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Resist Board Meeting Minutes

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12-10-2000

### Resist Board Meeting, Dec. 10, 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](http://www.resistinc.org)

#### *Board of Directors*

Eileen Bolinsky  
Jim Campen  
Robin Carton  
Pam Chamberlain  
Kate Cloud  
Mario Dávila  
Ty dePass  
Louis Kampf\*  
June Lee  
Kay Mathew  
Marc S. Miller  
Jorge Rogachevsky  
Henry Rosemont, Jr.  
Carol Schachet  
Nancy Wechsler

**Board Meeting - December 10, 2000  
10:00 a.m.**

**Place: Nancy Wechsler's apartment  
155 Raymond Street  
Cambridge, MA 02138  
617/283-2087**

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).

## **AGENDA**

#### *Board of Advisors*

Frank Brodhead  
Bell Chevigny  
Noam Chomsky\*  
Tess Ewing  
Norm Fruchter  
Renae Scott Gray  
Kenneth Hale\*  
Debra Kay Jefferson  
Frank Joyce  
Hans Koning  
Paul Lauter\*  
Penn Loh  
Richard Ohmann\*  
Wayne O'Neil\*  
Carlos Otero  
Grace Paley  
Roxanna Pastor  
Merble Reagon  
Cheryl Smith  
Amy Swerdlow  
George Vickers  
Fran White

\*founding members

### **1. Continuation of Discussion of Issues Raised at Special Meeting**

- report back of Committee on Restructuring
- report back by Committees
  - Finance Committee
  - Fundraising Committee
  - Communications Committee
  - Board Development Committee
  - Grants Committee
  - Personnel Committee

### **2. Personnel Committee**

report back on evaluations

### **3. Select Chair/New Meeting site/Agenda/ and political discussion facilitator**

## **REFERENCES**

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!

## **PROXY**

Please remember to send in your proxy if you will not be able to attend the meeting!!!!



### **Nancy Wechsler's House**

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.



RESIST, Inc.  
Balance Sheet  
As of October 31, 2000

Printed On: November 18, 2000

**ASSETS**

	<i>THIS PERIOD</i>	<i>THIS PERIOD LAST YEAR</i>
<b>CURRENT ASSETS</b>		
Operating Cash		
11035 GENERAL CASH-CAMB. TRUST	\$ 33,791.43	83,906.56
11050 PETTY CASH	50.00	50.00
OPERATING FUND-SCHWAB	<u>28,332.63</u>	<u>26,935.96</u>
Total Cash	62,174.06	110,892.52
Investments		
11240 WOMEN'S EQUITY	0.00	<0.01>
14000 INVESTMENTS/STOCKS	776.13	0.00
11045 CALVERT INVSTMNT BOND FND	0.02	0.02
11046 CALVERT INVSTMNT MGD GRTH	5,236.38	9,169.57
INVESTMENT FUND-SCHWAB	237,942.65	166,062.36
RESIST LOAN FUND-SCHWAB	13,326.47	5,759.32
RESIST ENDOWMENT-SCHWAB	66,135.51	53,946.68
COHEN MEM FUND-SCHWAB	10,916.23	10,586.48
HOLMES MEM FUND-SCHWAB	<u>25,504.17</u>	<u>24,299.40</u>
Total Investments	<u>359,837.56</u>	<u>269,823.82</u>
TOTAL CURRENT ASSETS	422,011.62	380,716.34
<b>OTHER ASSETS</b>		
16220 PRE-PAID INSURANCE	288.00	308.00
16225 PRE-PAID EXPENSES-OTHER	846.68	1,435.54
6230 INVENTORY- T-SHIRTS	1,084.95	1,993.26
16250 DEPOSITS	2,230.00	2,230.00
16260 LOANS OUTSTANDING-LN FND	<u>&lt;50.00&gt;</u>	<u>3,000.00</u>
TOTAL OTHER ASSETS	4,399.63	8,966.80
<b>FIXED ASSETS</b>		
18000 IMPROVEMENTS	15,064.68	9,460.68
18100 DEPRECIATION	<2,365.17>	0.00
19000 OFFICE FURN./EQUIPMENT	32,496.54	24,240.35
19100 ACCUMULATED DEPRECIATION	<u>&lt;19,388.12&gt;</u>	<u>&lt;16,446.69&gt;</u>
TOTAL FIXED ASSETS	<u>25,807.93</u>	<u>17,254.34</u>
TOTAL ASSETS	<u><u>\$ 452,219.18</u></u>	<u><u>406,937.48</u></u>

Unaudited



RESIST, Inc.  
Balance Sheet  
As of October 31, 2000

Printed On: November 18, 2000

**LIABILITIES AND CAPITAL**

	<i>THIS PERIOD</i>	<i>THIS PERIOD LAST YEAR</i>
<b><i>CURRENT LIABILITIES</i></b>		
EMPLOYMENT TAX	\$ 4,414.81	3,929.42
29000 SECURITY DEPOSITS HELD	<u>1,500.00</u>	<u>1,500.00</u>
TOTAL CURRENT LIABILITIES	5,914.81	5,429.42
<b><i>LONG-TERM LIABILITIES</i></b>		
TOTAL LONG-TERM LIABILITIES	<u>0.00</u>	<u>0.00</u>
TOTAL LIABILITIES	5,914.81	5,429.42
<b><i>CAPITAL</i></b>		
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>&lt;52,354.39&gt;</u>	<u>&lt;3,087.07&gt;</u>
TOTAL CAPITAL	<u>446,304.37</u>	<u>401,508.06</u>
TOTAL LIABILITIES & CAPITAL	<u>\$ 452,219.18</u>	<u>406,937.48</u>

Unaudited



RESIST, Inc.  
Balance Sheet  
As of October 31, 2000

Printed On: November 18, 2000

Subsidiary Ledger

**BREAKDOWN BY ACCOUNT**

**OPERATING ACCT**

10199	SCHWAB 1 - OPERATING	\$ 28,332.63	26,935.96
	<b>TOTAL OPERATING-SCHWAB</b>	<b>28,332.63</b>	<b>26,935.96</b>

**INVESTMENT ACCT**

10293	CITIZEN'S INDEX - INVESTMENT	3,422.10	0.00
10295	WOMEN'S EQUITY - INVESTMENT	32,322.93	29,898.11
10296	DOMINI SOC EQUITY - INVESTME	186,497.86	132,230.87
10297	CALVERT BALANCED FUND-INVS	10,027.41	0.00
10298	CALVERT BOND FND - INVESTME	4,095.35	3,933.38
10299	SCHWAB 1 - INVESTMENT	1,577.00	0.00
11045	CALVERT INVSTMNT BOND FND	0.02	0.02
11046	CALVERT INVSTMNT MGD GRTH	5,236.38	9,169.57
	<b>TOTAL INVSTMNT FND</b>	<b>243,179.05</b>	<b>175,231.95</b>

**RESIST LOAN FUND**

10399	SCHWAB 1 - LOAN FUND	13,326.47	5,759.32
	<b>TOTAL RESIST LOAN FND-SCHWAB</b>	<b>13,326.47</b>	<b>5,759.32</b>

**RESIST ENDOWMENT**

10494	N & B - RESIST ENDWMT	12,968.55	2,884.51
10498	CALVERT BOND FND-ENDWMT	53,164.56	51,062.17
10499	SCHWAB 1 - ENDOWMENT	2.40	0.00
	<b>TOTAL RESIST ENDWMNT-SCHWAB</b>	<b>66,135.51</b>	<b>53,946.68</b>

**COHEN MEMORIAL FUND**

10500	SCHWAB 1 - COHEN MEM FUND	7.03	0.00
10596	DOMINI-COHEN MEM FUND	10,909.20	9,792.04
10599	SCHWAB 1 - COHEN MEM FUND	0.00	794.44
	<b>TOTAL COHEN MEM FND-SCHWAB</b>	<b>10,916.23</b>	<b>10,586.48</b>

**HOLMES MEMORIAL FUND**

10696	DOMINI SOC EQUITY - HOLMES	25,466.06	24,297.93
10699	SCHWAB 1 - HOLMES	38.11	1.47
	<b>TOTAL HOLMES FUND-SCHWAB</b>	<b>25,504.17</b>	<b>24,299.40</b>

<b>TOTAL BY ACCOUNT</b>	<b>387,394.06</b>	<b>296,759.79</b>
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**BREAKDOWN BY INVESTMENT**

Citizen's Index	3,422.10	0.00
Neuberger Berman	12,968.55	2,884.51
Women's Equity	32,322.93	29,898.11
Domini Social Equity	222,873.12	166,320.84
Calvert Balanced Fund	15,263.79	9,169.57
Calvert Bond	57,259.93	54,995.57
Schwab One	43,276.61	33,491.19
Uninvested	7.03	0.00
<b>TOTAL BY INVESTMENT</b>	<b>387,394.06</b>	<b>296,759.79</b>

Unaudited



RESIST, Inc.  
Income Statement  
For the Ten Months Ending October 31, 2000

Printed On: November 18, 2000

Ratio: Total Revenue

***** THIS YEAR *****							**BUDGET**		***** LAST YEAR *****	
			Current Month	Y-T-D	Ratio		Budget		Current Month	Y-T-D
<b>REVENUE</b>										
Revenue - Internal Mailings										
30400	CONTRIBUTIONS- PLEDGES		10,518.00	104,685.00	29.25		105,000.00		8,868.50	88,308.75
30500	CONTRIBUTIONS- NEWSLETTER		19,413.42	79,254.05	22.15		47,500.00		2,437.00	38,351.44
30600	CONTRIBUTIONS-ABC MAILING		3,930.00	62,102.00	17.35		83,333.30		6,065.00	51,421.45
30700	CONTRIBUTIONS-NAT'L LIST		0.00	0.00	0.00		0.00		0.00	0.00
	Total Internal Mailings		33,861.42	246,041.05	68.75		235,833.30		17,370.50	178,081.64
Other Revenue										
31400	CONTRIBUTIONS-PROSPECTING		60.00	1,800.00	0.50		20,833.30		6,259.00	8,637.00
	OTHER CONTRIBUTIONS		1,739.30	110,020.71	30.74		135,000.00		15,250.00	147,351.42
	LIST SALES		0.00	124.74	0.03		250.00		0.00	246.92
36001	T-SHIRT SALES		324.00	1,120.00	0.31		2,083.30		0.00	384.00
37000	ROYALTIES		0.00	12.04	0.00		41.70		0.00	31.43
37500	FISCAL SPONSORSHIP FEE		39.50	230.70	0.06		250.00		0.00	172.50
	INTEREST & DIVIDENDS		454.63	9,310.51	2.60		9,950.00		12,934.58	19,330.93
	UNREALIZED GAIN/LOSS		2,123.82	<10,814.79>	<3.02>		25,000.00		0.00	0.00
39050	MISCELLANEOUS INCOME		2.00	36.52	0.01		166.70		8.00	40.00
	Total Other Revenue		4,743.25	111,840.43	31.25		193,575.00		34,451.58	176,194.20
	TOTAL REVENUE		38,604.67	357,881.48	100.00		429,408.30		51,822.08	354,275.84
<b>COST OF SALES</b>										
36002	T-SHIRT COSTS		0.00	288.17	0.08		1,250.00		0.00	0.00
	Total Cost of Sales		0.00	288.17	0.08		1,250.00		0.00	0.00
	Gross Profit		38,604.67	357,593.31	99.92		428,158.30		51,822.08	354,275.84
<b>EXPENSES</b>										
Internal Mailing Costs										
	PLEDGE COSTS		551.95	4,686.38	1.31		5,416.60		77.64	3,415.39
	NEWSLETTER COSTS		3,976.29	27,688.30	7.74		30,583.40		2,276.84	21,010.10
	NATIONAL LIST COSTS		0.00	0.00	0.00		0.00		0.00	0.00
	ABC MAILING COSTS		363.61	3,609.07	1.01		7,500.00		6.27	3,385.95
	ZO COSTS		0.00	176.14	0.05		2,833.30		0.00	2,690.90
	Total Internal Mailing Costs		4,891.85	36,159.89	10.10		46,333.30		2,360.75	30,502.34
	PROSPECTING MAILING COSTS		431.97	1,794.87	0.50		26,333.40		545.74	17,345.30
	Total Mailing Costs		5,323.82	37,954.76	10.61		72,666.70		2,906.49	47,847.64
	Net Revenue After Mailing Costs		33,280.85	319,638.55	89.31		355,491.60		48,915.59	306,428.20
Program, General & Administrative Expenses										
	FISCAL SPONSOR GRANTS		0.00	0.00	0.00		0.00		0.00	0.00
	RESIST GRANTS PAID OUT		42,300.00	200,800.00	56.11		208,333.40		53,270.00	177,570.00
	OTHER FUNDRAISING COSTS		117.61	1,257.62	0.35		3,041.60		158.21	6,263.34
	PERSONNEL		13,051.56	125,052.04	34.94		134,041.70		12,143.80	89,178.95
	OCCUPANCY		2,223.97	24,317.08	6.79		19,583.30		1,700.26	19,517.88
	OFFICE EXPENSES		516.69	10,018.55	2.80		13,091.60		332.46	9,351.29
	GRANT PROGRAM		137.55	282.30	0.08		2,708.40		290.62	645.65
	POSTAGE		129.95	2,556.87	0.71		1,999.90		227.67	1,766.42
54000	TRAVEL		0.00	1,016.35	0.28		208.30		0.00	13.60
54200	STAFF DEVELOPMENT		0.00	2,345.00	0.66		2,083.30		0.00	400.00
54500	CONFERENCES/MEETINGS		75.84	366.00	0.10		833.30		0.00	153.84
	ADVERTISING & OUTREACH		250.00	2,169.00	0.61		10,166.70		336.87	4,142.07
55500	REPAIRS AND MAINTENANCE		123.96	222.96	0.06		625.00		0.00	0.00
	PROFESSIONAL FEES		3,585.00	6,405.00	1.79		6,916.70		0.00	4,905.00
57000	INSURANCE- OFFICE		0.00	1,468.00	0.41		1,250.00		89.00	1,018.00
	BOARD EXPENSES		1,226.77	4,065.65	1.14		5,208.30		1,094.94	3,148.13
	OTHER EXPENSES		301.15	1,374.60	0.38		4,899.90		125.00	935.31
	Total Program, G & A Expenses		64,040.05	383,717.02	107.22		414,991.40		69,768.83	319,009.48

Unaudited



RESIST, Inc.  
Income Statement  
For the Ten Months Ending October 31, 2000

Printed On: November 18, 2000

Ratio: Total Revenue

	***** THIS YEAR *****			**BUDGET**	***** LAST YEAR *****	
	Current Month	Y-T-D	Ratio		Current Month	Y-T-D
Other Income & Expenses						
81000 RENTAL INCOME	<759.41>	<10,734.41>	<3.00>	<8,125.00>	<800.00>	<8,337.50>
81100 OCCUPANCY INCOME	<187.70>	<989.67>	<0.28>	<1,666.70>	0.00	<1,156.71>
Total Other Income/Expense	<947.11>	<11,724.08>	<3.28>	<9,791.70>	<800.00>	<9,494.21>
Total Expenses	63,092.94	371,992.94	103.94	405,199.70	68,968.83	309,515.27
NET INCOME (LOSS)	<29,812.09>	<52,354.39>	<14.63>	<49,708.10>	<20,053.24>	<3,087.07>

Unaudited



RESIST, Inc.  
Income Statement  
For the Ten Months Ending October 31, 2000

Printed On: November 18, 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	5,100.00	1.43	5,833.30	150.00	29,218.78
32020	CONTRIBUTIONS- STOCKS	8.50	17,783.91	4.97	33,333.30	0.00	25,182.64
32030	CONTRIBUTIONS- FROM ADS	0.00	0.00	0.00	0.00	0.00	0.00
32040	CONTRIBUTIONS-FOUNDATIONS	1,500.00	75,934.00	21.22	41,666.70	15,000.00	52,606.00
32050	CONTRIBUTIONS-UNSOLICITED	230.80	11,202.80	3.13	54,166.70	100.00	40,344.00
32060	CONTRIBUTIONS- IN KIND	0.00	0.00	0.00	0.00	0.00	0.00
		1,739.30	110,020.71	30.74	135,000.00	15,250.00	147,351.42
LIST SALES							
35110	LIST SALES NAMES IN NEWS	0.00	124.74	0.03	250.00	0.00	246.92
35120	OTHER LIST SALES	0.00	0.00	0.00	0.00	0.00	0.00
		0.00	124.74	0.03	250.00	0.00	246.92
SALES							
36001	T-SHIRT SALES	324.00	1,120.00	0.31	2,083.30	0.00	384.00
36002	T-SHIRT COSTS	0.00	<288.17>	<0.08>	<1,250.00>	0.00	0.00
		324.00	831.83	0.23	833.30	0.00	384.00
INTEREST & DIVIDENDS							
38094	INT&DIVIDENDS - NEUBERGER B	327.61	327.61	0.09	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	0.32	793.11	0.22	0.00	0.00	0.00
38097	INT&DIVIDENDS - CALVERT BAL	<301.50>	65.13	0.02	0.00	0.00	0.00
38098	INT&DIVIDENDS - CALVERT BON	25.24	2,980.02	0.83	0.00	0.00	0.00
38099	INT&DIVIDENDS - SCHWAB ONE	319.16	3,240.58	0.91	0.00	0.00	0.00
38001	BANK INTEREST - CAMBRIDGE T	83.80	1,904.06	0.53	10,000.00	642.74	7,248.37
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	12,291.84	12,140.10
38007	COMMISSION ON STOCK SALE	0.00	0.00	0.00	<50.00>	0.00	<57.54>
		454.63	9,310.51	2.60	9,950.00	12,934.58	19,330.93
UNREALIZED GAIN/LOSS							
38500	GAIN/LOSS - MISC	<41.12>	109.38	0.03	0.00	0.00	0.00
38593	GAIN/LOSS - CITIZENS INDEX	26.40	<55.00>	<0.02>	0.00	0.00	0.00
38594	GAIN/LOSS - NEUBERGER BERMA	96.02	953.38	0.27	25,000.00	0.00	0.00
38595	GAIN/LOSS - WOMEN'S EQUITY	634.69	1,207.47	0.34	0.00	0.00	0.00
38596	GAIN/LOSS - DOMINI	2,502.91	<12,309.19>	<3.44>	0.00	0.00	0.00
38597	GAIN/LOSS - CALVERT BALANCE	0.00	335.97	0.09	0.00	0.00	0.00
38598	GAIN/LOSS - CALVERT BOND	<1,095.08>	<1,057.01>	<0.30>	0.00	0.00	0.00
38599	GAIN/LOSS - SCHWAB ONE	0.00	0.21	0.00	0.00	0.00	0.00
		<2,123.82>	10,814.79	3.02	<25,000.00>	0.00	0.00
PLEDGE COSTS							
41101	PRINTING-PLEDGES	0.00	1,948.53	0.54	2,500.00	50.00	1,209.11
41102	POSTAGE- PLEDGES	291.95	1,073.28	0.30	1,833.30	27.64	1,437.94
41103	MAILHOUSE- PLEDGES	260.00	1,664.57	0.47	1,083.30	0.00	768.34
		551.95	4,686.38	1.31	5,416.60	77.64	3,415.39
NEWSLETTER COSTS							
42101	PRINTING NEWSLETTER	1,223.00	17,433.28	4.87	19,166.70	2,233.44	12,439.09
42102	POSTAGE- NEWSLETTER	1,522.30	5,699.58	1.59	5,833.30	43.40	4,798.59
42103	MAILHOUSE- NEWSLETTER	1,230.99	4,005.44	1.12	4,166.70	0.00	2,493.95
42104	CONSULTANTS-NEWSLETTER	0.00	0.00	0.00	1,000.00	0.00	948.47
42105	PHOTOS/GRAPHICS NEWSLETR	0.00	550.00	0.15	416.70	0.00	330.00
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
		3,976.29	27,688.30	7.74	30,583.40	2,276.84	21,010.10
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 Ten Months Ending October 31, 2000

Printed On: November 18, 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	360.00	0.10	3,333.30	0.00	574.36
44102	POSTAGE-ABC MAILINGS	0.00	770.11	0.22	2,916.70	6.27	2,436.59
44103	MAILHOUSE- ABC MAILINGS	363.61	2,478.96	0.69	1,250.00	0.00	375.00
		363.61	3,609.07	1.01	7,500.00	6.27	3,385.95
Z0 COSTS							
45101	PRINTING- Z0 MAILINGS	0.00	0.00	0.00	583.30	0.00	579.00
45102	POSTAGE- Z0 MAILINGS	0.00	176.14	0.05	166.70	0.00	95.80
45103	MAILHOUSE- Z0 MAILINGS	0.00	0.00	0.00	2,083.30	0.00	2,016.10
		0.00	176.14	0.05	2,833.30	0.00	2,690.90
PROSPECTING MAILING COSTS							
47101	PRINTING- PROSPECTING	50.40	50.40	0.01	12,500.00	531.00	8,912.07
47102	POSTAGE- PROSPECTING	0.99	1,363.89	0.38	4,166.70	14.74	3,981.49
47103	MAILHOUSE-PROSPECTING	0.00	0.00	0.00	5,000.00	0.00	1,281.00
47104	CONSULTANTS-PROSPECTING	0.00	0.00	0.00	4,166.70	0.00	2,340.00
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	380.58	380.58	0.11	500.00	0.00	830.74
		431.97	1,794.87	0.50	26,333.40	545.74	17,345.30
FISCAL SPONSOR GRANTS							
49401	DONOR DIRECTED: IN	0.00	0.00	0.00	<3,166.70>	0.00	0.00
49402	DONOR DIRECTED: OUT	0.00	0.00	0.00	3,166.70	0.00	0.00
49411	NWTRCC: IN	<750.50>	<4,383.30>	<1.22>	0.00	0.00	<3,277.50>
49412	NWTRCC: OUT	750.50	4,383.30	1.22	0.00	0.00	3,277.50
		0.00	0.00	0.00	0.00	0.00	0.00
RESIST GRANTS PAID OUT							
49509	RESIST MULTIYEAR GRANTS PD	10,000.00	28,000.00	7.82	25,000.00	10,000.00	18,000.00
49510	RESIST GRANTS PAID OUT	30,300.00	166,800.00	46.61	176,666.70	41,270.00	153,570.00
49511	COHEN GRANTS PAID OUT	0.00	0.00	0.00	0.00	0.00	0.00
49512	SALZMAN GRANTS PAID OUT	0.00	4,000.00	1.12	5,000.00	2,000.00	4,000.00
49514	HOLMES GRANTS PAID OUT	2,000.00	2,000.00	0.56	1,666.70	0.00	2,000.00
		42,300.00	200,800.00	56.11	208,333.40	53,270.00	177,570.00
OTHER FUNDRAISING COSTS							
49601	THANK YOU CARDS-COST	0.00	0.00	0.00	83.30	0.00	70.65
49602	THANK YOU CARDS-PRINTING	0.00	40.00	0.01	125.00	0.00	120.00
49603	THANK YOU CARDS- POSTAGE	117.61	392.62	0.11	500.00	158.21	347.69
49610	PROMO T-SHIRT GIFTS	0.00	0.00	0.00	250.00	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	825.00	0.23	2,083.30	0.00	5,725.00
		117.61	1,257.62	0.35	3,041.60	158.21	6,263.34
PERSONNEL							
50110	GROSS PAY	10,233.20	97,650.25	27.29	107,500.00	8,895.36	69,304.56
50120	EMPLOYER TAXES (Rfica,DES	1,007.08	10,074.49	2.82	11,666.70	850.38	6,996.12
50125	RETIREMENT MATCH	246.24	2,585.52	0.72	3,750.00	330.80	2,370.80
50130	STAFF HEALTH INSURANCE	1,565.04	10,024.16	2.80	8,333.30	646.26	6,872.22
50140	WORKER'S COMPENSATION	0.00	421.00	0.12	291.70	0.00	259.00
50150	CONSULTANTS	0.00	4,296.62	1.20	2,500.00	1,421.00	3,376.25
		13,051.56	125,052.04	34.94	134,041.70	12,143.80	89,178.95
OCCUPANCY							
51000	RENT	2,050.00	22,025.00	6.15	16,250.00	1,600.00	16,725.00
51100	OCCUPANCY	173.97	2,292.08	0.64	3,333.30	100.26	2,792.88
		2,223.97	24,317.08	6.79	19,583.30	1,700.26	19,517.88

Unaudited



RESIST, Inc.  
Income Statement  
For the Ten Months Ending October 31, 2000

Printed On: November 18, 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	145.88	1,628.83	0.46	3,333.30	149.81	1,456.69
51600 FAX EXPENSES	0.00	0.00	0.00	108.30	0.00	<5.10>
51700 INTERNET	0.00	403.10	0.11	541.70	32.92	408.19
52010 OFFICE SUPPLIES	302.81	2,792.90	0.78	2,500.00	56.83	1,673.28
52020 OFFICE XEROX	0.00	0.00	0.00	83.30	0.00	29.98
52040 OFFICE LIBRARY	0.00	0.00	0.00	250.00	0.00	268.00
52050 OFFICE PRINTING	48.00	447.85	0.13	2,083.30	0.00	2,107.42
52060 MINOR OFFICE EQUIPMENT	0.00	4,700.87	1.31	4,166.70	92.90	3,395.37
52070 BANK CHARGES	20.00	45.00	0.01	25.00	0.00	17.46
	516.69	10,018.55	2.80	13,091.60	332.46	9,351.29
GRANT PROGRAM						
52501 PRINTING-GRANT PROGRAM	0.00	0.00	0.00	1,666.70	0.00	109.00
52502 POSTAGE-GRANT PROGRAM	137.55	282.30	0.08	666.70	290.62	461.65
52504 CONSULTANTS-GRANT PROGRA	0.00	0.00	0.00	208.30	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	166.70	0.00	75.00
52550 OTHER-GRANT PROGRAM	0.00	0.00	0.00	0.00	0.00	0.00
	137.55	282.30	0.08	2,708.40	290.62	645.65
POSTAGE						
53010 OFFICE POSTAGE	129.95	2,312.12	0.65	1,333.30	227.67	741.54
53020 UPS	0.00	0.00	0.00	83.30	0.00	5.10
53030 POSTAGE DUE/BRE ENVELOPES	0.00	244.75	0.07	583.30	0.00	1,019.78
	129.95	2,556.87	0.71	1,999.90	227.67	1,766.42
ADVERTISING & OUTREACH						
55101 ADVERTISING	250.00	2,169.00	0.61	3,916.70	336.87	4,142.07
55102 BROCHURE	0.00	0.00	0.00	6,250.00	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
	250.00	2,169.00	0.61	10,166.70	336.87	4,142.07
PROFESSIONAL FEES						
56010 LEGAL FEES	0.00	0.00	0.00	416.70	0.00	0.00
56020 ACCOUNTING FEES	3,585.00	6,405.00	1.79	6,250.00	0.00	4,905.00
56030 PROFESSIONAL FEES	0.00	0.00	0.00	250.00	0.00	0.00
	3,585.00	6,405.00	1.79	6,916.70	0.00	4,905.00
BOARD EXPENSES						
58001 BOARD XEROX	259.49	1,612.19	0.45	1,541.70	487.20	1,507.86
58002 BOARD POSTAGE/UPS	262.50	501.28	0.14	833.30	388.74	589.05
58003 BOARD TRAVEL	439.58	1,252.31	0.35	1,500.00	219.00	792.30
58004 BOARD FOOD/MEETINGS	265.20	573.09	0.16	416.70	0.00	228.92
58005 BOARD OUTREACH	0.00	126.78	0.04	83.30	0.00	0.00
58006 BOARD EXPENSE: OTHER	0.00	0.00	0.00	833.30	0.00	30.00
	1,226.77	4,065.65	1.14	5,208.30	1,094.94	3,148.13
OTHER EXPENSES						
59010 BAD DEBTS	0.00	0.00	0.00	0.00	0.00	0.00
59020 DUES AND FEES	290.00	1,085.00	0.30	1,333.30	125.00	745.00
59030 TAX PENALTIES & INTEREST	0.00	111.46	0.03	150.00	0.00	163.25
59040 OTHER PENALTIES/FINES	0.00	25.00	0.01	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	11.15	153.14	0.04	83.30	0.00	11.06
59090 DEPRECIATION	0.00	0.00	0.00	3,333.30	0.00	0.00
	301.15	1,374.60	0.38	4,899.90	125.00	935.31
OTHER INCOME/EXPENSE						
81000 RENTAL INCOME	<759.41>	<10,734.41>	<3.00>	<8,125.00>	<800.00>	<8,337.50>
81100 OCCUPANCY INCOME	<187.70>	<989.67>	<0.28>	<1,666.70>	0.00	<1,156.71>
	<947.11>	<11,724.08>	<3.28>	<9,791.70>	<800.00>	<9,494.21>

Unaudited



**DECEMBER 2000  
GRANT REQUESTS AND PROXY**

**Change of Use**

**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

**Reason:** Managed to get most of the costs donated in-kind and will only need \$250 towards the conference. Would like to re-allocate the rest to general support- particularly to printing and distribution of a brochure.

**Comments from June 2000 board Meeting:** 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.

Decision:

Yes. Change of use allowed by Grant Committee.

**Multi Year Grants**

**Renewal**

**1. HONOR- Honor Our Neighbors Origins and Rights** **\$2,000**

224 2nd Street SE, Washington, DC 20003 Sharon Metz 202-546-8340

Funding for second year of multi-year general support for organization which seeks to make changes in federal, state and local policies regarding American Indian/Alaskan Native human and cultural rights.

Decision: Full \_\_\_\_\_ Partial \_\_\_\_\_ No \_\_\_\_\_ Undecided \_\_\_\_\_

Comments:

**New**

**2. Alternatives to the Military** **\$1,500**

3045 Woodsdale Blvd., Lincoln, NE 68502 Elizabeth Goodbrake 402-441-2855

Funding for multi-year general support for organization which works in local high schools to counter military recruitment propaganda.

Decision: Full \_\_\_\_\_ Partial \_\_\_\_\_ No \_\_\_\_\_ Undecided \_\_\_\_\_

Comments:



## Africa/Asia/International

### 3. Burma Project

\$2,000

2017 Mission Street, Suite 303, San Francisco, CA 94110 Heidi Quante 310-403-7688

Funding for a grassroots campaign to pressure U.S. based oil company, UNOCAL to leave Burma since it provides one of the largest revenue sources to the brutal military regime in power.

Decision: Full \_\_\_\_\_ Partial \_\_\_\_\_ No \_\_\_\_\_ Undecided \_\_\_\_\_

Comments:

## Community Organizing/Anti-Racism

### 4. Artemis Community Development Inc.

\$2,000

66 Clark Street Easthampton, MA 01027 Sue Bartone 413-527-9228

Funding for the Easthampton Tenants Council organizing project which seeks to oppose the demolition of affordable rental housing under new zoning laws.

Decision: Full \_\_\_\_\_ Partial \_\_\_\_\_ No \_\_\_\_\_ Undecided \_\_\_\_\_

Comments:

### 5. DRUM (Desis Rising Up and Moving)

\$2,000

c/o Brecht Forum, 122 West 27th Street, 10th Fl., New York, NY 10001 Ravi Dixit 718-404-3900 x9498

Funding for general support for South Asian organization which brings high school youth and university students together to learn social justice and organizing skills; looks at the injustice of the INS detention system; and provides organizing and service information to the local DESI community.

Decision: Full \_\_\_\_\_ Partial \_\_\_\_\_ No \_\_\_\_\_ Undecided \_\_\_\_\_

Comments:

### 6. Making Change

\$2,000

P.O. Box 3622, Santa Monica, CA 90408 Jennafer Waggoner 310-289-7446

Funding for Cold Wet Weather Shelter Monitoring Project where homeless people will be organized to discuss shelter conditions and the results will be published in a special issue of the homeless paper.

Decision: Full \_\_\_\_\_ Partial \_\_\_\_\_ No \_\_\_\_\_ Undecided \_\_\_\_\_

Comments:



**7. Malcolm X Grassroots Movement****\$2,000**

1195 Bedford Avenue, Brooklyn, NY 11216 Monifa Bandele 718-622-8292

Funding for the Central Brooklyn Community Cop Watch; a program that will establish nightly patrols to observe police interactions with community residents.

Decision: Full \_\_\_\_\_ Partial \_\_\_\_\_ No \_\_\_\_\_ Undecided \_\_\_\_\_  
Comments:**8. New Mexico Vecinos United****\$2,000**

4425 Shepard Road NE, Albuquerque, NM 87110 Andres Valdez 505-883-5391

Funding for a Community/Police Relations Campaign which will expose police violations, assist victims and call for disciplinary actions for human and civil rights violations by police officers.

Decision: Full \_\_\_\_\_ Partial \_\_\_\_\_ No \_\_\_\_\_ Undecided \_\_\_\_\_  
Comments:**9. Plowshare Peace and Justice Center****\$2,000**

1402 Grandin Road SW, #203, P.O. Box 4367, Roanoke, VA 24015-0367 Willow Dees 540-985-0808

Funding for community garden project as a means of community organizing in an urban neighborhood.

Decision: Full \_\_\_\_\_ Partial \_\_\_\_\_ No \_\_\_\_\_ Undecided \_\_\_\_\_  
Comments:**10. Salsa w/Chutzpah Productions****\$2,000**

350 Scotland Road, #304, Orange, NJ 07050 Elesha Maria Miranda 917-251-1531

Funding for general operating expenses for documentary about Vieques, Puerto Rico entitled *Baptism By Fire* and for a youth leadership program called Rethinking Oppression to Over-Throw the system (ROOTS).Decision: Full \_\_\_\_\_ Partial \_\_\_\_\_ No \_\_\_\_\_ Undecided \_\_\_\_\_  
Comments:**11. Survivor Project****\$2,000**

P.O. Box 40664, Portland, OR 97240 Emi Koyama 503-288-3191

Funding for a conference entitled *Transforming the Culture of the Domestic Violence Movement* which hopes re-commit domestic violence activists to the goal of social change and re-direct the movement away from control by governmental agencies.Decision: Full \_\_\_\_\_ Partial \_\_\_\_\_ No \_\_\_\_\_ Undecided \_\_\_\_\_  
Comments:



## Economic Justice

### 12. Coalition for Ethical Welfare Reform

\$2,000

459 Vienna Street, San Francisco, CA 94112 Martina Gillis 415-239-5099

Funding to train a visible and vocal group of CalWORKS recipients to organize around local, state and national welfare reform issues.

Decision: Full \_\_\_\_\_ Partial \_\_\_\_\_ No \_\_\_\_\_ Undecided \_\_\_\_\_  
Comments:

### 13. Washington Peace Center

\$2,000

1801 Columbia Road NW, Suite 104, Washington, DC 20009 Maria Lya Ramos 202-234-2000

Funding to support the expansion of the *Economics for the People!* Project which will bring together domestic and internationally focused organizers to examine the interconnections between local, national and international economic issues.

Decision: Full \_\_\_\_\_ Partial \_\_\_\_\_ No \_\_\_\_\_ Undecided \_\_\_\_\_  
Comments:

## Environmental

### 14. Alaska Women's Environmental Network

\$2,000

750 West Second Avenue, Suite 200, Anchorage, AK 99501 Martha Levensaler 907-258-4810

Funding for general support for program which seeks to create networking opportunities and training programs to promote women's leadership in Alaskan conservation efforts.

Decision: Full \_\_\_\_\_ Partial \_\_\_\_\_ No \_\_\_\_\_ Undecided \_\_\_\_\_  
Comments:

### 15. Newtown Florist Club, Inc..

\$2,000

P.O. Box 908403, Gainesville, GA 30501 Faye Bush 770-718-1343

Grant to purchase a video camera to be used in the Youth Activist Summer Leadership Development Program and as part of a documentation project about industrial spills and their effect on the local community.

Decision: Full \_\_\_\_\_ Partial \_\_\_\_\_ No \_\_\_\_\_ Undecided \_\_\_\_\_  
Comments:



## Gay/Lesbian/Bisexual/Transgender

### 16. Lambda Community Center

\$2,000

149 West Oak, Suite 8, Ft. Collins, CO 80524 Cary Youmans 970-221-3247

Funding for general support for organization which works to educate and empower lesbian, gay, bisexual and transgendered communities in northern Colorado and southern Wyoming.

Decision: Full \_\_\_\_\_ Partial \_\_\_\_\_ No \_\_\_\_\_ Undecided \_\_\_\_\_

Comments:

## Health/AIDS/Disability

### 17. Disabled Rights Action Committee

\$2,000

2757 South 300 West, Suite B, Salt Lake City, UT 84115

Barbara Toomer

801-685-8214

Funding for the *Our Homes Not Nursing Homes* campaign which organizes around housing issues for people with disabilities.

Decision: Full \_\_\_\_\_ Partial \_\_\_\_\_ No \_\_\_\_\_ Undecided \_\_\_\_\_

Comments:

## Labor

### 18. Coalition on New Office Technology (CNOT)

\$2,000

650 Beacon Street 5th Floor, Boston, MA 02215 Barret Lauck 617-247-6827

Funding to create a Media Committee of injured workers to organize media campaigns about repetitive strain injuries in the workplace and to highlight workplace rights in offices.

Decision: Full \_\_\_\_\_ Partial \_\_\_\_\_ No \_\_\_\_\_ Undecided \_\_\_\_\_

Comments:

### 19. Southern Anti-Racism Network

\$2,000

P.O. Box 52731, Durham, NC 27717 Theresa El-Amin 919-403-8229

Funding for Triangle Jobs with Justice, an inclusive coalition supporting the rights of workers to organize in the South while opposing racism and homophobia.

Decision: Full \_\_\_\_\_ Partial \_\_\_\_\_ No \_\_\_\_\_ Undecided \_\_\_\_\_

Comments:



**20. Workers Resource Network****\$2,000**

12 Southern Avenue, Dorchester, MA 02124 Tolle Graham 617-825-7233

Funds to publish the *Workers' Resource Network Directory*, a tool for organizers and service providers assisting low-wage, immigrant and contingent workers.

Decision: Full \_\_\_\_\_ Partial \_\_\_\_\_ No \_\_\_\_\_ Undecided \_\_\_\_\_

Comments:

**Media/Culture****21. 1World Communication****\$2,000**

P.O. Box 2476, Amherst, MA 01004 Ravi Khanna 413-323-7629

Funding to support *Challenging Globalization from the Grassroots* tour which seeks to build alliances between U.S. activists and their counterparts in Bolivia.

Decision: Full \_\_\_\_\_ Partial \_\_\_\_\_ No \_\_\_\_\_ Undecided \_\_\_\_\_

Comments:

**22. Organizers' Collaborative****\$2,000**

P.O. Box 400897, Cambridge, MA 02140 Rich Cowan 617-776-6176

Grant to develop an online social change database of creative social change tactics to facilitate collaboration and movement building.

Decision: Full \_\_\_\_\_ Partial \_\_\_\_\_ No \_\_\_\_\_ Undecided \_\_\_\_\_

Comments:

**Peace/Anti-Militarism****23. NH Peace Action Education Fund****\$2,000**

P.O. Box 771, Concord, NH 03302 Sean Donahue 603-228-0559

Funding for outreach efforts to increase public awareness of U.S. militarism and economic globalization.

Decision: Full \_\_\_\_\_ Partial \_\_\_\_\_ No \_\_\_\_\_ Undecided \_\_\_\_\_

Comments:



**24. School of the Americas Watch/NE (SOA Watch/NE)**

**\$2,000**

6367 Overbrook Avenue, Philadelphia, PA 19151

Linda Panetta 215-473-2162

Funding for the Solidarity in Action campaign, which will include a series of workshops in the Philadelphia region and for the expenses and distribution costs of *Solidarity In Action: A Guide to Grassroots Organizing to Close the SOA*.

Decision: Full \_\_\_\_\_ Partial \_\_\_\_\_ No \_\_\_\_\_ Undecided \_\_\_\_\_

Comments:

**Prisoners**

**25. 180 Movement for Democracy and Education**

**\$2,000**

731 State Street, Madison, WI 53703 Marc Brakken 608-262-9036

Grant to assist in organizing Democracy Teach-Ins on 100 college campuses which will focus on the Prison Industrial Complex and the ways in which it has crossover with educational institutions.

Decision: Full \_\_\_\_\_ Partial \_\_\_\_\_ No \_\_\_\_\_ Undecided \_\_\_\_\_

Comments:

**Women**

**26. Santa Fe Health Education Project**

**\$2,000**

P.O. Box 577, Santa Fe, NM 87504-0577

Judy Costlow 505/982-3236

Funding for the Women's Wellness Retreat which works to create a network of women seeking to incorporate wellness principles in society and which trains women to be influential around women's health issues and programs.

Decision: Full \_\_\_\_\_ Partial \_\_\_\_\_ No \_\_\_\_\_ Undecided \_\_\_\_\_

Comments:



Total Number of Requests	24 regular grants; 2 multi-year grants; 0 emergency grants; 0 loans; 15 not on agenda
Total Amount Requested:	\$51,500
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:	

## GRANT REQUESTS

Please consider giving out one or two Salzman grants and one Holmes grant.

## 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.



## NOT ON AGENDA

### 1. Alternatives to Marriage Project

P.O. Box 991010, Boston, MA 02199 Dorian Solot 781/793-0296

Funding for general support for group opposing claims that marriage is the only acceptable way to form a family.

**Reason:** Not a priority. Needs a wider focus.

### 2. Asian Pacific Environmental Network

310 8th Street, #309, Oakland, CA 94607 Audrey Chiang 510/834-8920

Funding for the Laotian Organizing Project's Youth Initiative which helps develop leadership and organizing skills among young Laotian women.

**Reason:** Too big. The Youth Initiative budget alone is \$148,472 for FY 2000 and expected to be \$168,267 for FY 2001.

### 3. Great Plains Restoration Council

P.O. Box 46216, Denver, CO 80201 Jarid Manos 303/866-0173

Funding for a 16-page prospectus which details information about the organization's Million Acre Project to restore the prairie ecosystem and Human Health and Community Project which provides education about diabetes.

**Reason:** No organizing involved.

### 4. Federation des femmes du Quebec

110 Ste Therese #307, Montreal, Quebec, H2Y 1E6 Diane Matte 514/395-1195

Funding for an evaluative report on the efforts by the World March of Women rallies to be held in front of the IMF and World Bank in Washington, DC, as well as in front of the United Nations.

**Reason:** Too big. Project is outside the US. Budget is over \$834,000. Event is over.

### 5. Nia Project

15 Everett Street, Somerville, MA 02144 Emery Wright 617/628-0506

Funding for program which links Black high school and college youth in a one-on-one mentoring program for the purpose of individual and community achievement.

**Reason:** Unclear where links are to other local youth organizing efforts. Came for mentoring project. More interested in Project 4Change. Needs to be more than a conference. Come back.

### 6. Oberlin Peace Activist League

OCMR 0210 Oberlin College, 135 S. Lorain Street, Oberlin, OH 44074 Laura Belous 440/775-5307

Funding to allow students to travel to a protest against the School of the Americas in November.

**Reason:** Problems with answers to #10(a). Not a lot of connections to organizations of color. Came for travel money. If come back need to discuss diversity and links to other organizations doing this work.

### 7. Pride Collective and Community Center

116 12th Street South, Moorhead, MN 56560 Sherry Carlsrud 218/287-8037

Funding for general support for a community center which will offer social activities, referral services and a meeting place for the gay/lesbian/bisexual/transgender community.

**Reason:** Social services only.

### 8. Prisoner Advocacy Network

1100 Skyland Drive, #P-2, Cola, SC 29210-8127 Eunice McCallister 803/254-9869

Funding for a newsletter and general support for organization which attempts to build support between prisoners and their families, and to work for reform of the criminal justice system.

**Reason:** no organizing. Give prison activist contact list.



**9. Santa Fe Health Education Project**

P.O. Box 577, Santa Fe, NM Judy Costlow 505/982-3236

Funding for the Women's Wellness Retreat which works to create a network of women seeking to incorporate wellness principles in society and which trains women to be influential around women's health issues and programs.

**Reason:** No organizing. No focus to proposal.

**10. Southern Workers Education Project**

P.O. Box 61233, Durham, NC 27715 Robin Ellis 919/682-6136

Funding to develop and implement an education and training program for low-wage workers, particularly workers involved in or interested in building democratic rank and file organizations.

**Reason:** Too new. Just started in August. Come back in February. Send missing information about trainings.

**11. Students for a Free Tibet**

545 Eighth Avenue, 23rd Floor, New York, NY 10018 John Hovevar 212/594-5898

Funding to update the Organizer's Guide which helps strengthen grassroots student organizing on behalf of Tibet.

**Reason:** Too big. Budget is over \$212,000 for FY 2000 and \$290,000 for FY 2001

**12. Teachers for a Democratic Culture**

Dept. of English, 10th Fl, Anderson Hall, Temple U., Philadelphia, PA 19122 Steve Parks 215/204-2041

Funding for a conference entitled New Alliances for the New Economy which will explore the erosion of professionalism in the fields of law, medicine and higher education.

**Reason:** Goal of conference is internal. Not about their place in the movement. No organizing.

**13. Voz Hispana Cauza Cesar Chavez**

1033 Young Street, Woodburn, OR 97071 Juan Argumedo 503/982-5504

Funding to expand and institutionalize the Cesar Chavez Day Celebration in the public schools.

**Reason:** Needs to be a broader vision. If day was kick off event for other organizing more a possibility. Not tied to school reform, bilingual education issues, etc. Curriculum only for the day. Needs broader goals.

**14. Sisters in Action for Power**

1732 NE Alberta, Portland, OR 97211 Amara Haydee Perez 503-331-1244

Funding for youth group to promote their *Youth 2000 and Beyond (Y2K)* Plan which addresses transportation inequities, and to support girl's involvement in the design and production of an organizational video.

**Reason:** Budget is too large - \$150,000.

**Emergency Grant**

**15. Coalition For A Humane Economy**

306 W. McMicken, Cincinnati, OH 45214 Susan Knight 513/588-8883

Funding for a demonstration against the Transatlantic Business Dialogue, a group of over 200 European and U.S. CEOs and cabinet level government officials who are meeting in Cincinnati in November to make global trade recommendations.

**Reason:** Not an emergency - knew about conference since July. Not clear work is on-going. Could have applied for full grant.



## **Board Development Committee Meeting**

November 27, 2000

Present: Amanda Matos-Gonzalez, Eileen Bolinsky, and Ty dePass

### **Agenda**

1. Board Development Responsibilities
2. Future: New Board members
  - Outreach
  - Process- interviewing, selection, orientation
  - Mentoring
  - Board Development/education

### **Minutes**

#### *Pursuing New Board members*

A: Wondering if it's a good time to bring on new folks with unresolved board issues. Need for more board members with different skills, and more young people.

T: Good number, 8-15 for people in board. Concerned that we have a minimum number. Brings up continuity questions that can be worked into orientation- doesn't matter new folks and old folks. Would like to go ahead and bring in new board members. Fresh perspectives get older board members to think about what they value about the organization.

E: Need to continue to bring new people in since it's a long process. Need to do outreach for board committees.

Recommendation: Board Development Committee recommends we pursue looking for new board members.

### **Work Plan and Tentative timeline**

Three month process: December – February



**December: Identify prospective Board members.** Amanda will contact those who have already sent resumes or expressed interest in joining the Board. Board will identify others and ask them to send in resumes.

**January: Group orientation.** Prospects will meet as a group with board members.

**February: Interview prospects & select candidates to present to the Board.**

Board must adhere to our proposal for diversity: two-thirds of all new board members selected ... special outreach to African-Americans and Latinos/Latinas.

On December 21, 1999 (board retreat), the Board made a decision to diversify the Board.

**“Vote: To accept the proposal presented by the Board Development Committee that: Two-thirds of all new Board members be selected to promote racial or ethnic diversity, with a special focus on outreach to and recruitment of African Americans and Latinos/Latinas. The ratio will be evaluated yearly.”**

Also, outreach for board committees especially for someone with skills in finances.

Need mentor for Mario.

#### **Board Development Committee Responsibilities**

- Outreach and recruitment of new board and committee members.
- Orientation and mentoring of new board members.
- Promoting training and education of the Board.

Not clear what the Board Development committee's role is concerning Advisory Board.



OTHER RECOMMENDATIONS:

- 1) An early task for the Executive Committee should be to revise significantly the statement of the By-laws from 1978. .
- 2) At least twice yearly, the relevant staff person should draw up a list of delinquent pledges, donors, subscribers, etc. for distribution at the following Board meeting, before shifting anyone from Resist's active fundraising file.
- 3) There should be a review of the archival of minutes and policies.(Some question of who and how it should be done – by one person or whole Executive Committee). Annual Review?
- 4) An ad-hoc long range planning committee to help shape new directions(an umbrella entity of grants, fundraising, finance committee).

ADVISORY COMMITTEE:(Ran out of time for in-depth discussion)

What are the expectations, the function of this committee?

Is the job description adequate?

Non-board members must be politically sophisticated without the Board experience.

**Points for discussion/concern:**

Staff member as treasurer.

The amount number of grants to be considered at each meeting doesn't allow for much else. The Board – especially as it has changed so much in the past year – needs more time for discussion of a far wider range of matters than merely who should, and who should not, be funded. Can role of grant committee, in weeding process, address this even more.

In a related concern about the Boards' knowledge of each other and issues should recruitment continue or not. (The possible exception being to focus on recruiting an Asian-American.)

The role of the Advisory Committee. What do we want to get from this group? What do they get from involvement with Resist in this capacity?

For the grant committee to consider: how to encourage the formation and work of solidarity groups in the U.S. with peoples abroad suffering from U.S. imperialist foreign policies (Colombia, Papua New Guinea, Okinawa, the middle East, etc.), else our work can only be meliorative in an age of corporate globalization.



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

*Board of Directors*

Eileen Bolinsky  
Jim Campen  
Robin Carton  
Pam Chamberlain  
Kate Cloud  
Mario Dávila  
Ty dePass  
Louis Kampf\*  
June Lee  
Kay Mathew  
Marc S. Miller  
Jorge Rogachevsky  
Henry Rosemont, Jr.  
Carol Schachet  
Nancy Wechsler

**Minutes**  
**Board Meeting**  
**December 10, 2000**

Present: Jacquie Bishop, Eileen Bolinsky, Robin Carton (minutes), Kate Cloud, Ty dePass, June Lee, Amanda Matos-González, Marc Miller, Jorge Rogachevsky, Hank Rosemont, Carol Schachet and Nancy Wechsler. Daphne Lees (Resist intern) sat in on the second half of the meeting.

**AGENDA**

1. Committee on Restructuring  
(See Recommendations for Restructuring Resist, mailed with Board Agenda)

Hank prepared an initial draft which recommended having only three officers: President, Treasurer and Clerk. The Vice President should be dropped since it is not truly a functional position. Officers would hold "meatier" positions and not merely be signatories. This would clarify their duties and create an Executive Committee to meet between board meetings. Given that this is a more traditional structure, it means taking the election of officers more seriously. There was a suggestion that the Treasurer should not be a staff member.

Proposed and passed: **Section I. Officers of the Organization** should now read:

A) The organization shall have three officers: a president, Treasurer and Clerk.

B) All Officers must be members of the Board of directors of the organization.

C) The President and the Treasurer shall be Board members not on the staff of the organization; the Clerk shall be a staff Board member.

D) The three officers shall be elected by the Board of directors to serve a maximum of two consecutive two-year terms.

E) Duties of the Officers:

- 1) The President shall be a signatory to all legal documents pertaining to the organization, shall serve on the Executive Committee, shall convene meetings of the Executive Committee, and supervise specific activities of the organization as directed by the Board of Directors.
- 2) The Treasurer shall be responsible for oversight of the fiscal dimensions of the organization. The Treasurer shall serve on the Executive Committee.
- 3) The clerk shall maintain records of all Executive Committee meetings, have signatory power for the organization as necessary and serve on the Executive Committee.

*Board of Advisors*

Frank Brodhead  
Bell Chevigny  
Noam Chomsky\*  
Tess Ewing  
Norm Fruchter  
Rena Scott Gray  
Kenneth Hale\*  
Debra Kay Jefferson  
Frank Joyce  
Hans Koning  
Paul Lauter\*  
Penn Loh  
Richard Ohmann\*  
Wayne O'Neil\*  
Carlos Otero  
Grace Paley  
Roxanna Pastor  
Merble Reagon  
Cheryl Smith  
Amy Swerdlow  
George Vickers  
Fran White

\*founding members



The Executive Committee role would be to handle immediate issues that arise. Personnel issues, however, are handled by the Personnel Committee first and then by the full Board. This is not an attempt to create a decision-making body. This is an intermediate step only. Committees retain full decision and recommendation power. Concerns: Is it more of an ad hoc committee? Should some of the duties listed be part of other committees. There was a suggestion to have four members of the Executive Committee, one being a staff member.

Proposed and passed: **Section IIA)**

A) The three officers of the organization, the President, Treasurer and Clerk, and a member-at-large selected by the Board shall comprise the Executive Committee. It shall meet as often as necessary, and establish its own rules of procedure.

Discussion of Section IIB):

Intended to address issues that fall through the cracks or have trouble getting addressed at Board meetings. It might meet two times per year to check in on the bulk of the issues listed in this section. Number six and seven are a catchall phrases enabling the Committee to do work. This is not intended to be an oversight committee or have higher status than other committees. Number two (Ensure that all Board decisions and policies are recorded, implemented and reviewed.") is merely a statement of oversight of staff work and shows the Committee derives its authority from the Board. Marc and June suggested that there would be more work for this committee at the beginning, which would dramatically lessen after about six months.

Proposed that members vote on each item of Executive Committee role one at a time.

#1. Ensure that the Board committees are fulfilling their roles and responsibilities.

**Passed.**

#2. Ensure that all Board decisions and policies are recorded, implemented and reviewed.

**Passed.**

#3. Work with the Advisory board to further the mission of the organization.

**Yes: 7. Table: 5.** This issue will be tabled until the role of the Advisory Board is clarified.

#4. Ensure that the organization complies with all relevant state and federal regulations pursuant to its legal status.

**Yes: 8. No: 2. Table: 2.** Those that voted "no" or "table" agreed to step aside.

#5. Work with staff in preparing the agenda for each Board meeting.

**Yes: 1. No: 1.**

#6. Attend promptly to any concern brought to its attention by one or more Board members.

**Passed.**

#7. In matters of immediate concern, to act on behalf of the Board of directors, such action to be ratified, modified, or reversed by the Board at its next meeting; except in those cases where the Executive Committee's decision is not unanimous, in which case as many board members as possible will be polled immediately via e-mail, fax or telephone, with the decision resting on a majority vote.

**Passed.**



The Board re-stated that Personnel Committee is composed on non-staff board members.

The Board directed the Committee on Restructuring to look at the role of the Advisory Board and make recommendations for its development.

The Board decided to hold off on the "Other recommendations" sections found on pages 3-4 of the memo.

Comments/concerns should be e-mailed to June.

## **2. Finance Committee**

Resist had budget an increase of expenses over income for FY00. The actual expenses may be larger than anticipated. In part due to poor performance of the stock market - reducing gift amounts and unrealized gains on investments. In addition, historically, giving during election years is often lower than expected.

FY01 is not showing a large bump in income - even though new staff hired. Bump should come in FY02. Doing more prospecting now will pay off in renewals and not initial donations. Reminder: Jacquie was hired primarily to manage already existing fundraising strategies, which will take up a significant portion of her time.

Questions were raised about where income is derived from. Suggestion that investments be changed given the poor performance and over-investment in Domini.

Line item #551 shows a significant decrease in advertising and outreach budget because there will be no expenditure for a new brochure this year.

Line item #560 shows an increase in Professional Fees in part because of higher fees of new account and in part for computer consulting fees in the event the office computers are to be networked.

All postage and mailing costs are expected to go up significantly next year.

It is a problem that grant spending is not projected to go up significantly which expenses are rising.

Vote on budget in February and a review of progress in June.

Comments should be e-mailed to Marc.

## **3. Fundraising Committee**

Proposal: To take credit card donations (Visa or MasterCard only). See detail in attached memo. Straw poll: 9 in favor, 3 opposed.

Discussion: Hank: If we do this we need to send a clear letter with political meat as to why we are taking a step which contributes to maintenance of the international capitalist system. We would do better to say that we have considered and rejected this approach because we want donors to have the opportunity to think about Resist and our work while they are writing the check. This is why we remain "Neanderthals."



Jorge: Why give almost 4% to the banks? Not clear how much we would actually be gaining in income. This is a big ideological and financial step.

Robin: We need to compare ourselves to similar foundations - not large wealthy ones. Average donor amount is small. Not clear credit cards will be a big advantage. Why not a donor survey first to see who would use it? Need to make clear to donors that we do not get the full amount of their donation.

Wec: Rate the bank takes may go up or down depending on use. Only way to grow and get more money through direct mail and the web is to take credit cards. Even with political problems, people understand and use credit cards - it makes it easy for people. Make sure to ask for phone numbers if people give credit cards to confirm numbers in the case of bad handwriting.

Ty: Main reason this is significant now is on-line giving- a recent phenomenon. To download a clip and mail coupon defeats the purpose of on-line giving. Can use a "donate now" button. Should put our information with a link on other sites (e.g. Handsnet). Any time talk about money - talk about political issues.

Kate: doesn't preclude check writing. People know a percentage is skimmed off.

Jorge: This is a serious ideological issue. To have it brought up for a vote without preparation - and to have taken a straw poll without discussion - shows a poor process of analysis.

Proposal: empower Jacquie and the Fundraising Committee to winnow down options and present them to Board members 2 -3 three weeks before the February meeting. Discussion and decision to be taken at February meeting. **Passed.**

Ty: Folks should discuss their ideological feelings at next meeting. He will send a hyperlink to an analysis of e-giving.

Hank: The stock market adds to money taken in; credit cards reduce it. Hank will send information on why resist could make more money by refusing credit cards.

#### **4. Grants Committee**

(Minutes taken by Daphne Lees)

Several proposals from the Grant Committee were discussed.

##### *a. Funding of events after they are over*

Proposed: If a grant application is received for consideration, but the event will be over prior to the grant decisions being made: a group would still be considered in the current round after providing information about how this funding will still be useful and why Resist should fund them after the fact. The group will need to provide information about what the next steps will be arising from the event. This does not preclude rejecting the proposal for a variety of reasons.

Decision: Unanimous approval



*b. Grants for University affiliated groups*

Proposed: University affiliated groups will be considered after receipt of specific information about the amount and kind of funding the group receives from the University and whether Resist funding will make a difference in their work.

Decision: Unanimous approval

*c. Raising the organizational budget ceiling and the maximum grant*

1. Organizational budget ceiling

The Committee proposed the maximum organizational budget size to \$150,000 from \$100,000; and raising the maximum grant award to either \$2,500 or \$3,000. Any increase is best done at the start of the year and would not affect the target grant figure, but could mean that fewer grants would be given out.

Eileen felt that she was not ready to vote on this right now and suggested tabling it for the next meeting. Jorge was in favor of raising the level of organizational budgets, but as a result real budgets must be provided. Carol pointed out that in reality it had already been increased to \$125,000, we should admit this by codifying it and allow a little cushion. Robin agreed that we should be a little clearer re budgets and that we should go to \$125,000 as this was really our niche group. \$150,000 would increase the number of groups which would be eligible to apply significantly. The grant amount should be raised to \$3000. Hank said he sensed that people agreed in principle to raising the ceiling but were not sure about when or how much.

Proposed: That the organizational budget ceiling be raised to approximately \$125,000.

Decision: Passed 11 in favor. One abstention.

2. Maximum grant size

Jacquie proposed that the grant amount be raised to \$3,000. Eileen suggested that raising the amount be approved in principle and the grant size be decided at the next meeting. Nancy was concerned that we might run out of money as had happened in the past. Carol felt that raising the amount would be a good fundraising point "we have raised the grant to \$2,500 would donors raise their contributions to match." Jorge felt we should decide the amount on what would make a difference to groups, that we should raise to \$3000 and look more closely at how the money is used. Marc felt there was a big question to be decided here between raising the amount and our ability to give to all groups and this should be tabled.

Motion - all those who would like to make a decision today or leave the decision to another time.  
Carried 9 in favor, 3 against

Motion - Do we want to raise it any amount at all  
Carried 10 in favor, 1 against, 1 abstention.

Motion - Do we want to raise the award to \$3000 effective January 1 2001  
in favor 5, against 5 abstain 1 and at this point it was realized that there had been some confusion regarding the meaning of the first motion and it was retaken after clarification.



Motion Do we decide today on increasing the grant immediately.  
In favor 6 against 5 abstain 1

Motion to table this for February and that the Grant Committee prepare a specific recommendation for the amount that it should be raised was carried unanimously.

## **5. Communications Committee**

See minutes sent with Agenda. Committee will provide a long report in February. In April there will be a discussion of bi-lingual issues in Resist communications.

## **6. Board Development Committee**

### *Nominating Committee*

Hank and Carol will look at developing a new slate of officers to be voted in February.

Recommendation: to pursue new board members for Resist. **Yes: 10. No: 2.**

Jorge: Not against adding Board members in principle. Have expanded recently. Takes time to assimilate new people. Should wait a few months before beginning to recruit. Hank: go slow until the current Board becomes better acquainted. Should seek an Asian American member of the Board. Eileen: the process of recruitment itself is slow. This is why movement should be kept up.

Amanda will call Mario to find out what his status is these days.

Goal was to recruit more people with specific skills in line with the decisions from the Board retreat at MIT. Can also recruit people just to Committees.

Proposal: that the Committee follow the work plan as found in the committee Minutes.  
**Yes: 10. Abstain: 2.**

## **7. Personnel Committee**

### *Personnel Policy*

Goal is to vote on policies at next meeting. Pam will send out the most recent draft and people can send back their thoughts.

There was a report back on evaluations.

There was a raise and bonus discussion held by the board. Staff to receive COLA. A bonus of \$1,000 each to Carol and Robin. A bonus of \$350 each to Jacquie and Amanda. Robin and Carol will not receive raises this year (which were due in September). Robin objected to the lack of a raise on several grounds.



		Budget	Budget	01% 00	FY2000
Income		2000	2001		10/31/00
304	Contributions-Pledges	126,000	140,000	111%	104,685
305	Contributions-Newsletter	57,000	62,000	109%	44,254
306	Contributions-ABC Mailing	100,000	120,000	120%	62,102
307	Contributions- Nat'l List	0			0
314	Contributions-Prospecting	25,000	31,500	126%	1,800
	<b>Total Mailing Income</b>	<b>308,000</b>	<b>353,500</b>	<b>115%</b>	<b>212,841</b>
320	Other Contributions	162,000	162,000	100%	145,021
351	List Sales	300	300	100%	125
360	Sales	1,000	700	70%	832
370	Royalties	50	15	30%	12
375	Fiscal Sponsorship Fees	300	250	83%	231
380	Interest & Divedends	41,940	25400	61%	(1,504)
390	Miscellaneous Income	200	50	25%	37
	<b>Total Other Revenue</b>	<b>205,790</b>	<b>188,715</b>	<b>92%</b>	<b>144,753</b>
	<b>Total Revenue</b>	<b>513,790</b>	<b>542,215</b>	<b>106%</b>	<b>357,594</b>
<b>Expenses</b>					
411	Pledge Costs	6,500	7,500	115%	4,686
421	Newsletter Costs	36,700	38,800	106%	27,688
441	ABC Mailing Costs	9,000	9,900	110%	3,609
451	Z0 Costs	3,400	3,400	100%	176
471	Prospecting Mailing Costs	31,600	41,610	132%	1,795
	<b>Total Mailing Costs</b>	<b>87,200</b>	<b>101,210</b>	<b>116%</b>	<b>37,954</b>
494	Fiscal Sponsor Grants	0	0		0
495	Resist Grants Paid Out	250,000	260,000	104%	200,800
496	Other Fundraising Costs	3,650	3,050	84%	1,258
501	Personnel	147,483	188,642	128%	125,052
510	Rent	9,750	14,756	151%	22,025
511	Occupancy	4,000	3,500	88%	2,292
515	Telephone	4,000	3,000	75%	1,629
516	FAX Expenses	130	0	0%	0
517	Internet	650	1,000	154%	403
520	Office Expenses	10,930	11,750	108%	7,987
525	Grant Program	3,250	2600	80%	282
530	Postage	2,400	2,800	117%	2,557
540	Travel	250	1,200	480%	1,016
542	Staff Development	2,500	3,000	120%	2,345
545	Conferences/Meetings	1,000	1,000	100%	366
551	Advertising and Outreach	12,200	4,500	37%	2,169
555	Repairs and Maintenance	750	400	53%	223
560	Professional Fees	8,300	11,500	139%	6,405
570	Insurance-Office	1,500	2,000	133%	1,468
580	Board Expenses	6,250	6,250	100%	4,066
590	Other Expenses	5,880	5,975	102%	1,375
	<b>Total Non-Mailing Expenses</b>	<b>474,873</b>	<b>526,923</b>	<b>111%</b>	<b>383,718</b>
	<b>Total Expenses</b>	<b>562,073</b>	<b>628,133</b>	<b>112%</b>	<b>421,672</b>
	<b>Other Income/Expenses</b>	<b>0</b>	<b>0</b>		<b>(11,724)</b>
	<b>Net Income</b>	<b>(48,283)</b>	<b>(85,918)</b>	<b>178%</b>	<b>(52,354)</b>



## **ADDENDUM TO COMMUNICATIONS COMMITTEE MEETING**

At the meeting on November 9, 2000 members did not discuss one item that had been left off the agenda: the translation of materials into Spanish.

Several conversations between Board and Staff have already taken place and numerous issues raised, including (but certainly not limited to):

- \* Why translate only into Spanish? What about other languages spoken by grantees?
- \* If materials are available in Spanish, does that imply accessible office support for Spanish-speaking applicants?
- \* Can we upload a Spanish language application and guidelines on the Resist webpage without offering additional information in Spanish? Does that include accessible staff assistance?
- \* Who will translate Spanish applications so that they can be read by the whole Board? At what cost?
- \* What cultural issues do we need to take into consideration when providing a single Spanish translation?

The Communications Committee will begin to discuss this important topic at the next meeting, which is Sunday, December 10 prior to the Board meeting.



## On the Advisory Board

### ("Talking Points")

The statement of the responsibilities of Advisory Board members (adopted 2/99) seems straightforward and appropriate. But this Board needs to have members subtracted and added from the present list if it is to be effective, and the criterion for inclusion should be what the member will do for Resist if asked: help with fundraising? (When, where, how?) Lend expertise? Participate in the normal affairs of the organization to some degree? Lead a topical discussion at a Board meeting?

What we need most of all, it seems to me, are people who are well-known, at large (e.g., Chomsky, Paley) and or in the progressive community (Chevigny, Kampf, Lauter, Ohmann, O'Neil), and/or who have strong links to one or more other progressive groups (Brodhead, Hale, Vickers).

Regular contact should be maintained with these folk. If we know their travel/speaking schedules, for example, we can provide them with a list of groups funded in those locales, and similarly notify those groups of the coming of a Resist spokesperson to their area. We should use advisors for references in those political arenas in which they are active, and ask the more well-known to sign fund-raising letters in our mailings. And more.

There is much they can do for Resist on occasion and my strong sense is that they will indeed assist our efforts if asked. For myself, it seems that it must ultimately be the responsibility of the Board Outreach Committee to re-construct a productive Advisory Board, and the responsibility of the staff thereafter to maintain contact with the advisors, and requesting their assistance when needed, using their multiple talents on behalf of Resist.



**DECEMBER 2000  
GRANT DECISIONS**

## **Change of Use**

### **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

**Reason:** Managed to get most of the costs donated in-kind and will only need \$250 towards the conference. Would like to re-allocate the rest to general support- particularly to printing and distribution of a brochure.

**Comments from June 2000 board Meeting:** 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.

Decision:

Yes. Change of use allowed by Grant Committee.

## **Multi Year Grants**

### **Renewal**

#### **1. HONOR- Honor Our Neighbors Origins and Rights**

**\$2,000**

224 2nd Street SE, Washington, DC 20003 Sharon Metz 202-546-8340

Funding for second year of multi-year general support for organization which seeks to make changes in federal, state and local policies regarding American Indian/Alaskan Native human and cultural rights.

Decision: Full   X   Partial        No        Undecided       

Comments:

### **New**

#### **2. Alternatives to the Military**

**\$1,500**

3045 Woodsdale Blvd., Lincoln, NE 68502 Elizabeth Goodbrake 402-441-2855

Funding for multi-year general support for organization which works in local high schools to counter military recruitment propaganda.

Decision: Full   X   Partial        No        Undecided       

Comments:

ONE YEAR ONLY. Change category to Peace.



## Africa/Asia/International

### 3. Burma Project

**\$2,000**

2017 Mission Street, Suite 303, San Francisco, CA 94110

Heidi Quante 310-403-7688

Funding for a grassroots campaign to pressure U.S. based oil company, UNOCAL to leave Burma since it provides one of the largest revenue sources to the brutal military regime in power.

Decision: Full ☒ Partial ☐ No ☐ Undecided ☐

Comments:

Edith Marante, organizational reference, is an expert on Burma and a good future contact.

## Community Organizing/Anti-Racism

### 4. Artemis Community Development Inc.

66 Clark Street Easthampton, MA 01027

Sue Bartone 413-527-9228

Funding for the Easthampton Tenants Council organizing project which seeks to oppose the demolition of affordable rental housing under new zoning laws.

Decision: Full ☐ Partial ☐ No ☒ Undecided ☐

Comments:

No one knows them. Not clear if improving individual lives versus changing the status quo.

### 5. DRUM (Desis Rising Up and Moving)

**\$2,000**

c/o Brecht Forum, 122 West 27th Street, 10th Fl., New York, NY 10001 Ravi Dixit 718-404-3900 x9498

Funding for general support for South Asian organization which brings high school youth and university students together to learn social justice and organizing skills; looks at the injustice of the INS detention system; and provides organizing and service information to the local DESI community.

Decision: Full ☒ Partial ☐ No ☐ Undecided ☐

Comments:

**HOLMES GRANT**

### 6. Making Change

**\$1,500**

P.O. Box 3622, Santa Monica, CA 90408

Jennafer Waggoner

310-289-7446

Funding for Cold Wet Weather Shelter Monitoring Project where homeless people will be organized to discuss shelter conditions and the results will be published in a special issue of the homeless paper.

Decision: Full ☐ Partial ☒ No ☐ Undecided ☐

Comments:

### 7. Malcolm X Grassroots Movement

**\$2,000**

1195 Bedford Avenue, Brooklyn, NY 11216

Monifa Bandele

718-622-8292

Funding for the Central Brooklyn Community Cop Watch; a program that will establish nightly patrols to observe police interactions with community residents.

Decision: Full ☒ Partial ☐ No ☐ Undecided ☐

Comments:

Discussion looked at whether copwatch programs in general are a Resist priority. Decision: yes.



**8. New Mexico Vecinos United**

4425 Shepard Road NE, Albuquerque, NM 87110

Andres Valdez 505-883-5391

Funding for a Community/Police Relations Campaign which will expose police violations, assist victims and call for disciplinary actions for human and civil rights violations by police officers.

Decision: Full \_\_\_\_\_ Partial \_\_\_\_\_ No X Undecided \_\_\_\_\_

Comments:

No one knows them. Only know contact person.

**9. Plowshare Peace and Justice Center**

**\$2,000**

1402 Grandin Road SW, #203, P.O. Box 4367, Roanoke, VA 24015-0367 Willow Dees 540-985-0808

Funding for community garden project as a means of community organizing in an urban neighborhood.

Decision: Full X Partial \_\_\_\_\_ No \_\_\_\_\_ Undecided \_\_\_\_\_

Comments:

General support. Not interested in garden project, but given their mission, goals and good reference, fund for general support.

**10. Salsa w/Chutzpah Productions**

350 Scotland Road, #304, Orange, NJ 07050 Elesha Maria Miranda 917-251-1531

Funding for general operating expenses for documentary about Vieques, Puerto Rico entitled *Baptism By Fire* and for a youth leadership program called Rethinking Oppression to Over-Throw the system (ROOTS).

Decision: Full \_\_\_\_\_ Partial \_\_\_\_\_ No X Undecided \_\_\_\_\_

Comments:

Film is not ready for distribution. Merely trailers. Come back when finished and have a distribution plan showing organizing uses of film and more solid existence of group.

**11. Survivor Project**

P.O. Box 40664, Portland, OR 97240 Emi Koyama 503-288-3191

Funding for a conference entitled *Transforming the Culture of the Domestic Violence Movement* which hopes re-commit domestic violence activists to the goal of social change and re-direct the movement away from control by governmental agencies.

Decision: Full \_\_\_\_\_ Partial \_\_\_\_\_ No X Undecided \_\_\_\_\_

Comments:

Not a priority.

**Economic Justice**

**12. Coalition for Ethical Welfare Reform**

459 Vienna Street, San Francisco, CA 94112 Martina Gillis 415-239-5099

Funding to train a visible and vocal group of CalWORKS recipients to organize around local, state and national welfare reform issues.

Decision: Full \_\_\_\_\_ Partial \_\_\_\_\_ No X Undecided \_\_\_\_\_

Comments:



No real organizing approach.

**13. Washington Peace Center**

**\$2,000**

1801 Columbia Road NW, Suite 104, Washington, DC 20009 Maria Lya Ramos 202-234-2000

Funding to support the expansion of the *Economics for the People!* Project which will bring together domestic and internationally focused organizers to examine the interconnections between local, national and international economic issues.

Decision: Full ☒ Partial ☐ No ☐ Undecided ☐

Comments:

Answer re: people with disabilities is poor.

**Environmental**

**14. Alaska Women's Environmental Network**

**\$2,000**

750 West Second Avenue, Suite 200, Anchorage, AK 99501 Martha Levensaler 907-258-4810

Funding for general support for program which seeks to create networking opportunities and training programs to promote women's leadership in Alaskan conservation efforts.

Decision: Full ☒ Partial ☐ No ☐ Undecided ☐

Comments:

Letter should include question as to why cannot take a position on reproductive rights.

**15. Newtown Florist Club, Inc..**

**\$2,000**

P.O. Box 908403, Gainesville, GA 30501 Faye Bush 770-718-1343

Grant to purchase a video camera to be used in the Youth Activist Summer Leadership Development Program and as part of a documentation project about industrial spills and their effect on the local community.

Decision: Full ☒ Partial ☐ No ☐ Undecided ☐

Comments:

**Gay/Lesbian/Bisexual/Transgender**

**16. Lambda Community Center**

**\$2,000**

149 West Oak, Suite 8, Ft. Collins, CO 80524 Cary Youmans 970-221-3247

Funding for general support for organization which works to educate and empower lesbian, gay, bisexual and transgendered communities in northern Colorado and southern Wyoming.

Decision: Full ☒ Partial ☐ No ☐ Undecided ☐

Comments:

**Health/AIDS/Disability**

**17. Disabled Rights Action Committee**

2757 South 300 West, Suite B, Salt Lake City, UT 84115 Barbara Toomer 801-685-8214

Funding for the *Our Homes Not Nursing Homes* campaign which organizes around housing issues for people with disabilities.

Decision: Full ☐ Partial ☐ No ☒ Undecided ☐

Comments:



Never sent information requested.

## Labor

### 18. Coalition on New Office Technology (CNOT)

\$2,000

650 Beacon Street 5th Floor, Boston, MA 02215 Barret Lauck 617-247-6827

Funding to create a Media Committee of injured workers to organize media campaigns about repetitive strain injuries in the workplace and to highlight workplace rights in offices.

Decision: Full ☒ Partial ☐ No ☐ Undecided ☐

Comments:

General support.

### 19. Southern Anti-Racism Network

Defer

P.O. Box 52731, Durham, NC 27717 Theresa El-Amin 919-403-8229

Funding for Triangle Jobs with Justice, an inclusive coalition supporting the rights of workers to organize in the South while opposing racism and homophobia.

Decision: Full ☐ Partial ☐ No ☐ Undecided ☐

Comments:

No links demonstrated to progressive labor groups. NCOSH is quite progressive there. Call Toby Lippin or Betsy Barton, 919/286-9249.

### 20. Workers Resource Network

\$2,000

12 Southern Avenue, Dorchester, MA 02124 Tolle Graham 617-825-7233

Funds to publish the *Workers' Resource Network Directory*, a tool for organizers and service providers assisting low-wage, immigrant and contingent workers.

Decision: Full ☒ Partial ☐ No ☐ Undecided ☐

Comments:

General support.

## Media/Culture

### 21. 1World Communication

\$1,000

P.O. Box 2476, Amherst, MA 01004 Ravi Khanna 413-323-7629

Funding to support *Challenging Globalization from the Grassroots* tour which seeks to build alliances between U.S. activists and their counterparts in Bolivia.

Decision: Full ☐ Partial ☒ No ☐ Undecided ☐

Comments:

Poorly written application, but Ravi is a well known organizer. Group has future potential.

### 22. Organizers' Collaborative

\$2,000

P.O. Box 400897, Cambridge, MA 02140 Rich Cowan 617-776-6176

Grant to develop an online social change database of creative social change tactics to facilitate collaboration and movement building.

Decision: Full ☒ Partial ☐ No ☐ Undecided ☐

Comments:



Have progressed since last year when they were rejected and told to come back.

## Peace/Anti-Militarism

### 23. NH Peace Action Education Fund

\$2,000

P.O. Box 771, Concord, NH 03302 Sean Donahue 603-228-0559

Funding for outreach efforts to increase public awareness of U.S. militarism and economic globalization.

Decision: Full ☒ Partial ☐ No ☐ Undecided ☐

Comments:

### 24. School of the Americas Watch/NE (SOA Watch/NE)

\$2,000

6367 Overbrook Avenue, Philadelphia, PA 19151 Linda Panetta 215-473-2162

Funding for the Solidarity in Action campaign, which will include a series of workshops in the Philadelphia region and for the expenses and distribution costs of *Solidarity In Action: A Guide to Grassroots Organizing to Close the SOA*.

Decision: Full ☒ Partial ☐ No ☐ Undecided ☐

Comments:

## Prisoners

### 25. 180 Movement for Democracy and Education

\$1,000

731 State Street, Madison, WI 53703 Marc Brakken 608-262-9036

Grant to assist in organizing Democracy Teach-Ins on 100 college campuses which will focus on the Prison Industrial Complex and the ways in which it has crossover with educational institutions.

Decision: Full ☐ Partial ☒ No ☐ Undecided ☐

Comments:

Not clear what happens after the Teach-Ins. No plan for on-going work on this area.

## Women

### 26. Santa Fe Health Education Project

P.O. Box 577, Santa Fe, NM 87504-0577 Judy Costlow 505/982-3236

Funding for the Women's Wellness Retreat which works to create a network of women seeking to incorporate wellness principles in society and which trains women to be influential around women's health issues and programs.

Decision: Full ☐ Partial ☐ No ☒ Undecided ☐

Comments:

Strong references, but no organizing in proposal. Only conference. Future New Mexico contact: Ken Silver, kensilver@aol.com. (Suggested by Marc Miller).



<b>Total Number of Requests</b>	24 regular grants; 2 multi-year grants; 0 emergency grants; 0 loans; 15 not on agenda
<b>Total Amount Requested:</b>	\$51,500
<b>Total Allocation for Cycle:</b>	\$33,800
<b>Total Grants:</b>	\$31,000 regular grants; \$2000 multi-year grants; \$0 emergency grants
<b>Total Loans:</b>	\$0
<b>Total Allocated:</b>	\$33,000
<b>Total # of Grants Allocated:</b>	17 regular grants; 1 multi-year grants; 0 emergency grants
<b>Total # of Loans Allocated:</b>	0
<b>Total # of Grants and Loans:</b>	18

**Holmes Grant:** DRUM



## NOT ON AGENDA

### 1. Alternatives to Marriage Project

P.O. Box 991010, Boston, MA 02199 Dorian Solot 781/793-0296

Funding for general support for group opposing claims that marriage is the only acceptable way to form a family.

**Reason:** Not a priority. Needs a wider focus.

### 2. Asian Pacific Environmental Network

310 8th Street, #309, Oakland, CA 94607 Audrey Chiang 510/834-8920

Funding for the Laotian Organizing Project's Youth Initiative which helps develop leadership and organizing skills among young Laotian women.

**Reason:** Too big. The Youth Initiative budget alone is \$148,472 for FY 2000 and expected to be \$168,267 for FY 2001.

### 3. Great Plains Restoration Council

P.O. Box 46216, Denver, CO 80201 Jarid Manos 303/866-0173

Funding for a 16-page prospectus which details information about the organization's Million Acre Project to restore the prairie ecosystem and Human Health and Community Project which provides education about diabetes.

**Reason:** No organizing involved.

### 4. Federation des femmes du Quebec

110 Ste Therese #307, Montreal, Quebec, H2Y 1E6 Diane Matte 514/395-1195

Funding for an evaluative report on the efforts by the World March of Women rallies to be held in front of the IMF and World Bank in Washington, DC, as well as in front of the United Nations.

**Reason:** Too big. Project is outside the US. Budget is over \$834,000. Event is over.

### 5. Nia Project

15 Everett Street, Somerville, MA 02144 Emery Wright 617/628-0506

Funding for program which links Black high school and college youth in a one-on-one mentoring program for the purpose of individual and community achievement.

**Reason:** Unclear where links are to other local youth organizing efforts. Came for mentoring project. More interested in Project 4Change. Needs to be more than a conference. Come back.

### 6. Oberlin Peace Activist League

OCMR 0210 Oberlin College, 135 S. Lorain Street, Oberlin, OH 44074 Laura Belous 440/775-5307

Funding to allow students to travel to a protest against the School of the Americas in November.

**Reason:** Problems with answers to #10(a). Not a lot of connections to organizations of color. Came for travel money. If come back need to discuss diversity and links to other organizations doing this work.

### 7. Pride Collective and Community Center

116 12th Street South, Moorhead, MN 56560 Sherry Carlsrud 218/287-8037

Funding for general support for a community center which will offer social activities, referral services and a meeting place for the gay/lesbian/bisexual/transgender community.

**Reason:** Social services only.

### 8. Prisoner Advocacy Network

1100 Skyland Drive, #P-2, Cola, SC 29210-8127 Eunice McCallister 803/254-9869

Funding for a newsletter and general support for organization which attempts to build support between prisoners and their families, and to work for reform of the criminal justice system.

**Reason:** no organizing. Give prison activist contact list.



**9. Santa Fe Health Education Project**

P.O. Box 577, Santa Fe, NM Judy Costlow 505/982-3236

Funding for the Women's Wellness Retreat which works to create a network of women seeking to incorporate wellness principles in society and which trains women to be influential around women's health issues and programs.

**Reason:** No organizing. No focus to proposal.

**10. Southern Workers Education Project**

P.O. Box 61233, Durham, NC 27715 Robin Ellis 919/682-6136

Funding to develop and implement an education and training program for low-wage workers, particularly workers involved in or interested in building democratic rank and file organizations.

**Reason:** Too new. Just started in August. Come back in February. Send missing information about trainings.

**11. Students for a Free Tibet**

545 Eighth Avenue, 23rd Floor, New York, NY 10018 John Hovevar 212/594-5898

Funding to update the Organizer's Guide which helps strengthen grassroots student organizing on behalf of Tibet.

**Reason:** Too big. Budget is over \$212,000 for FY 2000 and \$290,000 for FY 2001

**12. Teachers for a Democratic Culture**

Dept. of English, 10th Fl, Anderson Hall, Temple U., Philadelphia, PA 19122 Steve Parks 215/204-2041  
Funding for a conference entitled New Alliances for the New Economy which will explore the erosion of professionalism in the fields of law, medicine and higher education.

**Reason:** Goal of conference is internal. Not about their place in the movement. No organizing.

**13. Voz Hispana Cauza Cesar Chavez**

1033 Young Street, Woodburn, OR 97071 Juan Argumedo 503/982-5504

Funding to expand and institutionalize the Cesar Chavez Day Celebration in the public schools.

**Reason:** Needs to be a broader vision. If day was kick off event for other organizing more a possibility. Not tied to school reform, bilingual education issues, etc. Curriculum only for the day. Needs broader goals.

**14. Sisters in Action for Power**

1732 NE Alberta, Portland, OR 97211 Amara Haydee Perez 503-331-1244

Funding for youth group to promote their *Youth 2000 and Beyond (Y2K)* Plan which addresses transportation inequities, and to support girl's involvement in the design and production of an organizational video.

**Reason:** Budget is too large - \$150,000.

**Emergency Grant**

**15. Coalition For A Humane Economy**

306 W. McMicken, Cincinnati, OH 45214 Susan Knight 513/588-8883

Funding for a demonstration against the Transatlantic Business Dialogue, a group of over 200 European and U.S. CEOs and cabinet level government officials who are meeting in Cincinnati in November to make global trade recommendations.

**Reason:** Not an emergency - knew about conference since July. Not clear work is on-going. Could have applied for full grant.



FUNDRAISING COMMITTEE Minutes  
December 7, 2000

Present at this meeting were Kay Mathew, Jacquie Bishop and Carol Schachet.

A. Purpose and Members of the Committee

Purpose: to oversee the fund raising of the organization and propose new fund raising initiatives.

1. Who is really on this committee?

In Boston, Kay and Nancy Wechsler are members. George Vickers would like to stay involved via phone or e-mail on an as-need and as-available basis. Carol and Jacquie are the staff members.

2. Historical function of this committee

a.) Met mostly via phone and e-mail around specific funding appeals Support fund raising staff. Review any letters and consider appropriate prospect source. Generally the meetings have been initiated by staff on an as-needed basis.

3. Other possible models of this committee

a.) Regular meetings would be good. Perhaps we could meet every other month between Board meetings while we assess, review and make recommendations to the Board. Mid-Fridays will be our first choice so that Wec might be avaiable and George can chime in as available. Depends on the place. Meet at Resist office.

b.) Consider larger questions of fundraising--credit cards, events, etc.

c.) Include non-board members with fund raising expertise?  
Jacquie advocates for it, especially on some events and mailings. These are folks who can support Resist but don't have the time to do all the Board's work. This would enable folks to be involved. Let's ask Cindy Bargar immediately. Elyse?? Friend of Jacquie's. Can have volunteers to help out with particular things, like house parties--not clear if they would be a member of the committee. Carol wants to keep balance of non-board members, so there aren't too many. Kay thinks that it's unlikely we will find that many folks who can/want to help out.

B. Current Fund Raising patterns:

1. House mailings-- three or four mailings/year to donors.

List of donors has decreased even though their giving has increased in amount. This September's didn't do so good, so might want to reconsider when they're mailed.



2. Pledge program -- monthly mailings to 700+ pledge contributors  
1/4-1/3 of our mailing income comes from this. Jacquie had taken this over. Need to increase the numbers. This is the core of our donors.
3. Prospect mailings -- occasional mailings to other lists to get new donors  
Just mailed to 60,000 (58,872) people. Planning to do 3 mailings next year to 90,000 people. Each mailing 15,000-40,000 people. Mailed to 8 organizations (Boston Women's Fund, CISPEs, Greensboro Justice Fund, National Gay & Lesbian Task Force, Lesbian & Gay Community Services Center, Witness For Peace, and Z mag). Should find out in the next couple months how well each group does. Jacquie is coordinating this effort.

Would like to ask Board members to submit names of organizations that might be good for us to solicit. The more like us they are the more likely they are to support us. Can pick signatures based on the list.

Many folks might lend their name, including Barbara Smith, Carmen Vazquez, Manning Marable, Adrienne Rich, others.

4. Other -- occasional events (anniversary party, open house) and ads  
Friend-builders within the community. Can be regional or national. Raise money but more raises people.

35th anniversary party, house parties.

Need the Board to buy in completely, especially the anniversary event, opening discussion envisioning what an event might look like.

Present to the Board: At the December meeting, acknowledge that 2002 is the 35<sup>th</sup>. Do we want to do anything for the 35<sup>th</sup>? Solicit ideas on how and if to commemorate that.

Put together "party kits" for people on how to do a house party.

Ties in with other committees, like the "talking points" that the communication committee will be putting together. We can start thinking about it as a committee, but the conversation first has to happen as a Board. Make sure everyone wants to see something go on. Put our energy into preparing for the February meeting some kind of presentation to begin the discussion, but not so much so that it sounds like a manner of picking between "a" "b" and "c" option.

#### C. Other possible Fund Raising Initiatives:

Received e-mail from Nancy Wechsler in favor of transitioning into accepting credit cards. Gave additional on-line resources.

Kay: e-grants might be the better way to go. Who's liable when there is fraudulent use of credit cards. So with e-grants there might be protection? Jacquie says yes, e-grants is liable. However, eGrants.org only accepts online donations. Not in-house or mailed in donations.

Proposal: Resist accept credit card donations. Specifics of how would come at the next



meeting--committee and staff figure out implementation.

1. Credit Card Donations: many pledge contributors and donors suggest this. Could also transact over the Internet through our website possibly facilitated by other agents. (e.g. eGrants)
  - a.) Is this in line with Resist's politics?
  - b.) Questions of staff time, percentage off the top for credit card companies
  - c.) Software, liability and outreach
2. Automatic Transfers: again, many pledge contributors would like this option
3. Newsletter subscription drive
  - a.) Reach out to libraries, universities, leftie think tanks, foundations
  - b.) Encourage donors to "subscribe" for their local library, alma mater
  - c.) Software questions--can Paradigm do this? Do we need a consultant?
4. Events
  - a.) 35th anniversary is not too far away
  - b.) House parties
  - c.) Others?
5. Board-written letters.
  - a.) Give Board members a list of "deadbeat donors" to personally contact
  - b.) Encourage Board and Staff to send 10 letters to non-donors friends/family
6. Electronic Media
  - a.) Better utilize our webpage for fund raising (may require credit card links and "secure" website software)
  - b.) Press releases, e-groups to communicate Resist's work
  - c.) Other?

#### D. Work Plan

Next meeting place and date: 1/12/01 at noon at Resist

#### Taking to the Board/Next Steps:

1. 35th Anniversary conversation
2. Credit Card gifts
3. Time line of fundraising activities/letters
4. Planned giving memo for the next meeting of the Committee
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## RECOMMENDATIONS FOR RESTRUCTURING RESIST

The following recommendations for reforming the organizational structure of Resist are based on the following considerations:

1. The repeated complaint voiced at our Retreat about people not knowing who was responsible for what, when, and why with respect to the functioning of Resist.
2. A clearer understanding of where responsibilities lie, and what to do if they are not being met, would be important under any circumstances, but especially so right now for Resist, with a Board of Directors very different from what it was just a year ago, a Board whose members must get to know one another better, and work cooperatively to strengthen the work of the organization.
3. Only that much authority should be invested in any one person or Committee as is absolutely necessary to see that the considerations 1) and 2) are met; Resist reaffirms its commitment to being a fully egalitarian and democratic organization.
4. Whenever possible, streamline committees and their functions.
5. A need to insure that we do not run afoul of state or federal laws or regulations.

### I. Officers of the Organization

- organization.
- A) The organization shall have three (3) officers:  
a President, Treasurer and Clerk.
  - B) All Officers must be members of the Board of Directors of the
  - C) The President, and the Clerk, shall be Board members not on the staff of the organization; the Treasurer shall be a staff Board member.
  - D) The three officers shall be elected by the Board of Directors to serve a maximum of two consecutive two-year terms,.
  - E) Duties of the officers:
    - 1) The President shall be the (or a) signatory to all legal documents pertaining to the organization, shall convene meetings of the Executive Committee, and supervise specific activities of the organization as directed by the Board of Directors.



- 2) The Treasurer shall be responsible for the fiscal dimensions of the organization, oversee record keeping, assist in preparing and co-signing (with the President) the legal document(s) accompanying the annual audit to be submitted to State and Federal authorities pursuant to the organization's non-profit status. The Treasurer shall also serve on the Executive Committee.
- 3) The Clerk shall maintain records of all Executive Committee meetings, perform the legal functions of the President when s/he is unable to do so, and serve on the Executive Committee.

II. The Executive Committee

- A) The three Officers of the Organization – President, Treasurer, and Clerk – shall comprise the Executive Committee. It shall meet as often as necessary, and establish its own rules of procedure.
- B) Responsibilities of the Executive Committee:
  - 1) Ensure that the Board Committees are fulfilling their roles and responsibilities.
  - 2) Ensure that all Board decisions and policies are recorded, implemented and reviewed.
  - 3) Work with the Advisory Board to further the mission of the organization.
  - 4) Insure that the organization complies with all relevant state and federal regulations pursuant to its legal status.
  - 5) Work with staff in preparing the agenda for each Board meeting.
  - 6) Attend promptly to any concern brought to its attention by one or more Board members.
  - 7) In matters of immediate concern, to act on behalf of the Board of Directors, such action to be ratified, modified, or reversed by the Board at its next meeting; except in those cases where the Executive Committee's decision is not unanimous, in which case as many Board members as possible will be polled immediately via e-mail, fax, or telephone, with the decision resting on majority vote.

III. Other Board Committees



- A) Each Committee shall have at least three members, and at least one of them shall be a staff member.
- B) Committee members are elected by the Board for a minimum of two-year terms, which should be staggered whenever possible.
- C) Each Committee will elect its own Chair, establish its own rules and procedures, and set the times, places, and frequencies of its meetings.
- D) Each Committee will keep minutes of its meetings, and enclose copies thereof with the agenda announcing the next Board meeting.
- E) The Board may establish ad hoc Committees as necessary.
- F) The Committees and their Responsibilities:
  - 1) The Board Development Committee shall analyze and evaluate the growth and development of the Board and its members, shall recruit new members thereto as needed, and take leadership for planning and executing an annual Board Retreat.
  - 2) Finance Committee [Description can remain as it is now, except to delete "Meets quarterly."]
  - 3) The Fundraising Committee [Description remains as it is now]\*
  - 4) The Grants Committee [Description remains as it is now]\*
  - 5) Personnel Committee [Description can remain as it is now.]
  - 6) The Publications Committee shall collectively be responsible for all media efforts of the organization in general.

\*There was some discussion that an ad-hoc committee should be formed on long range planning and should include some composition of the fundraising and grantmaking committees, and perhaps finance, to project some future planning in the two major aspects of Resist.



# a call to **RESIST** illegitimate authority

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

## *Board of Directors*

Eileen Bolinsky  
Jim Campen  
Robin Carton  
Pam Chamberlain  
Kate Cloud  
Mario Dávila  
Ty dePass  
Louis Kampf\*  
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Kay Mathew  
Marc S. Miller  
Jorge Rogachevsky  
Henry Rosemont, Jr.  
Carol Schachet  
Nancy Wechsler

## *Board of Advisors*

Frank Brodhead  
Bell Chevigny  
Noam Chomsky\*  
Tess Ewing  
Norm Fruchter  
Rena Scott Gray  
Kenneth Hale\*  
Debra Kay Jefferson  
Frank Joyce  
Hans Koning  
Paul Lauter\*  
Penn Loh  
Richard Ohmann\*  
Wayne O'Neil\*  
Carlos Otero  
Grace Paley  
Roxanna Pastor  
Merble Reagon  
Cheryl Smith  
Amy Swerdlow  
George Vickers  
Fran White

\*founding members

## **Grant Committee November 3, 2000 Minutes**

Present: Robin Carton, June Lee, Amanda Matos-Gonzalez, Marc Miller

1. Weed out grants for December Board meeting
2. Take up topics from September's Grant Committee Meeting
  - a. Funding of events once they are over

Issues to consider - Ask how funding will be important to the group. What efforts will they make toward follow up. Will the group go broke if they don't receive the grant. Why should they be funded after the fact? Concern raised that if fund after the fact Resist would get tons of proposals. Proposals need to be received before the event.

*Proposal to Board:* If a proposal is received for consideration, but the event will be over prior to the grant decisions being made: a group would still be considered in the current round after providing information about how this funding will still be useful and why Resist should fund them after the fact. The group will need to provide information about what the next steps will be arising from the event. This does not preclude rejecting the proposal for a variety of reasons.

- b. Funding of university affiliated groups

Issues to consider - look at the broader impact of the student group. What is the level of University funding or support - would it be considered similar to the receipt of mainstream funding. How does resist funding make a difference.

*Proposal to Board:* University affiliated groups will be considered after receipt of specific information about the amount and kind of funding the group receives from the University and whether Resist funding will make a difference in their work.

- c. Raising the grant amount and the organizational ceiling

Grant Committee members considered several options for raising the grant ceiling and the grant amount. (See spreadsheet attached).

*Recommendation:* That the organizational ceiling be raised to \$150,000. That the grant amount be raised to either \$2,500 or \$3,000 based upon discussions with the Finance Committee. That the Board set a target figure to spend and that grants disbursed will be equalized to reach this figure.



3. Look at topics from September's Special Meeting

Role of the board in grantmaking

Discussion: Issue raised as to whether board members feel there is a need to change the basic principle that the Board decides on grants. Should there be a structure where more weeding occurs to limit the number of grants that come to the Board. Is the current structure working for people now. The Committee on restructuring should discuss the role of the Advisory board in grantmaking- should they have a vote on grants.

4. Outreach Project for new grantees

Amanda will be analyzing current and prior year grantmaking to look for funding gaps. Outreach will be done through colleagues and direct mail to potential applicants. There was a suggestion that articles be placed in magazines like *The Nation* and outreach could be done through the use of listservs. There was a sense that there should be crossover with the Communications Committee.



**Subject: robin carol**

**Date: Thu, 18 Nov 1999 19:27:50 +0100**

**From: mmiller@jff.org (Marc Miller)**

**To: resistinc@igc.apc.org**

Robin and Carol: This is per the discussion with Robin the other day. Can you get it to the board (or bring it Sunday, if you think it should be discussed then)? Thanks. Marc

November 18, 1999

TO: Robin, Carol, and JFF Board

FROM: Marc

RE: Hiring

We still lack a sufficient pool of candidates for the third staff position. This suggests it is getting to be time to take stock of our options. I see at least three:

1. Continue the search for the third staff person as the job is currently described and search in essentially the current fashion. Continue with temporary help.

2. Add a third staff person who would a full-time fundraiser. This person would essentially be a consultant, although he or she might have to be officially a staff person under IRS regulations. This would mean reconfiguring the job descriptions of Robin and Carol as well. (This options arises because several people contacted were very interested in being a fundraiser...only. They did not want to share in the other staff duties, such as office management and taking out the garbage.)

3. Reconfigure the job description for the new job. This has two sub-options:

- 3A. Hire a junior person, at a lower salary and with the potential to grow into the organization. This person would free up some of Robin and Carol's time, work for/with both of them, share in both garbage duty and higher-level tasks, and be a board member.

- 3B. Hire one and a half (or even two) junior people, again at a lower salary and with the potential to grow into the organization. Both people would free up some of Robin and Carol's time, work for/with both of them, share in both garbage duty and higher-level tasks, and be a board member.



~~\*~~

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**Grant Committee  
Screening List  
November 3, 2000**

**1. Alternatives to Marriage Project**

P.O. Box 991010, Boston, MA 02199    Dorian Solot    781/793-0296

Funding for general support for group opposing claims that marriage is the only acceptable way to form a family.

Decision:      Leave In \_\_\_\_\_      No   X        Undecided \_\_\_\_\_

Comments:

Not a priority. Needs a wider focus.

**2. Asian Pacific Environmental Network**

310 8th Street, #309, Oakland, CA 94607      Audrey Chiang    510/834-8920

Funding for the Laotian Organizing Project's Youth Initiative which helps develop leadership and organizing skills among young Laotian women.

Decision:      Leave In \_\_\_\_\_      No   X        Undecided \_\_\_\_\_

Comments:

Too big. The Youth Initiative budget alone is \$148,472 for FY 2000 and expected to be \$168,267 for FY 2001.

**3. Great Plains Restoration Council**

P.O. Box 46216, Denver, CO 80201    Jarid Manos    303/866-0173

Funding for a 16-page prospectus which details information about the organization's Million Acre Project to restore the prairie ecosystem and Human Health and Community Project which provides education about diabetes.

Decision:      Leave In \_\_\_\_\_      No   X        Undecided \_\_\_\_\_

Comments:

No organizing involved.

**4. Federation des femmes du Quebec**

110 Ste Therese #307, Montreal, Quebec, H2Y 1E6    Diane Matte    514/395-1195

Funding for an evaluative report on the efforts by the World March of Women rallies to be held in front of the IMF and World Bank in Washington, DC, as well as in front of the United Nations.

Decision:      Leave In \_\_\_\_\_      No   X        Undecided \_\_\_\_\_

Comments:

Too big. Project is outside the US. Budget is over \$834,000. Event is over.



**5. Nia Project**

15 Everett Street, Somerville, MA 02144

Emery Wright 617/628-0506

Funding for program which links Black high school and college youth in a one-on-one mentoring program for the purpose of individual and community achievement.

Decision: Leave In \_\_\_\_\_

No X

Undecided \_\_\_\_\_

Comments:

Unclear where links are to other local youth organizing efforts. Came for mentoring project. More interested in Project 4Change. Needs to be more than a conference. Come back.

**6. Oberlin Peace Activist League**

OCMR 0210 Oberlin College, 135 S. Lorain Street, Oberlin, OH 44074 Laura Belous 440/775-5307

Funding to allow students to travel to a protest against the School of the Americas in November.

Decision: Leave In \_\_\_\_\_

No X

Undecided \_\_\_\_\_

Comments:

Problems with answers to #10(a). Not a lot of connections to organizations of color. Came for travel money. If come back need to discuss diversity and links to other organizations doing this work.

**7. Pride Collective and Community Center**

116 12th Street South, Moorhead, MN 56560 Sherry Carlsrud 218/287-8037

Funding for general support for a community center which will offer social activities, referral services and a meeting place for the gay/lesbian/bisexual/transgender community.

Decision: Leave In \_\_\_\_\_

No X

Undecided \_\_\_\_\_

Comments:

Social services only.

**8. Prisoner Advocacy Network**

1100 Skyland Drive, #P-2, Cola, SC 29210-8127

Eunice McCallister

803/254-9869

Funding for a newsletter and general support for organization which attempts to build support between prisoners and their families, and to work for reform of the criminal justice system.

Decision: Leave In \_\_\_\_\_

No X

Undecided \_\_\_\_\_

Comments:

no organizing. Give prison activist contact list.

**9. Santa Fe Health Education Project**

P.O. Box 577, Santa Fe, NM Judy Costlow 505/982-3236

Funding for the Women's Wellness Retreat which works to create a network of women seeking to incorporate wellness principles in society and which trains women to be influential around women's health issues and programs.

Decision: Leave In \_\_\_\_\_

No X

Undecided \_\_\_\_\_

Comments:

No organizing. No focus to proposal.



**10. Southern Workers Education Project**

P.O. Box 61233, Durham, NC 27715 Robin Ellis 919/682-6136

Funding to develop and implement an education and training program for low-wage workers, particularly workers involved in or interested in building democratic rank and file organizations.

Decision: Leave In \_\_\_\_\_ No X Undecided \_\_\_\_\_

Comments:

Too new. Just started in August. Come back in February. Send missing information about trainings.

**11. Students for a Free Tibet**

545 Eighth Avenue, 23rd Floor, New York, NY 10018 John Hocevar 212/594-5898

Funding to update the Organizer's Guide which helps strengthen grassroots student organizing on behalf of Tibet.

Decision: Leave In \_\_\_\_\_ No X Undecided \_\_\_\_\_

Comments:

Too big. Budget is over \$212,000 for FY 2000 and \$290,000 for FY 2001

**12. Teachers for a Democratic Culture**

Dept. of English, 10th Floor, Anderson Hall, Temple University, Philadelphia, PA 19122 Steve Parks  
215/204-2041

Funding for a conference entitled New Alliances for the New Economy which will explore the erosion of professionalism in the fields of law, medicine and higher education.

Decision: Leave In \_\_\_\_\_ No X Undecided \_\_\_\_\_

Comments:

Goal of conference is internal. Not about their place in the movement. No organizing.

**13. Voz Hispana Cauza Cesar Chavez**

1033 Young Street, Woodburn, OR 97071 Juan Argumedo 503/982-5504

Funding to expand and institutionalize the Cesar Chavez Day Celebration in the public schools.

Decision: Leave In \_\_\_\_\_ No X Undecided \_\_\_\_\_

Comments:

Needs to be a broader vision. If day was kick off event for other organizing more a possibility. Not tied to school reform, bilingual education issues, etc. Curriculum only for the day. Needs broader goals.



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Marc S. Miller  
Jorge Rogachevsky  
Henry Rosemont, Jr.  
Carol Schachet  
Nancy Wechsler

To: June Lee, Kay Mathew, Marc Miller, and Nancy Wechsler  
From: Robin Carton  
Re: Grant Committee Meeting  
Date: October 31, 2000

---

The Grant Committee meeting will be held on **Friday, November 3 rd** in the Resist office from **12:30 - 2:00**.

**Agenda**

1. Weed out grants for December Board meeting
2. Take up topics from September's Grant Committee Meeting
  - Funding of events once they are over
  - Funding of university affiliated groups
  - Raising the grant amount and the grant ceiling
3. Look at topics from September's Special Meeting
  - Role of the board in grantmaking
4. Outreach Project for new grantees

*Board of Advisors*

Frank Brodhead  
Bell Chevigny  
Noam Chomsky\*  
Tess Ewing  
Norm Fruchter  
Rena Scott Gray  
Kenneth Hale\*  
Debra Kay Jefferson  
Frank Joyce  
Hans Koning  
Paul Lauter\*  
Penn Loh  
Richard Ohmann\*  
Wayne O'Neil\*  
Carlos Otero  
Grace Paley  
Roxanna Pastor  
Merble Reagon  
Cheryl Smith  
Amy Swerdlow  
George Vickers  
Fran White

\*founding members



✱

✱



**Robin Carton**

---

**From:** "Robin Carton" <resistinc@igc.org>  
**To:** "June Lee" <junel\_98@yahoo.com>; "Kay Mathew" <kaymathew@juno.com>; "Marc Miller" <mmiller@jff.org>; "Nancy Wechsler" <Nanwec@aol.com>  
**Sent:** Tuesday, October 31, 2000 10:37 AM  
**Subject:** Friday's Meeting  
Dear June, Kay, Marc, and Wec:

Here's a second reminder about the Grant Committee meeting on Friday from 12:30 until 2:00. Kay is the only one who has weighed in with a location preference- and she says she can meet at the office.

So- since this is my only response on place- let's make the office the place for our meeting.

The Agenda includes:

1. Weeding Out Grants (I will mail you packets today)
2. Take up topics from Setember's meeting:
  - Funding of events once they are over
  - Funding of university affiliated groups
  - Raising the grant amount and the budget ceiling
3. Look at topics from the Special Meeting
  - Role of the Board in grantmaking
4. Outreach Project for new grantees

Please let me know if you will be able to attend. If a majority of people are unable to meet at the office - we will need to reconsider.

Robin



## **Board Development Committee Meeting**

November 27, 2000

Present: Amanda Matos-Gonzalez, Eileen Bolinsky, and Ty dePass

### **Agenda**

1. Board Development Responsibilities
2. Future: New Board members
  - Outreach
  - Process- interviewing, selection, orientation
  - Mentoring
  - Board Development/education

### **Minutes**

#### *Pursuing New Board members*

A: Wondering if it's a good time to bring on new folks with unresolved board issues.  
Need for more board members with different skills, and more young people.

T: Good number, 8-15 for people in board. Concerned that we have a minimum number.  
Brings up continuity questions that can be worked into orientation- doesn't matter new folks and old folks. Would like to go ahead and bring in new board members. Fresh perspectives get older board members to think about what they value about the organization.

E: Need to continue to bring new people in since it's a long process. Need to do outreach for board committees.

Recommendation: Board Development Committee recommends we pursue looking for new board members.

### **Work Plan and Tentative timeline**

Three month process: December – February



**December: Identify prospective Board members.** Amanda will contact those who have already sent resumes or expressed interest in joining the Board. Board will identify others and ask them to send in resumes.

**January: Group orientation.** Prospects will meet as a group with board members.

**February: Interview prospects & select candidates to present to the Board.**

Board must adhere to our proposal for diversity: two- thirds of all new board members selected ... special outreach to African-Americans and Latinos/Latinas.

On December 21, 1999 (board retreat), the Board made a decision to diversify the Board.

**“Vote: To accept the proposal presented by the Board Development Committee that: Two-thirds of all new Board members be selected to promote racial or ethnic diversity, with a special focus on outreach to and recruitment of African Americans and Latinos/Latinas. The ratio will be evaluated yearly.”**

Also, outreach for board committees especially for someone with skills in finances.

Need mentor for Mario.

#### **Board Development Committee Responsibilities**

- Outreach and recruitment of new board and committee members.
- Orientation and mentoring of new board members.
- Promoting training and education of the Board.

Not clear what the Board Development committee's role is concerning Advisory Board.



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## Communications Committee Minutes

### November 9, 2000

Members present: Jacquie Bishop, Ty dePass, Henry Rosemont, Carol Schachet  
Absent: Jorge Rogachevsky

#### I. Purpose of the Committee

A. Newsletter: Hank offered an historical perspective on the role of the Newsletter and Newsletter Committee. Yanna used to run the NL, used to be fairly uneven publication. Now it is much more consistent and good with the theme-focused issue and grantees featured. NL Committee has been a working committee with Jorge (and formerly Marc Miller) reading articles for content and Hank proofing the issue after layout.

B. Website: Carol described the work of the now-disbanded Web Site Ad Hoc Committee, which formed 3 years ago to provide vision and oversight to the development of Resist's webpage. Carol, Eileen Bolinsky, Steve Wishengrad (local contributor) and Robert Morrison (webpage designer) served on that committee. Set out to provide a tool that would be accessible to potential grant applicants and useful to donors and other progressive activists. Hoped to provide linkages.

*Current purpose of new Communications Committee:* to effectively communicate the work of Resist and its grantees through the Newsletter, Internet, and other print and electronic media; to provide information and analysis of import to the progressive community; and to contribute tools that will assist in raising funds for Resist.

C. Other Possibilities: Provide press releases for grantees. Can either decide at a meeting which we want to plug, or offer press releases for all grantees.

- \* send out with acceptance packet, or electronically
- \* develop "talking points" for Board members who talk publicly about Resist.
- \* develop a "travel pack" of newsletters, brochures, grant applications and other material that Board members can distribute when they give talks elsewhere. Also tell local grantees and colleagues that they're coming to town.

#### II. Newsletter

A. Purpose: First, to serve as a political tool. The newsletter is a program of Resist. Second, the Newsletter serves as a fund raising mechanism.

- \* suggested that Resist add more foundations to the mailing list to put out our analysis among other funders. Hopefully move some to more progressive analysis. Perhaps do another issue on progressive funding.
- \* put Newsletter articles on other organizations' websites, with links to our own.

B. Role of Board and Staff: Staff carries out the work within the parameters and vision and mission set by the Board.

C. Design: Should we change the design? No--it's clean and readable.

D. Subscription Drive: Carol mentioned that the Fund Raising Committee will look at doing a subscription drive, possibly concentrating on universities and progressive research



institutions. Can also encourage donors to subscribe for their local libraries and alma maters. Hank added that this is also part of the political mission of Resist, not just fund raising.

Note: Carol distributed a working document outlining possible Newsletter issues for 2001 and a calendar workplan. (See attached)

### III. Website

Purpose and Vision: put out Resist's mission and materials to a broad range of people.

Accessible grant applications, Newsletters, etc. Link grassroots groups with one another and with progressive funders; give progressives a place to read and possibly share information.

A. Jacquie is in process of being trained by Robert to upload web pages.

B. Currently upload *Newsletters* after a brief lag time. Also upload grantees by category and state.

\* Can donors have more access to the web site than non-donors? (Eg., use a password to get into chat rooms or something?)

\* Do we have the software necessary to track where people come from--how they arrived at the Resist web page? Ty might have that software if we need it.

C. E-Mail/E-Groups: Ty suggests that e-groups and e-mail are the active way to promote the web site (which is passive). Should include a "sign-off" that includes Resist's webpage with office e-mail. Also access e-mail groups to promote the site. May want to hook up with Tech-Change.

### IV. Structure of Committee:

Do we want to have two subcommittees (NL and Electronic) or not? Committee responsible for overall strategies and outreach, vision for communications and how it fits with Resist's overall work. Can have folks who are more comfortable/knowledgeable about certain aspects of communications concentrate on those things, but the Committee functions as a whole.

### V. Next Steps/Tasks

A. Talking Points-- Hank will draft them and send to Committee in next couple weeks.

B. Press Releases--Jacquie and Carol will develop templates.

C. Grant Applications-- Carol will talk to Grant Committee about putting local press outlets on the application form or receipt card.

D. Good Website: Ty will browse for good progressive websites that have elements we might want to link to or cobble. Articles, discussions, etc.

E. E-Groups--Ty will put together a list of e-groups that Resist can reach out to.

Next meeting: December 10, 9 a.m. at Resist office.



## **ADDENDUM TO COMMUNICATIONS COMMITTEE MEETING**

At the meeting on November 9, 2000 members did not discuss one item that had been left off the agenda: the translation of materials into Spanish.

Several conversations between Board and Staff have already taken place and numerous issues raised, including (but certainly not limited to):

- \* Why translate only into Spanish? What about other languages spoken by grantees?
- \* If materials are available in Spanish, does that imply accessible office support for Spanish-speaking applicants?
- \* Can we upload a Spanish language application and guidelines on the Resist webpage without offering additional information in Spanish? Does that include accessible staff assistance?
- \* Who will translate Spanish applications so that they can be read by the whole Board? At what cost?
- \* What cultural issues do we need to take into consideration when providing a single Spanish translation?

The Communications Committee will begin to discuss this important topic at the next meeting, which is Sunday, December 10 prior to the Board meeting.



## **Projected 2001 Newsletter Schedule** **(proposed by Carol Schachet November 9, 2000)**

The issues and writers below are a first-draft. They can be moved around as needed, replaced or deferred. For instance, we could do an issue on the Middle East in January instead of April. This just gives us a talking point.

### **January**

*Issue: Campus Organizing*

*Possible Writers/Grantees*

Colorado Progressive Students for Justice  
Sisters in Action for Power (Oregon)  
Center for Campus Organizing (Boston, MA) -- campus organizing  
SOUL (California) -- organizer training  
Houston Committee for Youth & Nonmilitary Opportunities -- JROTC/ROTC etc.

### **February/March**

*Issue: Grants in Review*

*Possible Writers/Topics*

Grant-making in review -- Marc? Robin? Another on grant committee?  
Political year in review -- Noam? ???

### **April**

*Issue: Middle East*

*Possible Writers/Topics*

Louis Kampf  
MOBE  
???

### **May**

*Issue: Central/Latin America*

*Possible Writers/Topics*

What's happening with Sandinistas -- WFP, NISGUA, other  
War Crimes in El Salvador -- CISPES  
privatization/Globalization's impact in the region -- George Vickers?  
US war machine -- Colombia, Bolivia, drug wars, etc.

### **June**

*Issue: Queers of Color*

*Guest Editor: Jacquie Bishop*

Grantees  
others

*Progressive Funding  
AR at hand already*



## **July/August**

*Issue: Military Expenditures*

*Possible Writers/Topics*

Pentagon Budget figures

campus recruitment -- Rick Jahnkow, Project on Youth and Nonmilitary Opportunities

Star Wars/Space Wars

Land Mines

## **September**

*Issue: Youth Activism*

*Guest editor: Amanda Matos-Gonzalez*

## **October**

*Issue: Political Prisoners*

*Possible Writers/Topics*

Leonard Peltier Defense Committee

Mordecai Vanunu

Mumia???

Puerto Rican political prisoners

Grantee?

*Prison Industrial Complex*

*> women's criminalization*

## **November**

*Issue: Environment*

*Possible Writers/Topics*

Follow-up to genetic engineering issue -- Gateway Green Alliance (St. Louis, MO)

Clean Air Act -- repeal in process?

Grantees ???

## **December**

*Issue: Rural Organizing*

*Possible Writers/Topics*

Rural Organizing Project (Scappoose, OR)

Grantees

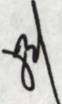


## Newsletter 2001 Publication Schedule

Issue	Solicit Articles	Article Deadline	To Red Sun Press	To Walnut Street Center
January	11/17/00	12/8/00	12/15/00	12/29/00
February/March	12/20/00	1/12/01	1/30/01	2/14/01
April	2/1/01	3/2/01	3/13/01	3/27/01
May	3/2/01	4/2/01	4/10/01	4/24/01
June	4/5/01	5/4/01	5/14/01	5/25/01
July/August	5/3/01	6/1/01	6/11/01	6/25/01
September	7/5/01	8/3/01	8/13/01	8/27/01
October	8/3/01	9/3/01	9/11/01	9/25/01
November	9/5/01	10/5/01	10/11/01	10/25/01
December	10/4/01	11/1/01	11/8/01	11/22/01



# Memo

**To:** Fundraising Committee  
**From:** Jacquie Bishop   
**Subject:** Donations by Credit Card  
**Date:** November 28, 2000

I have been asked to research information related to receiving donations by credit cards. In preparing this report, I spoke with Cathy Schwartz of Work Rights Press; Loren Lee, Director of Development Boston Women's Fund; Amy Sausser and Ify of Liberty Hill Foundation; Peter Wyman, Vice President and Accounts Manager and Stuart McGuirk, Director of Mastercard/Visa Department at Cambridge Trust Savings Bank and a customer service representative from Tellan Software. I also conducted a number of online searches finally focusing my attention on "eGrants.org." Carol had previously conversations with Nancy Wechsler and Cathy Schwartz as well.

My mandate was to research how RESIST could accept donations by credit cards; process credit card billing; and chart all related expenses. I was also asked to estimate staff time needed to process the credit card billing.

## PRACTICAL EXPERIENCE

### Work Rights Press

Work Rights Press' (WRP) per annum sales supercedes RESIST's budget. As a result, my conversation with Ms. Schwartz is weighted by that fact. However, the basics of putting together a credit card payment system is as follows:

- Set up an account with mastercard/visa through a bank.
- Purchase a credit card terminal. You have seen these at stores. It is what the merchant uses to swipe the credit card. Or
- Purchase software to facilitate the accounting of the credit card through the personal computer (more on this under "Software").



- WRP processes (batches) a small group (10-20) of credit card payments at a time.
- WRP chooses to use a terminal as they find it fail proof. In 3-4 years of use, the system has been unavailable once or twice, whereas their computer has "crashed," a number of times thus affecting the time of receipt of credit card billing information to transfer of cash.
- The cash appears in the bank account within 24 hours for either account.
- Their bank charges a 2% fee because of the amount of money they generate through credit card payments.

### **Boston Women's Fund**

My conversation with the Boston Women's Fund's (BWF) Loren Lee included covering the above information and the following:

- BWF has their bank account with Fleet which offers multi-services including "phone in credit card billings." e.g. By using a touch tone activation program, you can batch all of your credit card "deposits" and call it in. The money appears as cash within 24-48 hours.
- They have found that 20% of their donors use credit cards to make a donation. However, this figures includes donors and special events attendees. Like WRP BWF only accepts Mastercard and Visa. Both parties stated that the "cut" that the banks take is much cheaper for MC/V than for American Express. Also, they both felt that enough people have MC/V it not to be necessary to accept the Discover Card. Discover Card uses its own accounts managers thus involving a third party into the "banking," equation.
- They presently are unable to use their website as a means of accepting donation. In Ms. Lee's own words, "our website is not well maintained, so we are waiting for awhile before we use it." We did not speak about "eGrants.org" as an option.
- Ms. Lee could not speak to the specifics of Fleet's fees or how their fee may be affected by other sources of income they have at Fleet. e.g. Does Fleet reduce the fee for organizations with an unusually large budget although their actual credit card use may have leveled off at a particular percentage of their overall budget.



- BWF developed a form for their donors to sign. This form gives BWF permission to automatically debit their account on whatever time line is agreed upon (e.g. monthly, quarterly, annually).

### **Liberty Hill Foundation**

I spoke with Amy Sausser and "Ify" both of the Liberty Hill Foundation's development department. Ms. Sausser in particular was extremely helpful as Liberty Hill recently underwent a similar exercise to accept credit card payments online. Ms Sausser and Ify presented the following:

- 75%-80% of their pledges use the credit card option and this number is growing.
- Smaller percentage of pledges use their credit cards and checkbooks alternately or in some combination.
- They decided to use eGrants.org to help them facilitate online donations. Their research bore out that in addition to having the best fee rates the political connection to eGrants.org, the Tides Foundation's and Working Assets' relationship with eGrants.org made the investment worthwhile. Presently, the online donation is a small percentage of their overall gift giving programs. If that program grows to the point where they feel it is no longer fiscally prudent to work with eGrants.org, the transition to a different fiscal conduit or a self-controlled program seems easy to do.
- According to Ms Sausser, "eGrants.org is a good organization to work with." She specifically spoke of their tech support and accounts manager as being uniquely patient, well-informed and attentive. "They get back to you within an hour!"

### **Cambridge Trust Company**

In my meeting with Peter Wyman, a Vice President at Cambridge Trust Bank ("Cambridge") and RESIST's account's manager, and in my subsequent telephone conversations with Stuart McGuirk, Director of the Mastercard/Visa department at Cambridge, they presented the following:

- \$75 Application fee to set-up credit card account
- 3.95 percent monthly fee against credit card deposits or a \$15 fee which ever is higher.



- The monthly fee is determined by the amount of the deposit multiplied by our fee rate. e.g. \$350 deposited @ 3.95% = \$13.82. Monthly fee is \$15. If we had deposited \$400 @ 3.95% = \$15.80. Then our monthly fee would have been \$15.80. As our income from credit card charges rises, our fee will drop over due time.
- Of the 3.95 %, 3.9 is charged by the MC/V bank holder. (Capital One, Citibank, Fleet, etc), and .05% is charged by Cambridge.
- Organizational guarantee or insurance policy is needed to guard against fraudulent use of the credit card account. This may be covered by Board insurance or RESIST's other organizational insurance policies. We must investigate this further.
- It will take 2 days for credit card deposits to show as available cash in RESIST's present accounts.
- Cambridge can (sell) provide a refurbished terminal and printer, installation and tech support for a one time fee of \$550. They do not lease machines nor do they recommend leasing as the technology has remained constant and they do not see any necessities for upgrades.
- If we use a touch tone program instead of a computer or terminal there is a \$0.50 per deposit fee. This is encouraged only if we expect a "very" small number of donations.
- Can set-up account and provide all supplies within 1-2 weeks from completion of application and requisite paperwork.
- No charges for monthly statements. Some banks do charge a fee.
- Cambridge does recommend computer software programs, specifically, Tellan Software PC authorized (contact 800 666 5777 x4454 Barry). The software costs start at \$350. More on this under "Tellan Software."

### **Specific Services Offered**

If we agree to set-up our service needs with Cambridge we can choose from the following services:

- By purchasing the terminal we will obtain authorization per charge via the terminal; batch debits and forward information to



Cambridge. Within 2-days batch will appear as cash. **FEE 3.95% per month**

- By using a touch tone automated voice account, we will receive all of the above, plus a \$0.50 per debit charge on top of the 3.95% monthly fee. .
- If we use software not associated with Cambridge, we will be able to receive authorization via the software, then still using our computer, we will be able to forward all relevant information to Cambridge. Cash will appear within 2-days into our account. **FEE 3.95%**

## SOFTWARE

I have checked out a number of software programs that would (a) allow another company to process our credit card debits using our website; and (b) allows RESIST to maintain most of the control. RESIST staff will enter all information into our program, and generate a report, separate and integrated into pre-existing donor reports. Once authorization is received through our merchant account with Cambridge, (usually within minutes), the data would then appear as cash within 48 hours.

### Cybercash.Com Tellan-Software

Cybercash.com through their Tellan Software (hence "Tellan") provides three programs.

- *IC Verify Software* - is a computer based program. The single user program allows for the software to only be installed on one computer; data entry; connection to RESIST's merchant identification account (Cambridge); authorization of debit; direct deposit to bank account (at Cambridge); maintains a database on each credit card user so that we do not have to re-enter their data except for donation if it differs from their previous amount; automatic debits. e.g. donor John Q Smith wishes to pledge \$100 per year quarterly, using his credit card. He would agree that RESIST could automatically debit his account We would program his account on IC Verify to do this. RESIST would then be notified through a prompt that a debit on John Q Smith's credit card was authorized and staff needs to batch it and send to Cambridge. IC Verify is not a web based program. Therefore it can not be connected to our website. **FEES:** *Software* \$499. *Tech Support* First year free. Subsequent contracts are \$100 per year.



- *IC Verify Software* - multiple user. This program performs the same functions as the single user program except If Carol and I wish to conduct data entry or run reports we could each perform the task from our respective computers. This is regardless of whether we are networked or if we continue to have stand alone computers. Whereas the single user is encoded as to disallow installation on more than one computer for the same merchant identification accounts. **FEES:** *Software* for multiple users \$729; *Tech Support* 1<sup>st</sup> year is free. Subsequent contracts are \$146 per year. Tech support is available from 8:30am-8:30pm EST Monday-Friday;
- *PC Authorized* will perform most of the aforementioned functions except, it will not allow for automatic debit as a result you will have to re-enter donor information for each debit. **FEES:** *Software* \$349 single user; Multiple (network version) \$770.
- *Cash Register Service* - web based linked to web pages. A donor would go to the RESIST website and enter his/hers credit card information. RESIST would receive a prompt that a staffer would then have to process as mentioned above. **FEES:** \$119 start-up, \$20 per month user fee plus and \$0.20 per transaction.

#### **"eGrants.org"**

"eGrants.org is an Internet Foundation, facilitates online giving to social change organizations. It works to dramatically increase social change philanthropy nationally and internationally by:

- making useful and strategic giving advice available to a broad audience of potential donors, and
- creating an effective, low cost e-commerce infrastructure for nonprofit organizations.

eGrants.org works for positive social change. We believe that a healthy society is founded on the principles of justice, broadly shared economic opportunity, a robust democratic process, and sustainable environmental practices. Healthy societies rely fundamentally on respect for human rights, the vitality of communities and a celebration of diversity. Some of their associates include Working Assets, Give for Change, and the Tides Foundation.

#### **Services Offered**

- eGrants.org would work with RESIST's web manager (presently Robert Morrison soon to be Jacquie Bishop), to develop and design a "Donate



Now" button. This button would appear on RESIST's webpage but would be linked to eGrants.org. The donor would fill out the information and in essence make a donation to eGrants.org, which is a 501(c)3.

- eGrants.org sends an immediate email donor/pledge thank you, written by RESIST.
- eGrants.org then forwards a check minus its fees to RESIST.
- RESIST would be listed on other eGrants.org sites for people wanting to make a donation to a progressive organization.
- On a daily basis RESIST has access to up-to-date donation reports, including the donor's contact information

The process for working with eGrants.org is as follows:

- fill-out an online application and mail off other required paperwork.

#### **Fees & Payment Schedule**

- One-time account set-up                      \$100 (waived if signed before 1/31/01)
- Per Donation                                      6% of each donation less than \$2000  
   e.g. \$50 donations @ 6% = \$47  
   5% of each donation of \$2,000+  
   e.g. 2,500 @ 5% = \$2,375
- Minimum payment thresholds - donations are distributed in the form of grants. Grants occur monthly if donations exceed \$50. Otherwise, grants occur quarterly.

I examined other services but found the price rates to be excessively high. Also, I did not find any other non-profit organization that could facilitate online credit card donations.



## Questions and Answers to Consider

1. Is there a need for RESIST to accept credit card donations

Yes. Each month, at least 1-2 RESIST donors ask when will we start accepting credit card donations. Also, as we embark on a newsletter subscription drive, it will help expedite payment for subscriptions if we can offer a credit card payment option. If we ever want to "sell" t-shirts, mugs, or tickets to special events, having a credit card program will give RESIST supporters payment options. Additionally, some economists (a recent NPR report) feel that Americans use their credit/charge cards (whether bank debit cards or actual credit cards) as a means of monitoring their spending. As a result they rely less and less on their checkbooks or cash.

Anecdotally, people I have spoken with claim that they tend to pledge more if they are able to have their credit card automatically charged where all they have to do is pay at the end of each month as opposed to writing a check upon command. e.g. "I donate \$50 maybe when I am asked. However, if I can pledge, charge it to my credit card, and have an automatic debit, I tend to donate \$300 for the year. It shows up on my credit card along with my other charges and I don't think about it."

2. Do we know how many people will use this service?

No. Boston Women's Fund claims that 20% of its donors and special events attendees pay by credit card. Liberty Hill reports that 75%-85% of their pledges use their credit charges. The Astraea Foundation reports that less than 25% of their donors and special events attendees use their credit cards, however, they also report that they do not promote the credit card option, for no reason other than they haven't. However, in cursory conversations with the Lesbian and Gay Community Services Center and a few other small to mid-range organizations, they all tout the necessity of having a credit card program for their donor's use.

3. How much more staff time will be spent on this endeavor.

Without knowing how many people will use the program, there is no way to know how much time will be spent processing the billing. However, let's assume, that for every batch of 50+ checks we process every two weeks (this is Resist's average), there are ten credit card charges that must be processed.

- (A) To punch in the actual credit card information (the first time) may take 5-10 minutes.
- (B) Once the personal identification information is entered and depending on which program we use, we will only have to enter it once. 2-3 minutes.



{C} Integrate the credit card payment information into the donor program  
(Paradigm) 5-10 minutes

(D) Enter information into Financial Reports 10 minutes

Approximate Total

½ hour-1 hour

However, if we use the manual terminal we would then have to re-enter the data information into the donor program; re-enter the donor's name according to their pledge schedule (monthly, quarterly, bi-annually or annually; probably create a time line separate from the other donors in which to write and send out "thank you's;" In total this could be an additionally 1-2 hours of work per week.

4. Which of the aforementioned programs is the most cost effective? Taking into account potential need for expansion, upgrading? Is there one or two options that you recommend for us to institute this program?

I believe that IC Verify multi-users is our best bet. The software will give us the best opportunity to maximize our present resources and solicit higher donations. I believe that we can eventually add a program to our website over time.

In lieu of IC Verify multi-users, I would recommend IC Verify Single User. We can determine in-house who will be responsible for data entry.

By using the computer software and designing a credit card charge slip for donors who donate by mail or telephone, we maintain control over how many people have access to our donors' information. Also, IC Verify will accommodate us if we wish to upgrade the software to allow for use on more than one computer.

5. What are the costs for implementing any of the options?

Cambridge Trust	\$75 Application Fee
IC Verify Software	\$499 Software
Tech Support	\$0 First year \$100 Subsequently
Additional Insurance	\$?????
Sub-total	\$574