

Trinity College

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Resist Board Meeting Minutes

Resist Collection

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12-8-1996

### Resist Board Meeting, Dec. 8, 1996

Resist

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11/21/96 Board / Staff

NY Coalition

NO - same reasons

How on Earth

NO - still too big, relatively mainstream

21st Alliance

service

Amnesty International

come back for organicy project / service (elderly)

CREED

Postpone until project in

Ellsworth + Associates

services / ADAPT / Disability issue of NL

Florida Prisons Legal Aid

send NL, public education - postpone / send info

Far Corners

2 people, no plan for schools, not a group



② Board / Staff 11/21/96

Global Exchange  
too big

Institute For Wisconsin's Future  
come back next year after \$100,000 gone  
thank for honesty

NLG - Los Angeles  
stay in round

Neighborhood Services  
too big

N. Maine Indian Association  
no clear project; mostly get access to services;  
come back w/ organizing for change strategy

PeaceWorks Kansas City  
note is over; poor answers to #10

~~Proven~~ People's Movement  
come back w/ concrete organizing project



③ Bowd / Salt 11/21/96

Pride Senior Network

no organizing; come back if develop organizing  
+ next steps

S. Arizona

come back w/ org project

Tenants Union

too big

Wellesley

NO - university related



To: Resist Board Members

From: The Personnel Committee

In Re: Addendum to Personnel Committee Policy

Date: November 15, 1996

The Personnel Committee met on November 13 to discuss three areas that the staff pointed out have not been adequately dealt with in the current version of the Personnel Policy: hiring of temporary part time employees; annual raises; and bonuses, both for regular full time staff. What follows is a proposed new section for the Personnel Policy and then how we would like to apply this section this year.

Although we will need an official vote for the policy change at the December Board meeting, we suggest that the application of the policy go forward before that time to give the staff due compensation in a timely fashion.

Addendum to Resist Personnel Policy: December 1996

#### I. Part Time Employees

[The staff have found themselves often working more than a regular schedule and have requested extra help.]

From time to time staff may hire temporary part time employees to help with ad hoc tasks that accumulate in the office. These part-timers will be considered temporary employees and should not be the same person all the time to avoid an expectation of regular hours assigned to a single individual. Temporary part time work will not exceed 32 hours per month. The rate of pay will be \$10/ hour with no benefits and will not be automatically subject to COLA and raises.

The purpose of temporary part time work is to deal with accumulated tasks that the current staff has not had time to complete, not to carry out regular assignments.

This will be tried for one year and then reconsidered.



Staff will submit quarterly reports to the Personnel Committee on the effectiveness of this plan.

## II. Salary Increases

[The Personnel Policy states that permanent staff are entitled to a raise pending the results of their annual evaluation, but it does not specify the amount, nor does it indicate whether raises increase indefinitely. In the past staff have suggested their own raise amounts. This policy shifts the responsibility for this task to the Personnel Committee.]

In addition to a Cost of Living Adjustment (COLA) to be applied to permanent staff salaries in January, staff with positive annual evaluations will be eligible for annual raises to be applied on the anniversary dates of a staff member's employment. The amount of this raise will be determined annually by the Personnel Committee. There will be five annual opportunities for raises; at that point the maximum amount of salary will have been reached, except for COLA and bonuses.

In 1996 the raise will be 2 1/2% of the COLA adjusted salary for 1996.

## III. Bonuses

[There is no mention of bonuses in the current policy, although in the past staff have suggested them and the Board has voted to approve them.]

Permanent staff shall be eligible for bonuses at the end of the calendar year, but bonuses are not automatic every year. The Personnel Committee shall determine the amount of any bonus and shall notify the staff by December of any year in which a bonus is offered. In the future, bonuses should be kept to under 2% of the salary.

In 1996, because of the difficulties in the safety of the office and the extra work involved in the need to seek alternative office space, each permanent staff shall receive a bonus of \$500.



\$1600

DECEMBER 1996  
GRANT REQUESTS AND PROXY

Central, Latin America and the Caribbean

1. Ecumenical Program on Central America and the Caribbean (EPICA)

\$1000

1470 Irving Street, NW, Washington, DC 20010 Scott Wright 202-332-0292

To purchase a laser printer, replacing one which was stolen, and to print a publications catalog for solidarity organization working around Central American and Caribbean issues.

\$300

Yes: Full ☐ Some ☐ Token ☐ No ☐ Maybe ☐

Comments:

Full amount - but over \$100,000  
Some - \$300 w/ letter - we love you but  
too much sig

2. International Service for Peace (SIPAZ)

\$800

P.O. Box 2415, Santa Cruz, CA 95063 Phil McManus 408-425-1257

Funding for group which seeks to move peace process forward in Chiapas to purchase a computer to support reports and alerts and to exchange information with allies in Mexico

Yes: Full ☐ Some ☐ Token ☐ No ☐ Maybe ☐

Comments:

no real work in US  
mostly religious funding  
not broad social justice vision  
good newsletter  
NO - unless US  
organizing component

3. New York CISPES

\$1000

19 W. 21st Street, Room 502, New York, NY 10010 Phil Josselyn 212-645-5230

Funding for the "Educate and Advocate for Working People's Rights" campaign.

\$1000

Yes: Full ☐ Some ☐ Token ☐ No ☐ Maybe ☐

Comments:

\* get copy of CISPES attachment  
on commitment to dismantling oppressive  
behaviors

4. Wisconsin Coordinating Council on Nicaragua

\$1000

P.O. Box 1534, Madison, WI 53701 Judith Siers 608-257-7230

Funding to support visit of the "Ocho de Marzo" Women's Theater Project, which is part of the year long Building hope/Construyendo Esperanza campaign

\$300

Yes: Full ☐ Some ☐ Token ☐ No ☐ Maybe ☐

Comments:

focus more on  
peace process  
rather than  
shelter.

- budget too big  
- no charge why no study scale  
- can't raise \$ that way  
during the Sandanista years there  
were projects like this that cost  
not so much any more  
performance - not clear where  
broad - not clear where  
education - not clear where  
what was purpose  
longer term



\$1000

## Community Organizing/Anti-Racism

### 5. National Lawyers Guild- Los Angeles

\$2000

8124 W. 3rd Street, #201, Los Angeles, CA 90048

James Lafferty 213-653-4510

Funding for data gathering and training project by Small Claims Court Police Abuse Clinic to organize against police misconduct.

Yes: Full ☐ Some ☐ Token ☐

No ☐

Maybe ☐

Comments:

*duplicates other groups  
no organizing project*

### 6. North Carolina Farmworkers' Project

\$1000

P.O. Box 352, Benson, NC 27504

Wilfredo Rivera

919-894-7406

Funding to purchase a laser printer and copier to support group organizing/training farmworkers

Yes: Full ☐ Some ☐ Token ☐

No ☐

Maybe ☐

Comments:

*worked to change board membership toward farmworkers rather than advocates. Groups wary w/ this org are very activist oriented rather social services - #10 letter*

## Economic Justice

### 7. Cape Cod Alliance for Real Democracy (CCARD)

\$800

P.O. Box 314, Harwichport, MA 02646

Lynn Hiller

508-487-1035

General support for an Alternative Economics Fair which will present working examples for meeting human needs in just and ecologically sound ways

Yes: Full ☐ Some ☐ Token ☐

No ☐

Maybe ☐

Comments:

*No organizing - next steps organizing  
alot of electoral politics*

### 8. Democracy Unlimited of Wisconsin Cooperative

\$903

29 East Wilson Street, #201, Madison, WI 53703

Mark Fick

608-255-6629

Funding to publish a newsletter entitled "The Democracy Unlimited News Dispatch" which focuses on corporate power and organizing for corporate change.

Yes: Full ☐ Some ☐ Token ☐

No ☐

Maybe ☐

Comments:

*no grassroots movement/action  
no stand on reproductive, gay/lesbian rights  
"special privileged group language" - problematic  
not a realistic strategy for influencing corporate America  
come back w/ organizing*



\$3500

**9. Thread City Currency Committee**

**\$500**

120 Oak Street, Willimantic, CT 06226

Donna Nicolino

Start up funding for and alternative currency project entitled "Thread City Bread" based upon the Ithaca Hour

Yes: Full \_\_\_\_ Some \_\_\_\_ Token \_\_\_\_

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

Comments:

**Environmental**

**10. Citizens Awareness Network**

**\$1000**

Box 83, Shelburne Falls, MA 01370 Debby Katz 413-339-8768

Funding to purchase a computer to support organizing efforts around health hazards affiliated with nuclear waste

Yes: Full \_\_\_\_ Some \_\_\_\_ Token \_\_\_\_

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

Comments:

**11. Eastern North American Native Forest Network**

**\$1000**

19 Church Street, Suite 7, Burlington, VT 05402 Anne Petermann 802-863-0571

Funding for campaign to ban the aerial herbicide spraying of Vermont forests as the kickoff for a campaign for perpetually sustainable forests.

Yes: Full \_\_\_\_ Some \_\_\_\_ Token \_\_\_\_

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

Comments:

**12. Political Ecology Group**

**\$1000**

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

General support for the Immigration and Environment Campaign to build coalitions to ban acute toxic methyl bromide

Yes: Full \_\_\_\_ Some \_\_\_\_ Token \_\_\_\_

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

Comments:



## Gay Lesbian/Bisexual

### 13. PFLAG-Toledo

\$1000

P.O. Box 4619, Toledo, OH 43620 Pam Allen-Thompson 419-241-7614

Funding for Project Free Your Mind, an anti-homophobia outreach campaign in high schools and middle schools throughout Ohio

Yes: Full ☐ Some ☐ Token ☐ No ☐ Maybe ☐

Comments:

letter re why no specifics on how to get into schools  
come back w/ back record

## Labor

### 14. U.S./Guatemala Labor Education Project (US/GLEP)

\$1000

P.O. Box 268-290, Chicago, IL 60626 Stephen Coats 312-262-6502

Funding for continued assistance to STITCH which develops relationships between women workers and women's rights advocates in North America and Guatemala

Yes: Full ☐ Some ☐ Token ☐ No ☐ Maybe ☐

Comments:

→ problem re: position on reproductive rights while working on  
♀s rights issues

## Media/Culture

### 15. Institute for Global Education

\$700

1400-B Lake Drive, S.E., Grand Rapids, MI 49506-1710 Bill Van Lopik 616-454-1642

To purchase documentaries for video library which can be aired on local cable access channel and will include information on how to get involved with various issues

Yes: Full ☐ Some ☐ Token ☐ No ☐ Maybe ☐

Comments:

no organizing

### 16. March 19th Coalition

\$1000

1352 Lowell Road, Schenectady, NY 12308 Debbie Maxwell 518-393-4002

Funding to purchase audio and video tapes to support the "Capital District Progressive Radio" program

Yes: Full ☐ Some ☐ Token ☐ No ☐ Maybe ☐

Comments:



## Native American

\$3300

### 17. Friends of Nitassinan

\$1000

P.O. Box 804, Burlington, VT 05402 John Clark 802-425-3820

General support for the "Nitassinan News" which informs the international community about the struggles of the Innu people and which provides information on how to counter domination of indigenous peoples and industrialization of wildlands.

Yes: Full ☐ Some ☐ Token ☐

No ☐ Maybe ☐

Comments:

## Peace/Anti-Militarism

### 18. Brandywine Peace Community

\$1000

P.O. Box 81, Swarthmore, PA 19081 Robert Smith 610-544-1818

To fund a campaign project series observing the 20th anniversary of BPC and focusing on nonviolent direct actions at war-making industries in the Delaware Valley

Yes: Full ☐ Some ☐ Token ☐

No ☐ Maybe ☐

Comments:

other ways of diversity beyond news/ship/boats  
letter of concern re diversity

### 19. Pikes Peak Justice and Peace Center- Commission

\$1000

235 East Fountain Blvd., Colorado Springs, CO 80903 Mary Bauer 719-632-6189

Funding to purchase a computer to aid in publication of "Active for Justice" which looks at anti-military organizing and other related peace/social justice issues

Yes: Full ☐ Some ☐ Token ☐

No ☐ Maybe ☐

Comments:

## Youth

### 20. D.C. Student Coalition Against Racism (D.C. SCAR)

\$1000 Grant/\$500 loan

P.O. Box 18291, Washington, DC 20036 Ray Davis 202-483-4593

General support for the Organizing Internship Program which organizes college and high school students to struggle against racism on a local and international level. A loan is requested to support the "Paul Robeson Week of Racial and Ethnic Harmony"

Yes: Full ☐ Some ☐ Token ☐

No ☐ Maybe ☐

Comments:

Too soon to ask for loan in 1997 (Oct)



**21. Houston Committee for Youth and Nonmilitary Opportunities**

**\$1000**

850 Jaquet Drive, Bellaire, TX 77401 Bob Henschen 713-661-9889

To support the continuation of a counter-recruitment project in the Houston Independent School district including display racks of literature, posters, and tabling.

Yes: Full \_\_\_\_ Some \_\_\_\_ Token \_\_\_\_ No \_\_\_\_ Maybe \_\_\_\_

Comments:

**Total Number of Grants:** 21  
**Total Amount Requested:** \$19,703 (grants) \$500 (loan)  
**Total Allocation for Cycle:** \$12,600  
**Total Allocated:** \$

\$11,700



## NOT ON AGENDA

### Decision Review Requests

#### 1. How on Earth!

\$1000

Marianne Roberts, P.O. Box 339, Oxford, PA 19363-0339

For winter issue of youth activist magazine which will focus on women's issues

Original Reason: Are able to get almost \$94,000 in grants. Budget is almost \$250,000 and got \$200,000 of it as in-kind donations. Magazine fairly mainstream. Nickname is "HOE!"

New Decision: Still too big, even though get in-kind donations. Still mainstream. Wish good luck.

#### 2. New York Coalition to Free Mumia Abu-Jamal

\$1000

c/o IFCO, 412 W. 145th Street, New York, NY 10031 Karen Taylor 212-927-8881

General support for a fundraising event entitled "For Mumia: An Evening of Poetry and Jazz"

Reason: 75% of profits from event to go to legal defense costs.

New Decision: Asked for loan for same project instead. Denied for same reasons as original decision.

### New Requests

#### 1. 21st Educational Alliance, Inc.

\$1000

P.O. Box 13411, Flint, MI 48501-3411 Estella Simpkins 810-744-3025

To purchase a xerox machine to support newly forming organization which seeks to give scholarships to prisoners for higher education study and give educational advisory services

Reason: Mostly service oriented. No organizing.

#### 2. Amnesty International and the Elderly Program

\$280

P.O. Box 331, East Stroudsburg University, East Stroudsburg, PA 18301  
422-4797

Heather Giamboi 717-

General support for a Human Rights Day Celebration honoring students who use the privilege of freedom and human rights

Reason: Not an organizing project. Encourage them to come back.

#### 3. Campaign for Real Economic Development (CREED)

\$1000

339 Lafayette Street, #8, New York, NY 10012 Greg Wilpert 212-569-8812

General support for a conference entitled "Shutting Down the Global Sweatshop: Alternatives and Resistance to the Neo-liberal Program" and a newsletter

Reason: Never returned Progress Report from last grant. Two reminder letters sent and phone call made.

#### 4. Ellsworth and Associates

\$1000

P.O. Box 724, Marrero, LA 70073 Gezanne Schmidt 504-341-8070

Funding for newsletters and brochures to inform disabled veterans and the elderly that there are options to institutionalized care provided by this organization

Reason: Provision of services only. Contact to ADAPT and send September NL on disability activism.

#### 5. Florida Prisoners Legal Aid Organization

\$940

14365 E. Colonial Drive, Orlando, FL 32826 Teresa Burns 407-306-6211

Funding to apply for non-profit status, do outreach for prison newsletter and provide free subscriptions to prisoners

Reason: Mostly services, no organizing. No sample of newsletter. Postpone and send prison issue of NL



**6. Four Corners Productions**

\$1000

580 Broadway, #906, New York, NY 10012 Herman Engel 212-941-6311

Funding to distribute video entitled "Would You Cross A Picket Line" to high school students and on educational television

Reason: Not a group, two independent video producers. No plan for distribution in schools.

**7. Global Exchange**

\$1000

2017 Mission Street, #303, San Francisco, CA 94110 Nadya Williams 415-255-7296

To fund the distribution of a video on Indonesian labor and human rights struggles entitled "Indonesia: Islands on Fire"

Reason: \$1M budget. Too big.

**8. Institute for Wisconsin's Future**

\$1000

759 North Milwaukee Street, #212, Milwaukee, WI 53202 Karen Royster 414-278-8852

Funding for community leadership training for statewide campaign to alert and mobilize parents and concerned citizens around the severe inequalities in educational opportunities

Reason: Just got one year grant of \$110,000 for this project (makes budget over \$200,000). Come back next year after grant expires.

**9. Neighborhood Services, Inc**

\$1000

730 8th Avenue, Room 208, Birmingham, AL 35204 Rayanthnee Patterson 205-251-0734

Funding for Biennial Membership Meeting where training and networking of low income community members will occur.

Reason: Budget over \$600,000. Lots of traditional funding.

**10. Northern Maine Indian Association**

\$700

2405 Fullerton Road, Monticello, ME 04760 Richard Dyer 207-538-0956

Funding for tax exempt filing fees, stationery and a computer for group which seeks to organize off-reservation Indians

Reasons: No clear project. If do organize, is mostly to gain access to services. Come back with organizing for social change (v. access to status quo) project.

**11. PeaceWorks- Kansas City**

\$884

4509 Walnut, Kansas City, MO 64110 Kris Cheatum 816-561-1181

Funding for "Seek Peace and Justice: Vote 96" voter registration and get out the vote campaign

Reason: Elections are over. Poor answers to Question #10.

**12. People's Movement for a Better Community**

\$1000

10132 Tribit Street, St. James, LA 70086 Rev. Welma Jackson 504-473-6274

General Support for group which organizes for social change through the provision of social services, voter registration drives and scholarships

Reason: No concrete organizing project. Condescending view of "raising people up"

**13. Pride Senior Network**

\$920

1756 Broadway, #11H, New York, NY 10019 Ellen Ensig-Brodsky 212-757-3203

Funding to cover the costs of a newsletter and advocacy materials around issues of the gay and lesbian population as it grows older

Reason: No organizing project. Mostly about gaining access to services. Come back if concrete project.



**14. Queering the South Conference**

\$1000

P.O. Box 15470, Atlanta, GA 30333

404-371-0296

Funding for a regional conference on southern lesbian, gay, bisexual and transgender issues which will coincide with Atlanta's Lesbian and Gay Pride Weekend

Reason: Not a long term group. formed only for conference. No organizing. Come back for next steps.

**15. Southern Arizona People's Law Center**

\$1000

611 North Fourth Avenue, Tucson, AZ 85705 Paul Gattone 620-623-7306

Funding to answer inmate requests for advice, copies of statutes, advocacy on specific problems or the right to organize

Reason: No organizing project. Mostly social services/legal services. Come back with project.

**16. Tenants Union**

\$910

3902 S. Ferdinand Street, Seattle, WA 98118 Sara Koopman 206-722-6848 x104

Funding to purchase 100 privacy alarms for campaign to keep landlords from entering tenants' apartments without permission

Reason: Too big. Budget almost \$200,000 with half from government.

**17. Wellesley Lesbians, Bisexuals, Transgenders and Friends**

\$1000

106 Central Street, Wellesley College, Wellesley, MA 02181 Leah Eckelberger (617) 283-4033

Funding to support Lesbian, Bisexual and Transgender Week (Lesbitrans) at Wellesley College which will celebrate, educate and speak out on issues related to the diversity, pride and history of the community

Reason: University supported. Able to get money from students and faculty. Narrow political vision.

1  
\$11,600  
\$7,000  
\$3,500  
\$1,300  
\$3,300  
1,000  
11,700



**DECEMBER 1996  
GRANT REQUESTS AND PROXY**

**Central, Latin America and the Caribbean**

**1. Ecumenical Program on Central America and the Caribbean (EPICA) \$1000**

1470 Irving Street, NW, Washington, DC 20010      Scott Wright      202-332-0292

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Yes: Full ☐    Some ☐    Token ☐                      No ☐                      Maybe ☐  
Comments:

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Funding for group which seeks to move peace process forward in Chiapas to purchase a computer to support reports and alerts and to exchange information with allies in Mexico

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Comments:

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Yes: Full ☐    Some ☐    Token ☐                      No ☐                      Maybe ☐  
Comments:

**4. Wisconsin Coordinating Council on Nicaragua \$1000**

P.O. Box 1534, Madison, WI 53701    Judith Siers    608-257-7230

Funding to support visit of the "Ocho de Marzo" Women's Theater Project, which is part of the year long Building hope/Construyendo Esperanza campaign

Yes: Full ☐    Some ☐    Token ☐                      No ☐                      Maybe ☐  
Comments:



## Community Organizing/Anti-Racism

### 5. National Lawyers Guild- Los Angeles

\$2000

8124 W. 3rd Street, #201, Los Angeles, CA 90048 James Lafferty 213-653-4510

Funding for data gathering and training project by Small Claims Court Police Abuse Clinic to organize against police misconduct.

Yes: Full \_\_\_\_ Some \_\_\_\_ Token \_\_\_\_ No \_\_\_\_ Maybe \_\_\_\_

Comments:

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Comments:

## Economic Justice

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Comments:



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Donna Nicolino

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No \_\_\_\_

Maybe \_\_\_\_

Comments:

**Environmental**

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Maybe \_\_\_\_

Comments:

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Anne Petermann

802-863-0571

Funding for campaign to ban the aerial herbicide spraying of Vermont forests as the kickoff for a campaign for perpetually sustainable forests.

Yes: Full \_\_\_\_ Some \_\_\_\_ Token \_\_\_\_

No \_\_\_\_

Maybe \_\_\_\_

Comments:

**12. Political Ecology Group**

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Brad Erickson 415-777-3488

General support for the Immigration and Environment Campaign to build coalitions to ban acute toxic methyl bromide

Yes: Full \_\_\_\_ Some \_\_\_\_ Token \_\_\_\_

No \_\_\_\_

Maybe \_\_\_\_

Comments:



## Gay Lesbian/Bisexual

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\$1000

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Funding for Project Free Your Mind, an anti-homophobia outreach campaign in high schools and middle schools throughout Ohio

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Comments:

## Labor

### 14. U.S./Guatemala Labor Education Project (US/GLEP)

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Yes: Full \_\_\_\_ Some \_\_\_\_ Token \_\_\_\_ No \_\_\_\_ Maybe \_\_\_\_

Comments:

## Media/Culture

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Comments:

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1352 Lowell Road, Schenectady, NY 12308 Debbie Maxwell 518-393-4002

Funding to purchase audio and video tapes to support the "Capital District Progressive Radio" program

Yes: Full \_\_\_\_ Some \_\_\_\_ Token \_\_\_\_ No \_\_\_\_ Maybe \_\_\_\_

Comments:



## **Native American**

### **17. Friends of Nitassinan**

**\$1000**

P.O. Box 804, Burlington, VT 05402 John Clark 802-425-3820

General support for the "Nitassinan News" which informs the international community about the struggles of the Innu people and which provides information on how to counter domination of indigenous peoples and industrialization of wildlands.

Yes: Full \_\_\_\_ Some \_\_\_\_ Token \_\_\_\_ No \_\_\_\_ Maybe \_\_\_\_

Comments:

## **Peace/Anti-Militarism**

### **18. Brandywine Peace Community**

**\$1000**

P.O. Box 81, Swarthmore, PA 19081 Robert Smith 610-544-1818

To fund a campaign project series observing the 20th anniversary of BPC and focusing on nonviolent direct actions at war-making industries in the Delaware Valley

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Comments:

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235 East Fountain Blvd., Colorado Springs, CO 80903 Mary Bauer 719-632-6189

Funding to purchase a computer to aid in publication of "Active for Justice" which looks at anti-military organizing and other related peace/social justice issues

Yes: Full \_\_\_\_ Some \_\_\_\_ Token \_\_\_\_ No \_\_\_\_ Maybe \_\_\_\_

Comments:

## **Youth**

### **20. D.C. Student Coalition Against Racism (D.C. SCAR)**

**\$1000 Grant/\$500 loan**

P.O. Box 18291, Washington, DC 20036 Ray Davis 202-483-4593

General support for the Organizing Internship Program which organizes college and high school students to struggle against racism on a local and international level. A loan is requested to support the "Paul Robeson Week of Racial and Ethnic Harmony"

Yes: Full \_\_\_\_ Some \_\_\_\_ Token \_\_\_\_ No \_\_\_\_ Maybe \_\_\_\_

Comments:



**21. Houston Committee for Youth and Nonmilitary Opportunities**

**\$1000**

850 Jaquet Drive, Bellaire, TX 77401 Bob Henschen 713-661-9889

To support the continuation of a counter-recruitment project in the Houston Independent School district including display racks of literature, posters, and tabling.

Yes: Full \_\_\_\_ Some \_\_\_\_ Token \_\_\_\_

No \_\_\_\_

Maybe \_\_\_\_

Comments:

**Total Number of Grants: 21**

**Total Amount Requested: \$19,703 (grants) \$500 (loan)**

**Total Allocation for Cycle: \$12,600**

**Total Allocated: \$**



## NOT ON AGENDA

### Decision Review Requests

#### 1. How on Earth!

\$1000

Marianne Roberts, P.O. Box 339, Oxford, PA 19363-0339

For winter issue of youth activist magazine which will focus on women's issues

Original Reason: Are able to get almost \$94,000 in grants. Budget is almost \$250,000 and got \$200,000 of it as in-kind donations. Magazine fairly mainstream. Nickname is "HOE!"

New Decision: Still too big, even though get in-kind donations. Still mainstream. Wish good luck.

#### 2. New York Coalition to Free Mumia Abu-Jamal

\$1000

c/o IFCO, 412 W. 145th Street, New York, NY 10031 Karen Taylor 212-927-8881

General support for a fundraising event entitled "For Mumia: An Evening of Poetry and Jazz"

Reason: 75% of profits from event to go to legal defense costs.

New Decision: Asked for loan for same project instead. Denied for same reasons as original decision.

### New Requests

#### 1. 21st Educational Alliance, Inc.

\$1000

P.O. Box 13411, Flint, MI 48501-3411 Estella Simpkins 810-744-3025

To purchase a xerox machine to support newly forming organization which seeks to give scholarships to prisoners for higher education study and give educational advisory services

Reason: Mostly service oriented. No organizing.

#### 2. Amnesty International and the Elderly Program

\$280

P.O. Box 731, East Stroudsburg University, East Stroudsburg, PA 18301 Heather Giamboi 717-422-4797

General support for a Human Rights Day Celebration honoring students who use the privilege of freedom and human rights

Reason: Not an organizing project. Encourage them to come back.

#### 3. Campaign for Real Economic Development (CREED)

\$1000

339 Lafayette Street, #8, New York, NY 10012 Greg Wilpert 212-569-8812

General support for a conference entitled "Shutting Down the Global Sweatshop: Alternatives and Resistance to the Neo-liberal Program" and a newsletter

Reason: Never returned Progress Report from last grant. Two reminder letters sent and phone call made.

#### 4. Ellsworth and Associates

\$1000

P.O. Box 724, Marrero, LA 70073 Gezanne Schmidt 504-341-8070

Funding for newsletters and brochures to inform disabled veterans and the elderly that there are options to institutionalized care provided by this organization

Reason: Provision of services only. Contact to ADAPT and send September NL on disability activism.

#### 5. Florida Prisoners Legal Aid Organization

\$940

14365 E. Colonial Drive, Orlando, FL 32826 Teresa Burns 407-306-6211

Funding to apply for non-profit status, do outreach for prison newsletter and provide free subscriptions to prisoners

Reason: Mostly services, no organizing. No sample of newsletter. Postpone and send prison issue of NL



**6. Four Corners Productions**

\$1000

580 Broadway, #906, New York, NY 10012 Herman Engel 212-941-6311

Funding to distribute video entitled "Would You Cross A Picket Line" to high school students and on educational television

Reason: Not a group, two independent video producers. No plan for distribution in schools.

**7. Global Exchange**

\$1000

2017 Mission Street, #303, San Francisco, CA 94110 Nadya Williams 415-255-7296

To fund the distribution of a video on Indonesian labor and human rights struggles entitled "Indonesia: Islands on Fire"

Reason: \$1M budget. Too big.

**8. Institute for Wisconsin's Future**

\$1000

759 North Milwaukee Street, #212, Milwaukee, WI 53202 Karen Royster 414-278-8852

Funding for community leadership training for statewide campaign to alert and mobilize parents and concerned citizens around the severe inequalities in educational opportunities

Reason: Just got one year grant of \$110,000 for this project (makes budget over \$200,000). Come back next year after grant expires.

**9. Neighborhood Services, Inc**

\$1000

730 8th Avenue, Room 208, Birmingham, AL 35204 Rayanthnee Patterson 205-251-0734

Funding for Biennial Membership Meeting where training and networking of low income community members will occur.

Reason: Budget over \$600,000. Lots of traditional funding.

**10. Northern Maine Indian Association**

\$700

2405 Fullerton Road, Monticello, ME 04760 Richard Dyer 207-538-0956

Funding for tax exempt filing fees, stationery and a computer for group which seeks to organize off-reservation Indians

Reasons: No clear project. If do organize, is mostly to gain access to services. Come back with organizing for social change (v. access to status quo) project.

**11. PeaceWorks- Kansas City**

\$884

4509 Walnut, Kansas City, MO 64110 Kris Cheatum 816-561-1181

Funding for "Seek Peace and Justice: Vote 96" voter registration and get out the vote campaign

Reason: Elections are over. Poor answers to Question #10.

**12. People's Movement for a Better Community**

\$1000

10132 Tribit Street, St. James, LA 70086 Rev. Welma Jackson 504-473-6274

General Support for group which organizes for social change through the provision of social services, voter registration drives and scholarships

Reason: No concrete organizing project. Condescending view of "raising people up"

**13. Pride Senior Network**

\$920

1756 Broadway, #11H, New York, NY 10019 Ellen Ensig-Brodsky 212-757-3203

Funding to cover the costs of a newsletter and advocacy materials around issues of the gay and lesbian population as it grows older

Reason: No organizing project. Mostly about gaining access to services. Come back if concrete project.



**14. Queering the South Conference**

\$1000

P.O. Box 15470, Atlanta, GA 30333

404-371-0296

Funding for a regional conference on southern lesbian, gay, bisexual and transgender issues which will coincide with Atlanta's Lesbian and Gay Pride Weekend

Reason: Not a long term group. formed only for conference. No organizing. Come back for next steps.

**15. Southern Arizona People's Law Center**

\$1000

611 North Fourth Avenue, Tucson, AZ 85705 Paul Gattone 620-623-7306

Funding to answer inmate requests for advice, copies of statutes, advocacy on specific problems or the right to organize

Reason: No organizing project. Mostly social services/legal services. Come back with project.

**16. Tenants Union**

\$910

3902 S. Ferdinand Street, Seattle, WA 98118 Sara Koopman 206-722-6848 x104

Funding to purchase 100 privacy alarms for campaign to keep landlords from entering tenants' apartments without permission

Reason: Too big. Budget almost \$200,000 with half from government.

**17. Wellesley Lesbians, Bisexuals, Transgenders and Friends**

\$1000

106 Central Street, Wellesley College, Wellesley, MA 02181 Leah Eckelberger (617) 283-4033

Funding to support Lesbian, Bisexual and Transgender Week (Lesbitrans) at Wellesley College which will celebrate, educate and speak out on issues related to the diversity, pride and history of the community

Reason: University supported. Able to get money from students and faculty. Narrow political vision.



To: Resist Board Members

From: The Personnel Committee

In Re: Addendum to Personnel Committee Policy

Date: November 15, 1996

The Personnel Committee met on November 13 to discuss three areas that the staff pointed out have not been adequately dealt with in the current version of the Personnel Policy: hiring of temporary part time employees; annual raises; and bonuses, both for regular full time staff. What follows is a proposed new section for the Personnel Policy and then how we would like to apply this section this year.

Although we will need an official vote for the policy change at the December Board meeting, we suggest that the application of the policy go forward before that time to give the staff due compensation in a timely fashion.

#### Addendum to Resist Personnel Policy: December 1996

##### I. Part Time Employees

[The staff have found themselves often working more than a regular schedule and have requested extra help.]

From time to time staff may hire temporary part time employees to help with ad hoc tasks that accumulate in the office. These part-timers will be considered temporary employees and should not be the same person all the time to avoid an expectation of regular hours assigned to a single individual. Temporary part time work will not exceed 32 hours per month. The rate of pay will be \$10/ hour with no benefits and will not be automatically subject to COLA and raises.

The purpose of temporary part time work is to deal with accumulated tasks that the current staff has not had time to complete, not to carry out regular assignments.

This will be tried for one year and then reconsidered.



Staff will submit quarterly reports to the Personnel Committee on the effectiveness of this plan.

## II. Salary Increases

[The Personnel Policy states that permanent staff are entitled to a raise pending the results of their annual evaluation, but it does not specify the amount, nor does it indicate whether raises increase indefinitely. In the past staff have suggested their own raise amounts. This policy shifts the responsibility for this task to the Personnel Committee.]

In addition to a Cost of Living Adjustment (COLA) to be applied to permanent staff salaries in January, staff with positive annual evaluations will be eligible for annual raises to be applied on the anniversary dates of a staff member's employment. The amount of this raise will be determined annually by the Personnel Committee. There will be five annual opportunities for raises; at that point the maximum amount of salary will have been reached, except for COLA and bonuses.

In 1996 the raise will be 2 1/2% of the COLA adjusted salary for 1996.

## III. Bonuses

[There is no mention of bonuses in the current policy, although in the past staff have suggested them and the Board has voted to approve them.]

Permanent staff shall be eligible for bonuses at the end of the calendar year, but bonuses are not automatic every year. The Personnel Committee shall determine the amount of any bonus and shall notify the staff by December of any year in which a bonus is offered. In the future, bonuses should be kept to under 2% of the salary.

In 1996, because of the difficulties in the safety of the office and the extra work involved in the need to seek alternative office space, each permanent staff shall receive a bonus of \$500.



A call to

# RESIST

illegitimate authority

One Summer Street, Somerville, Massachusetts 02143

617/623-5110

Frank Brodhead  
Robin Carton  
Pam Chamberlain  
Connie Chan  
Bell Chevigny  
Noam Chomsky  
Kate Cloud  
Tess Ewing  
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Henry Rosemont  
Carol Schacher  
Rena Scott  
Cheryl Smith  
Amy Swerdlow  
Ken Tangvik  
Rene Valle  
Berger Vickers  
Nancy Wechsler  
Fran White

## Proposed Resist Board Meetings 1997:

Date:	Location	Deadline for Proposals:
February 2, 1997	Boston	December 27, 1996 (Fri.)
March 16, 1997	Boston	January 31, 1997 (Fri.)
May 4, 1997	New York City	March 14, 1997 (Fri.)
June 22, 1997	Boston	May 2, 1997 (Fri.)
August 10, 1997 <sup>1</sup>	Boston	July 20, 1997 (Fri.)
September 21, 1997	Boston	August 8, 1997 (Fri.)
November 2, 1997	New York	September 19, 1997 (Fri.)
December 14, 1997	Boston	October 31, 1997 (Fri.)

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<sup>1</sup>Sub-Committee of Board only to determine grant awards.



A call to **RESIST** illegitimate authority

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Fran White

**Board Meeting - December 8, 1996 - 11:00 a.m.**

**Place: Louis Kampf's apartment**

**14 Glenwood Avenue**

**Cambridge, MA 02139**

**(617) 492-3468**

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 are \$200.

#### **AGENDA**

##### **Finances**

Finance report

Forgery up-date

Fundraising/Income

##### **Newsletter**

##### **PDF Conference Report Back**

##### **Personnel Committee**

##### **Select Chair/New Meeting site/Agenda**

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

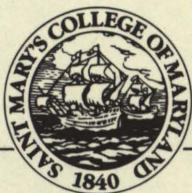
#### **EMERGENCY GRANTS**

We gave no Emergency Grants out this cycle.

#### **GRANT REQUESTS**

Please consider giving out Cohen and Salzman endowment grants. We also received 17 additional requests which are not on the agenda and two reconsideration requests which were denied.





# St. Mary's College of Maryland

St. Mary's City, Maryland 20686

11/27

DIVISION OF HUMAN DEVELOPMENT  
Department of Educational Studies  
Department of Philosophy and Religious Studies  
Department of Psychology

Dear Carol & Robin :

Just received the agenda for the December meeting. For whatever 'it' worth, I'd like to put my oar in on the following:

(1) D.C. SEAR (#20) continues to be a progressive presence at UDC, Howard, & several local high schools; I support their work fully.

(2) I also support the Addenda to the Personnel Policy, except that I would recommend the 1996 bonus be \$750 rather than \$500. Not only has efficiency been enhanced, new directions have been taken with needed energy & commitment, but all this has been done in an atmosphere of warmth & friendliness that I personally have not experienced for the past several years. And all of this is being done under highly adverse working conditions!

I will try to attend the March 16<sup>th</sup> meeting in Boston if at all possible. And I'd still like to learn from Carol what gaffes in the December Newsletter I missed - my father was a proofreader by trade, & I don't want his shade embarrassed.

Warmly,  
Hank





A call to **RESIST** illegitimate authority

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**AGENDA**

**Finances**

Finance report  
Forgery up-date  
Fundraising/Income

**Office Issues**

New office search  
Utilization of current space

**Newsletter**

**PDF Conference Report Back**

**Board Contract**

**Personnel Committee**

**Select Chair/New Meeting site/Agenda**

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

**\*\*\*\*Looks like we will need to change locations- Louis is having some painting done at his house which will interfere with our "comfort and enjoyment" of his living room. We will let you know as soon as possible where we will be meeting.**



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## BOARD MEMBERS JOB DESCRIPTION

Members of the Board of Directors are in agreement with the mission and goals of Resist and 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 **respond** as appropriate.
2. [Boston area Board members] **attend** all regularly scheduled and special Board meetings held in Boston, and **participate** in the proceedings. [All other Board members] will **attend** all regularly scheduled meetings in New York, and to the extent possible, 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 **financial contribution** to Resist according to personal ability.
6. **Participate in fund raising** activities for Resist.
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 deemed confidential given to members of the Board.
12. Take **initiative** and provide **leadership** in a proactive manner.

Date: \_\_\_\_\_

\_\_\_\_\_  
Signature





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St. Mary's City, Maryland 20686

11/27

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## Minutes

### Board Meeting

December 8, 1996 - 11:00 a.m.

Present: Eileen Bolinsky, Robin Carton (minutes), Pam Chamberlain, Ken Hale, Louis Kampf, June Lee (minutes), Marc Miller (chair), Carol Schachet.

## AGENDA

### 1. Finances

#### a. Finance report

No finance report was available due to the problems in relocating the office. Robin will send one out as soon as it is ready- hopefully by the end of next week.

#### b. Forgery up-date

Fleet Bank has not been very helpful so far. After the investigator failed to return numerous phone calls, Carol spoke with her supervisor in an attempt to move the process along. At this point, Fleet has looked only at the direct deposits into the account. There are no checks payable to Resist deposited directly. They have not looked at the ATM deposits yet. To date, all forged checks that we have uncovered have only been deposited via an ATM. Hopefully this information will be available soon. We will also need to figure out how to contact donors about this issue.

#### c. Fundraising/Income

Carol sent out a house appeal to our own internal list of donors (also called an ABC mailing) last month. It is doing fairly well so far. She also did a controlled outreach to people who haven't given in the last few years in which she sent out about 4,000 brochures. We have gotten about 20 returns so far and the mailing has paid for itself already. The December Newsletter is now out, but a week later than normal. This means we will have a week less of donations arriving this year.

### 2. Office Issues

#### a. New office search

Robin and Carol thought they found a new space, but due to the extended nature of making decisions, the landlord says it is no longer available. Robin has contacted a broker who is helping them look for space. No strong leads exist now. Carol and Robin urgently need help with finding a new space. They can't keep up with their regular work and office hunt at the same time. Louis can help screen places when he is in town, but he will not be available for a while. Marc suggested that staff send out a list of space criteria and locations to Board members in the



hope that some one will have a suggestion. We will try again for space in the Gorin Building in Davis Square- Pam will call Roz Gorin whom she went to school with. It is not a requirement that we move with *Dollars & Sense*. Staff needed the Board to make a decision about whether we should move into handicapped accessible space- whether it was a priority or a requirement. Eileen felt that if issues of accessibility and support of disability rights is a strong principle for us (and for groups we fund)- we need to hold ourselves accountable as well. June stated that if we move into space that is not accessible we will preclude hiring staff who may have disabilities. Robin mentioned that it also creates a problem for some grantees who might want to use the grant library. The Board voted that accessible space is a requirement, not merely a priority- a reaffirmation of our political beliefs.

b. Utilization of current space

Carol is frustrated with not having an office and finds that it is making her job very difficult. She felt that it would be important for the Board to provide some guidance about using the current office. There is still an oil smell in the air, partly due to some of the abatement work being done in the basement. A return to use of the space raised health issues, the potential to pay rent again and whether this meant that we would have to give three months notice before we left. Robin still does not want to go back in and work. The Board reluctantly gave Carol the ability to make her own decision whether to return to work in the building. The Board voted that Resist would continue to withhold rent, but will re-examine this decision if Somerville Community Corporation requires Resist to pay rent based upon Carol's use of the office. The Board suggested Carol put information in about our space problem in a letter to the pledges in the hopes of getting space suggestions and as a plea to offset our additional costs.

3. **Newsletter**

The January *Newsletter* will not have one theme, but will include a variety of articles. It will have two articles on affirmative action- one a reprint from *Sojourner* and the other from out grantee Californians for Justice. There will also be an article on the new Guatemalan peace accords written by someone at the Washington Office on Latin America (where George Vickers works). Carol will try to convene the *Newsletter* committee in January.

4. **PDF Conference Report Back**

Eileen, Carol and Robin attended the full 2 ½ day workshop on Organizational Development and Pam came for an afternoon. Resist gave partial funding for five grantees to attend. A number of ideas were helpful and could be discussed at a retreat in the Spring. Some issues that arose included: the need to diversify fundraising, a re-evaluation of outreach done to grantees and donors about Newsletter for accountability. Carol felt it was very useful for us and we got very positive feedback from grantees. Pam felt it was important to see grantees who were still committed and excited about their work. It did raise the issue of the need for a stock taking in the organization and how to look towards the future. The Board followed up on the New York meeting suggestion that we use the May meeting for a retreat. It should not be open-ended and should have concrete objectives. Eileen, Pam, and Louis will look at putting a proposal together.

5. **Board Contract**

The Board originally decided to create a contract during the time when we were recruiting new members this year. All new members were asked to sign this agreement reflecting the responsibilities of Board members. The contract was designed as a guide for members and attempts to be flexible in looking at the differing needs of long term v. New



members. Board members signed the Board contract at the meeting and Robin/Carol will encourage others to return their copies. Eileen raised the question of how the contract would be used and what happens if people are not able to maintain their commitments. The Board development committee will look at this issue.

**6. Personnel Committee**

**a. Raise/Bonus recommendation**

There are three sections in the memo which address issues raised by the staff. Part time help, raises and bonuses. All are outlined in the memo attached and its modification submitted by Tess. Robin and Carol expressed some concerns about the policies as presented. Particularly related to how part time/temporary people are hired given the amount of overtime they are still accumulating. Robin expressed that overtime is no longer related to a learning curve, and that compressing the equivalent of 2 ½ positions (shared by four people) into 2 positions was still problematic. Ken felt that the basic needs of the organization have been defined and the Board should look at how to make the work manageable within forty hours. Suggestions proposed included: hiring new people, having less grant cycles or publishing fewer newsletters. Adjust what we do to make work/staff fit. Marc suggested that we just use the first and last sentences of the Part Time Employees clause. Marc also suggested that pacing caps on salary and bonus did not make sense given that Board has financial oversight every year of these decisions. He felt that the Board has responsibility to always act in a fiscally responsible manner and so can determine raises/salaries on an annual basis. Eileen felt that she needed to hear how these decisions had real impact in terms of the amount of money required to be spent for raises, bonuses, rent, etc. Marc suggested that instead of looking at what we shouldn't do- we should create a criteria for giving out raises/benefits. Salaries/benefits should be re-evaluated every year and tied to the fiscal health of the organization. Marc suggested that only the raises and bonuses be voted on and that part time hours be referred back to the personnel committee for more discussion. Salary was voted on at 2 ½ % and bonus at \$750 (an amendment recommended by Hank and still fiscally sound). Input was to be gathered from members about the criteria to be used in determining salary/bonuses and part time staff. Marc proposed that the staffing format be discussed at the retreat, along with the future direction of the organization. Could look at structure of the work that's done within context of Resist's vision and goals. The first and last sentence (of the first paragraph) and second paragraph of the Part Time Employees clause was approved.

From time to time staff may hire temporary part time employees to help with ad hoc tasks that accumulate in the office. The rate of pay will be \$10/hour with no benefits and will not be automatically subject to COLA and raises.

The purpose of temporary part time work is to deal with accumulated tasks that the current staff has not had time to complete, not to carry out regular assignments.

**7. Select Chair/New Meeting site/Agenda**

Louis will host meeting at his house on February 2. Eileen will chair at least the first half of the meeting. If she needs to go to work that day, another person will chair the second half.



**DECEMBER 1996  
GRANT DECISIONS**

**Central, Latin America and the Caribbean**

**1. Ecumenical Program on Central America and the Caribbean (EPICA) \$300**

1470 Irving Street, NW, Washington, DC 20010      Scott Wright      202-332-0292

To purchase a laser printer, replacing one which was stolen, and to print a publications catalog for solidarity organization working around Central American and Caribbean issues.

Comments:

**SOME**

There were some concerns about the size of the budget- now \$110,000, next year \$115,000. Given the work they do, we will fund them but send a letter saying they are now out of our budget range.

**2. International Service for Peace (SIPAZ)**

P.O. Box 2415, Santa Cruz, CA 95063      Phil McManus      408-425-1257

Funding for group which seeks to move peace process forward in Chiapas to purchase a computer to support reports and alerts and to exchange information with allies in Mexico

Comments:

**NO**

Resist doesn't fund organizations with no component in the U.S. - i.e. educational/organizing within U.S.; lukewarm reference. Get mostly religious funding. No broad social justice vision. No with a letter stating that if they add a more significant U.S. organizing component they should reapply.

**3. New York CISPES \$1000**

19 W. 21st Street, Room 502, New York, NY 10010      Phil Josselyn      212-645-5230

Funding for the "Educate and Advocate for Working People's Rights" campaign.

Comments:

**YES**

Funded before; doing same work. Should look at a copy of their policy on their commitment to dismantling oppressive behaviors.

**4. Wisconsin Coordinating Council on Nicaragua \$300**

P.O. Box 1534, Madison, WI 53701      Judith Siers      608-257-7230

Funding to support visit of the "Ocho de Marzo" Women's Theater Project, which is part of the year long Building hope/Construyendo Esperanza campaign

Comments:

**SOME**

Budget is \$114,000. Funded this before. What's the development project and loan fund? There is some ambiguity in the nature of their work in Nicaragua because of incoming regime. Lack of focus of Women's Theater Project- not clear on purpose. Not clear what hope to achieve. Outcome is to raise money for a shelter, which might be more social services related. No charge for shows to offset costs.



## **Community Organizing/Anti-Racism**

### **5. National Lawyers Guild- Los Angeles**

8124 W. 3rd Street, #201, Los Angeles, CA 90048      James Lafferty 213-653-4510

Funding for data gathering and training project by Small Claims Court Police Abuse Clinic to organize against police misconduct.

Comments:

**NO**

One person show. Repetitive service. Some collaboration but hard to find that out. Not an organizing project.

### **6. North Carolina Farmworkers' Project**

**\$1000**

P.O. Box 352, Benson, NC 27504      Wilfredo Rivera      919-894-7406

Funding to purchase a laser printer and copier to support group organizing/training farmworkers

Comments:

**YES**

Concerns about response to reproductive rights and gay/lesbian liberation and big money. Most big money temporary. Impressed with changes made to diversify board - majority farmworkers. What is group doing beyond education of rights? Working with progressive, organizing groups. Send standard #10 letter about positions.

## **Economic Justice**

### **7. Cape Cod Alliance for Real Democracy (CCARD)**

P.O. Box 314, Harwichport, MA 02646      Lynn Hiller      508-487-1035

General support for an Alternative Economics Fair which will present working examples for meeting human needs in just and ecologically sound ways

Comments:

**NO**

Not an organizing project. Mostly look at electoral politics. Come back with future organizing project.

### **8. Democracy Unlimited of Wisconsin Cooperative**

29 East Wilson Street, #201, Madison, WI 53703      Mark Fick      608-255-6629

Funding to publish a newsletter entitled "The Democracy Unlimited News Dispatch" which focuses on corporate power and organizing for corporate change.

Comments:

**NO**

Not exciting, bland project. New idea, maybe token/encourage for future. Responses to parts of #10 are problematic ("special privileged group" language). Not clear how will do some of suggested acts. Too vague. No grassroots movement/action. No realistic strategy for influencing corporate America. Come back with organizing project.



**9. Thread City Currency Committee**

**\$500**

120 Oak Street, Willimantic, CT 06226

Donna Nicolino

Start up funding for and alternative currency project entitled "Thread City Bread" based upon the Ithaca Hour

Comments:

**YES/\$500**

Concern about long term coalitions - progressive movements or anyone. Currency projects appeal to the right as well as the left. Organizer has history of being progressive organizer.

**Environmental**

**10. Citizens Awareness Network**

**\$1000**

Box 83, Shelburne Falls, MA 01370 Debby Katz 413-339-8768

Funding to purchase a computer to support organizing efforts around health hazards affiliated with nuclear waste

Comments:

**YES**

Strong group. Funded before.

**11. Eastern North American Native Forest Network**

**\$1000**

19 Church Street, Suite 7, Burlington, VT 05402 Anne Petermann 802-863-0571

Funding for campaign to ban the aerial herbicide spraying of Vermont forests as the kickoff for a campaign for perpetually sustainable forests.

Comments:

**YES**

Strong recommendations

**12. Political Ecology Group**

**\$1000**

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

General support for the Immigration and Environment Campaign to build coalitions to ban acute toxic methyl bromide

Comments:

**YES**

Strong recommendations. Funded before.

**Gay Lesbian/Bisexual**

**13. PFLAG-Toledo**

**\$300**

P.O. Box 4619, Toledo, OH 43620 Pam Allen-Thompson 419-241-7614

Funding for Project Free Your Mind, an anti-homophobia outreach campaign in high schools and middle schools throughout Ohio

Comments:

**SOME**

Concerns about lack of plan for access to schools, video project, educational project. Letter about wanting more specific information about plan to get into schools.



## **Labor**

### **14. U.S./Guatemala Labor Education Project (US/GLEP)**

**\$1000**

P.O. Box 268-290, Chicago, IL 60626 Stephen Coats 312-262-6502

Funding for continued assistance to STITCH which develops relationships between women workers and women's rights advocates in North America and Guatemala

Comments:

**YES**

Concern about lack of position on reproductive rights. Generally support groups that do not ignore question or take a stand against it. At some point this is a group that should be off list - funded four times.

## **Media/Culture**

### **15. Institute for Global Education**

1400-B Lake Drive, S.E., Grand Rapids, MI 49506-1710

Bill Van Lopik 616-454-1642

To purchase documentaries for video library which can be aired on local cable access channel and will include information on how to get involved with various issues

Comments:

**NO**

Never sent list of what purchasing. Rather spend on more grassroots project. No organizing component.

### **16. March 19th Coalition**

1352 Lowell Road, Schenectady, NY 12308

Debbie Maxwell

518-393-4002

Funding to purchase audio and video tapes to support the "Capital District Progressive Radio" program

Comments:

**NO**

Very negative recommendations.

## **Native American**

### **17. Friends of Nitassinan**

**\$1000**

P.O. Box 804, Burlington, VT 05402 John Clark 802-425-3820

General support for the "Nitassinan News" which informs the international community about the struggles of the Innu people and which provides information on how to counter domination of indigenous peoples and industrialization of wildlands.

Comments:

**YES**

Strong positive recommendations.



## Peace/Anti-Militarism

### 18. Brandywine Peace Community

**\$300**

P.O. Box 81, Swarthmore, PA 19081 Robert Smith 610-544-1818

To fund a campaign project series observing the 20th anniversary of BPC and focusing on nonviolent direct actions at war-making industries in the Delaware Valley

Comments:

**YES**

Letter about diversity. Need to pay attention to, mentioned more clearly.

### 19. Pikes Peak Justice and Peace Center

**\$1000**

235 East Fountain Blvd., Colorado Springs, CO 80903 Mary Bauer 719-632-6189

Funding to purchase a computer to aid in publication of "Active for Justice" which looks at anti-military organizing and other related peace/social justice issues

Comments:

**YES**

## Youth

### 20. D.C. Student Coalition Against Racism (D.C. SCAR)

**\$1000 Grant/\$500 loan**

P.O. Box 18291, Washington, DC 20036 Ray Davis 202-483-4593

General support for the Organizing Internship Program which organizes college and high school students to struggle against racism on a local and international level. A loan is requested to support the "Paul Robeson Week of Racial and Ethnic Harmony"

Comments:

**YES/Grant**

Strong history, good work and good recommendations. Yes for grant.

**NO/Loan**

What is loan for? Seems like it is too soon. If it is for fundraising, build-up finances may be okay but sounds like for next year event or something in the past? Loan clarification needed.

### 21. Houston Committee for Youth and Nonmilitary Opportunities

**\$1000**

850 Jaquet Drive, Bellaire, TX 77401 Bob Henschen 713-661-9889

To support the continuation of a counter-recruitment project in the Houston Independent School district including display racks of literature, posters, and tabling.

Comments:

**YES**

References positive, important work, network to youth - some concern about this connection, esp. youth of color.

**Total Number of Grants: 21**

**Total Amount Requested: \$19,703 (grants) \$500 (loan)**

**Total Allocation for Cycle: \$12,600**

**Total Allocated: \$11,700 / 15 grants**



## NOT ON AGENDA

### Decision Review Requests

#### 1. How on Earth!

\$1000

Marianne Roberts, P.O. Box 339, Oxford, PA 19363-0339

For winter issue of youth activist magazine which will focus on women's issues

Original Reason: Are able to get almost \$94,000 in grants. Budget is almost \$250,000 and got \$200,000 of it as in-kind donations. Magazine fairly mainstream. Nickname is "HOE!"

New Decision: Still too big, even though get in-kind donations. Still mainstream. Wish good luck.

#### 2. New York Coalition to Free Mumia Abu-Jamal

\$1000

c/o IFCO, 412 W. 145th Street, New York, NY 10031 Karen Taylor 212-927-8881

General support for a fundraising event entitled "For Mumia: An Evening of Poetry and Jazz"

Reason: 75% of profits from event to go to legal defense costs.

New Decision: Asked for loan for same project instead. Denied for same reasons as original decision.

### New Requests

#### 1. 21st Educational Alliance, Inc.

\$1000

P.O. Box 13411, Flint, MI 48501-3411 Estella Simpkins 810-744-3025

To purchase a xerox machine to support newly forming organization which seeks to give scholarships to prisoners for higher education study and give educational advisory services

Reason: Mostly service oriented. No organizing.

#### 2. Amnesty International and the Elderly Program

\$280

P.O. Box 331, East Stroudsburg University, East Stroudsburg, PA 18301 Heather Giamboi 717-422-4797

General support for a Human Rights Day Celebration honoring students who use the privilege of freedom and human rights

Reason: Not an organizing project. Encourage them to come back.

#### 3. Campaign for Real Economic Development (CREED)

\$1000

339 Lafayette Street, #8, New York, NY 10012 Greg Wilpert 212-569-8812

General support for a conference entitled "Shutting Down the Global Sweatshop: Alternatives and Resistance to the Neo-liberal Program" and a newsletter

Reason: Never returned Progress Report from last grant. Two reminder letters sent and phone call made.

#### 4. Ellsworth and Associates

\$1000

P.O. Box 724, Marrero, LA 70073 Gezanne Schmidt 504-341-8070

Funding for newsletters and brochures to inform disabled veterans and the elderly that there are options to institutionalized care provided by this organization

Reason: Provision of services only. Connect to ADAPT and send September NL on disability activism.

#### 5. Florida Prisoners Legal Aid Organization

\$940

14365 E. Colonial Drive, Orlando, FL 32826 Teresa Burns 407-306-6211

Funding to apply for non-profit status, do outreach for prison newsletter and provide free subscriptions to prisoners

Reason: Mostly services, no organizing. No sample of newsletter. Postpone and send prison issue of NL



- 6. Four Corners Productions** \$1000  
580 Broadway, #906, New York, NY 10012 Herman Engel 212-941-6311  
Funding to distribute video entitled "Would You Cross A Picket Line" to high school students and on educational television  
Reason: Not a group, two independent video producers. No plan for distribution in schools.
- 7. Global Exchange** \$1000  
2017 Mission Street, #303, San Francisco, CA 94110 Nadya Williams 415-255-7296  
To fund the distribution of a video on Indonesian labor and human rights struggles entitled "Indonesia: Islands on Fire"  
Reason: \$1M budget. Too big.
- 8. Institute for Wisconsin's Future** \$1000  
759 North Milwaukee Street, #212, Milwaukee, WI 53202 Karen Royster 414-278-8852  
Funding for community leadership training for statewide campaign to alert and mobilize parents and concerned citizens around the severe inequalities in educational opportunities  
Reason: Just got one year grant of \$110,000 for this project (makes budget over \$200,000). Come back next year after grant expires.
- 9. Neighborhood Services, Inc** \$1000  
730 8th Avenue, Room 208, Birmingham, AL 35204 Rayanthnee Patterson 205-251-0734  
Funding for Biennial Membership Meeting where training and networking of low income community members will occur.  
Reason: Budget over \$600,000. Lots of traditional funding.
- 10. Northern Maine Indian Association** \$700  
2405 Fullerton Road, Monticello, ME 04760 Richard Dyer 207-538-0956  
Funding for tax exempt filing fees, stationery and a computer for group which seeks to organize off-reservation Indians  
Reasons: No clear project. If do organize, is mostly to gain access to services. Come back with organizing for social change (v. access to status quo) project.
- 11. PeaceWorks- Kansas City** \$884  
4509 Walnut, Kansas City, MO 64110 Kris Cheatum 816-561-1181  
Funding for "Seek Peace and Justice: Vote 96" voter registration and get out the vote campaign  
Reason: Elections are over. Poor answers to Question #10.
- 12. People's Movement for a Better Community** \$1000  
10132 Tribit Street, St. James, LA 70086 Rev. Welma Jackson 504-473-6274  
General Support for group which organizes for social change through the provision of social services, voter registration drives and scholarships  
Reason: No concrete organizing project. Condescending view of "raising people up"
- 13. Pride Senior Network** \$920  
1756 Broadway, #11H, New York, NY 10019 Ellen Ensig-Brodsky 212-757-3203  
Funding to cover the costs of a newsletter and advocacy materials around issues of the gay and lesbian population as it grows older  
Reason: No organizing project. Mostly about gaining access to services. Come back if concrete project.



**14. Queering the South Conference**

\$1000

P.O. Box 15470, Atlanta, GA 30333 404-371-0296

Funding for a regional conference on southern lesbian, gay, bisexual and transgender issues which will coincide with Atlanta's Lesbian and Gay Pride Weekend

Reason: Not a long term group. formed only for conference. No organizing. Come back for next steps.

**15. Southern Arizona People's Law Center**

\$1000

611 North Fourth Avenue, Tucson, AZ 85705 Paul Gattone 620-623-7306

Funding to answer inmate requests for advice, copies of statutes, advocacy on specific problems or the right to organize

Reason: No organizing project. Mostly social services/legal services. Come back with project.

**16. Tenants Union**

\$910

3902 S. Ferdinand Street, Seattle, WA 98118 Sara Koopman 206-722-6848 x104

Funding to purchase 100 privacy alarms for campaign to keep landlords from entering tenants' apartments without permission

Reason: Too big. Budget almost \$200,000 with half from government.

**17. Wellesley Lesbians, Bisexuals, Transgenders and Friends**

\$1000

106 Central Street, Wellesley College, Wellesley, MA 02181 Leah Eckelberger (617) 283-4033

Funding to support Lesbian, Bisexual and Transgender Week (Lesbitrans) at Wellesley College which will celebrate, educate and speak out on issues related to the diversity, pride and history of the community

Reason: University supported. Able to get money from students and faculty. Narrow political vision.



Proposed change from TESS to section II of the Addendum to  
Personnel Policy

In addition to a Cost of Living Adjustment (COLA) to be applied to permanent staff salaries in January, staff with positive annual evaluations will be eligible for annual raises to be applied on the anniversary dates of a staff member's employment. The amount of this raise will be determined annually by the Personnel Committee.

**When the salary of a Resist staffperson reaches 125% of the starting salary, the maximum amount of salary will have been reached, except for COLA and bonuses.**