Resist Board Meeting, May 3, 1998

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Minutes
Board Meeting
May 3, 1998

Present: Frank Brodhead, Robin Carton, Louis Kampf (minutes), Paul Lauter, Marc Miller, Hank Rosemont (Chair), Carol Schachet.

AGENDA

1. Finance report

Income is still above that of last year. Expenses on target.

2. Fundraising

Prospect mailing of 20,000 - 30,000 is being prepared. The renewal rate has gone up. Carol is researching new data bases, since Donor Bank is now quite dated. The both the “classic” and the “renew” t-shirts are selling well.

3. Newsletter

May issue is on disability activism. Next issue is on lesbian/gay organizing in the labor movement. The July/August issue will look at international labor issues and sweatshops. September is not yet planned, but may look at AIDS/HIV issues. October may be arts organizing. There is still unresolved how much of the Newsletter should be on the Web site. At the beginning of the month there will be the titles of articles. After a reasonable delay, whole articles can be accessed.

4. Board Development Issues

The Committee met and discussed the issue of additional staff and expanding the organization. The Committee also had discussions about whether or not to continue meeting in New York City. The Committee recommended that the Board cease to meet in New York. The consensus of the Board members at this meeting was to unanimously support the Committee’s recommendation.

This did raise questions of where to recruit new Board members. The sense was that Resist should not restrict ourselves to the Boston area only, as long as people really commit themselves to work for the organization. Jorge Rogachevsky, a specialist on Latin America, has been suggested by Hank for Board membership. Laura Clark, a former Witness for Peace staffer-and current staff at the Carnegie Corporation, wrote and expressed interest as well. Alejandro Reuss, who was an intern at Dollars and Sense is willing to discuss Board membership. Paul
agreed to speak with two people he knows at Trinity. Carol proposed that more young people be recruited
to join the Board. Staff will send information packets to people who have demonstrated an interest in
Board membership. If they respond, then the Board Development Committee will take up their requests.

5. Grants

There was a further report on suggestions for new funding guidelines from the Grant Committee.
1) including groups with budgets of $100,000 to $250,000 for consideration if they have a discrete project
with a budget of no more than $50,000 that might be spun off as an independent group; 2) giving longer
term grants to groups that are well known to Resist (e.g. 3 year grants that are contingent upon receiving a
progress report each year). Other suggestions might include looking at groups that organize across issue
areas.

The Board requested that the Minutes of each Committee be circulated to members for review and
comment. Minutes could be sent out each month with the Board packet.
Central, Latin America and the Caribbean

1. **Chiapas Schools Construction Teams/San Diegans for Peace in Mexico** $1,000
   3903 Center Street, San Diego CA 92103  Peter Brown 619/232-2841
   Funding for group which seeks to create schools led by indigenous people and to organize for peaceful, political solutions to the conflict in Chiapas.

   Decision: Full ___  Partial X ___  No ___  Undecided ___
   Comments:
   They sent new information after being turned down last time. Issue was (and is) whether they do only material aid, and don't do political education in the U.S. Not clear if they have a wider vision. Seem to be doing some educational work. Important to get word out about Chiapas--material aid campaigns can generate discussion and organizing.

Community Organizing/Anti-Racism

2. **The Black Radical Congress** $2,000
   464 Riverside Drive, Apt. 52, New York, NY 10027  Manning Marable 212-666-4031
   Funding for a conference designed to encourage coalition building within the Black Left and develop a strong progressive movement.

   Decision: Full X ___  Partial ___  No ___  Undecided ___
   Comments:

3. **Fight Back Now!** $2,000
   294 North Winooski Avenue, Burlington, VT 05401  Jess Bell 802/863-5438
   Funding for The Powerhouse, a community center that provides a shared environment for activism, advocacy, community building and outreach efforts.

   Decision: Full X ___  Partial ___  No ___  Undecided ___
   Comments:

4. **Firecracker/the Worcester Autonomy Center**
   72 Franklin Street, Worcester, MA 01068  Chris Bull 508/753-4002
   Funding for community space which provides media access, networking opportunities and resources for local activist groups.

   Decision: Full ___  Partial ___  No X ___  Undecided ___
   Comments:
   Not clear how they are involved in movement building. Not a priority.
5. Maryland Coalition to End Hunger $1,500
P.O. Box 3299, Frederick, MD 21705-3299 Brad Fields 301/696-2295
Funding to cover the expenses of a founding meeting and a rally around issues related to hunger, poverty and economic injustice.

Decision: Full ___ Partial X ___ No ___ Undecided ___
Comments:
No position on reproductive rights issues.

6. Ann Arbor Tenants Union $2,000
c/o MSA, 3909 Michigan Union, Ann Arbor, MI 48109-1349 Melissa Danforth 734-936-3076
Funding for staff training and expenses associated with organizing in non-student low income communities.

Decision: Full X ___ Partial ___ No ___ Undecided ___
Comments:

7. BreakThrough: Education for Economic Action $2,000
438 N. Skinner, St. Louis, MO 63130 Virginia Druhe 314-862-5773
Funding to pay stipends for community-based facilitators who participate in outreach, planning and presentations of economic literacy workshops.

Decision: Full X ___ Partial ___ No ___ Undecided ___
Comments:
Yes, but letter regarding failure to address reproductive rights issues.

8. Contact Center, Inc. $1,775
1641 Vine Street, Cincinnati OH 45210 Katy Heins 613-381-4242
Funding for 2nd Annual Statewide Grassroots Welfare Empowerment Conference.

Decision: Full ___ Partial ___ No ___ Undecided ___
Comments:

9. People Opposing Welfare Rollbacks $1,000
P.O. Box 8244, San Jose, CA 95155-8244 Peggy Elwell 408/236-2115
Funding for a campaign to document human rights violations and a community tribunal to heighten public awareness of economic human rights violations.

Decision: Full ___ Partial X ___ No ___ Undecided ___
Comments:
Letter should address the current status of the UN Declaration of Human Rights- which they rely on. Hank will provide a paragraph to include. Also need to mention concern that leadership does not appear representative of their constituency.
10. Working for Equality and Economic Liberation (WEEL) $2,000
P.O. Box 7772, Missoula, MT 59807  Raquel Castellanos  406/543-2530
Funding for general support for welfare rights organizing and activism in Montana.

Decision:  Full __  Partial _____  No _____  Undecided _____

Comments:

Environmental

10a. Citizens Awareness Network $2,000
P.O. Box 83, Shelburne Falls, MA 01370  Debbie Katz  413/339-5781
Funding to support the Caravan of Conscience III Tour to protest the shipment of radioactive waste from decommissioning activities at nuclear power plants in Maine and Connecticut in communities along the route to Barnwell, South Carolina.

Decision:  Full __  Partial _____  No _____  Undecided _____

Comments:

11. Citizens for Safe Water Around Badger $1,800
E12629 Weigand's Bay South, Merrimac, WI 53561  Laura Olah  608/643-3124
General support for monthly community meetings aimed at clean up of toxic waste at Badger Army Ammunition Plant and creation of healthy sustainable re-use plans.

Decision:  Full __  Partial _____  No _____  Undecided _____

Comments:

12. Grandmother's Alliance for the Future $2,000
P.O. Box 277, Sierra Blanca, TX 79851  Maria Mendes  915/369-3024
Funding to organize a multi-ethnic, multi-generational group of women to address issues related to toxic and nuclear projects in the far west region of Texas.

Decision:  Full __  Partial _____  No _____  Undecided _____

Comments:

13. Student Environmental Action Coalition
P.O. Box 31909, Philadelphia, PA 19104  Liz Abercrombie  215/222-471
Funding to support a membership drive and to pay student organizers a stipend.

Decision:  Full _____  Partial _____  No __  Undecided _____

Comments:
Gay/Lesbian/Bisexual

14. Dyke TV
Postpone
P.O. Box 55, Prince Street Station, New York, NY 10012 Laura Perry 212-343-9335
General support for workshops and equipment for media group which seeks to counter mainstream portrayals of lesbians and to provide trainings regarding the use of video/film as an organizing tool.

Decision: Full _____ Partial _____ No _____ Undecided _____
Comments:
Need a video to view. Not clear if there is any larger political vision. No indication of organizing. How is it a resource around articulating a wider political vision. Who is it reaching.

15. Gay and Lesbian Community Advocates of Lawrence
$2,000
P.O. Box 43 Ingrid Rivera 978/688-3569
Funding for the first annual lesbigaytrans pride march in Lawrence which will bring people together to further organize around issues of sexual politics, race and class.

Decision: Full X Partial _____ No _____ Undecided _____
Comments:

16. People About Changing Education
$2,000
2408 Stone Road, Ann Arbor, MI 48105 N’Tanya Lee 734/763-1534
Funding for the Transforming the Nation Project to print an anti-racist, queer history study guide for educators and organizers in multi-racial, urban school systems.

Decision: Full X Partial _____ No _____ Undecided _____
Comments:
Unclear what they are doing to publicize the study guide. Need to find out. Ask them to send Paul a flyer.

Health/AIDS/Disability

17. Support Coalition
$1,000
454 Willamette, #216, P.O. Box 11284, Eugene, OR 97440-3484 David Oaks 541-345-9106
Funding for literature, organizing activities and direct actions in the Campaign to RESIST Forced Outpatient Psychiatric Drugging.

Decision: Full _____ Partial X No _____ Undecided _____
Comments:
Many people on Board still not convinced. Are concerned their literature skirts important issues like violence and doesn’t propose any solid alternatives. Mostly rhetoric.
Labor

18. Committee for Labor Access
37 S. Ashland, Chicago, IL 60613 Virginia Keller/Larry Duncan 312-226-3330
Funding to purchase a multi-system video conversion deck to enable international media outlets to access "Labor Beat" programming.

Decision: Full ___ Partial ___ No ___ X Undecided ___
Comments:
Why don’t people asking for programming pay for it? Come back with a proposal that has a domestic focus.

19. Common Threads
P.O. Box 962 Venice, CA 90294 Judy Branfman 310-967-5122
Funding for an outreach project which will enable local youth to view the exhibit Hidden Labor, a sequential look at the history of L.S.’s garment workers.

Decision: Full X Partial ___ No ___ Undecided ___
Comments:

20. Nicaragua Solidarity Committee (Labor Rights Task Force)
3411 W. Diversey, Chicago, IL 60647 Bob Lyon 773/276-5626
Funding for an outreach program to educate and involve students and suburban communities in anti-sweatshop campaigns.

Decision: Full X Partial ___ No ___ Undecided ___
Comments:
Not clear why they are changing their focus. Need clarity on how they plan to get into schools. Ask for response answering these two issues.

Native American

21. Ya Ne Dah Ah School
P.O. Box 1105, Chickaloon, AK 99674 Jennifer Harrison 907-745-0707
Funding to work with Native youth on self-determination, sovereignty, subsistence rights, environmental protection and tribal government issues.

Decision: Full X Partial ___ No ___ Undecided ___
Comments:
Dual curriculum. Bi-lingual.
Peace/Anti-Militarism

22. Citizen Soldier $2,000
175 Fifth Avenue, Suite 2135, New York, NY 10010 Tod Ensign 212-679-2250
Funding to expand education and organizing among active duty GIs regarding forced inoculation against biological weapons.

Decision: Full ___ Partial ___ No ___ Undecided ___
Comments:

23. Peace House Loan
P.O. Box 542, Ashland, OR 97520 Ruth Coulthard 541/482-9625
Funding for group to gain not-for-profit status to increase fundraising potential for its peace and justice work.

Decision: Full ___ Partial ___ No ___ Undecided ___
Comments:
What asking for is subject for a loan. $1345 loan and come back for a grant for other purposes.

Prisoners

24. Pennsylvania Abolitionists United Against the Death Penalty $2,000*
P.O. Box 58128, Philadelphia, PA 19102 Terry Rumsey 215/387-6555
Funding for a Caravan of Conscience which will travel to a range of communities across Pennsylvania and whose participants will engage in community outreach, education and political action against the death penalty.

Decision: Full ___ Partial ___ No ___ Undecided ___
Comments:
Not clear what their relationship is with National Coalition Against the Death Penalty. Is there a Pennsylvania branch. Will fund them unless NCADP gives them a negative reference. [NCADP indicated that they are in their data base, though they don’t have much crossover. Said this is not unusual- many small groups remain independent. Group they are affiliated with CUADP is run by Abe Bonowitz who has worked with NCADP. As a national group, they have a more grassroots organizing focus, as opposed to NCADP which has a broader policy agenda. NCADP was at the rally they organized last October.]

25. Prison Action Committee
661 E. 79th Street, Chicago, IL 60619 Barbara Echols 773/874-7390
Funding for newsletter Inside/Out which looks at a range of prison and criminal justice issues.

Decision: Full ___ Partial ___ No ___ Undecided ___
Comments:
Can’t figure out their budget. Kept giving confusing information. Can re-apply when they get their numbers straight and can supply clear financials. Appear to be too large.
Women

26. Immigrant Workers Resource Center $2,000
25 West Street, 2nd Floor, Boston, MA 02111 Rebecca Cheney 617/542-3342
Funding for the Women's Leadership Training: Health and Safety on the Job Initiative.

Decision: Full X Partial _____ No _____ Undecided _____
Comments:

Youth

27. C-BEYOND $2,000
3629 Clayton Road, Concord, CA 94521 Phil Lowenthal 510-676-6556
Funding for the Summer Internship Program which seeks to educate young people about social justice issues, teach organizing skills and take action on local issues.

Decision: Full X Partial _____ No _____ Undecided _____
Comments:

28. Colorado Progressive Coalition $2,000
1420 Ogden Street, Denver CO 80218 Soyun Park 303-866-0908
Funding for Students for Justice which seeks to mobilize youth around the issues human rights and economic justice.

Decision: Full X Partial _____ No _____ Undecided _____
Comments:

29. Community Alliance of Lane County $2,000
P.O. Box 10837, Eugene, OR 97440 Sheila Suderwalla 541-485-1755
Funding for a youth leadership development program to expand the Youth for Justice group and train anti-racists skinheads and other street-wise youth.

Decision: Full X Partial _____ No _____ Undecided _____
Comments:

Total Number of Grants: 30 on Agenda; + 8 Not on Agenda
Total Amount Requested: $57,020
Total Allocation for Cycle: $45,000
Total Allocated: $43,675; $1345 loan
Total Allocation: $45,020
Total Grants: 24 Grants; 1 Loan
Total Grants and Loans: 25
NOT ON AGENDA

1. Casa de Proyecto Libertad
113 N. 1st Street, Harlingen, TX 78550  Rogelio Nunez  956/425-9552
Funding for direct legal and social services for battered immigrant women.
Reason: Direct services, legal services. Budget is $240,000.

2. Communities for a Better Environment
500 Howard Street, Suite 506, San Francisco, CA 94105  Wendall Chin  415/243-8373
Funding to support San Francisco Bay Area Advocates for Environmental Rights (SAFER).
Reason: Budget is almost $1.5 million.

3. HIV + HOPE BEHIND BARS (H+HBB)
P.O. Box 5775, Austin, TX 78763-5775  Larry Kee
Funding to publish and distribute the HIV + HOPE BEHIND BARS newsletter.
Reason: Only one person. No group. No links to PWA-RAG.

4. Las Americas Refugee Asylum Project
715 Myrtle Avenue, El Paso, TX 79901  Ada Gonzalez-Peterson  915/544-5126
Funding to start an alternative newspaper which would provide a different view of local, national and
global issues.
Reason: Budget for 1997 $133,000. Budget for 1998 between $147,000 and $231,000.

5. National Coalition Against Domestic Violence
P.O. Box 187449, Denver, CO 80218  Ronnie Weiss  303/839-1852
Funding to support organizing, coalition building and planning efforts for a National Summit on Same-Sex
Battering.
Reason: Budget not included, but donations indicate funding over $200,000. Conference will cost over
420,000.

6. Nicaragua Network Education Fund
1247 E Street, SE, Washington, DC 20003
Funding for a three month material aid campaign in Iraq designed to challenge economic sanctions.
Reason: Not an emergency. Material aid campaigns not funded.

7. Prisoner Resource Clearinghouse
2103 N. Decatur Road, Suite 113, Decatur, GA 30033  Regina Sherard  770/582-9801
Funding to expand prison newsletter to include legislative and case law updates, referrals, poetry and
prose.
Reason: Organization designed to provide self-help materials, referrals and educational resources. No
organizing, mostly social services. Newsletter problematic.

8. Rio Maria Committee
P.O. Box 380312, Cambridge, MA 02238-0312  Madeleine Cousineau  617/282-0908
Funding for general support for organization working for land reform in the eastern Amazon region of
Brazil.
Reason: No local organizing to change U.S. foreign policy.
# ACTIVE RESIST BOARD -- May, 1998

<table>
<thead>
<tr>
<th>Member</th>
<th>Address</th>
<th>Phone Numbers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Eileen Bolinsky</td>
<td>25 Ballard Street, Maica Plain, MA 02130</td>
<td>(617) 522-0345 (h) (617) 520-6865 (w) <a href="mailto:eileenbo@juno.com">eileenbo@juno.com</a></td>
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<tr>
<td>Hans Koning</td>
<td>P.O. Box 1079, Southport, CT 06490-2079</td>
<td>(203) 255-1914 (h)</td>
</tr>
<tr>
<td>Paul Lauter</td>
<td>500 E. 77th St., New York, NY 10162</td>
<td>(212) 570-0997 (h) (860) 860-5389 (h-CT) (860) 297-2303 (w) <a href="mailto:paul.lauter@trincoll.edu">paul.lauter@trincoll.edu</a></td>
</tr>
<tr>
<td>June Lee</td>
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<tr>
<td>Penn Loh</td>
<td>21 Lee Street, #2R, Cambridge, MA 02139</td>
<td>(617) 876-1950 (h) (617) 442-3343 x24 (w) (617) 442-2425 (w-fax) <a href="mailto:psloh@ix.netcom.com">psloh@ix.netcom.com</a></td>
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<td>Kay Mathew</td>
<td>47 Iroquois Street, Roxbury, MA 02120</td>
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<td>15 Bishop Street, Jamaica Plain, MA 02130</td>
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<td>Wayne O'Neil</td>
<td>11 Village Street, #C, Somerville, MA 02143</td>
<td>(617) 623-5862 (h) (617) 253-2557 (w) (617) 253-5017 (w-fax) <a href="mailto:waoneil@mit.edu">waoneil@mit.edu</a></td>
</tr>
<tr>
<td>Carlos Otero</td>
<td>5744 Keystone Place, N Seattle, WA 98103</td>
<td>(206) 527-1967 (h-Seattle) (310) 826-4299 (h-L.A.) <a href="mailto:otero@ucla.edu">otero@ucla.edu</a></td>
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<tr>
<td>Grace Paley</td>
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<td>(212) 929-4905 (h-NY) (802) 785-2608 (h-VT)</td>
</tr>
<tr>
<td>Merble Reagon</td>
<td>55 Bethune Street, #C908, New York, NY 10014</td>
<td>(212) 691-3423 (h) (212) 964-8934 (w) (212) 964-0222 (w-fax)</td>
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<tr>
<td>Hank Rosemont</td>
<td>20058 Haveland Court, Lexington Park, MD 20653</td>
<td>(301) 863-5409 (h) (301) 862-0276 (w)</td>
</tr>
<tr>
<td>Carol Schachet</td>
<td>139 Albion Street, Somerville, MA 02144</td>
<td>(617) 628-3455 (h) (617) 623-5110 (w)             <a href="mailto:carol@igc.apc.org">carol@igc.apc.org</a></td>
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<td>Renae Scott</td>
<td>346 Washington Street, Cambridge, MA 02139-2721</td>
<td>(617) 492-1085 (h) (617) 491-0200 (w)</td>
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<tr>
<td>Cheryl Smith</td>
<td>179 High Street, #3, Brookline, MA 02146</td>
<td>(617) 734-3919 (h) (617) 292-8026 x246 (w)</td>
</tr>
<tr>
<td>Amy Swerdlow</td>
<td>29 Wheelock Walk, East Hampton, NY 11937</td>
<td>(212) 666-7227 (w) (516) 329-5490 (h)             <a href="mailto:amyner@worldnet.att.net">amyner@worldnet.att.net</a></td>
</tr>
</tbody>
</table>

**Notes:**
- **George Vickers:** 1921 "S" Street, NW Washington, DC 20009 or: c/o WOLA 400 "C" Street, NE Washington, DC 20002 (202) 328-6226 (h) (202) 544-8045 (w) (202) 328-6235 (fax) gvickers@igc.apc.org
- **Nancy Wechsler:** 155 Raymond Street Cambridge, MA 02140 (617) 868-6134 (h) (617) 283-2087 (w) nwechsler@igc.apc.org
- **Fran White:** 711 West Street Amherst, MA 01002 (413) 256-8982 (h) (413) 549-4600 (w) (413) 582-5584 (w-F) fwhite@hampshire.edu
Dear Board member:

For this meeting, we have 30 requests to consider which means we’ll have $45,000 for grants ($1,500 x 30).

Please remember the Maximum grants will be $2,000; Partial grants will be between $500-2,000; and Emergency grants will be $300.

AGENDA

1. Finance report
   Finances
   Finance Committee

2. Fundraising
   General
   Fundraising Committee

3. Newsletter
   General
   Newsletter Committee

4. Board Development Issues
   New York Meetings

5. Grants
   Grant Committee
   proposal for a new grant formula

6 Select Chair/New Meeting site/Agenda

EMERGENCY GRANTS

We gave no Emergency Grants out this cycle.

GRANT REQUESTS

Please consider giving out a Mike Reigel Tribute Grant.

PLEASE REMEMBER TO SEND IN YOUR PROXY IF YOU WILL NOT BE ABLE TO ATTEND THE MEETING!!!!
Central, Latin America and the Caribbean

1. Chiapas Schools Construction Teams/San Diegans for Peace in Mexico $2,000
3903 Center Street, San Diego CA 92103 Peter Brown 619/232-2841
Funding for group which seeks to create schools led by indigenous people and to organize for peaceful, political solutions to the conflict in Chiapas.

Decision: Full ___ Partial ___ No ___ Undecided ___
Comments:

Community Organizing/Anti-Racism

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294 North Winooski Avenue, Burlington, VT 05401 Jess Bell 802/863-5438
Funding for The Powerhouse, a community center that provides a shared environment for activism, advocacy, community building and outreach efforts.

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Funding to cover the expenses of a founding meeting and a rally around issues related to hunger, poverty and economic injustice.

Decision: Full ______ Partial ______ No ______ Undecided ______
Comments: ____________________________

Economic Justice

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$2,000
c/o MSA, 3909 Michigan Union, Ann Arbor, MI 48109-1349 Melissa Danforth 734-936-3076
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Funding for a campaign to document human rights violations and a community tribunal to heighten public awareness of economic human rights violations.

Decision: Full ______ Partial ______ No ______ Undecided ______
Comments: ____________________________
10. **Working for Equality and Economic Liberation (WEEL)**

$2,000

P.O. Box 7772, Missoula, MT 59807  Raquel Castellanos  406/543-2530

Funding for general support for welfare rights organizing and activism in Montana.

**Decision:** Full  Partial  No  Undecided

**Comments:**

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**Environmental**

10a. **Citizens Awareness Network**

$2,000

P.O. Box 83, Shelburne Falls, MA 01370  Debbie Katz  413/339-5781

Funding to support the Caravan of Conscience III Tour to protest the shipment of radioactive waste from decommissioning activities at nuclear power plants in Maine and Connecticut in communities along the route to Barnwell, South Carolina.

**Decision:** Full  Partial  No  Undecided

**Comments:**

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11. **Citizens for Safe Water Around Badger**

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E12629 Weigand's Bay South, Merrimac, WI 53561  Laura Olah  608/643-3124

General support for monthly community meetings aimed at clean up of toxic waste at Badger Army Ammunition Plant and creation of healthy sustainable re-use plans.

**Decision:** Full  Partial  No  Undecided

**Comments:**

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$2,000

P.O. Box 277, Sierra Blanca, TX 79851  Maria Mendes  915/369-3024

Funding to organize a multi-ethnic, multi-generational group of women to address issues related to toxic and nuclear projects in the far west region of Texas.

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**Comments:**
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P.O. Box 31909, Philadelphia, PA 19104  Liz Abercrombie 215/222-471
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454 Willamette, #216, P.O. Box 11284, Eugene, OR 97440-3484  David Oaks 541-345-9106
Funding for literature, organizing activities and direct actions in the Campaign to RESIST Forced Outpatient Psychiatric Drugging.

Decision: Full _____ Partial _____ No _____ Undecided _____

Comments:
Labor

18. Committee for Labor Access $2,000
37 S. Ashland, Chicago, IL 60613 Virginia Keller/Larry Duncan 312-226-3330
Funding to purchase a multi-system video conversion deck to enable international media outlets to access "Labor Beat" programming.

Decision: Full _____ Partial _____ No _____ Undecided _____
Comments:

19. Common Threads $1,600
P.O. Box 962 Venice, CA 90294 Judy Branfman 310-967-5122
Funding for an outreach project which will enable local youth to view the exhibit Hidden Labor, a sequential look at the history of L.S.'s garment workers.

Decision: Full _____ Partial _____ No _____ Undecided _____
Comments:

20. Nicaragua Solidarity Committee (Labor Rights Task Force) $2,000
3411 W. Diversey, Chicago, IL 60647 Bob Lyon 773/276-5626
Funding for an outreach program to educate and involve students and suburban communities in anti-sweatshop campaigns.

Decision: Full _____ Partial _____ No _____ Undecided _____
Comments:

Native American

21. Ya Ne Dah Ah School $2,000
P.O. Box 1105, Chickaloon, AK 99674 Jennifer Harrison 907-745-0707
Funding to work with Native youth on self-determination, sovereignty, subsistence rights, environmental protection and tribal government issues.

Decision: Full _____ Partial _____ No _____ Undecided _____
Comments:
Peace/Anti-Militarism

22. Citizen Soldier $2,000
175 Fifth Avenue, Suite 2135, New York, NY 10010  Tod Ensign  212-679-2250
Funding to expand education and organizing among active duty GIs regarding forced inoculation against biological weapons.

Decision:  Full  Partial  No  Undecided
Comments:

23. Peace House $1,345
P.O. Box 542, Ashland, OR 97520  Ruth Coulthard  541/482-9625
Funding for group to gain not-for-profit status to increase fundraising potential for its peace and justice work.

Decision:  Full  Partial  No  Undecided
Comments:

Prisoners

24. Pennsylvania Abolitionists United Against the Death Penalty $2,000
P.O. Box 58128, Philadelphia, PA 19102  Terry Rumsey  215/387-6555
Funding for a Caravan of Conscience which will travel to a range of communities across Pennsylvania and whose participants will engage in community outreach, education and political action against the death penalty.

Decision:  Full  Partial  No  Undecided
Comments:

25. Prison Action Committee $2,000
661 E. 79th Street, Chicago, IL 60619  Barbara Echols  773/874-7390
Funding for newsletter Inside/Out which looks at a range of prison and criminal justice issues.

Decision:  Full  Partial  No  Undecided
Comments:
Women

26. Immigrant Workers Resource Center  $2,000
25 West Street, 2nd Floor, Boston, MA 02111  Rebecca Cheney  617/542-3342
Funding for the Women's Leadership Training: Health and Safety on the Job Initiative.

Decision:  Full ____  Partial ____  No ____  Undecided ____
Comments:____

Youth

27. C-BEYOND  $2,000
3629 Clayton Road, Concord, CA 94521  Phil Lowenthal  510-676-6556
Funding for the Summer Internship Program which seeks to educate young people about social justice issues, teach organizing skills and take action on local issues.

Decision:  Full ____  Partial ____  No ____  Undecided ____
Comments:____

28. Colorado Progressive Coalition  $2,000
1420 Ogden Street, Denver CO 80218  Soyun Park  303-866-0908
Funding for Students for Justice which seeks to mobilize youth around the issues human rights and economic justice.

Decision:  Full ____  Partial ____  No ____  Undecided ____
Comments:____

29. Community Alliance of Lane County  $2,000
P.O. Box 10837, Eugene, OR 97440  Sheila Suderwalla  541-485-1755
Funding for a youth leadership development program to expand the Youth for Justice group and train anti-racists skinheads and other street-wise youth.

Decision:  Full ____  Partial ____  No ____  Undecided ____
Comments:____

Total Number of Grants:  30 on Agenda; + 8 Not on Agenda
Total Amount Requested:  $57,020
Total Allocation for Cycle:  $45,000
Total Allocated:  $
## NOT ON AGENDA

### 1. Casa de Proyecto Libertad

113 N. 1st Street, Harlingen, TX 78550  Rogelio Nunez  956/425-9552  
Funding for direct legal and social services for battered immigrant women. 
Reason: Direct services, legal services. Budget is $240,000. 

### 2. Communities for a Better Environment

500 Howard Street, Suite 506, San Francisco, CA 94105  Wendall Chin  415/243-8373  
Funding to support San Francisco Bay Area Advocates for Environmental Rights (SAFER). 
Reason: Budget is almost $1.5 million. 

### 3. HIV + HOPE BEHIND BARS (H+HBB)

P.O. Box 5775, Austin, TX 78763-5775  Larry Kee  
Funding to publish and distribute the HIV + HOPE BEHIND BARS newsletter. 
Reason: Only one person. No group. No links to PWA-RAG. 

### 4. Las Americas Refugee Asylum Project

715 Myrtle Avenue, El Paso, TX 79901  Ada Gonzalez-Peterson  915/544-5126  
Funding to start an alternative newspaper which would provide a different view of local, national and global issues. 
Reason: Budget for 1997 $133,000. Budget for 1998 between $147,000 and $231,000. 

### 5. National Coalition Against Domestic Violence

P.O. Box 187449, Denver, CO 80218  Ronnie Weiss  303/839-1852  
Funding to support organizing, coalition building and planning efforts for a National Summit on Same-Sex Battering. 
Reason: Budget not included, but donations indicate funding over $200,000. Conference will cost over 420,000. 

### 6. Nicaragua Network Education Fund

1247 E Street, SE, Washington, DC 20003  
Funding for a three month material aid campaign in Iraq designed to challenge economic sanctions. 
Reason: Not an emergency. Material aid campaigns not funded. 

### 7. Prisoner Resource Clearinghouse

2103 N. Decatur Road, Suite 113, Decatur, GA 30033  Regina Sherard  770/582-9801  
Funding to expand prison newsletter to include legislative and case law updates, referrals, poetry and prose. 
Reason: Organization designed to provide self-help materials, referrals and educational resources. No organizing, mostly social services. Newsletter problematic. 

### 8. Rio Maria Committee

P.O. Box 380312, Cambridge, MA 02238-0312  Madeleine Cousineau  617/282-0908  
Funding for general support for organization working for land reform in the eastern Amazon region of Brazil. 
Reason: No local organizing to change U.S. foreign policy.
A call to RESIST illegitimate authority

259 Elm Street, Suite 201 • Somerville, Massachusetts 02144
617 / 623-5110

To: Frank Brodhead, Paul Lauter, June Lee, Penn Loh, Kay Mathew, Marc Miller, and Nancy Wechsler
From: Robin Carton
Re: Grant Committee Meeting
Date: May 22, 1998

The Grant Committee meeting will be held on **Wednesday, May 27th** in the conference room at June’s office (Boston Women’s Fund), **14 Beacon Street, 8th Floor at 12:30**.

**Agenda**

- Review Draft Guidelines for New Grant Proposal
- Continue discussion of long term vision
- Weed out grants for June meeting

See you then.
Minutes
Grant Committee
May 27, 1998

Present: Robin Carton, June Lee, Penn Loh, Kay Mathew, Marc Miller.

A. Grant Screening Decisions

1. Alaska Forum for Environmental Responsibility
$1,500
P.O. Box 188, Valdez, AK 99686 Mike Riley 541/318-8455
Funding to purchase computer equipment for environmental organization which works with
whistle blowers and seeks to encourage citizen oversight of the trans-Alaska pipeline.
Comments:
Keep in cycle. Probably not fundable- but seems reasonable to send to Board. Seems to
encourage workers voice.

2. The Family Peace Project
167 Main Street, Suite 308, Brattleboro, VT 05301 June Goodband 802/257-0200
Funding to organize Active Peace Zones in five elementary schools to create a culture of non-
vioence.
Comments:
No. Not clear how they will reach their goals. Purpose not a Resist funding priority.

3. Florida Prison Action Network
1110-c NW 8th Avenue, Gainesville, FL 32601 Gayle Russell 352-955-2260
Funding for a demonstration at the Capitol Rotunda regarding issues related to prisoners and their
families.
Comments:
No. Event is over. Come back for a different purpose.

4. Georgia Gay Prisoner For Equal Justice
GA State Prison, EF-11438, HC01, Reidsville, GA 30499-0001 Arthur Gould
Funding for a prison newsletter regarding criminal justice issues, specifically those affecting gay
prisoners.
Comments:
No. Individual. Connect him with other similar groups.

5. HOME ALIVE
1122 East Pike Street, Suite 1127, Seattle, WA 98122 Chanel Reynolds 206/521-9176
Funding to offer a series of self-defense courses for women in the sex industry, sexual minorities,
domestic violence survivors, and women in transition.
Comments:
No. Social services. Rejected before for same grant.
6. The Institute of Popular Education of Southern California
   2130 E. First Street, Suite #2, Los Angeles, CA 90033  Raul Anorve  213/980-9226
   Funding to assist the Boyle Heights Transportation and Housing Coalition in its campaign to oppose a plan
to demolish affordable housing and replace it with a subway system.
   Comments:
   No.  Too big.  Budget is over $180,000.

7. Labor Education and Research Project
   7435 Michigan Avenue, Detroit, MI 48210  Kim Moody  313/842-6262
   Funding for an East Coast Union Democracy School which will bring together activists from a variety of
unions who are seeking to make their unions into more democratic, socially conscious organizations.
   Comments:
   No.  Budget is too big- over $300,000.

8. Maine Rural Network
   51 Shore Road, Standish, Maine 04084  Naomi Falcone  207/642-2015
   Funding for a rural based educational effort, networked statewide that will link groups working on lesbian,
gay, bisexual and transgender issues.
   Comments:
   No.  Too new.  Eligible in August.

9. National Coordinating Office on the Refugees and Displaced of Guatemala (NCOORD)
   1830 Connecticut Avenue, NW, Washington, DC 20009  Chris Gilbreth  202/265-8713
   Funding for a one week human rights training held in May which trains and sensitize U.S. citizens to carry
out human rights accompaniment in returned refugee and displaced communities in Guatemala.
   Comments:
   No.  Event is over.  No U.S. organizing component.

10. Resistant Strains
    5 Winter Street, Montpelier, VT 05602  Karen Topper  802/223-4901
    Funding for a series of posters on prison issues.
    Comments:
    No.  No organizing strategy.

11. Virginia Brain Injury Survivors' Council
    RT 2 Box 48A, Gladston, VA 24553  Ed Williams  804-933-4300
    American Sign Language interpreter for their annual conference.
    Comments:
    No.  Some level of organizing.  Similar to Support Coalition.  Not clear that are seeking larger reforms of
health care system or working against stigmas of brain injury.  Come back with a different project.

12. Wheels of Love
    3780 Stramba Road, East Freetown, NY 13040  Wendy Dwyer  607/836-4152
    Start a newsletter about material aid campaigns for Nicaragua.
    Comments:
    No.  No organizing- just material aid.
B. New Grant Proposals

1. Planning Grant/Seed Money

Criteria discussed included:

- organizational budget between $100,000 - $250,000
- project budget of up to $50,000
- project should have potential of being spun off as its own entity from parent initiator
- strong organizing focus
- have a broader construct of social justice issues
- goal is to foster new ideas and build organizations
- use funding as seed money or as a planning grant
- use funding to develop other funding sources
- must have a three year action plan as part of the results
- goal is not find a vehicle to fund larger organizations
- limit such funding to only one or two of the eight cycles

2. Multi-Year Grants

Criteria discussed included:

- grants given for a three year period
- grants are for general support
- to be eligible must have been funded at least twice in the past five years
- group must meet a higher level of standards for all current criteria
  (squeaking by is not enough)
- groups must provide progress reports which give evidence that they are engaged in
  activities funded and action plans for future goals
- yearly funding is conditioned on receipt and review of reports by the Grant Committee

Kay will develop a first draft of the Planning/Seed Grant guidelines. Robin will do the same for Multi-Year Grants.

Next meeting will be held on **Tuesday, July 7th at 12:30 p.m.** June will check on the availability of her office at 14 Beacon Street, 8th floor.
To: Debra Kay Jefferson, Carol Schachet, Cheryl Smith, and Nancy Wechsler
From: Robin Carton
Re: Finance Committee Meeting
Date: May 29, 1998

This is just a brief reminder that we will have a Finance Committee meeting on Monday, June 1 at 12:30. The meeting will be at One Financial Center, in the second floor seating at the Atrium Cafe (presumably over lunch- bring your own!).

I have enclosed a copy of the most recent Balance Sheet, Income Statement and Subsidiary Schedule for your review.

The Agenda includes:

1) a review of the current expenditures in relation to budgeted amounts;
2) an analysis of our current investments; and
3) a discussion about the financial impact of potential Grant Committee recommendations for two new grant formats

New Grant Proposals

1. Planning Grant/Seed Money

Criteria discussed included: 1) organizational budget between $100,000 - $250,000; 2) project budget of up to $50,000; 3) project should have potential of being spun off as its own entity from parent initiator; 4) strong organizing focus; 5) have a broader construct of social justice issues; 6) goal is to foster new ideas and build organizations; 7) use funding as seed money or as a planning grant; 8) use funding to develop other funding sources; 9) must have a three year action plan as part of the results; 10) goal is not find a vehicle to fund larger organizations; and 11) limit such funding to only one or two of the eight cycles.

2. Multi-Year Grants

Criteria discussed included: 1) grants given for a three year period; 2) grants are for general support; 3) to be eligible must have been funded at least twice in the past five years; 4) group must meet a higher level of standards for all current criteria (squeaking by is not enough); 5) groups must provide progress reports which give evidence that they are engaged in activities funded and action plans for future goals; 6) yearly funding is conditioned up receipt and review of reports by the Grant Committee.
RESIST, Inc.
Income Statement
For the Four Months Ending April 30, 1998

Printed On: May 15, 1998

Ratio: Total Revenue

<table>
<thead>
<tr>
<th>REVENUE</th>
<th><strong>REVENUE</strong></th>
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<tbody>
<tr>
<td><strong>Revenue - Internal Mailings</strong></td>
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<tr>
<td><strong>30400 CONTRIBUTIONS- PLEDGES</strong></td>
<td>5,515.00</td>
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<tr>
<td><strong>30500 CONTRIBUTIONS-NEWSLETTER</strong></td>
<td>1,771.00</td>
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<tr>
<td><strong>30600 CONTRIBUTIONS-ABC MAILING</strong></td>
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<tr>
<td><strong>30700 CONTRIBUTIONS-NATL LIST</strong></td>
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</tbody>
</table>

Total Internal Mailings
12,888.00

Other Revenue
31400 CONTRIBUTIONS-PROSPECTING
36001 T-SHIRT SALES
37000 ROYALTIES
37500 FISCAL SPONSORSHIP FEE
39050 MISCELLANEOUS INCOME

Total Other Revenue
4,699.02

Total Revenue
17,587.02

COST OF SALES

<table>
<thead>
<tr>
<th><strong>COST OF SALES</strong></th>
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</thead>
<tbody>
<tr>
<td><strong>36002 T-SHIRT COSTS</strong></td>
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</table>

Total Cost of Sales
3,413.34

Net Revenue After Mailing Costs
3,745.83

EXPENSES

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<tr>
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<td><strong>NEWSLETTER COSTS</strong></td>
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<td><strong>NATIONAL LIST COSTS</strong></td>
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<tr>
<td><strong>ABC MAILING COSTS</strong></td>
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<td><strong>ZO COSTS</strong></td>
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</table>

Total Internal Mailing Costs
3,413.34

Other Costs
36002 T-SHIRT COSTS
37000 ROYALTIES
37500 FISCAL SPONSORSHIP FEE
39050 MISCELLANEOUS INCOME

Total Mailing Costs
12,506.34

Net Revenue After Mailing Costs
3,745.83

Program, General & Administrative Expenses

<table>
<thead>
<tr>
<th><strong>Program, General &amp; Administrative Expenses</strong></th>
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<tr>
<td><strong>FISCAL SPONSOR GRANTS</strong></td>
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<tr>
<td><strong>RESIST GRANTS PAID OUT</strong></td>
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<td><strong>OTHER FUNDRAISING COSTS</strong></td>
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<td><strong>PERSONNEL</strong></td>
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<td><strong>51100 OCCUPANCY</strong></td>
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<td><strong>51500 TELEPHONE</strong></td>
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<td><strong>54000 TRAVEL</strong></td>
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<td><strong>55500 REPAIRS AND MAINTENANCE</strong></td>
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<td><strong>57000 INSURANCE-OFFICE</strong></td>
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<td><strong>58000 BOARD EXPENSES</strong></td>
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<td><strong>59000 OTHER EXPENSES</strong></td>
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Total Program, G & A Expenses
15,671.50

Other Income & Expenses

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<th><strong>Other Income &amp; Expenses</strong></th>
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<td><strong>Total Other Income/Expense</strong></td>
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Total Expenses
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NET INCOME (LOSS)

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Unaudited

Unaudited

Unaudited
## RESIST, Inc.
### Income Statement
**For the Four Months Ending April 30, 1998**

**Ratio: Total Revenue**

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<tr>
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<th><strong>THIS YEAR</strong></th>
<th><strong>BUDGET</strong></th>
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<td>0.45</td>
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<tr>
<td>47105 PHOTOS/GRAPHICS PROSPECT</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>47106 TYPESETTING-PROSPECTING</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>47107 LIST RENTALS-PROSPECTING</td>
<td>10.00</td>
<td>60.28</td>
<td>0.04</td>
</tr>
</tbody>
</table>

Unaudited
# Income Statement

For the Four Months Ending April 30, 1998

Printed On: May 15, 1998

## RESIST, Inc.

## FISCAL SPONSOR GRANTS

<table>
<thead>
<tr>
<th>Current Month</th>
<th>Y-T-D</th>
<th>Ratio</th>
<th>Budget</th>
<th>Current Month</th>
<th>Y-T-D</th>
</tr>
</thead>
<tbody>
<tr>
<td>49401 DONOR DIRECTED: IN</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>49402 DONOR DIRECTED: OUT</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>49411 NWTRCC: IN</td>
<td>&lt;250.00&gt;</td>
<td>&lt;1,130.00&gt;</td>
<td>&lt;0.82&gt;</td>
<td>&lt;7,500.00&gt;</td>
<td>&lt;250.00&gt;</td>
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<tr>
<td>49412 NWTRCC: OUT</td>
<td>237.50</td>
<td>1,073.50</td>
<td>0.78</td>
<td>3,563.00</td>
<td>213.75</td>
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</table>

## RESIST GRANTS PAID OUT

<table>
<thead>
<tr>
<th>Current Month</th>
<th>Y-T-D</th>
<th>Ratio</th>
<th>Budget</th>
<th>Current Month</th>
<th>Y-T-D</th>
</tr>
</thead>
<tbody>
<tr>
<td>49509 IN KIND GRANTS</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
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<tr>
<td>49510 RESIST GRANTS PAID OUT</td>
<td>1,000.00</td>
<td>49,250.00</td>
<td>35.87</td>
<td>150,000.00</td>
<td>7,940.00</td>
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<tr>
<td>49511 COHEN RESIST GRNTS PD OUT</td>
<td>0.00</td>
<td>1,210.00</td>
<td>0.88</td>
<td>10,000.00</td>
<td>0.00</td>
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<tr>
<td>49512 SALZMAN RESIST GRNTS PAID</td>
<td>0.00</td>
<td>4,000.00</td>
<td>0.00</td>
<td>5,000.00</td>
<td>0.00</td>
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## OTHER FUNDRAISING COSTS

<table>
<thead>
<tr>
<th>Current Month</th>
<th>Y-T-D</th>
<th>Ratio</th>
<th>Budget</th>
<th>Current Month</th>
<th>Y-T-D</th>
</tr>
</thead>
<tbody>
<tr>
<td>49601 THANK YOU CARDS-COST</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>49602 THANK YOU CARDS-PRINTING</td>
<td>0.00</td>
<td>40.00</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>49603 THANK YOU CARDS- POSTAGE</td>
<td>21.54</td>
<td>649.84</td>
<td>0.47</td>
<td>1,504.00</td>
<td>650.31</td>
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<tr>
<td>49610 PROMO T-SHIRT GIFTS</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>49612 PROMO WHATS LEFT</td>
<td>0.00</td>
<td>259.00</td>
<td>0.19</td>
<td>333.00</td>
<td>0.00</td>
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<td>49620 OTHER FUNDRAISING COSTS</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
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## PERSONNEL

<table>
<thead>
<tr>
<th>Current Month</th>
<th>Y-T-D</th>
<th>Ratio</th>
<th>Budget</th>
<th>Current Month</th>
<th>Y-T-D</th>
</tr>
</thead>
<tbody>
<tr>
<td>50110 GROSS PAY</td>
<td>7,312.00</td>
<td>31,889.60</td>
<td>23.23</td>
<td>89,000.00</td>
<td>5,082.48</td>
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<tr>
<td>50120 EMPLOYER TAXES (Rifca)ES</td>
<td>2,736.47</td>
<td>4,456.06</td>
<td>3.25</td>
<td>8,010.00</td>
<td>1,271.81</td>
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<tr>
<td>50130 STAFF HEALTH INSURANCE</td>
<td>809.16</td>
<td>2,977.50</td>
<td>2.17</td>
<td>9,039.00</td>
<td>1,589.88</td>
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<tr>
<td>50140 WORKER'S COMPENSATION</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>520.00</td>
<td>0.00</td>
</tr>
<tr>
<td>50150 CONSULTANTS</td>
<td>0.00</td>
<td>50.00</td>
<td>0.04</td>
<td>450.00</td>
<td>182.50</td>
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</table>

## OFFICE EXPENSES

<table>
<thead>
<tr>
<th>Current Month</th>
<th>Y-T-D</th>
<th>Ratio</th>
<th>Budget</th>
<th>Current Month</th>
<th>Y-T-D</th>
</tr>
</thead>
<tbody>
<tr>
<td>52010 OFFICE SUPPLIES</td>
<td>188.82</td>
<td>1,167.14</td>
<td>0.85</td>
<td>2,200.00</td>
<td>255.92</td>
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<tr>
<td>52020 OFFICE XEROX</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>300.00</td>
<td>0.00</td>
</tr>
<tr>
<td>52040 OFFICE LIBRARY</td>
<td>0.00</td>
<td>30.00</td>
<td>0.02</td>
<td>200.00</td>
<td>0.00</td>
</tr>
<tr>
<td>52060 MINOR OFFICE EQUIPMENT</td>
<td>35.42</td>
<td>2,782.91</td>
<td>2.03</td>
<td>5,000.00</td>
<td>700.00</td>
</tr>
<tr>
<td>52070 BANK CHARGES</td>
<td>61.45</td>
<td>61.45</td>
<td>0.04</td>
<td>250.00</td>
<td>284.13</td>
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</table>

## GRANT PROGRAM

<table>
<thead>
<tr>
<th>Current Month</th>
<th>Y-T-D</th>
<th>Ratio</th>
<th>Budget</th>
<th>Current Month</th>
<th>Y-T-D</th>
</tr>
</thead>
<tbody>
<tr>
<td>52501 PRINTING-GRANT PROGRAM</td>
<td>78.00</td>
<td>1,442.94</td>
<td>1.05</td>
<td>2,500.00</td>
<td>802.60</td>
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<tr>
<td>52502 POSTAGE-GRANT PROGRAM</td>
<td>149.52</td>
<td>385.98</td>
<td>0.28</td>
<td>800.00</td>
<td>0.00</td>
</tr>
<tr>
<td>52504 CONSULTANTS-GRANT PROGRAM</td>
<td>0.00</td>
<td>50.00</td>
<td>0.04</td>
<td>250.00</td>
<td>0.00</td>
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<tr>
<td>52505 PHOTOGRAPHICS-GRANT PROGRAM</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>52510 SUPPLIES-GRANT PROGRAM</td>
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<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
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<tr>
<td>52540 LIBRARY-GRANT PROGRAM</td>
<td>0.00</td>
<td>150.00</td>
<td>0.11</td>
<td>200.00</td>
<td>0.00</td>
</tr>
<tr>
<td>52550 OTHER-GRANT PROGRAM</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
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</tbody>
</table>

## POSTAGE

<table>
<thead>
<tr>
<th>Current Month</th>
<th>Y-T-D</th>
<th>Ratio</th>
<th>Budget</th>
<th>Current Month</th>
<th>Y-T-D</th>
</tr>
</thead>
<tbody>
<tr>
<td>53010 OFFICE POSTAGE</td>
<td>92.72</td>
<td>243.92</td>
<td>0.18</td>
<td>800.00</td>
<td>0.00</td>
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<tr>
<td>53020 UPS</td>
<td>34.00</td>
<td>34.00</td>
<td>0.02</td>
<td>100.00</td>
<td>0.00</td>
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<tr>
<td>53030 POSTAGE DUE/BRE ENVELOPES</td>
<td>0.00</td>
<td>546.42</td>
<td>0.40</td>
<td>2,000.00</td>
<td>0.00</td>
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</table>

## ADVERTISING & OUTREACH

<table>
<thead>
<tr>
<th>Current Month</th>
<th>Y-T-D</th>
<th>Ratio</th>
<th>Budget</th>
<th>Current Month</th>
<th>Y-T-D</th>
</tr>
</thead>
<tbody>
<tr>
<td>55101 ADVERTISING</td>
<td>0.00</td>
<td>1,300.00</td>
<td>0.95</td>
<td>3,200.00</td>
<td>340.00</td>
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<tr>
<td>55102 BROCHURE</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>2,500.00</td>
<td>0.00</td>
</tr>
<tr>
<td>55103 ANNUAL REPORT</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>55150 OTHER</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
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</tbody>
</table>

## PROFESSIONAL FEES

<table>
<thead>
<tr>
<th>Current Month</th>
<th>Y-T-D</th>
<th>Ratio</th>
<th>Budget</th>
<th>Current Month</th>
<th>Y-T-D</th>
</tr>
</thead>
<tbody>
<tr>
<td>56010 LEGAL FEES</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>500.00</td>
<td>0.00</td>
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<tr>
<td>56020 ACCOUNTING FEES</td>
<td>555.00</td>
<td>1,795.00</td>
<td>1.31</td>
<td>5,500.00</td>
<td>750.00</td>
</tr>
<tr>
<td>56030 PROFESSIONAL FEES</td>
<td>200.00</td>
<td>200.00</td>
<td>0.15</td>
<td>250.00</td>
<td>0.00</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Current Month</th>
<th>Y-T-D</th>
<th>Ratio</th>
<th>Budget</th>
<th>Current Month</th>
<th>Y-T-D</th>
</tr>
</thead>
<tbody>
<tr>
<td>755.00</td>
<td>1,995.00</td>
<td>1.45</td>
<td>6,250.00</td>
<td>750.00</td>
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## Unaudited
### RESIST, Inc.
#### Income Statement
For the Four Months Ending April 30, 1998

Printed On: May 15, 1998

**Ratio: Total Revenue**

<table>
<thead>
<tr>
<th>SUBSIDIARY SCHEDULE</th>
<th>CURRENT MONTH</th>
<th>Y-T-D</th>
<th><strong>BUDGET</strong></th>
<th>CURRENT MONTH</th>
<th>Y-T-D</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>BOARD EXPENSES</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>58001 BOARD XEROX</td>
<td>300.95</td>
<td>691.21</td>
<td>1,500.00</td>
<td>0.00</td>
<td>252.53</td>
</tr>
<tr>
<td>58002 BOARD POSTAGE/UPS</td>
<td>1.92</td>
<td>195.45</td>
<td>900.00</td>
<td>52.00</td>
<td>222.34</td>
</tr>
<tr>
<td>58003 BOARD TRAVEL</td>
<td>0.00</td>
<td>0.00</td>
<td>1,000.00</td>
<td>0.00</td>
<td>98.40</td>
</tr>
<tr>
<td>58004 BOARD FOOD/MEETINGS</td>
<td>0.00</td>
<td>66.08</td>
<td>250.00</td>
<td>23.48</td>
<td>92.56</td>
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<tr>
<td>58005 BOARD OUTREACH</td>
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<td>50.00</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>58006 BOARD EXPENSE: OTHER</td>
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<td>4,500.00</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td></td>
<td><strong>302.87</strong></td>
<td><strong>952.74</strong></td>
<td><strong>8,200.00</strong></td>
<td><strong>75.48</strong></td>
<td><strong>665.83</strong></td>
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<td><strong>OTHER EXPENSES</strong></td>
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<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>59010 BAD DEBTS</td>
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<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>59020 DUES AND FEES</td>
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<td>375.00</td>
<td>1,100.00</td>
<td>0.00</td>
<td>575.00</td>
</tr>
<tr>
<td>59030 TAX PENALTIES &amp; INTEREST</td>
<td>0.00</td>
<td>0.00</td>
<td>125.00</td>
<td>114.48</td>
<td>114.48</td>
</tr>
<tr>
<td>59040 OTHER PENALTIES/FINES</td>
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<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>59050 BOUNCED CHKS-UNKNOWN ACC</td>
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<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
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<tr>
<td>59060 MISCELLANEOUS EXPENSE</td>
<td>40.00</td>
<td>43.89</td>
<td>1,500.00</td>
<td>633.00</td>
<td>681.59</td>
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<tr>
<td>59090 DEPRECIATION</td>
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<td>1,160.00</td>
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<td></td>
<td><strong>40.00</strong></td>
<td><strong>418.89</strong></td>
<td><strong>3,885.00</strong></td>
<td><strong>747.48</strong></td>
<td><strong>1,371.07</strong></td>
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</table>

Unaudited
RESIST, Inc.
Balance Sheet
As of April 30, 1998

<table>
<thead>
<tr>
<th>ASSETS</th>
<th>THIS PERIOD</th>
<th>THIS PERIOD LAST YEAR</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>CURRENT ASSETS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Operating Cash</td>
<td></td>
<td></td>
</tr>
<tr>
<td>11035 GENERAL CASH-CAMB. TRUST</td>
<td>$61,647.97</td>
<td>73,412.86</td>
</tr>
<tr>
<td>11041 GENERAL CASH-CALVERT MM</td>
<td>25,178.53</td>
<td>1,209.98</td>
</tr>
<tr>
<td>11045 CALVERT INVESTMENTS BOND FND</td>
<td>54,099.67</td>
<td>116,956.56</td>
</tr>
<tr>
<td>11046 CALVERT INVESTMENTS MGD GRTH</td>
<td>17,067.67</td>
<td>13,079.90</td>
</tr>
<tr>
<td>11050 PETTY CASH</td>
<td>50.00</td>
<td>50.00</td>
</tr>
<tr>
<td>Total Cash</td>
<td>158,043.84</td>
<td>204,709.30</td>
</tr>
<tr>
<td>Investments</td>
<td></td>
<td></td>
</tr>
<tr>
<td>11230 DOMINI SOCIAL EQUITY</td>
<td>129,875.44</td>
<td>60,111.08</td>
</tr>
<tr>
<td>11231 RESIST LOAN FUND</td>
<td>7,259.61</td>
<td>6,908.37</td>
</tr>
<tr>
<td>11235 RESIST ENDOWMENT FUND</td>
<td>52,640.75</td>
<td>47,916.81</td>
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<tr>
<td>11240 WOMEN'S EQUITY</td>
<td>25,551.36</td>
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<tr>
<td>11241 COHEN MEMORIAL ENDOWMENT</td>
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<td>11,001.95</td>
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<tr>
<td>Total Investments</td>
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<tr>
<td><strong>TOTAL CURRENT ASSETS</strong></td>
<td>382,597.60</td>
<td>330,647.51</td>
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<tr>
<td><strong>OTHER ASSETS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>16220 PREPAID INSURANCE</td>
<td>377.00</td>
<td>546.00</td>
</tr>
<tr>
<td>16225 PREPAID EXPENSES-OTHER</td>
<td>41.36</td>
<td>4,532.94</td>
</tr>
<tr>
<td>16230 INVENTORY- T-SHIRTS</td>
<td>1,056.10</td>
<td>767.10</td>
</tr>
<tr>
<td>16240 ACCOUNTS RECEIVABLE</td>
<td>1,744.98</td>
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</tr>
<tr>
<td>16250 DEPOSITS</td>
<td>2,230.00</td>
<td>2,000.00</td>
</tr>
<tr>
<td>Total Other Assets</td>
<td>5,449.44</td>
<td>7,846.04</td>
</tr>
<tr>
<td><strong>FIXED ASSETS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>18000 IMPROVEMENTS</td>
<td>9,460.68</td>
<td>8,135.00</td>
</tr>
<tr>
<td>19000 OFFICE FURN./EQUIPMENT</td>
<td>21,643.35</td>
<td>18,929.74</td>
</tr>
<tr>
<td>19100 ACCUMULATED DEPRECIATION</td>
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</tr>
<tr>
<td><strong>TOTAL FIXED ASSETS</strong></td>
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<td>13,005.15</td>
</tr>
<tr>
<td><strong>TOTAL ASSETS</strong></td>
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<td>$351,498.70</td>
</tr>
</tbody>
</table>

| LIABILITIES AND CAPITAL | | |
| **CURRENT LIABILITIES** | | |
| EMPLOYMENT TAX | $2,383.60 | 1,380.64 |
| SECURITY DEPOSITS HELD | 1,500.00 | 0.00 |
| **TOTAL CURRENT LIABILITIES** | 3,883.60 | 1,380.64 |
| **LONG-TERM LIABILITIES** | | |
| **TOTAL LONG-TERM LIABILITIES** | 0.00 | 0.00 |
| **TOTAL LIABILITIES** | 3,883.60 | 1,380.64 |
| **CAPITAL** | | |
| 29501 Fund Balance: Cohen Endmt | 10,022.62 | 10,966.02 |
| 29502 Fund Balance: Resist Endm | 50,754.03 | 47,804.07 |
| 29600 FUND BALANCE- GENERAL CURRENT EQUITY | 341,190.36 | 263,351.95 |
| **TOTAL CAPITAL** | 402,729.85 | 350,118.06 |
| **TOTAL LIABILITIES & CAPITAL** | $406,613.45 | $351,498.70 |

Unaudited
Grant Committee
May 27, 1998
Screening Sheet

1. Alaska Forum for Environmental Responsibility $1,500
P.O. Box 188, Valdez, AK 99686 Mike Riley 541/318-8455
Funding to purchase computer equipment for environmental organization which works with whistle blowers and seeks to encourage citizen oversight of the trans-Alaska pipeline.
Comments:

2. The Family Peace Project $2000
167 Main Street, Suite 308, Brattleboro, VT 05301 June Goodband 802/257-0200
Funding to organize Active Peace Zones in five elementary schools to create a culture of non-violence.
Comments:

3. Florida Prison Action Network $1020
1110-c NW 8th Avenue, Gainesville, FL 32601 Gayle Russell 352-955-2260
Funding for a demonstration at the Capitol Rotunda regarding issues related to prisoners and their families.
Comments:

4. Georgia Gay Prisoner For Equal Justice $700
GA State Prison, EF-114438, HC01, Reidsville, GA 30499-0001 Arthur Gould
Funding for a prison newsletter regarding criminal justice issues, specifically those affecting gay prisoners.
Comments:

5. HOME ALIVE $2000
1122 East Pike Street, Suite 1127, Seattle, WA 98122 Chanel Reynolds 206/521-9176
Funding to offer a series of self-defense courses for women in the sex industry, sexual minorities, domestic violence survivors, and women in transition.
Comments:
6. The Institute of Popular Education of Southern California $1000
2130 E. First Street, Suite #2, Los Angeles, CA 90033 Raul Anorve 213/980-9226
Funding to assist the Boyle Heights Transportation and Housing Coalition in its campaign to oppose a plan to demolish affordable housing and replace it with a subway system.
Comments:

7. Labor Education and Research Project $2000
7435 Michigan Avenue, Detroit, MI 48210 Kim Moody 313/842-6262
Funding for an East Coast Union Democracy School which will bring together activists from a variety of unions who are seeking to make their unions into more democratic, socially conscious organizations.
Comments:

8. Maine Rural Network $2000
51 Shore Road, Standish, Maine 04084 Naomi Falcone 207/642-2015
Funding for a rural based educational effort, networked statewide that will link groups working on lesbian, gay, bisexual and transgender issues.
Comments:

9. Resistant Strains $2000
5 Winter Street, Montpelier, VT 05602 Karen Topper 802/223-4901
Funding for a series of posters on prison issues.
Comments:

10. Virginia Brain Injury Survivors' Council $1350
RT 2 Box 48A, Gladston, VA 24553 Ed Williams 804-933-4300
American Sign Language interpreter for their annual conference.
Comments:

11. Wheels of Love $1860
3780 Stramba Road, East Freetown, NY 13040 Wendy Dwyer 607/836-4152
Start a newsletter about material aid campaigns for Nicaragua.
Comments:
Minutes
Grant Committee
May 27, 1998

Present: Robin Carton, June Lee, Penn Loh, Kay Mathew, Marc Miller.

A. Grant Screening Decisions

1. Alaska Forum for Environmental Responsibility
   $1,500
   P.O. Box 188, Valdez, AK 99686  Mike Riley  541/318-8455
   Funding to purchase computer equipment for environmental organization which works with
   whistle blowers and seeks to encourage citizen oversight of the trans-Alaska pipeline.
   Comments:
   Keep in cycle. Probably not fundable- but seems reasonable to send to Board. Seems to
   encourage workers voice.

2. The Family Peace Project
   167 Main Street, Suite 308, Brattleboro, VT 05301  June Goodband  802/257-0200
   Funding to organize Active Peace Zones in five elementary schools to create a culture of non-
   violence.
   Comments:
   No. Not clear how they will reach their goals. Purpose not a Resist funding priority.

3. Florida Prison Action Network
   1110-c NW 8th Avenue, Gainesville, FL 32601 Gayle Russell  352-955-2260
   Funding for a demonstration at the Capitol Rotunda regarding issues related to prisoners and their
   families.
   Comments:
   No. Event is over. Come back for a different purpose.

4. Georgia Gay Prisoner For Equal Justice
   GA State Prison, EF-114438, HC01, Reidsville, GA 30499-0001  Arthur Gould
   Funding for a prison newsletter regarding criminal justice issues, specifically those affecting gay
   prisoners.
   Comments:
   No. Individual. Connect him with other similar groups.

5. HOME ALIVE
   1122 East Pike Street, Suite 1127, Seattle, WA 98122  Chanel Reynolds  206/521-9176
   Funding to offer a series of self-defense courses for women in the sex industry, sexual minorities,
   domestic violence survivors, and women in transition.
   Comments:
   No. Social services. Rejected before for same grant.
6. The Institute of Popular Education of Southern California
2130 E. First Street, Suite #2, Los Angeles, CA 90033 Raul Anorve 213/980-9226
Funding to assist the Boyle Heights Transportation and Housing Coalition in its campaign to oppose a plan
to demolish affordable housing and replace it with a subway system.
Comments:
No. Too big. Budget is over $180,000.

7. Labor Education and Research Project
7435 Michigan Avenue, Detroit, MI 48210 Kim Moody 313/842-6262
Funding for an East Coast Union Democracy School which will bring together activists from a variety of
unions who are seeking to make their unions into more democratic, socially conscious organizations.
Comments:
No. Budget is too big- over $300,000.

8. Maine Rural Network
51 Shore Road, Standish, Maine 04084 Naomi Falcone 207/642-2015
Funding for a rural based educational effort, networked statewide that will link groups working on lesbian,
gay, bisexual and transgender issues.
Comments:
No. Too new. Eligible in August.

9. National Coordinating Office on the Refugees and Displaced of Guatemala (NCOORD)
1830 Connecticut Avenue, NW, Washington, DC 20009 Chris Gilbreth 202/265-8713
Funding for a one week human rights training held in May which trains and sensitizes U.S. citizens to carry out
human rights accompaniment in returned refugee and displaced communities in Guatemala.
Comments:
No. Event is over. No U.S. organizing component.

10. Resistant Strains
5 Winter Street, Montpelier, VT 05602 Karen Topper 802/223-4901
Funding for a series of posters on prison issues.
Comments:
No. No organizing strategy.

11. Virginia Brain Injury Survivors' Council
RT 2 Box 48A, Gladston, VA 24553 Ed Williams 804-933-4300
American Sign Language interpreter for their annual conference.
Comments:
No. Some level of organizing. Similar to Support Coalition. Not clear that are seeking larger reforms of health care system or working against stigmas of brain injury. Come back with a different project.

12. Wheels of Love
3780 Stramba Road, East Freetown, NY 13040 Wendy Dwyer 607/836-4152
Start a newsletter about material aid campaigns for Nicaragua.
Comments:
No. No organizing- just material aid.
B. New Grant Proposals

1. Planning Grant/Seed Money

Criteria discussed included:

- organizational budget between $100,000 - $250,000
- project budget of up to $50,000
- project should have potential of being spun off as its own entity from parent initiator
- strong organizing focus
- have a broader construct of social justice issues
- goal is to foster new ideas and build organizations
- use funding as seed money or as a planning grant
- use funding to develop other funding sources
- must have a three year action plan as part of the results
- goal is not find a vehicle to fund larger organizations
- limit such funding to only one or two of the eight cycles

2. Multi-Year Grants

Criteria discussed included:

- grants given for a three year period
- grants are for general support
- to be eligible must have been funded at least twice in the past five years
- group must meet a higher level of standards for all current criteria
  - (squeaking by is not enough)
- groups must provide progress reports which give evidence that they are engaged in activities funded and action plans for future goals
- yearly funding is conditioned upon receipt and review of reports by the Grant Committee

Kay will develop a first draft of the Planning/Seed Grant guidelines. Robin will do the same for Multi-Year Grants.

Next meeting will be held on **Tuesday, July 7th at 12:30 p.m.** June will check on the availability of her office at 14 Beacon Street, 8th floor.
Review of the current expenditures in relation to budgeted amounts

Current financial statements were reviewed and accepted. One question was raised as to the amounts listed in Accounts Receivable. Robin will check what these listings are and report back to the Finance Committee. (It appears to be a balance brought forward from FY97- but Ellie Rozinsky will provide details).

Grant spending is currently over budget. The Committee will wait for a few more cycles to finish and then review spending. It may be necessary to reduce the formula after August.

Analysis of our current investments

Finance Committee recommends selling all assets in the Calvert Managed Growth fund and moving them over into the Calvert Bond Fund. This is based on management problems at Calvert and the need to balance Resist's stock and bond investment numbers.

Karen Pratt from Miller Capital Management/Pride Value Fund called to meet with Robin to suggest Resist transfer some investments to this two year old fund. It does screening primarily for gay/lesbian/bisexual/transgender issues and has several other screens on top of that. Robin will meet with Karen first and then set up a joint meeting with Cheryl Smith and Carol. Robin will send Cheryl the prospectus and other materials provided.

Financial impact of Grant Committee recommendations

Grant Proposals

Planning Grant/Seed Money

Criteria discussed included: 1) organizational budget between $100,000 - $250,000; 2) project budget of up to $50,000; 3) project should have potential of being spun off as its own entity from parent initiator; 4) strong organizing focus; 5) have a broader construct of social justice issues; 6) goal is to foster new ideas and build organizations; 7) use funding as seed money or as a planning grant; 8) use funding to develop other funding sources; 9) must have a three year action plan as part of the results; 10) goal is not find a vehicle to fund larger organizations; and 11) limit such funding to only one or two of the eight cycles.

Finance Committee members felt that the Board should ensure that the parent organization should meet all the criteria for regular grants. Some concern was raised that this would move Resist's funding toward larger groups.
2. **Multi-Year Grants**

Criteria discussed included: 1) grants given for a three year period; 2) grants are for general support; 3) to be eligible must have been funded at least twice in the past five years; 4) group must meet a higher level of standards for all current criteria (squeaking by is not enough); 5) groups must provide progress reports which give evidence that they are engaged in activities funded and action plans for future goals; 6) yearly funding is conditioned up receipt and review of reports by the Grant Committee.

The Finance Committee felt that it would be simple to budget for the implementation of these grants. It would be important to keep these grants spread among the cycles so that no individual cycle would be overloaded. The payment of these grants should be included in the allocation amount for each cycle.

The next meeting of the Finance Committee will be held on **September 9 at 12:30** in the 2nd floor Atrium Cafe at One Financial Center.
Board Development Committee
Minutes of 4/6/98 Meeting

Present: Robin, Eileen (chair), Louis.
Proxy from Carol.

1. New York meetings - we propose that we stop New York meetings. Not much is happening in New York in terms of participation. The amount of time and money it takes for Boston people to go down to New York is a lot. Plane time (for New Yorkers & Hank) to come to Boston is the same as train time from Boston to N.Y. It's a burden on staff. It's not clear that we should add new members who are not from MA area. We should encourage New York Board members to come to Boston meetings. Discuss at upcoming N.Y. meeting, vote at following Boston meeting (with non-attending New Yorkers sending proxies).

2. New Board members - we need to brainstorm new, potential members. People of color are a priority. Board members need to recruit. Try to recruit members who have time to participate fully. Louis is going to follow up with Katherine Yee, a Boston activist who expressed interest.

3. Proposal to create an advisory board. At next board meeting, discuss who of the following non-active board members on letterhead should be on advisory board: Bell Chevigny, Noam Chomsky, Kate Cloud, Tess Ewing, Norm Fruchter, Ken Hale, Frank Broadhead, Dick Ohmann, Carlos Otero, Roxanna Pastor, Renae Scott, Grace Paley.

4. Discussion of whether to have another retreat. We propose the following scenarios: a.) no retreat, b.) Boston-based retreat - 1 1/2 days c.) not local - 1 1/2 days d.) full weekend retreat. Possibly schedule for fall. Issues: long term goals - political, philosophical, how big do we see ourselves getting. Money, major donors, grant program. If we do have another retreat, should we use Deb Linnell as a facilitator again?

5. New staff scenarios - we looked at the 3 scenarios proposed by the personnel committee. There's some concern about issues (implicit and explicit) of hierarchy and race. Is hierarchy part of Resist's vision/political perspective (altho Louis put in the historical perspective the Resist started as a hierarchy and then moved away from that in more recent years)? Concerns for setting up for failure. "Trio" staff scenario can be difficult.
b. Proposal for additional staff.

1) *What we have now.*

A part time staff person who works a maximum of twenty hours a week. This person is support staff and helps Robin and Carol both cut down on overtime and do some program development.

In direct impact on ability to produce revenue. Would probably cover him/herself. If didn’t cover their own costs, overhead will increase in relation to program costs. Probably will not affect overhead to program ration significantly.

2) *Moderate growth.*

A full time support staff person who also takes on some basic grant and fundraising projects. They would also have responsibility for maintenance of the web site.

Would enable more pledge work/revenue, create web revenue, Carol could engage in more fundraising activities (e.g. house parties, major donor visits, research on fundraising strategies). Would probably cover him/herself. If didn’t cover their own costs, overhead will increase in relation to program costs. Probably will not affect overhead to program ration significantly. Would be doing some program work.

3) *Substantial growth.*

This is a new full-time position that would re-configure the existing jobs.

Would probably offset any costs, depending on their skills. Would be engaged in program work.

4) Should the staffing be hierarchical or a peer situation?

If this were to be a peer relationship, there would need to be significant attention paid to whether staff would be able to work together well. In three person offices, studies and anecdotal data show that relationship may be more difficult to maintain on a peer level. There are less concerns when the relationship is hierarchical. The process needs to be thorough with more attention paid to interpersonal skills than to demonstrated ability at tasks.

Cheryl and Robin noted a preference for Scenario 2, followed by the addition of a part-time fundraiser after analysis of performance of three person office. Carol noted preference for hiring both a support person and a part-time fundraiser immediately. No one noted a preference for only Scenario 1 or only Scenario 3.

The next **Finance Committee meeting** will be held on **Monday, June 1 at 12:30**. The meeting will be on the second floor of One Financial Center at the Atrium Cafeteria (presumably over lunch- bring your own!).
Board Development Committee
Minutes of 4/6/98 Meeting

Present: Robin, Eileen (chair), Louis.
Proxy from Carol.

1. New York meetings - we propose that we stop New York meetings. Not much is happening in New York in terms of participation. The amount of time and money it takes for Boston people to go down to New York is alot. Plane time (for New Yorkers & Hank) to come to Boston is the same as train time from Boston to N.Y. It’s a burden on staff. It’s not clear that we should add new members who are not from MA area. We should encourage New York Board members to come to Boston meetings. Discuss at upcoming N.Y. meeting, vote at following Boston meeting (with non-attending New Yorkers sending proxies).

2. New Board members - we need to brainstorm new, potential members. People of color are a priority. Board members need to recruit. Try to recruit members who have time to participate fully. Louis is going to follow up with Katherine Yee, a Boston activist who expressed interest.

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4. Discussion of whether to have another retreat. We propose the following scenarios: a.) no retreat, b.) Boston-based retreat - 1 1/2 days c.) not local - 1 1/2 days d.) full weekend retreat. Possibly schedule for fall. Issues: longterm goals - political, philosophical, how big do we see ourselves getting. Money, major donors, grant program. If we do have another retreat, should we use Deb Linnell as a facilitator again?

5. New staff scenarios - we looked at the 3 scenarios proposed by the personnel committee. There’s some concern about issues (implicit and explicit) of hierarchy and race. Is hierarchy part of Resist’s vision/political perspective (altho Louis put in the historical perspective the Resist started as a hierarchy and then moved away from that in more recent years)? Concerns for setting up for failure. “Trio” staff scenario can be difficult.
### GRANTS 1998

#### Breakdown

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<th>Meeting</th>
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MINUTES
GRANT COMMITTEE
4/11/98

Present: Robin Carton, June Lee, Kay Mathew and Marc Miller

1. Emergency Grant Request

a. Nicaragua Network Education Fund
   1247 E Street, SE, Washington, DC 20003
   Funding for a three month material aid campaign in Iraq designed to challenge economic sanctions.
   Reason: Not an emergency. Material aid campaigns not funded.

2. Grants Removed From Consideration for May 3, 1998 Board Meeting

a. Casa de Proyecto Libertad
   113 N. 1st Street, Harlingen, TX 78550
   Funding for direct legal and social services for battered immigrant women.
   Reason: Direct services, legal services. Budget is $240,000.

b. Citizens Awareness Network
   P.O. Box 83, Shelburne Falls, MA 01370
   Funding to support the Caravan of Conscience Tour 3.
   Reason: Too soon.

c. Communities for a Better Environment
   500 Howard Street, Suite 506, San Francisco, CA 94105
   Funding to support San Francisco Bay Area Advocates for Environmental Rights (SAFER).
   Reason: Budget is almost $1.5 million.

d. HIV + HOPE BEHIND BARS (H+HBB)
   P.O. Box 5775, Austin, TX 78763-5775
   Funding to publish and distribute the HIV + HOPE BEHIND BARS newsletter.
   Reason: Only one person. No group. No links to PWA-RAG.

e. Las Americas Refugee Asylum Project
   715 Myrtle Avenue, El Paso, TX 79901
   Funding to start an alternative newspaper which would provide a different view of local, national and global issues.
   Reason: Budget for 1997 $133,000. Budget for 1998 between $147,000 and $231,000.
f. National Coalition Against Domestic Violence $2,000
P.O. Box 187449, Denver, CO 80218 Ronnie Weiss 303/839-1852
Funding to support organizing, coalition building and planning efforts for a National Summit on Same-Sex Battering.
Reason: Budget not included, but donations indicate funding over $200,000. Conference will cost over $200,000.

g. Prisoner Resource Clearinghouse $2,000
2103 N. Decatur Road, Suite 113, Decatur, GA 30033 Regina Sherard 770/582-9801
Funding to expand prison newsletter to include legislative and case law updates, referrals, poetry and prose.
Reason: Organization designed to provide self-help materials, referrals and educational resources.
No organizing, mostly social services. Newsletter problematic.

h. Rio Maria Committee $2,000
P.O. Box 380312, Cambridge, MA 02238-0312 Madeleine Cousineau 617/282-0908
Funding for general support for organization working for land reform in the eastern Amazon region of Brazil.
Reason: No local organizing to change U.S. foreign policy.

2. Discussion of 3rd Staff Person

Would be helpful to have the person do:

Outreach- both for proposals and to other foundation colleagues.
   To reach beyond the “usual suspects”

Internal analysis of Resist’s grantmaking

Site visits: create contacts, network building

Look at changing the grant guidelines:

How to be more effective

Structure/staffing to be purposeful

Difference in opinion on what level to hire the person at:

Collegial

Hierarchical- need for support, opportunity to bring people up the ladder

Next meeting date Monday April 20th at Kay Mathew’s office.

Next Agenda items:

Guidelines and discussion for proposed new grant format
Board Development Committee
Minutes of 4/6/98 Meeting

Present: Robin, Eileen (chair), Louis.
Proxy from Carol.

1. New York meetings - we propose that we stop New York meetings. Not much is happening in New York in terms of participation. The amount of time and money it takes for Boston people to go down to New York is a lot. Plane time (for New Yorkers & Hank) to come to Boston is the same as train time from Boston to N.Y. It's a burden on staff. It's not clear that we should add new members who are not from MA area. We should encourage New York Board members to come to Boston meetings. Discuss at upcoming N.Y. meeting, vote at following Boston meeting (with non-attending New Yorkers sending proxies).

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Present: Robin Carton, June Lee, Kay Mathew and Marc Miller

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a. Casa de Proyecto Libertad $2,000
113 N. 1st Street, Harlingen, TX 78550 Rogelio Nunez 956/425-9552
Funding for direct legal and social services for battered immigrant women.
Reason: Direct services, legal services. Budget is $240,000.

b. Citizens Awareness Network $2,000
P.O. Box 83, Shelburne Falls, MA 01370 Debbie Katz 413/339-5781
Funding to support the Caravan of Conscience Tour 3.
Reason: Too soon.

c. Communities for a Better Environment $2,000
500 Howard Street, Suite 506, San Francisco, CA 94105 Wendall Chin 415/243-8373
Funding to support San Francisco Bay Area Advocates for Environmental Rights (SAFER).
Reason: Budget is almost $1.5 million.

d. HIV + HOPE BEHIND BARS (H+HBB) $1,400
P.O. Box 5775, Austin, TX 78763-5775 Larry Kee
Funding to publish and distribute the HIV + HOPE BEHIND BARS newsletter.
Reason: Only one person. No group. No links to PWA-RAG.

e. Las Americas Refugee Asylum Project $2,000
715 Myrtle Avenue, El Paso, TX 79901 Ada Gonzalez-Peterson 915/544-5126
Funding to start an alternative newspaper which would provide a different view of local, national and global issues.
Reason: Budget for 1997 $133,000. Budget for 1998 between $147,000 and $231,000.
f. National Coalition Against Domestic Violence $2,000
P.O. Box 187449, Denver, CO 80218 Ronnie Weiss 303/839-1852
Funding to support organizing, coalition building and planning efforts for a National Summit on Same-Sex Battering.
Reason: Budget not included, but donations indicate funding over $200,000. Conference will cost over 420,000.

g. Prisoner Resource Clearinghouse $2,000
2103 N. Decatur Road, Suite 113, Decatur, GA 30033 Regina Sherard 770/582-9801
Funding to expand prison newsletter to include legislative and case law updates, referrals, poetry and prose.
Reason: Organization designed to provide self-help materials, referrals and educational resources. No organizing, mostly social services. Newsletter problematic.

h. Rio Maria Committee $2,000
P.O. Box 380312, Cambridge, MA 02238-0312 Madeleine Cousineau 617/282-0908
Funding for general support for organization working for land reform in the eastern Amazon region of Brazil.
Reason: No local organizing to change U.S. foreign policy.

2. Discussion of 3rd Staff Person

Would be helpful to have the person do:

Outreach- both for proposals and to other foundation colleagues.
   To reach beyond the "usual suspects"

Internal analysis of Resist's grantmaking

Site visits: create contacts, network building

Look at changing the grant guidelines:

How to be more effective

Structure/staffing to be purposeful

Difference in opinion on what level to hire the person at:

Collegial

Hierarchical- need for support, opportunity to bring people up the ladder

Next meeting date Monday April 20th at Kay Mathew's office.

Next Agenda items:

Guidelines and discussion for proposed new grant format
Resist Personnel Planning Discussion 3/15/98

<table>
<thead>
<tr>
<th>Staffing Scenario</th>
<th>Job Description</th>
<th>Cost</th>
<th>Benefit</th>
<th>Questions</th>
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</thead>
</table>
| **A. What We Have Now** | • data entry  
• telephone  
• mail  
• special projects | at $8-10/hr, max 20 hours/wk=$10,000/yr | • staff freed up to complete their own work  
• some program development possible |  |
| **part time, entry level, subordinate, no benefits** |  |  |  |  |
| **B. Moderate Growth** | • office support work  
bookkeeping, files, etc.  
• web page maintenance  
• volunteer and donor correspondence  
• basic grant outreach, maintenance, processing  
• pledge development  
• board packet prep  
• newsletter tasks | somewhere between $18-25,000 plus benefit package | • all work done more efficiently  
• more time for existing staff to work with program, board, and vision development  
• more revenue |  |
| C. Substantial Growth | all 3 positions redefined to include such activities as: | 50% increase in staff salaries and benefits ($35,000 +) | • substantial increase in revenues due to more fundraising  
• increased visibility and impact for Resist  
• room to try on new directions for org. |
| --- | --- | --- | --- |
| full time, new job descriptions, peer status, benefits | • creating grantee networks  
• targeting additional resources and referring to others  
• technical assistance to grantees  
• new program development  
• new fundraising goals and strategies  
• communications  
• travelling rep | | |