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Resist Board Meeting Minutes

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Resist Board Meeting, June 11, 2000

Resist

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Resist Personnel Committee

5/31/00

Present: Pam, Marc & Kate

I. Review of Personnel Policy

- A. Current Hiring Recommendation: reviewed Policy as it relates (benefits, orientation of new staff etc.) in preparation for Board discussion.
- B. Revisions to Policy: continued discussion of ways to organize sections in a more helpful order and to clarify certain points. Pam will bring a draft of suggested revisions to next meeting.

II. Staff Evaluation Tools: Marc will bring a draft of a shortened version of the staff eval tool to next meeting.

Next meeting:

Board Meeting
Sunday, June 11, 2000

Present: Eileen Bolinsky, Jim Campen, Pam Chamberlain, Kate Cloud, Ty dePass, June Lee, Marc Miller, Carol Schachet, Nancy Wechsler

AGENDA

Introductions & welcome to Ty dePass

1. Hiring Discussion

Hiring Committee: The search for more staff has been over a 2 year process. The original search, for a senior position did not yield a good pool, then reconfiguring the job to a more junior position /general description yielded a much better pool.

There were 4 good candidates interviewed for the position; one person who did not help with diversity goals, one with good political/organizing experience who interviewed poorly & appeared uninterested in this specific job, and 2 candidates with very good experiences that the committee was very enthusiastic about - Jacquie Bishop and Amanda Matos-Gonzalez. Jacquie has more experience in fundraising, highly recommended, would be a senior person and Amanda has good experience as well, grantmaking experience, although less because of her younger age and would be more junior.

The Committee recommends hiring both since they both bring strong, very different skills. Both are open to part-time with no commitment to the future.

Personnel Committee: Policy is that permanent staff would be covered by benefits, full health and everything else pro-rated. They discussed training for new staff no matter who was hired.

Staff: The general division of labor would be pieces of current Fundraising would be shared by Carol & Jacquie and future planning in new directions would be discussed such as planned giving/new major donor pieces, newsletter and media/web. Amanda would work more with Robin on grantmaking, financial management & office management

Discussion:

There was one question about whether the organization has decided to go in particular directions with fundraising such as planned giving. Some of the hiring is about the organization growing and expanding and is a bigger discussion than just about hiring.

Fundraising goals would be increasing, although can't predict how much we'll be bringing in.

Given that the suggestion for 2 part time people would only yield 1 1/4 additional staff wonder how much more work will really be accomplished and still have to put in the same amount of work to train and orient 2 people without yielding that much more work. We should go with Jacquie who has more experience, since Amanda is going into school and has less experience and not open up a whole can of worms with part-time.

Cheryl's report told the total cost of two people but not really just what the increase was in hiring over 1 person which would be approximately 25% more than a full time person.

It would be more a spreading out when adding new staff and going in new directions. One of the impetus for the search was that staff is overburdened and the desire/need to do more - continue to raise more money, to find more groups to give away more money, all which takes more staff time. Amanda would bring in a younger perspective to the organization with valuable experience and the opportunity to grow with the organization. Jacquie is a more obvious hire but we would losing something by letting Amanda go by.

Permanent staff are also board members. We should hire Jacquie full time and open to hiring Amanda but a bit concerned about work it will take to have a part-time person.

Have a biased towards youth - experience is exponential, not linear and also African-Americans and Latinos are not interchangeable, we would be trading off two very different experiences.

Hiring two people, we get two different perspectives for a variety reasons which is good and we are a growing organization. If we put in more we might get more. We want our organization to be as diverse as possible. It makes a difference when two people can come in together. It is hard to move to a more diverse organization in a piecemeal manner.

There has been an observed hesitancy in many parts of Resist to expand and change. Has become more open to taking the risk.

We also need to think about how we equalize power in the hiring process. There currently are only 2 offices occupied by the current staff, so it the how to deal with the set-up of two white staff having offices and the white staff supervising 1 or 2 people of color.

Also it is a mistake to think that we are diversifying the organization by diversifying the staff. Not sure there is enough work to do. People want to give us money and Resist is so organized.

There is more space available in the office. We have storage space on the first floor to move things down and create more space and build out in the main space and the possibility of taking a little space back from Work Rights Press.

In diversifying you are always going to run into obstacles and structural difficulties..that's diversifying. Need to ask what are you about and what do you have to do to do this - but do the concerns define or outweigh what you are about.

We do need to be concerned about ratios of how much we give away and administrative costs - donors care. Suggestions that we hire Jacquie now and wait on Amanda.

Straw poll: Jacquie: 5 for full-time, 1 for 3/4, 2 for 4/5, 1 for either 4/5 o 3/4. Amanda: 7 for 1/2 post and 2 for post-pone.

Vote: Hire 2 people: 7 yes, 1 no, 1 abstain;
Hire Jacquie full-time: 7 yes, 1 no, 1 abstain
Hire Amanda 1/2: 8 yes, 1 no

Personnel Committee asked if anyone was interested in being part of the Committee and helping with the staff orientation. Nancy Wechsler volunteered for the Personnel Committee.

2. Finance report

Cheryl Smith has resigned. The committee needs to discuss what they should do. The Committee is currently Jim, Nancy, Carol and Robin. Jim volunteered to be chair.

Jim spoke with Doris about his report. It is possible to generate from the office. A fuller discussion will happen in August when Robin returns.

3. Fundraising

ABC letter went out signed by donor. Carol will circulate these letters to the board.

4. Newsletter

Politics of water is the focus. There is a piece on the events in Bolivia, a review of a book on the issue in the Middle East.

Potential upcoming issues are alternative media.

5. Board Development Issues

The Committee did not meet. Need to find mentors for new staff as board members. Also work out with Personnel Committee whether same people do the orientation/buddy system as staff.

June will work with Amanda.

6. Board Committees:

Personnel- Will meet to discuss new staff orientation/board orientation, etc.

Also the Board approved Robin's request to work 4 days a week at a pro-rated salary until September due to child care needs.

7. Grants

Needs to discuss the cap amount on organizational budgets and EG grants affect on getting full grant amount. Board would like to review the Yes but letters.

8. Select Chair- to be selected at the meeting; Meeting site - Ty dePass' home and political discussion facilitator will be Hank Rosemont who will discuss his recent visits with Thai activists.

EMERGENCY GRANTS

There was one emergency grant request in the batch.

**Board Meeting
Sunday, June 11, 2000**

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EMERGENCY GRANTS

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JUNE 2000
GRANT REQUESTS AND PROXY

Multi Year Grants

Renewal

Coalition of Montanans Concerned with Disabilities

\$2,000

P.O. Box 5679, Missoula, MT 59806 Bob Liston 406/829-9301

General support for disability rights organization which works together with other progressive organizations to fight for the rights of marginalized groups.

Decision: Full X Partial No Undecided

Comments:

New

1. CUSLAR

\$2000

316 Anabel Taylor Hall, Cornell University, Ithaca, NY 14850 Hannah Wittman 607/255-7293

Multi-year request for organization that works to educate about US military and economic involvement in Latin America and toward a more citizen-informed and just US foreign policy.

Decision: Full x Partial No Undecided

Comments:

Impressed with what all they do on a small budget.

2. Immigrant Workers Resource Center

\$2000

25 West Street, 2nd Floor, Boston, MA 02111 Juana Hernandez 617/542-3342

Multi-year funding for organization that assists and enables immigrant workers to become leaders and organizers in their workplaces & communities.

Decision: Full x Partial No Undecided

Comments:

Will need to clarify with them that if their budget goes over our cap that MY will not be renewed.

Africa/Asia/International

3. Filipino/American Coalition for Environmental Solutions

\$1000

110 Maryland Ave., NE #502, Washington, DC 20002 Christina Leano 202/544-6564, x5

For a National Strategic Planning Conference, to coincide with the visit of the President of the Philippines, to bring together activists concerned about US refusal to clean-up contamination created by US military bases in the Philippines

Decision: Full Partial X No Undecided

Comments:

Don't fund travel and disappointed that it was for a conference but the coalition-building is impressive, that it has a world and US local perspective on fighting environmental damage from US military, an environmental focus. Fund specifically printing, space, etc. not travel.

Central, Latin America and the Caribbean

4. CISCAP - Oregon

\$2000

458 Blair Blvd., Eugene, OR 97402 Scott Miksch 541/485-8633

Printing CISCAP t-shirts, publishing newsletter, series of education events concerning the elections in Mexico.

Decision: Full ☒ Partial ☐ No ☐ Undecided ☐

Comments:

Not impressed by the NLTR but doing some good work; NLTR might be for those new to the issues.

5. CISPES-Seattle

PO Box 20091, Seattle, WA 98102 David Trato 206/325-5494

Fund a Paint-A-Thon in which banners for sister organizations in Seattle & El Salvador will be made to promote solidarity between unions and community organizations

Decision: Full ☐ Partial ☐ No ☒ Undecided ☐

Comments:

\$500 for staff time seems like alot; need to find someone who knows them given mixed history; not doing outreach to active African-American, Filipino community....

6. South-South/South-North Exchange

1830 Connecticut Ave., NW, Washington, D.C. 20009 Andres Conteris 202/232-1999

To support an exchange and conference among Southerners and Northerners working on alternatives to globalization by an organization that works toward coalition building and strategies for international advocacy

Decision: Full ☐ Partial ☐ No ☒ Undecided ☐

Comments:

Not a priority for Resist since seems more focused on leaders from the "south" with no clear sense of the impact on organizing here, US organizing.

Community Organizing/Anti-Racism

7. Massachusetts English Plus Coalition

\$2000

126 High Street, 2nd Floor, Boston, MA 02110 Tom Louie 617/457-8885

For Bilingual Parents Organizing Project to train language minority parents to be effective organizers to challenge policies that equal access to decisions & educ. opportunities by organization that advocates against language-based discrimination

Decision: Full ☒ Partial ☐ No ☐ Undecided ☐

Comments:

8. Metro Justice**Defer**

36 St. Paul Street, Suite 112, Rochester, NY 14604 William Appel 716/325-2560

For a inter-active, shared community calendar for progressives by an organization that educates about the causes of poverty and to build alternative economic models

Decision: Full ☐ Partial ☐ No ☐ Undecided ☒

Comments:

Defer to next cycle to get references and look at website. Want to know if organizations use it; are they central.

9. Oct. 22 Coalition to Stop Police Brutality, Repression & the Criminalization of a Generation

45 Clinton Street, New York, NY 10002 Heidi Boghosian 212/673-6008

For educational and public awareness campaign about the killings of civilians by NYC police from organization that addresses police brutality nationwide

Decision: Full ☐ Partial ☐ No ☒ Undecided ☐

Comments:

Lots of groups doing this work in NY and didn't see collaboration; concerns about sectarianism with national.

10. Sister Spirit Incorporated**\$2000**

444 East Side Drive/PO Box 12, Ovett, MS 39464 Brenda Henson 601/344-1411

operating expenses for programs include social service, education, meeting space, advocacy to adress social issues, inequities

Decision: Full ☒ Partial ☐ No ☐ Undecided ☐

Comments:

Given location, organization has grown in very hostile community; highly politicized growth under extreme conditions. Although social service aspects providing a safe space for people to come together and begin to organize.

Economic Justice**11. Center for Economic Justice****[\$2000]**

137 San Fidel Road, NW, Alberquerque, NM 87107 Beverly Bell 202/822-1180, X211

To support Bankrupt the Bank: World Bank Bonds Boycott a coalition to educate and build a movement campaign to make the world bank a local issue from an organization that links campaigns in Haiti & Chiapas against globalization w/US grassroots movements

Decision: Full ☐ Partial ☐ No ☐ Undecided ☐

Comments:

Pending for Grant Committee. Good materials, need labor group involvement, but need clarification on budget is it project (coalition budget) which is bigger than organization's budget.

12. Global Action

PO Box 11331, Eugene, OR 97440 Jeff Hogg 541/688-6302

For Global Resistance Critical Analysis Project, a journal focusing on movement analysis and debate focused on anti-capitalist perspectives by a network of anti-capitalist, grassroots, anarchist activists

Decision: Full ☐ Partial ☐ No ☒ Undecided ☐

Comments:

Not a priority, not sure need another publication and not a formal group.

13. Santa Cruz County Coalition for a Living Wage**\$2000**

501 Soquel Avenue, Suite E, Santa Cruz, CA 95062 Sandy Brown 831/457-1741

For a Worker Organizing Initiative to outreach to non-profit workforce by organization working for living wage ordinances in Watsonville, Santa Cruz and the County of Santa Cruz

Decision: Full ☒ Partial ☐ No ☐ Undecided ☐

Comments:

14. Survivors, Inc.**\$2000**

102 Anawan Avenue, W. Roxbury, MA 02132 Betty Reid Mandell 617/327-4219

To hire 2 part-time organizers as part of organizing low-income college students at UMASS/Boston by organization that works to mobilize a welfare rights constituency toward more humane social policies

Decision: Full ☒ Partial ☐ No ☐ Undecided ☐

Comments:

MY suggestion

Environmental**15. Water Information Network****\$2000**

PO Box 4524, Albuquerque, NM 87106 Jaime Chavez 505/255-4072

Support for rural organizing to stop uranium mining, radioactive waste sites in New Mexico/West Texas & work on border environmental issues by organization made up of low-income individuals working to prevent and clean up pollution of land air and water.

Decision: Full ☒ Partial ☐ No ☐ Undecided ☐

Comments:

With a letter with concerns about taking a position #10, making connections to disabilities, reproduction, GLBT issues.

16. Citizens Awareness Network-Connecticut**\$2000**

54 Old Turnpike Road, Haddam, CT 06438 Rosemary Bassilakis 860/345-2157

Paul Revere Tour - educational tour about the sale of local nukes, marginal safety regulations, and the 2nd generation of nuclear power plants

Decision: Full ☒ Partial ☐ No ☐ Undecided ☐

Comments:

Some concerns about lack of diversity but group acknowledge problem.

Media/Culture

17. Independent Media Center of Philadelphia

3001 Walnut Street, Philadelphia, PA 19104 Alec Meltzer 215/627-0710

For coverage of the 2000 Republican National Convention from an organization whose mission is to provide alternative news resource to the corporate mainstream press

Decision: Full ☐ Partial ☐ No ☒ Undecided ☐

Comments:

Not sure of value of focusing on RNC, directing organizing question and what happens after the convention. Blurred question of funding production and immediate distribution over internet. Not always possible to download for groups with not "good enough" equipment.

18. Independent Media Center-Seattle

\$2000

1415 3rd Avenue, Seattle, WA 98103 Jill Freidberg 206/262-0721

For the distribution of "This is What Democracy Looks Like" a 90 minute video of WTO demonstrations in Seattle from a coalition of media activist committed to using media as a tool for promoting social and economic justice

Decision: Full ☒ Partial ☐ No ☐ Undecided ☐

Comments:

Video very useful, inspirational, captures excitement of technology direct action experience; funding distribution. Suggest group go for funding from Benton and Packard fdtms.

19. Spiral Q Puppet Theater

\$2000

1307 Sansom Street, 3rd Floor, Philadelphia, PA 19107 Matthew Hart 215/545-2127

To support Social Change Demonstrations program, to support demonstrations for social change, this summer for Republican National convention from organization that uses puppetry/public spectacle to build community, civic engagement and a movement catalyst

Decision: Full ☒ Partial ☐ No ☐ Undecided ☐

Comments:

concerned about potential one person control but references very positive and creation of street circus at RNC which gets publicity.

Middle East

20. Boston Mobilization for Survival/Survival Education Fund

\$2000

11 Garden Street, Cambridge, MA 02138 Wells Wilkinson 617/354-0008

Funding for the Campaign for the Iraqi People to oppose the sanctions against Iraq

Decision: Full ☒ Partial ☐ No ☐ Undecided ☐

Comments:

Native American

21. Cincinnati Zapatista Coalition

\$900

PO Box 30401, Cincinnati, OH 45230

LeeAnn McNabb

513/232-0362

Funding for educational events about the Zapatistas, Leonard Peltier, Indigenous Rights & Political Prisoners.

Decision: Full _____ Partial x No _____ Undecided _____

Comments:

troubled by some of the answers, contradictions - consensus vs. Director decision; no stance on reproductive choice, feminist organization. But not much organizing happening in Cincinnati.

Peace/Anti-Militarism

22. Newport Peace Festival 2000

37 6th Street, Providence, RI 02906

Greg Gerritt

401/331-0529

For a festival 3 weeks before the general election to promote international stability and educate about military intervention, global consciousness

Decision: Full _____ Partial _____ No X Undecided _____

Comments:

Prisoners

23. Books Through Bars

[\$2000]

4722 Baltimore Avenue, Philadelphia, PA 19143

Jill Benowitz

215/727-0882

To print a booklet of Contexts an exhibit of prison art, raise the conscious of its audience to the realities of prisoners and prisons by an organization that fulfilling prisoner book requests & promoting prisoners' rights & politicization, public ed

Decision: Full _____ Partial _____ No _____ Undecided _____

Comments:

Funding pending for grant committee to look at text being used with book, pictures decision for grant committee and Mike Riegle Grant.

24. Murder Victims' Families for Reconciliation (MVFR)-Texas

PO Box 1286, Tomball, TX 77377-1286

Karen Sebung

281/456-7670

seed money for Texas chapter for organization that advocates for alternatives to death penalty

Decision: Full _____ Partial _____ No x Undecided _____

Comments:

No but letter. When they can articulate their politics re: #10. come back.

Women

25. Adbar Ethiopian Women's Alliance

\$2000

1151 Massachusetts Avenue, Cambridge, MA 02138 Seble Argaw 617/234-8981

General support for organization that advocates for Ethiopian women and their families and works toward access to culturally appropriate services and rights.

Decision: Full ☒ Partial ☐ No ☐ Undecided ☐

Comments:

Direct service prominent in their work but their articulation of politics is there and the cultural significance for Ethiopian women to advocate for themselves is very political, stepping out of social structure. Director did work with R2N2 and other womens groups to understand American feminism.

Youth

26. The Bill of Rights Education Project

\$2000

99 Chauncey Street, Suite 310, Boston, MA 02111 Nancy Murray 617/482-3170, X314

Expand the focus of ACTION for Justice "education not incarceration" to encompass push for the MCAS exam issue and to develop Rising Times paper as a Boston-area voice of youth

Decision: Full ☒ Partial ☐ No ☐ Undecided ☐

Comments:

27. Houston Area Committee for Youth and Nonmilitary Opportunities

\$500

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

For displays in schools to offer alternatives to military recruitment

Decision: Full ☒ Partial ☐ No ☐ Undecided ☐

Comments:

28. Study & Struggle: Student Organizer Training Institute

PO Box 950 Stuyvesant Station, New York, NY 10009 Jessica Klonsky 510/594-4060

Support for the first Institute in Bay area for a week-long program of skill building, political education, discussion & analysis to build a student movement

Decision: Full ☐ Partial ☐ No ☒ Undecided ☐

Comments:

No but would want to know the curriculum, who is doing the training, why going to SF. Why this group so many good established groups.

Added to Agenda:

Emergency Grant Request

Latin America Action Coalition

2161 Massachusetts Avenue, Cambridge, MA 02140

Coalition of various organizations from Greater Boston working on project for Latin America Day of Action for the first Friday in August.

Decision: Full _____ Partial _____ No x Undecided _____

Comments:

Not sure of the emergency. How long has the August 1st event been planned for and unclear future of group.

Total Number of Requests	26 regular grants; 2 multi-year grants; 1 emergency grants; 0 loans; 19 not on agenda
Total Amount Requested:	\$53,917
Total Allocation for Cycle:	\$36,400
Total Grants:	\$26,400 regular grants; \$4000 multi-year grants; \$0 emergency grants
Total Loans:	\$0
Total Allocated:	\$30,400
Total # of Grants Allocated:	17 regular grants; 3 multi-year grants; 0 emergency grants; 1 deferred;
Total # of Loans Allocated:	0
Total # of Grants and Loans:	20

NOT ON AGENDA

Grant Committee Screening List 5/19/00

1. Arctic Creations

822 S. Oakley Blvd., #2, Chicago, IL 60612

Contact Person: Ray Diaz Telephone: 773/227-6816

For a building, organization equipment and set-up fees for an organization/business designed to help Inner City youth of Chicago avoid gangs, violence through technological training/access

Reason: not organizing

2. Big Creek People

HC 32, Box 541, Caretta, WV 24821

Contact Person: Frances Patton Rutherford Telephone: 304/875-3418

To support the Young Leaders Project to increase the democratic participation of young people through organizing and planning around issues of social justice - issues that address the concerns/interests of young people.

Reason: budget is too large - real \$140,000 projected \$310,338; too bad ; if becomes smaller come back.

3. Boston Pan-African Forum

PO Box 1232, Cambridge, MA 02238

Contact Person: Kelley Chunn Telephone: 617/524-8529

To fund public school program that will bring the African Diaspora into the classrooms of urban high school students to support/create positive self-esteem toward achievement in school from organization that promotes the appreciation, issues between those of African descent & the US and to educate about US foreign policy

Reason: not organizing; very academic, research focus, self-esteem as goal.

4. Buffalo Field Campaign

PO Box 957, West Yellowstone, MT 59758, Contact Person: Christine Mulvey

Week of Action for the Buffalo to raise awareness of the plight of the Yellowstone buffalo for organization that works to protect and defend the buffalo.

Reason: rejected in 2/99 for being too narrowly focused, not RESIST priority and for essentially the same project. Had phone conversation about withdrawing proposal...continues not to fit RESIST need for broader perspective.

5. Clackamas County AIDS Relief Effort

3300 SE Dwyer Ste. 306, Milwaukee, OR 97222

Contact Person: Tom Badrick Telephone: 503/653-8738

Health retreat for Gay and Bisexual Men to provide safe space to build community, discuss health issues by organization that works to educate and do outreach around HIV/AIDS issue.

Reason: not organizing; social service focus.

6. Freedom Archives

522 Valencia Street, San Francisco, CA 94110

Contact Person: Claude Marks Telephone: 415/863-9977

For the preservation of tape recordings of activists from the 60s to 90s from an organization that archives activist history/resources

Reason: not organizing; turned down recently for same project

7. G.I.R.L.S. Project

95 Berkeley Street, Boston, MA 02116

Contact Person: Marie Celestin

Telephone: 617/482-1078, X271

For the Young Women's Leadership Institute for girls to develop leadership skills from an organization that strives to create safe space for girls to express themselves, become problem solvers, etc.

Reason: not organizing, mainstream connections, very vague project

8. Lubbock Economic Advancement and Development Corp.

1501 E. 2nd Street, Lubbock TX 79403

Contact Person: Eliseo Solis

Telephone: 806/747-0151

Produce newsletter to inform information to poor and minorities from organization that addresses the socio-economic needs in the area through organizing, capacity-building efforts, collaborations

Reason: one person, unclear organizing, projected budget \$132,000; budget info from 1987 it was \$126,300. Organization dormant 1992 to 1997.

9. Miikana Bimaddiziwin

PO Box 259, Virginia, MN 55792

Contact Person: Margaret Benner

Telephone: 218/749-1016

For cultural education/support for Native Americans that do not live on reservations by an organization that works to break down isolation in the NA community, identify community issues, organize around issues

Reason: budget too big, \$176,793

10. Leonard Peltier Defense Committee

PO Box 583, Lawrence, KS 66044

Contact Person: Gina Chiala/Pat Benabe

Telephone: 785/842-5774

For an intensive campaign for the release of Peltier this year; focus has been his release and education on the events at Pine Ridge

Reason: Not eligible, just received grant 11/99.

13. Rhode Island Pride Committee

PO Box 1082, Providence, Rhode Island 02901

Contact Person: Alex Gorriaran

Telephone: 401/467-2130

To make the pride event more accessible to those with disabilities

Reason: Not organizing

14. South Dakota Peace & Justice

PO Box 405

Watertown, South Dakota 57201, Contact Person: Jeanne Koster

For Interfaith Task Force Against Death Penalty to build consciousness against the death penalty among congregations.

Reason: had phone conversation to hold application for the next round because they didn't complete the application...only answered question 2 and misplaced the rest of application..so didn't fill out the rest of the application.

15. The Shepherd Initiative

Po Box 82001, Columbus, OH 43202

Contact Person: Calvin Candler

Telephone: 614/488-3014

To implement "Amazing Grace! Reconciling Homosexuality & Christianity, conference as starting point to broaden the discussion of Christianity as it relates to homosexuality

Reason: not organizing beyond conference

16. Unity 2000/Pennsylvania Consumer Education Project

c/o PCAN 3001 Walnut St., 5th Floor, Philadelphia, PA 19104

Contact Person: Michael Morrill

Telephone: 610/478-7888

Multi-issue, multi-constituency march and rally for 7/20 in Philadelphia during the Republican Convention

Reason: one-time event

Emergency Grant

1. Boston Mobilization for Survival

11 Garden Street, Cambridge, MA 02138

Roni Krouzman

617/354-0008

To expand the circulation issue of the Student Underground, a radical news-magazine produced by students with this issue focused on the IMF/World Bank protests.

Reason: Request denied; there was no stated urgency for distribution - didn't present a case for the emergency.

2. Evolution Revolution

3895 Kenwood Ave., San Bernardino, CA 92404

Matthew Stuart 909/883-4605

To support the right to hold raves (electronic music parties) in the city of San Bernadino.

Reason: no evident political organizing connected to the events.

April 4, 2000

Carol Schachet
RESIST, Inc.
259 Elm Street
Suite 201
Somerville, MA 02144

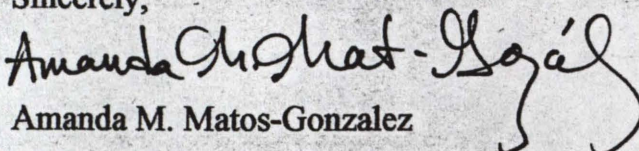
Dear Carol Schachet,

Thank you for sending me the job description. I am interested in the position and was pleased to speak with you. I like the fact that RESIST is an organization committed to the values of radical social change, and resisting oppression. I share the same commitment, and have experience in progressive funding. For about three years, I have been involved with Boston Women's Fund in various capacities. The most recent position was assisting the Executive Director. I was responsible for letter writing, filing, creating and distributing materials to donors, and coordinating Board and Committee meetings. I was first hired as a member of the Young Sisters for Justice program, an initiative by the Boston Women's Fund to include young women in their allocations process. As a "young sister," I was a member of the BWF allocations committee for two years. I participated in a leadership training in which we examined injustice, forms of oppression, social and political movements, and how to be leaders in the struggle for economic justice. I facilitated workshops and spoke at several conferences and public events.

My personal resistance to political and institutional oppression is deeply rooted. I was raised in an environment of political activists and community organizers. At a young age, I became a youth organizer in a local community organization. More recently, I have been working as a Group Leader at an afterschool girls' program in Dorchester. I am a vocal and hardworking person, eager to learn and develop new skills. I am a firm believer in progressive philanthropy as a tool to combat injustice.

Please consider my resume for the staff position. Thank you.

Sincerely,


Amanda M. Matos-Gonzalez

Amanda M. Matos Gonzalez
140-C Northampton St. Boston, MA 02118
(617) 427-2854

Work Experience

G.I.R.L.S. On the Move

Nov. 1999- Mar. 2000

Position: Assistant Group Leader

Responsible for....

- * Providing homework assistance
- * Planning group activities and projects
- * Mentoring
- * Facilitating discussions about diversity, sexuality, racism, gender discrimination, etc.

Boston Women's Fund

Apr. 1997- Aug. 1999

Position 1: Allocations Committee Member/ participant in Young Sisters for Justice program

I participated in a leadership development training about fund allocations, outreach to communities, public speaking and facilitation of workshops.

Responsible for....

- * Allocating grants to women's organizations
- * Development of publication materials
- * Facilitation of meetings and workshops
- * Public speaking at organization's events

Position 2: Office Assistant/Assistant to the Executive Director

Responsible for...

- * Copying and preparing materials for meetings
- * Organizing mailings
- * Scheduling meetings and appointments
- * Filing
- * Handling correspondence
- * Ordering food for meetings
- * Composing important letters & documents
- * Contacting and distributing materials to donors and board of directors
- * Other general office tasks

Spiritual Life Office, Northeastern University

May 1998 -Aug. 1998

Position: Office Assistant

Responsible for...

- * Answering and directing phone calls
- * Minute taking at chaplain's meetings
- * Filing
- * Organizing bulk mailings, data entry
- * Copying, preparing meeting and campus outreach materials
- * Other office management tasks

Amanda M. Matos Gonzalez
140-C Northampton St. Boston, MA 02118
(617) 427-2854

Work Experience cont'd

Record Town

Nov. 1997 - Mar. 1998

Position: Customer Sales Representative

Responsible for....

- * Helping customers find merchandise
- * Organizing inventory
- * General security of merchandise/loss prevention

Teen Empowerment

Jan. 1995 - Feb. 1996

Position: Youth Organizer

Responsible for...

- * Community outreach
- * Planning community and citywide events
- * Facilitating violence prevention workshops
- * Speaking at large events regarding youth issues

Special Skills

Computer Literate: Proficient in Microsoft Word, and the internet; knowledge of databases.

Organizer: Good at developing strategies, and doing outreach

Facilitator: Experience in facilitation of workshops regarding inner - city youth and young women's issues.

Interpreter/Translator: Bilingual, fluent in Spanish.

Researcher: Associate in qualitative research project (partnership between Boston Women's Fund and Tufts University)

Awards

Boston Club Community Achievement Award for achievements in working with other young women for social change.

Education

Boston Latin School

Presently attending Roxbury Community College.

References supplied upon request.

Monthly Income Comparison

	1994	1995	1996	1997	1998	1999	2000
January	\$50,278.73	\$41,266.17	\$53,114.27	\$53,887.77	\$63,553.86	\$64,300.58	\$81,549.30
February	\$17,171.00	\$19,286.23	\$11,815.52	\$10,646.00	\$17,003.85	\$23,090.88	\$52,305.72
March	\$11,607.75	\$13,758.65	\$16,788.67	\$14,209.00	\$32,568.65	\$24,012.90	\$28,003.93
April	\$23,790.24	\$15,381.15	\$19,935.58	\$35,221.83	\$17,168.89	\$18,416.00	\$20,023.68
May	\$7,934.45	\$11,564.14	\$26,591.69	\$13,007.00	\$20,170.26	\$59,807.29	
June	\$17,718.25	\$16,273.94	\$47,544.53	\$18,769.00	\$18,993.11	\$30,482.96	
Half Year Total	\$128,500.42	\$117,530.28	\$175,790.26	\$145,740.60	\$169,458.62	\$220,110.61	\$181,882.63
July	\$11,366.80	\$13,836.47	\$15,067.82	\$36,676.63	\$25,676.92	\$55,976.73	
August	\$23,814.92	\$13,061.79	\$15,393.59	\$14,666.33	\$17,959.35	\$30,377.00	
September	\$12,554.08	\$16,292.03	\$11,822.00	\$11,890.11	\$12,326.96	\$24,316.31	
October	\$19,707.88	\$26,263.15	\$26,067.52	\$16,845.51	\$18,532.60	\$39,687.50	
November	\$15,607.85	\$25,076.88	\$24,170.43	\$27,667.76	\$35,722.85	\$39,236.80	
December	\$45,727.73	\$48,536.43	\$61,124.50	\$94,588.06	\$132,348.16	\$111,602.98	
Half Year Total	\$128,779.26	\$143,066.75	\$153,645.86	\$202,334.40	\$242,566.84	\$301,197.32	\$0.00
Total	\$257,279.68	\$260,597.03	\$329,436.12	\$348,075.00	\$412,025.46	\$521,307.93	\$181,882.63

RESIST, Inc.
Income Statement
For the Four Months Ending April 30, 2000

Printed On: May 13, 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	9,543.00	52,053.00	29.77	42,000.00	8,832.00	39,458.75	
30500	CONTRIBUTIONS- NEWSLETTER	2,973.00	22,092.09	12.64	19,000.00	6,872.00	20,677.68	
30600	CONTRIBUTIONS-ABC MAILING	560.00	36,590.00	20.93	33,333.32	355.00	25,462.50	
30700	CONTRIBUTIONS-NAT'L LIST	0.00	0.00	0.00	0.00	0.00	0.00	
	Total Internal Mailings	13,076.00	110,735.09	63.33	94,333.32	16,059.00	85,598.93	
Other Revenue								
31400	CONTRIBUTIONS-PROSPECTING	152.50	1,696.05	0.97	8,333.32	410.00	2,136.00	
	OTHER CONTRIBUTIONS	675.00	59,038.97	33.77	54,000.00	1,147.00	19,254.12	
	LIST SALES	124.74	124.74	0.07	100.00	0.00	0.00	
36001	T-SHIRT SALES	46.00	516.00	0.30	833.32	0.00	122.00	
37000	ROYALTIES	0.00	0.00	0.00	16.68	0.00	0.00	
37500	FISCAL SPONSORSHIP FEE	0.00	0.00	0.00	100.00	0.00	0.00	
	INTEREST & DIVIDENDS	830.38	3,403.60	1.95	3,980.00	935.33	8,497.93	
	UNREALIZED GAIN/LOSS	<14,315.99>	<686.89>	<0.39>	10,000.00	0.00	0.00	
39050	MISCELLANEOUS INCOME	2.00	18.01	0.01	66.68	0.00	10.00	
	Total Other Revenue	<12,485.37>	64,110.48	36.67	77,430.00	2,492.33	30,020.05	
	TOTAL REVENUE	590.63	174,845.57	100.00	171,763.32	18,551.33	115,618.98	
COST OF SALES								
36002	T-SHIRT COSTS	0.00	288.17	0.16	500.00	0.00	0.00	
	Total Cost of Sales	0.00	288.17	0.16	500.00	0.00	0.00	
	Gross Profit	590.63	174,557.40	99.84	171,263.32	18,551.33	115,618.98	
EXPENSES								
Internal Mailing Costs								
	PLEDGE COSTS	1,248.51	2,884.63	1.65	2,166.64	220.75	1,325.01	
	NEWSLETTER COSTS	2,470.23	10,737.14	6.14	12,233.36	2,679.94	8,548.29	
	NATIONAL LIST COSTS	0.00	0.00	0.00	0.00	0.00	0.00	
	ABC MAILING COSTS	0.00	9.75	0.01	3,000.00	378.18	491.54	
	ZO COSTS	0.00	179.48	0.10	1,133.32	2,265.90	2,690.90	
	Total Internal Mailing Costs	3,718.74	13,811.00	7.90	18,533.32	5,544.77	13,055.74	
	PROSPECTING MAILING COSTS	0.00	1,362.90	0.78	10,533.36	0.00	3,776.07	
	Total Mailing Costs	3,718.74	15,173.90	8.68	29,066.68	5,544.77	16,831.81	
	Net Revenue After Mailing Costs	<3,128.11>	159,383.50	91.16	142,196.64	13,006.56	98,787.17	
Program, General & Administrative Expenses								
	FISCAL SPONSOR GRANTS	0.00	0.00	0.00	0.00	0.00	<35.00>	
	RESIST GRANTS PAID OUT	42,100.00	71,400.00	40.84	83,333.36	25,900.00	41,800.00	
	OTHER FUNDRAISING COSTS	0.00	137.68	0.08	1,216.64	4,630.00	4,710.00	
	PERSONNEL	14,109.94	48,547.37	27.77	53,616.68	8,195.80	32,988.27	
	OCCUPANCY	2,244.43	10,493.11	6.00	7,833.32	1,600.00	7,768.11	
	OFFICE EXPENSES	408.14	3,041.99	1.74	5,236.64	584.99	2,203.09	
	GRANT PROGRAM	0.00	43.12	0.02	1,083.36	0.00	0.00	
	POSTAGE	0.00	1,283.58	0.73	799.96	0.00	1,325.81	
54000	TRAVEL	0.00	14.65	0.01	83.32	6.80	6.80	
54200	STAFF DEVELOPMENT	0.00	1,395.00	0.80	833.32	0.00	0.00	
54500	CONFERENCES/MEETINGS	0.00	61.00	0.03	333.32	10.00	10.00	
	ADVERTISING & OUTREACH	267.00	1,342.00	0.77	4,066.68	93.00	2,667.00	
55500	REPAIRS AND MAINTENANCE	0.00	0.00	0.00	250.00	0.00	0.00	
	PROFESSIONAL FEES	0.00	1,472.50	0.84	2,766.68	0.00	2,427.50	
57000	INSURANCE- OFFICE	0.00	1,379.00	0.79	500.00	0.00	929.00	
	BOARD EXPENSES	757.63	1,672.62	0.96	2,083.32	288.88	604.34	
	OTHER EXPENSES	256.49	967.95	0.55	1,959.96	0.00	649.25	
	Program, G & A Expenses	60,143.63	143,251.57	81.93	165,996.56	41,309.47	98,054.17	

Unaudited

RESIST, Inc.
Income Statement
For the Four Months Ending April 30, 2000

Printed On: May 13, 2000

Ratio: Total Revenue

		***** THIS YEAR *****			**BUDGET**	***** LAST YEAR *****		*
		Current Month	Y-T-D	Ratio	Budget	Current Month	Y-T-D	
Other Income & Expenses								
81000	RENTAL INCOME	<1,025.00>	<4,850.00>	<2.77>	<9,750.00>	<800.00>	<3,537.50>	
81100	OCCUPANCY INCOME	<97.21>	<384.05>	<0.22>	<2,000.00>	0.00	<131.94>	
Total Other Income/Expense		<1,122.21>	<5,234.05>	<2.99>	<11,750.00>	<800.00>	<3,669.44>	
Total Expenses		59,021.42	138,017.52	78.94	154,246.56	40,509.47	94,384.73	
NET INCOME (LOSS)		<62,149.53>	21,365.98	12.22	<12,049.92>	<27,502.91>	4,402.44	

Unaudited

RESIST, Inc.
Income Statement
For the Four Months Ending April 30, 2000

Printed On: May 13, 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	0.00	5,000.00	2.86	7,000.00	0.00	5,000.00
32020	CONTRIBUTIONS- STOCKS	0.00	7,273.97	4.16	40,000.00	0.00	5,347.12
32030	CONTRIBUTIONS- FROM ADS	0.00	0.00	0.00	0.00	0.00	0.00
32040	CONTRIBUTIONS-FOUNDATIONS	500.00	46,450.00	26.57	50,000.00	1,147.00	8,112.00
32050	CONTRIBUTIONS-UNSOLICITED	175.00	315.00	0.18	65,000.00	0.00	795.00
32060	CONTRIBUTIONS- IN KIND	0.00	0.00	0.00	0.00	0.00	0.00
		675.00	59,038.97	33.77	162,000.00	1,147.00	19,254.12
LIST SALES							
35110	LIST SALES NAMES IN NEWS	124.74	124.74	0.07	300.00	0.00	0.00
35120	OTHER LIST SALES	0.00	0.00	0.00	0.00	0.00	0.00
		124.74	124.74	0.07	300.00	0.00	0.00
SALES							
36001	T-SHIRT SALES	46.00	516.00	0.30	2,500.00	0.00	122.00
36002	T-SHIRT COSTS	0.00	<288.17>	<0.16>	<1,500.00>	0.00	0.00
		46.00	227.83	0.13	1,000.00	0.00	122.00
INTEREST & DIVIDENDS							
38094	INT&DIVIDENDS - NEUBERGER B	0.00	0.00	0.00	0.00	0.00	0.00
38095	INT&DIVIDENDS - WOMEN'S EQU	0.00	0.00	0.00	0.00	0.00	0.00
38096	INT&DIVIDENDS - DOMINI	0.00	0.00	0.00	0.00	0.00	0.00
38097	INT&DIVIDENDS - CALVERT BAL	0.00	92.32	0.05	0.00	0.00	0.00
38098	INT&DIVIDENDS - CALVERT BON	308.40	1,223.22	0.70	0.00	0.00	0.00
38099	INT&DIVIDENDS - SCHWAB ONE	334.41	867.61	0.50	0.00	0.00	0.00
38001	BANK INTEREST - CAMBRIDGE T	187.57	1,220.45	0.70	12,000.00	705.30	2,849.60
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	0.00	0.00	0.00	0.00	230.03	5,705.87
38007	COMMISSION ON STOCK SALE	0.00	0.00	0.00	<60.00>	0.00	<57.54>
		830.38	3,403.60	1.95	11,940.00	935.33	8,497.93
UNREALIZED GAIN/LOSS							
38500	GAIN/LOSS - MISC	0.00	<10.83>	<0.01>	0.00	0.00	0.00
38593	GAIN/LOSS - CITIZENS INDEX	<234.30>	101.20	0.06	0.00	0.00	0.00
38594	GAIN/LOSS - NEUBERGER BERMA	<172.83>	754.94	0.43	30,000.00	0.00	0.00
38595	GAIN/LOSS - WOMEN'S EQUITY	<572.78>	448.93	0.26	0.00	0.00	0.00
38596	GAIN/LOSS - DOMINI	<11,092.47>	<708.37>	<0.41>	0.00	0.00	0.00
38597	GAIN/LOSS - CALVERT BALANCE	<242.48>	38.41	0.02	0.00	0.00	0.00
38598	GAIN/LOSS - CALVERT BOND	<2,001.13>	<1,311.17>	<0.75>	0.00	0.00	0.00
38599	GAIN/LOSS - SCHWAB ONE	0.00	0.00	0.00	0.00	0.00	0.00
		14,315.99	686.89	0.39	<30,000.00>	0.00	0.00
PLEDGE COSTS							
41101	PRINTING-PLEDGES	405.00	1,562.53	0.89	3,000.00	98.00	831.11
41102	POSTAGE- PLEDGES	0.00	143.03	0.08	2,200.00	122.75	493.90
41103	MAILHOUSE- PLEDGES	843.51	1,179.07	0.67	1,300.00	0.00	0.00
		1,248.51	2,884.63	1.65	6,500.00	220.75	1,325.01
NEWSLETTER COSTS							
42101	PRINTING NEWSLETTER	2,206.00	7,402.48	4.23	23,000.00	1,593.00	5,280.65
42102	POSTAGE- NEWSLETTER	14.23	1,742.24	1.00	7,000.00	1,086.94	2,269.17
42103	MAILHOUSE- NEWSLETTER	0.00	1,222.42	0.70	5,000.00	0.00	0.00
42104	CONSULTANTS-NEWSLETTER	0.00	0.00	0.00	1,200.00	0.00	948.47
42105	PHOTOS/GRAPHICS NEWSLETR	250.00	370.00	0.21	500.00	0.00	50.00
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	0.00	0.00	0.00
		2,470.23	10,737.14	6.14	36,700.00	2,679.94	8,548.29
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

Unaudited

RESIST, Inc.
Income Statement
For the Four Months Ending April 30, 2000

Printed On: May 13, 2000
Ratio: Total Revenue

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

BUDGET

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

*

Unaudited

RESIST, Inc.
Income Statement
For the Four Months Ending April 30, 2000

Printed On: May 13, 2000

Ratio: Total Revenue

***** THIS YEAR *****				**BUDGET**	***** LAST YEAR *****	
SUBSIDIARY SCHEDULE						
	Current Month	Y-T-D	Ratio	Budget	Current Month	Y-T-D
ABC MAILING COSTS						
44101 PRINTING-ABC MAILINGS	0.00	0.00	0.00	4,000.00	0.00	113.36
44102 POSTAGE-ABC MAILINGS	0.00	9.75	0.01	3,500.00	378.18	378.18
44103 MAILHOUSE- ABC MAILINGS	0.00	0.00	0.00	1,500.00	0.00	0.00
	0.00	9.75	0.01	9,000.00	378.18	491.54
Z0 COSTS						
45101 PRINTING- Z0 MAILINGS	0.00	0.00	0.00	700.00	220.00	579.00
45102 POSTAGE- Z0 MAILINGS	0.00	179.48	0.10	200.00	29.80	95.80
45103 MAILHOUSE- Z0 MAILINGS	0.00	0.00	0.00	2,500.00	2,016.10	2,016.10
	0.00	179.48	0.10	3,400.00	2,265.90	2,690.90
PROSPECTING MAILING COSTS						
47101 PRINTING- PROSPECTING	0.00	0.00	0.00	15,000.00	0.00	3,776.07
47102 POSTAGE- PROSPECTING	0.00	1,362.90	0.78	5,000.00	0.00	0.00
47103 MAILHOUSE-PROSPECTING	0.00	0.00	0.00	6,000.00	0.00	0.00
47104 CONSULTANTS-PROSPECTING	0.00	0.00	0.00	5,000.00	0.00	0.00
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	0.00	0.00	0.00	600.00	0.00	0.00
	0.00	1,362.90	0.78	31,600.00	0.00	3,776.07
FISCAL SPONSOR GRANTS						
49401 DONOR DIRECTED: IN	0.00	0.00	0.00	<3,800.00>	0.00	0.00
49402 DONOR DIRECTED: OUT	0.00	0.00	0.00	3,800.00	0.00	0.00
49411 NWTRCC: IN	<142.50>	<1,254.95>	<0.72>	0.00	0.00	<700.00>
49412 NWTRCC: OUT	142.50	1,254.95	0.72	0.00	0.00	665.00
	0.00	0.00	0.00	0.00	0.00	<35.00>
RESIST GRANTS PAID OUT						
49509 RESIST MULTIYEAR GRANTS PD	4,000.00	4,000.00	2.29	30,000.00	0.00	0.00
49510 RESIST GRANTS PAID OUT	36,100.00	65,400.00	37.40	212,000.00	25,900.00	41,800.00
49511 COHEN GRANTS PAID OUT	0.00	0.00	0.00	0.00	0.00	0.00
49512 SALZMAN GRANTS PAID OUT	2,000.00	2,000.00	1.14	6,000.00	0.00	0.00
49514 HOLMES GRANTS PAID OUT	0.00	0.00	0.00	2,000.00	0.00	0.00
	42,100.00	71,400.00	40.84	250,000.00	25,900.00	41,800.00
OTHER FUNDRAISING COSTS						
49601 THANK YOU CARDS-COST	0.00	0.00	0.00	100.00	0.00	0.00
49602 THANK YOU CARDS-PRINTING	0.00	0.00	0.00	150.00	0.00	80.00
49603 THANK YOU CARDS- POSTAGE	0.00	137.68	0.08	600.00	105.00	105.00
49610 PROMO T-SHIRT GIFTS	0.00	0.00	0.00	300.00	0.00	0.00
49612 PROMO WHAT'S LEFT	0.00	0.00	0.00	0.00	0.00	0.00
49620 OTHER FUNDRAISING COSTS	0.00	0.00	0.00	2,500.00	4,525.00	4,525.00
	0.00	137.68	0.08	3,650.00	4,630.00	4,710.00
PERSONNEL						
50110 GROSS PAY	10,323.14	35,722.18	20.43	129,000.00	6,000.00	25,500.00
50120 EMPLOYER TAXES (Rfica,DES	685.54	4,330.33	2.48	14,000.00	597.64	3,396.52
50125 RETIREMENT MATCH	342.00	889.20	0.51	4,500.00	300.00	780.00
50130 STAFF HEALTH INSURANCE	1,954.26	3,309.04	1.89	10,000.00	1,256.16	3,250.50
50140 WORKER'S COMPENSATION	0.00	0.00	0.00	350.00	0.00	0.00
50150 CONSULTANTS	805.00	4,296.62	2.46	3,000.00	42.00	61.25
	14,109.94	48,547.37	27.77	160,850.00	8,195.80	32,988.27
OCCUPANCY						
51000 RENT	2,050.00	9,725.00	5.56	19,500.00	1,600.00	7,125.00
51100 OCCUPANCY	194.43	768.11	0.44	4,000.00	0.00	643.11
	2,244.43	10,493.11	6.00	23,500.00	1,600.00	7,768.11

Unaudited

RESIST, Inc.
Income Statement
For the Four Months Ending April 30, 2000

Printed On: May 13, 2000

Ratio: Total Revenue

			***** THIS YEAR *****			**BUDGET**	***** LAST YEAR *****	
			SUBSIDIARY SCHEDULE					
			Current Month	Y-T-D	Ratio	Budget	Current Month	Y-T-D
OFFICE EXPENSES								
51500	TELEPHONE		167.30	483.64	0.28	4,000.00	75.77	300.84
51600	FAX EXPENSES		0.00	0.00	0.00	130.00	0.00	<5.10>
51700	INTERNET		41.90	143.65	0.08	650.00	79.88	140.53
52010	OFFICE SUPPLIES		144.64	673.13	0.38	3,000.00	260.09	1,129.87
52020	OFFICE XEROX		0.00	0.00	0.00	100.00	0.00	0.00
52040	OFFICE LIBRARY		0.00	0.00	0.00	300.00	110.00	220.00
52050	OFFICE PRINTING		0.00	0.00	0.00	2,500.00	0.00	178.00
52060	MINOR OFFICE EQUIPMENT		54.30	1,716.57	0.98	5,000.00	59.25	238.95
52070	BANK CHARGES		0.00	25.00	0.01	30.00	0.00	0.00
			408.14	3,041.99	1.74	15,710.00	584.99	2,203.09
GRANT PROGRAM								
52501	PRINTING-GRANT PROGRAM		0.00	0.00	0.00	2,000.00	0.00	0.00
52502	POSTAGE-GRANT PROGRAM		0.00	43.12	0.02	800.00	0.00	0.00
52504	CONSULTANTS-GRANT PROGRA		0.00	0.00	0.00	250.00	0.00	0.00
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	0.00	0.00	200.00	0.00	0.00
52550	OTHER-GRANT PROGRAM		0.00	0.00	0.00	0.00	0.00	0.00
			0.00	43.12	0.02	3,250.00	0.00	0.00
POSTAGE								
53010	OFFICE POSTAGE		0.00	1,030.74	0.59	1,600.00	0.00	300.93
53020	UPS		0.00	0.00	0.00	100.00	0.00	5.10
53030	POSTAGE DUE/BRE ENVELOPES		0.00	252.84	0.14	700.00	0.00	1,019.78
			0.00	1,283.58	0.73	2,400.00	0.00	1,325.81
ADVERTISING & OUTREACH								
55101	ADVERTISING		267.00	1,342.00	0.77	4,700.00	93.00	2,667.00
55102	BROCHURE		0.00	0.00	0.00	7,500.00	0.00	0.00
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
			267.00	1,342.00	0.77	12,200.00	93.00	2,667.00
PROFESSIONAL FEES								
56010	LEGAL FEES		0.00	0.00	0.00	500.00	0.00	0.00
56020	ACCOUNTING FEES		0.00	1,472.50	0.84	7,500.00	0.00	2,427.50
56030	PROFESSIONAL FEES		0.00	0.00	0.00	300.00	0.00	0.00
			0.00	1,472.50	0.84	8,300.00	0.00	2,427.50
BOARD EXPENSES								
58001	BOARD XEROX		392.00	692.46	0.40	1,850.00	240.59	456.41
58002	BOARD POSTAGE/UPS		0.00	123.49	0.07	1,000.00	0.00	0.00
58003	BOARD TRAVEL		319.73	529.73	0.30	1,800.00	0.00	31.80
58004	BOARD FOOD/MEETINGS		45.90	200.16	0.11	500.00	48.29	86.13
58005	BOARD OUTREACH		0.00	126.78	0.07	100.00	0.00	0.00
58006	BOARD EXPENSE: OTHER		0.00	0.00	0.00	1,000.00	0.00	30.00
			757.63	1,672.62	0.96	6,250.00	288.88	604.34
OTHER EXPENSES								
59010	BAD DEBTS		0.00	0.00	0.00	0.00	0.00	0.00
59020	DUES AND FEES		195.00	795.00	0.45	1,600.00	0.00	470.00
59030	TAX PENALTIES & INTEREST		0.00	111.46	0.06	180.00	0.00	163.25
59040	OTHER PENALTIES/FINES		0.00	0.00	0.00	0.00	0.00	16.00
59050	BOUNCED CHKS-UNKNOWN ACC		0.00	0.00	0.00	0.00	0.00	0.00
59060	MISCELLANEOUS EXPENSE		61.49	61.49	0.04	100.00	0.00	0.00
59090	DEPRECIATION		0.00	0.00	0.00	4,000.00	0.00	0.00
			256.49	967.95	0.55	5,880.00	0.00	649.25
OTHER INCOME/EXPENSE								
81000	RENTAL INCOME		<1,025.00>	<4,850.00>	<2.77>	<9,750.00>	<800.00>	<3,537.50>
00	OCCUPANCY INCOME		<97.21>	<384.05>	<0.22>	<2,000.00>	0.00	<131.94>
			<1,122.21>	<5,234.05>	<2.99>	<11,750.00>	<800.00>	<3,669.44>

Unaudited

RESIST, Inc.
Balance Sheet
As of April 30, 2000

Printed On: May 13, 2000

ASSETS

THIS PERIOD

THIS PERIOD LAST YEAR

CURRENT ASSETS

Operating Cash

11035	GENERAL CASH-CAMB. TRUST	\$ 58,153.70	125,597.51
11041	GENERAL CASH-CALVERT MM	0.00	26,376.70
11050	PETTY CASH	50.00	50.00
	OPERATING FUND-SCHWAB	27,572.05	0.00
Total Cash		85,775.75	152,024.21

Investments

11230	DOMINI SOCIAL EQUITY	0.00	124,288.56
11231	RESIST LOAN FUND	0.00	7,605.09
11235	RESIST ENDOWMENT FUND	0.00	51,179.26
11240	WOMEN'S EQUITY	0.00	29,322.29
11241	COHEN MEMORIAL ENDOWMENT	0.00	9,687.49
14000	INVESTMENTS/STOCKS	655.92	0.00
11045	CALVERT INVSTMNT BOND FND	5,125.58	3,942.41
11046	CALVERT INVSTMNT MGD GRTH	0.00	9,454.81
	INVESTMENT FUND-SCHWAB	294,797.08	0.00
	RESIST LOAN FUND-SCHWAB	10,975.76	0.00
	RESIST ENDOWMENT-SCHWAB	63,765.76	0.00
	COHEN MEM FUND-SCHWAB	11,445.26	0.00
	HOLMES MEM FUND-SCHWAB	26,737.38	0.00
Total Investments		413,502.74	235,479.91
TOTAL CURRENT ASSETS		499,278.49	387,504.12

OTHER ASSETS

16220	PRE-PAID INSURANCE	288.00	308.00
16225	PRE-PAID EXPENSES-OTHER	675.04	1,446.96
16230	INVENTORY- T-SHIRTS	1,084.95	1,993.26
16250	DEPOSITS	2,230.00	2,230.00
16260	LOANS OUTSTANDING-LN FND	3,950.00	3,000.00
TOTAL OTHER ASSETS		8,227.99	8,978.22

FIXED ASSETS

18000	IMPROVEMENTS	9,460.68	9,460.68
18100	DEPRECIATION	<2,365.17>	0.00
19000	OFFICE FURN./EQUIPMENT	31,123.35	24,240.35
19100	ACCUMULATED DEPRECIATION	<19,388.12>	<16,446.69>
TOTAL FIXED ASSETS		18,830.74	17,254.34
TOTAL ASSETS		\$ 526,337.22	413,736.68

Unaudited

RESIST, Inc.
Balance Sheet
As of April 30, 2000

Printed On: May 13, 2000

LIABILITIES AND CAPITAL

		<i>THIS PERIOD</i>	<i>THIS PERIOD LAST YEAR</i>
<i>CURRENT LIABILITIES</i>			
	EMPLOYMENT TAX	\$ 4,812.48	3,239.11
29000	SECURITY DEPOSITS HELD	<u>1,500.00</u>	<u>1,500.00</u>
	TOTAL CURRENT LIABILITIES	6,312.48	4,739.11
<i>LONG-TERM LIABILITIES</i>			
	TOTAL LONG-TERM LIABILITIES	<u>0.00</u>	<u>0.00</u>
	TOTAL LIABILITIES	6,312.48	4,739.11
<i>CAPITAL</i>			
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	437,882.11	343,818.48
	CURRENT EQUITY	<u>21,365.98</u>	<u>4,402.44</u>
	TOTAL CAPITAL	<u>520,024.74</u>	<u>408,997.57</u>
	TOTAL LIABILITIES & CAPITAL	<u>\$ 526,337.22</u>	<u>413,736.68</u>

Unaudited

RESIST, Inc.
Balance Sheet
As of April 30, 2000

Printed On: May 13, 2000

Subsidiary Ledger

BREAKDOWN BY ACCOUNT

OPERATING ACCT

10199	SCHWAB 1 - OPERATING	\$ 27,572.05	0.00
TOTAL OPERATING-SCHWAB		27,572.05	0.00

INVESTMENT ACCT

10293	CITIZEN'S INDEX - INVESTMENT	3,578.30	0.00
10295	WOMEN'S EQUITY - INVESTMENT	31,564.39	0.00
10296	DOMINI SOC EQUITY - INVESTME	195,541.91	0.00
10297	CALVERT BALANCED FUND-INVS	9,867.86	0.00
10298	CALVERT BOND FND - INVESTME	3,928.09	0.00
10299	SCHWAB 1 - INVESTMENT	50,316.53	0.00
11045	CALVERT INVSTMNT BOND FND	5,125.58	3,942.41
11046	CALVERT INVSTMNT MGD GRTH	0.00	9,454.81
TOTAL INVSTMNT FND		299,922.66	13,397.22

RESIST LOAN FUND

10399	SCHWAB 1 - LOAN FUND	10,975.76	0.00
TOTAL RESIST LOAN FND-SCHWAB		10,975.76	0.00

RESIST ENDOWMENT

10494	N & B - RESIST ENDWMT	12,770.11	0.00
10498	CALVERT BOND FND-ENDWMT	50,993.25	0.00
10499	SCHWAB 1 - ENDOWMENT	2.40	0.00
TOTAL RESIST ENDWMNT-SCHWAB		63,765.76	0.00

COHEN MEMORIAL FUND

10500	SCHWAB - COHEN MEM FUND	7.03	0.00
10596	DOMINI-COHEN MEM FUND	11,438.23	0.00
TOTAL COHEN MEM FND-SCHWAB		11,445.26	0.00

HOLMES MEMORIAL FUND

10696	DOMINI SOC EQUITY - HOLMES	26,701.01	0.00
10699	SCHWAB 1 - HOLMES	36.37	0.00
TOTAL HOLMES FUND-SCHWAB		26,737.38	0.00

TOTAL BY ACCOUNT	440,418.87	13,397.22
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BREAKDOWN BY INVESTMENT

Citizen's Index	3,578.30	0.00
Neuberger Berman	12,770.11	0.00
Women's Equity	31,564.39	0.00
Domini Social Equity	233,681.15	0.00
Calvert Balanced Fund	9,867.86	9,454.81
Calvert Bond	60,046.92	3,942.41
Schwab One	88,903.11	0.00
Uninvested	7.03	0.00
TOTAL BY INVESTMENT	440,418.87	13,397.22

Unaudited

Resist Personnel Committee Meeting

May 1, 2000

Present: Pam, Marc, Kate

- Status of Job Searches
 - Permanent/third staff position: Marc reported that 3 interviews are scheduled this week. It seems likely that a recommendation to the Board will be made soon.
 - Temporary/interns: we have three volunteers working with staff now. Good chance of summer help as well.
- Retirement Plan: Pam has not heard from Lee.
- Staff Evaluation/ Eval Tools
 - We reviewed the forms previously prepared by the Personnel Committee. We agreed to try and revise these forms to a shorter (1 page) document with an action/recommendation column added. We hope to have these revisions in place by September when formal evaluations will take place. We also decided that the general outline of the eval tool should be used as a guide for board/staff lunches so that we can have a more systematic way of giving and receiving information and feedback. There was also a suggestion to review time sheets quarterly.
- Review of Personnel Policy
 - We began our review. Definitions of terms should be closer to the beginning. We agreed to be prepared to discuss the general organization of the policy at the next meeting.
- Next Board/Staff Lunch in May, date to be decided.
- Next Personnel Committee Meeting: Wednesday, May 31, 12-1:30 near Marc's office (88 Broad St.)

Subject: hiring decision

Date: Sat, 10 Jun 2000 16:26:26 -0400

From: Scott Klinger and Cheryl Smith <csik@javanet.com>

To: "Tess Ewing" <tess.ewing@umb.edu>, "Nanwec@aol.com" <Nanwec@aol.com>

CC: "eileenbo@juno.com" <eileenbo@juno.com>,
"Paul.lauter@trincoll.edu" <Paul.lauter@trincoll.edu>,
"waoneil@mit.edu" <waoneil@mit.edu>,
"pamnicks@ix.netcom.com" <pamnicks@ix.netcom.com>,
"psloh@ix.netcom.com" <psloh@ix.netcom.com>, "f.white@nyu.edu" <f.white@nyu.edu>,
"ewing_e@umbsky.cc.umb.edu" <ewing_e@umbsky.cc.umb.edu>,
"mmiller@jff.org" <mmiller@jff.org>, "abhbc@gis.net" <abhbc@gis.net>,
"csmith@trilliuminvest.com" <csmith@trilliuminvest.com>,
"resistinc@igc.org" <resistinc@igc.org>, "Tewing@igc.apc.org" <Tewing@igc.apc.org>,
"rpastor@laneta.apc.org" <rpastor@laneta.apc.org>,
"jrogachevsky@osprey.smcm.edu" <jrogachevsky@osprey.smcm.edu>,
"jimcampen@mediaone.net" <jimcampen@mediaone.net>,
"jhamilton@igc.org" <jhamilton@igc.org>,
"MerReagon@aol.com" <MerReagon@aol.com>, "ebecc@gis.net" <ebecc@gis.net>,
"Maceito@aol.com" <Maceito@aol.com>,
"junel_98@yahoo.com" <junel_98@yahoo.com>,
"mdavila@afsc.org" <mdavila@afsc.org>,
"Junel_98@yahoo.com" <Junel_98@yahoo.com>, "jackate@rcn.com" <jackate@rcn.com>

I was asked by June Lee to do some analysis of the impact that hiring two people would have on the Resist budget. (She gave me plenty of notice, but....things have been crazy).

Working with the figures that she gave me, of full time equivalent salaries of \$37,000 (either 3/4 or 4/5 time) and \$32,000 (either 1/2 or 2/3 time) and assuming benefit costs, for 401k, health care, sick time, etc. of about \$14,500, which is what I guesstimated from the figures that I have, this proposal would add anywhere from \$43,750 to \$50,720 in salary costs and between \$72,750 and \$79,720 in costs including benefits. The 2000 budget showed an expected increase in personnel costs of about \$49,500, including increases for Carol and Robin.

While technically, our budget can "afford" it, in the sense that we can pay the salary, and presumably, due to increased fundraising ability, be able to give out more grants, I'm concerned by the effect that this would have on the ratios of grants/expenditures and program/expenditures. The addition of this personnel cost would raise personnel costs between 63% and 69% over the 1999 costs--a substantial increase. If the two positions had been filled in 1999, the increase in personnel costs would have lowered the ratio of grants/expenditures to 40%, from the 46.7% actually experienced, and lowered the programs/expenditures ratio to 46% from the 53.2% level it was actually at in 1999 (taking grants + newsletter = program expenditures). For the 2000 budgeted figures, the ratios are similar, and would concern me.

Another issue is the issue of size. I have not sat on the grants committee for some time, so I can't address the question of whether there are lines of worthy potential grantees waiting in the wings. But, an increase in personnel cost of this size would necessarily require an increase in size -- bringing in more funds, and giving out more grants. If that is the future we see for Resist, then, fine, but if we don't see that happening, then this would be just too much staff.

Having said all this, I need to also convey the (sad, to me, at least) news that I will have to withdraw from the Advisory Board role (on the finance committee) that I have played for the last couple of years. Unfortunately, for reasons of health, I find that I'm barely able to manage the job and home -- while I am recovering, I AM still recovering -- and don't yet have nearly all my energy back. My inability to

complete this analysis in a timely fashion just confirmed this for me. So -- I enjoyed working with all of you in the years since 1992, when I joined the Board; I wish Resist the very best, and hope to stay in touch.

Fondly, and with regrets,

Cheryl Smith

Subject: Board Notes
Date: Fri, 09 Jun 2000 10:03:13 -0400
From: Robin Carton
To: Resist

Dear Members of the Board:

I am sorry that I will not be able to join you this weekend at the Board meeting. I would like to extend a warm welcome to both Mario and Ty. I look forward to seeing you both in August at the next meeting.

There are two issues I would like to address, since I will be unable to speak up on Sunday.

1. I would like to return to work only four days per week or the months of July and August. Unfortunately, we can only have three days a week of day care for Anna until September. In September, I would like to return to full time status. I do not believe that this will impair my ability to perform the tasks required- especially since we will be adding at least one staff member at this time. Even though it may take a short period of time for new staff to come up to speed- the reduction in work for me should be sufficient to manage for the summer.

2. I would like to support the Hiring Committee recommendation to hire two staff people at this time. There are several reasons for my support of this proposal. There has been an attempt to hire a new staff person that has been on-going for the past three years. Until this point we have been unsuccessful at finding a good match for this position. At the same time, the workload has not decreased or leveled out. What would have been appropriate to transfer to one person three years ago, has changed and increased. In addition, neither Carol or I have been able to embark on some of the projects that we feel are necessary to ensure a sound fiscal and grantmaking future for Resist. As a result, there is a current level of work, and an anticipated increase in workload that will provide appropriate hiring opportunities for at least one-and-a-half if not two full time positions. Our current fiscal position allows us significant flexibility in expending resources at this time. We have assets of approximately \$500,000 with no significant expenditures projected for the next few years. We have a financial expectation of at least \$500,000 as the beneficiary of a single donor within the next 5-10 years. The impact of new staff expenditures- including all benefits - will not significantly reduce our assets. Having said this, I believe we have two very strong candidates would bring different talents and skills to Resist. Jacquie brings a level of fundraising and outreach experience that would add depth to our current fundraising patterns. Amanda brings an office management and grants background.

Both candidates would increase our relationships in communities where we are currently not as strong as we could be. Finally, I believe that by hiring these two candidates that we will create significant diversity within both the staff and the Board. By bringing on two staff of color, this would change some of the power dynamics in the office in a good way- it would lessen the impact of two white long-time staff members and the unintentional hierarchy that creates. It is a special moment in time for Resist to have the good fortune to bring on two staff of color. I support this recommendation and suggest that both staff be members of the Board.

Good luck in the discussion and grant decision-making.