $630  
Gail Phares, 1105 Sapling Place, Raleigh, NC 27615 (919) 856-9468  
Funding for the Pilgrimage for Peace and Justice, a one week march from Seymour Johnson Air Force base in Goldsboro up Highway 70 to Raleigh which will focus on economic justice in Haiti, Central America and North Carolina.

Yes ____  No ____  Maybe ____
Comments:

16. Fight Back!  $1000  
Jess Bell, c/o CCA, 191 North Street, Burlington, VT 05401 (802) 863-6248  
Funding to purchase a computer for group engaged in welfare reform organizing and skill building for low income people.

Yes ____  No ____  Maybe ____
Comments:
17. Program on Corporations Law and Democracy- Maine Chapter $1000
Peter Kellman, RR2, Box 452, North Berwick, ME 03906 (207) 676-3356
Funding to cover the cost of producing a newsletter entitled The Patriot, and to purchase a fax machine to aid in organizing around issues of reclaiming control from corporations.

Yes _____  No _____  Maybe _____

Comments:

18. Welfare Education and Training Access Coalition $1000
Susan Jhirad, 120 George Street, Medford, MA 02155 (617) 593-6722 x6258
Printing and postage for organizing project aimed at introducing legislation to maintain and increase access of AFDC recipients to higher education.

Yes _____  No _____  Maybe _____

Comments

Gay Lesbian/Bisexual

19. Ground Zero $1000
Franklin Whitworth, P.O. Box 1982, Colorado Springs, CO 80901 (719) 635-6086
Funding to purchase MAC TRAC software which will enable organization to track donors and members, and to enhance its fundraising activities.

Yes _____  No _____  Maybe _____

Comments:

20. Lesbian Political Action Group $1000
Pam Allen-Thompson, P.O. Box 20044, Toledo, OH 43620 (419) 241-7614
Funding for printing and postage for Project Free Your Mind, which will work in high schools and middle schools in Ohio to make schools a safer place for gay, lesbian, bisexual and transgendered students.

Yes _____  No _____  Maybe _____

Comments:
Health/AIDS/Disability

21. ALANA Community Organization  $1000
Naima K. Wade, 8 Williston Street, Brattleboro, VT 05301 (802) 254-2972
Funding to mobilize communities of color in the fight against AIDS, the reduction of HIV transmission, and to develop prevention and political strategies around these issues.

Yes ____  No ____  Maybe ____
Comments

22. Campaign County Health Care Consumers  $990
Nancy Greenwalt, 44 Main Street, Suite 280, Champaign, IL 61820 (217) 352-6533
Funding to create a Speakers' Bureau as part of a campaign to establish a county wide health department.

Yes ____  No ____  Maybe ____
Comments:

23. Day-To-Day HIV/AIDS Services  $1000
William Emerson, 863 South Kramer Drive, Sandy, UT 84092 (801) 944-4370
Funding for a newsletter and phone lines for organization involved in both HIV/AIDS advocacy work and social services.

Yes ____  No ____  Maybe ____
Comments

24. Texas Human Rights Foundation  $1000
Michael Reese, P.O. Box 1626, Austin, TX  78767-1626 (512) 479-8473
Funding to test whether businesses discriminate against HIV+ persons by sending in a volunteer who will poses as an HIV+ person requesting a service to see how the business will react.

Yes ____  No ____  Maybe ____
Comments
25. Women's Cancer Resource Center $1000
Carol Johnson, 1130 Nicollett Mall, Minneapolis, MN 55403 (612) 338-8544
Funding for sign language interpreter and promotional materials for conference entitled Turning Tides, Creating a Cancer Free Environment NOW seeking to mobilize participants around issues of cancer prevention.
Yes _____ No _____ Maybe _____
Comments

Labor

26. Committee for Labor Access $1000
Paul Donahue, 37 South Ashland, Chicago, IL 60607 (312) 226-3330
Funding to purchase a single chip Hi-8 video camera to aid in producing the weekly cable television access show Labor Beat.
Yes _____ No _____ Maybe _____
Comments:

27. Common Threads $1000
Susan Conrad, P.O. Box 962, Venice, CA 90294 (310) 390-5162
Funding for startup costs for an educational newsletter about abuses in the garment industry, a slide projector and a second copy of the slide show “A Look at the Los Angeles Garment Industry.”
Yes _____ No _____ Maybe _____
Comments:

28. Immigrant Workers Resource Center $1000
Juana Hernandez, 25 West Street, Boston, MA 02111 (617) 542-3342
Funding to support an International Labor Day rally and celebration which seeks to support workers, unite union and immigrant groups and celebrate immigrant workers contributions to the economy and culture in the U.S.
Yes _____ No _____ Maybe _____
Comments
29. Montana Community-Labor Alliance $1000
Matt Levin, 208 E. Main Street, Missoula, MT 59802 (406) 728-7265
Funding to support expansion of staff to enable effective organization between labor and grassroots community groups to engage in direct action campaigns.

Yes _____  No _____  Maybe _____
Comments

Media/Culture

30. Borderviews 2000/Southwest Research and Information Center $650
Kent Paterson, 105 Stanford, S.E., Albuquerque, NM 87106 (505) 262-1862
Funding to distribute a five part radio series on human rights violations in the Mexican state of Guerrero.

Yes _____  No _____  Maybe _____
Comments:

31. Civic Media Center and Library $895
Howard Rosenfeld, 1021 W. University Avenue, Gainesville FL 32601 (352) 373-0010
Funding to purchase a used copier for use in promoting CMC events and for library users to copy information found there that is not available in the mainstream press.

Yes _____  No _____  Maybe _____
Comments:

Native American

32. Micmac Release, Inc. $1000
Marilyn Francis, P.O. Box 4085, Presque Isle, ME 04769 (207) 493-4534
Funding for four issues of Micmac Release, a publication designed to empower the Micmac Community by distributing information pertaining to the cultural, social, political and economic issues of the Micmac People.

Yes _____  No _____  Maybe _____
Comments:
33. N.A.T.I.V.E.S.  $1000
Renee Still Day, P.O. Box 7587, Colorado Springs, CO 80933  (719) 533-0076
Funding for World Peace and Prayer Day to be held June 21, 1996, which will present issues related to Native American people to the public.

Yes _____  No _____  Maybe _____
Comments

Peace/Anti-Militarism

34. Peace and Justice Action League of Spokane  $1000
Heidi Burbidge, 224 South Howard, Spokane, WA 99204  (509) 838-7870
Funding for newsletter Handful of Salt, which contains articles about social justice issues, action alerts and a calendar of events for people in the Inland Northwest.

Yes _____  No _____  Maybe _____
Comments:

Prisoners

35. Books Through Bars  $1000
Susan Phillips, 4722 Baltimore Avenue, Philadelphia, PA 19143  (215) 724-7535
Funding to send books to indigent prisoners and to broaden prison support work

Yes _____  No _____  Maybe _____
Comments:

36. Let’s Start  $1000
Jackie Toben, St. Vincent’s Church, 1408 S. 10th Street, St. Louis, MO 61304  (314) 231-9328
Funding to support a monthly newsletter for women transitioning out of prison about issues including alternative sentencing and which is utilized to maintain contact with participants in the Let’s Start process.

Yes _____  No _____  Maybe _____
Comments
37. Rocky Mountain Peace Center $600
Karen Ashmore, P.O. Box 1156, Boulder, CO 80306 (303) 444-6981
Printing and postage for handouts regarding prisoners rights on issues related to control unit prisons.

Yes ____ No ____ Maybe ____
Comments

Women

38. Women’s Committee of One Hundred $1000
Susan Vorsanger, 750 First Street, NE, Suite 700, Washington, DC 20002 (202) 336-8345
Printing, postage and telephone costs affiliated with the National Teach-In Support Project on Women, Welfare, and Work to be held in the fall of 1996 which would counteract stereotypes and misinformation about women on welfare.

Yes ____ No ____ Maybe ____
Comments:
NOT ON AGENDA

Amamteker Mixed Farmlands & Fish Farming Project
Kawo-Kachumbala Rural Area
P.O. Box 164
Kumi, Uganda (E.A.)
Contact: Mrs. Judith Idepu
Reason: project outside of U.S.

Coalition for a Responsible Budget
37 Temple Place, 3rd Floor
Boston, MA 02111
Contact: Cathy Clement-Saleh
Reason: funding requested for a rally held November, 1995- advised to apply in December for funding, but failed to do so until end of March, 1996. Suggested apply for future projects.

Democratic Socialists of America
11 Garden Street
Cambridge, MA 02138
Contact: Elliott Ratzman
Reason: Proposal rejected for Economic Insecurity Hearings in December, 1995. Reapplied for funding for Economic Insecurity Project which seeks to hold three more public hearings of same nature.

Faculty-Student Cuban Youth Lectures Committee
Caribbean Focus Program
Roxbury Community College
1234 Columbus Avenue
Boston, MA 02120
Contact: Alexander Ganz
Reason: Project of Roxbury Community College- budget too large. No organizing component.

Human Rights Interactive Network
8124 W. Third Street, Suite 105
Los Angeles, CA 90048
Contact: Rosemary Regelb
Reason: Legal services- to fund an online connection between legal advocate and organization. New program, only three people involved. No organizing.

Project 10 East
Cambridge Public Schools
159 Thorndike Street
Cambridge, MA 02141
Contact: Bridget Garrity
Reason: Public school project- budget too large. Written by public school grant writer.
**Red Nation Celebration**  
3389 Avenida de San Marcos  
Santa Fe, NM 87505  
Contact: Joanelle Nadine Romero  
Reason: Funding for a contemporary Indian concert and satellite broadcast. No organizing.

**Southern Africa Network (ELCA)**  
3560 W. Congress  
Chicago, IL 60624-3348  
Contact: Joan Gerig  
Reason: Funding to create a kit to educate and activate people around land mines in Angola.

**Seattle Public Theater**  
915 East Pine, Room 426  
Seattle, WA 98122  
Contact: Beth Amsbary  
Reason: Never supplied script for play.

**Zeitgeist Gallery**  
312 Broadway  
Cambridge, MA 02139  
Contact: Suzanne Boucher  
Reason: Two person for profit art gallery seeking to do a mural and videos with public school children. No on-going organizing focus. Not a group/organization.
BOARD MEMBERS
JOB DESCRIPTION

Members of the Resist Board of Directors are responsible for ensuring effective and fiscally sound programs and operations. Members will do this by providing leadership, advice and direction to the staff and volunteers of Resist.

DUTIES AND RESPONSIBILITIES:

As a Board member I will:

1. **Prepare** for each meeting of the Board of Directors by reading material distributed prior to the meeting and responding as appropriate.

2. Boston area Board members will **attend** all regularly scheduled and special Board meetings held in Boston, and **participate** in the proceedings. All other Board members shall **attend** all regularly scheduled meetings in New York, to the extent possible two meetings in Boston, and **participate** in the proceedings. Any Board member who is unable to attend Board meetings shall send in a non-binding **Proxy Statement** for consideration.

3. **Serve** on at least one committee and actively **participate** in meetings of the committee.

4. **Maintain knowledge** about current Resist programs and staff.

5. Make a personal **financial contribution** to Resist, according to ability.

6. Participate in **fund raising activities**.

7. **Share resources** and talents with Resist, including expertise, reference information, contacts for financial supports, and contacts for in-kind contributions.

8. **Speak** publicly about Resist.

9. Be **accessible**, at least by phone, to staff and other members of the Board as needed.

10. **Fulfill commitments** within the agreed-upon deadlines.

11. **Maintain the confidentiality** of any information given to members of the Board, deemed confidential.

12. Take **initiative** and provide **leadership** in a proactive manner.

________________________________________
Signature
## Resist Account Balances

as of 4/12/96

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<tr>
<th>Funds</th>
<th>February</th>
<th>March</th>
<th>April</th>
<th>June</th>
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<td>Cambridge Trust Company</td>
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<td>82,731</td>
<td>61,656</td>
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<td>Calvert MM Operating Fund*</td>
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<td>Cash on hand**</td>
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<td>Calvert Bond Fund</td>
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<td><strong>Total Restricted Funds</strong></td>
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<td>59,511</td>
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<td>317,994</td>
<td>291,287</td>
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<td>Pledges</td>
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<td>National Mailing</td>
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* This Fund has historically held money for prospecting mailings.

** Cash from Cambridge Trust Company and Calvert MM Account
BOARD OUTREACH AND DEVELOPMENT COMMITTEE  
4/3/96

Present: Robin Carton (minutes), Pam Chamberlain, Louis Kampf, Paul Lauter, Carol Schachet, and Renae Scott.

Agenda

1. Updates on candidate responses.

Renae did calling to Ted German, Penn Loh, Kim Schellenberger and June Lee who are all interested. She asked people to send in letters and resumes. Kim and Kay Matthews have sent in letters. Craig Hickman got a packet and Pam will call him again. Karin Aquilar San Juan would like to be on the Board, but she may be moving to Los Angeles. Eileen Bolinsky will also send in a letter/resume. Paul will contact more New York potential candidates. John Maher was also suggested by Louis- he is director of People to People. Louis will call him.

2. Interviews

We will schedule people as their information come in. Pam is available for interviews. Renae suggests that we may not need a full interview with Kay since she was interviewed for a job. Just a discussion regarding Board commitments. Louis and Pam will interview Kay. Pam and Carol will interview Kim. Robin and Louis will interview the next resume sender. Renae and Carol for the next one.

Interviews held before April Board meeting. Approvals will be done in New York. For those not attending, they can send in a Proxy. Carol and Robin will put it in the Board Agenda in large bold type.

Questions: Look fine, but might be too many. Answers to some questions may answer others. Three base questions to ask: why interested; past activities; attend meetings, two year commitment and anything that would interfere in commitment. Question 6 regarding funding choices should be included according to Paul. Questions 4 and 5 are lower priorities to have answered.

3. Board Member Job Description

Louis wonders if grant making should be handled by committee. This might make Board more attractive. Paul is concerned if grants are separated from Board meetings that people from New York will not attend. The committee will make a recommendation to the full Board about how this might go forward. Paul thinks there is not a lot of organizational business once the grant making part is taken out of the picture. If tell people they do not have to be involved in grant making, it may be creating an artificial picture of Resist. The transitory nature of a grant committee may discourage participation. If want members to solicit support from others it may
be hard not to be involved in the grant process. Pam reminded the group that there are some current members who don’t attend meetings, but perform other functions. Renae suggests that we not resolve Louis’ proposal today. We can think about strengths and weaknesses of this proposal at the larger Board meeting.

#1: add “and responding as appropriate”.

#2: should talk about the non-Boston members attending the Boston meetings: “and to the extent possible, two meetings in Boston.” Want to make expectations livable.

#3: fine

#4: fine

#5: Louis doesn’t like it. Some people have money and others do not. Louis feels it is like buying a place on the Board. Paul feels it makes him choose to stop working on the Board if he donates. Renae commented that it is about showing commitment to organization- donors look at it. Can look at it as a philosophical issue. Pam noted that others ask if Board members donate. Could be a matter of public regard. Renae noted that all other organizations have moved to this point of view. Add: “according to ability.”

#6. Renae suggests: “participate in fund raising activities”

#7. Fine

#8. Fine

#9. Fine

#10. Fine

#11. Add “deemed confidential”

#12. “Take initiative and provide leadership in a proactive manner

4. **Next meeting**

Will happen after the April Board meeting. Will try May 15 at 10:00 a.m. and Pam will sent it up.
Expectations of Resist Board members - we approved the following:

1) **Active members**: Active members participate in board meetings and committee work. If unable to attend a meeting, board member will send proxy sheet. Non-Boston people should try to attend both NY meetings plus two Boston meetings a year. Boston people should try to attend all meetings. Active members receive packets; attend board meetings or send in proxy sheets; participate in committee work.

2) **Inactive members**: Board members who know they will not be coming to meetings for a period of time and do not want to make a commitment to sending in proxies should notify staff. Staff will stop sending packets until member notifies them about returning to active status. Inactive members do not attend board meetings or attend infrequently; do not receive packet; are open to being contacted for consultation when appropriate.

3) **Staff follow-up**: Staff should call people who have missed two or three meetings in a row to inquire about status. Does board member want to remain active and keep on receiving packets. A "welcome back" packet should be prepared for board members coming back from inactive status. This could include policy decisions and other pertinent material to update member.
BOARD MEMBERS
JOB DESCRIPTION

Members of the Board of Directors are responsible for ensuring effective and fiscally sound programs and operations. Members will do this by providing leadership, advice and direction to the staff and volunteers of Resist.

DUTIES AND RESPONSIBILITIES:

As a Board member I will:

1. **Prepare** for each meeting of the Board of Directors by reading material distributed prior to the meeting and responding as appropriate.

2. Boston area Board members will **attend** all regularly scheduled and special Board meetings held in Boston, and **participate** in the proceedings. All other Board members shall **attend** all regularly scheduled meetings in New York, to the extent possible two meetings in Boston, and **participate** in the proceedings. Any Board member who is unable to attend Board meetings shall send in a non-binding **Proxy Statement** for consideration.

3. **Serve** on at least one committee and actively **participate** in meetings of the committee.

4. **Maintain knowledge** about current Resist programs and staff.

5. Make a personal **financial contribution** to Resist, according to ability.

6. Participate in **fund raising activities**.

7. **Share resources** and talents with Resist, including expertise, reference information, contacts for financial supports, and contacts for in-kind contributions.

8. **Speak** publicly about Resist.

9. Be **accessible**, at least by phone, to staff and other members of the Board as needed.

10. **Fulfill commitments** within the agreed-upon deadlines.

11. **Maintain the confidentiality** of any information given to members of the Board, deemed confidential.

12. Take **initiative** and provide **leadership** in a proactive manner.

Signature
Format/Questions for Resist Board Candidate Interviews
updated April 3, 1996

Below are some questions that we can use as guidelines when interviewing potential Resist board members. They do not need to be worded exactly this way, but rather these questions offer suggestions for how we can evaluate the potential fit between the individual and Resist.

1. Brief introductions, including a short description of Resist's history, structure of the Board, scenario for board meetings.

2. Why are they interested in becoming a member of Resist's Board?

3. What types of political projects and other activities have they engaged in?

4. What types of projects would you like to see funded? What types would you not want to fund?

5. Can they attend regular board meetings? (Board meetings are held every six weeks on Sundays between 11 a.m. and 4 p.m.)

6. Is a two-year commitment agreeable?

7. Do they have any special needs or responsibilities that might interfere with fulfilling your board responsibilities?

If time allows:

* What groups are they familiar with?

* Have they been on any other boards? If so, how was that experience?