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Resist Board Meeting, June 21, 1998

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259 Elm Street, Suite 201 • Somerville, Massachusetts 02144

617 / 623-5110

Finance Committee**Minutes****June 1, 1998**

Eileen Bolinsky
 Frank Brodhead
 Robin Carton
 Pam Chamberlain
 Bell Chevigny
 Noam Chomsky
 Kate Cloud
 Tess Ewing
 Norm Fruchter
 Kenneth Hale
 Debra Jefferson
 Frank Joyce
 Louis Kampf
 Hans Koning
 Paul Lauter
 June Lee
 Penn Loh
 Kay Mathew
 Marc Miller
 Richard Ohmann
 Wayne O'Neil
 Carlos Otero
 Grace Paley
 Roxanna Pastor
 Merble Reagon
 Henry Rosemont
 Carol Schachet
 Renae Scott
 Cheryl Smith
 Amy Swerdlow
 George Vickers
 Nancy Wechsler
 Fran White

1. 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.

2. 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.

3. Financial impact of Grant Committee recommendations**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

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.

A call to **RESIST** illegitimate authority

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

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Nancy Wechsler
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**Minutes
Board Meeting
June 21, 1998**

Present: Eileen Bolinsky, Robin Carton, Pam Chamberlain (Chair), Louie Kampf, June Lee (minutes), Marc Miller, and Wayne O'Neil

AGENDA

1. Finance report

The Finance Committee is happy with current income and spending levels. Current Balance sheet shows fundraising is going well-- \$30,000+ ahead of where we were last year. Spending is out pacing what was budgeted. This is mostly due to the fact that grant spending is significantly higher than last year at this time. It is possible that Resist will give away \$200,000 or more in grants this year. The Finance Committee will review grant spending after two more cycles have passed. If it weren't for the increase in grant spending, expenses would be close to budget.

2. Board Development Issues

The Board Development Committee hasn't met since the last Board meeting. The Committee is looking at the possibility of holding another Board Retreat. Topics might include: re-evaluation of where we are, getting to know each other, recruitment and future visions. Other issues are about whether to get bigger/add staff. Board members requested that the Board Development Committee come with a proposal and/or a structure for the conversation.

Letters went out to the potential Board candidates identified at the last meeting. Jorge Rogechevsky has responded. The Committee needs to meet and discuss his request to join the Board.

Fran White is moving to New York. The Board is no longer meeting in New York because not enough local members have been coming. Unclear if that decision should be reconsidered. Board will wait and review the decision after Fran determines her availability for meetings.

3. Board Committees

Personnel

The Personnel Committee has not met since the last Board meeting. The Committee does have feedback on the new staff proposals from the other Board Committees so it needs to set up time soon. The two main items on the agenda are: 1) putting a retirement plan into place; and 2) staff size/responsibilities. Cheryl Smith is working on the application for the TIAA-CREF retirement plan.

4. Grants

Grant Committee

The Grant Committee is looking at two new initiatives (see recent Board packet for details). The two initiatives include: 1) multi-year grants for certain current grantees; and 2) planning/seed grants. Draft guidelines are being prepared by Robin and Kay and should be available at the September 27th meeting. The hope is to institute one or both initiatives by next year. Questions raised include: 1) would there be any caps on the number of multi-year grants given; 2) what would the impact be on fundraising; 3) do we want to fund an additional new area with seed money idea.

Carol left several comments about the new grants. She felt that the multi-year grants would not have a big impact on fundraising. They could be budgeted fairly easily. She would like to wait a year to see the impact of the current larger grant size before adding new grants program. If Resist will give away over \$200,000 just on the current standards, this is a significant increase already.

Mark commented that currently the funding process requires applicants to compete against our standards to receive funding, rather than against each other. Resist essentially funds (in some way) all proposals that are deemed valuable. If new grants are implemented, it might require groups to compete against each other for funding- and not funding all groups with merit. In his view the two new proposals look at two aspects of funding: 1) the multi-year grants are based on efficiency concerns for both grantees and the office; 2) the seed money grants are about creating an impact with funding.

Pam felt that the multi-year grants could be implemented sooner rather than later. She felt that the seed money grants were a good idea, but she had some concern about the increase in grant spending. Louie liked the idea of funding groups to do planning, but felt that it takes more than a few thousand dollars to do it properly.

5. Web Site

The Web site is active. Currently, there have been over 700 visitors to the site. Grant requests have come in from Australia after seeing the site. The application has been downloaded by many groups, a number of which are from rural areas. A reminder that the address is: www.resistinc.org

One of the next steps is to create "hot links" so grantees and others can connect directly with each other. Resist will need to hire somebody to do that. Eileen and Pam indicated that they know people who could do this work.

Not everyone has provided their Board biography for the site. Please send one in if you have not done so already.

6. Miscellaneous

Fran White is attending the Black Radical Congress this weekend along with Resist donor Barbara Smith.

Two magazines have combined, *Third Force* and *Race File* are now jointly published under the name *Color Lines*.

7. Select Chair/New Meeting site/Agenda

Next Board meeting is August 16th. The preference was for a place that was air conditioned. If the air conditioning is working- the meeting will be held in the office. If it is not working, it will be at Louis' house.

**JUNE 1998
GRANT DECISIONS**

EMERGENCY GRANTS

Southerners for Economic Justice

\$300

331 W. Main Street, Box 38, Durham, NC 27701 Cynthia Brown 919/682-6800

Funding to support a statewide mobilization of welfare recipients to attend a public hearing on North Carolina's Temporary Assistance to Needy Families State Plan.

Coalition for Bilingual Education in Massachusetts

\$300

c/o Judy Andler, 27 Putnam Avenue, Cambridge, MA 02139 Judy Andler 617/497-5164

Funding for a rally opposing new Legislative support for plans to weaken bilingual education in Massachusetts.

Central, Latin America and the Caribbean

1. Committee on Solidarity with Central American People (CISCAP)

\$2000

458 Blair Blvd., Eugene, OR 97402 Ceciley Slocum 541/485-8633

Funding for bookkeeping assistance, to publish the newsletter *El Aviso*, and to file for tax exempt status.

Decision: Full ☒ Partial ☐ No ☐ Undecided ☐
Comments:

2. San Francisco Bay Area U.S./Cuba Friendshipment

3181 Mission Street, #14, San Francisco, CA 94110 Alicia Jrapko 510/273-9199

Funding to support efforts to inform the public about the impact of the U.S. blockade against Cuba and to highlight the Pastors for Peace material aid caravan in July.

Decision: Full ☐ Partial ☐ No ☒ Undecided ☐
Comments: Carol-fund for something other than material aid.

Turned down before- were seeking funding to drive bookmobile to Cuba. Were asked to come back with educational or organizing activities around the blockade. This proposal was not sufficient. Concerns about answers to Question 10c.

Community Organizing/Anti-Racism

3. Chicago Committee to Defend the Bill of Rights

59 E. Van Buren, Suite 807, Chicago, IL 60605-1212 Emile Schepers 312/939-0675

Funding to build a coalition to deal pro-actively with federal, state and local threats to First Amendment rights.

Decision: Full _____ Partial _____ No X Undecided _____

Comments:

Need to diversify group. ACLU and others not part of the group. Not clear if they are sectarian group or defending the rights of sectarian groups. Mediocre reference. Not clear how they do the work. Lukewarm proposal. What specifically are their projects? Seems to be about legal defense fund issues.

4. Coalition for the Human Rights of Immigrants

Defer

339 Lafayette Street, New York, NY 10012 Jane Guskin 212/254-2591

Funding for organization seeking to confront immigration policy by directly challenging the Immigration and Naturalization Service over the mass arrests in workplace raids.

Decision: Full _____ Partial _____ No X Undecided _____

Comments:

Interest in funding this group, but concerned that some groups listed as part of the coalition indicated they weren't coalition members. Robin talked with them and they indicated the proposal was not clear. Some organizations listed are not involved, but members of those groups attend as individuals. Will check additional references.

5. San Antonio Immigrant And Refugee Rights Coalition

2311 N. Flores, San Antonio, Texas 78212 Yolanda Anguiano 210-736-1503

Funding to purchase computer equipment to facilitate communication between members of immigrant and refugee rights coalition.

Decision: Full _____ Partial _____ No X Undecided _____

Comments:

Seems mainstream even though work is important. Need a sample of the newsletter. Could come back.

Economic Justice

6. Committee to Stop Corporate Welfare

\$1000

309 High Street, Belfast, ME 04915 Jan Anderson 207-338-1429

Funding to support a petition drive seeking to establish criteria under which scarce tax revenues could be doled out in corporate welfare programs.

Decision: Full _____ Partial X No _____ Undecided _____

Comments:

Seems to have a narrow focus on Bath Ironworks. No real link to corporate welfare. Answer re: people of color weird. Send a letter encouraging broader vision.

7. Manhattan Alliance for Peace and Justice

\$1000

P.O. Box 1561, Manhattan, Kansas 66505 John Exdell 785/539-6076

Funding to organize a living wage campaign in conjunction with five local unions.

Decision: Full _____ Partial X No _____ Undecided _____

Comments:

Concerned about lack of diversity in organization vs. project. Part of a national movement around living wages. Project includes people most affected, but organizational leadership is not diverse. No stand on gay/lesbian issues. Send letter articulating concerns.

8. Maryland United for Peace and Justice

\$1500

14957 Nashua Lane, Bowie, MD 20716 Tony Langbehn 301/390-9684

Funding for general support, including an outreach campaign to create a statewide student coalition to further peace, justice and environmental issues.

Decision: Full X Partial _____ No _____ Undecided _____

Comments:

9. Peace and Justice Center

21 Church Street, Burlington, VT 05401 Ellen Kahler 802-863-2345

Funding to coordinate a state-wide livable wage campaign which will bring together Vermont residents, small business owners and state agencies to develop strategies to increase the median wages of low-wage workers in Vermont.

Decision: Full _____ Partial _____ No X Undecided _____

Comments:

Budget is too big. Over \$300,000.

Environmental

10. 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 whistleblowers and seeks to encourage citizen oversight of the trans-Alaska pipeline.

Decision: Full X Partial _____ No _____ Undecided _____

Comments:

Unclear why Executive Director is in Oregon.

Gay/Lesbian/Bisexual

11. Dyke TV

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 X Undecided _____

Comments:

No response to letter sent last cycle asking for more information.

Health/AIDS/Disability

12. Coalition of Montanans Concerned with Disabilities

\$2000

P.O. Box 5679, Missoula, MT 59806 Daphne Herling 406/243-5944
Funding for technical assistance activities including a planning retreat, fundraising workshops and community organizing training.

Decision: Full X Partial _____ No _____ Undecided _____

Comments:

Labor

13. American Friends Service Committee, New Hampshire Program

\$2000

80 N. Main Street 3rd Floor, P.O. Box 1081, Concord, NH 03302 Arnie Alpert 603/224-2407
Funding to educate activists in New Hampshire about the impact of the global economy on workers and to mobilize actions for economic justice.

Decision: Full x Partial _____ No _____ Undecided _____

Comments:

Not exciting or specific, but generally good organization.

14. Justice. Do It NIKE!

\$1000

P.O. Box 219231, Portland, OR 97225 Liz Copeland 503/282-8386; 503/291-9422
Funding to create an effective presence critical of Nike labor practices at the Nike MASTER GAMES which will be held in Portland in August.

Decision: Full X Partial _____ No _____ Undecided _____

Comments:

Why is the focus just on Nike. Why not labor issues/sweatshops as whole, with a specific campaign targeting Nike.

15. Spokane Progressive Alliance**\$1000**

315 W. Mission, Spokane, WA 99201 Elizabeth Moore 509/326-8518

Funding to build bridges between social/economic justice advocates through a project which seeks to uncover Spokane's Hidden Progressive History.

Decision: Full _____ Partial X No _____ Undecided _____

Comments:

Like project, but not direct organizing. Important resource. Not sure how they will link history to present activity.

16. Sweatshop Watch**\$2000**

720 Market Street, Suite 500 San Francisco, CA 94102 Nikki Fortunato Bas 415/391-1655 x36

Funding for general support for coalition committed to eliminating the exploitation that occurs in sweatshops.

Decision: Full X Partial _____ No _____ Undecided _____

Comments:

Media/Culture**17. Alternative Press Center****\$1,000**

1443 Gorsuch Avenue, P.O. Box 33109, Baltimore, MD 21218 Lavina Velasco 410/243-2471

Funding for the Library Development Project which will allow public access to an index of Alternative Press articles and the Internet in order to facilitate social justice organizing.

Decision: Full _____ Partial x No _____ Undecided _____

Comments:

Facilitate organizing, but not direct organizing. Contribute to organizing by providing research base. Provide materials for campaigns.

18. Penumbra Media Cooperative

1400 W. Devon, #243, Chicago, IL 60660 Joyce Fitzgerald 773-404-8726

Funding to support a media production studio which will give activists affordable access to print, radio and Internet production tools.

Decision: Full _____ Partial _____ No x Undecided _____

Comments :

19. Women in the Director's Chair

3435 N. Sheffield, #202, Chicago, IL 60657 Rebecca Gee 773-281-4988

Funding to expand the accessibility and usage of the Video Archive/Prison Library which contains a range of media-arts materials developed by women.

Decision: Full _____ Partial _____ No X Undecided _____

Comments:

More service support topics than political films.

Peace/Anti-Militarism

20. Nukewatch

\$2000

P.O. Box 649, Luck, WI 54853-0649 Bonnie Urfer 715/472-4185

Funding for four non-violent resistance actions at the Navy's Project ELF, a first-strike nuclear war communications system.

Decision: Full ☒ Partial ☐ No ☐ Undecided ☐

Comments:

Prisoners

21. Prison and Jail Project

\$1200

P.O. Box 6749, Americus, GA 31709 John Cole Vodicka 912/924-0671

Funding for a five day, 70 mile march through five southwest Georgia counties where Prison and Jail Project has been actively organizing for reform in the jail and criminal justice systems.

Decision: Full ☒ Partial ☐ No ☐ Undecided ☐

Comments:

Women

22. The Women's Alliance

\$2000

90 Furing Street, Framingham, MA 02144 Grace Ross 508/872-8714

Funding for a series of workshops examining the consequences of institutional gender, class and racial oppression upon organizing efforts.

Decision: Full ☒ Partial ☐ No ☐ Undecided ☐

Comments:

Youth

23. Community Action International Alliance (CAIA)

\$2,000

2008 10th Street NW, Washington, DC 20001 Joan Heckscher 202/986-0206

Funding for general support for agency which works with youth to think critically and act collectively for social change.

Decision: Full ☒ Partial ☐ No ☐ Undecided ☐

Comments:

24. Grrrl Club

Dane County Youth Connection, 112 N. Fairchild, Madison, WI 53703 Monica Serrano
608/251-7175 x104

Funding for weekly education, support and direct action group for adolescent girls.

Decision: Full _____ Partial _____ No x Undecided _____

Comments:

Social service not organizing. Come back with a direct action.

25. Latinos Unidos Siempre**\$2000**

3248 Market Street, Salem, OR 97301 Martha Coronado 503/363-1895

Funding for general support for Latino youth organization which seeks to challenge institutionalized racism, sexism and homophobia.

Decision: Full X Partial _____ No _____ Undecided _____

Comments:

Strong record toward organizing.

26. Rising Generation Represent**\$2000**

PO Box 544, Athol, MA 01331 Sharon Tracy 978/544-6142

Funding for a theater project entitled the Asian Young Minds Society which looks at issue of conflict as a tool for social change.

Decision: Full X Partial _____ No _____ Undecided _____

Comments:

Total Number of Grants:	26 regular; 2 emergency; 11 not on agenda
Grants funded:	17 regular; 2 emergency
Total Amount Requested:	\$47,900
Total Allocation for Cycle:	\$39,000
Total Allocated:	\$27,200; \$600 emergency grant

NOT ON AGENDA

1. 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.

Reason: Not clear how they will reach their goals. Purpose not a Resist funding priority.

2. 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.

Reason: Event is over. Come back for a different purpose.

3. 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.

Reason: Individual. Connect him with other similar groups.

4. 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.

Reason: Social services. Rejected before for same grant.

5. 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.

Reason: Too big. Budget is over \$180,000.

6. 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.

Reason: Budget is too big- over \$300,000.

7. 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.

Reason: Too new. Eligible in August.

8. 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.

Reason: Event is over. No U.S. organizing component.

9. Resistant Strains

5 Winter Street, Montpelier, VT 05602 Karen Topper 802/223-4901

Funding for a series of posters on prison issues.

Reason: No organizing strategy.

10. 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.

Reason: 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.

11. Wheels of Love

3780 Stramba Road, East Freetown, NY 13040 Wendy Dwyer 607/836-4152

Start a newsletter about material aid campaigns for Nicaragua.

Reason: No organizing- just material aid.

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George Vickers
Nancy Wechsler
Fran White

Board Meeting - June 21, 1998 - 11:00 a.m.

**Place: Resist Office
259 Elm Street
Somerville, MA 02144
(617) 623-5110**

Dear Board member:

For this meeting, we have xx requests to consider which means we'll have \$39,000 for grants (\$1,500 x 26).

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. Board Development Issues
3. Board Committees
 Personnel
4. Grants
 Grant Committee
5. Select Chair/New Meeting site/Agenda

EMERGENCY GRANTS

We gave one Emergency Grants out this cycle.

Southerners for Economic Justice **\$300**
331 W. Main Street, Box 38, Durham, NC 27701 Cynthia Brown 919/682-6800
Funding to support a statewide mobilization of welfare recipients to attend a public hearing on North Carolina's Temporary Assistance to Needy Families State Plan.

GRANT REQUESTS

Please consider giving out a Salzman endowment grants and a Mike Reigel Tribute Grant. We also received 11 additional requests which are not on the agenda.

**PLEASE REMEMBER TO SEND IN YOUR PROXY IF YOU WILL NOT BE
ABLE TO ATTEND THE MEETING!!!!**

JUNE 1998
GRANT REQUESTS AND PROXY

Central, Latin America and the Caribbean

- 1. Committee on Solidarity with Central American People (CISCAP)** **\$2000**
458 Blair Blvd., Eugene, OR 97402 Ceciley Slocum 541/485-8633
Funding for bookkeeping assistance, to publish the newsletter *El Aviso*, and to file for tax exempt status.

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

- 2. San Francisco Bay Area U.S./Cuba Friendshipment** **\$2000**
3181 Mission Street, #14, San Francisco, CA 94110 Alicia Jrapko 510/273-9199
Funding to support efforts to inform the public about the impact of the U.S. blockade against Cuba and to highlight the Pastors for Peace material aid caravan in July.

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

Community Organizing/Anti-Racism

- 3. Chicago Committee to Defend the Bill of Rights** **\$2000**
59 E. Van Buren, Suite 807, Chicago, IL 60605-1212 Emile Schepers 312/939-0675
Funding to build a coalition to deal pro-actively with federal, state and local threats to First Amendment rights.

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

4. Coalition for the Human Rights of Immigrants

\$2000

339 Lafayette Street, New York, NY 10012 Jane Guskin 212/254-2591

Funding for organization seeking to confront immigration policy by directly challenging the Immigration and Naturalization Service over the mass arrests in workplace raids.

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

5. San Antonio Immigrant And Refugee Rights Coalition

\$1800

2311 N. Flores, San Antonio, Texas 78212 Yolanda Anguiano 210-736-1503

Funding to purchase computer equipment to facilitate communication between members of immigrant and refugee rights coalition.

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

Economic Justice

6. Committee to Stop Corporate Welfare

\$2000

309 High Street, Belfast, ME 04915 Jan Anderson 207-338-1429

Funding to support a petition drive seeking to establish criteria under which scarce tax revenues could be doled out in corporate welfare programs.

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

7. Manhattan Alliance for Peace and Justice

\$2000

P.O. Box 1561, Manhattan, Kansas 66505 John Exdell 785/539-6076

Funding to organize a living wage campaign in conjunction with five local unions.

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

8. Maryland United for Peace and Justice

\$1400

14957 Nashua Lane, Bowie, MD 20716 Tony Langbehn 301/390-9684

Funding for conference entitled *Economic Justice: Challenging Corporate Power* which will focus on national and multinational corporate power.

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

9. Peace and Justice Center

\$2000

21 Church Street, Burlington, VT 05401 Ellen Kahler 802-863-2345

Funding to coordinate a state-wide livable wage campaign which will bring together Vermont residents, small business owners and state agencies to develop strategies to increase the median wages of low-wage workers in Vermont.

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

Environmental

10. 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 whistleblowers and seeks to encourage citizen oversight of the trans-Alaska pipeline.

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

Gay/Lesbian/Bisexual

11. Dyke TV

\$2,000

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:

Health/AIDS/Disability

12. Coalition of Montanans Concerned with Disabilities

\$2000

P.O. Box 5679, Missoula, MT 59806 Daphne Herling 406/243-5944

Funding for technical assistance activities including a planning retreat, fundraising workshops and community organizing training.

Decision: Full _____ Partial _____ No _____ Undecided _____

Comments:

Labor

13. American Friends Service Committee, New Hampshire Program

\$2000

80 N. Main Street 3rd Floor, P.O. Box 1081, Concord, NH 03302 Arnie Alpert 603/224-2407

Funding to educate activists in New Hampshire about the impact of the global economy on workers and to mobilize actions for economic justice.

Decision: Full _____ Partial _____ No _____ Undecided _____

Comments:

14. Justice. Do It NIKE!

\$1000

P.O. Box 219231, Portland, OR 97225 Liz Copeland 503/282-8386; 503/291-9422

Funding to create an effective presence critical of Nike labor practices at the Nike MASTER GAMES which will be held in Portland in August.

Decision: Full _____ Partial _____ No _____ Undecided _____

Comments:

15. Spokane Progressive Alliance

\$2000

315 W. Mission, Spokane, WA 99201 Elizabeth Moore 509/326-8518

Funding to build bridges between social/economic justice advocates through a project which seeks to uncover Spokane's Hidden Progressive History.

Decision: Full _____ Partial _____ No _____ Undecided _____

Comments:

16. Sweatshop Watch**\$2000**

720 Market Street, Suite 500 San Francisco, CA 94102 Nikki Fortunato Bas 415/391-1655 x36

Funding for general support for coalition committed to eliminating the exploitation that occurs in sweatshops.

Decision: Full _____ Partial _____ No _____ Undecided _____

Comments:

Media/Culture**17. Alternative Press Center****\$2,000**

1443 Gorsuch Avenue, P.O. Box 33109, Baltimore, MD 21218 Lavina Velasco 410/243-2471

Funding for the Library Development Project which will allow public access to an index of Alternative Press articles and the Internet in order to facilitate social justice organizing.

Decision: Full _____ Partial _____ No _____ Undecided _____

Comments:

18. Penumbra Media Cooperative**\$1500**

1400 W. Devon, #243, Chicago, IL 60660 Joyce Fitzgerald 773-404-8726

Funding to support a media production studio which will give activists affordable access to print, radio and Internet production tools.

Decision: Full _____ Partial _____ No _____ Undecided _____

Comments:

19. Women in the Director's Chair**\$2000**

3435 N. Sheffield, #202, Chicago, IL 60657 Rebecca Gee 773-281-4988

Funding to expand the accessibility and usage of the Video Archive/Prison Library which contains a range of media-arts materials developed by women.

Decision: Full _____ Partial _____ No _____ Undecided _____

Comments:

Peace/Anti-Militarism

20. Nukewatch

\$2000

P.O. Box 649, Luck, WI 54853-0649 Bonnie Urfer 715/472-4185

Funding for four non-violent resistance actions at the Navy's Project ELF, a first-strike nuclear war communications system.

Decision: Full _____ Partial _____ No _____ Undecided _____

Comments:

Prisoners

21. Prison and Jail Project

\$1200

P.O. Box 6749, Americus, GA 31709 John Cole Vodicka 912/924-0671

Funding for a five day, 70 mile march through five southwest Georgia counties where Prison and Jail Project has been actively organizing for reform in the jail and criminal justice systems.

Decision: Full _____ Partial _____ No _____ Undecided _____

Comments:

Women

22. The Women's Alliance

\$2000

90 Furing Street, Framingham, MA 02144 Grace Ross 508/872-8714

Funding for a series of workshops examining the consequences of institutional gender, class and racial oppression upon organizing efforts.

Decision: Full _____ Partial _____ No _____ Undecided _____

Comments:

Youth

23. Community Action International Alliance (CAIA)

\$2,000

2008 10th Street NW, Washington, DC 20001 Joan Heckscher 202/986-0206

Funding for general support for agency which works with youth to think critically and act collectively for social change.

Decision: Full _____ Partial _____ No _____ Undecided _____

Comments:

24. Grrrl Club**\$1500**

Dane County Youth Connection, 112 N. Fairchild, Madison, WI 53703 Monica Serrano
608/251-7175 x104

Funding for weekly education, support and direct action group for adolescent girls.

Decision: Full _____ Partial _____ No _____ Undecided _____

Comments:

25. Latinos Unidos Siempre**\$2000**

3248 Market Street, Salem, OR 97301 Martha Coronado 503/363-1895

Funding for general support for Latino youth organization which seeks to challenge institutionalized racism, sexism and homophobia.

Decision: Full _____ Partial _____ No _____ Undecided _____

Comments:

26. Rising Generation Represent**\$2000**

PO Box 544, Athol, MA 01331 Sharon Tracy 978/544-6142

Funding for a theater project entitled the Asian Young Minds Society which looks at issue of conflict as a tool for social change.

Decision: Full _____ Partial _____ No _____ Undecided _____

Comments:

Total Number of Grants: 26 regular; 1 emergency; 11 not on agenda

Total Amount Requested: \$47,900

Total Allocation for Cycle: \$39,000

Total Allocated: \$; \$300 emergency grant

NOT ON AGENDA

1. 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.

Reason: Not clear how they will reach their goals. Purpose not a Resist funding priority.

2. 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.

Reason: Event is over. Come back for a different purpose.

3. 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.

Reason: Individual. Connect him with other similar groups.

4. 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.

Reason: Social services. Rejected before for same grant.

5. 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.

Reason: Too big. Budget is over \$180,000.

6. 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.

Reason: Budget is too big- over \$300,000.

7. 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.

Reason: Too new. Eligible in August.

8. 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.

Reason: Event is over. No U.S. organizing component.

9. Resistant Strains

5 Winter Street, Montpelier, VT 05602 Karen Topper 802/223-4901

Funding for a series of posters on prison issues.

Reason: No organizing strategy.

10. 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.

Reason: 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.

11. Wheels of Love

3780 Stramba Road, East Freetown, NY 13040 Wendy Dwyer 607/836-4152

Start a newsletter about material aid campaigns for Nicaragua.

Reason: No organizing- just material aid.

Personnel Committee Meeting
July 6, 1998. 7:30 pm
Present: Carol, Tess, Marc and Pam

1. Retirement Plan

- Applied to TIAA CREF; still waiting
- We suggest allowing the maximum contribution plan would OK
- We suggest immediate vesting and immediate match
- OK to enter at end of probation period
- Need to find: what match is required/allowed? We suggest from end of probation to beginning of year 3 that the match be 2%, and 5% thereafter.
- Need to know: other admin details
- Pam will research how other foundations configure their plans

2. Annual Reviews

- Pam will set up times to do reviews. This year should be more streamlined, asking about self-evals, any staff issues that have arisen. We will vote on prelims at August meeting or do by phone vote if it doesn't get done by then. We want the forms to be on line for easy completion and circulation.

3. Third Staffperson

Committees seem to report for us to go ahead, although Pam did not get this info directly from each committee but indirectly through staff. There is 3 choices.

- Keep the present set up of a time-limited, \$10/hour position.
- Hire a full time office manager
- Hire a full time co-equal staffperson.

We reviewed all the previous arguments and concluded we need to hire another full time person asap. After lengthy discussion, we decided to hire a staff assistant/office manager with the opportunity to revisit the question of changing the hierarchy after a year. This would be a training position with distinct fundraising tasks among other things with the express hope of helping the organization to grow and the unstated hope that this person could grow into greater responsibility. Salary would be \$27K plus full benefits for starters. We feel confident this is a good direction for Resist at this time.

Process: staff will write job ad with qualifications, salary and deadline for applying and place this ad in appropriate local press and next newsletter. We'll get Board approval to hire a third person by asking if OK and indicating if no to wait for September board meeting to discuss.

Meeting adjourned 9:15 pm.