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Resist Board Meeting, Feb. 6, 2000

Resist

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A call to

RESIST

illegitimate authority

259 Elm Street, Suite 201 • Somerville, Massachusetts 02144
(617) 623-5110 / www.resistinc.org

Eileen Bolinsky
Frank Brodhead
Jim Campen
Robin Carton
Pam Chamberlain
Bell Chevigny
Noam Chomsky
Kate Cloud
Tess Ewing
Norm Fruchter
Rena Scott Gray
Kenneth Hale
Debra Kay 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
Jorge Rogachevsky
Henry Rosemont, Jr.
Carol Schachet
Cheryl Smith
Amy Swerdlow
George Vickers
Nancy Wechsler
Fran White

January 12, 2000

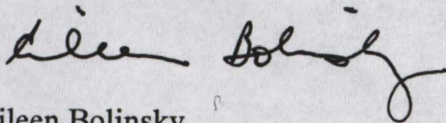
To: Paul Lauter, Merble Reagon, George Vickers, Fran White
From: Eileen Bolinsky

Hi, and happy Y2K! I certainly hope that this new year brings more justice and peace than the last.

A few months back you should have received a memo from the Board Development Committee that outlined the restructuring of the Board and asked all members to self-select their status based upon a realistic assessment of your time and interest. We heard back from most members, but unfortunately did not hear from you.

Please review the attached memo that was previously sent on September 22, 1999, along with the job descriptions for the Board of Directors and Board of Advisors. So that we can move forward, please reply to Resist by 1/25/2000 indicating your expected level of involvement for the next year.

For peace and justice,



Eileen Bolinsky
Board Development Committee Chair

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September 22, 1999

Dear Resist Board Members,

As you probably are aware from reading the Board minutes, Resist approved a new organizational structure for Board members. In order to accommodate the different levels of time and energy that individuals are able to volunteer to Resist, as well as to offer consistency in grant and organizational decision-making, Resist will be guided by a Board of Directors and a Board of Advisors.

The Board of Directors (BOD) will be the main decision-making body and function much as it always has. A job description for the BOD is enclosed. In addition, a Board of Advisors (BOA) provides another mechanism for participation in Resist's work and vision. Its job description is also enclosed.

At the Board meeting on August 15, 1999, the Board agreed to encourage all current BOD members to self-evaluate which body best fits with their availability and interest at this time. The hope is that as many current BOD members as possible will be able to commit to continuing in that capacity for at least the next year, if not significantly longer. We hope that those of you whose time and commitments do not allow for that level of involvement will continue to be actively involved with Resist as a BOA member.

Please take time to read through both job descriptions and evaluate your involvement with Resist for the upcoming year. Talk with us concerning any questions or thoughts about your involvement. We request that you respond using the self-evaluation form below to indicate the level of involvement you wish to commit to for the year 2000. Please return the form to the office by October 15, 1999.

For peace and justice,

The Board Development Committee
(Eileen Bolinsky, Robin Carton, Louis Kampf, and Carol Schachet)

Name: _____

☐ I wish to remain a member of the Board of Directors and will do my best to complete that commitment.

☐ Although I cannot commit to be on the Board of Directors, I still want to be active with Resist as an Advisor.

☐ Thanks, but I'll pass on both options at this point.

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BOARD MEMBER RESPONSIBILITIES

Members of the Board of Directors agree with the mission and political goals of Resist, determine Resist's programmatic priorities, allocate grants and ensure the fiscal health of Resist's programs and operations.

Board member responsibilities include:

1. Attend at least four of the six regularly scheduled Board meetings annually. Try to attend any special Board meetings that are scheduled. If unable to attend a Board meeting, send in a non-binding Proxy Statement for consideration.
2. Actively serve on at least one committee.
3. Review funding applications and award grants to eligible activist organizations.
4. Share resources and talents with Resist, including expertise, reference information, contacts for financial supports, and contacts for in-kind contributions.
5. Participate in fund raising activities for Resist and, according to my personal ability, make a financial contribution to Resist .
6. Maintain the confidentiality of any information deemed confidential given to members of the Board.

Eileen Bolinsky
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Approved 2/99

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ADVISORY BOARD MEMBER RESPONSIBILITIES

Members of the Advisory Board agree with the mission and political goals of Resist.
Advisory Board members may request to receive minutes of Board meetings.

Advisory Board member roles may include:

1. Participation in Board meetings and special meetings, as desired.
2. Participation in annual meetings of the Board of Advisors and Directors.
3. Service on Board Committees, as desired.
4. Engaging in outreach for new grant applicants.
4. Sharing resources and talents with Resist, including expertise, reference information, contacts for financial supports, and contacts for in-kind contributions.
5. Participation in fund raising activities for Resist and, according to their personal ability, Advisory Board members are encouraged to make a financial contribution to Resist.
6. Maintenance of the confidentiality of any information deemed confidential given to members of the Board of Advisors or Directors.

Approved 2/99

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Minutes Board Meeting February 6, 2000

Present: Eileen Bolinsky, Jim Campen, Robin Carton, Pam Chamberlain (minutes), Kate Cloud, Louis Kampf (chair), Paul Lauter, Kay Mathew, Hank Rosemont, Carol Schachet and Nancy Wechsler.

AGENDA

1. Political Discussion

Hank Rosemont facilitated a discussion about the World Trade Organization. At the conclusion of the discussion, Paul Lauter suggested that funds be set aside for groups engaged in direct actions at the April WTO/IMF meetings in Washington, DC. Given that emergency grant funds are already available to these groups, the Board decided not to set aside funds specifically for these actions. Proposal: That the Grant Committee act on its authority to make Emergency Grants to groups engaged in WTO/IMF activities in April. Passed unanimously.

The April *Newsletter* will focus on the World Trade Organization.

2. Finance report

Resist is in a strong financial position. The year ended with a bang. Revenues were \$110,000 ahead of FY98. In part, expenses were lower since grant expenditures were \$30,000 less than anticipated and the third staff person was not hired.

Given the almost \$500,000 in assets, there were some suggestions that Resist should 1) raise the annual budget cap to \$150,000 from \$100,000; 2) consider increasing the maximum grant award. Paul raised a concern that by doing so, Resist would no longer prioritize small budget groups that have received the bulk of funding over the years. Robin noted that there was a recent mailing to over 700 small groups and that there should be an increase in those applications by the June meeting. The Board requested that the Grant Committee consider these issues.

There was some discussion of the proposed FY00 budget. Carol raised a note of caution that fundraising during election years tends to be a bit lower. A new phone system and other office equipment may need to be installed/purchased this year if the new staff person is hired. Proposal: To pass the FY00 budget with a review in six months. Passed unanimously.

Jim raised a question about making some changes to the way that finances are reported to the Board. There was a suggestion to aggregate the office expenses and to provide a one page summary in addition to the Budget overview and Balance sheets. Bigger fonts were requested, along with the elimination of prior year comparisons from the budgets. Jim agreed to put together a sample budget overview. Robin raised some concerns about the amount of work this would take on a regular basis to provide the information. Louis and Eileen requested that there be a time when the Board takes a longer look at the financial statements in order to understand the information provided.

3. Fundraising

There are three mailings that will go out this Spring. The new fundraising software has some glitches in the pledge program. As a result, pledges are not receiving coupons with their monthly amount listed. Instead the program totals the amount of outstanding payments and inserts that number in the pledge amount. There have been a number of letters on this topic- ranging from amused to angry. Carol has responded directly to those people who have written letters and explained the problem in a recent pledge letter.

4. Newsletter

The February-March issue will be the annual grants issue of the *Newsletter*. Pam Chamberlain has written the lead article.

The April *Newsletter* will focus on the WTO. Mike Prokosch from United for a Fair Economy and someone from Third Eye Movement will write articles.

Future issues may include one on the Middle East, water rights, and a large letters to the editor section. Robert Morrison may help us set up a threaded dialogue on the web page so that people could have a running discussion of certain issues.

5. Board Development Issues

Eileen noted that all Board members except Paul Lauter and Merble Reagon have chosen which Board they will sit on for the next year. *Board of Advisors*: Frank Brodhead, Noam Chomsky, Tess Ewing, Norm Fruchter, Frank Joyce, Hans Koning, Penn Loh, Wayne O'Neill, Dick Ohmann, Carlos Otero, Grace Paley, Renae Gray, Cheryl Smith, George Vickers and Fran White. *Board of Directors*: Eileen Bolinsky, Jim Campen, Robin Carton, Pam Chamberlain, Kate Cloud, Louis Kampf, June Lee, Kay Mathew, Marc Miller, Jorge Rogachevsky, Hank Rosemont, Carol Schachet, Nancy Wechsler. Debra Kay Jefferson and Amy Swerdlow have not responded to calls, e-mail or letters for the past two years and the Board Development Committee will need to discuss how to handle their membership.

Eileen reported that Jan Gadson Louissaint has prepared a list of 5 strong prospects and a few other possible prospects for the Board of Directors. There will be an open house on Wednesday, February 16th from 6:30 -8:00 for Board members and new prospects to meet each other. A second meeting may be scheduled in March for those who cannot attend this event. Jan will continue to solicit other prospects.

Pam suggested that the Board Development Committee discuss ways to enable people to leave the Board after a period of time (not necessarily time limits). A comment was made that people need to review their Board commitments and decide whether to be on the Advisory Board or the Board of Directors by December of each year.

There was a suggestion that some of the regular Resist reference people in other parts of the country be asked if they would be interested in being on the advisory Board. There was a discussion of having a joint Board and Advisory Board meeting once a year to discuss Resist's goals and the state of organizing. Funds would have to be set aside for travel and other incidents of such a meeting. The Board Development Committee will follow up on this suggestion.

An orientation packet will be put together for all new Board members and a mentoring job description.

There was a brief discussion of Jan Gadson Louissaint's report. There were a number of concerns raised about the report and uncertainty about how to have such a discussion. Proposal: The Board Development Committee should facilitate a discussion at the April Board meeting, in place of the political discussion, that will look at the common points of concern raised during the retreat and in Jan's report. The discussion will include an examination of communication problems. Passed unanimously.

6. Personnel Committee

There was a very poor response to the last ad for a third staff person. There was a fair bit of negative feedback about the configuration of the job. Proposal: To hire a third person who will not have a specific function, but who will have responsibilities across all areas (although will be required to handle accounts payable). This may end up being a junior level position, and could entail full or part time work. The salary will be in the low \$30,000 range, commensurate with experience. Passed unanimously.

The Personnel Committee needs a new chair. Pam has faithfully been performing this task for many years and is ready to relinquish it for other interests. Kate Cloud has indicated that she will consider chairing this committee.

7. Grant Committee

The Grant Committee will put together a new version of the film/media funding guidelines based upon the discussion held in December. The next issue will be a review of funding for student groups- looking at independent student movements and university affiliated organizations. The committee will look at the issues raised earlier: maximum organizational budget and size of grants as well as do a review of the current application.

8. Select Chair/New Meeting site/Agenda/ and political discussion facilitator

Next meeting will be April 9th. Since Marc Miller was originally to host the February meeting, conformation will be made that the meeting can be held at his house. Pam Chamberlain and Jim Campen will be alternates if Marc's house is not available. Hank will chair the meeting. The discussion will be on the common issues raised in the retreat and Jan's report.

**FEBRUARY 2000
GRANT DECISIONS**

Loan

1. Support Team International for Textileras (STITCH) \$2,000

4933 S. Dorchester, Chicago, IL 60615 Hannah Frisch 773/924-5057

Funding for a loan to support a direct mail campaign to uncover potential new donors and members.
Loan

Decision: Yes ☒ No ☐ Undecided ☐

Comments:

Contingent upon receipt of repayment of prior loan.

Multi Year Grants

2. Committee for Health Rights in the Americas (CHRIA) \$2,000

474 Valencia Street, #120, San Francisco, CA 94103 Shannon Coughlin 415/431-7760

Funding for multi-year general support grant for organization which organizes in support of basic healthcare rights in Central America and California.

Decision: Full ☒ Partial ☐ No ☐ Undecided ☐

Comments:

One year only. "Not a shining example."

3. Texas Alliance for Human Needs \$2,000

1016 E. 12th Street, Austin, TX 78702 Jude Filler 512-474-5019

Funding for multi-year general support for organization representing the interests of low and moderate income people in Texas.

Decision: Full ☒ Partial ☐ No ☐ Undecided ☐

Comments:

One year only. Concerns about size and answers to #10(c).

Central, Latin America and the Caribbean

4. Witness for Peace MidAtlantic \$1,800

304 Pilottown Road, Lewes, DE 19958 John Mateyko 302/645-2657

Funding for staff salary for organization which examines oppressive military and economic forces in Central America and the Caribbean.

Decision: Full ☒ Partial ☐ No ☐ Undecided ☐

Comments:

Not clear why no links made in their proposal with WTO actions in DC. No position on reproductive rights. Yes but letter.

Community Organizing/Anti-Racism

5. Family Child Care Association of San Francisco

\$2,000

459 Vienna Street, San Francisco, CA 94112 Rosie Kennedy 415/587-5111

Funding for organizing and public awareness campaign to build support for improving the working conditions for family child care providers and to promote quality care in family provider settings.

Decision: Full _____ Partial X No _____ Undecided _____

Comments:

Not much alliance building with parents. Some problems with depth of leadership.

6. Inertia Organizing Committee

3465 West 8th Street, Los Angeles, CA 90005 Lee Versoza 213/739-8803

Funding for a two day conference to build coalitions among and between the progressive Asian Pacific Islander community and student activists.

Decision: Full _____ Partial _____ No X Undecided _____

Comments:

Come back for follow up steps.

7. Korean American Resource and Cultural Center

\$2,000

2725 W. Peterson Avenue, #200, Chicago, IL 60659 Becky Belcore 773/506-9158

Funding for the "Political English" component of the Immigrant Rights Project which is based upon the belief that language is a tool for empowerment.

Decision: Full X Partial _____ No _____ Undecided _____

Comments:

Need to see materials before affirming the grant.

8. Men's Rape Prevention Project

\$2,000

P.O. Box 57144, Washington, DC 20037-7144 Jonathan Stillerman 202/265-6530

Funding to develop a Speakers Handbook to be used for training professional and peer educators locally and nationally about how to engage young men alongside their female peers in efforts to prevent gender-based violence.

Decision: Full X Partial _____ No _____ Undecided _____

Comments:

Careful about homophobic sounding comments in section on "Can men be rape survivors."

9. Nebraskans for Peace

\$2,000

941 O Street, #1026, Lincoln, NE 68508 Elizabeth Goodbrake 402/475-4620

Funding to oppose attempts to pass legislation allowing concealed weapons.

Decision: Full X Partial _____ No _____ Undecided _____

Comments:

Concealed weapons campaign not exciting. Been around for a while fighting good fights. For general support only.

10. Solidarity

7012 Michigan Avenue, Detroit, MI 48210 Theresa El-Amin 313/841-0160

Funding for an anti-racism leadership conference which will help the organization collectivize its anti-racism work, deepen related political discussions and optimize the participation of People of Color in internal and external activities.

Decision: Full _____ Partial _____ No X Undecided _____

Comments:

Economic Justice

11. Union for Radical Political Economics (URPE)

\$1,500

37 Howe Street, New Haven, CT 06511 Germai Medhanie 203/777-4605

Funding to staff the Economy Connection, a speakers and resource bureau that works to de-mystify economic issues.

Decision: Full _____ Partial X No _____ Undecided _____

Comments:

Good list of left leaning members who give talks. Could give other talks when on college campuses that don't involve honoraria as a way to cut costs. Re-constitute the URPE rock and roll band Red Shadow.

Environmental

12. Buffalo Field Campaign

P.O. Box 957, West Yellowstone, MT 59758 Christine Mulvey 406/646-0070

Funding for organization which seeks to protect buffalo on National Park lands from the livestock industry in Montana which seeks to lure them into capture facilities for slaughter.

Decision: Full _____ Partial _____ No X Undecided _____

Comments:

Too single issue.

Gay/Lesbian/Bisexual/Transgender

13. Irish Lesbian and Gay Organization

\$1,000

c/o the Center, One Little West 12th Street, New York, NY 10014 Cecilia Dougherty 718/284-7059

Funding to organized broad based coalition of gay, lesbian, civil rights, religious, ethnic and educational groups to protest ILGO's exclusion from the annual St. Patrick's Day Parade in New York.

Decision: Full _____ Partial X No _____ Undecided _____

Comments:

To fund civil disobedience organizing and actions only.

14. Northland Gay Men's Center

8 North 2nd Avenue East, #309, Duluth, MN 55802 Peter Golden 218/722-8585

Funding for general support for organization which provides information, referral and support to members of the gay, bi-sexual and transgender community in rural Minnesota, Wisconsin and Michigan.

Decision: Full _____ Partial _____ No X Undecided _____

Comments:

Labor

15. Good Jobs!

\$2,000

P.O. Box 2662, Hartford, CT 06146 Hannah Roditi 860/246-0806

Funding to train organizers of color to help change the local construction system, to increase local hiring on construction projects and to hold corporations and government accountable for the jobs impact of construction in low-income communities.

Decision: Full ☒ Partial ☐ No ☐ Undecided ☐

Comments:

Media/Culture

16. Activist San Diego

Postpone

4581 Alhambra Street, San Diego, CA 92107 Martin Eder 619/226-3330

Funding for internet web site and calendar of events for local social justice activists.

Decision: Full ☐ Partial ☐ No ☐ Undecided ☐

Comments:

Need budget explanations. Consider at next meeting.

17. Borderviews 2000

105 Stanford SE, Albuquerque, NM 87106 Kent Paterson 505/277-3779

Funding for documentary which examines the environmental and human rights consequences of timber imports from Mexico.

Decision: Full ☐ Partial ☐ No ☒ Undecided ☐

Comments:

Come back if can demonstrate organizing use and distribution plan.

18. Progressive Media Alliance

\$1,000

132 Glenside Road, Ithaca, NY 14850 Jean Finley 607/272-7555

Funding to bring Amy Goodman, producer of the radio show Democracy Now, to speak in Ithaca.

Decision: Full ☐ Partial ☒ No ☐ Undecided ☐

Comments:

Yes but. For general support. No positions on reproductive rights or people of color.

19. Prometheus Radio Project

\$2,000

P.O. Box 30942, Philadelphia, PA 19104 Amanda Huron 215/476-2385

Funding to purchase a spectrum analyzer which will enable Low Power FM (LPFM) radio stations to locate clear spots on the radio band that do not interfere with full power stations.

Decision: Full ☒ Partial ☐ No ☐ Undecided ☐

Comments:

Want to see the box (spectrum analyzer) if they come to town.

Peace/Anti-Militarism

20. Peace Action New Mexico

\$2,000

226 Fiesta Street, Santa FE, NM 87501 Peggy Prince 505/989-4812

Funding to publish semi-monthly newsletter which looks at local and national social justice issues and tries to help readers engage in a variety of direct actions.

Decision: Full ☒ Partial ☐ No ☐ Undecided ☐

Comments:

21. Peace Center

\$2,000

132 West Beaver Avenue, Room 212, State College, PA 16801 Reed Smith 814/238-5594

Funding for general support for organization which seeks to organize people to work for peace and justice on both the local and national level.

Decision: Full ☒ Partial ☐ No ☐ Undecided ☐

Comments:

Not for travel.

Prisoners

22. Michigan CURE

\$2,000

P.O. Box 2736, Kalamazoo, MI 49003-2736 Kay Perry 616/383-0028

Funding for the National eTc (Equitable Telephone Charges) Campaign to address the high cost of prisoner-initiated telephone calls which places a burden on family members and results in multi-million dollar profits to the Corrections Departments.

Decision: Full ☒ Partial ☐ No ☐ Undecided ☐

Comments:

Yes but. "No reason to take a stand on reproductive rights."

23. Sage Productions

309 Cedar Street, Santa Cruz, CA 95060 Jose Reyes-Olivas 831/460-0753

Funding for the Sixth Annual Cinco de Mayo Celebration at the Duele Vocational Institution which supports the cultural heritage of many DVI inmates.

Decision: Full ☐ Partial ☐ No ☒ Undecided ☐

Comments:

No organizing.

24. Southland Prison News

\$1,000

PMB 339, 955 Massachusetts Avenue, Cambridge, MA 02139 Julie Falk 617/441-3379

Funding to send brochures and information packets to prisoners and activists to promote education and to organize a campaign targeted to change Department of Corrections policies on Hepatitis C.

Decision: Full ☐ Partial ☒ No ☐ Undecided ☐

Comments:

Take a chance.

Women

25. 9 to 5 Boston

650 Beacon Street, 4th Floor, Boston, MA 02215

April Hoover 617/437-6572

Funding for the sexual harassment project which assists low-income women understand their rights and take action to protect them.

Decision: Full ☐ Partial ☐ No ☒ Undecided ☐

Comments:

Youth

26. Critical Resistance

\$2,000

2420 24th Street, San Francisco, CA 94110

Rachel Lederman

415-824-1566

Funding to print 75,000 broadsheets about the "Gang Violence and Juvenile Crime Prevention Act" in order to generate public debate on youth and crime.

Decision: Full ☒ Partial ☐ No ☐ Undecided ☐

Comments:

Move to prison, not youth.

Total Number of Requests	23 regular grants; 2 multi-year grants; 0 emergency grants; 1 loans; 4 not on agenda
Total Amount Requested:	\$48,393
Total Allocation for Cycle:	\$33,800
Total Grants:	\$29,300 regular grants; \$0 multi-year grants; \$0 emergency grants
Total Loans:	\$2,000
Total Allocated:	\$31,300
Total # of Grants Allocated:	17 regular grants; 0 multi-year grants; 0 emergency grants
Total # of Loans Allocated:	1
Total # of Grants and Loans:	18

NOT ON AGENDA

1. Alternative Radio

P.O. Box 551, Boulder, CO 80306 David Barsamian 303/245-8292

Funding to distribute weekly public affairs radio program to public, community and college radio stations via broadcast quality tape and compact disc.

Reason: Budget is over \$240,000.

2. GrassRoots Organizers Workshops

RR1 Box 1013, Stockton Springs, ME 04981 Nancy Galland 207/567-4075

Funding for a day-long training conference for local social and economic justice organizers.

Reason: Withdrew application.

3. MC Video Productions

P.O. Box 3012, Madison, WI 53704-0012 Mary Moran 608-259-8888

Funding to distribute a newsletter, videos and audiotapes to support media work challenging orthodox notions regarding mental illness and drug therapies.

Reason: Never sent materials requested.

4. Oversoul Theater Collective, Inc.

201 Main Street, Mashpee, MA 02649 Morgan James Peters 508-477-3210

Funding for Arts for the People, a grassroots project which works to reflect progressive social issues, culture and history of Native American, Black and Black Indian people.

Reason: Never sent materials requested.

Personnel Committee Minutes
January 20, 2000

Present: Robin Carton, Kate Cloud, Marc Miller, Carol Schachet

Note: Pam Chamberlain could not attend due to a family illness. Some decisions will be postponed pending conversations/e-mails with her.

I. Third Staff Position Update:

- * currently have one or two live candidates.
- * completely underwhelming response to last job configuration and ads. Need to change.

Need to redefine the position and do a new search. Progressive Foundation Position Available:

- * new staff position in three-person office of national progressive foundation
- * position includes office management (including some financial duties) and may include: web site management, advertising, fund raising, grant outreach, newsletter editing, and Board/Committee work, depending on experience.
- * Salary in low 30s for full-time, excellent benefits. Part-time also available.

Note: The committee thought a full-time staff member should be involved with committees and serve on the Board, but a part-timer may or may not, depending on her or his interest. However, in either case, the person's politics need to be in line with Resist.

II. Annual Staff Review

This was scheduled for September 1999 but never happened. Because of the regular job-related check-ins occurring during the hiring process, staff felt that the annual review could be "skipped" this year. However, as a policy, Resist needs to remain committed to performing annual reviews of all staff.

III. New Personnel Committee chair: Pam would like to step down from this lofty position after years of careful work. Kate agreed to consider the role.

IV. Discussion of Staff Bonus

Traditionally, Resist offered staff some type of end-of-the-year bonus. However, the last couple of years that did not happen. The Personnel Committee will talk about this later, probably via e-mail. Pam requested a historic overview of previous Board decisions related to staff bonuses.

Subject: Resist Personnel Meeting

Date: Mon, 03 Jan 2000 08:48:31 -0500

From: pamnicki@ix.netcom.com

To: jhamilton@igc.org, respond@shore.net, mmiller@jff.org, resistinc@igc.org,
lkampf@mit.edu

Dear Carol, Robin, Marc and Kate,

Happy New Year!

Please excuse the length of time it has taken to schedule this meeting.
Best reason I know to get another chair...

The results of the poll indicate that the following 2 meeting times
could work for the group:

Thursday January 6 from 5:30 on

Thursday January 20 from 5:30 on.

Please indicate your preference, location and the best time asap. I
suggest 5:30 at the Resist office.

The agenda is:

Resolution of 3rd person job description and hiring schedule

Annual staff review

New personnel committee chair

Discussion of 1999 bonus

I suggest we all meet together on the first 3 items and that the
committee sans staff then discuss the bonus.

Staff, would it be possible to help us prepare for the meeting by
identifying the current thinking about the 3rd person and letting the
committee know what the bonus amount was for 1998 and any recent
previous years?

Thanks, and I look forward to hearing from all of you.

xoxo

Pam

Current Job Responsibilities 1999

Responsibilities	Carol	Robin	New Staff
Communications			
NL Publication/Design	x		
NL Editing	x		
Web Site	x		
Advertising	x		
Press Releases			
Other Publications	x		
Fundraising			
Pledge Program	x		
In House Direct Mail	x		
Prospect Mail	x		
Planned Giving			
Data Entry	x		
Other Fundraising	x		
Financial Management			
Accounts Payable		x	
Payroll/403(b) Plan		x	
Tax Payments		x	
Audit Preparation		x	
Cash Receipts		x	
Financial Statements (w/bookkeeper)		x	
Account Analysis (w/bookkeeper)		x	
Other Financial Management		x	
Grant Program			
Data Entry		x	
Outreach		x	
Reference Checking		x	
Administration		x	
Research		x	
Technical Assistance		x	
Board Preparation		x	
Board Minutes		x	
Other Grants		x	
Office Management			
Committee Staff / <i>Board members</i>	x	x	
Phones	x	x	
Office Supplies	x	x	
Mailing Supplies	x		
Clothing Inventory		x	
Correspondence	x	x	
Library Upkeep	x	x	
Mail Processing	x	x	
Tenancy		x	
Intern Outreach/Supervision		x	

Job Responsibilities **1999**

Responsibilities	Carol	Robin	New Staff
Communications			
NL Publication/Design			
NL Editing			
Web Site			
Advertising			
Press Releases			
Other Publications			
Fundraising			
Pledge Program			
In House Direct Mail			
Prospect Mail			
Planned Giving			
Data Entry			
Other Fundraising			
Financial Management			
Accounts Payable			
Payroll/403(b) Plan			
Tax Payments			
Audit Preparation			
Cash Receipts			
Financial Statements (w/bookkeeper)			
Account Analysis (w/bookkeeper)			
Other Financial Management			
Grant Program			
Data Entry			
Outreach			
Reference Checking			
Administration			
Research			
Technical Assistance			
Board Preparation			
Board Minutes			
Other Grants			
Office Management			
Committee Staff			
Phones			
Office Supplies			
Mailing Supplies			
Clothing Inventory			
Correspondence			
Library Upkeep			
Mail Processing			
Tenancy			
Intern Outreach/Supervision			

A call to **RESIST** illegitimate authority

259 Elm Street, Suite 201 • Somerville, Massachusetts 02144
(617) 623-5110 / www.resistinc.org

Eileen Bolinsky
Frank Brodhead

Jim Campen **To:** Jim Campen, Carol Schachet, Cheryl Smith, and Nancy Wechsler

Robin Carton **From:** Robin Carton

Pam Chamberlain **Re:** Finance Committee Meeting

Bell Chevigny **Date:** January 20, 2000

Noam Chomsky

Kate Cloud

Tess Ewing

Norm Fruchter

Rena Scott Gray

Kenneth Hale **The Agenda includes:**

Debra Kay 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

Jorge Rogachevsky

Henry Rosemont, Jr.

Carol Schachet

Cheryl Smith

Amy Swerdlow

George Vickers

Nancy Wechsler

Fran White

1) Clarification of Previous Issues Raised

- Calvert line items to display equity and bond fund designations
- whether distributions were being booked in the appropriate line items
- what constituted the total of the Bank Interest line item.

2) a review of December 1999 Financial Statements

3) a review of the current expenditures in relation to budgeted amounts;

4) a review of the proposed FY00 Budget

• •	2705.90	(3042.44)	(338.54)	Calvert Fund Bond (Endowment)
- -	140.63	(281.16)	(140.53)	" " " (Investment)
- -	154.29	(773.64)	(619.35)	Calvert Balanced Mgd Growth (Invest-)
• •	416.38	(320.39)	95.99	" Fund Bond (Cohen)
	(29612.98)	(1233.08)	(30846.06)	Domini
• •	(977.12)	(1406.61)	(2383.73)	Women's Equity
□ □	110.19	(125.36)	(15.17)	Neuberger Berman
xxx		(3216.44)	(3216.44)	Cambridge Trust Interest
/ /		(681.64)	(681.64)	Calvert Money Mkt (General Cash)
x x		(623.44)	(623.44)	Schwab 1
o o		(196.47)	(196.47)	Calvert Money Mkt (Loan Fund)
<hr/>				
Total	(27064.71)	(11900.67)	(38965.38)	
	(Gain) Loss	Interest ↓ Dividends		

Robin - Here's a summary of

Interest + Dividends 38001
+ Gain + Loss 38006

If you want to share this w/ the committee!

NOTE: #'s in parenthesis are a gain!

Need to
check where
Lorane's
fee went

Financial Statements in Binder
Hope they look okay.

Stuff for Ellie Elastic Banded + on top
of my box,

~ ~

RESIST, Inc.
Balance Sheet
As of December 31, 1999

Printed On: January 19, 2000

ASSETS

THIS PERIOD

THIS PERIOD LAST YEAR

CURRENT ASSETS

Operating Cash

11035	GENERAL CASH-CAMB. TRUST	\$ 147,202.77	103,848.41
11041	GENERAL CASH-CALVERT MM	0.00	25,999.76
11045	CALVERT INVSTMNT BOND FND	5,000.02	3,907.91
11046	CALVERT INVSTMNT MGD GRTH	0.00	9,243.34
11050	PETTY CASH	50.00	50.00
	OPERATING FUND-SCHWAB	27,145.19	0.00
Total Cash		179,397.98	143,049.42

Investments

11230	DOMINI SOCIAL EQUITY	0.00	118,698.68
11231	RESIST LOAN FUND	0.00	7,496.44
11235	RESIST ENDOWMENT FUND	0.00	52,736.38
11240	WOMEN'S EQUITY	<0.01>	28,731.72
11241	COHEN MEMORIAL ENDOWMENT	0.00	9,602.72
14000	INVESTMENTS/STOCKS	0.00	18,224.91
	INVESTMENT FUND-SCHWAB	190,466.87	0.00
	RESIST LOAN FUND-SCHWAB	5,804.06	0.00
	RESIST ENDOWMENT-SCHWAB	54,090.09	0.00
	COHEN MEM FUND-SCHWAB	11,670.80	0.00
	HOLMES MEM FUND-SCHWAB	26,747.65	0.00
Total Investments		288,779.46	235,490.85
TOTAL CURRENT ASSETS		468,177.44	378,540.27

OTHER ASSETS

16220	PRE-PAID INSURANCE	308.00	308.00
16225	PRE-PAID EXPENSES-OTHER	674.96	10,100.29
16230	INVENTORY- T-SHIRTS	1,993.26	1,993.26
16240	ACCOUNTS RECEIVABLE	0.00	768.00
16250	DEPOSITS	2,230.00	2,230.00
16260	LOANS OUTSTANDING-LN FND	3,000.00	1,000.00
TOTAL OTHER ASSETS		8,206.22	16,399.55

FIXED ASSETS

18000	IMPROVEMENTS	9,460.68	9,460.68
19000	OFFICE FURN./EQUIPMENT	24,240.35	24,240.35
19100	ACCUMULATED DEPRECIATION	<16,446.69>	<16,446.69>
TOTAL FIXED ASSETS		17,254.34	17,254.34
TOTAL ASSETS		\$ 493,638.00	412,194.16

LIABILITIES AND CAPITAL

CURRENT LIABILITIES

20100	ACCOUNTS PAYABLE	\$ 0.00	2,944.66
	EMPLOYMENT TAX	5,005.31	2,766.87
27000	DEFERRED REVENUE	0.00	387.50
29000	SECURITY DEPOSITS HELD	1,500.00	1,500.00
TOTAL CURRENT LIABILITIES		6,505.31	7,599.03

LONG-TERM LIABILITIES

TOTAL LONG-TERM LIABILITIES		0.00	0.00
TOTAL LIABILITIES		6,505.31	7,599.03

CAPITAL

Unaudited

RESIST, Inc.
Balance Sheet
As of December 31, 1999

Printed On: January 19, 2000

29501	Fund Balance: Cohen Endmt	10,022.62	10,022.62	
29502	Fund Balance: Resist Endm	50,754.03	50,754.03	
29600	FUND BALANCE- GENERAL	343,818.48	341,190.36	
	CURRENT EQUITY	82,537.56	2,628.12	
	TOTAL CAPITAL		487,132.69	404,595.13
	TOTAL LIABILITIES & CAPITAL		\$ 493,638.00	412,194.16

Subsidiary Ledger

10199	SCHWAB 1 - OPERATING	\$ 27,145.19	0.00	
	TOTAL OPERATING-SCHWAB		27,145.19	0.00
10295	WOMEN'S EQUITY - INVESTMENT	31,115.46	0.00	
10296	DOMINI SOC EQUITY - INVESTME	145,554.35	0.00	
10297	CALVERT BALANCED FUND-INVS	9,862.69	0.00	
10298	CALVERT BOND FND - INVESTME	3,934.37	0.00	
	TOTAL INVSTMNT FND-SCHWAB		190,466.87	0.00
10399	SCHWAB 1 - LOAN FUND	5,804.06	0.00	
	TOTAL RESIST LOAN FND-SCHWAB		5,804.06	0.00
10494	N & B RESIST ENDWMT	3,015.17	0.00	
10498	CALVERT BOND FND-ENDWMT	51,074.92	0.00	
	TOTAL RESIST ENDWMNT-SCHWAB		54,090.09	0.00
10596	DOMINI-COHEN MEM FUND	11,663.77	0.00	
10599	SCHWAB 1- COHEN MEM FUND	7.03	0.00	
	TOTAL COHEN MEM FND-SCHWAB		11,670.80	0.00
10696	DOMINI SOC EQUITY - HOLMES	26,746.18	0.00	
10699	SCHWAB 1 - HOLMES	1.47	0.00	
	TOTAL HOLMES FUND-SCHWAB		26,747.65	0.00

Unaudited

RESIST, Inc.
Income Statement
For the Twelve Months Ending December 31, 1999

Printed On: January 19, 2000

Ratio: Total Revenue

		***** THIS YEAR *****			**BUDGET**	***** LAST YEAR *****	
		Current Month	Y-T-D	Ratio	Budget	Current Month	Y-T-D
REVENUE							
Revenue - Internal Mailings							
30400	CONTRIBUTIONS- PLEDGES	25,143.00	121,631.75	23.09	123,050.00	26,336.00	117,050.50
30500	CONTRIBUTIONS- NEWSLETTER	10,793.00	56,045.44	10.64	50,000.00	12,227.82	43,739.69
30600	CONTRIBUTIONS-ABC MAILING	29,036.00	88,168.45	16.74	85,000.00	25,930.20	81,497.86
30700	CONTRIBUTIONS-NAT'L LIST	0.00	0.00	0.00	0.00	0.00	0.00
	Total Internal Mailings	64,972.00	265,845.64	50.48	258,050.00	64,494.02	242,288.05
Other Revenue							
31400	CONTRIBUTIONS-PROSPECTING	11,257.00	22,017.00	4.18	30,000.00	1,775.00	21,526.32
	OTHER CONTRIBUTIONS	37,645.00	197,474.48	37.49	112,000.00	91,738.29	143,755.40
	LIST SALES	124.74	371.66	0.07	350.00	0.00	253.31
36001	T-SHIRT SALES	1,115.00	1,773.00	0.34	2,500.00	49.00	2,399.00
37000	ROYALTIES	0.00	31.43	0.01	50.00	0.00	21.80
37500	FISCAL SPONSORSHIP FEE	32.50	217.50	0.04	0.00	0.00	0.00
	INTEREST & DIVIDENDS	11,608.48	38,907.84	7.39	38,940.00	34,063.95	51,885.26
39050	MISCELLANEOUS INCOME	2.00	47.00	0.01	500.00	4.50	431.96
	Total Other Revenue	61,784.72	260,839.91	49.52	184,340.00	127,630.74	220,273.05
	TOTAL REVENUE	126,756.72	526,685.55	100.00	442,390.00	192,124.76	462,561.10
COST OF SALES							
36002	T-SHIRT COSTS	316.00	316.00	0.06	1,000.00	<1,321.16>	1,217.29
	Total Cost of Sales	316.00	316.00	0.06	1,000.00	<1,321.16>	1,217.29
	Gross Profit	126,440.72	526,369.55	99.94	441,390.00	193,445.92	461,343.81
EXPENSES							
Internal Mailing Costs							
	PLEDGE COSTS	767.09	4,327.98	0.82	5,950.00	<181.45>	5,667.01
	NEWSLETTER COSTS	6,934.08	29,645.98	5.63	31,664.00	4,880.18	30,001.56
	NATIONAL LIST COSTS	0.00	0.00	0.00	0.00	0.00	0.00
	ABC MAILING COSTS	3,297.05	7,507.68	1.43	6,775.00	<169.99>	5,213.04
	ZO COSTS	0.00	2,690.90	0.51	900.00	0.00	0.00
	Total Internal Mailing Costs	10,998.22	44,172.54	8.39	45,289.00	4,528.74	40,881.61
	PROSPECTING MAILING COSTS	695.17	21,000.48	3.99	38,600.00	<3,709.07>	19,631.24
	Total Mailing Costs	11,693.39	65,173.02	12.37	83,889.00	819.67	60,512.85
	Net Revenue After Mailing Costs	114,747.33	461,196.53	87.57	357,501.00	192,626.25	400,830.96
Program, General & Administrative Expenses							
	FISCAL SPONSOR GRANTS	0.00	0.00	0.00	<187.00>	<47.50>	<170.70>
	RESIST GRANTS PAID OUT	33,000.00	212,570.00	40.36	207,000.00	31,100.00	247,938.00
	OTHER FUNDRAISING COSTS	91.41	6,407.25	1.22	1,170.00	489.16	1,340.33
	PERSONNEL	14,828.22	115,102.07	21.85	141,720.00	5,804.09	103,902.79
51000	RENT	1,600.00	19,925.00	3.78	9,525.00	775.00	18,475.00
51100	OCCUPANCY	163.07	3,045.24	0.58	2,100.00	179.73	2,677.19
51500	TELEPHONE	142.63	1,849.34	0.35	2,000.00	354.61	2,053.85
51600	FAX EXPENSES	0.00	<5.10>	0.00	130.00	33.56	121.92
51700	INTERNET	101.75	509.94	0.10	500.00	39.96	506.30
	OFFICE EXPENSES	1,842.10	9,314.11	1.77	17,300.00	<4,059.10>	3,865.90
	GRANT PROGRAM	507.69	1,826.69	0.35	3,650.00	150.56	2,853.02
	POSTAGE	551.09	1,932.51	0.37	1,950.00	<788.84>	759.76
54000	TRAVEL	3.40	17.00	0.00	500.00	0.00	505.48
54200	STAFF DEVELOPMENT	0.00	400.00	0.08	2,500.00	0.00	1,010.00
54500	CONFERENCES/MEETINGS	15.10	174.54	0.03	600.00	0.00	731.50
	ADVERTISING & OUTREACH	0.00	4,499.57	0.85	11,000.00	416.00	4,726.50
55500	REPAIRS AND MAINTENANCE	0.00	0.00	0.00	750.00	740.54	1,427.29
	PROFESSIONAL FEES	455.00	5,360.00	1.02	6,500.00	140.00	5,226.00
57000	INSURANCE- OFFICE	0.00	1,018.00	0.19	1,500.00	<270.00>	1,087.00
	BOARD EXPENSES	788.94	4,330.73	0.82	8,650.00	632.37	4,194.05
	OTHER EXPENSES	8.00	1,608.31	0.31	4,725.00	4,038.57	5,110.49
	Total Program, G & A Expenses	54,098.40	389,885.20	74.03	423,583.00	39,728.71	408,341.67
Other Income & Expenses							
	Total Other Income/Expense	<837.24>	<11,226.23>	<2.13>	0.00	<442.98>	<10,138.83>
	Total Expenses	53,261.16	378,658.97	71.89	423,583.00	39,285.73	398,202.84
	NET INCOME (LOSS)	61,486.17	82,537.56	15.67	<66,082.00>	153,340.52	2,628.12

Unaudited

RESIST, Inc.
Income Statement
For the Twelve Months Ending December 31, 1999

Printed On: January 19, 2000

Ratio: Total Revenue

***** THIS YEAR *****

BUDGET

***** LAST YEAR *****

SUBSIDIARY SCHEDULE

	Current Month	Y-T-D	Ratio	Budget	Current Month	Y-T-D
OTHER CONTRIBUTIONS						
32010 CONTRIBUTIONS-RESTRICTED	210.00	29,428.78	5.59	7,000.00	0.00	5,000.00
32020 CONTRIBUTIONS- STOCKS	35.00	37,390.70	7.10	35,000.00	39,066.05	50,305.61
32030 CONTRIBUTIONS- FROM ADS	0.00	0.00	0.00	0.00	0.00	0.00
32040 CONTRIBUTIONS-FOUNDATIONS	4,400.00	57,006.00	10.82	30,000.00	2,836.00	34,966.55
32050 CONTRIBUTIONS-UNSOLICITED	33,000.00	73,649.00	13.98	40,000.00	49,686.24	53,333.24
32060 CONTRIBUTIONS- IN KIND	0.00	0.00	0.00	0.00	150.00	150.00
	37,645.00	197,474.48	37.49	112,000.00	91,738.29	143,755.40
LIST SALES						
35110 LIST SALES NAMES IN NEWS	124.74	371.66	0.07	350.00	0.00	253.31
35120 OTHER LIST SALES	0.00	0.00	0.00	0.00	0.00	0.00
	124.74	371.66	0.07	350.00	0.00	253.31
SALES						
36001 T-SHIRT SALES	1,115.00	1,773.00	0.34	2,500.00	49.00	2,399.00
36002 T-SHIRT COSTS	<316.00>	<316.00>	<0.06>	<1,000.00>	1,321.16	<1,217.29>
	799.00	1,457.00	0.28	1,500.00	1,370.16	1,181.71
INTEREST & DIVIDENDS						
38001 BANK INTEREST	4,044.83	11,900.67	2.26	14,000.00	6,319.34	14,775.88
38002 STOCK DIVIDENDS	0.00	0.00	0.00	0.00	0.00	0.00
38003 LOAN INTEREST	0.00	0.00	0.00	0.00	0.00	0.00
38004 REALIZED GAINS/LOSS INVST	0.00	0.00	0.00	0.00	0.00	0.00
38006 UNREALIZED G/L ON INVSTMT	7,563.65	27,064.71	5.14	25,000.00	27,744.61	37,166.81
38007 COMMISSION ON STOCK SALE	0.00	<57.54>	<0.01>	<60.00>	0.00	<57.43>
	11,608.48	38,907.84	7.39	38,940.00	34,063.95	51,885.26
PLEDGE COSTS						
41101 PRINTING-PLEDGES	137.95	1,347.06	0.26	2,000.00	<90.11>	1,508.59
41102 POSTAGE- PLEDGES	248.49	1,831.93	0.35	2,400.00	<91.34>	2,562.01
41103 MAILHOUSE- PLEDGES	380.65	1,148.99	0.22	1,550.00	0.00	1,596.41
	767.09	4,327.98	0.82	5,950.00	<181.45>	5,667.01
NEWSLETTER COSTS						
42101 PRINTING NEWSLETTER	4,323.54	17,597.43	3.34	19,000.00	3,137.98	17,919.97
42102 POSTAGE- NEWSLETTER	913.15	6,522.84	1.24	7,000.00	687.20	6,051.14
42103 MAILHOUSE- NEWSLETTER	1,697.39	4,191.34	0.80	4,444.00	0.00	4,445.68
42104 CONSULTANTS-NEWSLETTER	0.00	1,002.47	0.19	500.00	950.00	1,157.50
42105 PHOTOS/GRAPHICS NEWSLETR	0.00	331.90	0.06	520.00	105.00	427.27
42106 TYPESETTING- NEWSLETTER	0.00	0.00	0.00	0.00	0.00	0.00
42107 MISC. EXP.-NEWSLETTER	0.00	0.00	0.00	200.00	0.00	0.00
	6,934.08	29,645.98	5.63	31,664.00	4,880.18	30,001.56
NATIONAL LIST COSTS						
43101 PRINTING- NATIONAL LIST	0.00	0.00	0.00	0.00	0.00	0.00
43102 POSTAGE-NATIONAL LIST	0.00	0.00	0.00	0.00	0.00	0.00
43103 MAILHOUSE- NATIONAL LIST	0.00	0.00	0.00	0.00	0.00	0.00
	0.00	0.00	0.00	0.00	0.00	0.00
ABC MAILING COSTS						
44101 PRINTING-ABC MAILINGS	1,162.00	1,736.36	0.33	4,000.00	<113.36>	3,034.21
44102 POSTAGE-ABC MAILINGS	1,219.51	3,656.10	0.69	1,500.00	<56.63>	1,458.83
44103 MAILHOUSE- ABC MAILINGS	915.54	2,115.22	0.40	1,275.00	0.00	720.00
	3,297.05	7,507.68	1.43	6,775.00	<169.99>	5,213.04
ZO COSTS						
45101 PRINTING- ZO MAILINGS	0.00	579.00	0.11	200.00	0.00	0.00
45102 POSTAGE- ZO MAILINGS	0.00	95.80	0.02	400.00	0.00	0.00
45103 MAILHOUSE- ZO MAILINGS	0.00	2,016.10	0.38	300.00	0.00	0.00
	0.00	2,690.90	0.51	900.00	0.00	0.00
PROSPECTING MAILING COSTS						
47101 PRINTING- PROSPECTING	0.00	8,912.07	1.69	15,000.00	<3,776.07>	7,627.94
47102 POSTAGE- PROSPECTING	0.55	3,982.04	0.76	8,000.00	<23.06>	4,274.38
47103 MAILHOUSE-PROSPECTING	0.00	4,196.70	0.80	10,000.00	0.00	6,645.22
47104 CONSULTANTS-PROSPECTING	0.00	2,340.00	0.44	5,000.00	0.00	616.25
47105 PHOTOS/GRAPHICS PROSPECT	0.00	0.00	0.00	0.00	0.00	0.00
47106 TYPESETTING-PROSPECTING	0.00	0.00	0.00	0.00	0.00	0.00
47107 LIST RENTALS-PROSPECTING	694.62	1,569.67	0.30	600.00	90.06	467.45
	695.17	21,000.48	3.99	38,600.00	<3,709.07>	19,631.24

Unaudited

RESIST, Inc.
Income Statement
For the Twelve Months Ending December 31, 1999

Printed On: January 19, 2000

Ratio: Total Revenue

***** THIS YEAR ***** **BUDGET** ***** LAST YEAR *****
SUBSIDIARY SCHEDULE

	Current Month	Y-T-D	Ratio	Budget	Current Month	Y-T-D
FISCAL SPONSOR GRANTS						
49401 DONOR DIRECTED: IN	0.00	0.00	0.00	0.00	0.00	0.00
49402 DONOR DIRECTED: OUT	0.00	0.00	0.00	0.00	0.00	0.00
49411 NWRCC: IN	<617.50>	<4,132.50>	<0.78>	<3,750.00>	<950.00>	<3,414.00>
49412 NWRCC: OUT	617.50	4,132.50	0.78	3,563.00	902.50	3,243.30
	0.00	0.00	0.00	<187.00>	<47.50>	<170.70>
RESIST GRANTS PAID OUT						
49509 RESIST MULTIYEAR GRANTS PD	2,000.00	20,000.00	3.80	0.00	0.00	0.00
49510 RESIST GRANTS PAID OUT	31,000.00	186,570.00	35.42	200,000.00	29,100.00	238,728.00
49511 COHEN GRANTS PAID OUT	0.00	0.00	0.00	1,000.00	0.00	1,210.00
49512 SALZMAN GRANTS PAID OUT	0.00	4,000.00	0.76	6,000.00	2,000.00	8,000.00
49514 HOLMES GRANTS PAID OUT	0.00	2,000.00	0.38	0.00	0.00	0.00
	33,000.00	212,570.00	40.36	207,000.00	31,100.00	247,938.00
OTHER FUNDRAISING COSTS						
49601 THANK YOU CARDS-COST	0.00	70.65	0.01	150.00	0.00	0.00
49602 THANK YOU CARDS-PRINTING	0.00	120.00	0.02	60.00	0.00	40.00
49603 THANK YOU CARDS- POSTAGE	91.41	491.60	0.09	660.00	105.16	657.33
49610 PROMO T-SHIRT GIFTS	0.00	0.00	0.00	300.00	384.00	384.00
49612 PROMO WHAT'S LEFT	0.00	0.00	0.00	0.00	0.00	259.00
49620 OTHER FUNDRAISING COSTS	0.00	5,725.00	1.09	0.00	0.00	0.00
	91.41	6,407.25	1.22	1,170.00	489.16	1,340.33
PERSONNEL						
50110 GROSS PAY	10,663.20	88,635.12	16.83	110,000.00	7,500.00	86,735.40
50120 EMPLOYER TAXES (Rfica,DES	976.12	8,772.78	1.67	17,600.00	<2,608.17>	8,952.49
50125 RETIREMENT MATCH	264.64	2,900.08	0.55	4,400.00	0.00	0.00
50130 STAFF HEALTH INSURANCE	646.26	8,164.34	1.55	9,000.00	<61.24>	7,191.40
50140 WORKER'S COMPENSATION	0.00	259.00	0.05	520.00	339.00	339.00
50150 CONSULTANTS	2,278.00	6,370.75	1.21	200.00	634.50	684.50
	14,828.22	115,102.07	21.85	141,720.00	5,804.09	103,902.79
OFFICE EXPENSES						
52010 OFFICE SUPPLIES	356.02	2,035.96	0.39	11,500.00	<649.21>	1,747.29
52020 OFFICE XEROX	25.25	55.23	0.01	100.00	0.00	60.96
52040 OFFICE LIBRARY	0.00	268.00	0.05	250.00	0.00	159.70
52050 OFFICE PRINTING	208.34	2,315.76	0.44	1,200.00	0.00	903.25
52060 MINOR OFFICE EQUIPMENT	1,252.49	4,621.70	0.88	4,000.00	<3,409.89>	847.93
52070 BANK CHARGES	0.00	17.46	0.00	250.00	0.00	146.77
	1,842.10	9,314.11	1.77	17,300.00	<4,059.10>	3,865.90
GRANT PROGRAM						
52501 PRINTING-GRANT PROGRAM	245.00	1,027.35	0.20	2,500.00	0.00	1,622.94
52502 POSTAGE-GRANT PROGRAM	262.69	724.34	0.14	700.00	150.56	1,010.08
52504 CONSULTANTS-GRANT PROGRA	0.00	0.00	0.00	250.00	0.00	50.00
52505 PHOTO/GRAPHICS-GRANT PROG	0.00	0.00	0.00	0.00	0.00	0.00
52510 SUPPLIES-GRANT PROGRAM	0.00	0.00	0.00	0.00	0.00	0.00
52540 LIBRARY-GRANT PROGRAM	0.00	75.00	0.01	200.00	0.00	170.00
52550 OTHER-GRANT PROGRAM	0.00	0.00	0.00	0.00	0.00	0.00
	507.69	1,826.69	0.35	3,650.00	150.56	2,853.02
POSTAGE						
53010 OFFICE POSTAGE	551.09	1,301.43	0.25	1,150.00	452.21	720.39
53020 UPS	0.00	5.10	0.00	100.00	5.37	39.37
53030 POSTAGE DUE/BRE ENVELOPES	0.00	625.98	0.12	700.00	<1,246.42>	0.00
	551.09	1,932.51	0.37	1,950.00	<788.84>	759.76
ADVERTISING & OUTREACH						
55101 ADVERTISING	0.00	4,499.57	0.85	3,500.00	416.00	4,319.50
55102 BROCHURE	0.00	0.00	0.00	7,500.00	0.00	407.00
55103 ANNUAL REPORT	0.00	0.00	0.00	0.00	0.00	0.00
55150 OTHER	0.00	0.00	0.00	0.00	0.00	0.00
	0.00	4,499.57	0.85	11,000.00	416.00	4,726.50
PROFESSIONAL FEES						
56010 LEGAL FEES	0.00	0.00	0.00	500.00	0.00	0.00
56020 ACCOUNTING FEES	455.00	5,360.00	1.02	6,000.00	140.00	5,026.00
56030 PROFESSIONAL FEES	0.00	0.00	0.00	0.00	0.00	200.00
	455.00	5,360.00	1.02	6,500.00	140.00	5,226.00

Unaudited

RESIST, Inc.
Income Statement
For the Twelve Months Ending December 31, 1999

Printed On: January 19, 2000

Ratio: Total Revenue

***** THIS YEAR *****
SUBSIDIARY SCHEDULE

BUDGET

***** LAST YEAR *****

	Current Month	Y-T-D	Ratio	Budget	Current Month	Y-T-D
BOARD EXPENSES						
58001 BOARD XEROX	233.46	1,794.72	0.34	1,750.00	188.15	1,764.97
58002 BOARD POSTAGE/UPS	119.08	708.13	0.13	1,000.00	96.18	889.67
58003 BOARD TRAVEL	392.58	1,368.38	0.26	1,000.00	337.01	1,171.96
58004 BOARD FOOD/MEETINGS	43.82	429.50	0.08	350.00	11.03	367.45
58005 BOARD OUTREACH	0.00	0.00	0.00	50.00	0.00	0.00
58006 BOARD EXPENSE: OTHER	0.00	30.00	0.01	4,500.00	0.00	0.00
	788.94	4,330.73	0.82	8,650.00	632.37	4,194.05
OTHER EXPENSES						
59010 BAD DEBTS	0.00	0.00	0.00	0.00	0.00	0.00
59020 DUES AND FEES	0.00	1,410.00	0.27	1,100.00	<170.00>	1,125.00
59030 TAX PENALTIES & INTEREST	0.00	163.25	0.03	125.00	0.00	4.92
59040 OTHER PENALTIES/FINES	8.00	24.00	0.00	0.00	0.00	0.00
59050 BOUNCED CHKS-UNKNOWN ACC	0.00	0.00	0.00	0.00	0.00	0.00
59060 MISCELLANEOUS EXPENSE	0.00	11.06	0.00	1,500.00	299.50	71.50
59090 DEPRECIATION	0.00	0.00	0.00	2,000.00	3,909.07	3,909.07
	8.00	1,608.31	0.31	4,725.00	4,038.57	5,110.49

Unaudited

Resist Budget 2000
Overview

Income		FY94	FY95	FY96	FY97	FY98	Budget 99	99 % 98	FY99 YTD	Budget 00	00 % 99
304	Contributions-Pledges	102,755	100,058	104,939	110,671	117,051	123,050	105%	121,632	126,000	104%
305	Contributions-Newsletter	58,937	50,901	45,254	46,943	43,740	50,000	114%	56,045	55,000	98%
306	Contributions-ABC Mailing	39,799	47,542	56,619	59,701	81,498	85,000	104%	88,168	100,000	113%
307	Contributions- Nat'l List	4,188	2,883	5,956	1,337	0	0		0	0	
	Total Internal Mailings	205,679	201,384	212,769	218,652	242,288	258,050	107%	265,846	281,000	106%
314	Contributions-Prospecting	4,213	705	12,384	16,402	21,526	30,000	139%	22,017	25,000	114%
320	Other Contributions	54,041	42,106	58,115	99,633	143,755	112,000	78%	197,474	157,000	80%
351	List sales	422	622	189	25	253	350	138%	372	300	81%
360	T Shirt Sales	250	134	797	365	2,399	1,500	63%	1,773	1,000	56%
370	Royalties	4	715	387	80	22	50	229%	31	50	159%
375	Fiscal Sponsorship Fee	0	0	0	0	0	0		218	300	138%
380	Interest & Divedends	(5,914)	44,028	18,185	46,278	51,885	38,940	75%	38,908	34,940	90%
390	Miscellaneous Income	2,601	48	77	7,667	432	500	116%	47	200	426%
	Total Other Revenue	55,617	88,357	90,135	170,450	220,273	183,340	83%	260,840	218,790	84%
	Total Revenue	261,296	289,741	302,903	389,103	462,561	441,390	95%	526,686	499,790	95%
Expenses											
411	Pledge Costs	4,679	4,403	4,751	4,672	5,667	5,950	105%	4,328	5,400	125%
421	Newsletter Costs	31,262	26,252	29,110	27,177	30,002	31,664	106%	29,646	36,700	124%
431	National List Costs	2,880	2,080	3,466	55	0	0		0	0	
441	ABC Mailing Costs	3,589	5,554	6,540	4,585	5,213	6,775	130%	7,508	9,000	120%
451	ZO Costs	552	537	0	810	0	900		2,691	3,400	126%
	Total Internal Mailing Costs	42,963	38,826	43,868	37,299	40,882	45,289	111%	44,173	54,500	123%
471	Prospecting Mailing Costs	317	170	11,694	21,339	19,631	38,600	197%	21,000	31,600	150%
	Total External Mailing Costs	317	170	11,694	21,339	19,631	38,600	197%	21,000	31,600	150%
	Total Mailing Costs	43,280	38,996	55,561	58,638	60,513	83,889	139%	65,173	86,100	132%
	Net Revenue After Mail Costs	218,016	250,745	247,342	330,465	402,048	357,501	89%	461,513	413,690	90%
494	Fiscal Sponsor Grants	(76)	(63)	(176)	(135)	(171)	(187)	110%	0	4,000	
495	Resist Grants Paid Out	147,605	108,846	113,939	108,831	247,938	207,000	83%	212,570	250,000	118%
496	Other Fundraising Costs	280	347	1,817	841	1,340	1,170	87%	6,407	3,650	57%
501	Personnel	89,757	111,114	76,334	80,944	103,903	141,720	136%	115,103	160,850	140%
510	Rent	3,468	3,468	2,890	14,973	18,475	9,525	52%	19,925	9,750	49%
511	Occupancy				1,798	2,677	2,100	78%	3,045	4,000	131%
515	Telephone	1,752	1,718	2,179	2,079	2,054	2,000	97%	1,849	4,000	216%
516	FAX Expenses	109	34	68	70	122	130	107%	(5)	130	-2549%
517	Internet	0	65	230	381	506	500	99%	510	650	127%
520	Office Expenses	3,828	3,643	5,596	5,212	3,866	17,300	448%	9,314	10,930	117%
525	Grant Program			1,345	3,951	2,853	3,650	128%	1,827	3,250	178%
530	Postage	3,294	2,946	3,184	1,122	760	1,950	257%	1,933	2,400	124%
540	Travel	13	108	99	117	505	500	99%	17	250	1471%
542	Staff Development	0	0	0	1,546	1,010	2,500	248%	400	2,500	625%
545	Conferences and Meetings	0	0	411	170	732	600	82%	175	1,000	573%
550	Advertising and Outreach	2,247	3,297	0	0	0	0		0	0	
551	Advertising and Outreach	0	0	16,534	12,130	4,727	11,000	233%	4,500	12,200	271%
555	Repairs and Maintenance	70	0	259	630	1,427	750	53%	0	750	
560	Professional Fees	2,274	2,670	4,565	5,747	5,226	6,500	124%	5,360	8,300	155%
570	Insurance-Office	579	849	870	1,006	1,087	1,500	138%	1,018	1,500	147%
580	Board Expenses	2,885	3,643	3,526	8,400	4,194	8,650	206%	4,331	6,250	144%
590	Other Expenses	1,286	1,618	1,137	5,020	5,110	4,725	92%	1,608	5,880	124%
	Total Expenses	259,373	244,303	234,809	254,833	408,342	423,583	104%	389,886	492,240	126%
	Other Income & Expenses				(4,213)	(10,526)			(11,226)		
	Net Income	(41,356)	6,442	12,533	79,845	4,233	(66,082)	-1561%	82,853	(78,550)	-95%

**Resist Budget
2000**

		FY94	FY95	FY96	FY97	FY98	FY99	99%98	Budget	00%99
Income							Unaudited		2000	
304	Contributions-Pledges	102,755	100,058	104,939	110,671	117,051	121,632	104%	126,000	104%
305	Contributions-Newsletter	58,937	50,901	45,254	46,943	43,740	56,045	128%	55,000	98%
306	Contributions-ABC Mailing	39,799	47,542	56,619	59,701	81,498	88,168	108%	100,000	113%
307	Contributions- Nat'l List	4,188	2,883	5,956	1,337	0	0		0	
	Total Internal Mailings	205,679	201,384	212,769	218,652	242,288	265,846	110%	281,000	106%
314	Contributions-Prospecting	4,213	705	12,384	16,402	21,526	22,017	102%	25,000	114%
320	Other Contributions									
	Restricted	6,073	5,000	7,000	7,310	5,000	29,429	589%	7,000	24%
	Stocks	25,420	7,766	23,405	31,043	50,306	37,391	74%	40,000	107%
	Foundations	8,003	10,550	13,120	27,058	34,967	57,006	163%	50,000	88%
	Unsolicited	14,545	18,789	14,590	33,852	53,333	73,649	138%	60,000	81%
	In Kind	0	0	0	370	150	0	0%	0	
	Total	54,041	42,106	58,115	99,633	143,755	197,474	137%	157,000	80%
351	List Sales									
	Names in the News	422	622	189	25	253	372	147%	300	81%
	Other List Sales	0	0	0	0	0	0		0	
	Total	422	622	189	25	253	372	147%	300	81%
360	Sales									
	T-Shirt Sales	1,872	987	665	1,295	2,399	1,773	74%	2,500	141%
	T-Shirt Costs	(1,622)	(853)	132	(930)	(1,217)	(316)	26%	(1,500)	475%
	Total	250	134	797	365	1,182	1,457	123%	1,000	69%
370	Royalties	4	715	387	80	22	31	144%	50	159%
375	Fiscal Sponsorship Fees	0	0	0	0	0	218		300	
380	Interest & Divedends									
	Bank Interest	12,503	28,545	11,301	15,149	14,776	11,901	81%	10,000	84%
	Stock Dividends	0	0	352	0	0	0		0	
	Loan Interest	100	0	0	0	0	0		0	
	Realized Gains/Losses	0	0	0	(76)	0	0		0	
	Unrealized G/L	(18,517)	15,483	6,532	31,205	37,167	27,065	73%	25,000	92%
	Commission on Stock Sale	0	0	0	0	(57)	(58)		(60)	104%
	Total	(5,914)	44,028	18,185	46,278	51,885	38,908	75%	34,940	90%
390	Miscellaneous Income	2,601	48	77	7,667	432	47	11%	200	426%
	Total Other Revenue	55,617	88,357	90,135	170,450	219,056	260,524	119%	218,790	84%
	Total Revenue	261,296	289,741	302,903	389,103	461,344	526,370	114%	499,790	95%
Expenses										
411	Pledge Costs									
	Printing	1,604	1,328	2,370	1,552	1,509	1,347	89%	2,000	148%
	Postage	2,016	2,081	1,214	2,187	2,562	1,832	72%	2,200	120%
	Mailhouse	1,060	993	1,167	933	1,596	1,149	72%	1,200	104%
	Total	4,679	4,403	4,751	4,672	5,667	4,328	76%	5,400	125%
421	Newsletter Costs									
	Printing	18,698	14,358	18,436	15,013	17,920	17,597	98%	23,000	131%
	Postage	5,125	4,893	4,591	6,756	6,051	6,523	108%	7,000	107%
	Mailhouse	5,203	4,259	5,340	4,040	4,446	4,191	94%	5,000	119%
	Consultants	185	645	323	882	1,158	1,002	87%	1,200	120%
	Photos/Graphics	356	350	420	486	427	332	78%	500	151%
	Typesetting	1,535	1,600	0	0	0	0		0	
	Misc	162	148	0	0	0	0		0	
	Total	31,262	26,252	29,110	27,177	30,002	29,646	99%	36,700	124%
431	National List Costs									
	Printing	1,572	1,353	1,473	48	0	0		0	
	Postage	930	628	1,427	6	0	0		0	
	Mailhouse	378	98	566	0	0	0		0	
	Total	2,880	2,080	3,466	55	0	0		0	
441	ABC Mailing Costs									
	Printing	1,275	1,493	3,455	1,942	3,034	1,736	57%	4,000	230%
	Postage	991	3,785	2,139	1,484	1,459	3,656	251%	3,500	96%
	Mailhouse	1,324	276	946	1,159	720	2,115	294%	1,500	71%
	Total	3,589	5,554	6,540	4,585	5,213	7,508	144%	9,000	120%
451	Z0 Costs									
	Printing	93	102	0	200	0	579		700	121%
	Postage	303	153	0	383	0	96		200	209%
	Mailhouse	156	282	0	229	0	2,016		2,500	124%
	Total	552	537	0	811	0	2,691		3,400	126%
	Total Internal Mailing Costs	42,963	38,826	43,868	37,299	40,882	44,173	108%	54,500	123%

**Resist Budget
2000**

		FY94	FY95	FY96	FY97	FY98	FY99	99%98	Budget	00%99
471	Prospecting Mailing Costs						Unaudited		2000	
	Printing	291	140	6,243	4,301	7,628	8,912	117%	15,000	168%
	Postage	26	30	1,882	3,432	4,274	3,982	93%	5,000	126%
	Mailhouse	0	0	2,641	13,356	6,645	4,197	63%	6,000	143%
	Consultants	0	0	927	35	616	2,340	380%	5,000	214%
	Photos/Graphics	0	0	0	0	0	0		0	
	Typesetting	0	0	0	0	0	0		0	
	List Rentals	0	0	0	214	467	1,570	336%	600	38%
	Total	317	170	11,694	21,339	19,631	21,000	107%	31,600	150%
	Total External Mailing Costs	317	170	11,694	21,339	19,631	21,000	107%	31,600	150%
	Total Mailing Costs	43,280	38,996	55,561	58,638	60,512	65,173	108%	86,100	132%
	Net Revenue After Mail Costs	218,016	250,745	247,342	330,465	400,831	461,197	115%	413,690	90%
494	Fiscal Sponsor Grants									
	NWTRCC: In	(1,512)	(1,270)	(3,525)	(2,705)	(3,414)	(4,133)	121%	0	0%
	NWTRCC: Out	1,436	1,207	3,349	2,570	3,243	4,133	127%	4,000	97%
	Total	(76)	(63)	(176)	(135)	(171)	0	0%	4,000	
495	Resist Grants Paid Out									
	Multi-Year Grants	0	0	0	0	0	20,000		30,000	150%
	Resist Grants	147,605	106,846	111,939	105,831	238,728	186,570	78%	212,000	114%
	Cohen Grants	0	1,000	1,000	1,000	1,210	0	0%	0	
	Holmes Grants	0	0	0	0	0	2,000		2,000	100%
	Salzman Grants	0	1,000	1,000	2,000	8,000	4,000	50%	6,000	150%
	Total	147,605	108,846	113,939	108,831	247,938	212,570	86%	250,000	118%
496	Other Fundraising Costs									
	Thank You Cards- Cost	151	0	0	0	0	71		100	142%
	Thank You Cards- Printing	45	40	66	40	40	120	300%	150	125%
	Thank You Cards- Postage	0	100	466	719	657	492	75%	600	122%
	Promo T-Shirts	84	207	107	25	384	0	0%	300	
	Promo "What's Left"	0	0	906	74	259	0		0	
	Other	0	0	379	(17)	0	5,725		2,500	44%
	Total	280	347	1,924	841	1,340	6,407	478%	3,650	57%
501	Personnel									
	Gross Pay	73,786	94,249	64,218	67,801	86,735	88,635	102%	129,000	146%
	Employer Taxes	7,366	8,728	6,047	6,416	8,952	8,773	98%	14,000	160%
	Retirement Match	0	0	0	0	0	2,900		4,500	155%
	Staff Health Insurance	5,472	5,355	5,522	5,603	7,191	8,164	114%	10,000	122%
	WEC Reimburse Health	2,522	2,179	0	0	0	0		0	
	Poggi Reimburse Health	129	209	0	0	0	0		0	
	Worker's Compensation	481	394	435	332	339	259	76%	350	135%
	Consultants	0	0	111	793	685	6,371	931%	3,000	47%
	Total	89,757	111,114	76,334	80,944	103,902	115,102	111%	160,850	140%
510	Rent	3,468	3,468	2,890	14,973	19,250	19,925	104%	9,750	49%
511	Occupancy		0	0	1,798	2,583	3,045	118%	4,000	131%
515	Telephone	1,752	1,718	2,179	2,079	1,868	1,849	99%	4,000	216%
516	FAX Expenses	109	34	68	70	117	(5)	-4%	130	-2549%
517	Internet	0	65	230	381	486	510	105%	650	127%
520	Office Expenses									
	Office Supplies	554	942	2,346	1,955	1,747	2,036	117%	3,000	147%
	Office Xerox	596	1,049	1,084	267	61	55	91%	100	181%
	Office Library	121	167	210	224	160	268	168%	300	112%
	Office Printing	2,413	1,140	954	1,961	903	2,316	256%	2,500	108%
	Minor Office Equipment	95	199	739	580	848	4,622	545%	5,000	108%
	Bank Charges	50	145	264	226	147	17	12%	30	172%
	Total	3,828	3,643	5,596	5,212	3,866	9,314	241%	10,930	117%
525	Grant Program									
	Printing	0	0	220	1,936	1,623	1,027	63%	2,000	195%
	Postage	0	0	448	990	1,010	724	72%	800	110%
	Consultants	0	0	283	916	50	0	0%	250	
	Library	0	0	394	109	170	75	44%	200	267%
	Other	0	0	0	0	0	0		0	
	Total	0	0	1,345	3,951	2,853	1,827	64%	3,250	178%
530	Postage									
	Office Postage	3,241	2,946	1,482	964	720	1,301	181%	1,600	123%
	UPS	53	0	40	159	39	5	13%	100	1961%
	Postage Due/BREs	0	0	1,662	0	0	626		700	112%
	Total	3,294	2,946	3,184	1,122	760	1,933	254%	2,400	124%
540	Travel	13	108	99	117	505	17	3%	250	1471%
542	Staff Development	0	0	0	1,546	1,010	400	40%	2,500	625%

**Resist Budget
2000**

		FY94	FY95	FY96	FY97	FY98	FY99	99%98	Budget	00%99
							Unaudited		2,000	
545	Conferences/Meetings	0	0	411	170	732	175	24%	1,000	573%
550/	Advertising and Outreach									
551	Advertising	2,247	3,297	2,763	3,115	4,320	4,500	104%	4,700	104%
	Brochure	0	0	13,772	9,015	407	0	0%	7,500	
	Annual Report	0	0	0	0	0	0		0	
	Total	2,247	3,297	16,534	12,130	4,727	4,500	95%	12,200	271%
555	Repairs and Maintenance	70	0	259	630	687	0	0%	750	
560	Professional Fees									
	Legal Fees	0	0	0	260	0	0		500	
	Accounting Fees	2,140	2,670	4,565	5,488	5,026	5,360	107%	7,500	140%
	Computer Consulting Fees	134	0	0	0	200	0	0%	300	
	Total	2,274	2,670	4,565	5,748	5,226	5,360	103%	8,300	155%
570	Insurance-Office	579	849	870	1,006	1,357	1,018	75%	1,500	147%
580	Board Expenses									
	Board Xerox	1,840	2,239	1,763	1,505	1,765	1,795	102%	1,850	103%
	Board Postage/UPS	205	284	808	881	890	708	80%	1,000	141%
	Board Travel	327	1,063	785	804	1,172	1,368	117%	1,800	132%
	Board Food/Meetings	63	0	170	295	367	430	117%	500	116%
	Board Outreach	0	0	0	0	0	0		100	
	Other	450	58	0	4,915	0	30		1,000	3333%
	Total	2,885	3,643	3,526	8,400	4,194	4,331	103%	6,250	144%
590	Other Expenses									
	Bad Debts	0	0	0	0	0	0		0	
	Dues and Fees	500	500	1,115	850	1,125	1,410	125%	1,600	113%
	Tax Penalties and Interest	0	0	0	217	5	163	3318%	180	110%
	Other Penalties and Fines	0	0	0	0	0	24		0	
	Bounced Checks- Unknown	0	0	0	0	0	0		0	
	Misc. Expenses	9	(0)	22	1,357	72	11	15%	100	904%
	Depreciation	777	1,118	1,160	2,595	3,909	0	0%	4,000	
	Total	1,286	1,618	2,297	5,020	5,110	1,608	31%	5,880	366%
	Total Expenses	259,373	244,302	236,076	254,833	408,340	389,885	95%	492,240	126%
	Other Income/Expenses				(4,213)	(10,139)	(11,226)			
	Net Income	(41,357)	6,443	11,266	79,845	2,630	82,538	3138%	(78,550)	-95%

A call to

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(617) 623-5110 / www.resistinc.org

Board Development Committee Minutes January 5, 2000

Present: Eileen Bolinsky (chair), Robin Carton, Louis Kampf, Carol Schachet (minutes)

I. Status of Board Membership.

Four people have not replied to the initial mailing regarding status as a member of the Board of Directors/Board of Advisors: Paul Lauter, Merble Reagon, George Vickers and Fran White. Each will receive a letter via e-mail and USPS, signed by Eileen as chair, with the following message:

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Very little feedback received regarding the mentoring document Marc provided. Pam suggests that we focus on implementation; finding a good match between mentor and mentee, and setting goals. Louis thought the document was way too corporate and not appropriate for Resist.

The committee discussed what to include in both the orientation packet and the outreach packet.

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February/March Grants issue of NL
Brochure
Job Description for Board member
Meeting Dates
List of Committees
Historic Overview piece

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Major Board decisions (extract)
Board bios (which need to be updated!)
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- * check in after first meeting re: how it felt, what happened, were they comfortable, etc.
- * repeat for first two meetings (total)

NOTE: give each mentor an orientation packet.

III. Outreach

Possible get-together for potential Board members and current members. Eileen will call Jan to let her know that we need names ASAP. Those interested in Board should send a letter of interest and resume.

Want to do a get-together 2/16 or 2/11 (in that order of preference). 6-8 p.m. or so at the office. Send a nice invitation for reception.

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Everyone was supposed to send names and contact groups, but no one has. Send out reminders asking for a response by 1/14 to office.

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Board Development Committee is looking into issues raised via Retreat and Jan's interview process. Ask for specific questions, contact colleagues, put together plan.

- * ask Board members for specific suggestions on how to counteract behaviors that make people uncomfortable.
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January 12, 2000

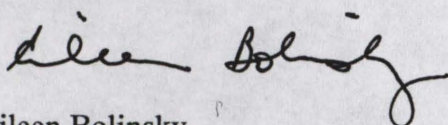
To: Paul Lauter, Merble Reagon, George Vickers, Fran White
From: Eileen Bolinsky

Hi, and happy Y2K! I certainly hope that this new year brings more justice and peace than the last.

A few months back you should have received a memo from the Board Development Committee that outlined the restructuring of the Board and asked all members to self-select their status based upon a realistic assessment of your time and interest. We heard back from most members, but unfortunately did not hear from you.

Please review the attached memo that was previously sent on September 22, 1999, along with the job descriptions for the Board of Directors and Board of Advisors. So that we can move forward, please reply to Resist by 1/25/2000 indicating your expected level of involvement for the next year.

For peace and justice,



Eileen Bolinsky
Board Development Committee Chair

Subject: Resist Board status

Date: Wed, 12 Jan 2000 13:12:30 -0500

From: Carol Schachet <resistinc@igc.org>

Organization: Resist, Inc.


To: Paul Lauter <paul.lauter@trincoll.edu>, George Vickers <gvickers@igc.apc.org>, merreagon <merreagon@aol.com>, f.white@nyu.edu

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
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Eileen Bolinsky
Board Development Committee Chair

 Boabod.let

Name: Boabod.let
Type: LET File (application/x-unknown-content-type-LET_auto_file)
Encoding: base64

 Boa-job.699

Name: Boa-job.699
Type: unspecified type (application/octet-stream)
Encoding: base64

 Bod-job.wpd

Name: Bod-job.wpd
Type: WordPerfect Document (application/wordperfect5.1)
Encoding: base64

A call to **RESIST** illegitimate authority

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Board Development Committee Minutes January 5, 2000

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September 22, 1999

Dear Resist Board Members,

As you probably are aware from reading the Board minutes, Resist approved a new organizational structure for Board members. In order to accommodate the different levels of time and energy that individuals are able to volunteer to Resist, as well as to offer consistency in grant and organizational decision-making, Resist will be guided by a Board of Directors and a Board of Advisors.

The Board of Directors (BOD) will be the main decision-making body and function much as it always has. A job description for the BOD is enclosed. In addition, a Board of Advisors (BOA) provides another mechanism for participation in Resist's work and vision. Its job description is also enclosed.

At the Board meeting on August 15, 1999, the Board agreed to encourage all current BOD members to self-evaluate which body best fits with their availability and interest at this time. The hope is that as many current BOD members as possible will be able to commit to continuing in that capacity for at least the next year, if not significantly longer. We hope that those of you whose time and commitments do not allow for that level of involvement will continue to be actively involved with Resist as a BOA member.

Please take time to read through both job descriptions and evaluate your involvement with Resist for the upcoming year. Talk with us concerning any questions or thoughts about your involvement. We request that you respond using the self-evaluation form below to indicate the level of involvement you wish to commit to for the year 2000. Please return the form to the office by October 15, 1999.

For peace and justice,

The Board Development Committee
(Eileen Bolinsky, Robin Carton, Louis Kampf, and Carol Schachet)

Name: _____

☐ I wish to remain a member of the Board of Directors and will do my best to complete that commitment.

☐ Although I cannot commit to be on the Board of Directors, I still want to be active with Resist as an Advisor.

☐ Thanks, but I'll pass on both options at this point.

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BOARD MEMBER RESPONSIBILITIES

Members of the Board of Directors agree with the mission and political goals of Resist, determine Resist's programmatic priorities, allocate grants and ensure the fiscal health of Resist's programs and operations.

Board member responsibilities include:

1. Attend at least four of the six regularly scheduled Board meetings annually. Try to attend any special Board meetings that are scheduled. If unable to attend a Board meeting, send in a non-binding Proxy Statement for consideration.
2. Actively serve on at least one committee.
3. Review funding applications and award grants to eligible activist organizations.
4. Share resources and talents with Resist, including expertise, reference information, contacts for financial supports, and contacts for in-kind contributions.
5. Participate in fund raising activities for Resist and, according to my personal ability, make a financial contribution to Resist.
6. Maintain the confidentiality of any information deemed confidential given to members of the Board.

Approved 2/99

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ADVISORY BOARD MEMBER RESPONSIBILITIES

Members of the Advisory Board agree with the mission and political goals of Resist.
Advisory Board members may request to receive minutes of Board meetings.

Advisory Board member roles may include:

1. Participation in Board meetings and special meetings, as desired.
2. Participation in annual meetings of the Board of Advisors and Directors.
3. Service on Board Committees, as desired.
4. Engaging in outreach for new grant applicants.
4. Sharing resources and talents with Resist, including expertise, reference information, contacts for financial supports, and contacts for in-kind contributions.
5. Participation in fund raising activities for Resist and, according to their personal ability, Advisory Board members are encouraged to make a financial contribution to Resist.
6. Maintenance of the confidentiality of any information deemed confidential given to members of the Board of Advisors or Directors.

Approved 2/99

Resist Budget 2000
Overview - Short Form

Income		FY99	Budget 00	00 % 99
304	Contributions-Pledges	121,632	126,000	104%
305	Contributions-Newsletter	56,045	57,000	102%
306	Contributions-ABC Mailing	88,168	100,000	113%
307	Contributions- Nat'l List	0	0	
	Total Internal Mailings	265,846	283,000	106%
314	Contributions-Prospecting	22,017	25,000	114%
320	Other Contributions	197,474	162,000	82%
351	List sales	372	300	81%
360	T Shirt Sales	1,457	1,000	69%
370	Royalties	31	50	159%
375	Fiscal Sponsorship Fee	218	300	138%
380	Interest & Divedends	38,908	41,940	108%
390	Miscellaneous Income	47	200	426%
	Total Other Revenue	260,524	230,790	89%
	Total Revenue	526,370	513,790	98%
Expenses				
411	Pledge Costs	4,328	6,500	150%
421	Newsletter Costs	29,646	36,700	124%
431	National List Costs	0	0	
441	ABC Mailing Costs	7,508	9,000	120%
451	Z0 Costs	2,691	3,400	126%
	Total Internal Mailing Costs	44,173	55,600	126%
471	Prospecting Mailing Costs	21,000	31,600	150%
	Total External Mailing Costs	21,000	31,600	150%
	Total Mailing Costs	65,173	87,200	134%
	Net Revenue After Mail Costs	461,197	426,590	92%
494	Fiscal Sponsor Grants	0	0 4,000	
495	Resist Grants Paid Out	212,570	250,000	118%
496	Other Fundraising Costs	6,407	3,650	57%
501	Personnel	115,103	160,850	140%
510 530	Office Expenses	42,949	43,110 41,600	97%
525	Grant Program	1,827	3,250	178%
540	Travel	17	250	1471%
542	Staff Development	400	2,500	625%
545	Conferences and Meetings	175	1,000	573%
551	Advertising and Outreach	4,500	12,200	271%
555	Repairs and Maintenance	0	750	
560	Professional Fees	4,331	8,300	144%
580	Board Expenses	1,608	5,880	366%
590	Other Expenses			
	Total Expenses	389,886	499,940 492,240	126%
	Other Income & Expenses	(11,226)	(11,750)	
	Net Income	82,537	(65,650)	-80%

(59650)

**Resist Budget
2000**

	FY94	FY95	FY96	FY97	FY98	FY99	99% 98	Budget	00% 99
Income						Unaudited		2000	
304 Contributions-Pledges	102,755	100,058	104,939	110,671	117,051	121,632	104%	126,000	104%
305 Contributions-Newsletter	58,937	50,901	45,254	46,943	43,740	56,045	128%	57,000	102%
306 Contributions-ABC Mailing	39,799	47,542	56,619	59,701	81,498	88,168	108%	100,000	113%
307 Contributions- Nat'l List	4,188	2,883	5,956	1,337	0	0		0	
Total Internal Mailings	205,679	201,384	212,769	218,652	242,288	265,846	110%	283,000	106%
314 Contributions-Prospecting	4,213	705	12,384	16,402	21,526	22,017	102%	25,000	114%
320 Other Contributions									
Restricted	6,073	5,000	7,000	7,310	5,000	29,429	589%	7,000	24%
Stocks	25,420	7,766	23,405	31,043	50,306	37,391	74%	40,000	107%
Foundations	8,003	10,550	13,120	27,058	34,967	57,006	163%	50,000	88%
Unsolicited	14,545	18,789	14,590	33,852	53,333	73,649	138%	65,000	88%
In Kind	0	0	0	370	150	0	0%	0	
Total	54,041	42,106	58,115	99,633	143,755	197,474	137%	162,000	82%
351 List Sales									
Names in the News	422	622	189	25	253	372	147%	300	81%
Other List Sales	0	0	0	0	0	0		0	
Total	422	622	189	25	253	372	147%	300	81%
360 Sales									
T-Shirt Sales	1,872	987	665	1,295	2,399	1,773	74%	2,500	141%
T-Shirt Costs	(1,622)	(853)	132	(930)	(1,217)	(316)	26%	(1,500)	475%
Total	250	134	797	365	1,182	1,457	123%	1,000	69%
370 Royalties	4	715	387	80	22	31	144%	50	159%
375 Fiscal Sponsorship Fees	0	0	0	0	0	218		300	
380 Interest & Dividends									
Bank Interest	12,503	28,545	11,301	15,149	14,776	11,901	81%	12,000	101%
Stock Dividends	0	0	352	0	0	0		0	
Loan Interest	100	0	0	0	0	0		0	
Realized Gains/Losses	0	0	0	(76)	0	0		0	
Unrealized G/L	(18,517)	15,483	6,532	31,205	37,167	27,065	73%	30,000	111%
Commission on Stock Sale	0	0	0	0	(57)	(58)		(60)	104%
Total	(5,914)	44,028	18,185	46,278	51,885	38,908	75%	41,940	108%
390 Miscellaneous Income	2,601	48	77	7,667	432	47	11%	200	426%
Total Other Revenue	55,617	88,357	90,135	170,450	219,056	260,524	119%	230,790	89%
Total Revenue	261,296	289,741	302,903	389,103	461,344	526,370	114%	513,790	98%
Expenses									
411 Pledge Costs									
Printing	1,604	1,328	2,370	1,552	1,509	1,347	89%	3,000	223%
Postage	2,016	2,081	1,214	2,187	2,562	1,832	72%	2,200	120%
Mailhouse	1,060	993	1,167	933	1,596	1,149	72%	1,300	113%
Total	4,679	4,403	4,751	4,672	5,667	4,328	76%	6,500	150%
421 Newsletter Costs									
Printing	18,698	14,358	18,436	15,013	17,920	17,597	98%	23,000	131%
Postage	5,125	4,893	4,591	6,756	6,051	6,523	108%	7,000	107%
Mailhouse	5,203	4,259	5,340	4,040	4,446	4,191	94%	5,000	119%
Consultants	185	645	323	882	1,158	1,002	87%	1,200	120%
Photos/Graphics	356	350	420	486	427	332	78%	500	151%
Typesetting	1,535	1,600	0	0	0	0		0	
Misc	162	148	0	0	0	0		0	
Total	31,262	26,252	29,110	27,177	30,002	29,646	99%	36,700	124%
431 National List Costs									
Printing	1,572	1,353	1,473	48	0	0		0	
Postage	930	628	1,427	6	0	0		0	
Mailhouse	378	98	566	0	0	0		0	
Total	2,880	2,080	3,466	55	0	0		0	
441 ABC Mailing Costs									
Printing	1,275	1,493	3,455	1,942	3,034	1,736	57%	4,000	230%
Postage	991	3,785	2,139	1,484	1,459	3,656	251%	3,500	96%
Mailhouse	1,324	276	946	1,159	720	2,115	294%	1,500	71%
Total	3,589	5,554	6,540	4,585	5,213	7,508	144%	9,000	120%
451 Z0 Costs									
Printing	93	102	0	200	0	579		700	121%
Postage	303	153	0	383	0	96		200	209%
Mailhouse	156	282	0	229	0	2,016		2,500	124%
Total	552	537	0	811	0	2,691		3,400	126%
Total Internal Mailing Costs	42,963	38,826	43,868	37,299	40,882	44,173	108%	55,600	126%

**Resist Budget
2000**

	FY94	FY95	FY96	FY97	FY98	FY99	99%98	Budget	00%99
471 Prospecting Mailing Costs						Unaudited		2000	
Printing	291	140	6,243	4,301	7,628	8,912	117%	15,000	168%
Postage	26	30	1,882	3,432	4,274	3,982	93%	5,000	126%
Mailhouse	0	0	2,641	13,356	6,645	4,197	63%	6,000	143%
Consultants	0	0	927	35	616	2,340	380%	5,000	214%
Photos/Graphics	0	0	0	0	0	0		0	
Typesetting	0	0	0	0	0	0		0	
List Rentals	0	0	0	214	467	1,570	336%	600	38%
Total	317	170	11,694	21,339	19,631	21,000	107%	31,600	150%
Total External Mailing Costs	317	170	11,694	21,339	19,631	21,000	107%	31,600	150%
Total Mailing Costs	43,280	38,996	55,561	58,638	60,512	65,173	108%	87,200	134%
Net Revenue After Mail Costs	218,016	250,745	247,342	330,465	400,831	461,197	115%	426,590	92%
494 Fiscal Sponsor Grants									
NWTRCC: In	(1,512)	(1,270)	(3,525)	(2,705)	(3,414)	(4,133)	121%	3,200	0%
NWTRCC: Out	1,436	1,207	3,349	2,570	3,243	4,133	127%	3,200	97%
Total	(76)	(63)	(176)	(135)	(171)	0	0%	4,000	
495 Resist Grants Paid Out									
Multi-Year Grants	0	0	0	0	0	20,000		30,000	150%
Resist Grants	147,605	106,846	111,939	105,831	238,728	186,570	78%	212,000	114%
Cohen Grants	0	1,000	1,000	1,000	1,210	0	0%	0	
Holmes Grants	0	0	0	0	0	2,000		2,000	100%
Salzman Grants	0	1,000	1,000	2,000	8,000	4,000	50%	6,000	150%
Total	147,605	108,846	113,939	108,831	247,938	212,570	86%	250,000	118%
496 Other Fundraising Costs									
Thank You Cards- Cost	151	0	0	0	0	71		100	142%
Thank You Cards- Printing	45	40	66	40	40	120	300%	150	125%
Thank You Cards- Postage	0	100	466	719	657	492	75%	600	122%
Promo T-Shirts	84	207	107	25	384	0	0%	300	
Promo "What's Left"	0	0	906	74	259	0		0	
Other	0	0	379	(17)	0	5,725		2,500	44%
Total	280	347	1,924	841	1,340	6,407	478%	3,650	57%
501 Personnel									
Gross Pay	73,786	94,249	64,218	67,801	86,735	88,635	102%	129,000	146%
Employer Taxes	7,366	8,728	6,047	6,416	8,952	8,773	98%	14,000	160%
Retirement Match	0	0	0	0	0	2,900		4,500	155%
Staff Health Insurance	5,472	5,355	5,522	5,603	7,191	8,164	114%	10,000	122%
WEC Reimburse Health	2,522	2,179	0	0	0	0		0	
Poggi Reimburse Health	129	209	0	0	0	0		0	
Worker's Compensation	481	394	435	332	339	259	76%	350	135%
Consultants	0	0	111	793	685	6,371	931%	3,000	47%
Total	89,757	111,114	76,334	80,944	103,902	115,102	111%	160,850	140%
510 Rent	3,468	3,468	2,890	14,973	19,250	19,925	104%	19,500	49%
511 Occupancy		0	0	1,798	2,583	3,045	118%	4,000	131%
515 Telephone	1,752	1,718	2,179	2,079	1,868	1,849	99%	4,000	216%
516 FAX Expenses	109	34	68	70	117	(5)	-4%	130	-2549%
517 Internet	0	65	230	381	486	510	105%	650	127%
520 Office Expenses									
Office Supplies	554	942	2,346	1,955	1,747	2,036	117%	3,000	147%
Office Xerox	596	1,049	1,084	267	61	55	91%	100	181%
Office Library	121	167	210	224	160	268	168%	300	112%
Office Printing	2,413	1,140	954	1,961	903	2,316	256%	2,500	108%
Minor Office Equipment	95	199	739	580	848	4,622	545%	5,000	108%
Bank Charges	50	145	264	226	147	17	12%	30	172%
Total	3,828	3,643	5,596	5,212	3,866	9,314	241%	10,930	117%
525 Grant Program									
Printing	0	0	220	1,936	1,623	1,027	63%	2,000	195%
Postage	0	0	448	990	1,010	724	72%	800	110%
Consultants	0	0	283	916	50	0	0%	250	
Library	0	0	394	109	170	75	44%	200	267%
Other	0	0	0	0	0	0		0	
Total	0	0	1,345	3,951	2,853	1,827	64%	3,250	178%
530 Postage									
Office Postage	3,241	2,946	1,482	964	720	1,301	181%	1,600	123%
UPS	53	0	40	159	39	5	13%	100	1961%
Postage Due/BREs	0	0	1,662	0	0	626		700	112%
Total	3,294	2,946	3,184	1,122	760	1,933	254%	2,400	124%
540 Travel	13	108	99	117	505	17	3%	250	1471%
542 Staff Development	0	0	0	1,546	1,010	400	40%	2,500	625%

**Resist Budget
2000**

		FY94	FY95	FY96	FY97	FY98	FY99	99%98	Budget	00%99
							Unaudited		2,000	
545	Conferences/Meetings	0	0	411	170	732	175	24%	1,000 ✓	573%
550/	Advertising and Outreach									
551	Advertising	2,247	3,297	2,763	3,115	4,320	4,500	104%	4,700	104%
	Brochure	0	0	13,772	9,015	407	0	0%	7,500	
	Annual Report	0	0	0	0	0	0		0	
	Total	2,247	3,297	16,534	12,130	4,727	4,500	95%	12,200 ✓	271%
555	Repairs and Maintenance	70	0	259	630	687	0	0%	750 ✓	
560	Professional Fees									
	Legal Fees	0	0	0	260	0	0		500	
	Accounting Fees	2,140	2,670	4,565	5,488	5,026	5,360	107%	7,500	140%
Rec. Fees	Computer Consulting Fees	134	0	0	0	200	0	0%	300	
	Total	2,274	2,670	4,565	5,748	5,226	5,360	103%	8,300	155%
570	Insurance-Office	579	849	870	1,006	1,357	1,018	75%	1,500	147%
580	Board Expenses									
	Board Xerox	1,840	2,239	1,763	1,505	1,765	1,795	102%	1,850	103%
	Board Postage/UPS	205	284	808	881	890	708	80%	1,000	141%
	Board Travel	327	1,063	785	804	1,172	1,368	117%	1,800	132%
	Board Food/Meetings	63	0	170	295	367	430	117%	500	116%
	Board Outreach	0	0	0	0	0	0		100	
	Other	450	58	0	4,915	0	30		1,000	3333%
	Total	2,885	3,643	3,526	8,400	4,194	4,331	103%	6,250 ✓	144%
590	Other Expenses									
	Bad Debts	0	0	0	0	0	0		0	
	Dues and Fees	500	500	1,115	850	1,125	1,410	125%	1,600	113%
	Tax Penalties and Interest	0	0	0	217	5	163	3318%	180	110%
	Other Penalties and Fines	0	0	0	0	0	24		0	
	Bounced Checks- Unknown	0	0	0	0	0	0		0	
	Misc. Expenses	9	(0)	22	1,357	72	11	15%	100	904%
	Depreciation	777	1,118	1,160	2,595	3,909	0	0%	4,000	
	Total	1,286	1,618	2,297	5,020	5,110	1,608	31%	5,880 ✓	366%
	Total Expenses	259,373	244,302	236,076	254,833	408,340	389,885	95%	492,240	126%
	Other Income/Expenses				(4,213)	(10,139)	(11,226)		(11,750)	
	Net Income	(41,357)	6,443	11,266	79,845	2,630	82,538	3138%	(65,650)	-80%

(59650)

(65,650)

494

+ 4000

500

(9750)

Other
I/E

+ 11750

(59650)

Personnel Committee Minutes
January 20, 2000

Present: Robin Carton, Kate Cloud, Marc Miller, Carol Schachet

Note: Pam Chamberlain could not attend due to a family illness. Some decisions will be postponed pending conversations/e-mails with her.

I. Third Staff Position Update:

- * currently have one or two live candidates.
- * completely underwhelming response to last job configuration and ads. Need to change.

Need to redefine the position and do a new search. Progressive Foundation Position Available:

- * new staff position in three-person office of national progressive foundation
- * position includes office management (including some financial duties) and may include: web site management, advertising, fund raising, grant outreach, newsletter editing, and Board/Committee work, depending on experience.
- * Salary in low 30s for full-time, excellent benefits. Part-time also available.

Note: The committee thought a full-time staff member should be involved with committees and serve on the Board, but a part-timer may or may not, depending on her or his interest. However, in either case, the person's politics need to be in line with Resist.

II. Annual Staff Review

This was scheduled for September 1999 but never happened. Because of the regular job-related check-ins occurring during the hiring process, staff felt that the annual review could be "skipped" this year. However, as a policy, Resist needs to remain committed to performing annual reviews of all staff.

III. New Personnel Committee chair: Pam would like to step down from this lofty position after years of careful work. Kate agreed to consider the role.

IV. Discussion of Staff Bonus

Traditionally, Resist offered staff some type of end-of-the-year bonus. However, the last couple of years that did not happen. The Personnel Committee will talk about this later, probably via e-mail. Pam requested a historic overview of previous Board decisions related to staff bonuses.

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A call to **RESIST** illegitimate authority

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Renae Scott Gray
Kenneth Hale
Debra Kay 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
Jorge Rogachevsky
Henry Rosemont, Jr.
Carol Schachet
Cheryl Smith
Amy Swerdlow
George Vickers
Nancy Wechsler
Fran White

Board Meeting - February 6, 2000 - 10:45 a.m.

**Place: Nancy Wechler's apartment
155 Raymond Street
Cambridge, MA 02140
617/868-6134**

Dear Board member:

For this meeting, we have 26 requests to consider which means we'll have \$33,800 for grants (\$1,300 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. Political Discussion | 5. Board Development Issues |
| 2. Finance report
Finances
Finance Committee | 6. Board Committees:
Personnel |
| 3. Fundraising
General
Fundraising Committee | 7. Grants
Grant Committee |
| 4. Newsletter
General
Newsletter Committee | 8. Select Chair/New Meeting site/Agenda/
and political discussion facilitator |

EMERGENCY GRANTS

We gave no Emergency Grants out this cycle.

GRANT REQUESTS

Please consider giving out Salzman and Holmes grants. We also received 4 additional requests which are not on the agenda.

SALZMAN GRANT GUIDELINES

The Freda Friedman Salzman Memorial Endowment Fund "is dedicated to the purpose of supporting organized resistance to the institutions and practices that rob people of their dignity as full human beings... (giving) a high priority to the efforts of Native American peoples to resist cultural as well as actual genocide."

HOLMES MEMORIAL FUND GUIDELINES

The Leslie D'Cora Holmes Memorial Fund ... will support activities and organizations ... including: empowerment for communities and individuals; self-determination through education and community organizing; harmonization of diverse communities of interest; actualization and recognition of individual potential; courage of conviction; and pride in culture, community and self.

IF YOU HAVE ANY SUGGESTIONS FOR REFERENCES- PLEASE CALL, FAX, E-MAIL OR MAIL THEM ASAP. DON'T WAIT UNTIL THE MEETING TO FIND OUT IF YOUR FAVORITE PERSON WAS CONTACTED!

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

To get to Nancy's house

By T:-

Take the Red Line to Porter Square. Walk down Mass. Ave towards Arlington (away from Harvard Square). Take a left onto Walden Street (by the Kentucky Fried Chicken). Walk up Walden Street for several blocks until you reach Raymond Street on your right. Turn right and Nancy is number 155 Raymond Street.

By car or taxi:

Go north on Massachusetts Avenue from Harvard Square toward Arlington. Take a left onto Walden Street (by the Kentucky Fried Chicken). Go up Walden Street for several blocks until you reach Raymond Street on your right. Turn right and Nancy is number 155 Raymond Street.

FEBRUARY 2000 GRANT REFERENCES

Loan

1. Support Team International for Textileras (STITCH)

\$2,000

Stephen Coats, US/Labor Education in the Americas Project. (773) 262-6502. **11/97** STITCH is now in transition. Separating from US/GLEP slowly. Arose out of inability of US/GLEP as a male dominated organization to work with the women in Guatemala. Organized delegations of women which evolved into STITCH. **11/98** Function independently. Expertise and focus is the gender lens. Banana work is a gender division of labor. Field workers are mail, women work in packing houses. No good counterpart for STITCH in any other part of the US. The maquila work has been terrific. Look at developing women leadership. Received warmly in Guatemala and US. US coalition building is going slowly. Need to prioritize their work. Fill a niche most other groups are not doing, and others are not capable of doing. Bring a grassroots/hands on approach to the work.

Robin Alexander, United Electrical Workers Research and Education Fund. 412/471-8919. **9/99** Has known a number of women who have worked with them. May be totally volunteer. Good people doing good work. Thought they had folded actually. Exactly the kind of group that Resist should support. Very much on the edge financially and what they're trying to do is good. Grassroots, supporting women in other countries, very serious about the work they're doing. Our funds would make a big difference to them. Knew they were still active last spring, saw them at conference escorting a woman from a maquila plant. Very positive impression. Small group of women with no resources.

Rose Sackey-Milligan, Peace Development Fund 413-256-8306 Ext:227 **11/97** Funded through donor advised program every year. Don't do the kind of screening other groups get, but like their work.

Judy Hatcher, Funding Exchange (212) 529-5300. **12/96** Last funded them in 1994. Pleased to hear are successful at current fundraising. She thinks it is part of overall visibility of group at this point. Funding Exchange will continue to provide them with some level of support because of the role they currently play in solidarity work. Judy has not heard of STITCH, but she believes that US/GLEP are able to pull in a fair number of groups not normally involved with this kind of labor politics. Funding Exchange has had some level of concern about US/GLEP's unwillingness to take positions on a range of issues, but has been willing to cut them some slack because of the role they play.

Multi Year Grants

2. Committee for Health Rights in the Americas (CHRIA)

\$2,000

Kelly Brown, Vanguard (415) 487-2111. **9/96:** They are having a hard time because Central America issues are not a priority any more. Are moving towards health care issues in general. **9/97:** Did not fund them recently. Still perceived as solely a Central American group- not really broadening their approach. Their committee is looking at domestic issues for funding. It will be a real struggle for traditional Central America solidarity groups to get funding now- are internationally based without looking at changes in U.S. policy. When looking at organizations like CHRIA who are trying to change focus- not clear that they are the best places to focus the broader issues. **9/98** Miguel Garcia.

2. Committee for Health Rights in the Americas (CHRIA)
(cont.)

\$2,000

Jan Adams, Applied Research Center. 510/465-9577. **9/96:** Still a great group and doing wonderful organizing. Not the same focus now on Central American issues, but there are still a lot of people do this organizing. Still good contact with immigrant communities and working on local issues as well. **9/97:** Not much contact with them now. She is more focused on issues in Oakland.

Cathy Tatacquin, National Network for Immigrant and Refugee Rights. 510/465-1984. **2/00** Don't have a lot of direct interaction with them. Know they cross over with local coalitions. See them at events and tabling. Get their newsletter. Seem to be keeping up with a lot of information and shifts in the region. Have been around for a long time. Continuous flow of activity and able to adjust to changes in the area. Pretty well networked in.

3. Texas Alliance for Human Needs

\$2,000

Terri Langston, Public Welfare Foundation (202) 965-1800. **3/96** Public Welfare helped start the Minority Health Program there. She believes it is quite effective, although it has a broader range than this Internship Program. The organization is well based in the community, but also does work on a statewide level. The network well with other groups and do a lot of coalition work. Jude Filler is very politically savvy- she used to be a high level PR executive who wasn't satisfied with her work and so shifted to the non-profit sector. Texas is a difficult state to organize in, so it is important to support efforts there. Public Welfare has done site visits at the Alliance and feels strongly about supporting them. They have been unable to get local grants since Texas foundations are not interested in funding anything that appears to progressive or "risky." She would strongly recommend them for funding. **8/98** funded them in 1997.

Luz Guerra, National Association of Education Activists. 512/916-4065. **8/98** Has some specific organizing projects. Uses a lot of interns. Newsletter is a consistently useful piece of work. Gives range of information around issues in Texas. Put out legislative alerts that are important. They do a lot of work around human rights and death penalty issues. Some of this is Jude Filler's personal focus. Do work on hunger campaigns and homelessness. TAHN is a small group and Jude is a strong, charismatic leader with the benefits and problems this type of leadership raises. She arouses strong emotions in people. **12/99** Last newsletter was very impressive. Reflected critical thinking and positive changes. Proposed program looks good.

Central, Latin America and the Caribbean

4. Witness for Peace MidAtlantic

\$2,000

Jack Malinowski, AFSC. 215/241-7000. **12/97** Have a very good record on a lot of levels, including mobilizing church people. Have continued to stay focused on people to people visits and exchanges. Not clear how much local organizing they are doing. Have had good ties with the refugee and immigrant communities. **12/98** Have not heard much about them since last year. Not a real big factor locally. Not involved with other local Central American groups who are involved with disaster relief efforts or the Romero Center which coordinates work around Latin American issues in the greater Philadelphia area.

**4. Witness for Peace MidAtlantic
(cont.)**

\$2,000

Frank Brodhead, Resist. 212/799-9638. **12/97** He doesn't know them. Angela Berryman is his favorite contact for these issues in Philadelphia or Jack Malinowski. Both are at AFSC. Bruce Burchard at Friends Peace Committee 215/241-7000.

Angela Berryman, AFSC. 215/241-7000. **12/97** Know them mostly through newsletters. Informed by their newsletter. Impressed that they keep going and working on these issues. Hosted a person from Nicaragua and looked for local co-sponsors for events. Open to working jointly and sponsoring events. Working on Central America and Haiti- looking at economic issues (sweatshop issues). **12/98** Has been in touch with them lately. Are doing delegations. Jubilee 2000. Call A Week- give people information/alerts around Central America. John is very energetic and gets things out in a timely way. They are coalition building. Not clear there is a real group. There is a mailing list. They contact people from delegations. They get together once or twice a year. **2/00** Not just in one place. Do meet at least annually. Are in close contact and build strategies together. Remain an important group looking at issues in Latin America and the Caribbean. Are right out there on issues. Are quite concerned around issues that are close to Central America- like economic issues. People trust them. People would look to them if they were looking to do actions.

Community Organizing/Anti-Racism

5. Family Child Care Association of San Francisco

\$2,000

Tricia Stapleton, The Women's Foundation. 415-837-1113. **2/99** Doesn't know them.

Miriam Walden, Just Economics. 510/526-1530. **2/99** Doesn't know them.

Andrea Genser, Center for Child Care Career Development. 617/734-5200 x2253. **2/99** Doesn't know them. Try Jan McMillan, Children's Council of San Francisco.

Jan McMillan, Children's Council of San Francisco. 415/243-0700. **2/99** Are a very active group locally. Are present for a range of policy and political discussions. Work hard at being inclusive and reach out to other groups of providers in low income neighborhoods. No visible efforts at developing leadership- this is a concern. Members of the group attend things, but Rosie Kennedy is the primary person. She is trying to get people to step up and share the work. It is hard to get providers to have spare time. Particularly interested in economic justice for providers. Little less alliance with parents at this point. Not yet working in partnership with parents around range of economic issues that affect them both. Part of a growth process- which she is in, but not there yet. Very active willing to take on a wide range of issues. Not just working in own little association in own little neighborhood. Has worked to create child care subsidies for low income families as part of the City budget. **2/00** Dan Cafran

6. Inertia Organizing Committee

\$2,000

Roy Hong, Korean Immigrant Workers Advocate (KIWA). 213/738-9050. Don't know of them that well. Doesn't know them enough to speak a lot about them. Two years ago at UCLA some students had a 2-3 day conference. Folks from all over the country came. The highlight of the conference was bringing in several old time Asian Pacific Islander left activists. Sharing experience and perspective on the movement was important. Conference was framed as a Pan Asian left forum. No real concrete agenda grew out of it- except that in a few years folks would meet again. Some of the folks who were part of the conference are working on opposing the juvenile justice bill. Conference has meaning for those who participate. Lot of young activist types who ID themselves as persons of the left. Lots of soul searching about how to plug into a broader social movement. Reaffirms their social commitment and plug into information networks. Not clear that the conference will hammer out an agenda this time either. The conference will be pretty successful, but might be better to fund follow up steps.

7. Korean American Resource and Cultural Center

\$2,000

Inhe Choi, Crossroads Fund 773-227-7676. Have been a grantee for at least five years. Work is strong and valuable- specifically around immigrant rights work. The organization brings people in to the organization through different aspects of their programs. In the Korean community, the work that they do is organizing. Because the community itself are newcomers- there are a lot of barriers to participation. Language classes will bring people in and then can encourage people to get involved in the on-going struggles the organization is involved in. Raises the question about where the fine distinctions between social change/social services occurs is different in immigrant communities. The organizing process is different in these communities. Do believe people will remain involved. Is a terrific group. Project will bring day to day benefit to people as well as involve them in action. As an immigrant herself who only attained fluency in the last five years - she sees the power of language and how power is divided among people who have English language skills and those who don't. Knowing how to read and speak English makes it easier to challenge the status quo. Highly supports the organization. The structure exists to make this project work. One of the very few groups in the Korean community in Chicago that focus on social change. Also make connections with social change issues in Korea.

8. Men's Rape Prevention Project

\$2,000

Joan Heckscher, Community Alliance for Youth Action. 202/986-0206. **8/98** Doing great work. Getting a good board together and refining their workshops. Do workshops for them during anti-violence tours. Students give high ratings to the workshops. Attitude is not just aimed at reaching girls, but at reaching boys around verbal and physical violence. Give boys strategies for educating other young men. Non-judgmental so they don't come across preachy. Working together to get into high schools. Not many programs that reach into the schools. Impressed by Board members. In a new phase of organizational development. Are majority white, aware of that and working on it. **2/00** Michael Atkins. Still have links to them. Work with them as part of the tours.

Tammi Coles, Washington Peace Center. 202/234-2000. **8/98** Haven't done much with them. Used to get mail through the Peace Center. Get involved with speaking about men's responsibility around rape. Not much sense of what they do outside of an action in April each year. Don't announce much of their work in Calendar section. Are connected to DC Rape Crisis Center.

9. Nebraskans for Peace

\$2,000

10. Solidarity

\$2,000

Ashaki Binta, Morehouse College. 404/681-2800 x2199. [NOTE: Ashaki Binta is director of Black Workers for Justice, a Resist grantee.] Haven't worked directly with them. Have worked with people affiliated with Solidarity. Those folks have some solid work. She got a call about the anti-racism conference and it is a positive development for this group. There are many people of color involved in the group. The question of racism and how to deal with the southern region is an area for improvement- but they have grown a lot in that respect. This provides a needed organizational plan. No particular thoughts about their need for improvement. Kim Moody is one of their leaders. Theresa El-Amin is a very respected organizer.

**10. Solidarity
(cont.)**

\$2,000

Frank Joyce. 313/331-2785 (h). 313/926-5291 (w). Isn't sure if he knows this group. Sounds sectarian even though they say they are not. Hasn't seen them involved in local labor issues- profile is pretty low. Not clear there is evidence of their work. He will ask around. Not surprised Kim Moody is involved.

Economic Justice

11. Union for Radical Political Economics (URPE)

\$2,000

Abby Scher, *Dollars & Sense*. 617/628-8411. **9/99** Dollars and Sense started as a project of URPE back in early 70s. Have an annual conference for non-economists and students, creates new generation. Most are economists, almost functions as a support group for lefty economists. Tension between academic orientation and grassroots relevance. Working to get back to grassroots lately. Last summer actively recruited young graduate students to attend, gave scholarships. Knows this project too, coordinated by Ruthy, a non-economist in NY. With more resources, they could certainly do better. Some of the economists they send are great with regular folks, some aren't as good at speaking to non-economists. Offering this service around the country with no budget so far; advertising in the Nation. Radical economists need to get out into the communities, definitely a good thing. URPE and this project are shoestring operations. Wishes it was more popular education oriented, but it's still better than nothing, which is what else is out there.

Randy Albelda, University of Massachusetts- Boston. 617/287-6963. **9/99** Sort of a funny organization, has been moribund for awhile, but now trying to revive itself. Hasn't been involved for awhile. Ask Arthur MacEwan at UMass/Dollars & Sense or Allen Frank. Mostly academics. New book coming out which includes lots of people writing different chapters. There's a real attempt to revive the projects. Some new blood, young/new scholars, involved. Very needed, enormous potential. Not many left economists anymore. Student leftists don't want to do economics. As one group out there doing this, they're worthwhile. Book is very accessible, will be used in other disciplines.

11. Union for Radical Political Economics (URPE)
(cont.)

\$2,000

Arthur MacEwan, University of Massachusetts/Dollars & Sense. 617/661-2941 (h); 617/287-6956. (w). **2/00** Only know about it in general. Last summer was put on their list, but hasn't had any contact from them. Thinks their work would be popular education, but not clear how effective it would be in reaching people. People doing the talking will be popular educators.

Environmental

12. Buffalo Field Campaign

\$2,000

Ken Toole/Christine Kaufman, Montana Human Rights Network. 406/442-5506. **2/00**
Confidential Paul Shively, their lead organizer, is more in touch with them. Have some familiarity with them. A lot of their leaders are from the environmental community. Done some very good work. Have a lot of "characters" involved with the group. Marginalized environmental group- long-haired, patchouli laden hippy crowd. Have managed to overcome this and make alliances. Bison slaughter is an important issue- but other groups have a better grasp and are able to build more coalitions. Not the best characters in the world in the past. Now have some good people involved in them. Only concern- period, history, the end- are the buffalo.

Gay/Lesbian/Bisexual/Transgender

13. Irish Lesbian and Gay Organization

\$2,000

Ivy Young, ASTREA (212) 529-8021. **6/96** Built coalitions for St. Patrick's day this year- tried to get other coalitions to come out and support them. Seemed relatively successful- got a broad coalition to come out, but not sure if they do the same for other groups. Not seen any analysis- pretty mono-focused on getting into the parade. Not a lot of discussion of other issues or wider analysis. Energy focused on the one day, including CD actions. **2/00**

Jan Strout, OUT Fund (212) 529-5300 x317 **6/96** Rejected them recently because they did not have a sufficient political analysis or vision beyond gay/lesbian identity politics. They have never linked their parade organizing to the root causes of homophobia or heterosexism. Have not used the organizing to build wider gay/lesbian coalitions or to build stronger coalitions with straight allies (even though proposal says they do.) **2/00** Still do not have a larger vision. Don't seem to be visible except at St. Patrick's Day. No Have not been back to request funding.

Janice DiGiovanna, Chicago Resource Center. 312/759-8700. **2/00** Never heard of them.

14. Northland Gay Men's Center

\$2,000

Labor

15. Good Jobs!

\$2,000

Tommie Hollis-Younger, Haymarket People's Fund. 617/522-7676 x304; 9/99 Haymarket funded them recently.

Paul Lauter, Resist Board. 860-297-2303. 9/99 Doesn't know them.

Bruce Martin, AFSC. 860/522-5995. 10/99 Doesn't know them. Suggests talking to: Democracyworks, Miles Rapaport (was secretary of state): 860-232-8469; Steve Thornton, longtime activist in Hartford, website Homefront, 860-231-8024; Capital Region Churches: Roger Floyd, 860-236-1295.

Marc Caplan, formerly of Northeast Citizen Action Resource Center. 860/231-2410. 10/99 Is married to Hannah Roditi. Even so, thinks group is terrific. Doing work no one else has been able to touch. Making a large impact. Would highly recommend them for funding.

Steve Thornton, longtime activist in Hartford, Health Care Workers Union 1199, used to be on board of Haymarket, 860-525-6510, w: 860-251-6017 (happy to be reference in future for Hartford) 10/99 Did a presentation last year that he heard. Good plan, worth supporting. In Hartford, idea to build coalition between trades, who are notoriously conservative, and community organizations, who are vaguely anti-union, is a great thing. Overdue idea. He worked on a much smaller project years ago that tried to do similar things. They have the unions on board already. Doesn't know how effective they'll be, doesn't know them well enough. Good reception overall, has seen it in the local newspapers. Neo-Saul Alinsky style organizations in Hartford. Those organizations are still around, HART is the premier one. New living wage proposal about to pass in Hartford, includes the right to organize, which makes it unique. HART does support this. Things like open space are not an issue in Hartford yet, so they aren't working on that. Affordable housing isn't a large issue either. Good Jobs is making the connections between the 2 types of groups that are active in Hartford. Hartford currently has it's first elected lesbian, she says 80% of her calls are about housing, but no groups are doing much on it. What is going on in last 10 years, is that unions support tax breaks for developers in order to maximize jobs. Good Jobs helps to bridge the gap and balance jobs with other issues. Not very sophisticated housing movement in the city. The coalition members listed in Hartford are all people of color community based organizations. They really cover most of the groups.

Media/Culture

16. Activist San Diego

\$2,000

Julio Rosa, National Network of Grantmakers. 619/231-1348. 2/00 Have heard of them. They are a web site that brings together community activities- social activities and political events. Goal is to use the web work to organize people to come together- sort of an intangible idea. Is a good idea, but not clear how the organizations utilizing it have been affected by it. San Diego Foundation for Change did give them a grant in the hope there would be one central place to get information in the community (he was on the funding committee). May be reaching their goals. The group itself is very dedicated and see this as a clear way to help the community. Have done their homework. Main partners include: AFSC, Environmental Health Coalition. Really impressed with how much they have done. No other group that is socially progressive is doing this work. Talk to folks at Environmental health Coalition.

17. Borderviews 2000

\$1,250

Jan Strout, Paul Robeson Fund (212) 529-5300. 4/96 Funded before she got to Robeson Fund. Doesn't sound like a project she would fund now. Not enough organizing connections. No larger view of creating change. Merely a series of one shot projects. 2/00 Have not been funded in awhile. Still do not appear to have the connections to distribute documentary effectively. No indication linked to the significant coalitions of people doing solidarity work around issues in Mexico. Would not fund them.

Mara Taub, Coalition for Prisoners Rights. 505-982-9520. 2/00 Doesn't know them.

Roberto Roibal, Southwest Organizing Project. 505/247-8832. 2/00 Has never heard of them. Nor has anyone else in the office.

18. Progressive Media Alliance

\$1,143

Hannah Wittman CUSLAR. 607/255-7293. 2/00 CUSLAR is one of many groups bringing her to town. They are the main contact for this event. CUSLAR is just a contributing party. Do a little bit of work with Progressive Media Alliance. Do tape events and get it on cable. Are working to get more alternative radio in the area.

Carl Feur, Cortland/Thompkins Labor Coalition. 607-277-5670. 2/00 CUSLAR is bringing Amy Goodman to town this month. Not clear how much they do in coalition. Are involved in the community. Jean has a show on cable access. People do notice their work. Have letters or op ed pieces in the paper. A member works with Justice for All. Valuable and worth supporting. But maybe not for this project.

19. Prometheus Radio Project

\$2,000

Angela Berryman, AFSC. 215-241-7000. Doesn't know them.

Christine Balka, Bread and Roses Community Fund. 215/731-1107. Doing really interesting work around pushing the FCC to allow low level broadcasters on the band. Have convened national conferences. Mentioned in a piece by Alex Coburn in *The Nation* as being a leader on this issue.

Peggy Law, National Radio Project. 650/851-7256. Seems to be a good group. Lack of ability to use emerging technology because of the expense will inhibit development. Ability to identify the bandwidth is critical just now. If can't find the openings they will be gobbled up. Mainstream media is looking to take over these openings as quick as possible. If alternative stations don't get their slots now, it will be problematic. Doesn't know the group- but the names of people involved are very trustworthy. Give them money!

Peace/Anti-Militarism

20. Peace Action New Mexico

\$2,000

Rick Packie, Citizens for Alternatives to Radioactive Dumping. 505-266-2663. 2/99 Hard working organization. Work with them on a few projects. Marked the WIPP route together. Peggy Prince is a strong activist. All contact has been through her. Doing a lot of work around Los Alamos Labs. Concerned Citizens for Nuclear Safety would be a good contact. Greg Mello of Los Alamos Study Group is a good reference as well.

20. Peace Action New Mexico
(cont.)

\$2,000

Mara Taub, Coalition for Prisoners Rights. 505-982-9520. 2/99 Do get mailings from them. Know them slightly. People involved are serious and hardworking. Doing important work. Are fairly white group. "Culture" is a euphuism for class in New Mexico. A lot are Green Party members. Would be a good group to fund. Are reaching out to other groups. Complicated with Las Alamos/WIPP role in the local economy. Hard to hard to negotiate. 2/00 Still same opinion. Now have overlap about Wen Ho Lee- seeking justice and finding prison overlap. Should have money for newsletter. Are capable of learning and growing. On an informal Board with Peggy Prince who has been a strong organizer.

21. Peace Center

\$2,000

Angela Berryman, AFSC. 215-241-7000. 2/00 Doesn't know them. Try Steve Thierman. 814/238-6180.

Steve Thierman. 814/238-6180. 2/00 Does know the group. Is a useful function in this isolated outpost. Have a center and a newsletter. Hold public meetings. Is a modest effort, but it is live. Is a good deal of overlap between local Quaker Peace and Social Action Committee and Peace Center. Have done good work capital punishment and organizing against the School of the Americas.

Prisoners

22. Michigan CURE

\$2,000

2/00 [NOTE: AFSC is a Resist grantee and a regular reference on criminal justice issues] Nothing but good things to say. Have worked together for a long time. Helped to start CURE because needed a grassroots organization that was a membership organization- broader reach than AFSC. AFSC does advocacy work and CURE does grassroots work. Are a vibrant and on-going group. Did the Michigan Campaign last year- boycott last year was fairly successful. Decided to go with a national campaign as a result of Michigan success. AFSC national Board has approved the campaign. Michigan CURE is coordinating it. Just did a 35,000 piece mailing. Press releases are just about to go out. But even without the releases- quotes are in the *New York Times* and the *Washington Post*. Are getting a lot of media and calls as a result. Best media tool seen recently. Prisoners families have really latched on to this and AFSC/CURE hope to translate this into other issues for organizing purposes in the next year. Potential is enormous. Hard to get people to understand their potential power- this is what the task is.

Mara Taub, Coalition for Prisoners Rights. 505-982-9520. 2/00 Phone campaign is really good. Like their ideas. Did a pilot project and now are taking it national. Good to make a strong effort. Been in the works for a long time. Made a plan. Following their plan and getting results.

23. Sage Productions

\$2,000

Mara Taub, Coalition for Prisoners Rights. 505-982-9520. Doesn't know this group.

Rachel Lederman, Critical Resistance. 415-824-1566. May have heard of them, but is not sure. (Sage Productions says that it is producing events in support of the groups organizing against the Juvenile Justice bill. Critical Resistance- grant #26 - is heavily involved in the Juvenile Justice Bill organizing efforts).

24. Southland Prison News

\$2,000

Mara Taub, Coalition for Prisoners Rights. 505/982-9520. 2/00 Is a prisoner, Kenny Houck, and Julie Falk. Not clear if this is a group or not. Some number of people are involved in putting out the *News* since they are credited in the masthead. People send them clippings. Not a regular public health packet. Attempting to adapt information for prison population.

Kim Diehl, Institute for Southern Studies. 919/419-8311 x28. Received a letter from Joseph Houck about the clipping service. Always have a special section on the South. Use his work for research on prison population in the South. Are their fiscal sponsors. Information has been really helpful on privatization. Layout has gotten much better. Are more than just Joseph and Julie Falk. Seems to be a fairly large collaborative effort. Work is really valuable and unique. Each issue has a different feature story. Hope they don't lose the clipping service because it helps people see how the media is reporting on prison issues. The feature stories can be used to counter mainstream reporting.

Women

25. 9 to 5 Boston

\$2,000

Tess Ewing, U Mass/Boston Labor Studies Program. 617/287-7352. Doesn't ever work with them. Perhaps Mary Jo Connally at U Mass might know.

Susan Moir, Health and Safety for Women in Construction. 978/934-3258. 2/00 Not had any contact with them. Thought they didn't exist any longer.

Priscilla Golding, Women in the Building Trades. 617/524-3010. 2/00 Women in the Building Trades is doing sexual harassment in the workplace issues, but never have any crossover with Boston 9 to 5.

Terri Sousa, Coalition on New Office Technology. 617/247-6827. 2/00 Late in the winter they had a rally- but no other knowledge of them. Have been at health fairs and endorsed other work. Personally haven't worked with them.

Youth

26. Critical Resistance

\$2,000

Mara Taub, Coalition for Prisoners Rights. 505/982-9520. The legislation is an absolute disaster. Needs to be counteracted in any way. The conference in and of itself was a frustrating experience- was strangled by its own success. Contact Laura Magnani at AFSC or Ellen Barry.

Laura Magnani, AFSC Criminal Justice Program. 510/238-8080. Have been very active in this work. Really excited about what is going on. Critical resistance is finally finding a niche after early chaos after the conference. Have been trying to do quite a grassroots effort to educate people. Up against huge odds. Takes a tremendous amount of education. Fairly desperately needed. A lot of energy and creativity is being brought to the table. Third Eye Movement and C-Beyond are also involved. Turning out a lot of numbers.

A call to **RESIST** illegitimate authority

259 Elm Street, Suite 201 • Somerville, Massachusetts 02144
(617) 623-5110 / www.resistinc.org

Eileen Bolinsky
Frank Brodhead
Jim Campen
Robin Carton
Pam Chamberlain
Bell Chevigny
Noam Chomsky
Kate Cloud
Tess Ewing
Norm Fruchter
Rena Scott Gray
Kenneth Hale
Debra Kay 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
Jorge Rogachevsky
Henry Rosemont, Jr.
Carol Schachet
Cheryl Smith
Amy Swerdlow
George Vickers
Nancy Wechsler
Fran White

Board Meeting - February 6, 2000 - 10:45 a.m.

**Place: Nancy Wechler's apartment
155 Raymond Street
Cambridge, MA 02140
617/868-6134**

Dear Board member:

For this meeting, we have 26 requests to consider which means we'll have \$33,800 for grants (\$1,300 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. Political Discussion | 5. Board Development Issues |
| 2. Finance report
Finances
Finance Committee | 6. Board Committees:
Personnel |
| 3. Fundraising
General
Fundraising Committee | 7. Grants
Grant Committee |
| 4. Newsletter
General
Newsletter Committee | 8. Select Chair/New Meeting site/Agenda/
and political discussion facilitator |

EMERGENCY GRANTS

We gave no Emergency Grants out this cycle.

GRANT REQUESTS

Please consider giving out Salzman and Holmes grants. We also received 4 additional requests which are not on the agenda.

SALZMAN GRANT GUIDELINES

The Freda Friedman Salzman Memorial Endowment Fund "is dedicated to the purpose of supporting organized resistance to the institutions and practices that rob people of their dignity as full human beings... (giving) a high priority to the efforts of Native American peoples to resist cultural as well as actual genocide."

HOLMES MEMORIAL FUND GUIDELINES

The Leslie D'Cora Holmes Memorial Fund ... will support activities and organizations ... including: empowerment for communities and individuals; self-determination through education and community organizing; harmonization of diverse communities of interest; actualization and recognition of individual potential; courage of conviction; and pride in culture, community and self.

**IF YOU HAVE ANY SUGGESTIONS FOR REFERENCES- PLEASE CALL,
FAX, E-MAIL OR MAIL THEM ASAP. DON'T WAIT UNTIL THE MEETING
TO FIND OUT IF YOUR FAVORITE PERSON WAS CONTACTED!**

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

**FEBRUARY 2000
GRANT REQUESTS AND PROXY**

Loan

1. Support Team International for Textileras (STITCH) \$2,000

4933 S. Dorchester, Chicago, IL 60615 Hannah Frisch 773/924-5057

Funding for a loan to support a direct mail campaign to uncover potential new donors and members.

Loan

Decision: Yes _____ No _____ Undecided _____

Comments:

Multi Year Grants

2. Committee for Health Rights in the Americas (CHRIA) \$2,000

474 Valencia Street, #120, San Francisco, CA 94103 Shannon Coughlin 415/431-7760

Funding for multi-year general support grant for organization which organizes in support of basic healthcare rights in Central America and California.

Decision: Full _____ Partial _____ No _____ Undecided _____

Comments:

3. Texas Alliance for Human Needs \$2,000

1016 E. 12th Street, Austin, TX 78702 Jude Filler 512-474-5019

Funding for multi-year general support for organization representing the interests of low and moderate income people in Texas.

Decision: Full _____ Partial _____ No _____ Undecided _____

Comments:

Central, Latin America and the Caribbean

4. Witness for Peace MidAtlantic \$2,000

304 Pilottown Road, Lewes, DE 19958 John Mateyko 302/645-2657

Funding for staff salary for organization which examines oppressive military and economic forces in Central America and the Caribbean.

Decision: Full _____ Partial _____ No _____ Undecided _____

Comments:

Community Organizing/Anti-Racism

5. Family Child Care Association of San Francisco

\$2,000

459 Vienna Street, San Francisco, CA 94112 Rosie Kennedy 415/587-5111

Funding for organizing and public awareness campaign to build support for improving the working conditions for family child care providers and to promote quality care in family provider settings.

Decision: Full _____ Partial _____ No _____ Undecided _____

Comments:

6. Inertia Organizing Committee

\$2,000

3465 West 8th Street, Los Angeles, CA 90005 Lee Versoza 213/739-8803

Funding for a two day conference to build coalitions among and between the progressive Asian Pacific Islander community and student activists.

Decision: Full _____ Partial _____ No _____ Undecided _____

Comments:

7. Korean American Resource and Cultural Center

\$2,000

2725 W. Peterson Avenue, #200, Chicago, IL 60659 Becky Belcore 773/506-9158

Funding for the "Political English" component of the Immigrant Rights Project which is based upon the belief that language is a tool for empowerment.

Decision: Full _____ Partial _____ No _____ Undecided _____

Comments:

8. Men's Rape Prevention Project

\$2,000

P.O. Box 57144, Washington, DC 20037-7144 Jonathan Stillerman 202/265-6530

Funding to develop a Speakers Handbook to be used for training professional and peer educators locally and nationally about how to engage young men alongside their female peers in efforts to prevent gender-based violence.

Decision: Full _____ Partial _____ No _____ Undecided _____

Comments:

9. Nebraskans for Peace**\$2,000**

941 O Street, #1026, Lincoln, NE 68508 Elizabeth Goodbrake 402/475-4620

Funding to oppose attempts to pass legislation allowing concealed weapons.

Decision: Full _____ Partial _____ No _____ Undecided _____

Comments:

10. Solidarity**\$2,000**

7012 Michigan Avenue, Detroit, MI 48210 Theresa El-Amin 313/841-0160

Funding for an anti-racism leadership conference which will help the organization collectivize its anti-racism work, deepen related political discussions and optimize the participation of People of Color in internal and external activities.

Decision: Full _____ Partial _____ No _____ Undecided _____

Comments:

Economic Justice**11. Union for Radical Political Economics (URPE)****\$2,000**

37 Howe Street, New Haven, CT 06511 Germai Medhanie 203/777-4605

Funding to staff the Economy Connection, a speakers and resource bureau that works to de-mystify economic issues.

Decision: Full _____ Partial _____ No _____ Undecided _____

Comments:

Environmental**12. Buffalo Field Campaign****\$2,000**

P.O. Box 957, West Yellowstone, MT 59758 Christine Mulvey 406/646-0070

Funding for organization which seeks to protect buffalo on National Park lands from the livestock industry in Montana which seeks to lure them into capture facilities for slaughter.

Decision: Full _____ Partial _____ No _____ Undecided _____

Comments:

Gay/Lesbian/Bisexual/Transgender

13. Irish Lesbian and Gay Organization

\$2,000

c/o the Center, One Little West 12th Street, New York, NY 10014 Cecilia Dougherty 718/284-7059

Funding to organized broad based coalition of gay, lesbian, civil rights, religious, ethnic and educational groups to protest ILGO's exclusion from the annual St. Patrick's Day Parade in New York.

Decision: Full _____ Partial _____ No _____ Undecided _____

Comments:

14. Northland Gay Men's Center

\$2,000

8 North 2nd Avenue East, #309, Duluth, MN 55802 Peter Golden 218/722-8585

Funding for general support for organization which provides information, referral and support to members of the gay, bi-sexual and transgender community in rural Minnesota, Wisconsin and Michigan.

Decision: Full _____ Partial _____ No _____ Undecided _____

Comments:

Labor

15. Good Jobs!

\$2,000

P.O. Box 2662, Hartford, CT 06146 Hannah Roditi 860/246-0806

Funding to train organizers of color to help change the local construction system, to increase local hiring on construction projects and to hold corporations and government accountable for the jobs impact of construction in low-income communities.

Decision: Full _____ Partial _____ No _____ Undecided _____

Comments:

Media/Culture

16. Activist San Diego

\$2,000

4581 Alhambra Street, San Diego, CA 92107 Martin Eder 619/226-3330

Funding for internet web site and calendar of events for local social justice activists.

Decision: Full _____ Partial _____ No _____ Undecided _____

Comments:

17. Borderviews 2000**\$1,250**

105 Stanford SE, Albuquerque, NM 87106 Kent Paterson 505/277-3779

Funding for documentary which examines the environmental and human rights consequences of timber imports from Mexico.

Decision: Full _____ Partial _____ No _____ Undecided _____

Comments:

18. Progressive Media Alliance**\$1,143**

132 Glenside Road, Ithaca, NY 14850 Jean Finley 607/272-7555

Funding to bring Amy Goodman, producer of the radio show Democracy Now, to speak in Ithaca.

Decision: Full _____ Partial _____ No _____ Undecided _____

Comments:

19. Prometheus Radio Project**\$2,000**

P.O. Box 30942, Philadelphia, PA 19104 Amanda Huron 215/476-2385

Funding to purchase a spectrum analyzer which will enable Low Power FM (LPFM) radio stations to locate clear spots on the radio band that do not interfere with full power stations.

Decision: Full _____ Partial _____ No _____ Undecided _____

Comments:

Peace/Anti-Militarism**20. Peace Action New Mexico****\$2,000**

226 Fiesta Street, Santa FE, NM 87501 Peggy Prince 505/989-4812

Funding to publish semi-monthly newsletter which looks at local and national social justice issues and tries to help readers engage in a variety of direct actions.

Decision: Full _____ Partial _____ No _____ Undecided _____

Comments:

21. Peace Center**\$2,000**

132 West Beaver Avenue, Room 212, State College, PA 16801 Reed Smith 814/238-5594

Funding for general support for organization which seeks to organize people to work for peace and justice on both the local and national level.

Decision: Full _____ Partial _____ No _____ Undecided _____

Comments:

Prisoners

22. Michigan CURE

\$2,000

P.O. Box 2736, Kalamazoo, MI 49003-2736 Kay Perry 616/383-0028

Funding for the National eTc (Equitable Telephone Charges) Campaign to address the high cost of prisoner-initiated telephone calls which places a burden on family members and results in multi-million dollar profits to the Corrections Departments.

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

23. Sage Productions

\$2,000

309 Cedar Street, Santa Cruz, CA 95060 Jose Reyes-Olivas 831/460-0753

Funding for the Sixth Annual Cinco de Mayo Celebration at the Duele Vocational Institution which supports the cultural heritage of many DVI inmates.

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

24. Southland Prison News

\$2,000

PMB 339, 955 Massachusetts Avenue, Cambridge, MA 02139 Julie Falk 617/441-3379

Funding to send brochures and information packets to prisoners and activists to promote education and to organize a campaign targeted to change Department of Corrections policies on Hepatitis C.

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

Women

25. 9 to 5 Boston

\$2,000

650 Beacon Street, 4th Floor, Boston, MA 02215 April Hoover 617/437-6572

Funding for the sexual harassment project which assists low-income women understand their rights and take action to protect them.

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

Youth

26. Critical Resistance

\$2,000

2420 24th Street, San Francisco, CA 94110

Rachel Lederman

415-824-1566

Funding to print 75,000 broadsheets about the "Gang Violence and Juvenile Crime Prevention Act" in order to generate public debate on youth and crime.

Decision: Full _____

Partial _____

No _____

Undecided _____

Comments:

Total Number of Requests	23 regular grants; 2 multi-year grants; 0 emergency grants; 1 loans; 4 not on agenda
Total Amount Requested:	\$48,393
Total Allocation for Cycle:	\$33,800
Total Grants:	\$ regular grants; \$ multi-year grants; \$ emergency grants
Total Loans:	\$0
Total Allocated:	\$
Total # of Grants Allocated:	regular grants; multi-year grants; emergency grants
Total # of Loans Allocated:	0
Total # of Grants and Loans:	

NOT ON AGENDA

1. Alternative Radio

P.O. Box 551, Boulder, CO 80306 David Barsamian 303/245-8292

Funding to distribute weekly public affairs radio program to public, community and college radio stations via broadcast quality tape and compact disc.

Reason: Budget is over \$240,000.

2. GrassRoots Organizers Workshops

RR1 Box 1013, Stockton Springs, ME 04981 Nancy Galland 207/567-4075

Funding for a day-long training conference for local social and economic justice organizers.

Reason: Withdrew application.

3. MC Video Productions

P.O. Box 3012, Madison, WI 53704-0012 Mary Moran 608-259-8888

Funding to distribute a newsletter, videos and audiotapes to support media work challenging orthodox notions regarding mental illness and drug therapies.

Reason: Never sent materials requested.

4. Oversoul Theater Collective, Inc.

201 Main Street, Mashpee, MA 02649 Morgan James Peters 508-477-3210

Funding for Arts for the People, a grassroots project which works to reflect progressive social issues, culture and history of Native American, Black and Black Indian people.

Reason: Never sent materials requested.

FOREIGN POLICY IN FOCUS



INTERHEMISPHERIC RESOURCE CENTER and INSTITUTE FOR POLICY STUDIES

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WTO and Sustainable Development

By John C. Dernbach, Widener University Law School

The World Trade Organization (WTO) Ministerial Conference in Seattle will be a defining moment for the world's commitment to sustainable development. It will also be a defining moment for U.S. leadership on sustainable development.

The WTO is the international entity responsible for overseeing implementation of the Global Agreement on Tariffs and Trade. The WTO agreement explicitly states that trade should be conducted "in accordance with the objective of sustainable development." As the agreement recognizes, trade is a means of achieving sustainable development; it is not an end in itself. It is time to hold the WTO and its member states to that objective.

Sustainable development is not a buzzword or another way of talking about environmental protection. It is a framework for reconciling key international goals, and it applies to national actions as well.

Key Points

- The WTO should be judged against its explicit objective—sustainable development, a term that includes economic and social development and environmental protection.
- The U.S. has no commitment to sustainable development and uses international trade laws primarily for its own economic development.
- The U.S. needs to play a leadership role in the WTO to make trade, environmental protection, and social development mutually supportive.

Understanding sustainable development requires an understanding of development, a misused term that has a specific meaning in the international community. Development is intended to improve the quality of human life and generate opportunity by fostering peace and security, human rights (or social development), and economic development. But this cannot occur without a fourth component—supportive national gov-

ernance. An international consensus about these goals grew out of World War II and the Great Depression. This understanding of development is taken directly from a variety of international agreements, U.N. General Assembly Resolutions, and reports of the U.N. Development Program.

Since World War II, development has accomplished much good. People are living longer, more people are enjoying a higher standard of living, and we have not experienced a third world war. This is due in part to the 1947 Global Agreement on Tariffs and Trade.

But the post-World War II development model has two failings, according to *Our Common Future*, the 1987 report of the World Commission on Environment and Development. The number of people living in poverty is now greater than

ever, and widespread environmental degradation is occurring in every region of the world.

The Commission found that each of the four basic components of development—peace and security, social development, economic development, and supportive national governance—required protection, and even restoration, of the environment. Continued development is compromised and even prevented by inattention to the environment. People have fought over water and scarce resources. Environmental contamination and disease kill people or prevent them from living decent lives. People cannot earn a living from fishing when there are few fish to catch. Governments that do not protect their environment thus undermine their own development goals.

At the United Nations Conference on Environment and Development (or Earth Summit) in 1992, the nations of the world endorsed sustainable development as a response to these problems. Sustainable development adds another component to the traditional development model—environmental protection and restoration. More fundamentally, it redefines progress. Instead of seeing progress in terms of traditional development—and tolerating environmental degradation—sustainable development means that we must also simultaneously seek progress in overall environmental quality. The nations of the world adopted a statement of principles (the Rio Declaration) and a plan of action (Agenda 21) to realize sustainable development.

Concerning trade, the Rio Declaration urges states to "promote a supportive and international economic system that would lead to economic growth and sustainable development in all countries, to better address the problems of environmental degradation." Similarly, Agenda 21 states that the "international community should provide a supportive international climate for achieving environment and development goals" by, among other things, "[m]aking trade and environment mutually supportive." In 1994, when GATT was amended and the WTO created, sustainable development was incorporated into the WTO's goals.

At century's end, however, the world generally is moving away from sustainable development rather than toward it. Trade is not the only reason, but it is a major reason. Global GDP has risen by five times since 1950 and could be four or five times its present size by 2050. The world's natural systems, however, are being undermined by unsustainable use and exploitation as well as grave imbalances between those who benefit from that exploitation and those who are burdened by it. A recent U.N. Environmental Programme report concludes that environmental protection is "lagging behind economic and social development."

Problems With Current U.S. Policy

2

The U.S. made a formal commitment to sustainable development at the Earth Summit in 1992 when it agreed to Agenda 21 and the Rio Declaration. But despite the hoopla—and despite international agreement that “[h]umanity stands at a defining moment in history”—U.S. law and policy have changed very little.

The U.S. has no coherent overall commitment to sustainable development. It has not educated the general public about the need for sustainable development or its implications and has achieved relatively little concerning sustainable development since the Earth Summit. This is true of trade as well as other issues, including climate, resource consumption, and biodiversity. Both Congress and the administration share the blame for this failure.

The U.S. has stated that trade is simply a means to an end and that the end is sustainable development. But the United States has not taken specific and serious actions that are consistent with that conclusion.

In fairness, the U.S. has advocated greater transparency in WTO decisionmaking, particularly the dispute settlement mechanism, and is advocating trade actions that would be environmentally beneficial (e.g., elimination of trade barriers for environmental goods and services, and elimination of agricultural and fisheries subsidies that foster unsustainable development).

But these are tentative steps in the right direction, prompted largely by the urging of nongovernmental organizations. And although the U.S. has taken prominent positions on such issues, it has not done a particularly effective job of persuading other countries to support its position, nor has it worked constructively to resolve the concerns of other countries. The U.S. positions, in sum, are not the steps that would be urged by a nation that aspires to international leadership. If the United States had a strategic vision for sustainable development, it would work more

aggressively to make social and environmental matters equal in importance to trade. The essential ingredient is commitment, and that ingredient has been missing.

More basically, perhaps, the United States uses trade—both directly and indirectly—to foster unsustainable development. A core responsibility of the U.S. and other developed countries is to create workable models of sustainable development that are not merely functional but that are obviously more attractive than the development approach they are currently using. With 5% of the world's population, the U.S. was responsible for 24% of the world's energy consumption and nearly 30% of the world's materials consumption in 1993. In addition, the U.S. ranks last among OECD countries in percentage of GDP that is provided for official development assistance—assistance that would help developing countries protect health and the environment, and that would thus make trade more consistent with sustainable development. The U.S. has also used GATT rules to create markets for U.S. products in other countries in ways that hurt sustainable development in those countries.

These include, but are certainly not limited to, a case in which the U.S. Trade Representative sided with U.S. cigarette manufacturers to win a GATT ruling to force Thailand to open its markets to those manufacturers. When the U.S. raises such trade issues, it subordinates health and the environment to trade.

Key Problems

- The U.S. has no overall domestic or international commitment to sustainable development and no vision or strategy for attaining it.
- The U.S. is not demonstrating leadership toward sustainable development in international trade.
- The U.S. seems to be using trade to move away from sustainable development.

Toward a New Foreign Policy

The U.S. should articulate a positive and compelling vision of what sustainable development would mean for the world's nations and integrate that vision into its domestic and foreign policy, including its trade policy. The United States should exercise that leadership in the WTO and other forums.

U.S. Leadership in the WTO

The WTO needs to be part of the effort to achieve sustainable development, not part of the problem. The United States should exercise leadership in the WTO to achieve the following outcomes. Although many of the examples relate to environment, these recommendations also apply to labor, health, and other aspects of sustainable development.

Elimination of Subsidies That Contribute to Unsustainable Development. WTO parties should phase out subsidies for environmentally unsustainable activities, including subsidies that contribute to fisheries overcapacity. The elimination of such fishing subsidies has been proposed by New Zealand, Iceland, and the United States.

The parties should find other ways to apply the WTO's legal authority concerning subsidies to support sustainable

development. For example, it is widely recognized that the use of fossil fuels is subsidized by governments in ways that often increase their use and that the use of fossil fuels contributes to global warming. The Kyoto Protocol specifically identifies elimination of national subsidies as one means of achieving greenhouse gas reductions. Subsidies for fossil fuels distort the prices charged for those fuels and create substantial economic distortions in the debate over the cost of Kyoto Protocol compliance.

Consideration of Sustainable Development in New Trade Agreements. No trade-related agreement should be negotiated or allowed to go into effect unless a sustainable development impact assessment is first prepared and subjected to public review. The assessment should describe the impact of the proposed agreement on the environment, on social development and human rights (including labor), on peace and security, and on national governance that is supportive of those goals. The assessment should also describe alternatives to the proposed agreement, including alternatives relating to the special situation of developing countries, and particularly the least developed countries.

Integration of Sustainable Development Goals into New Trade Agreements. No trade-related agreement should be allowed to go into effect unless the parties are satisfied, after public review, that the agreement would actually further not just economic development but also environmental protection, social development and human rights, peace and security, and supportive national governance. It is not enough to consider the effects on these goals. Trade agreements should actually further these goals, or at least not interfere with them. Procedural reforms to WTO's Committee on Trade and Environment will not achieve this result.

The parties should also find additional ways to make GATT and multilateral environmental agreements mutually supportive. When negotiations relating to a particular economic sector begin, for example, and there is no multilateral environmental agreement in place concerning that sector, there should be preliminary discussion on whether it would be appropriate to have multilateral environmental standards and procedures applicable to that sector. (These standards would include process and production methods.) Environmental ministries should participate directly in such discussions. If so, then those standards could be negotiated at the same time as, or perhaps even as part of, the trade discussions for that sector. Such negotiations should also include appropriate standards and financial or technical assistance for developing countries.

Key Recommendations

- The U.S. should exercise leadership to move the international trading system toward sustainable development.
- The WTO, with the support and leadership of the United States, should abolish subsidies that contribute to unsustainable development and integrate sustainable development into new and existing trade agreements.
- U.S. actions concerning trade should be part of a broader U.S. vision and strategy for sustainable development that is also applied in other forums.

The standards should include air pollution, water pollution, sanitation, and drinking water—environmental problems that developing countries experience more severely and immediately than most other environmental problems. These problems generally are also not directly covered by multilateral environmental agreements. The *quid pro quo* for increased trade, in short, should be progress in addressing such problems and assistance by developed countries in doing so.

Integration of Sustainable Development Goals into Existing Trade Agreements. Where trade agreements already exist (e.g., for products), the parties should facilitate the negotiation of international agreements concerning process and production

agreements relating to products. These agreements should include, but not necessarily be limited to, extended producer responsibility, ecolabeling, and the greening of public purchasing. These agreements also should apply to air pollution, water pollution, and similar problems experienced severely by developing countries, and should include appropriate assistance. The WTO agreements should also be amended, or interpreted by the parties, to provide a more balanced test for the availability of the Article XX(b) and XX(g) exemptions for measures to protect "human, animal or plant life or health" or conserve "exhaustible natural resources." In addition, the WTO agreements should expressly protect domestic actions taken pursuant to multilateral agreements and allow unilateral actions where necessary to protect the national interest.

U.S. Leadership in Other Forums

Many of the changes required to make trade supportive of environmental and social goals cannot be achieved by WTO alone. Unless the United States exercises leadership for sustainable development in all relevant international and domestic forums, it will continue to miss many opportunities to improve the environmental and social effects of trade.

Greater Assistance to Developing Countries for Sustainable Development. The Earth Summit bargain between developed and developing countries was that developed countries would provide financial and technical assistance to developing countries to help developing countries achieve environmental and social goals. The developed countries have not kept that bargain. Developed countries (including the U.S.) need to increase official development assistance, to assist technical and governmental capacity building, and to provide access to environmental technology and know-how on preferential terms. Creative means of financing this assistance should also be seriously considered (e.g., debt for environmental and health protection swaps, or a small tax on global trade and capital flows).

Creation of International Institution for Sustainable Development Comparable to WTO. There is no organization equal in influence to the World Trade Organization concerning the environmental aspects of sustainable development. Such an institution should thus be created, probably by combining existing organizations (e.g., Commission on Sustainable Development, U.N. Environment Programme, secretariats of various multilateral environmental agreements). The consolidation of environmental organizations would be in addition to the integration of environment into existing WTO operations.

Domestic Efforts to Achieve Sustainable Development. The U.S. and other developed countries must demonstrate by their own domestic actions, including actions concerning trade, that sustainable development provides better quality of life for their citizens and for succeeding generations.

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The China-WTO Debate: Dissenting Voices Within the United States

The U.S.-China agreement has stirred heated discussion and much opposition in the United States among progressives from labor, human rights and environmental organizations, China policy analysts and academics, and Chinese dissidents. The agreement has been endorsed by many foreign policy think tanks and most pro-business organizations in the United States, such as multilateral entities as UNCTAD, and by a number of governments or blocks of governments, including Japan, Australia, New Zealand, South Korea, Costa Rica, and European Union.

Below are excerpts from statements issued by organizations or collected by the Foreign Policy In Focus project as critiques of James Nolt's Foreign Policy In Focus brief. These comments include a range of those who oppose China's admission because, they argue, it will have negative effects within China, the U.S., and the WTO to those who see the deal as a mixed bag, with both positive and negative implications. Among the points of views missing here are the views of NGOs outside the United States, particularly those in the South.

"The attempt to bring China into the WTO . . . is less likely to reform China, as its advocates claims, than it is to further deform the WTO. And it is more likely to detract from the WTO's already questionable legitimacy than to add to it. . . . The real debate is not . . . whether to engage China, but what are the terms of that engagement, and whose values are to be represented.... America's working families understand the cruelty of a world economy regulated in favor of the corporations.... Over two-thirds oppose bringing China into the WTO without further progress on human rights and religious freedom.... Incorporating enforceable workers' rights, human rights and environmental protections in every U.S. trade and investment agreement is the right way; admitting a repressive China into the WTO is the wrong way."

—John Sweeney, President, AFL-CIO

"As a large and powerful country, China (like the United States) prefers bilateral approaches to problems where it can essentially bully smaller countries into submissions. Bringing China into the WTO and its dispute resolution framework would be a very useful step forward.... [However,] entry into the WTO will inevitably hasten the privatization of state-run enterprises and will increase unemployment by a sizable margin. True, these enterprises are often inefficient, but they currently function as very important social welfare programs. It would be disastrous to dismantle these enterprises rapidly. It is not likely that foreign companies or foreign capital will be able to absorb all the unemployed. I also fear that China's environmental situation, which is precarious, will not benefit from WTO accession. The government has not revealed very strong Green tendencies, and the potential for being accused of erecting 'non-tariff barriers to trade' will only make matters worse."

—John Feffer, American Friends Service Committee, Tokyo

"The U.S.-China deal will not be good for workers in either country. In China, it's predicted that tens of millions of people will lose their livelihoods, with virtually no safety net to fall back on. From a U.S. perspective, it's wrong to assume that expanded export markets and foreign investment opportunities in China for U.S. corporations will automatically benefit U.S. workers. Even conservative economists concede that rising inequality and the stagnation of U.S. wages during much of this decade can be attributed in large part to globalization, as corporations use their increased mobility to pit workers and communities against one another. The welfare of U.S. workers is linked to the welfare of workers around the world, and the welfare of developing country citizens depends on strong labor and environmental protections and development strategies that promote a rising standard of living for the average person, not just profits for corporations. Once China has WTO membership, the leverage to promote stronger human rights and environmental standards in that country is lost."

—Sarah Anderson, Global Economy project, Institute for Policy Studies

"The current framework for adding China to the WTO is the wrong framework. It is true that China's human rights record is not the worst among the WTO members. However, our conclusion is not that we must therefore add China to the WTO, but rather that we must continue to pursue a transformed WTO that (among other changes) would require adherence to internationally recognized human rights for all countries. In addition, we propose that any nation that wants to join the WTO should adhere to (or show they are taking steps to adhere to) internationally recognized labor and environmental rights. For current members, every two to three years there would be a review and countries that fail would be excluded from the WTO. The International Confederation of Free Trade Unions, for instance, has proposed a joint WTO/ILO Advisory Body be set up to oversee the implementation of a workers' rights clause. If a country was in breach of its obligations, the ILO report would make recommendations to the country and, if necessary, offer technical assistance and make additional resources available to help countries address the violations."

—*John Cavanagh, Director, Institute for Policy Studies*

"Human Rights Watch believes that China's membership in the WTO could increase respect for human rights, but only if it is combined with consistent external pressure. China's commitment to abide by global trading standards will not automatically yield a greater commitment to international human rights standards unless China's major trading partners insist on that connection.... [G]etting China to make concessions on human rights will require the kind of determined, hard-nosed bargaining by the administration that sealed the WTO agreement. It's now up to Congress to jump-start the process with human rights conditions on permanent NTR [Normal Trade Relations]."

—*Mike Jendrzeczyk, Asia Division, Human Rights Watch*

"Friends of the Earth opposes China's admission into the World Trade Organization (WTO). The Clinton-Gore Administration's deal to admit China into the WTO will block sorely-needed environmental and democratic reform of this global trade body, and show that the Administration's real trade priority is boosting corporate profits—not promoting democracy, environmental protection and human rights.... Since the WTO operates by consensus, one country can thwart reforms sought by others. We fear that China, with its anti-democratic government and history of human rights abuses, will take a leading role in blocking efforts to make the WTO more open and to address its effects on the environment and workers' rights."

—*Brent Blackwelder, President, Friends of the Earth*

"The only thing worse than the WTO as it is, is the WTO with China as a member, especially under the terms the Clinton administration signed. The few citizens groups who hoped WTO might be reformable are now saying that if China gets in there is no hope WTO would become more sensitive to labor, environment, or human rights policies."

—*Lori Wallach, Director, Public Citizen's Global Trade Watch*

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RESIST, Inc.
Balance Sheet
As of December 31, 1999

Printed On: January 19, 2000

ASSETS

THIS PERIOD

THIS PERIOD LAST YEAR

CURRENT ASSETS

Operating Cash

11035	GENERAL CASH-CAMB. TRUST	\$ 147,202.77	103,848.41
11041	GENERAL CASH-CALVERT MM	0.00	25,999.76
11045	CALVERT INVSTMNT BOND FND	5,000.02	3,907.91
11046	CALVERT INVSTMNT MGD GRTH	0.00	9,243.34
11050	PETTY CASH	50.00	50.00
	OPERATING FUND-SCHWAB	27,145.19	0.00
Total Cash		179,397.98	143,049.42

Investments

11230	DOMINI SOCIAL EQUITY	0.00	118,698.68
11231	RESIST LOAN FUND	0.00	7,496.44
11235	RESIST ENDOWMENT FUND	0.00	52,736.38
11240	WOMEN'S EQUITY	<0.01>	28,731.72
11241	COHEN MEMORIAL ENDOWMENT	0.00	9,602.72
14000	INVESTMENTS/STOCKS	0.00	18,224.91
	INVESTMENT FUND-SCHWAB	190,466.87	0.00
	RESIST LOAN FUND-SCHWAB	5,804.06	0.00
	RESIST ENDOWMENT-SCHWAB	54,090.09	0.00
	COHEN MEM FUND-SCHWAB	11,670.80	0.00
	HOLMES MEM FUND-SCHWAB	26,747.65	0.00
Total Investments		288,779.46	235,490.85
TOTAL CURRENT ASSETS		468,177.44	378,540.27

OTHER ASSETS

16220	PRE-PAID INSURANCE	308.00	308.00
16225	PRE-PAID EXPENSES-OTHER	674.96	10,100.29
16230	INVENTORY- T-SHIRTS	1,993.26	1,993.26
16240	ACCOUNTS RECEIVABLE	0.00	768.00
16250	DEPOSITS	2,230.00	2,230.00
16260	LOANS OUTSTANDING-LN FND	3,000.00	1,000.00
TOTAL OTHER ASSETS		8,206.22	16,399.55

FIXED ASSETS

18000	IMPROVEMENTS	9,460.68	9,460.68
19000	OFFICE FURN./EQUIPMENT	24,240.35	24,240.35
19100	ACCUMULATED DEPRECIATION	<16,446.69>	<16,446.69>
TOTAL FIXED ASSETS		17,254.34	17,254.34
TOTAL ASSETS		\$ 493,638.00	412,194.16

LIABILITIES AND CAPITAL

CURRENT LIABILITIES

20100	ACCOUNTS PAYABLE	\$ 0.00	2,944.66
	EMPLOYMENT TAX	5,005.31	2,766.87
27000	DEFERRED REVENUE	0.00	387.50
29000	SECURITY DEPOSITS HELD	1,500.00	1,500.00
TOTAL CURRENT LIABILITIES		6,505.31	7,599.03

LONG-TERM LIABILITIES

TOTAL LONG-TERM LIABILITIES		0.00	0.00
TOTAL LIABILITIES		6,505.31	7,599.03

CAPITAL

Unaudited

Balance Sheet
As of December 31, 1999

Printed On: January 19, 2000

29501	Fund Balance: Cohen Endmt	10,022.62	10,022.62	
29502	Fund Balance: Resist Endm	50,754.03	50,754.03	
29600	FUND BALANCE- GENERAL	343,818.48	341,190.36	
	CURRENT EQUITY	82,537.56	2,628.12	
	TOTAL CAPITAL		487,132.69	404,595.13
	TOTAL LIABILITIES & CAPITAL		\$ 493,638.00	412,194.16

Subsidiary Ledger

10199	SCHWAB 1 - OPERATING	\$ 27,145.19	0.00	
	TOTAL OPERATING-SCHWAB		27,145.19	0.00
10295	WOMEN'S EQUITY - INVESTMENT	31,115.46	0.00	
10296	DOMINI SOC EQUITY - INVESTME	145,554.35	0.00	
10297	CALVERT BALANCED FUND-INVS	9,862.69	0.00	
10298	CALVERT BOND FND - INVESTME	3,934.37	0.00	
	TOTAL INVSTMNT FND-SCHWAB		190,466.87	0.00
10399	SCHWAB 1 - LOAN FUND	5,804.06	0.00	
	TOTAL RESIST LOAN FND-SCHWAB		5,804.06	0.00
10494	N & B RESIST ENDWMT	3,015.17	0.00	
10498	CALVERT BOND FND-ENDWMT	51,074.92	0.00	
	TOTAL RESIST ENDWMNT-SCHWAB		54,090.09	0.00
10596	DOMINI-COHEN MEM FUND	11,663.77	0.00	
10599	SCHWAB 1- COHEN MEM FUND	7.03	0.00	
	TOTAL COHEN MEM FND-SCHWAB		11,670.80	0.00
10696	DOMINI SOC EQUITY - HOLMES	26,746.18	0.00	
10699	SCHWAB 1 - HOLMES	1.47	0.00	
	TOTAL HOLMES FUND-SCHWAB		26,747.65	0.00

Unaudited

Printed On: January 19, 2000

Ratio: Total Revenue

		***** THIS YEAR *****			**BUDGET**	***** LAST YEAR *****	
		Current Month	Y-T-D	Ratio	Budget	Current Month	Y-T-D
REVENUE							
Revenue - Internal Mailings							
30400	CONTRIBUTIONS- PLEDGES	25,143.00	121,631.75	23.09	123,050.00	26,336.00	117,050.50
30500	CONTRIBUTIONS- NEWSLETTER	10,793.00	56,045.44	10.64	50,000.00	12,227.82	43,739.69
30600	CONTRIBUTIONS-ABC MAILING	29,036.00	88,168.45	16.74	85,000.00	25,930.20	81,497.86
30700	CONTRIBUTIONS-NAT'L LIST	0.00	0.00	0.00	0.00	0.00	0.00
	Total Internal Mailings	64,972.00	265,845.64	50.48	258,050.00	64,494.02	242,288.05
Other Revenue							
31400	CONTRIBUTIONS-PROSPECTING	11,257.00	22,017.00	4.18	30,000.00	1,775.00	21,526.32
	OTHER CONTRIBUTIONS	37,645.00	197,474.48	37.49	112,000.00	91,738.29	143,755.40
	LIST SALES	124.74	371.66	0.07	350.00	0.00	253.31
36001	T-SHIRT SALES	1,115.00	1,773.00	0.34	2,500.00	49.00	2,399.00
37000	ROYALTIES	0.00	31.43	0.01	50.00	0.00	21.80
37500	FISCAL SPONSORSHIP FEE	32.50	217.50	0.04	0.00	0.00	0.00
	INTEREST & DIVIDENDS	11,608.48	38,907.84	7.39	38,940.00	34,063.95	51,885.26
39050	MISCELLANEOUS INCOME	2.00	47.00	0.01	500.00	4.50	431.96
	Total Other Revenue	61,784.72	260,839.91	49.52	184,340.00	127,630.74	220,273.05
	TOTAL REVENUE	126,756.72	526,685.55	100.00	442,390.00	192,124.76	462,561.10
COST OF SALES							
36002	T-SHIRT COSTS	316.00	316.00	0.06	1,000.00	<1,321.16>	1,217.29
	Total Cost of Sales	316.00	316.00	0.06	1,000.00	<1,321.16>	1,217.29
	Gross Profit	126,440.72	526,369.55	99.94	441,390.00	193,445.92	461,343.81
EXPENSES							
Internal Mailing Costs							
	PLEDGE COSTS	767.09	4,327.98	0.82	5,950.00	<181.45>	5,667.01
	NEWSLETTER COSTS	6,934.08	29,645.98	5.63	31,664.00	4,880.18	30,001.56
	NATIONAL LIST COSTS	0.00	0.00	0.00	0.00	0.00	0.00
	ABC MAILING COSTS	3,297.05	7,507.68	1.43	6,775.00	<169.99>	5,213.04
	ZO COSTS	0.00	2,690.90	0.51	900.00	0.00	0.00
	Total Internal Mailing Costs	10,998.22	44,172.54	8.39	45,289.00	4,528.74	40,881.61
	PROSPECTING MAILING COSTS	695.17	21,000.48	3.99	38,600.00	<3,709.07>	19,631.24
	Total Mailing Costs	11,693.39	65,173.02	12.37	83,889.00	819.67	60,512.85
	Net Revenue After Mailing Costs	114,747.33	461,196.53	87.57	357,501.00	192,626.25	400,830.96
Program, General & Administrative Expenses							
	FISCAL SPONSOR GRANTS	0.00	0.00	0.00	<187.00>	<47.50>	<170.70>
	RESIST GRANTS PAID OUT	33,000.00	212,570.00	40.36	207,000.00	31,100.00	247,938.00
	OTHER FUNDRAISING COSTS	91.41	6,407.25	1.22	1,170.00	489.16	1,340.33
	PERSONNEL	14,828.22	115,102.07	21.85	141,720.00	5,804.09	103,902.79
51000	RENT	1,600.00	19,925.00	3.78	9,525.00	775.00	18,475.00
51100	OCCUPANCY	163.07	3,045.24	0.58	2,100.00	179.73	2,677.19
51500	TELEPHONE	142.63	1,849.34	0.35	2,000.00	354.61	2,053.85
51600	FAX EXPENSES	0.00	<5.10>	0.00	130.00	33.56	121.92
51700	INTERNET	101.75	509.94	0.10	500.00	39.96	506.30
	OFFICE EXPENSES	1,842.10	9,314.11	1.77	17,300.00	<4,059.10>	3,865.90
	GRANT PROGRAM	507.69	1,826.69	0.35	3,650.00	150.56	2,853.02
	POSTAGE	551.09	1,932.51	0.37	1,950.00	<788.84>	759.76
54000	TRAVEL	3.40	17.00	0.00	500.00	0.00	505.48
54200	STAFF DEVELOPMENT	0.00	400.00	0.08	2,500.00	0.00	1,010.00
54500	CONFERENCES/MEETINGS	15.10	174.54	0.03	600.00	0.00	731.50
	ADVERTISING & OUTREACH	0.00	4,499.57	0.85	11,000.00	416.00	4,726.50
55500	REPAIRS AND MAINTENANCE	0.00	0.00	0.00	750.00	740.54	1,427.29
	PROFESSIONAL FEES	455.00	5,360.00	1.02	6,500.00	140.00	5,226.00
57000	INSURANCE- OFFICE	0.00	1,018.00	0.19	1,500.00	<270.00>	1,087.00
	BOARD EXPENSES	788.94	4,330.73	0.82	8,650.00	632.37	4,194.05
	OTHER EXPENSES	8.00	1,608.31	0.31	4,725.00	4,038.57	5,110.49
	Total Program, G & A Expenses	54,098.40	389,885.20	74.03	423,583.00	39,728.71	408,341.67
Other Income & Expenses							
	Total Other Income/Expense	<837.24>	<11,226.23>	<2.13>	0.00	<442.98>	<10,138.83>
	Total Expenses	53,261.16	378,658.97	71.89	423,583.00	39,285.73	398,202.84
	NET INCOME (LOSS)	61,486.17	82,537.56	15.67	<66,082.00>	153,340.52	2,628.12

Unaudited

RESIST, Inc.
Income Statement
For the Twelve Months Ending December 31, 1999

Printed On: January 19, 2000

Ratio: Total Revenue

***** THIS YEAR *****		**BUDGET**		***** LAST YEAR *****			
SUBSIDIARY SCHEDULE							
	Current Month	Y-T-D	Ratio	Budget	Current Month	Y-T-D	
OTHER CONTRIBUTIONS							
32010	CONTRIBUTIONS-RESTRICTED	210.00	29,428.78	5.59	7,000.00	0.00	5,000.00
32020	CONTRIBUTIONS- STOCKS	35.00	37,390.70	7.10	35,000.00	39,066.05	50,305.61
32030	CONTRIBUTIONS- FROM ADS	0.00	0.00	0.00	0.00	0.00	0.00
32040	CONTRIBUTIONS-FOUNDATIONS	4,400.00	57,006.00	10.82	30,000.00	2,836.00	34,966.55
32050	CONTRIBUTIONS-UNSOLICITED	33,000.00	73,649.00	13.98	40,000.00	49,686.24	53,333.24
32060	CONTRIBUTIONS- IN KIND	0.00	0.00	0.00	0.00	150.00	150.00
		37,645.00	197,474.48	37.49	112,000.00	91,738.29	143,755.40
LIST SALES							
35110	LIST SALES NAMES IN NEWS	124.74	371.66	0.07	350.00	0.00	253.31
35120	OTHER LIST SALES	0.00	0.00	0.00	0.00	0.00	0.00
		124.74	371.66	0.07	350.00	0.00	253.31
SALES							
36001	T-SHIRT SALES	1,115.00	1,773.00	0.34	2,500.00	49.00	2,399.00
36002	T-SHIRT COSTS	<316.00>	<316.00>	<0.06>	<1,000.00>	1,321.16	<1,217.29>
		799.00	1,457.00	0.28	1,500.00	1,370.16	1,181.71
INTEREST & DIVIDENDS							
38001	BANK INTEREST	4,044.83	11,900.67	2.26	14,000.00	6,319.34	14,775.88
38002	STOCK DIVIDENDS	0.00	0.00	0.00	0.00	0.00	0.00
38003	LOAN INTEREST	0.00	0.00	0.00	0.00	0.00	0.00
38004	REALIZED GAINS/LOSS INVST	0.00	0.00	0.00	0.00	0.00	0.00
38006	UNREALIZED G/L ON INVSTMT	7,563.65	27,064.71	5.14	25,000.00	27,744.61	37,166.81
38007	COMMISSION ON STOCK SALE	0.00	<57.54>	<0.01>	<60.00>	0.00	<57.43>
		11,608.48	38,907.84	7.39	38,940.00	34,063.95	51,885.26
PLEDGE COSTS							
41101	PRINTING-PLEDGES	137.95	1,347.06	0.26	2,000.00	<90.11>	1,508.59
41102	POSTAGE- PLEDGES	248.49	1,831.93	0.35	2,400.00	<91.34>	2,562.01
41103	MAILHOUSE- PLEDGES	380.65	1,148.99	0.22	1,550.00	0.00	1,596.41
		767.09	4,327.98	0.82	5,950.00	<181.45>	5,667.01
NEWSLETTER COSTS							
42101	PRINTING NEWSLETTER	4,323.54	17,597.43	3.34	19,000.00	3,137.98	17,919.97
42102	POSTAGE- NEWSLETTER	913.15	6,522.84	1.24	7,000.00	687.20	6,051.14
42103	MAILHOUSE- NEWSLETTER	1,697.39	4,191.34	0.80	4,444.00	0.00	4,445.68
42104	CONSULTANTS-NEWSLETTER	0.00	1,002.47	0.19	500.00	950.00	1,157.50
42105	PHOTOS/GRAPHICS NEWSLETR	0.00	331.90	0.06	520.00	105.00	427.27
42106	TYPESETTING- NEWSLETTER	0.00	0.00	0.00	0.00	0.00	0.00
42107	MISC. EXP.-NEWSLETTER	0.00	0.00	0.00	200.00	0.00	0.00
		6,934.08	29,645.98	5.63	31,664.00	4,880.18	30,001.56
NATIONAL LIST COSTS							
43101	PRINTING- NATIONAL LIST	0.00	0.00	0.00	0.00	0.00	0.00
43102	POSTAGE-NATIONAL LIST	0.00	0.00	0.00	0.00	0.00	0.00
43103	MAILHOUSE- NATIONAL LIST	0.00	0.00	0.00	0.00	0.00	0.00
		0.00	0.00	0.00	0.00	0.00	0.00
ABC MAILING COSTS							
44101	PRINTING-ABC MAILINGS	1,162.00	1,736.36	0.33	4,000.00	<113.36>	3,034.21
44102	POSTAGE-ABC MAILINGS	1,219.51	3,656.10	0.69	1,500.00	<56.63>	1,458.83
44103	MAILHOUSE- ABC MAILINGS	915.54	2,115.22	0.40	1,275.00	0.00	720.00
		3,297.05	7,507.68	1.43	6,775.00	<169.99>	5,213.04
Z0 COSTS							
45101	PRINTING- Z0 MAILINGS	0.00	579.00	0.11	200.00	0.00	0.00
45102	POSTAGE- Z0 MAILINGS	0.00	95.80	0.02	400.00	0.00	0.00
45103	MAILHOUSE- Z0 MAILINGS	0.00	2,016.10	0.38	300.00	0.00	0.00
		0.00	2,690.90	0.51	900.00	0.00	0.00
PROSPECTING MAILING COSTS							
47101	PRINTING- PROSPECTING	0.00	8,912.07	1.69	15,000.00	<3,776.07>	7,627.94
47102	POSTAGE- PROSPECTING	0.55	3,982.04	0.76	8,000.00	<23.06>	4,274.38
47103	MAILHOUSE-PROSPECTING	0.00	4,196.70	0.80	10,000.00	0.00	6,645.22
47104	CONSULTANTS-PROSPECTING	0.00	2,340.00	0.44	5,000.00	0.00	616.25
47105	PHOTOS/GRAPHICS PROSPECT	0.00	0.00	0.00	0.00	0.00	0.00
47106	TYPESETTING-PROSPECTING	0.00	0.00	0.00	0.00	0.00	0.00
*7107	LIST RENTALS-PROSPECTING	694.62	1,569.67	0.30	600.00	90.06	467.45
		695.17	21,000.48	3.99	38,600.00	<3,709.07>	19,631.24

Unaudited

Printed On: January 19, 2000

Ratio: Total Revenue

		***** THIS YEAR *****			**BUDGET**	***** LAST YEAR *****	
		SUBSIDIARY SCHEDULE					
		Current Month	Y-T-D	Ratio	Budget	Current Month	Y-T-D
FISCAL SPONSOR GRANTS							
49401	DONOR DIRECTED: IN	0.00	0.00	0.00	0.00	0.00	0.00
49402	DONOR DIRECTED: OUT	0.00	0.00	0.00	0.00	0.00	0.00
49411	NWTRCC: IN	<617.50>	<4,132.50>	<0.78>	<3,750.00>	<950.00>	<3,414.00>
49412	NWTRCC: OUT	617.50	4,132.50	0.78	3,563.00	902.50	3,243.30
		0.00	0.00	0.00	<187.00>	<47.50>	<170.70>
RESIST GRANTS PAID OUT							
49509	RESIST MULTIYEAR GRANTS PD	2,000.00	20,000.00	3.80	0.00	0.00	0.00
49510	RESIST GRANTS PAID OUT	31,000.00	186,570.00	35.42	200,000.00	29,100.00	238,728.00
49511	COHEN GRANTS PAID OUT	0.00	0.00	0.00	1,000.00	0.00	1,210.00
49512	SALZMAN GRANTS PAID OUT	0.00	4,000.00	0.76	6,000.00	2,000.00	8,000.00
49514	HOLMES GRANTS PAID OUT	0.00	2,000.00	0.38	0.00	0.00	0.00
		33,000.00	212,570.00	40.36	207,000.00	31,100.00	247,938.00
OTHER FUNDRAISING COSTS							
49601	THANK YOU CARDS-COST	0.00	70.65	0.01	150.00	0.00	0.00
49602	THANK YOU CARDS-PRINTING	0.00	120.00	0.02	60.00	0.00	40.00
49603	THANK YOU CARDS- POSTAGE	91.41	491.60	0.09	660.00	105.16	657.33
49610	PROMO T-SHIRT GIFTS	0.00	0.00	0.00	300.00	384.00	384.00
49612	PROMO WHAT'S LEFT	0.00	0.00	0.00	0.00	0.00	259.00
49620	OTHER FUNDRAISING COSTS	0.00	5,725.00	1.09	0.00	0.00	0.00
		91.41	6,407.25	1.22	1,170.00	489.16	1,340.33
PERSONNEL							
50110	GROSS PAY	10,663.20	88,635.12	16.83	110,000.00	7,500.00	86,735.40
50120	EMPLOYER TAXES (Rfca,DES	976.12	8,772.78	1.67	17,600.00	<2,608.17>	8,952.49
50125	RETIREMENT MATCH	264.64	2,900.08	0.55	4,400.00	0.00	0.00
50130	STAFF HEALTH INSURANCE	646.26	8,164.34	1.55	9,000.00	<61.24>	7,191.40
50140	WORKER'S COMPENSATION	0.00	259.00	0.05	520.00	339.00	339.00
50150	CONSULTANTS	2,278.00	6,370.75	1.21	200.00	634.50	684.50
		14,828.22	115,102.07	21.85	141,720.00	5,804.09	103,902.79
OFFICE EXPENSES							
52010	OFFICE SUPPLIES	356.02	2,035.96	0.39	11,500.00	<649.21>	1,747.29
52020	OFFICE XEROX	25.25	55.23	0.01	100.00	0.00	60.96
52040	OFFICE LIBRARY	0.00	268.00	0.05	250.00	0.00	159.70
52050	OFFICE PRINTING	208.34	2,315.76	0.44	1,200.00	0.00	903.25
52060	MINOR OFFICE EQUIPMENT	1,252.49	4,621.70	0.88	4,000.00	<3,409.89>	847.93
52070	BANK CHARGES	0.00	17.46	0.00	250.00	0.00	146.77
		1,842.10	9,314.11	1.77	17,300.00	<4,059.10>	3,865.90
GRANT PROGRAM							
52501	PRINTING-GRANT PROGRAM	245.00	1,027.35	0.20	2,500.00	0.00	1,622.94
52502	POSTAGE-GRANT PROGRAM	262.69	724.34	0.14	700.00	150.56	1,010.08
52504	CONSULTANTS-GRANT PROGRA	0.00	0.00	0.00	250.00	0.00	50.00
52505	PHOTO/GRAPHICS-GRANT PROG	0.00	0.00	0.00	0.00	0.00	0.00
52510	SUPPLIES-GRANT PROGRAM	0.00	0.00	0.00	0.00	0.00	0.00
52540	LIBRARY-GRANT PROGRAM	0.00	75.00	0.01	200.00	0.00	170.00
52550	OTHER-GRANT PROGRAM	0.00	0.00	0.00	0.00	0.00	0.00
		507.69	1,826.69	0.35	3,650.00	150.56	2,353.02
POSTAGE							
53010	OFFICE POSTAGE	551.09	1,301.43	0.25	1,150.00	452.21	720.39
53020	UPS	0.00	5.10	0.00	100.00	5.37	39.37
53030	POSTAGE DUE/BRE ENVELOPES	0.00	625.98	0.12	700.00	<1,246.42>	0.00
		551.09	1,932.51	0.37	1,950.00	<788.84>	759.76
ADVERTISING & OUTREACH							
55101	ADVERTISING	0.00	4,499.57	0.85	3,500.00	416.00	4,319.50
55102	BROCHURE	0.00	0.00	0.00	7,500.00	0.00	407.00
55103	ANNUAL REPORT	0.00	0.00	0.00	0.00	0.00	0.00
55150	OTHER	0.00	0.00	0.00	0.00	0.00	0.00
		0.00	4,499.57	0.85	11,000.00	416.00	4,726.50
PROFESSIONAL FEES							
56010	LEGAL FEES	0.00	0.00	0.00	500.00	0.00	0.00
56020	ACCOUNTING FEES	455.00	5,360.00	1.02	6,000.00	140.00	5,026.00
56030	PROFESSIONAL FEES	0.00	0.00	0.00	0.00	0.00	200.00
		455.00	5,360.00	1.02	6,500.00	140.00	5,226.00

Unaudited

RESIST, Inc.
Income Statement
For the Twelve Months Ending December 31, 1999

Printed On: January 19, 2000

Ratio: Total Revenue

		***** THIS YEAR *****			**BUDGET**	***** LAST YEAR *****	
		SUBSIDIARY SCHEDULE					
		Current Month	Y-T-D	Ratio	Budget	Current Month	Y-T-D
BOARD EXPENSES							
58001	BOARD XEROX	233.46	1,794.72	0.34	1,750.00	188.15	1,764.97
58002	BOARD POSTAGE/UPS	119.08	708.13	0.13	1,000.00	96.18	889.67
58003	BOARD TRAVEL	392.58	1,368.38	0.26	1,000.00	337.01	1,171.96
58004	BOARD FOOD/MEETINGS	43.82	429.50	0.08	350.00	11.03	367.45
58005	BOARD OUTREACH	0.00	0.00	0.00	50.00	0.00	0.00
58006	BOARD EXPENSE: OTHER	0.00	30.00	0.01	4,500.00	0.00	0.00
		788.94	4,330.73	0.82	8,650.00	632.37	4,194.05
OTHER EXPENSES							
59010	BAD DEBTS	0.00	0.00	0.00	0.00	0.00	0.00
59020	DUES AND FEES	0.00	1,410.00	0.27	1,100.00	<170.00>	1,125.00
59030	TAX PENALTIES & INTEREST	0.00	163.25	0.03	125.00	0.00	4.92
59040	OTHER PENALTIES/FINES	8.00	24.00	0.00	0.00	0.00	0.00
59050	BOUNCED CHKS-UNKNOWN ACC	0.00	0.00	0.00	0.00	0.00	0.00
59060	MISCELLANEOUS EXPENSE	0.00	11.06	0.00	1,500.00	299.50	71.50
59090	DEPRECIATION	0.00	0.00	0.00	2,000.00	3,909.07	3,909.07
		8.00	1,608.31	0.31	4,725.00	4,038.57	5,110.49

Unaudited